

## **PERFORMANCE BASED CONTRACT GUIDELINES**

### **1. WHAT IS THE PURPOSE AND SCOPE OF THE SERVICE?**

The purpose of the Yonkers City School District (YCSO) P20 Urban Leadership Academy Pilot Program is to review and refine the research-based and field-tested model for providing a time-effective, cost-effective principal preparation program to teachers who desire to move into educational leadership positions, and one that addresses the specific concerns of leading schools within an urban city setting and targets population of potential school leaders from diverse cultural and ethnic backgrounds.

In the initial grant, there were six main outcomes:

1. The pilot program will comprehensively address the 11 core elements as outlined in the grant request for proposal;
2. During the design phase (1<sup>st</sup> half of year 1) Bank Street, YCSO and NYCLA representatives and recruited participants will engage in planning meetings that will help to develop the parameters of the leadership program;
3. During year 1, the pilot plan will be registered with NYSED;
4. All members of the pilot cohort will pass their SBL certification exam;
5. The leadership program will be designed to address the specific context of leading in an urban school setting;
6. The cohort of 9 will be representative of the diverse ethnic and cultural makeup of our schools and our city.

For the second cohort:

1. The development of a revised curriculum based upon feedback from faculty, partners and students, this will include addressing the specific context of leading in an urban school setting;
2. All members of cohort 2 will pass their SBL certification exam;
3. All members of cohort 2 will complete the program and earn a master's degree in educational leadership
4. The cohort will be representative of the diverse ethnic and cultural makeup of our schools and our city.

### **2. AMOUNT OF SERVICE**

(Set forth all quantities and/or amounts of time required to be devoted to the contract and describe where services are to be provided as specified in Schedule "B")

- Bank Street and YCSO will revise the curriculum for the second cohort; students develop and demonstrate proficiency with respect to these competencies.
- Bank Street will provide admissions, registration and financial aid support to all the participating students.
- Bank Street, with YCSO and NYCLA, will assess candidate mastery of individual competencies and summative judgments of candidate readiness to be recommended for certification as a School Building Leader.

- Bank Street, with YCSD and NYCLA, will support the internship learning experiences for aspiring principals that are grounded in a competency-based and well-supervised set of practical experiences.
- Bank Street will provide support to YCSD instructors in the form of regular debrief sessions, course content adjustment guidance and calibration of assignment grades to the competency rubric.
- Bank Street will provide support to YCSD instructors in the form of providing meaningful and timely feedback to candidates.
- Bank Street will provide support to YCSD instructors as they provide timely and meaningful feedback to candidates as they complete the residency change projects.
- Bank Street will work with YCSD to build the sustainability of the program.

### **3. WHO IS SERVED?**

(Describe whether services are to be provided directly to students, to staff, etc.)

Bank Street will provide service to members of the YCSD central staff, to the program facilitators, to the school-based mentors, and to students in the program.

### **4. WHO WILL PROVIDE SERVICES?**

(If individual providers are contemplated, set forth the names and qualifications of the service providers)

Bank Street staff will provide the service. This includes:

- Anthony Conelli, Chair of the Educational Leadership Department, was most recently the Chief Schools Officer at NYC Outward Bound Schools and previously led the Office of Leadership as Deputy Chief Academic Officer for the NYCDOE. He has also been a cluster and network leader, an instructional superintendent, a principal, and a facilitator of citywide professional development. Dr. Conelli has his Doctor of Philosophy from New York University.
- Nicole Limperopulos is an instructor and Director of the Future School Leaders Academy. Most recently, she served as the Associate Director of the Summer Principals Academy at Teachers College. Dr. Limperopulos completed her doctoral studies at Teachers College, Columbia University and her research focuses on the ways in which chronic exposure to community violence impacts the lives of Black and Latino boys living in urban communities.
- Nancy Mann has over three decades of school leadership in urban education. Lead teacher at Central Park East Secondary School. Co-founder and principal of Fannie Lou Hamer Freedom High School. Deputy Superintendent for the New York City Department of Education. Mentor to educators and school leaders in New York City. Co-creator and co-instructor of Summer Principals Academy Competency-based program at Teachers College.

**4a. WILL THE CONTRACTOR BE UTILIZING ANY VOLUNTEERS, OR BE HIRING/UTILIZING ANY SUBCONTRACTORS IN FURTHERANCE OF THIS AGREEMENT? IF SO, PLEASE LIST ALL OF THEIR NAMES AND CONTACT INFORMATION.**

(If the Contractor will be using any subcontractors, volunteers, and/or other agents other than the individuals identified in question #4 above or #7 below; they need to be disclosed here)

No.

**5. WHAT WILL BE COMMUNICATED TO DISTRICT PERSONNEL, PARENTS, OTHERS ABOUT PROGRESS AND RESULTS OF THE SERVICES?**

(How specifically will the contractor report to the School District (or parents, if applicable) about their progress towards achieving the goals of the contract?)

Communication regarding the progress and results of the services will be the responsibility of the district. The vendor will engage in ongoing communication with the YPS individual who is responsible for administering the contract.

**6. HOW WILL THE QUALITY BE JUDGED?**

(Set forth the method which will be used to evaluate contractor's performance)

The quality of our work will be based upon the feedback provided by YCSD central staff, the program facilitators and the participants in the program.

**7. PERSONS RESPONSIBLE FOR ADMINISTERING THE CONTRACT.**

(There must be a single Board administrative employee identified as the person responsible. This person will also be responsible for signing off on contract payments)

For Yonkers Public Schools:

Dr. Christopher Macaluso  
Executive Director of Professional Development  
914-376-8274  
[cmacaluso@yonkerspublicschools.org](mailto:cmacaluso@yonkerspublicschools.org)

Bank Street Graduate School of Education contact:  
Anthony C. Conelli, Ph.D.  
Chair, Leadership Department  
Bank Street Graduate School of Education  
610 West 112 Street  
New York, NY 10025  
Office: 212-875-4710

**8. ARE THE SERVICES PURSUANT TO A GRANT AGREEMENT? IF YES, WHAT IS THE GRANT, AND WHAT ARE THE GRANT REQUIREMENTS RELATED TO THIS AGREEMENT?**

Yes, these services are pursuant to the Partnerships for Principal Preparation (P20) grant.

The objectives associated with the P20 grant are:

- The pilot program will comprehensively address the 11 core elements as outlined in the grant request for proposal (RFP);
- All members of cohort 2 will complete the program and earn a master's degree in educational leadership
  
- All members (100%) of the pilot cohort will pass their SBL certification exam;
- The leadership program will be designed to address the specific context of leading in an urban school setting; and
- The cohort will be representative of the diverse ethnic and cultural makeup of our schools and our city.

**9. WILL THE CONTRACTOR BE RECEIVING ANY STUDENT DATA OR OTHER DATA FROM YONKERS PUBLIC SCHOOLS? IF YES, PLEASE DESCRIBE. IF STUDENT DATA IS BEING SHARED, PLEASE PROCEED TO QUESTION 10 BELOW.**

No.

**10. WILL THE STUDENT DATA BE USED FOR THE PURPOSE OF DEVELOPING, VALIDATING, ADMINISTERING STUDENT AID PROGRAMS, OR IMPROVING INSTRUCTION? IF YES, PLEASE SPECIFICALLY DESCRIBE.**

No.