

**APPROVE THE AGREEMENT WITH THE SUPES ACADEMY FOR LEADERSHIP DEVELOPMENT SERVICES**

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

Approve the agreement with The SUPES Academy to provide leadership development services to the Office of Network Support at a total cost not to exceed \$2,095,381. Vendor was selected on a non-competitive basis: the sole-source request was presented to the Non-Competitive Procurement Review Committee and approved by Chief Procurement Officer. No services shall be provided by Vendor and no payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 60 days of the date of this Board Report. Information pertinent to this agreement is stated below.

**VENDOR:**

- 1) Vendor # 49932  
THE SUPES ACADEMY, INC  
1215 WASHINGTON AVE.  
WILMETTE, IL 60091  
Gary Solomon  
877 517-6859

**USER INFORMATION :**

Contact: 11110 - Network Support  
125 S Clark St - 19th floor  
Chicago, IL 60603  
Gering, Mr. Steven M.  
773-553-2150

**TERM:**

The term of this agreement shall commence on October 25, 2012 and shall end October 24, 2013. This agreement shall have one option to renew for 12 months.

**EARLY TERMINATION RIGHT:**

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

**SCOPE OF SERVICES:**

SUPES will lead and coordinate academy planning teams and ongoing planning sessions.

- 1) Academies offered for each of the three levels of leaders will have an "Academy Planning Team" that will work with SUPES Academy to plan the overall curriculum arc and individual session agendas.
- 2) Planning Teams will meet in November, December, February and April.
- 3) These regular meetings with SUPES and CPS will ensure that each Academy and Academy Sessions are appropriately customized to meet the District's learning objectives and the participant's learning needs.
- 4) This planning team will meet at the start of each academy and at one day between each session for debrief alignments and planning.
- 5) The planning team will meet following each academy session to go over session evaluations and feedback, to help share future session content.

**Development Learning Objectives and Outcomes**

SUPES will work to develop specific learning objectives which will be developed for each Academy, in conjunction with Academy Planning Teams. In general, each Academy will receive level-appropriate instruction in the areas of: Leadership, Leadership Team Development, Teaching and Learning, Planning and Accountability, Resource Management, Political Mapping, Communications.

**Provide High Quality Academy Instructions**

Each Academy will have a master teacher to facilitate the learning of the cohort throughout the Academy. Additional instruction will be provided by appropriate District experts and state/regional/national experts.

In addition, SUPES will manage all aspects of coaching and mentoring, including selection of mentors and coaches, weekly tracking or mentor activities and reporting as needed.

**DELIVERABLES:**

The SUPES Academy will deliver the following:

**Chief Leadership Academy (Chicago's Executive Leadership Academy, CELA)**

- \*Eight full-day sessions (80 hours of instruction) which include reflection/social/downtime to increase team building
- \*Each Chief will have a coach - as selected by SUPES and approved by CPS
- \*Dedicated master teacher
- \*Coaches will provide weekly or on demands check-ins

**Deputy Chief Leadership Academy (CELA)**

- \*Eight full-day sessions (80 hours of instruction) which include reflection/social/downtime to increase team building
- \*Potential to have joint Chief/Deputy meetings as desired by CPS
- \*Dedicated master teacher
- \*Each Deputy Chief will have a personal coach - as selected by SUPES and approved by CPS
- \*Estimated 80 hours of coaching per Deputy Chief
- \*Coaches will provide weekly or on demands check-ins

**Rising Principal Leadership Academy**

- Focus is to develop the leadership capacity of approximately 100 struggling/rising/developing principals
- \*Eight full-day sessions (80 hours of instruction) which include reflection/social/downtime to increase team building
  - \*Dedicated master teacher
  - \*Each Rising Principal will have a coach - Estimated 80 hours of coaching per cohort member

**New Principal Leadership Academy ("New Principal Academy")**

The New Principal Academy will develop the leadership capacity of new CPS principals.

Structure:

- \*Four cohorts of 20-25 new principals
- \*Eight full day sessions, totally approximately 80 hours of instruction throughout the duration of the program
- \*60 hours of off-site independent, cooperative and group learning activities
- \*Dedicated master teacher for academy participants

**OUTCOMES:**

Chief of Schools will be capable of systemically training leaders within their Networks. Chiefs will be capable of working strategically within collaboratives and throughout the District to implement the CEO's Blueprint. A leadership pipeline will be created for the District that includes Deputy Chiefs, Rising Principals and New Principals.

**COMPENSATION:**

Vendor shall be paid upon monthly invoicing, a total sum not to exceed the sum of \$2,095,381.

The total price per academy is:

Chiefs Leadership Academy \$278,289

Deputy Chiefs Leadership Academy \$278,289

Principal Boot Camp \$895,803

New Principal Academy \$643,000

**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 Network Support to execute all ancillary documents required to administer or effectuate this agreement.

**AFFIRMATIVE ACTION:**

This agreement is in full compliance with the goals required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts. The MBE/WBE participation goals for this agreement are 30% total MBE and 7% total WBE participation.

The Vendor has identified the following:

**Total MBE - 30%**

Ronald Epps  
660 Promenade Pl., Apt. 415  
Columbia, SC 29229

Ed Heatley  
8585 North Shore Drive  
Jonesboro, GA 30236

Michael Hinojosa  
2102 Monhegan Way  
Smyrna, GA 30080

Vincent Matthews  
220 Catalina Drive  
Hercules, CA 87751

**Total WBE - 7%**

Cindy Loe  
225 Moccasin Hollow  
Deluth, GA 30097

Mary Jane Marshall  
3871 Lambert Ave.  
Fort Worth, TX 76109

Lisa Stueve  
2482 Waterscape Trail  
Snellville, GA 30078

**LSC REVIEW:**

Local School Council approval is not applicable to this report.

**FINANCIAL:**

Fund 353, Office of Network Support, 11110, \$2,095,381 in FY13.

**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:



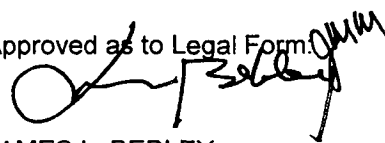
SÉBASTIEN de LONGEAUX  
Chief Procurement Officer

Approved:



JEAN-CLAUDE BRIZARD  
Chief Executive Officer

Approved as to Legal Form.



JAMES L. BEBLEY  
General Counsel