

**RATIFY ENTERING INTO AN AGREEMENT WITH STEVEN GERING
FOR CONSULTING SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Ratify entering into an agreement with Steven Gering to provide consulting services to the Department of Human Resources at a cost not to exceed \$100,000. Consultant was selected on a non-competitive basis because Consultant has unique skills and qualification as a High School Superintendent that could not be located elsewhere. 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: Steven Gering
804 North 4th Street
Kansas City, KS 66101
Phone No.: (713) 744-5045
Vendor No.: 76752

USER: Department of Human Resource
125 S. Clark Street, 2nd Floor
Chicago, IL 60603
Melissa DeBartolo
Phone No.: (773) 553-1124

TERM: The term of this agreement shall commence on January 1, 2009 and shall end on June 30, 2009.

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

SCOPE OF SERVICES: Consultant will coordinate and provide services on behalf of the Department of Human Resources to assist the Office of High School Programs in developing leadership development plans and strategies that will increase the capacity of High School Area Instruction Officers to support development of principals as instructional leaders. Engagement will require study of the current responsibilities and roles of AIOs and development of plans and implementation strategies for optimizing the effectiveness of that position.

DELIVERABLES: Consultant will deliver the following services:

1. In consultation with the District's Talent Management Team, make recommendations concerning the necessary knowledge, skills and abilities and key responsibilities and accountabilities for AIOs.
2. Consult with the District Talent Management Team to develop a succession model, plan and implementation strategy for future AIO vacancies, incorporating recommendations approved by Senior Leadership Team.
3. In consultation with Executive Officer of High School Programs and current AIOs, develop and implement an AIO development strategy and perform necessary modeling and coaching to AIOs including:
 - 1) Coordinating best practice sharing among High School AIO's to ensure consistent leadership development of principals
 - 2) Creation of regular dialog between AIO's and Senior High School Staff
 - 3) Development of individual development plans for each AIO to enable them to provide support to High School Principals to:
 - I. Implement High School Transformation (HST) within each of their schools, including the six levers (Raising Expectation, 9th Grade Success, Great Leaders, Great Teachers, Options and Opportunities, and Empower Schools).
 - II. Develop effective instructional leadership teams in schools to improve the

- teaching and learning at their schools
- III. Evaluate Principals in a consistent and effective manner
- IV. Develop and maintain good working relationships with Local School Councils (LSC)
- V. Provide constructive feedback to the HS Leadership Team about high school programs provided to their schools and reporting on content and implementation, i.e. PSE, After School Programming, Graduation Pathways, etc.
- VI. Identify prospective outstanding principal candidates and actively recruit them.

OUTCOMES: Consultant services will result in better reporting and recommendation on key AIO knowledge, skills and abilities; succession planning for upcoming AIO vacancies; development and implementation of an Area Instruction Officer development strategy; development and implementation of individual development plans for each Area Instruction Officer and best practices and strategies for development and implementation of other high school programs.

COMPENSATION: Consultant shall be paid as follows: Consultant will invoice a fee of \$700 per day for three and one half days per week plus travel expenses not to exceed the sum of \$100,000.

REIMBURSABLE EXPENSES: Consultant shall be reimbursed for the following expenses: airfare, transportation, lodging and meals while in Chicago with total reimbursable expenses no to exceed \$34,000. The total compensation amount reflected herein is inclusive of all reimbursable expenses.

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: The M/WBE goals for this contract include: 25% total MBE participation and 5% total WBE participation:

However, the Office of Business Diversity recommends that a full waiver of the goals required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services contracts be granted as this agreement classifies as a unique transaction.

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

FINANCIAL: Charge to Department of Human Resources: \$100,000 Fiscal Year: 2008-2009
 Budget Classification: 11070-115-54125-264214-000000
 Source of Funds: General Funds

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.

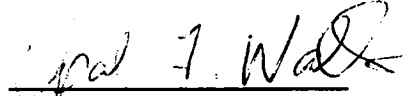
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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



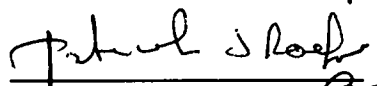
Ron Huberman
Chief Executive Officer

Within Appropriation:



Pedro Martinez
Chief Financial Officer

Approved as to legal form: 



Patrick J. Rocks
General Counsel