

**APPROVE ENTERING INTO AN AGREEMENT WITH TRUE NORTH LOGIC TO PROVIDE  
PERFORMANCE EVALUATION SOFTWARE AND IMPLEMENTATION SERVICES**

**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Approve entering into an agreement with True North Logic to provide performance evaluation software and implementation services to the Talent Office at a cost not to exceed \$1,537,685.00 True North Logic was selected on a competitive basis pursuant to Board Rule 7-2 (Specification No. 11-250061). A written agreement for True North Logic's services is currently being negotiated. No services shall be provided by True North Logic and no payment shall be made to True North Logic 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.

Specification Number : 11-250061

Contract Administrator : Seanior, Miss Pamela Dorcas / 773-553-2280

**CONSULTANT:**

- 1) Vendor # 87784  
TRUE NORTH LOGIC  
8160 S. HIGHLAND DR., STE A-5  
SANDY, UT 84093  
Kathy Lee, Executive Vice President  
801 453-0136

**USER INFORMATION:**

Project 11010 - Office of Human Capital  
Manager: 125 S Clark St - 2nd Floor  
Chicago, IL 60603  
Lyons, Mr. Matthew A  
773-553-1070

**TERM:**

The term of this agreement shall commence on the date the agreement is signed and shall end on June 30, 2014. This agreement shall have 2 options to renew for periods of 2 years each.

**EARLY TERMINATION RIGHT:**

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

**SCOPE OF SERVICES:**

True North Logic's services will include, but are not limited to, the following: complete software solution for the facilitation of employee performance evaluations in alignment with all applicable Board policies, agreements, and evaluation plans; configuration and installation; integration; testing; implementation; training; and ongoing software maintenance and technical support.

**DELIVERABLES:**

True North Logic will provide commercially licensed software, delivered in a Software as a Service (SaaS) model, and provide hosting services for both their software and CPS data. True North Logic's solution will support the effective implementation of employee performance evaluations across the District.

**OUTCOMES:**

True North Logic's performance evaluation system will replace the current paper-based process of conducting performance evaluations of teachers and principals and in addition, will facilitate the establishment of performance evaluation processes for non-school-based employees throughout the District. True North Logic's system will create efficiencies in the process of conducting performance evaluations of all employees, as well as bring transparency, via consistently gathered performance data, to the efficacy of various district initiatives, such as professional development, coaching and mentoring support, hiring and selection sources and processes, and various leadership pipelines.

**COMPENSATION:**

True North Logic shall be paid as specified in the agreement; the sum of payments shall not exceed \$1,537,685.00, inclusive of all reimbursable expenses allowed under the agreement. The costs associated herewith shall be reported to the Board on a quarterly basis.

**REIMBURSABLE EXPENSES:**

Consultant shall be reimbursed for lodging, meals, transportation, and other reimbursable expenses as set out in the agreement, which reimbursable expenses are included in the maximum compensation amount.

**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 Chief Talent Officer to execute all ancillary documents required to administer or effectuate this agreement.

**AFFIRMATIVE ACTION:**

The M/WBE goals for this agreement include: 30% total MBE and 7% total WBE participation. However, the Office of Business Diversity recommends a partial waiver of the WBE goal, as required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contract, be granted due to the scope of services being not further divisible.

The Vendor has identified the following:

**Total MBE - 36%**

Urban Policy Development  
615 Fremont Avenue  
Baltimore, MD 21230  
Contact: Ian Brown

**LSC REVIEW:**

Local School Council approval is not applicable to this report.

**FINANCIAL:**

Charge to Talent Office:	\$1,036,785.00	Fiscal Year: 2013
	\$ 500,900.00	Fiscal Year: 2014
FY13 and FY14 funding is contingent upon budget appropriation and approval.		
Option 1	\$500,900	Fiscal Year: 2015
Option 1	\$500,900	Fiscal Year: 2016
FY15 and FY16 funding is contingent upon budget appropriation and approval.		
Option 2	\$500,900	Fiscal Year: 2017
Option 2	\$500,900	Fiscal Year: 2018
FY17 and FY18 funding is contingent upon budget appropriation and approval.		

11070-115-54125-262005-000000-2013	\$1,537,685.00
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**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 May 25, 2011 (11-0525-PO2), 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:

SÉBASTIEN de LONGEAUX  
Chief Procurement Officer

Approved:

JEAN-CLAUDE BRIZARD  
Chief Executive Officer

Within Appropriation:

DAVID G. WATKINS  
Chief Financial Officer

Approved as to Legal Form:

PATRICK J. ROCKS  
General Counsel