

**APPROVE ENTERING INTO AN AGREEMENT WITH THE NEW TEACHER PROJECT
FOR CONSULTING SERVICES RELATED TO MODEL HIRING INITIATIVE**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with The New Teacher Project to provide consulting services to deliver the Model Hiring Initiative to the Department of Human Resources for Turnaround Schools under reconstitution status at a cost not to exceed \$275,007.00. Consultant was selected on a non-competitive basis because of the Consultant's expertise and ability to deliver effective recruitment training programs for school-based hiring authorities and implement hiring practices based on prior year performance. A written agreement for Consultant's services is currently being negotiated. No services shall be provided by Consultant and 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: The New Teacher Project, Inc.
186 Joralemon Street, Suite 300
Brooklyn, NY 11201
Contact: Ariela Rozman, CEO
Phone: (718) 233-2800
Vendor Number: 95555

USER: Department of Human Resources
Recruitment & Workforce Planning
Chicago Public Schools
125 South Clark Street, 2nd Floor
Chicago, IL 60603
Contact: Nancy Slavin, Officer
Phone: (773) 553-1129

TERM: The term of this agreement shall commence on February 1, 2009 and shall end September 30, 2010. This agreement shall have two (2) options to renew for periods of twelve months (12) each. Costs for each renewable option shall be based on the number of schools participating in the year of the exercised option.

EARLY TERMINATION RIGHT: The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES: The Consultant will work under the CPS Department of Human Resources to implement the Model Hiring Initiative for first and second year turnaround schools as identified by the Office of School Turnarounds and Office of New Schools.

Consultant will deliver and implement: (1) an effective marketing and recruitment strategy; (2) pre-screening services of each applicant to identify candidates for the selection and hiring process; (3) manage school-based selection events; (4) review staffing plans; (5) training workshops for principals and other school-based personnel responsible for hiring the instructional staff; and (6) provide overall project management services.

Consultant will deliver at minimum of five (5) three-hour workshops to first year and second year turnaround school principals and other school-based personnel that will focus on the essential hiring practices needed in order to recruit, select, and cultivate quality teachers for their respective schools particularly those in high need subject areas.

DELIVERABLES: Consultant will deliver: (1) a targeted marketing campaign for the Turnaround Schools ; (2) develop and implement school-based hiring strategies focused on building rigorous selection models and reviewing staffing plans especially in high need subject areas such as math, science, physical education, special education, and other subject areas when needed (3) develop and deliver a minimum of five three-hour workshops for school-based personnel responsible for hiring the instructional staff in the areas of effective hiring practices, projecting vacancies, marketing, customized school-based interviews and various hiring

strategies (4) provide staffing specialists and other Consultant teams as needed for CPS Human Resources to support the Model Hiring Initiative for Turnaround School; (5) maintain data management systems to provide weekly progress reports for CPS Department of Human Resources, Chief Education Office, Office of School Turnaround and Office of New Schools.

OUTCOMES: Consultant’s services will produce the following outcomes for the Turnaround Schools as identified by the Office of School Turnarounds and Office of New Schools for schools entering the first year of reconstitution status: (1) produce a branded marketing campaign that provides comprehensive information to attract quality teacher candidates especially in high need subject areas; (2) deliver training workshops for administrators and other school-based hiring personnel to build the school’s capacity in developing a rigorous teacher selection model for identifying effective instructors committed to improving student achievement; and (3) develop teacher recruitment policies and provide implementation services for each designated Turnaround School resulting in early hiring of teachers that ensures each Turnaround School is appropriately staffed for the 2009-2010 academic year.

Consultant’s services will produce the following outcomes for turnaround schools as identified by the Office of School Turnaround entering the second year of reconstitution status: (1) produce a targeted marketing campaign that provides comprehensive information to attract quality teacher candidates especially in high need subject areas; (2) deliver training workshops for administrators and other school-based hiring personnel to build the school’s capacity in developing a rigorous teacher selection model for identifying effective instructors committed to improving student achievement; and (3) provide project management services to ensure candidates and school-based hiring authorities experience an efficient and transparent selection and hiring process.

The three outcomes will result in early hiring and staffing of teachers and other instructional personnel to ensure that each first year and second year Turnaround School is appropriately staffed for the 2009-2010 academic year.

COMPENSATION: Consultant shall be paid upon invoicing after services have been performed. Consultant will receive payment \$18,000.00 during fiscal year 2009 and \$257,007.00 during fiscal year 2010 for a combined amount not to exceed the sum of \$275,007.00.

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 Department of Human Resources Chief Officer and Officer of Recruitment & Workforce Planning 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 those vendors who operate as Not-for-Profit organizations.

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

FINANCIAL: Charge to Department of Human Resources:	\$275,007.00
Budget Classification: 11070-124-54125-231126-904003	\$ 18,000.00 FY2009
11070-124-54125-231126-904003	\$257,007.00 FY2010

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.

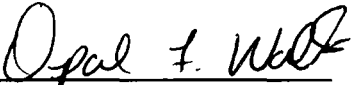
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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

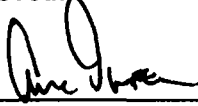
Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



Opal L. Walls
Chief Purchasing Officer

Approved:



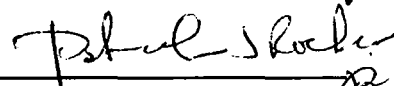
Arne Duncan
Chief Executive Officer

Within Appropriation:



Pedro Martinez
Chief Financial Officer

Approved as to legal form 



Patrick J. Rocks
General Counsel