

April 25, 2018

AUTHORIZE A NEW AGREEMENT WITH PEOPLE ADMIN, INC. FOR SOFTWARE AND RELATED SERVICES FOR PERFORMANCE EVALUATIONS

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize a new agreement with People Admin, Inc. to provide a district wide software solution and related services for performance evaluations and feedback to the department of Talent and various schools at an estimated annual cost set forth in the Compensation Section of this report. Vendor was selected on a competitive basis pursuant to Board Rule 7-2. A written agreement for Vendor's services is currently being negotiated. No services shall be provided by Vendor and no payment shall be made to Vendor prior to the execution of their 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 : 17-350057

Contract Administrator : Hernandez, Miss Patricia / 773-553-2280

VENDOR:

- 1) Vendor # 19355
PEOPLE ADMIN INC.
805 LAS CIMAS PARKWAY STE 400
AUSTIN, TX 78746
Nancy Bauma
801 453-0136
Ownership: Promachos - 100%

USER INFORMATION :

Contact:

11010 - Talent Office
42 West Madison Street
Chicago, IL 60602
Lyons, Mr. Matthew A
773-553-2520

TERM:

The term of this agreement shall commence on July 1, 2018 and shall end June 30, 2021. This agreement shall have two (2) options to renew for periods of twelve (12) months each.

EARLY TERMINATION RIGHT:

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

SCOPE OF SERVICES:

Vendor will provide performance management and feedback tool and related services that support the implementation of the REACH educator evaluation process, educational support personnel evaluations for Central Office (RISE), as well as the Principal and Assistant Principal evaluation processes.

DELIVERABLES:

Vendor will provide:

- Project Plan for creating RISE interface in Reflect and learn System (RLS).
- Create RISE interface for including central office evaluation evidence and ratings in RLS.
- Launch RISE interface in RLS.
- Maintain web-based tool that serves as repository for school-based and central office evaluation evidence and ratings (Reflect and Learn and RISE).
- Execute previously established processes, including (but not limited to): delivery of PPPS, delivery of REACH Summative Ratings, opening the system for 2018-19 school year, delivery of Principal and AP Evaluation Summative Ratings, etc.
- Improved reporting for both REACH evaluations and RISE evaluations, to better allow evaluation data to be used for professional growth opportunities.
- Project plan for rollout of new RLS interface by January 2019.
- Training materials for new RLS interface by March 2019.
- Training materials for RISE interface.
- For 2019-2020 school year, upgrade Reflect and Learn and RISE user interface to newer version of tool by August 2019.
- Make customized improvements to the tool each year, as directed by Reflect and Learn Support Team and/or Talent Management Team.
- Technical support for software-related issues that come to the Reflect and Learn Support Team and/or Talent Management Team, per the Service Level Agreement.

OUTCOMES:

Vendor's services will result in:

- CPS educators receive accurate and timely evidence and summative reports.
- Reflect and Learn Team Support Team and/or Talent Management Team being able to provide exemplary customer service to the CPS end users.
- Technical challenges are resolved efficiently through close collaboration between PeopleAdmin Staff and Reflect and Learn Support Team and/or Talent Management Team.
- CPS evaluators being able to pull useful reports to inform professional learning based on past evaluation results.
- Files being exchanged in a secure, confidential, timely manner.

COMPENSATION:

Vendor shall be paid as stated in the agreement. Estimated annual costs for the three (3) year term are set forth below:

\$656,000, FY 19

\$656,000, FY 20

\$656,000, FY 21

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:

Pursuant to the Remedial Program for Minority and Women-Owned Business Enterprise Participation in Goods and Services contracts (M/WBE Program), this contract is in full compliance with the goals. The M/WBE goals assigned to this agreement include 30%MBE and 7%WBE participation. The vendor has scheduled the following firms:

Total MBE: 30%

Teaming Solution for Education
1525 East 53rd St., Ste. 932
Chicago, IL 60615
Ownership: Ms. Camelle Wilson-Logan

Total WBE: 7%

The William Everett Group
35 East Wacker Drive, Ste. 3900
Chicago, IL 60601
Ownership: Ms. Ellen R. Turner

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Fund 115
Information Technology, Unit 12510
\$656,000, FY19
\$656,000, FY20
\$656,000, FY21
Not to exceed \$1,968,000 for the three (3) year term.
Future year funding is contingent upon budget appropriation and approval.

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.

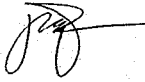
Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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

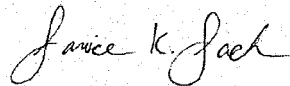
Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



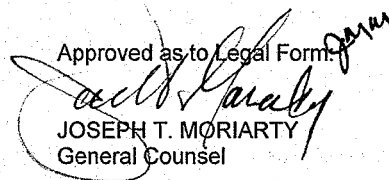
JONATHAN MAPLES
Chief Procurement Officer

Approved:



JANICE K. JACKSON
Chief Executive Officer

Approved as to Legal Form:



JOSEPH T. MORIARTY
General Counsel