

**RATIFY AN AGREEMENT WITH THE UNIVERSITY OF CALIFORNIA, SANTA CRUZ NEW TEACHER CENTER FOR CONSULTING SERVICES**

**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Ratify an agreement with The University of California, Santa Cruz New Teacher Center (NTC) to provide consulting and coaching referral services to the Chicago Teaching Fellows at a cost not to exceed \$472,250.00. These services were obtained without prior Board approval. Consultant was selected on a non-competitive basis because the Consultant was specifically named in the Transitions to Teaching Grant, awarded by the United States Department of Education and the Consultant's expertise to deliver effective coaching support for novice special education teachers to improve student learning. Consultant has pioneered intensive, mentor-based induction programs for new teachers and now works in 31 states in related issues. A written agreement for Consultant's services is currently being negotiated. No payment shall be made to Consultant prior to the execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

**CONSULTANT:** University of California, Santa Cruz  
New Teacher Center  
725 Front Street, Ste. 400  
Santa Cruz, CA 95060  
Contact: Jane Niswonger  
Phone: (831) 459-4323  
Vendor #: 50025

**USER:** Department of Human Resources  
Recruitment & Workforce Planning  
125 S. Clark Street, 2<sup>nd</sup> Floor  
Chicago, IL 60603  
Contact: Nancy Slavin  
Phone: (773) 553-1129

**TERM:** The term of this agreement shall commence on October 1, 2007 and shall end on December 31, 2012.

**EARLY TERMINATION RIGHT:** Either party shall have the right to terminate the agreement on 60 days written notice.

**SCOPE OF SERVICES:** Consultant will identify up to three full-time release coaches to provide intensive support for elementary special education teachers participating in the Chicago Teaching Fellows Program by utilizing the Formative Assessment System. The system to continuously assess and support beginning teachers is based on a series of nine tools and protocols that aligns to the Illinois Professional Teaching Standards as well as national content standards with an emphasis on balanced literacy and mathematics instruction. Chicago Teaching Fellows are required to sign a three-year service agreement to Chicago Public Schools upon completing the requirements for an Initial Alternative Elementary Certification and Special Education Endorsement.

**DELIVERABLES:** Consultant will identify up to three full-time release coaches who will undergo a two year training program, known as Mentor Academy and attend weekly half-day coaching forums that were developed and implemented by the New Teacher Center known as Mentor Academy. These sessions include: Coaching and Observing, Analysis of Student Work, Planning and Designing Professional Development for Beginning Teachers, Focusing on Coaching in Complex Situations, Mentoring for Equity and Teacher Leaders among other topics. These trainings will provide the foundations for coaches to guide Chicago Teaching Fellows in special education as beginning teachers using the Formative Assessment System in areas of reflective teaching, determining areas of focus, setting specific goals, and developing collaborative plans to grow their teaching practice.

Coaches will be responsible to develop an Individual Learning Plan for each Chicago Teaching Fellow that will focus on special education. In addition, coaches will provide a Mid-Year Review and a Growth Reflections Tool for each Fellow that will assess their performance as a Teacher of Record and serve as the basis for the following year's professional growth and instructional planning.

In addition to the 1:1 coaching relationship established between the coach and Fellow, the Consultant will provide other opportunities for professional growth which are the following:

- **Monthly After-School Seminars** – Coaches and CNTC staff will lead up to six two-hour after-school seminars that serve as an ongoing new teacher network for professional learning, problem solving, and mutual support. The seminars will be aligned with the Illinois Professional Teaching Standards and target three strands: issues in urban teaching (including classroom management and family communication); differentiated instruction; and serving the special needs student.
- **Online Discussion and Support Network** – This established and active online professional network will provide Fellows the opportunity to raise questions and problem solve solutions with their colleagues, coaches, and other professionals. Coaches facilitate the online interactions and monitor the level of participation. Online mentoring will be used to share resources and ideas, revise lesson plans, and solve challenges, especially those related to issues arising in urban schools.

**OUTCOMES:** Consultant will be able to identify up to three coaches to support the Chicago Teaching Fellows in special education to support their professional growth and development. The main component of this work is on-site coaching using the Formative Assessment System, delivered by selected coaches trained through the Consultant's Mentor Academy and Coaching Forums. Each Chicago Teaching Fellow will have an Individual Learning Plan and Growth Reflections Tool to assess their professional growth. These systems are aligned with the Illinois Professional Teaching Standards and will place an emphasis on special education explicitly linked to supporting special needs learners and their families and community.

In addition to the one-to-one coaching relationship, Chicago Teaching Fellows will participate in seminars and ongoing professional learning to support the understanding of how to service special needs students.

**COMPENSATION:** Consultant shall be paid upon invoicing after services have been performed. Consultant will receive an annual payment of \$94,450.00 for fiscal years 2008, 2009, 2010, 2011, 2012 for the total sum not to exceed the amount of \$472,250.

**REIMBURSABLE EXPENSES:** None.

**AUTHORIZATION:** Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize the Chief Human Resources Officer to execute all ancillary documents required to administer or effectuate this agreement.

**AFFIRMATIVE ACTION:** Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, M/WBE provisions do not apply to universities.

**LSC REVIEW:** Local School Council approval is not applicable to this report.

**FINANCIAL:** Charge to the Department of Human Resources: \$472,250.00

Budget Classification: 11070-353-54125-264202-582040	\$ 94,450.00 Fiscal Year 2008
11070-353-54125-264202-582040*	\$ 94,450.00 Fiscal Year 2009
11070-353-54125-264202-582040*	\$ 94,450.00 Fiscal Year 2010
11070-353-54125-264202-582040*	\$ 94,450.00 Fiscal Year 2011
11070-353-54125-264202-582040*	\$ 94,450.00 Fiscal Year 2012

\* Grant number will change for each fiscal year  
Source of Funds: Transition to Teaching Grants/Title II Teacher Quality

**GENERAL CONDITIONS:**

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board’s Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board’s Ethics Code adopted June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

**Approved for Consideration:**



**Heather A. Obora**  
Chief Purchasing Officer

**Approved:**



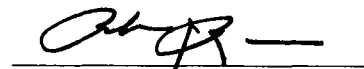
**Arne Duncan**  
Chief Executive Officer

**Within Appropriation:**



**Pedro Martinez**  
Chief Financial Officer

Approved as to legal form: 



**Patrick Rocks**  
General Counsel