

AMEND BOARD REPORT 10-0623-PR36
APPROVE ENTERING INTO AGREEMENTS WITH VARIOUS CONSULTANTS
TO PROVIDE SCHOOL AND AREA PERFORMANCE MANAGEMENT SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into agreements with various vendors to provide school and area performance management services to Chief Area Officers/Chief of Schools and the Office of Performance Management/Chief Education Officer at a cost not to exceed \$3.6 million in the aggregate. Vendors were selected on a competitive basis pursuant to Board Rule 7-2. A written agreement for each vendor is currently being negotiated. No payment shall be made to any vendor prior to the execution of such vendor's written agreement. The authority granted herein for each vendor shall automatically rescind in the event their written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to these agreements is stated below.

This January 2012 amendment is necessary to revise the scope of services to the contract with Vendor Insight Education Group, Inc. to include the following additional services: to provide services to the Chief Education Office in developing an enhanced teacher evaluation model to be implemented beginning in Fall 2012. A written amendment to the agreement with Insight Education Group, Inc. is required. The authority granted herein shall automatically rescind in the event the written amendment is not executed within 90 days of the date of this Board Report.

Specification Number: 10-250024
Contract Administrator: Martha Escareno

VENDORS:

1. Atlantic Research Partners
6101 A1A South, Suite 106
St. Augustine, FL 32080
Contact: Joseph Wise
Tel. No.: 904-651-6700
Vendor #11360
2. Catapult Learning, LLC
420N. May Street
Chicago, IL 60622
Contact: Stephen K. Freeman
Tel. No.: 800-841-8730
Vendor #22719
3. DePaul University
1 East Jackson Boulevard
Chicago, IL 60604
Contact: Douglas Petcher
Tel. No.: 312-362-7388
Vendor# 37159
4. Houghton Mifflin Harcourt Publishing Company
222 Berkley Street
Boston, MA 02116
Contact: Laura Rockefeller
Tel. No.: 512-721-7204
Vendor#13240

5. Insight Education Group, Inc.
16130 Ventura Boulevard, Suite 300
Encino, CA 91436
Contact: Jason Stricker
Tel. No.: 818-382-2200
Vendor #96896
6. International Center for leadership in Education
1587 Route 146
Rexford, NY 12148
Contact: Todd Daggett
Tel. No.: 518-723-2060
Vendor#24069
7. The Leadership and Learning Center
317 Inverness Way South, Suite 150
Englewood, CO 80112
Contact: Liz Monsma
Tel. No.: 303-504-9312 x203
Vendor # 13449
8. Partners in School Innovation
1060 Tennessee Street, 2nd Floor
San Francisco, CA 94107
Contact: Derek Mitchell
Tel. No.: 415-824-6196 x109
Vendor #95114
9. Targeted Leadership Consulting
11022 Winners Circle, Suite 200
Los Alamitos, CA 90720
Contact: Jeff Nelsen
Tel. No.: 781-608-0666
Vendor # 82026
10. Urban Policy Development, LLC
PO Box 27175
Baltimore, MD 21230
Contact: Douglass Austin
Tel. No.: 410-234-8409
Vendor #96897

USER:

~~Office of Performance — System-wide Schools and Area Offices~~ Chief Education Office
125 South Clark Street, 5th-46th Floor
Chicago, IL 60603
Contact: ~~Milan Sevak~~ Megan Tupa
Tel. No.: ~~773-553-4244~~ 773-553-5408

TERM:

The term of each agreement shall commence on August 1, 2010 and shall end June 30, 2012. Each agreement shall have one (1) option to renew for a period of two (2) years.

EARLY TERMINATION RIGHT:

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

SCOPE OF SERVICES:

Vendors will provide services to Areas and schools in support of the implementation of Area and School Performance Management. Vendors will provide services to (1) support Chief Area Officers, principals and

instructional leadership teams in implementing performance management processes that drive school improvement and (2) provide executive coaching to Chief Area Officers to support them in the development of their area principals and the implementation of their Area strategies. Vendors will provide support in the following categories:

1. Support with Performance Management Meetings:
 - a. Performance Management meetings with Principals and Chief Area Officers - assist with improving Area performance management sessions, which are intended to monitor principals' school-level strategies and to provide feedback and support to principals on their progress. Support will be provided to CAO's in planning for meetings and following-up after a PM meeting.
 - b. Performance Management meetings with Principals and Instructional Leadership Teams – assist principals and instructional leadership teams in effectively utilizing the PM process to monitor and refine their schools' strategies. The primary purpose of these meetings is to monitor the school's strategy at a more granular level as well as establish, monitor, and support PM processes with teacher teams.
2. Provide Executive Coaching Services to Chief Area Officers to support Principal Leadership: Services provided by the vendor will be tailored to the individual needs of each Chief Area Officer.

No later than 60 days prior to the end of the first year of the master agreements approved in this Board Report, the Chief Executive Officer or his designee shall submit to the Board a report evaluating the performance of the vendors approved herein.

In addition, Insight Education Group, Inc. will provide the following services to the Chief Education Office:

3. Revision of the Instructional framework: Assist in editing and finalizing Instructional framework to ensure alignment with CPS vision and CCSS. Edit and finalize all performance levels of the Instructional framework's rubric and corresponding tools. Analysis of existing training/support tools and identification of new tools needed for implementation of framework.
4. Student Growth Measures: Technical assistance and recommendations for growth measurements in tested grades/subjects. Development of a proposal for student growth measurements in "non-tested" grades/subjects. Consultation about teacher and stakeholder communication on student growth measure design and negotiation.
5. Rating System: Facilitation of CPS senior leadership discussions and recommendations on the elements and relative weighting in teacher evaluation. Proposal for the summative ratings structure of the new CPS evaluation plan, including technical support in the analysis and modeling required for due diligence.
6. Training/Implementation: Facilitating, contributing to and guiding the development of final teacher evaluation roll-out plan, including a budget, timeline, training and implementation plan. Recommendations for the professional development plan.

DELIVERABLES:

Vendors will provide training, coaching, and strategic support to Chief Area Officers, principals and instructional leadership teams in the following areas: helping develop and refine their strategy, building and managing teams, gathering and analyzing data, organizing for and leading effective performance meetings, problem solving based on data, developing instructional based action items aligned to strategy and developing materials, tools and protocols to support all aspects of performance management implementation. This list is not meant to be exhaustive, but merely illustrative of types of supports that may be provided.

In addition, Insight Education Group, Inc. will provide the following:

Insight Education Group, Inc. will: assist in editing and finalizing the Instructional framework, and all performance levels of the Instructional framework's rubric and corresponding tools to ensure alignment with CPS vision and CCSS, as well as the creation of additional tools; coordinate and oversee the development of implementation and training plans & timelines; manage facilitation of CPS senior leadership discussions and recommendations on the elements and relative weighting in teacher evaluation; create a proposal for the summative ratings structure of the new CPS evaluation plan, including all analysis and modeling required for due diligence; develop a proposal for student growth measurements in "non-tested" grades/subjects. This list is not meant to be exhaustive, but merely illustrative of types of supports that may be provided.

OUTCOMES:

Vendor services will support a performance culture at the Area and school level in order to improve student achievement by enhancing the capacity of Chief Area Officers, principals and instructional leadership teams to: 1) develop a strategy focused on instructional improvement, 2) hold ongoing, data-driven discussions to identify successes and failures of the strategy; and 3) continuously improve the strategy to reflect the new information. Chief Area Officers, principals and instructional leadership teams will use the performance management process as a tool to improve student outcomes.

The additional services provided by Insight Education Group, Inc. will support helping to define, support and drive high quality instruction at every level of the District in order to assist school leaders and teachers in their efforts to improve student outcomes. The instructional framework for teaching is the foundation for defining and implementing high quality instruction. The instructional framework is the primary tool used by principals to identify teacher development opportunities and drive instructional improvement within their schools. Student growth is a valuable tool in supporting and improving instruction. To best drive instructional improvement and student outcomes district-wide it is essential to measure and track student growth across all grades and subjects.

COMPENSATION:

Consultants shall render services at the specific rates identified in their respective agreements; total compensation to all Consultants shall not exceed \$3,600,000.00.

REIMBURSABLE EXPENSES:

None

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreements and amendment. Authorize the President and Secretary to execute the agreements and amendment. Authorize the Chief of Performance Management Officer to execute all ancillary documents required to administer or effectuate the agreements.

AFFIRMATIVE ACTION: The goals for this agreement are 25% total MBE and 5% total WBE participation. Thus, pursuant to the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contract, contracts for subsequent vendors from the pool created by this agreement will be subjected to aggregated compliance reviews and monitored on a monthly basis.

The following M/WBE firms have been identified:

MBE

SPC Consulting, LLC (H)
Urban Policy Development, LLC (AA)
Blackwell Consulting Services (AA)

WBE

Cathy Pruitt Professional Services, LLC
Hallagan Office Supply

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Office of Performance/Chief Education Officer and Chief Area Offices/Chief of Schools

Not to exceed: \$3.6 million

Various Units: Chief Area Offices/Chief of Schools and Office of Performance/Chief Education Officer

Source of Funds: Various, including 11010.325.54125.264220.542128

Fiscal Years: 2011/2012

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.

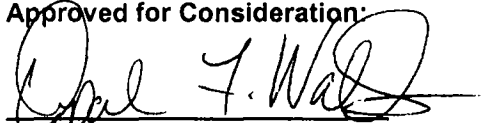
Conflicts- The agreement shall not be legally binding on the board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their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

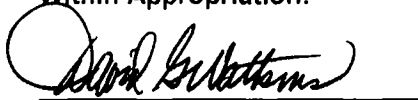
Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:




OPAL L. WALLS
Chief Purchasing Officer

Within Appropriation:



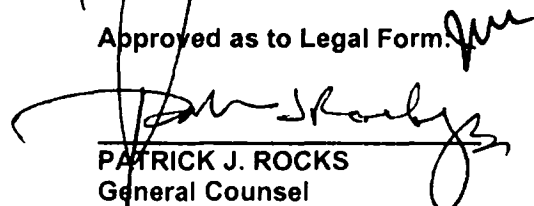
DAVID G. WATKINS
Chief Financial Officer

Approved:



JEAN-CLAUDE BRIZARD
Chief Executive Officer

Approved as to Legal Form:



PATRICK J. ROCKS
General Counsel