

APPROVE ENTERING INTO AN AGREEMENT WITH PROACT SEARCH FOR CONSULTING SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with Proact Search to provide consulting services to the Office of Principal Preparation and Development at a cost not to exceed \$250,000.00. Consultant was selected on a non-competitive basis because the district has been unable to identify another firm specializing in national recruitment for large urban public school system principals. Proact Search is uniquely qualified to meet the needs of the district at this time. A written agreement for Consultant's services is currently being negotiated. No services shall be provided by Consultant and 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.

VENDOR:

- 1) Vendor # 99884
PROACT SEARCH, LLC
1215 WASHINGTON AVE., STE 100
WILMETTE, IL 60091
Gary Solomon
800-944-6129

USER:

Principal Preparation and Development
125 S Clark Street - 19th Floor
Chicago, IL 60603

Contact : Monica Santana Rosen, Oppd
Phone: 773-553-1515

TERM:

The term of this agreement shall commence on May 1, 2010 and shall end June 30, 2011. This agreement shall have three (3) options to renew for periods of twelve (12) months each at a cost not to exceed \$250,000.00 per year.

EARLY TERMINATION RIGHT:

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

SCOPE OF SERVICES:

Consultant will provide services to assist the district in effectively recruiting high caliber candidates for CPS principal positions. During the original term of the agreement, the consultant will provide the following:

Development of a Fit Index

This includes full development of a tool to measure how well the candidate seems to fit the needs of a school. The tool will measure candidate fit for a school based on several indicators such as relevant background and experience, and alignment with CAO and LSC needs for the schools.

Full Placement Support

This includes being available to support Chief Area Officers as they work to identify and select candidates for potential principal selection. Activities will include consulting CAO's on school leadership needs, pre-screening candidates, presenting candidate credentials and evaluation rubric.

DELIVERABLES:

Consultant will deliver a candidate fit index and provide support for school leadership screening and selection.

OUTCOMES:

Consultant's services will result in an effective measure of candidate fit for every new principal placement. Consultant's services will also result in at least 90% of CAOs reporting successful selection and placement of principal candidates because of the support they received from the Office of Principal Preparation and Development and Proact.

COMPENSATION:

Consultant shall be paid as follows: up to \$40,000.00 for the development of the Fit Index tool, and up to \$210,000.00 for placement services (see graph below) to be paid on a sliding scale for any placements made; total payment not to exceed the sum of \$250,000.00.

# of Searches	Service Fee (per search)	Recruitment Fee (per search)
0-25	\$4,500	\$1,250
26-50	\$4,000	\$1,150
51-75	\$3,500	\$1,000
76-100	\$2,000	\$850
101-125	\$1,800	\$700
126-160	\$1,560	\$550

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

AFFIRMATIVE ACTION:

This contract 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 requirements for this agreement include: 25% total MBE and 5% total WBE participation.

The vendor has identified and scheduled the following independent consultants:

Total MBE - 25%

- Ernie Harper (AA)
- Shahran Spears (AA)
- Eduardo Mancera (H)

Total WBE - 5%

- Rebecca McCabe
- Rebecca Wall
- Angela Isley

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to the Office of Principal Preparation and Development: \$250,000.00

13810-353-54125-221307-528408-2010

\$250,000.00

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.

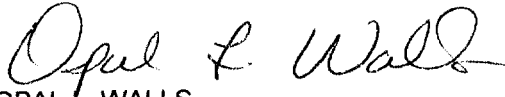
Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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



OPAL L. WALLS
Chief Purchasing Officer

Approved:



RON HUBERMAN
Chief Executive Officer

Within Appropriation:



DIANA S. FERGUSON
Chief Financial Officer

Approved as to Legal Form:



PATRICK J. ROCKS
General Counsel