



Roger León
Superintendent

Newark Board of Education

Where Passion Meets Progress

Request For Proposal 9599 Principal Pipeline Development

I. List the names of all members on the evaluation committee:

Keith Barton, Instructional Specialist
Clair Emmanuel, Special Assistant
Dr. Yolanda Mendez, Assistant Superintendent
Carlos Reyes, Director of Recruitment

II. List the name and summary of vendors who submitted a proposal:

Vendor	Summary of Proposal
<p>1. Children's Literacy Initiative 990 Spring Garden St. Suite 400 Philadelphia, PA 19123</p>	<p>Discovery and Launch Phase Goals</p> <ul style="list-style-type: none"> - CLI staff will work with NPS district leadership to create a working team of CLI and district staff members for feedback and discovery sessions. - Facilitate a minimum of three meet & greet, feedback, or discovery sessions with NPS district staff. - Align all job descriptions to the Professional Standards for Educational Leaders. - Create hiring rubrics aligned with the job descriptions. - Identify and align performance tasks to the hiring rubric. <p>Evaluation & Professional Development Phase Goals</p> <ul style="list-style-type: none"> - Conduct a skill gap analysis of recent school leader candidates to determine professional development opportunities for the future. - Create a professional development schedule to support the leader's professional growth. - Develop a placement model aligned to the PSEL standards. - Facilitate a minimum of three feedback sessions with NPS district staff. <p>Background investigations, criminal record and/or reference check(s) on all its potential employees. As a condition of employment, CLI staff must also provide employment references, and hold a Teacher Certification as required by CLI or CLI clients/partners.</p> <p>Evaluation & Professional Development Phase Goals</p> <ul style="list-style-type: none"> - Identify leader-tracking data points. - Identify a hosting infrastructure based on the selected data points. - Collaborate with the District to build a prototype. - Provide additional support as needed to test the prototype and make necessary change

<p>2. New Leaders Inc. 30 West 26th St. 10th Floor New York, NY 10010</p>	<p>To achieve the goals of Domain #3 of the Principal Pipeline Development partnership, New Leaders will:</p> <ul style="list-style-type: none"> A. Align all job descriptions to PSEL standards. B. Create hiring rubrics aligned to the job descriptions. C. Identify and align performance tasks to the hiring rubric D. Conduct a skill gap analysis of recent school leader candidates to determine professional development opportunities for the future E. Develop a placement model aligned to the PSEL standards. <p>To achieve the goals of Domain #6 of the Principal Pipeline Development partnership, New Leaders will:</p> <ul style="list-style-type: none"> A. Identify leader tracking data points. B. Identify a hosting infrastructure based on the selected data points. C. Collaborate with the District to build a prototype. D. D. Providing additional support as needed to test the prototype and make necessary structural changes.

III. Rank vendors in order of evaluation 1-2, 1 being the highest:

Vendor	Recommendation To Award (yes or no)	Overall Rank
Children's Literacy Initiative	No	2
New Leaders Inc.	Yes	1

IV. Identify the vendor recommended for awarded and why the vendor or vendors have been selected among others considered.

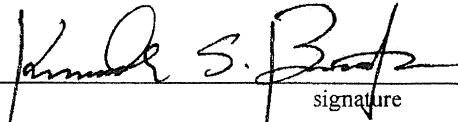
Vendor	Justification for Selection
New Leaders Inc.	<p>New Leaders has a proven track record for leadership development across the country. New Leaders staff members come from school districts where they completed this type of work as part of their employment.</p> <p>New Leaders can adapt and meet the needs of NBOE because of their previous work in similar school districts. They are knowledgeable and capable of developing all components of the leadership pipeline. We are confident that the products of their partnership with NBOE will be sustainable moving forward.</p>

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V. **Identify the terms, conditions, scope of services, and fees for vendor(s) recommended for award.**

The contract term is one (1) year. Please see the Summary of Proposals section I for the scope of services. The cost proposals are enclosed.

New Leaders Inc. awarded at an amount not to exceed \$ \$251,275
vendor name

Submitted By:  Date 11/3/22
signature
Printed Name: Keith S. Barton
Title: Instructional Specialist

Cost Proposal

COMPONENT	ESTIMATED HOURS	PRICE	TIMELINE
DOMAIN #3 – SELECTIVE HIRING AND PLACEMENT OF PRINCIPALS			
3A. Aligning job descriptions to the Professional Standards for Educational Leaders	120 hours	\$59,150	January 2023- April 2023
3.B Creating hiring rubrics aligned to the job descriptions.	135 hours	\$66,500	April 2023- June 2023
3C. Identifying and aligning performance tasks to the hiring rubric.	40 hours	\$19,700	April 2023- June 2023
3.D Conducting a skill gap analysis of recent school leader candidates to determine professional development opportunities for the future.	80 hours	\$39,425	June 2023- July 2023
3E. Develop a placement model aligned to the PSEL Standards.	35 hours	\$17,250	July 2023- August 2023
DOMAIN #6 – LEADER TRACKING SYSTEMS			
6.A Identifying leader tracking data points.	20 hours	\$9,850	August 2023- September 2023
6.B Identifying a hosting infrastructure based on the selected data points	25 hours	\$12,325	September 2023- October 2023
6C. Collaborate with the district to build a prototype to inform principal preparation, hiring, evaluation, and support.	45 hours	\$22,175	October 2023- December 2023
Providing additional support as needed to test the prototype and make necessary structural changes.	10 hours	\$4,900	Ongoing
TOTAL	510 Hours	\$251,275	January 2023- December 2023

The figures above are inclusive of all cost pertaining to travel to and from any site where the services are to be performed. They also include administrative fees, printing and resource distribution fees, and additional overhead expenses associated with supporting the work. New Leaders' hourly rate for 2023 is \$352.69/hour. Work is divided evenly (255 hours and 255 hours) across the Senior Executive Director & Director(s). New Leaders will increase the hourly price by 5% year-over-year. This price increase is consistent with consumer price index increases and New Leaders year-over-year wage increases for employees. The table below captures the hourly rate updates through 2028:

Year	2023	2024	2025	2026	2027	2028
% Increase	0%	5%	5%	5%	5%	5%
Hourly Rate	\$ 352.69	\$ 370.33	\$ 388.84	\$ 408.28	\$ 428.70	\$ 450.13

4. Provide a detailed cost proposal, itemized by task and personnel hours.

COMPONENT	PERSONELL HOURS	PRICE
DOMAIN #3 – SELECTIVE HIRING AND PLACEMENT OF PRINCIPALS		
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3.B Creating hiring rubrics aligned to the job descriptions.	135 hours	\$66,500
3C. Identifying and aligning performance tasks to the hiring rubric.	40 hours	\$19,700
3.D Conducting a skill gap analysis of recent school leader candidates to determine professional development opportunities for the future.	80 hours	\$39,425
3E. Develop a placement model aligned to the PSEL Standards.	35 hours	\$17,250
DOMAIN #6 – LEADER TRACKING SYSTEMS		
6.A Identifying leader tracking data points.	20 hours	\$9,850
6.B Identifying a hosting infrastructure based on the selected data points	25 hours	\$12,325
6C. Collaborate with the district to build a prototype to inform principal preparation, hiring, evaluation, and support.	45 hours	\$22,175
Providing additional support as needed to test the prototype and make necessary structural changes.	10 hours	\$4,900
TOTAL	510 Hours	\$251,275

C. Organizational Capacity

New Leaders fully embraces and leverages, to the benefit of its partner schools and districts, best-in-class leadership development design and facilitation practices that center leading research, are proven effective through independent studies, and most importantly, result in well-documented turnaround success stories of impact. Our partner leaders appreciate and enjoy distinct New Leaders’ directors/designers advantages including, facilitators’ demographically and regionally relevant experience; New Leaders’ continual director/designer learning system (utilizing the competency-based