

## **PERFORMANCE BASED CONTRACT GUIDELINES**

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

Coaching Leadership Candidates and their Cooperating Administrator in the mentoring process. Observing practice, providing feedback, engaging in reflective conversations, collaborative goal setting, problem solving, working with Cooperating Administrators to establish meaningful leadership experiences, periodic progress assessment and internship redesign, and supporting Leadership Candidates and their Cooperating Administrator in their professional growth. Helping to grow a new leadership program and engaging in reflective practice to support program redesign in response to emerging data.

### **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")

18 days and/or in person of digital coaching at 7 hours per day. Digital coaching includes phone, Zoom, email and additional platforms. A "day" will be a collection of digital hours performed on different days and grouped into a unit of 7 hours that will be carefully documented by hour/date.

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

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

Services will be provided to Leadership Candidates and Cooperating Administrators. Coaching may be provided to additional personnel, for example teacher teams/student groups/parent representatives when this is part of the mentee's program, with negotiation.

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

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

Nigel Pugh, Masters in Educational Administration (District level), was a NYC principal from 2002-2017 with the exception of four years when he served as a Deputy Superintendent for leadership development at the NYC DoE Central Office (2008-2012). He has been involved with the New York City Leadership Academy (mentor principal 2005-2008 and 20013-2017), Bank Street Principal's Institute (mentor principal and instructor), LEAP (co-designer of this DoE Leadership development program - 2009) and Principal's Pool Facilitator (2008-2012 - DoE leadership gate-keeping program). He is currently the Institute for Student Achievement (ISA/ETS) Principal Liaison for NYC schools and has worked to support the YULA program since August 2019. He engaged in international work through Bank Street College of Education, with a coaching program with Bulgarian principals (2018-2020) both in person and digitally.

**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?)

The contractor will maintain ongoing communication with the Executive Director of Professional Development for Yonkers Public Schools as well as key personnel from the P20 partnership. These partners include the Bank Street Graduate School of Education (BSGSE) and/or New York City Leadership Academy (NYCLA). These communications will be used to adjust learning experiences for the leadership candidates.

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

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

The quality of the contractor's performance will be derived from qualitative and/or quantitative feedback from the leadership candidates, cooperating administrators, and/or partners from BSGSE and NYCLA.

**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)

Dr. Christopher Macaluso

For Yonkers Public Schools:

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**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 program will comprehensively address the 11 core elements as outlined in the grant request for proposal (RFP);
- During the design phase (1st half of year 2) the LEA, IHE, and LDP representatives and recruited participants will engage in planning meetings that will help to develop the parameters of the leadership program;
- During year 2, the plan will be registered with NYSED;
- All members (100%) of the cohort 2 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 of 9 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.**

The contractor will not request any data but might be party to data while observing school practitioners as they analyze data.

**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