

PERFORMANCE BASED CONTRACT GUIDELINES

1. WHAT IS THE PURPOSE OF THE SERVICE?

Coaching leadership candidates (mentees) and their AP or principal mentors. Observing practice, providing feedback, engaging in reflective conversations, collaborative goal setting, problem-solving, working with mentors to establish meaningful leadership experiences, periodic progress assessment and internship redesign, and supporting mentee and mentor 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

The program will entail 16 days of in-school coaching (some of which might take place outside of school time in response to mentee and mentor preferences via phone and/or electronic communication and might include professional development.) Additional days may be negotiated.

3. WHO IS SERVED?

Services will be provided to leadership candidates and leadership mentors. 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?

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.

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.

No.

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

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?

The quality of the contractor’s performance will be derived from qualitative and/or quantitative feedback from the mentees, mentors, and/or partners from BSGSE and NYCLA.

7. PERSONS RESPONSIBLE FOR ADMINISTERING THE CONTRACT.

For Yonkers Public Schools:

Dr. Christopher Macaluso
Executive Director of Professional Development
914-376-8274
cmacaluso@yonkerspublicschools.org

CONTRACTOR’S NAME, ADDRESS & CONTACT INFORMATION

Nigel Pugh, PO Box 63, Lake Hill. NY 12448

CONTRACTOR’S FEDERAL IDENTIFICATION NUMBER: xxx-xx-9242

CONTRACTOR’S STATUS (e.g., corporation, individual, unincorporated, etc. and where)

Individual

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 Every Student Succeeds Act Title IIA.

The objectives associated with the Title IIA grant are:

- Increasing student achievement consistent with NYS academic standards;
- Improving the quality and effectiveness of teachers, principals, and other school leaders;
- Increasing the number of teachers, principals and other school leaders who are effective in improving student academic achievement in schools; and
- Providing low-income and minority students greater access to effective teachers, principals, and other school leaders.

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