

**APPROVE EXERCISING THE OPTION TO RENEW THE AGREEMENT WITH STEVEN GERING FOR COORDINATION AND COMMUNICATION SERVICES**

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

Approve exercising the option to renew the agreement with Steven Gering to provide coordination and communication services to the Office of Leadership Development and Support at a cost for the option period not to exceed \$43,750.00. A written document exercising this option is currently being negotiated. No payment shall be made to Consultant during the option period prior to the 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 is stated below.

**VENDOR:**

- 1) Vendor # 76752  
GERING, STEVEN  
804 N 4TH STREET  
KANSAS CITY, KS 66101  
Steven Gering  
913-744-5045

**USER:**

Leadership Development and Support  
125 S Clark St - 19th floor  
Chicago, IL 60603

Contact : Monica Santana Rosen  
Phone: 773-553-1076  
Project Manager: Jackeline Perea  
Phone: 773-553-1074

**ORIGINAL AGREEMENT:**

The original Agreement (authorized by Board Report 10-0728-PR25) in the amount of \$43,750.00 is for a term commencing August 1, 2010 and ending October 31, 2010, with the Board having three options to renew for three months each. The original agreement was awarded on a non-competitive basis and approved by the Non-Competitive Procurement Review Committee.

**OPTION PERIOD:**

The term of this agreement is being extended for three months commencing November 1, 2010 and ending January 31, 2011.

**OPTION PERIODS REMAINING:**

There are two option periods for three months each remaining.

**SCOPE OF SERVICES:**

Consultant will continue to coordinate and provide services on behalf of the Office of Leadership Development and Support in developing leadership development plans and strategies that will increase the capacity of High School Chief Area Officers to support development of principals as instructional leaders. Engagement will require study of the current responsibilities and roles of CAOs and development of plans and implementation strategies for optimizing the effectiveness of that position in alignment with area-based performance management.

**DELIVERABLES:**

Consultant will continue to deliver the following services:

In consultation with the District's Talent Management Team, make recommendations concerning the necessary knowledge, skills and abilities, and key responsibilities and accountabilities for CAOs.

Consult with the District's Talent Management Team to develop a succession model, plan and implementation strategy for future CAO vacancies, incorporating recommendations approved by Senior Leadership Team.

In consultation with the Office of Leadership Development and Support and current CAOs, develop and implement a CAO development strategy and perform necessary modeling and coaching to CAOs including:

1. Coordinating best practice sharing among High School CAOs to ensure consistent leadership development of principals
2. Creation of regular dialog between CAOs and Senior High School Staff
3. Development of individual development plans for each CAO to enable them to provide support to High School Principals to:
  - I. Implement High School Transformation (HST) within each of their schools, including the six levers (Raising Expectation, 9th Grade Success, Great Leaders, Great Teachers, Options and Opportunities, and Empower Schools).
  - II. Develop effective instructional leadership teams in schools to improve the teaching and learning at their schools
  - III. Evaluate Principals in a consistent and effective manner
  - IV. Develop and maintain good working relationships with Local School Councils (LSC)
  - V. Provide constructive feedback to the HS Leadership Team about high school programs provided to their schools and reporting on content and implementation, i.e. PSE, After School Programming, Graduation Pathways, etc.
  - VI. Identify prospective outstanding principal candidates and actively recruit them
4. In consultation with the Chief Executive Officer and the Office of Performance Management consultant shall develop and implement a plan to support CAO development leading to effective implementation of Instructional Leadership Teams at the school site. The plan will include:
  - I. Creation of opportunities for CAOs to share best practices in developing principal leadership skills to effectively implement Instructional Leadership Teams at the school site.
  - II. Coordinate peer observations of CAO led Area Performance Management sessions focused on developing effective school level Performance Management through Instructional Leadership Teams.
  - III. Provide individual and group coaching support to CAOs for the purpose of increasing their capacity to support principal leadership development that results in effective implementation of school level Instructional Leadership Teams.
  - IV. Provide updates to senior district leadership on potential barriers to CAOs in effectively supporting principals in effectively implementing Performance Management at the school level through the Instructional Leadership Teams.

**OUTCOMES:**

Consultant services will result in better reporting and recommendation on key CAO knowledge, skills and abilities; succession planning for upcoming CAO vacancies; development and implementation of a Chief Area Officer development strategy; development and implementation of individual development plans for each Chief Area Officer and best practices and strategies for development and implementation of other high school programs.

**COMPENSATION:**

Consultant shall be paid during this option period as follows: Consultant will invoice a fee of \$700 per day for 50 total consulting days plus travel expenses. Consultant shall be reimbursed for the following expenses: airfare, transportation, lodging and meals while in Chicago with total reimbursable not to exceed \$8,750. The total compensation shall not exceed the sum of \$43,750.00, inclusive of all reimbursable expenses

**AUTHORIZATION:**

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

**AFFIRMATIVE ACTION:**

The M/WBE goals for this contract include: 25% total MBE participation and 5% total WBE participation. However, the Office of Business Diversity recommends that a full waiver of the goals required by the Remedial Program of Minority and Women Owned Business Enterprise Participation in Goods and Services contracts be granted as this agreement classifies as a unique transaction.

**LSC REVIEW:**

Local School Council approval is not applicable to this report.

**FINANCIAL:**

Charge to the Office of Leadership Development and Support.

11110-353-54125-221307-528408-2011

\$43,750.00

**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.

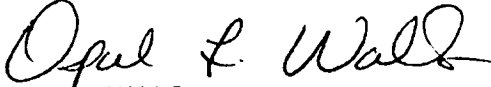
Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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

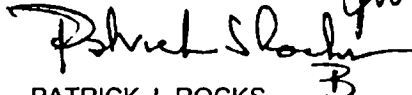
Approved:

  
RON HUBERMAN  
Chief Executive Officer

Within Appropriation:

  
DIANA S. FERGUSON  
Chief Financial Officer

Approved as to Legal Form:

  
PATRICK J. ROCKS  
General Counsel