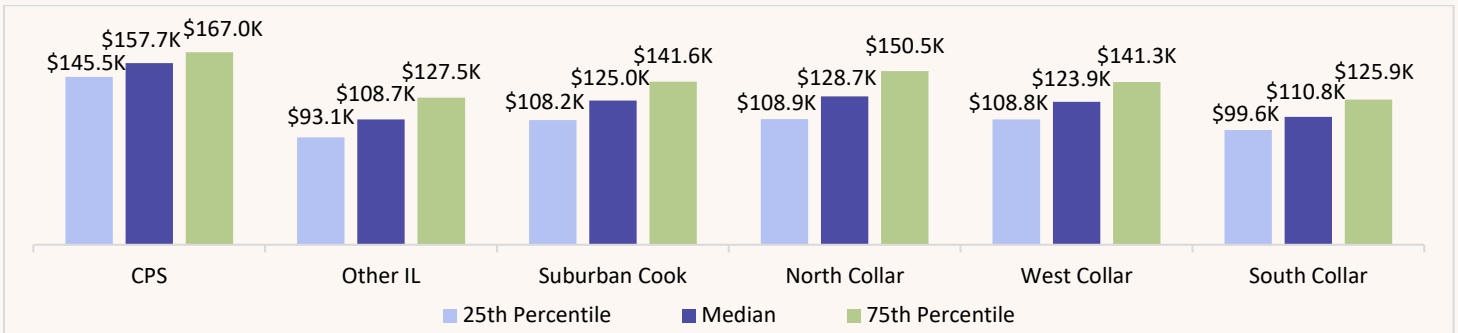


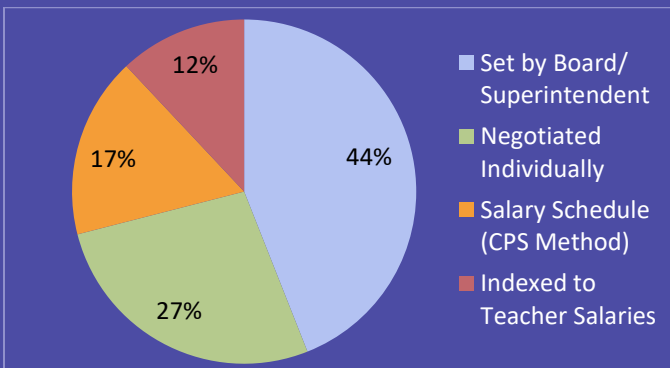
The Chicago Principal in Comparison

Salary Comparison



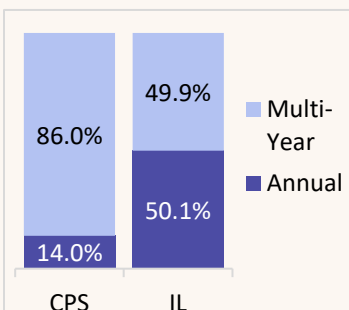
Most Illinois principals, including those in Chicago Public Schools (CPS), work 12-month contracts, so the length of the work year does not significantly affect this comparison. Additionally, CPS principals earn up to 35 vacation days per year, whereas outside of CPS, the average principal earns only 20. The median Chicago principal earns 1.90 times as much as the median Chicago teacher, compared with 1.68 in the rest of Illinois. Among Chicago suburbs, this ratio ranges from 1.60 to 1.80.

Salary Determination



Most principals in Illinois have their compensation set unilaterally or must negotiate individually. CPS principals have a salary schedule, providing security for their level of compensation from year to year.

Contract Length



Most principals in CPS are hired and have their contracts renewed by Local School Councils (LSCs). Almost all principals sign four-year contracts with their LSCs, and the councils can renew the contracts when they expire.

Sources

Principal and teacher salary data drawn from Illinois State Board of Education (ISBE) *Administrator and Teacher Salary and Benefits Report 2022*. Contract length and salary determination drawn from Illinois Principals Association *Salary, Benefit, Career Planning, and Job Satisfaction Study 2022-23*. Capacity and turnover data from ISBE *2023 Illinois Report Card*. Principal authorities under the Illinois School Code from 105 ILCS 5/34-2.3 and 5/34-8.1.

Supporting Students & Staff

	CPS Average	CPS Elementary Average	CPS High School Average
<i>Students Impacted per Principal</i>	519	455	792
<i>Student-Admin Ratio</i>	231	228	241
<i>Staff-Admin Ratio</i>	33	32	36

The student and staff support responsibilities of principals in CPS and Illinois vary according to school size. While the average CPS principal impacts 519 students and leads a building with ratio of 33 staff per administrator (admin), and the average Illinois principal impacts 475

students, there is considerable variation. The Illinois evidence-based funding formula recommends one admin for every 450 students in an elementary school and one admin for every 600 students in a high school.

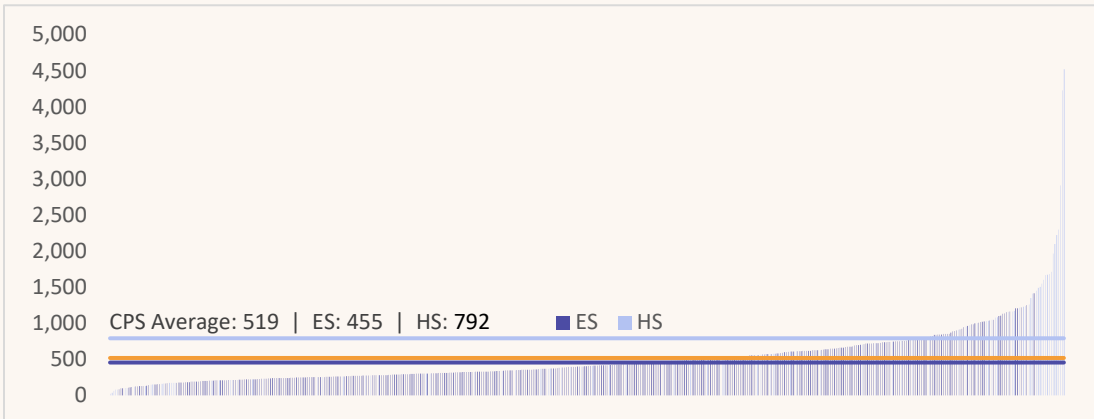
Additional Authority of CPS Principals

Under the Illinois School Code, CPS principals have authority that principals in most or all other Illinois districts do not, including the ability to:

- Select teachers based on merit and ability to perform the job.
- Evaluate and suspend teachers.
- Approve contracts up to \$10,000, with endorsement from their LSC.
- Develop specific methods and contents of their school's curriculum.
- Develop and administer their school's budget, with input from their LSC.

The Chicago Principal in Comparison

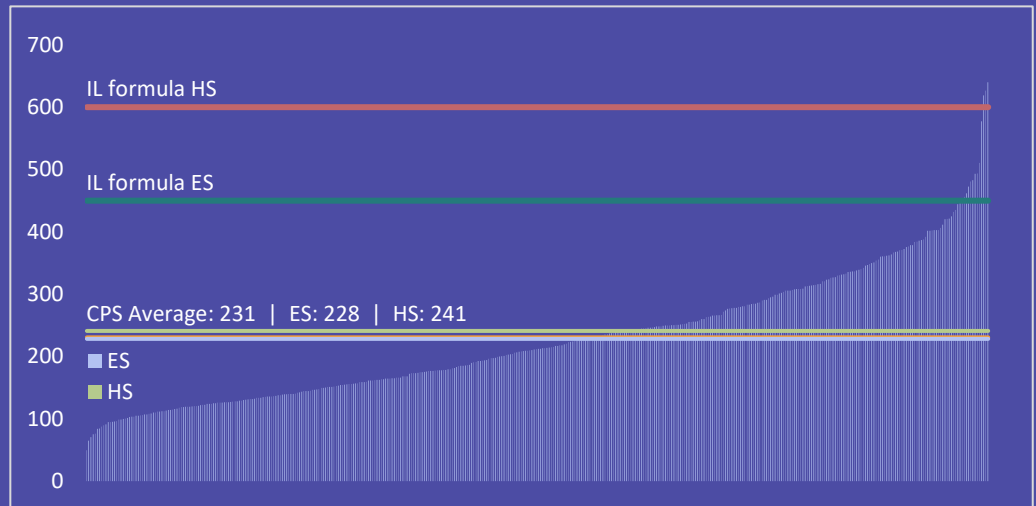
School Enrollment



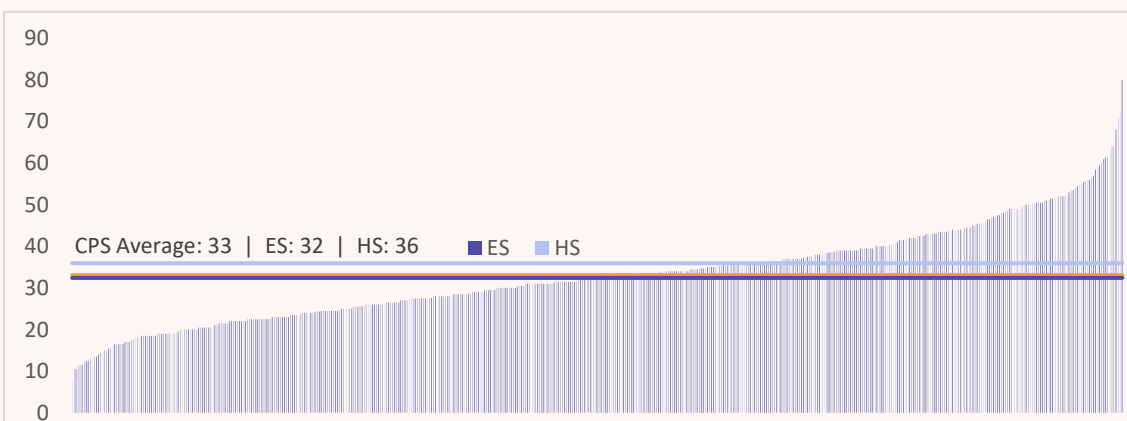
The average CPS elementary principal is responsible for 455 students, compared with an average of 390 students in the rest of Illinois. The average CPS high school principal is responsible for 792 students, compared with an average of 864 students in the rest of Illinois.

Student-Admin Ratios

Considering an admin to be a principal or an assistant principal (AP), the average student-to-admin ratio across CPS elementary schools is 228 students per admin. The average ratio across CPS high schools is slightly larger, at 241. Both CPS ratios are significantly below the Illinois evidence-based formula guidelines of 450 students per admin for elementary schools and 600 students per admin for high schools. Almost no CPS schools are above these guidelines.



Staff-Admin Ratios



"Staff" includes all employees in the school who are not a principal or an AP. The average CPS elementary school has a staff-to-admin ratio of 32-to-1, and the average CPS high school has a ratio of 36-to-1. This ratio is over 50 in 48 CPS schools and under 20 in 53 CPS schools.