

**APPROVE ENTERING INTO A TEACHER REFERRAL AND SUPPORT AGREEMENT  
WITH INNER-CITY TEACHING CORPS OF AMERICA**

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

Approve entering into a teacher referral and support agreement with Inner City Teaching Corps of America to provide mentoring support for 65 T-SPED Fellows during the first and second year of teaching per U.S. Department of Education Transitions to Teaching Grant and 85 math, science and foreign language Chicago Teaching Fellows during the first and second year of teaching and provide a minimum of 20 provisionally certified teachers through the UNITE program at a cost not to exceed \$704,000.00. Consultant was selected on a non-competitive basis because of the Consultant's expertise and ability to deliver a customized cohort support system for teachers trained from Alternative Certification Programs centered on improving student learning. The Formative Assessment System, developed by The New Teacher Center serves as the basis for this support system. A written agreement for Consultant's services is currently being negotiated. No services shall be provided and no payments shall be made to the 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:** Inner-City Teaching Corps of America  
300 N. Elizabeth Street, Suite 300C  
Chicago, IL 60607  
Contact: James A. Alexander  
Phone: 312-491-9100  
Vendor # 44062

**USER:** Chicago Public Schools  
Department of Human Resources  
125 South Clark Street, 2nd Floor  
Chicago, IL 60603  
Contact: Nancy Slavin  
Phone: 773-553-1129

**TERM:** The term of this agreement shall commence on August 1, 2008 and shall end August 31, 2009.

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

**SCOPE OF SERVICES:** Consultant will provide mentoring services to 65 T-SPED Fellows during the first and second year of teaching per U.S. Department of Education Transitions to Teaching Grant and 85 math, science and foreign language Chicago Teaching Fellows during the first and second year of teaching. Each Chicago Teaching Fellow will be observed and evaluated based on the Formative Assessment System, developed by The New Teacher Center. The assessment tools are a comprehensive series of collaborative processes characterized by a consistent focus on student learning and improved classroom practice. This method of intensive, mentor-based induction is operated in 31 states on related issues. These evaluation methods and protocols are to assist beginning teachers and mentors in guiding and documenting their work and show evidence of their teacher practice which includes: classroom profiles, collaborative assessment logs, individual learning plans, protocols for collection and analysis of student work, tools for planning standards-based lessons and observations tools. These tools are aligned with the Illinois Professional Teaching Standards.

Consultant will refer a minimum of 20 provisionally-certified teachers for employment with Chicago Public Schools during the 2008-2009 school year. Program participants, as referred by Consultant, will be enrolled in a year-long teacher certification program at Northwestern University concluding with their eligibility for an

Illinois Alternative Initial Teaching Certificate. The Consultant will provide program participants with mentoring support and other training activities needed to become certified by the Illinois State Board of Education and eligible for hire by Chicago Public Schools.

**DELIVERABLES:** Each Chicago Teaching Fellow will be observed and meet regularly with the mentor provided by the Consultant at the school site where the Chicago Teaching Fellow is the Teacher of Record. Each observation will result in the completion of observation forms provided by the Formative Assessment System. The objective includes providing ongoing feedback and recommendations to each first year teacher to advance teacher practice. In addition, Consultant will deliver surveys to CPS administrators in the Human Resources units of Professional Development and Recruitment and Workforce Planning with feedback on the quality of mentoring support. The first survey will be completed at the end of the first semester of school, and the second survey will be completed in early June 2009. CPS representatives will also receive, at minimum, quarterly reports updating them on the Chicago Teaching Fellows.

Consultant will refer 20 provisionally-certified teachers for employment with Chicago Public Schools at the beginning of the 2008-2009 school year.

**OUTCOMES:** Consultant's services will result in: 1.) teacher support for 65 Special Education Fellows and 85 math, science and foreign language Chicago Teaching Fellows based on the Formative Assessment System; 2.) each Chicago Teaching Fellow will have a written evaluation of observations; 3.) quarterly reports to the Chicago Teaching Fellows Program regarding the progress of each Chicago Teaching Fellow; 4.) mid-year and end-of-year survey indicating quality of mentoring support and 5.) at the end of the 2008-2009 school year, 20 participants will be eligible for their Illinois Initial Alternative Teaching Certificate based on Northwestern University's credentialing services and continued employment by Chicago Public Schools. Each participant shall sign an agreement that commits him/her to complete the Inner-City Teaching Corps' program requirements and work in a CPS teaching position for a period of not less than three years upon completing the certification program, if such positions are offered to them. Participants who fail to fulfill these requirements will be required to repay the Board for payments made on their behalf under the Program. The repayment amounts will be established by a pro rata formula developed by the Director of Recruitment.

**COMPENSATION:** Consultant will be compensated a maximum of \$704,000.00. This fee will be used by Consultant to support Chicago Teaching Fellows during the first year and second year of teaching in the special education cohort, 85 Chicago Teaching Fellows in the math, science and foreign language cohorts and referral of 20 provisionally-certified teachers. Consultant shall be paid in two installments based on the maximum number of 85 Chicago Teaching Fellows. Consultant shall be paid at maximum \$704,000.00 to cover the costs of teacher support, mentor training, reporting measures, program operational costs, and teacher referral.

**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 Resource Officer to execute any ancillary documents required to 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 when the vendor providing services operates as a Not-for-Profit organization.

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

<b>FINANCIAL:</b>	Charge to Department of Human Resources: \$704,000.00	Fiscal Year: 2009
	Source of Funds: Title II/Title IID	
	Budget Classifications: 11010-354-54125-221244-500426-2009	\$349,000.00
	11010-353-54125-221312-494021-2009	\$50,000.00
	11070-353-54125-264202-582040-2009	\$305,000.00

**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.

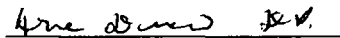
Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

**Approved for Consideration:**

**Approved:**




**Heather A. Obora**  
Chief Purchasing Officer



**Arne Duncan**  
Chief Executive Officer

**Within Appropriation:**

**Approved as to legal form:** 



**Pedro Martinez**  
Chief Financial Officer



**Patrick J. Rocks**  
General Counsel