

May 26, 2021

**AUTHORIZE THE FIRST AND FINAL RENEWAL AND AMEND THE MASTER AGREEMENT WITH  
ACADEMY FOR URBAN SCHOOL LEADERSHIP TO PROVIDE PROFESSIONAL DEVELOPMENT  
CONSULTING (TEACHER TRAINING) SERVICES**

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

Authorize the first and final renewal, and amend the master agreement with Academy for Urban School Leadership to provide professional development consulting (teacher training) services at an estimated annual cost set forth in the Compensation Section of this report. Vendor was selected on a non-competitive basis. This item was presented to the Single/Sole Source Committee on April 16, 2021 and approved by the Chief Procurement Officer. Prior to approval as a Single Source, the item was published on the Procurement website on April 16, 2021, found here: [cps.edu/procurement](http://cps.edu/procurement). The item will remain on the Procurement website until the May 26, 2021 Board Meeting. This process complies with the independent consultant's recommendations for single source procurements and the Board's "Single/Sole Source Committee Charter." A written document exercising this option and amendment is currently being negotiated. No payment shall be made to Vendor during the option period prior to execution of the written document. The authority granted herein shall automatically rescind in the event a written document is not executed within 90 days of the date of this Board Report. Information pertinent to this option and amendment is stated below.

This May 2021 amendment is necessary to: (1) remove school management consulting (turnaround) services from the master agreement, thereby resulting in a stand alone agreement for professional development consulting services (teacher training) in lieu of a master agreement; and (2) extend the renewal term for the amended agreement for professional development consulting (teacher training) services to three (3) years, with an option to increase the number of teacher residents in years 2 and 3.

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

**VENDOR:**

- 1) Vendor # 39861  
ACADEMY FOR URBAN SCHOOL  
LEADERSHIP  
3400 N. AUSTIN BLVD.  
CHICAGO, IL 60634

Amy Kitzmiller  
773 534-0129

Ownership: Not for Profit

**USER INFORMATION :**

Project 11010 - Talent Office  
Manager: 42 West Madison Street  
Chicago, IL 60602  
Felton, Mr. Benjamin

**ORIGINAL AGREEMENT:**

The Original Agreement (authorized by Board Report #16-0928-PR2) in the amount of \$2,066,000 was for a term commencing October 1, 2016 and ending June 30, 2021, with the Board having one (1) option to renew for a period of one (1) year. The Original Agreement was amended (authorized by Board Report 18-0124-PR3) to increase funds by \$1,605,000 to provide 30 additional teacher residents, one training academy and one training site. The Original Agreement was further amended (authorized by Board Report No. 20-0527-PR17) to include additional teacher residents, increase the compensation by \$3,200,000 for teacher training services, and change the payment structure for the teacher training services in the 2020-2021 fiscal year. The Original Agreement was awarded on a non-competitive basis for the teacher training services: the single-source request was presented to the Single/Sole Source Committee and approved by the Chief Procurement Officer. The school management consulting (turnaround) services being removed from the agreement pursuant to this report were for the turnaround schools previously approved by the Board in separate board reports.

**OPTION PERIOD:**

The term of this agreement is being renewed for a total of three (3) years commencing July 1, 2021 and ending June 30, 2024.

**OPTION PERIODS REMAINING:** There are no renewal options remaining.

**SCOPE OF SERVICES:**

Vendor will continue to provide professional development consulting (teacher training) services by recruiting and training new and recent college graduates and career changers to become teachers in order to transform educational outcomes for high need schools and reduce the amount of teacher vacancies in high need CPS schools. Vendor's training program is a 'teacher residency program', a year-long apprenticeship at designated CPS schools, working under the guidance of CPS mentor teachers, and further prepared by university partners and a uniquely designed curriculum.

**OUTCOMES:**

For Vendor's professional development consulting (teacher training) services, graduates of Vendor's program have committed to accept offered positions in high need CPS schools and to teach for a minimum of four years, and if not selected through the placement process, are expected to find a position in other high needs CPS schools.

The effectiveness of Vendor's program will be measured in the following areas:

- Number of residents per year;
- Percentage of residents who identify as people of color;
- Percentage hired as full-time teachers into high-need schools;
- Retention rates of residents after 1, 2, and 3 years;
- Number of residents per year licensed in hard-to-fill subject areas; and
- A lagging payment will be issued in September 2024 for each trained teacher resident who is hired by the Board. The total not to exceed lagging payment amount has been detailed in the Compensation and Financial Sections of this report.

**COMPENSATION:**

For professional development consulting (teacher training) services, vendor shall be paid during this option period as follows: \$42,667 per teacher resident in years 1-3, with CPS having the opportunity to exercise following alternative options in years 2 and 3:

- Year 2: CPS shall have the option to pay up to 100 teacher residents at a rate of \$40,000.00 each.
- Year 3: CPS shall have the option to pay up to 125 teacher residents at a rate of \$38,000.00 each.

Estimated annual costs for this amendment and option period are set forth below:

\$3,200,025, FY22  
\$4,000,000, FY23  
\$4,750,000, FY24 (lagging payment)  
Total compensation payable shall not exceed \$11,950,025.

**AUTHORIZATION:**

Authorize the General Counsel to include other relevant terms and conditions in the written option and amendment document. Authorize the President and Secretary to execute the written option and amendment document. Authorize the Chief Talent Officer to execute all ancillary documents required to administer or effectuate this option and amendment document.

**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 exempt as this agreement is for not-for-profit organization.

**LSC REVIEW:**

Local School Council approval is not applicable to this report.

**FINANCIAL:**

Fund 115  
Talent Office, Unit 11010

\$3,200,025, FY22  
\$4,000,000, FY23  
\$4,750,000, FY24 (lagging payment)

Not to exceed \$11,950,025 for the three (3) year option period.  
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:**

DocuSigned by:  
*Jonathan Maples*  
Jonathan Maples  
Chief Procurement Officer

**Approved:**

DocuSigned by:  
*Janice Jackson*  
Janice K. Jackson  
Chief Executive Officer

**Approved as to Legal Form:**

DocuSigned by:  
*Joseph T. Moriarty*  
Joseph T. Moriarty  
General Counsel

DS  
*JB*