

**APPROVE ENTERING INTO AN AGREEMENT WITH THE NEW TEACHER PROJECT
FOR PRINCIPAL TRAINING WORKSHOPS AND MODEL HIRING INITIATIVE**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with The New Teacher Project to deliver Principal Training Workshops, and Model Hiring Initiative at a cost not to exceed \$434,713.00. Consultant was selected on a non-competitive basis because of the Consultant's expertise and ability to deliver effective administrator training and school-based hiring practices based on prior year performance. A written agreement for Consultant's services is currently being negotiated. No payment shall be made to Consultant 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.

CONSULTANT: The New Teacher Project
304 Park Avenue South, 11th Floor
New York, NY 10010
Contact: Ariela Rozman, CEO
Phone: (212) 590-2484
Vendor #: 95555

USER: Department of Human Resources
Recruitment & Workforce Planning
125 S. Clark Street, 2nd Floor
Chicago, IL 60603
Contact: Nancy Slavin
Phone: (773) 553-1129

TERM: The term of this agreement shall commence on April 1, 2008 and shall end on September 30, 2008.

EARLY TERMINATION RIGHT: Either party shall have the right to terminate the agreement on 60 days written notice.

SCOPE OF SERVICES: For the Principal Training Workshops, Consultant will deliver a series of six three-hour workshops to 100 principals and other school-based personnel that will focus on essential hiring practices needed in order to recruit, select, and cultivate quality teachers for their respective schools particularly those in high need subject areas. For the Model Hiring Initiative, Consultant will work with one Instructional Area and School Turnarounds to provide direct teacher recruitment support.

For the Instructional Area, Consultant will service up 25 schools and provide a staffing specialist to service those schools directly. For the School Turnarounds, Consultant will develop recruitment policies and provide implementation and management services regarding teacher recruitment for each designated School Turnaround. Consultant will work in parallel with CPS Human Resources to deliver and implement an effective school-based teacher selection model, review staffing plans, and provide training in marketing, recruiting, interviewing and selection for school-based personnel responsible for hiring the instructional staff.

DELIVERABLES: For the Principal Training Workshops, Consultant will deliver and present a series of six workshops to 100 principals and other school-based personnel that focus on effective hiring practices, projecting vacancies, marketing, customizing school-based interviews and various hiring strategies. In addition, Consultant will provide workshop materials and various evaluation forms for participants. For the Model Hiring Initiative for an Instructional Area, Consultant will provide one staffing specialist to work directly with 25 schools at maximum. Consultant will deliver and provide support in implementing school-based hiring strategies focused on developing a rigorous teacher selection model, staffing plans, and training for the school-based personnel responsible for hiring.

For the Model Hiring Initiative relating to School Turnarounds, Consultant will: (1) develop and implement a branded marketing campaign for the School Turnarounds (2) develop and implement school-based hiring strategies focused on building rigorous teacher selection models especially in high need subject areas such as math, science, physical education and other subject areas when needed (3) develop and deliver six workshops for school-based personnel responsible for hiring the instructional staff in the areas of effective hiring practices, projecting vacancies, marketing, customized school-based interviews and various hiring strategies (4) provide staffing specialists and other Consultant teams for CPS Human Resources to manage communication with teacher candidates and principals; and (5) maintain data management systems to provide weekly progress reports for CPS Human Resources and Chief Education Office.

OUTCOMES: For the Principal Training Workshops, Consultant will deliver a series of six training workshops for 100 principals and school-based staff that will enable participants to implement effective hiring strategies for selecting and cultivating their respective instructional staff.

For the Model Hiring Initiative relating to an Instructional Area, Consultant will service up to 25 schools and provide a staffing specialist to service those schools directly.

For the Model Hiring Initiative relating to School Turnarounds, Consultant's services will produce the following outcomes for the School Turnarounds: (1) produce a branded marketing campaign that provides comprehensive information to attract quality teacher candidates especially in high need subject areas; (2) deliver training workshops for administrators and other school-based hiring personnel to build the school's capacity in developing a rigorous teacher selection model for identifying effective instructors committed to improving student achievement; and (3) develop teacher recruitment policies and provide implementation services for each designated Turnaround School resulting in early hiring of teachers that ensures each Turnaround School is appropriately staffed for the 2008-2009 academic year.

The Consultant will work in parallel with CPS Human Resources to implement the various school-based teacher selection model and other strategic hiring strategies that will result in early hiring and staffing to ensure that the instructional personnel at all identified schools are complete for the 2008-2009 academic year.

COMPENSATION: Consultant shall be paid upon invoicing after services have been performed. Consultant will receive payment of \$294,420.00 during Fiscal Year 2008 and \$140,293.00 during Fiscal Year 2009.

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 Human Resources Officer to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION: Pursuant to section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services contracts, M/WBE provisions do not apply to those firms who operate as Not-for-Profit organizations.

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

FINANCIAL: Charge to the Department of Human Resources:	\$434,713.00
Budget Classification: 11010-115-54125-264202-000000	\$ 75,000.00 FY 2008
11070-353-54125-264202-582040	\$219,420.00 FY 2008
11010-115-54125-264202-000000	\$140,293.00 FY 2009

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 June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

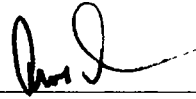
Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



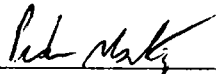
Heather A. Obora
Chief Purchasing Officer

Approved:



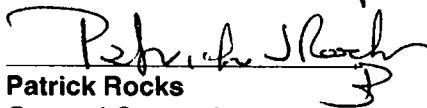
Arne Duncan
Chief Executive Officer

Within Appropriation:



Pedro Martinez
Chief Financial Officer

Approved as to legal form:



Patrick Rocks
General Counsel