

APPROVE ENTERING INTO A PARTICIPATION AGREEMENT WITH NEW LEADERS FOR NEW SCHOOLS TO PROVIDE A PRINCIPAL INTERNSHIP PROGRAM

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into a participation agreement with New Leaders for New Schools (NLNS) to provide a principal internship program (Program) for the Chicago Public Schools. NLNS was selected on a non-competitive basis because of its extensive experience in providing this type of program in New York City. NLNS has also provided professional development for teachers and principals focusing on instructional improvement in the Alaska School District and has provided consultant services for the Washington, D.C. School District. A written agreement for this Program is currently being negotiated. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 120 days of the date of this Board Report. Information pertinent to this agreement is stated below.

PARTICIPATING PARTIES: New Leaders for New Schools (NLNS)
Jon Schnur, Chief Executive Officer
18 West 27th Street, Suite 7C
New York, NY 10004-6904
(646) 424-0892

The Board of Education of the City of Chicago
Office of Special Projects
125 S. Clark
Chicago, IL 60603
Contact Person: Dr. Olivia L. Watkins
Phone No.: (773) 553-1560

TERM: The term of this agreement shall commence on the date the agreement is signed and shall end on June 30, 2002, with the Board having the option to renew the agreement for unlimited, successive one year periods.

THE PROGRAM: NLNS and the Board will work together to identify, train, certify and support candidates for placement as principals and assistant principals in the Chicago Public Schools. NLNS will also work with a local university partner and a number of national and local experts to design and deliver the coursework that draws on best practices in business schools and education schools across the nation. This Program will include coursework and an internship in a CPS school with a mentor principal, and together these experiences will make possible state certification for all candidates who successfully complete the Program. The coursework will begin with a summer institute including 10-12 courses, each delivered over the course of 1 to 2 weeks of intense modules. Twelve additional days of coursework will also be provided during the academic year. Each candidate shall also complete an internship for one academic year. Finally, a short institute will be offered during the second summer to prepare each candidate for his/her placements. During the first year of the Program, six candidates will be selected to participate (of which one shall be interned at a charter school). During subsequent years of the Program, the number of candidates shall be established by the Board as of April 1 of each year.

NLNS' RESPONSIBILITIES:

- Work with a local organization to identify extremely talented people with demonstrated commitment and potential to serve as outstanding leaders in urban public schools.
- Manage the recruitment and admissions process (develop admissions criteria, admissions material, and review process for all candidates.)
- Establish selection criteria and process for selecting mentor principals, including criteria related to the success of their schools and their capacity to be an effective mentor.
- In consultation with the Board, NLNS will identify and select six outstanding mentor principals with the commitment and potential to be effective mentors for the Program

- Involve mentor principals, where possible, in the process of selecting candidates for the Program.
- Manage the process of designing coursework, both for the summer session and during the school year.
- Work with relevant partners to identify outstanding academics and practitioners from Chicago and across the nation to teach the coursework related to the Program.
- Identify classroom space for the courses in the summer and during the academic year.
- Hire one full-time experienced, successful principal within CPS to work with all of the mentor principals and aspiring principals.
- Provide several training sessions to all mentor principals in order to prepare them to be effective mentors.
- Assess strengths, weaknesses, and preferences of each candidate, determining best type of school or position for each.
- Help identify available principal and assistant principal positions within CPS
- Help prepare candidates for the interview process.

BOARD'S RESPONSIBILITIES:

- Identify high-potential candidates for the program within CPS.
- Review and comment on admissions criteria used to evaluate candidates.
- Designate two people to serve on the selection committee.
- Review the final list of candidates selected by the selection committee.
- Recommend candidates within CPS who could serve as effective mentor principals.
- Review and comment on the selection criteria to be used to select mentor principals.
- Review the final list of mentor principals and either approve the full list, or veto individual candidates that do not meet agreed-upon criteria.
- Identify at least one person to serve on the Curriculum Advisory Group participating in the design of the curriculum.
- Help identify outstanding practitioners within CPS who could serve as faculty or guest lecturers in the courses.
- Determine, by April 1, of each year, the number of candidates to be included in the next year of the Program.
- Help identify open principal and assistant principal positions within CPS.
- For candidates placed as assistant principals, provide support and guidance to place them on a fast-track for consideration as principals in future years.

NLNS FINANCIAL CONTRIBUTIONS TO THE PROGRAM:

1. Recruitment and admissions of candidates (supported by private sector funding);
2. Recruitment and selection of mentor principals;
3. Financial stipend of approximately \$7,500.00 for each mentor principal;
4. Design and delivery of all coursework;
5. Salary of one full-time experienced principal overseeing the internship;
6. Ongoing support and professional development for all candidates who successfully complete Program for an additional 2 years.
7. Formal evaluation and report regarding the Program.

THE BOARD SHALL CONTRIBUTE AND BE RESPONSIBLE FOR THE FOLLOWING COSTS OF THE PROGRAM:

1. Payment of an annual salary of at least \$45,00.00 plus benefits to the candidates.

ROLE OF THE CANDIDATES: Each candidate who successfully completes the Program shall interview for available assistant principals and principal positions within CPS, and shall commit to work for the Board for at least 2 years following completion of the Program. In the event a candidate fails to work for the Board for such 2-year period, such candidate will reimburse the Board for the stipend paid him/her for the Program.

OUTCOMES: The outcome of this Program is to identify and train candidate to be placed within the Chicago Public Schools as principals and assistant principals.

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.

AFFIRMATIVE ACTION: Affirmative action is not applicable to this report.

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

FINANCIAL: Charge to Citywide General Education Services \$270,000.00 Fiscal Year: 2001-2002
Budget Classification: 0950-210-000-7090-5110
Source of Funds: Fund 210: General Education

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 July 26, 1995 (95-0726-EX3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted September 27, 1995 (95-0927-RU3), 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:

Approved:

Cozette Buckney
Chief Education Officer

Paul G. Vallas
Chief Executive Officer

Within Appropriation:

Kenneth C. Gotsch
Chief Fiscal Officer

Approved as to legal form:

Marilyn F. Johnson
General Counsel