



Board of Education

CITY OF CHICAGO

Office of the Board
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October 24, 2024 Agenda Review Committee Follow-Ups

Agenda Review Committee (ARC) follow-ups are shared publicly so that members of the public can view responses to issues that directly impact the CPS community in advance of the Board’s consideration at regular Board meetings. Follow-ups are unanswered questions asked by Board Members during a public meeting. See the October 2024 ARC follow-ups and responses below.

Item Description	Follow-Up Question	District Response	Responding Department
<p>Agenda Item 1 - Professional Learning Service Providers</p>	<p>Regarding MWBE vendors that fit into both categories, which designation are they using?</p>	<p>Some firms are certified for both Minority-Owned Business Enterprise (MBE) and Women-Owned Business Enterprise (WBE). In this case, the firm would choose which designation they would like to use with CPS. Firms can only use one certification exclusively. For example a Black woman can be certified for both MBE and WBE, but can only use one certification exclusively. This is to prevent organizations subject to MWBE quotas from double-counting MBE/WBE vendors to meet metrics. The vendor-specific list of designations can be found here.</p> <p>The Office of Business Diversity is always working to improve MBE numbers with participation by way of outreach and engagement, encouraging BIPOC lead and owned firms to become certified with MBE or WBE.</p> <p>When it comes to subcontractors, the Prime vendor is responsible for establishing their strategic plan for their chosen subcontractors to perform work as their selected and vetted subcontractors. Once the Prime Vendor makes their selection(s), the Prime Vendor submits the documents to provide their subcontractors information and designations as a certified MBE or WBE. The Office of Business Diversity is responsible for the tracking, monitoring, enforcement of said contract with the Prime Vendor to be successful with their strategic plan and their selected subcontractors.</p>	<p>Office of Business Diversity</p>

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Agenda Item 2 - Culturally Responsive Education and Diversity Policy	Can we get a list of stakeholders that were engaged and a summary of the engagement process?	Please find the Stakeholders List and Engagement Summary here: CRED Stakeholders	Office of Equity
Agenda Item 11 - DPPO and DHMO Insurance Services (Delta Dental)	Please provide a list of MWBE's.	<p>This is an employee benefits contract that works with claims that are paid via ACH (Automated Clearing House) transfers and not the traditional PO method.</p> <p>Vendors who receive ACH payments are receiving funds for claims expenses, and these expenses do not count towards the addressable spend for MWBE. The portion of the contract that <i>does</i> count towards the addressable spend for MWBE is the admin fees/ services portion. 96% of the costs for Delta's contract are claim expenses, while only 4% of the total contract are admin fees.</p> <p>While Delta Dental does not report percentage of spend on MWBE at the subcontractor level, they have informed CPS that they do use several MWBE as subcontractors:</p> <p>MBEs: Lambent Risk Management, GlowTouch Call center WBE: Discovery Promotions</p> <p>Reference: Group Plan Experience Report.</p>	Talent Office
Agenda Item 12 - Vision Services (EyeMed)	Please share reports and feedback from the labor management committee and Plan Experience Reports from providers.	There has been no feedback from the Labor-Management Cooperation Committee on Vision Services. Please reference the Group Plan Experience Report .	Talent Office
Agenda Item 13 - Teacher Recruitment for High Need Areas and Schools	Please provide more detail on the strategy for pipeline/recruitment for Black teachers, specifically Black male teachers.	We recruit with HBCUs, engage Black (and specifically male) educators to enroll with our Residency program, and prioritize Black teacher candidates through our Early Offer process.	Talent Office

Item Description	Follow-Up Question	District Response	Responding Department
Agenda Item 13 - Teacher Recruitment for High Need Areas and Schools	Please provide the number of Black male teachers and the demographics of the teaching core in general.	<p>As of 10/28/2024, CPS employs 24,154 teachers Below is the gender/racial breakdown. CPS employs a higher percentage of teachers of color than the State of Illinois or the U.S. as a whole. To view national and state comparisons, please use this document.</p> <p>Female: American Indian/Alaska Native: 60 Asian: 937 Black/African American: 4,108 Hawaiian/Pacific Islander: 7 Hispanic/Latinx: 4,795 White: 8,167 Multi-racial: 267 Not Available: 398</p> <p>Male: American Indian/Alaska Native: 13 Asian: 241 Black/African American: 842 Hawaiian/Pacific Islander: 0 Hispanic/Latinx: 1,240 White: 2,860 Multi-racial: 64 Not Available: 155</p>	Talent Office
Agenda Item 13 - Teacher Recruitment for High Need Areas and Schools	What is the retention rate for Black teachers?	The Retention rate for Black teachers is 92%, matching the retention rate for White teachers at 92%. Retention rate for Latinx teachers is 94%. The overall teacher retention rate is 92.4%.	Talent Office
Agenda Item 13 - Teacher Recruitment for High Need Areas and Schools	What are the retention rates for the three programs (Golden Apple, Teach for America, Grown Your Own IL)?	This data needs disaggregation and is not available at this time.	Talent Office