

**DETERMINATION AND FINDING
FOR A SOLE SOURCE PROCUREMENT**

AGENCY: District of Columbia Public Schools
Office of Specialized Instruction (OSI), Office of Human Capital
CAPTION: INSIGHT Survey for D.C. Public Schools
PROPOSED CONTRACTOR: The New Teacher Project (TNTP)
REQUISITION NOS. TBD

FINDINGS

1. AUTHORIZATION:

D.C. Code 2-354.04.5 and 27 DCMR, Section 1304 and 1702

2. MINIMUM NEED:

DCPS is seeking the services of content and implementation experts to conduct online surveys that would enable the diagnoses of all DCPS teachers' school- by- school strengths and growth areas of the schools' instructional culture and to continue the gains that DCPS has achieved in improved educator effectiveness across all DCPS schools. The surveys required should provide the tools to guide more targeted professional development for the school leaders, achieve improved educator effectiveness across all DCPS schools, including targeted support to create the conditions that will allow great teaching and learning to flourish. The tools should also provide assistance to high-need schools, and monitor implementation of increased support while simultaneously providing useful and actionable formative feedback to school leaders across the district.

The following five core areas of service are critical to the goals and objectives of DCPS:

1. **Disaggregation of results by teacher effectiveness.**
2. **Benchmarked data against national and DC charter sector exemplars.**
3. **Central office and implementation support.**
4. **Demonstrated alignment to DCPS priorities and the Leadership Framework.**
5. **Expertise in connecting survey measures with student outcomes and effective teacher retention.**

3. ESTIMATED COST:

The estimated cost is \$105,000.00.

3. FACTS WHICH JUSTIFY A SOLE SOURCE PROCUREMENT:

Over the past two years, DCPS has researched and/or piloted other teacher survey tools, including the Vanderbilt Assessment of Leadership in Education (VAL-ED) Survey and the Comprehensive Assessment of Leadership for Learning (CALL). As the table below demonstrates, only the TNTP Insight tool meets all of the critical criteria outlined above.

	TNTP Insight Instructional Culture Survey	Vanderbilt Assessment of Leadership in Education (VAL-ED) Survey	Comprehensive Assessment of Leadership for Learning (CALL)
Disaggregation of results by teacher effectiveness	X		
Benchmarked data against national and DC charter sector exemplars	X		
Central office and implementation support (manage all communications with school-based staff during survey implementation)	X		
Demonstrated alignment to DCPS priorities and the Leadership Framework	X	X	X
Expertise in connecting survey measures with student outcomes and effective teacher retention	X		

The Proposed Vendor’s Unique Qualifications:

While there are other survey tools that exist for teachers, TNTP provides several services that are unique to the Insight survey and that cannot be replicated by other vendors.

1. **Disaggregation of results by teacher effectiveness.** TNTP has the ability and demonstrated expertise to disaggregate school responses based on teacher effectiveness (as outlined by the IMPACT system). This significantly improves the quality of the data and provides central office and school leaders with specific information on how to improve the climate for the teachers in the building.
2. **Benchmarked data against national and DC charter sector exemplars.** The Insight survey is used by districts and charter networks across the country. As a result, TNTP is able to provide valuable benchmarking data to compare internal DCPS results with strong performers across the country and within DC charter networks.
3. **Central office and implementation support.** TNTP will manage communications with teachers and school-based staff. TNTP will also provide significant implementation support for central office leadership before the survey is distributed to teachers. During survey implementation, TNTP will be the sole point of contact for teachers, which is a significant point of differentiation

with other survey tools. This allows teachers to feel confident that their responses are anonymous and can improve survey response rates.

4. **Demonstrated alignment to DCPS priorities and the Leadership Framework.** Because of the mission-critical work that TNTP has provided for DCPS in the past, the organization is very familiar with DCPS' priorities and goals. TNTP will be able to align all survey questions directly to the Leadership Framework rubric for school leaders.
5. **Expertise in connecting survey measures with student outcomes and effective teacher retention.** Insight has been helping school leaders improve conditions for teaching and learning at their schools since 2010. This year, Insight will reach more than 1,300 schools and school leaders in more than 25 cities nationwide. Their data have shown consistently that these measures are correlated with student outcomes as well as effective teacher retention.

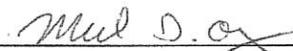
While many surveys provide a picture of landscape, TNTP's Insight provides school leaders, as well as, Instructional Superintendents and central office staff with a specific roadmap for school improvement based on teacher feedback aligned to the critical outcomes of effective teacher retention and student learning that best meet the DCPS' needs.

In light of the above findings, a sole source award is in the best interest of DCPS and would be the most efficient and cost-effective procurement method to fulfill this DCPS requirement. In addition, in order to maintain the integration and continuity with services that has been provided in the past by TNTP, it is recommended that the services be procured from TNTP on a sole source basis.

CERTIFICATION BY THE DCPS PROGRAM:

I hereby certify that the above findings are correct and the anticipated cost to DCPS is fair and reasonable.

09/15/2015
Date


Office of Human Capital

CERTIFICATION AND DETERMINATION

Based on the above findings in accordance with the above cited authority, I hereby determine that it is not feasible or practical to invoke the competitive bidding process under Section 402 or 403 of the District of Columbia Procurement Practices Reform Act of 2010 (D.C. Law 18-371; DC Code 2-354 and 27 DCMR 1304 and 1702.

Date

Contracting Officer