

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

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with Steven Gering to provide consulting services to the Office of Leadership Development and Support at a cost not to exceed \$43,750.00. Consultant was selected on a non-competitive basis and approved by the Non-Competitive Procurement Review Committee. 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.: (913) 744-5045
Vendor No.: 76752

USER: Office of Leadership Development and Support
125 S. Clark Street, 19th Floor
Chicago, IL 60603
Monica Rosen, Acting Officer
Phone No.: (773) 553-1076

TERM: The term of this agreement shall commence on August 1, 2010 and shall end October 31, 2010. This agreement shall have three options to renew for periods of three months each, with the cost of each renewal period not to exceed \$43,750.00.

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 Office of Leadership Development and Support in developing leadership development plans and strategies that will increase the capacity of High School Chief Area Officers to support development of principals as instructional leaders. Engagement will require study of the current responsibilities and roles of CAOs and development of plans and implementation strategies for optimizing the effectiveness of that position in alignment with area-based performance management

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 CAOs.
2. Consult with the District Talent Management Team to develop a succession model, plan and implementation strategy for future CAO vacancies, incorporating recommendations approved by Senior Leadership Team.

3. In consultation with Officer of Leadership Development and Support and current CAOs, develop and implement an CAO development strategy and perform necessary modeling and coaching to CAOs including:
 - 1) Coordinating best practice sharing among High School CAOs to ensure consistent leadership development of principals
 - 2) Creation of regular dialog between CAO's and Senior High School Staff
 - 3) Development of individual development plans for each CAO 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.
4. In consultation with the Chief Education Office and the Office of Performance Management the consultant shall develop and implement a plan to support CAO development leading to effective implementation of Instructional Leadership Teams at the school sites. The plan will include:
 - I. Creation of opportunities for CAOs to share best practices in developing principal leadership skills to effectively implement Instructional Leadership Teams at the school site.
 - II. Coordinating peer observations of CAO led Area Performance Management sessions focused on developing effective school level Performance Management through Instructional Leadership Teams.
 - III. Provide individual and group coaching support to CAOs for the purpose of increasing their capacity to support principal leadership development that results in effective implementation of school level Instructional Leadership Teams.
 - IV. Provide updates to senior district leadership on potential barriers to the CAOs in effectively supporting principals in effectively implementing Performance Management at the school level through the Instructional Leadership Teams.

OUTCOMES: Consultant services will result in better reporting and recommendation on key CAO knowledge, skills and abilities; succession planning for upcoming CAO vacancies; development and implementation of a Chief Area Officer development strategy; development and implementation of individual development plans for each Chief Area 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 50 total consulting days plus travel expenses. The total compensation shall not exceed the sum of \$43,750.00, inclusive of all reimbursable expenses.

REIMBURSABLE EXPENSES: Consultant shall be reimbursed for the following expenses: airfare, transportation, lodging and meals while in Chicago with total reimbursable expenses not to exceed \$8,750.00. 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 Leadership Development and Support 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 Office of Leadership Development and Support: \$43,750.00 Fiscal Year: 2011
Budget Classification: 11110-124-54125-221307-001708 \$20,000.00
11110-353-54125-221307-528408 \$23,750.00

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.

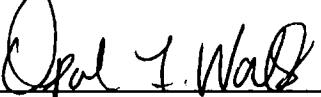
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board member during the one year period following expiration or other termination of their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



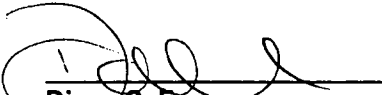
Opal L. Walls
Chief Purchasing Officer

Approved:



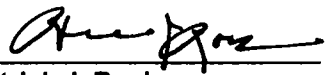
Ron Huberman
Chief Executive Officer

Within Appropriation:



Diana S. Ferguson
Chief Financial Officer

Approved as to legal form. 



Patrick J. Rocks
General Counsel