

**AMEND BOARD REPORT 09-0325-PR10**  
**AMEND BOARD REPORT 09-0128-PR20**  
**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 and pre-screening candidate services for additional selected schools at a cost not to exceed ~~\$275,007.00~~ \$340,000.00. 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 amended Board Report. Information pertinent to this agreement is stated below.

This amendment is necessary to correct a typographical error in the original Board Report. The term of the agreement ends September 30, 2009 and not September 30, 2010.

This May 2009 amendment is necessary to i) increase the not to exceed amount by \$64,993.00; ii) add an additional scope of service; and iii) add an additional user. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this amended Board Report.

**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, 2<sup>nd</sup> Floor  
Chicago, IL 60603  
Contact: Nancy Slavin, Officer  
Phone: (773) 553-1129

Chief Education Office  
Chicago Public Schools  
125 South Clark Street, 5<sup>th</sup> Floor  
Chicago, IL 60603  
Contact: Alan Anderson, Executive Director  
Phone: (773) 553-5630

**TERM:** The term of this agreement shall commence on February 1, 2009 and shall end September 30, 2010 September 30, 2009. 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. In addition, the Consultant will work with the Chief Education Office and Department of Human Resources to provide pre-screening candidates services for selected 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.

Consultant will deliver pre-screening candidate services to an additional 75 schools as identified by the Chief Education Office and provide a pre-screening manager to direct the candidate screening process.

**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-; (6) deliver pre-screening candidate services to an additional 75 selected schools; and (7) provide a pre-screening manager and other Consultant teams as needed to support the candidate screening to address teacher vacancies in high need and core subject areas at selected 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.

Consultant's services will support an additional 75 schools as identified by the Chief Education Office and the Department of Human Resources that result in producing teacher candidates who have been pre-screened to address the school vacancy needs in high need and core subject areas.

**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~~ \$322,000.00 during fiscal year 2010 for a combined amount not to exceed the sum of ~~\$275,007.00~~ \$340,000.00.

**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 transactions where 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:	\$275,007.00
	<u>\$340,000.00</u>
Budget Classification: 11070-124-54125-231126-904003	\$ 18,000.00 FY2009
<del>11070-124-54125-231126-904003</del>	<del>\$257,007.00 FY2010</del>
<u>11070-124-54125-231126-904003</u>	<u>\$322,000.00 FY2010</u>

**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).

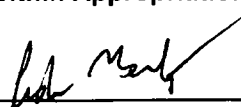
**Approved for Consideration:**

  
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 Opal L. Walls  
 Chief Purchasing Officer

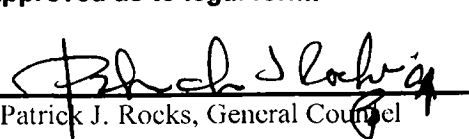
**Approved:**

  
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 Ron Huberman  
 Chief Executive Officer

**Within Appropriation:**

  
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 Pedro Martinez  
 Chief Financial Officer

**Approved as to legal form:**

  
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 Patrick J. Rocks, General Counsel