

APPROVE ENTERING INTO AN AGREEMENT WITH NEW TEACHER CENTER (NTC) FOR CONSULTING SERVICES**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Approve entering into an agreement with New Teacher Center to provide consulting services to the Office of Human Capital at a cost not to exceed \$6,748,000.00. Consultant was selected on a non-competitive basis because consultant is the only provider of comprehensive support for new teacher induction in the State of Illinois and consultant has worked with the Board on this initiative since 2006. 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.

VENDOR:

- 1) Vendor # 97832
NEW TEACHER CENTER-NTC
725 FRONT STREET, STE 400
SANTA CRUZ, CA 95060
Scott Ellis
831-459-5815

USER:

CW Office of Human Resources - Operations
125 S Clark St - 2nd Floor
Chicago, IL 60603

Contact : Sheri Frost-Leo
Phone: 773-553-4252

TERM:

The term of this agreement shall commence on the date the agreement is signed and shall end June 30, 2011. This agreement shall have two (2) options to renew; each for a period of one (1) year.

EARLY TERMINATION RIGHT:

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

SCOPE OF SERVICES:

Consultant will serve 750 new-to-the-profession beginning teachers identified by CPS, subject to adequate funding on a per-teacher basis. Consultant will not support teachers whose induction needs are met through agreements with other institutions. Consultant will 1) plan and facilitate a series of two-day New Teacher Summer Academies for all first-year teachers (new to the profession); 2) hire, train, and deploy new teachers inductions coaches to provide one-on-one, face-to-face support for all eligible teachers, provided at least once every 3 weeks; 3) design and host professional development workshops and an online community for new teachers; and 4) manage the district-wide new teacher induction program data, personnel, and communications in partnership with CPS.

DELIVERABLES:

Consultant shall:

Facilitate up to 4 two-day Academies in August, with a goal of 50 attendees each;
Facilitate 2 make-up sessions if needed (September and/or January);
Customize existing facilitator guides, handouts and materials in response to district needs;
Facilitate online orientation to the Collaborative Learning Environment (CLE); and
Provide consultation from NTC leadership staff to CPS in planning, implementation, evaluating and communicating the NTSA.

Full-Release Coaching

Hire and staff full-time coaches at a ratio of 1 coach to every 18 new teachers, up to a maximum of 750 new teachers, in time to provide support to teachers in multi-track and Track E Schools;
Provide at least 1 face-to-face coaching interaction every 3 weeks to support teacher growth and development according to the CPS Framework for Teaching;
-Engage in the process of goal-setting, mid-year-review and end-of-year review;
-Analyze student work twice per year;
-Formally observe teacher practice twice per year;
Supply NTC teacher portfolios to each new teacher for structuring and documenting the work;
Regularly document interactions in the CNTC Coaching Log Database and report to CPS quarterly on findings; and
Manage the deployment of coaches and develop a system to manage their performance.

New teacher Professional Development

Design, plan, host monthly networking meetings at the Area or regional level ;
Design, plan, host monthly study groups at the Area or regional level customized to address needs identified by coaches' fieldwork; and
Host and facilitate a structured online community of practice and develop custom online components of the proprietary NTC Collaborative Learning Environment.

Project Management and Data Support

Manage and customize the CNTC Coaching Log Database to incorporate CPS-specific data fields including Employee ID and unit number;
Engage in regular data-sharing with CPS at the Area and program level;
Administer the NTC Survey to all teachers, principals and coaches and share analysis with CPS; and
Provide consultation to CPS in planning, implementing, evaluating, and communicating the induction coaching model and beginning teacher professional development.

OUTCOMES:

Consultant's services will result in first-year teachers' self-reported preparedness for the beginning of school, increased new teacher completion rates for the 2010-11 school year at both school and district level, improved retention rates of new teachers from one school year to the next, and reports from new teachers that they feel adequately supported:

Preparedness for the School Year: 85% of New Teacher Summer Academy attendees report that they feel more prepared and confident for the start of the school year after attending NTSA;

New Teacher Completion: 95% of first-and second-year teachers remain at their schools where they began teaching;

New Teachers School-Level Retention: 65% of first-and second-year teachers remain at their school from SY2010-11 to SY2011-12; and

New Teachers Perceptions of Support: 80% of first-and second-year teachers report feeling adequately supported by the program, using a standard survey

COMPENSATION:

Consultant shall be paid as follows:

1) New Teacher Summer Academy - not to exceed \$60,000.00

Consultant will be paid \$300.00 for each new-to-the-profession teacher who signs up for the New Teachers Summer Academy, up to a maximum of 200 teachers. Payment for the first 100 registered attendees will be made in July, at least one week before each two-day New Teacher Summer Academy session. Payment for attendees beyond the first one hundred will be made upon receipt of verification of their attendance.

2) Coach costs - not to exceed \$4,888,000.00

For every 18 new teachers identified by CPS, consultant will hire one coach and bill CPS for the actual salary, benefits, and technology costs associated with this person, not to exceed an average per-coach cost of \$104,000.00. After 28 coaches (and four lead coaches) are hired, consultant will hire one lead coach every 12 additional coaches hired, not to exceed an average per-coach cost of \$104,000.00. Coaches hired will not exceed 47 and new teachers supported will not exceed 750. Payment for coach costs will be made in four quarterly upfront installments upon verification of final, salary, benefits, and technology costs per coach. Payment will be prorated by quarter for coaches hired after the first academic quarter.

3) Overhead and project management- not to exceed \$1,800,000.00

Consultant will be paid \$450,000.00 for fixed overhead and project management costs associated with hiring, training, deploying coaches and management of data. In addition, consultant will be paid \$1,800.00 per new teacher identified by CPS for incremental management costs incurred, not to exceed 750 new teachers. Quarterly payments of \$112,500.00 plus \$450.00 per teachers will be made to consultant, with quarterly proration for newly identified teachers and those who resign mid-year.

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 of Human Capital Officer 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, MBE/WBE goal provisions of the Program do not apply to those 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.

FINANCIAL:

Charge to the Office Human Capital: \$6,748,000.00
Fiscal Year: 2011

11070-Xxx-54125-221311-Xxxxxx-2011

\$6,748,000.00

CFDA# : Not Applicable

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.

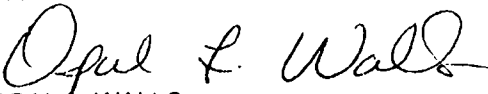
Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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

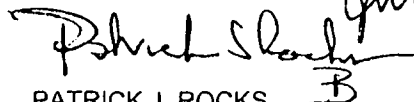
Approved:


RON HUBERMAN
Chief Executive Officer

Within Appropriation:


DIANA S. FERGUSON
Chief Financial Officer

Approved as to Legal Form:


PATRICK J. ROCKS
General Counsel