

**APPROVE ENTERING INTO AN AGREEMENT WITH THE NEW TEACHER CENTER FOR NEW
PRINCIPAL AND TEACHER INDUCTION AND SUPPORT SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with the New Teacher Center (NTC) to provide induction and support services to the Office of Human Resources for new CPS principals and teachers at a total cost not to exceed \$1,500,000. Consultant was selected on a non-competitive and approved by the Non-Competitive Procurement Review Committee basis due to the unique funding agreement between several private funders in support of this partnership and the unique qualifications of the Consultant. A written agreement for the Consultant's services is currently being negotiated. No services shall be provided by and no payment shall be made to Consultant prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 120 days of the date of this Board Report. Information pertinent to this agreement is stated below.

Consultant has proven leadership development and induction expertise that is aligned with the District's theory of action, performance management systems and strategic goals. Since 2001, NTC has provided training and coaching for more than 8000 school leaders across the country in 19 states and Canada. Consultant began the partnership with the Chicago Public Schools in 2006 when they received ISBE grant funds for new teacher induction. 100% of this work is supported by federal and state grants earmarked specifically to support the success of CPS teachers and principals. Initial design work for a comprehensive principal induction program has been funded to date directly to the New Teacher Center by the Pritzker-Traubert Family Foundation and the Wallace Foundation. The funding of this Board Report will provide for the partial implementation of this comprehensive program.

VENDOR:

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

USER:

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

Contact :	Monica Santana Rosen
Phone:	773-553-1076
Unit 2:	Office Of Human Resources - Operations
Contact 2 Name:	Meghan Zefran
Phone :	773-553-1256

TERM:

The term of this agreement shall commence upon execution and shall end June 30, 2011. This agreement shall have three options to renew for periods of twelve months each.

EARLY TERMINATION RIGHT:

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

SCOPE OF SERVICES:

Consultant will manage a new principal and a new teacher induction program that would consist of three strategic elements:

New Principals Academy - a series of professional development sessions intended to position new principals for success during the first year of their principalship.

Coaching - one-on-one executive coaching for new principals focused on each principal's individual development plan, which will be developed in partnership with the Principal, CAO and Coach.
One-on-one coaching for participating first and second year teachers, which will utilize NTCs Formative Assessment System (FAS).

Professional Learning Community - a true network of peers to enable new principals and new teachers to engage with each other to share best practices and work together to solve challenges faced during the critical early years of the principalship and their teaching career.

DELIVERABLES:

Consultant will manage the continuous design and implementation of the New Principal Induction program and provide intensive induction support for participating new teachers in CPS to include the following:

Consultative services on the assessment redesign and launch of principal induction services to support principal's success in the principal competencies.

Design the three components of the New Principal Induction program (training, coaching and professional learning community).

Hire, train, and deploy induction coaches to provide one-on-one, face-to-face support for new principals and participating new teachers.

Design and host professional learning community sessions targeted for new principals and teachers.

Manage program data, personnel, and communications in partnership with CPS.

Key Activities:

Meet the ISBE New Principal Mentoring requirements and the ISBE Illinois Induction Program Standards.

Continue research and make recommendations on the strategic design of a new principal induction program for the 2010-2011 school year

Facilitate focus groups with principal, CAO's and other stakeholders to confirm program elements and alignment with district priorities

Identify best-in-class providers of principal leadership development to facilitate training activities in line with district priorities

Facilitate a Design Team to coordinate ongoing program improvement and collaboration of the induction programs

Hire, staff, and manage full-time induction coaches and develop a system to manage their performance

Provide induction coaches to regularly meet with participating new teachers, while adhering to the ISBE Administrative Rules

Supply NTC teacher portfolios to each NTC participating new teacher for structuring and documenting the work

Regularly document interactions in the CNTC Coaching Log Database and report to CPS quarterly on findings

Design, plan, and host New Teacher Professional Learning Communities which will include:

Monthly network meetings

Monthly study groups to address needs identified by coaches' fieldwork

Collect, share and manage data as related to the agreed upon outcomes

OUTCOMES: New Principal Induction:

Consultant's services will enable new incoming principals to have an accelerated and measurable impact in student outcomes during the first year of the principalship through the following: 1) The establishment of a community of practice among new school leaders through pre-contract retreat and orientation activities supporting their entry and transition to leadership; 2) Increased alignment among CAO/Principal goal setting, supervisory and support activities to positively impact student learning and the establishment of effective working conditions that support increased teacher capacity through executive coaching services; 3) Engagement in an ongoing cycle of learning and inquiry based on practice, research, reflection and performance data through the provision of professional development training opportunities; 4) Creation of a network of experienced school leaders and executives to serve as leadership coaches.

Work will result in the following: At least 25% improvement in average growth on student outcomes compared to the average growth among new principals for the last three years combined. At least 50% of first year principals show above average growth on student outcomes district wide. 95% of new principals develop a 90 day entry plan for establishing themselves in their role, and a school wide strategic plan to be communicated across constituents.

New Teacher Induction:

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

New Teacher Completion: 95% of participating first- and second-year teachers finish the 2010-11 school year at the school where they began teaching.

New Teacher School-Level Retention: 65% of participating first- and second-year teachers remain at their schools from SY2010-11 to SY2011-12, holding harmless for teacher displacements due to loss in enrollment and/or budget.

New Teacher Perceptions of Support: 85% of participating first- and second-year teachers report feeling adequately supported by the program, using a standard survey.

Mathematica Research Institute recently reported that students of teachers who received two full years of intensive induction support made significant achievement gains in reading and math during the teachers' third year of teaching. During the 2010-2011 school year, NTC will partner with CPS to create appropriate student achievement benchmarks that will enable Consultant to capture the impact of intensive teacher induction support in subsequent years.

COMPENSATION:

Consultant shall be paid as specified in the agreement; total not to exceed the sum of \$1,500,000 for the original term. The compensation for each additional renewal term will be determined by a flexible cost structure that will be based on the number of new principals and new teachers served.

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 Human Capital Officer to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

The M/WBE goals for this agreement are: 25% total MBE and 5% total WBE participation. However, 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 of the Program 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.

FINANCIAL:

Charge to the Office of Human Capital: \$1,500,000.00

Source of Funds: ELIS II, Title II, ISBE

11070-324-54125-221044-399955-2011	\$614,000.00
11110-353-54125-221307-528408-2011	\$150,000.00
11110-353-54125-221307-494033-2011	\$318,330.00
11070-353-54125-221044-494033-2011	\$417,670.00

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

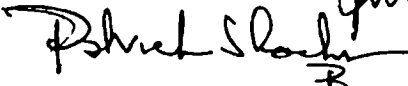
Approved:


RON HUBERMAN
Chief Executive Officer

Within Appropriation:


DIANA S. FERGUSON
Chief Financial Officer

Approved as to Legal Form:


PATRICK J. ROCKS
General Counsel