

AMEND BOARD REPORT 09-0722-PR15
**RATIFY EXTENDING AND APPROVE AMENDING THE AGREEMENT WITH STEVEN GERING
 FOR CONSULTING SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Ratify extending and approve amending the agreement with Steven Gering (Consultant) to provide consulting services to the Department of Human Resources at a cost for the extension period not to exceed ~~\$100,000~~ \$175,000. A written extension document is currently being negotiated. No payment shall be made to Consultant during the extension period prior to the execution of the written document. The original agreement shall be amended to add one option to renew for a period of one year and to provide for the mutual right to terminate upon written notice. 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 extension is stated below.

This amendment is necessary to: 1) increase the maximum compensation from \$100,000.00 to \$175,000.000, 2) update User and Financial information, and 3) add additional deliverables. A written amendment to the agreement is required. No payment above the original authorized amount shall be made to Consultant prior to execution of the amendment. The authority granted herein shall automatically rescind in the event the written amendment is not executed within 90 days of this amended Board Report.

CONSULTANT: Steven Gering
 804 North 4th Street
 Kansas City, KS 66101
 713-744-5045
 Vendor Number: 76752

USER: Chicago Public Schools, ~~Office of High School Teaching and Learning~~
Office of Leadership Development and Support
 125 S. Clark Street, 46th 19th Floor
 Chicago, IL 60603
 Contact: ~~Michael Lach~~ Monica S. Rosen, Chief Officer
 773-553-4124 1515

ORIGINAL AGREEMENT: The original agreement (authorized by Board Report 09-0225-PR14) in the amount of \$100,000 was for a term commencing January 1, 2009 and ending June 30, 2009 with no options to renew. The original agreement was awarded on a non-competitive basis because Consultant has unique skills and qualifications as a High School Superintendent that could not be located elsewhere.

EXTENSION PERIOD: The term of this agreement is being extended for a period commencing July 1, 2009 and ending June 30, 2010.

OPTION PERIODS REMAINING: There is one option remaining for a period of one year.

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:

1. 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.

2. Consult with the District Talent Management Team to develop a succession model, plan and implementation strategy for future CAO vacancies, incorporating recommendations approved by Senior Leadership Team.
3. In consultation with Officer of Leadership Development and Support and current CAOs, develop and implement an 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 CAO's 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 Education Office and the Office of Performance Management the Consultant shall develop and implement a plan to support CAO development leading to effective implementation of Instructional Leadership Teams at the school sites. The plan will include:
 - 1) Creation of opportunities for CAOs to share best practices in developing principal leadership skills to effectively implement Instructional Leadership Teams at the school site.
 - 2) Coordinating peer observations of CAO led Area Performance Management sessions focused on developing effective school level Performance Management through Instructional Leadership Teams.
 - 3) 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.
 - 4) Provide updates to senior district leadership on potential barriers to the 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 as follows: Consultant will invoice a fee of \$700 per day for ~~100 total consulting days~~ plus travel expenses. The total compensation shall not exceed the sum of ~~\$100,000~~ \$175,000, inclusive of all reimbursable expenses.

REIMBURSABLE EXPENSES: Consultant shall be reimbursed for the following expenses: airfare, transportation, lodging and meals while in Chicago with total reimbursable expenses not to exceed \$34,000. The total compensation amount reflected herein is inclusive of all reimbursable expenses.

AUTHORIZATION: Authorize the General Counsel to include other relevant terms and conditions in the written extension agreement and amendment. Authorize the President and Secretary to execute the extension agreement and amendment. Authorize the Leadership Development and Support Officer to execute all ancillary documents required to administer or effectuate this extension 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 for 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 Office of High School Teaching and Learning: \$100,000 Fiscal Year: 2010
Budget Classification: 10835-115-54125-231117-000000
Source of Funds: Grants – Gates

Charge to Office of Leadership Development and Support: \$75,000 Fiscal Year: 2010
Budget Classification: 13810-124-54125-221307-001078
Source of Funds: School Special Income Funds

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.

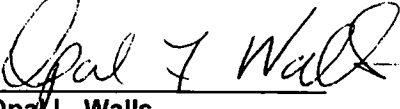
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board member during the one year period following expiration or other termination of their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

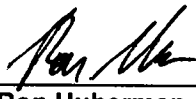
Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



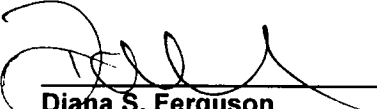
Opal L. Walls
Chief Purchasing Officer

Approved:



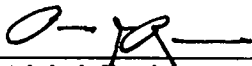
Ron Huberman
Chief Executive Officer

Within Appropriation:



Diana S. Ferguson
Chief Financial Officer

Approved as to legal form: 



Patrick J. Rocks
General Counsel