

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

**AGENCY:** District of Columbia Public Schools  
Office of Human Capital (OHC)  
**CAPTION:** Annual Labor Report  
**PROPOSED CONTRACTOR:** The New Teacher Project (TNTP)  
**CONTRACT NO.** N/A

**FINDINGS**

**1. AUTHORIZATION:**

D.C. Code 2-354.04 and 27 DCMR, Section 1304 and 1700

**2. MINIMUM NEED:**

The District of Columbia Public Schools (DCPS), Office of Human Capital, has an immediate need to procure the services of TNTP to design and produce its first ever Annual Labor Report.

**3. ESTIMATED COST:**

The estimated cost is \$30,000 for the proposed contract through 9/30/15.

**4. FACTS WHICH JUSTIFY A SINGLE AVAILABLE SOURCE PROCUREMENT:**

The District of Columbia Public Schools (DCPS), Office of Human Capital recommends partnering with TNTP to write, design, and produce DCPS' first ever Annual Labor Report.

In recent years, D.C. Public Schools (DCPS) has implemented some of the most innovative human capital reforms in the country. From the IMPACT educator evaluation system that has become a model for other districts, to a compensation system that rewards great teachers with six-figure salaries, to focused recruitment efforts that have attracted talented teachers from across the country, DCPS has a compelling story to tell about the benefits of comprehensive human capital reform—for schools, teachers and, most importantly, students.

TNTP can help DCPS tell that story by creating a professionally-designed report that highlights the results of the district's human capital reforms, aimed specifically at an external audience. DCPS has already compiled extensive data on the reforms for internal audiences. With nearly a decade of experience producing acclaimed reports about critical human capital issues, TNTP can turn this collection of data into a polished story that paints a compelling picture of the district's accomplishments.

## **Background and history of this vendor with DCPS**

TNTP was founded in 1997 as The New Teacher Project with a focus on giving poor and minority students equal access to effective teachers. TNTP supports urban districts in improving the ways they recruit, train and hire new teachers. From that work, they started their Teaching Fellows and TNTP Academy programs in 2000. The DC Teaching Fellows program launched in 2001 and has trained 1,250 DC fellows to date, reaching over 211,000 students.

In addition to the Teaching Fellows program, TNTP has developed a policy team that has done research on the human capital initiatives DCPS has implemented and innovated on in the past several years. TNTP published the Widget Effect in 2009, which described how school systems treat all teachers as interchangeable parts instead of professionals. This was foundational to DCPS' creation and implementation of the IMPACT evaluation system.

Then in 2012, TNTP published The Irreplaceables, which looked at the relative retention rates of high-performing and low-performing teachers. TNTP found that in most school districts the high-performing teachers, or the irreplaceable teachers, were retained at similar rates as their lower-performing peers. TNTP included a DCPS case study Keeping the Irreplaceables, where they showed that IMPACT data allowed DCPS to retain high-performing teachers at double the rate of other teachers.

Since 2012, the Office of Human Capital has partnered with TNTP on several initiatives. We worked with TNTP to develop recruitment materials for teachers and school leaders, including our Join DC Public Schools website. Our Teacher Development Strategy team worked with TNTP to design and implement a concentrated coaching program for our MyPD pilot. We have also participated in TNTP's latest research project on the impact of professional development, which will be out later this year.

TNTP has been a leader in research and program design for human capital reforms, helping school districts design and implement innovative initiatives. They have also supported specific initiatives in DCPS that have made a meaningful difference to the quality of our teaching force. We want to tell DCPS' compelling human capital story so that we can continue to bring great talent to DCPS, and we believe TNTP is best suited to help us.

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.

### **CERTIFICATION BY THE DCPS PROGRAM OFFICE:**

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

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Date

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Office of Human Capital

**CERTIFICATION AND DETERMINATION**

Based on the above certified findings in accordance cited authority, I hereby determine that it is not feasible or practical to invoke the competitive bidding process either under Section 402 or 403 of the District of Columbia Procurement Practices Reform Act of 2010 (D.C. Law 18-371; DC Official Code § 2-354 and 27 DCMR 1304 and 1700. Accordingly, I determine that the District is justified in using the sole source method of procurement.

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Date

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Chief Procurement Officer