

## DETERMINATION AND FINDINGS FOR SOLE SOURCE

**AGENCY:** District of Columbia Public Schools  
**CAPTION:** Recruiting and Training Teachers  
**PROPOSED CONTRACTOR:** Urban Teachers  
**CONTRACT NO.** N/A

### FINDINGS

1. **Authorization:**

D.C. Code 2-354 and 27 DCMR, Section 1304 and 1702

2. **Minimum Need:**

The District of Columbia Public Schools (DCPS) has an immediate need for Urban Teachers to provide recruitment, selection, placement and training support services to schools identified for comprehensive support under the Every Student Succeeds Act (ESSA).

3. **Estimated Fair and Reasonable Cost:**

The estimated reasonable price is \$88,000.00 from June 2019-September 2019.

4. **Facts That Justify a Sole Source Requirement:**

**I. Background and History of The Vendor with DCPS**

Urban Teachers (formerly Urban Teacher Center) launched as a non-profit organization in September 2009. Urban Teachers recruits and prepares diverse aspiring teachers in elementary education, secondary mathematics, and secondary English language arts. All of Urban Teachers' participants are dually certified in special education and their content area. Since 2013, the partnership between Urban Teachers and DCPS has grown, with nearly 140 Urban Teachers participants and alumni working in over 50 DCPS schools, with roughly one-third of DCPS participants and alumni working in schools in Wards 7 and 8. As of May 2019, Urban Teachers had 168 letters of intent from prospective residents seeking to serve in DC for SY19-20.

**II. Vendors Unique Qualification**

Urban Teachers has a successful track record of training novice teachers to be effective in DC Public Schools. Based on current DCPS effectiveness data, Urban Teachers novice teachers are more effective relative to their peers: last year, Urban Teachers' DCPS novice teachers outperformed other DCPS novice teachers on IMPACT evaluations, with a 12-point difference in the percentage of teachers rated effective of highly effective (70% vs. 58%).

Urban Teachers alumni also have a better track record of long-term retention relative to their peers. For example, Urban Teachers DC retention rate from Year 1 to Year 3 of teaching is 87%, compared to 69% for DCPS schools as a whole, per the State Board of Education's 2018 report.

Additionally, several Urban Teachers alumni have gone on to become DCPS's New Teacher of the Year, including Taylor Parson at Anne Beers Elementary in 2018.

While DCPS does work with other residency partner organizations, these organizations do not provide the same recruitment capacity and expertise required to identify candidates for our eight Comprehensive Support schools. Additionally, not all partners provide certification programs for secondary teachers, and the majority of our Comprehensive Schools are middle and high schools. No other vendor has the successful history of recruiting and training residents in DCPS from K through 12 that Urban Teachers has already demonstrated.

**III. Adverse Impact of Not Choosing This Vendor or Completing this Project**

If Urban Teachers is not retained as a vendor, DCPS will not be on track to meet its ambitious transformation plans to support its Comprehensive Support schools in meeting their goals. As part of the school improvement plans required by OSSE, DCPS must demonstrate the research-based practices in the domains of People, Instruction, and Structures. Urban Teachers will play a key role in supporting schools' improvement plans in the domain of "People" by creating an internal pipeline of teachers and immediate support for instruction. Urban Teachers has the unique capacity to provide dedicated training and support for residents placed at our Comprehensive Support schools.

Market research was conducted in May-June 2019. Three vendors surveyed were (1) Urban Teachers, (2) Relay Graduate School of Education, and (3) Center for Inspired Teaching. As a result of the market Research, Urban Teachers was the only vendor that met the requirement to support recruitment and training of teacher residents across K-12.

5. **Certification by DCPS Program:**

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Office of School Design and Continues Improvement

**CERTIFICATTION 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 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

\_\_\_\_\_  
Candace Butler, Contracting Officer