

**APPROVE THE RENEWAL OF THE EXISTING AGREEMENT WITH THE CHICAGO PRINCIPALS AND ADMINISTRATORS ASSOCIATION FOR CONSULTING SERVICES**

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

Approve the renewal of the existing agreement with the Chicago Principals and Administrators Association to provide consulting services to the Office of Principal Preparation and Development at a cost not to exceed \$1,800,000 during the renewal period. Consultant has performed professional development services with the Board for the past seven years. A written renewal agreement for Consultant's services is currently being negotiated. No payment shall be made to Consultant during the renewal period prior to the execution of the written renewal agreement. The authority granted herein shall automatically rescind in the event a written renewal agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this renewal agreement is stated below.

**SPECIFICATION NO: 02-250131**

**CONSULTANT:** Chicago Principals and Administrators Association (CPAA)  
221 North LaSalle Street  
Chicago, IL 60601  
Contact: Clarice Berry (President)  
312/263-7767  
Vendor # 47584

**USER:** Office of Principal Preparation and Development  
125 S. Clark Street  
Chicago, IL 60603  
773/553-1454  
Nancy L. Laho, Chief Officer

**ORIGINAL AGREEMENT:** The original agreement (authorized by Board report 00-1025-PR9) in the amount of \$1,800,000.00 is for a term commencing November 1, 2000 and ending June 30, 2001. The agreement was renewed (authorized by Board Report 01-1024-PR32) in the amount of \$1,800,000.00 for a term commencing July 1, 2001 and ending June 30, 2002. The agreement was further renewed (authorized by Board Report 02-0724-PR34) in the amount of \$1,800,000.00 for a term commencing July 1, 2002 and ending June 30, 2003, which renewal provided for two additional one-year renewals at a cost not to exceed \$2,070,000.00 per renewal period. The agreement was further renewed (authorized by Board Report 03-0723-PR32) in the amount of 1,800,000 for a term commencing July 1, 2003 and ending June 30, 2004. The original agreement was awarded on a non-competitive basis because of consultant's unique qualifications to provide professional development programs.

**RENEWAL TERM:** This agreement is being renewed for a term commencing July 1, 2004 and ending June 30, 2005. This agreement will have one remaining option to renew for a period of 12 months, at a cost not to exceed \$2,070,000 for the renewal period.

**SCOPE OF SERVICES:** The consultant will continue to provide comprehensive, research-based training programs for principals, assistant principals, administrators, and teacher leaders. The training services rendered will address the complex nature of leadership, build instructional capacity, and prepare participants for the changing role of leaders for school-based, area-level, and system-wide leadership roles. The programs will serve principals, assistant principals, administrators and teacher leaders at different career stages:

- Aspiring principals who are seeking to develop leadership confidence and set personal and professional goals, will be provided professional development.
- Beginning principals requiring support for addressing the complexities of the job, which are not limited to instructional leadership, parent/community involvement, human resource development, budget, fiscal and facilities management.
- Experienced principals, assistant principals and teacher leaders working to improve achievement, manage change and develop collaborative school cultures oriented toward school improvement.

- All administrators responding to the requirements of the Illinois State Board of Education and Chicago Board of Education.
- Principals, assistant principals, administrators, and teacher leaders through Action Learning Lab programs aligned with the priorities of the Chicago Public Schools. These programs could include but are not limited to: improving literacy, mathematics, and science instruction, using data to support decision making, integrating technology to support instruction, and developing a communications and marketing plan for your school.
- Principals and assistant principals through instructional leadership institutes.
- Teacher leaders serving as school-based specialists, area coaches, and system-wide roles through professional development training. Content focus includes but is not limited to: professional development vision and principles, adult learning, change management, facilitation and collaborative skills, cognitive coaching, leadership skills, and technology use for professional development.
- Area Instruction Officers and system-level departments requesting technical assistance in the planning, implementation, and evaluation of professional development at the area and system levels.

The programs will utilize the Chicago Public Schools Principal Competencies and the Chicago Standards for Developing School Leaders which include: school leadership; parent involvement and community partnerships; creating student-centered learning climates; professional development and human resource management; instructional leadership; school management and daily operations; and, interpersonal effectiveness. In addition, the consultant will recruit participants as prescribed by the Chicago Public Schools, monitor their participation, provide progress/completion information, and evaluate individual sessions as well as individual programs, and the overall program. Reports should be made available to the Chicago Public Schools.

**DELIVERABLES:** Consultant will deliver the following programs and technical assistance to support leadership development for the Chicago Public Schools during the renewal term.

***LAUNCH – Leadership Academy and Urban Network for Chicago (Aspiring Principals)***

- Leadership Academy
- Year Long Apprenticeship
- Urban Network

***LIFT – Leadership Initiative For Transformation (Beginning Principals)***

- Professional Development Program for new principals based on system needs, priorities and objectives.
- Professional Network of New Principals
- Coaching/Mentoring
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***CASL–Chicago Academy for School Leadership (Principals, Assistant Principals, Administrators, Teacher Leaders)***

- Long-Term Learning Seminars
- School Leadership Learning Teams

***CLASS – Chicago Leadership Academies for Supporting Success and IAA – Illinois Administrators Academy***

- State-mandated professional development
- Learning Technology Labs
- Action Learning Labs
- Instructional Leadership Institutes

***Professional Development and Technical Assistance***

- Training for teacher leaders serving as school-based specialists, area coaches, and system-wide roles
- Technical assistance for Area Instruction Officers and system-level departments

A final year-end report will be prepared indicating the number of participants, hours provided and a summary evaluation for each of the above described programs.

**OUTCOMES:** Consultant's services shall 1) develop a core of highly motivated and performance oriented principals, assistant principals, administrators, and teacher leaders; administrators, 2) prepare individuals to be effective leaders in a school system experiencing positive organizational change, 3) improve the instructional and management skills for school, area, and system leaders; 4) link professional development of leaders to teacher quality and student achievement; and 5) improved instructional leadership and organizational skills of the

participants.

**COMPENSATION:** Consultant shall be paid \$450,000 upon execution of the renewal agreement, \$450,000 on December 31, 2004, \$450,000 on April 30, 2005, and \$450,000 upon completion of the final report; not to exceed a total of \$1,800,000.

**REIMBURSABLE EXPENSES:** None

**AUTHORIZATION:** Authorize the General Counsel to include other relevant terms and conditions in the written renewal agreement. Authorize the President and Secretary to execute the renewal agreement. Authorize the Chief Education Officer to execute all ancillary documents required to administer or effectuate this agreement and the renewal thereof.

**AFFIRMATIVE ACTION:** The M/WBE goals for this contract include 35%total MBE, 22% total African American, 10%total Hispanic, 2% total Asian and 5% total WBE.

However, the Waiver Review Committee recommends that partial waiver of the M/WBE participation goals for this contract as required by the Revised Remedial Plan be granted because the contract scope is not further divisible.

The vendor has, however, identified and scheduled the following firms and percentages

**Total MBE .26%**

**Total African American .26%**

**LaVern Bailey                    \$6,200 Independent Consultant**  
9611 S. Morgan  
Chicago, IL. 60643

**Dr. Richard Kerr                \$4,000 Independent Consultant**  
8914 South Chappel  
Chicago, IL. 60617

**Beverly Asford                 \$4,000 Independent Consultant**  
648 Brookwood  
Chicago, IL 60423

**Michael Lightfoot              \$1,500 Independent Consultant**  
9352 S. Rhodes  
Chicago, IL.60619

**Anthony Spivey                 7,000 Independent Consultant**  
11354 S. Lowe  
Chicago, IL. 60628

**John Davis                      \$2,500 Independent Consultant**  
3704 Culloden St.  
Flossmoor, IL. 60422

**Kenneth Robinson             \$1,500 Independent Consultant**  
8643 S. Komenski  
Chicago, IL.60652

**Phyllis Tate                     \$750 Independent Consultant**  
7942 S. Dorchester  
Chicago, IL.60618

**Janice Ollarvia            \$6,200 Independent Consultant**  
19011 Loras Lane  
Country Club Hills, IL 60478

**Total WBE**

**Ellen Reiter                \$2,000 Independent Consultant**  
5000 South Cornell  
Chicago, IL. 60615

**Janice Wawrzyniak        \$3,000 Independent Consultant**  
4228 N. Francisco.  
Chicago, IL 60618

**Karen Carlson             \$7,000 Independent Consultant**  
1022 Wesley  
Chicago,IL,60202

**LSC REVIEW:** Local School Council approval is not applicable to this report.

<b>FINANCIAL:</b> Charge to Office of Principal Preparation and Development:	<b>\$1,800,000</b>
	Fiscal Year: 05
Budget Classification: 0340-210-503-1574-5410	\$353,809
0340-253-821-1574-5410	\$1,446,191
	General Operating Fund
	Title II Grant

**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 July 26, 1995 (95-0726-EX3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted September 27, 1995 (95-0927-RU3), 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).

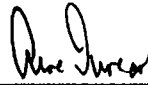
**Approved for Consideration:**



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**Barbara Eason-Watkins**  
Chief Education Officer

**Approved:**



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**Arne Duncan**  
Chief Executive Officer

**Within Appropriation:**



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**John Maiorca**  
Chief Financial Officer

**Approved as to legal form:**



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**Ruth Moscovitch**  
General Counsel