

**B.3.3 OPTION YEAR TWO (October 1, 2018 – September 30, 2019)**

CLIN (contract line item no.)	Item Description	Not to Exceed Cost
2001	Recruitment, selection, and training of new teacher candidates (“Corps Members”) <ul style="list-style-type: none"> <li>• 13 recruits (Subjects TBD) at \$10,000 for each recruit</li> </ul>	\$130,000.00
2002	Recruitment, selection, and training of new teacher candidates (“Corps Members”) <ul style="list-style-type: none"> <li>• 4 CN (Subjects TBD) at \$11,250 for each recruit, <b>OR</b></li> </ul> If applicable, recruitment and selection of experienced (“Alumni”) teacher candidates <ul style="list-style-type: none"> <li>• Each recruit will be at \$2,812.50 each</li> </ul>	\$45,000.00
<b>Grand Total for B.3.3</b>		<b>\$175,000.00</b>

**B.3.4 OPTION YEAR THREE (October 1, 2019 – September 30, 2020)**

CLIN (contract line item no.)	Item Description	Not to Exceed Cost
3001	Recruitment, selection, and training of new teacher candidates (“Corps Members”) <ul style="list-style-type: none"> <li>• 13 recruits (Subjects TBD) at \$10,000 for each recruit</li> </ul>	\$130,000.00
3002	Recruitment, selection, and training of new teacher candidates (“Corps Members”) <ul style="list-style-type: none"> <li>• 4 CN (Subjects TBD) at \$11,250 for each recruit, <b>OR</b></li> </ul> If applicable, recruitment and selection of experienced (“Alumni”) teacher candidates <ul style="list-style-type: none"> <li>• Each recruit will be at \$2,812.50 each</li> </ul>	\$45,000.00
<b>Grand Total for B.3.4</b>		<b>\$175,000.00</b>

**B.3.5 OPTION YEAR FOUR (October 1, 2020 – September 30, 2021)**

CLIN (contract line item no.)	Item Description	Not to Exceed Cost
4001	Recruitment, selection, and training of new teacher candidates (“Corps Members”) <ul style="list-style-type: none"> <li>• 13 recruits (Subjects TBD) at \$10,000 for each recruit</li> </ul>	\$130,000.00
4002	Recruitment, selection, and training of new teacher candidates (“Corps Members”) <ul style="list-style-type: none"> <li>• 4 CN (Subjects TBD) at \$11,250 for each recruit, <b>OR</b></li> </ul> If applicable, recruitment and selection of experienced (“Alumni”) teacher candidates <ul style="list-style-type: none"> <li>• Each recruit will be at \$2,812.50 each</li> </ul>	\$45,000.00
<b>Grand Total for B.3.5</b>		<b>\$175,000.00</b>

4. **DELETE** Section C.1 thru C.4.6 and **INSERT** the following:

**C.1 SCOPE**

- C.1.1 The Contractor shall provide recruitment and selection of new and experienced teachers and training of new teachers that are committed to closing the achievement gap and are specifically equipped to work in under-resourced communities. These teachers are especially important to fill late-season vacancies created by resignations or terminations as a result of IMPACT, the DCPS effectiveness assessment system for school-based personnel. This hiring season alone, DCPS will hire over 800 teachers to fill vacancies.
- C.1.2 The Office of Talent and Culture seeks to bring top teaching talent to teach in DCPS' highest need schools across the district, especially in high-need content areas. DCPS consistently strives to fill hundreds of vacancies every year, and given the intersection of the national teacher shortage with new DCPS priorities such as Cluster X and Extended School Year schools, it is increasingly more important to secure high-quality teaching talent. DCPS relies on program partners, like Contractor – with its extensive national recruitment network – to help supplement its internal recruitment efforts in high-need content areas.
- C.1.3 DCPS seeks to continue a partnership with Contractor, given its track record of success working with DCPS since 1992, to provide recruitment, selection, and training of new (“Corps Member”) and experienced (“Alumni”) teachers who are committed to closing the achievement gap and are specifically equipped to work in under-resourced communities. Contractor will continue to develop a pipeline of people with the potential to serve as future leaders including: exceptional teachers, school principals, and district staff.
- C.1.4 For the 2015-16 school year, a majority of first-year Contractor corps members teaching in DCPS schools scored Highly Effective or Effective on IMPACT. These immediate, proven results with DCPS students are in line with DCPS' Capital Commitment goals to increase student academic achievement.
- C.1.5 Future goals for the partnership would be to continue to focus on bringing in a diverse cohort of Corps Members and Alumni to teach in high-need content areas for the initial contract year (SY16-17), as well as consider for additional option years (SY17-18 through SY20-21). In each of these years, Contractor would be tasked with bringing in a new cohort of 16-20 corps members, providing training and support for corps members in their first and second years and sourcing experienced teachers.

**C.2 BACKGROUND**

- C.2.1 **Mission.** Contractor works to ensure that one day all children will have the opportunity to attain an excellent education by recruiting, selecting and supporting our nation's most promising future leaders (Corps Members and Alumni) to teach in high needs districts across the country.
- C.2.2 **History.** As a partner to DCPS since 1992, Contractor has placed and supported hundreds of successful teachers across the District. In the third option year of the multi-year contract ending in September 2016, Contractor sourced 15 new Contractor corps members through targeted recruitment, selection, training and placement of teachers for DCPS. Recruitment and selection of the Contractor corps took place on hundreds of college campuses and universities across the country in order to attract the most highly sought-after college graduates and professionals who have what it takes to excel as teachers. The 2016 corps members hail from 15 colleges and universities, including a number of historically black colleges and universities. Eight are considered “experienced professionals” with at least two years of work or graduate experience. Eleven call the Washington, DC region “home”. Four self-identify as “low income” and ten identify as people of color. Overall, the corps represents an incredibly diverse and talented group of individuals. To date, there are almost 2,900 alumni who have completed their minimum two-year commitment in the Teach For America corps. Almost a third of whom remain in the classroom. Every year, hundreds more alumni move to the DC region and are seeking positions in the education sector.

C.2.3 Corps Members Training. In order to ensure the highest-quality training experience possible for the Contractor corps, training has occurred in three parts. All Corps Members spent one week in June in Washington, DC getting to know the community strengths and challenges, the scope of their work in the classroom and their path to certification. Following this week, all Corps Members engaged in a 5-week institute experience in Philadelphia. The institute

experience combined student teaching with classes in pedagogy, instruction, classroom management and skill in working with diverse communities that make up the Teaching As Leadership framework. Upon successful

completion of the summer institute, Corps Members returned to Washington, DC for workshops aimed at preparing them for their specific teaching assignments and equipping them with the skills and tools necessary to set and work towards ambitious academic goals with their students. Ongoing support will be facilitated by the Contractor regional team and by certification partners.

C.2.4 Corps Members Professional Development. During their first two years, Corps Member teachers set ambitious, standards-aligned goals for their students, use student data to drive instruction, and take a student empowerment approach to learning. Corps Members use differentiated support, often volunteer time outside of the school day, and commit to their own ongoing learning over the course of the school year. Professional development occurs in conjunction with each corps member's Manager of Teacher Leadership Development (MTLD), or teacher mentor, in classroom observations, and during one-on-one sessions that use data-based problem solving. There are bi-weekly sessions on content pedagogy and quarterly professional development sessions, which include sessions on pedagogy and teacher-actions. Additionally, Corps Members have access to an online database of exemplar planning tools, teacher resources, and classroom visits on [www.teachforamerica.org](http://www.teachforamerica.org). Corps Member teachers will also enroll in ongoing certification and/or master's coursework through John Hopkins University.

### C.3 REQUIREMENTS

C.3.1 Corps Member and Alumni Teacher Candidate Recruitment and Selection. Contractor shall recruit, select for participation in the Contractor training program, and present to DCPS for hire, new teacher candidates ("Corps Members") and experienced teacher candidates ("Alumni") from a broad range of academic majors who meet applicable state and/or local requirements for teacher licensure (hereinafter jointly referred to as "Teacher(s)"). Contractor shall use reasonable efforts to recruit diverse Teacher candidates. In connection with the foregoing, Contractor shall not engage in any unlawful acts of discrimination in its recruiting or selection of candidates. Prior to entering the classroom, all Teacher candidates will fulfill all DCPS pre-employment requirements and undergo pre-service training designed and delivered by Contactor.

C.3.2 Corps Member Professional Status. Contractor shall ensure that all Corps Members presented for hire pursuant to this contract meet at least the minimum applicable federal and state requirements for primary or secondary school teachers (the "Requirements"); this obligation is limited to meeting the Requirements in effect at the time the Teacher is hired by DCPS and shall not require additional action on the part of Contractor in the event that the relevant Requirements are amended or otherwise modified after the hire date of a particular cohort of Corps Members. In the event the Requirements are amended or otherwise modified after the hire date of a particular cohort of Corps Members, DCPS may hire individual Corps Members on an "emergency" credential basis while the Corps Members fulfill the updated Requirements, and Contractor shall use its reasonable best efforts to ensure that such Corps Members meet the new Requirements.

C.3.2.1 In the event a Corps Member who does not meet the Requirements is hired, the parties will agree on a reasonable period of time for the individual Corps Member candidate to obtain the appropriate licensure / certification and take such steps as are reasonably necessary to meet the applicable Requirements.

C.3.3 Corps Member DCPS Certification on Candidate Background Checks. Contractor shall ensure that all Corps Members have undergone every background check required under applicable District law, including fingerprinting, before they are hired by DCPS (see section H.7).

- C.3.4 Corps Member AmeriCorps Compliance / Employment Records Access. As a grantee of the AmeriCorps program, Contractor is subject to periodic audits by the Inspector General of the Corporation for National and Community Service (“CNCS”), the public agency which administers the AmeriCorps program, to determine Contractor’s compliance with grant requirements and applicable federal laws and regulations. CNCS requires access to DCPS employee files for Corps Members serving in DCPS schools in order to effectively assess Contractor’s compliance.
- C.3.4.1 Contractor shall be responsible for obtaining written approvals from Corps Members permitting DCPS to disclose background check information. DCPS shall, upon receipt of a written inspection request and approvals from Corps Members, permit the Inspector General of CNCS to review the results of any background checks conducted on any individual Corps Member that DCPS maintains in its personnel files. CNCS inspections will be limited exclusively to background check documentation. DCPS will not be subject to any adverse consequences from Contractor for cooperating with an inspection request or for any outcomes that result from such an inspection.
- C.3.5. Corps Member Professional Development Services. During the course of the academic year, Contractor shall provide various professional development service and activities for participating Teachers, including periodic classroom observation by regional program staff, videotaping of instruction with review of instructional techniques, co-investigative discussions to facilitate Teacher capacity for self-reflection and evaluation of instructional practice using student achievement data (subject to compliance with FERPA), and content area / grade-level workshops facilitated by veteran teachers. Contractor and DCPS shall work together to determine relevant professional development services for Teachers.
- C.3.5.1 In addition, Contractor shall facilitate Teacher access to an assortment of resources including sample lesson plans, assessments, grade tracking systems, and content area / grade level instructional materials. The professional development services will be available to all Teachers during their first two years in the classroom. These services may be provided on a more limited basis to Teachers in their third years in the classroom and beyond at Contractor’s sole discretion.
- C.3.6 Corps Member Credentialing Services. Contractor shall facilitate the enrollment of Corps Members in an alternative certification / licensure program that will enable the individual Corps Member to obtain appropriate credentials to be a classroom teacher of record. Contractor shall make reasonable efforts to ensure that individual Teachers meet all applicable credential requirements and DCPS shall promptly report to Contractor any changes in state requirement or the credential status of individual Corps Member hired from the Contractor training program.
- C.3.6.1 Notwithstanding the above, individual Corps Members are responsible for completing all credential requirements such as passage of required standardized tests, remaining in good standing with the alternative certification / licensure program, and paying any costs associated with acquiring and maintaining the appropriate teaching credential including required coursework through an alternative licensure program.
- C.3.6.2 Contractor shall not be responsible for, and shall not be in breach of any provision of this contract, in the event of any failure by any individual Corps Member to fulfill his/her obligations to maintain his/her teaching credentials.
- C.3.7 Access to Student-Identifiable Data. Under this contract, Contractor will be providing Corps Members with ongoing professional development. As such, Contractor is required to provide an institutional service or function on behalf of DCPS under this contract. Contractor’s ability to provide such institutional service or function requires DCPS to disclose personally identifiable information (PII) from education records which may include, among other things, students’ first and last name, district-assigned student identifier, grades, assessment results (including teacher-created assessments, district benchmarks and state standardized tests), and samples of student work to Contractor and DCPS has determined Contractor has legitimate educational

interests in such disclosure. DCPS acknowledges that such disclosures by a Corps Member to Contractor staff members are proper because such disclosures would be proper if made to a DCPS school official performing the same service. All PII must be shared and safeguarded in accordance with FERPA. Accordingly, pursuant to 34 CFR § 99.31(a)(1)(i)(B), Contractor acknowledges that (i) it has been outsourced an institutional service or function of DCPS under this contract; (ii) it is considered a “school official” for purposes of providing such institutional service or function of DCPS under this contract; (iii) it is under the direct control of DCPS with respect to the use and maintenance of all PII it will have access to under this contract; and (iv) it is subject to the requirements of 34 CFR § 99.33(a) with respect to the use and disclosure of all PII under this contract. According to 34 CFR § 99.33(a), Contractor must (1) not disclose any PII it may have access to under this contract without first obtaining prior written consent from the affected parent (or student if the student has reached the age of 18); and (2) require that all Contractor personnel receiving PII under this contract only use such information for purpose of providing an institutional service or function on behalf of DCPS.

C.3.7.1 Contractor will use any disclosed DCPS data, including PII, solely to support the professional development of individual Corps Members and will not maintain such data in student identifiable form beyond the end of the academic year, provided that Contractor shall have the right to maintain such data in redacted and/or aggregated form that does not reveal the identity of individual students and is not traceable to individual students for purposes of (i) assessing the efficacy of Contractor’s suite of professional development services, (ii) developing new tools and services for participating Corps Members, and (iii) training Contractor staff. Contractor shall destroy any and all PII it gains access to under this contract, including any electronic files containing the PII, at the close of each academic year.

C.3.7.2 Notwithstanding the last sentence in Section C.3.7, DCPS acknowledges that in accordance with 34 C.F.R. § 99.33(b), Contractor may re-disclose PII on behalf of DCPS solely to facilitate Contractor’s service to DCPS of providing ongoing professional development services. Contractor will provide DCPS with the names of additional parties and such parties’ legitimate educational interests to which Contractor intends to disclose student identifiable information on behalf of DCPS.

C.3.8 Contractor seeks to support the ambitious strategic plans of DCPS through its two-pronged approach to developing teacher leaders and supporting alumni to become school and systems-level leaders in public education. Contractor is uniquely positioned to be a human-capital pipeline for DCPS, with its network of over 2,600 alumni in the DC region, many of whom continue to teach in classrooms and work in the public education sector. Contractor desires to enter into an agreement that will allow the regional organization to develop the infrastructure needed to support short-and long-term partnership with DCPS, towards the development of tailored fellowships or specialized leadership tracks for Contractor Teachers. Through collaborative development of these initiatives, Contractor seeks to support long-term sustainability of DCPS efforts by contributing to higher retention rates of Contractor Teachers as set forth in Section B.3.

C.3.9 Implementation Schedule. Contractor shall begin recruitment and selection of Teacher candidates in the fall of each calendar year during the Term and the Option Years (as applicable) for the following DCPS school year (e.g., fall 2017 for the DCPS school year 2018-19). Contractor and DCPS shall collaborate on an ongoing basis, throughout each nine-month Contractor application and selection window, to ensure recruitment efforts are targeted and align with DCPS’s evolving needs. Contractor will communicate progress following each of the five application and selection deadlines for particular areas of teacher need, by subject and placement area, starting at a minimum in December 2017 and February 2018, and each December and February during each exercised Option Year. During the hiring window, Contractor and DCPS agree to at least weekly communication of vacancies and teacher hiring and placement progress.