

DETERMINATION AND FINDING FOR A SOURCE PROCUREMENT

AGENCY:	District of Columbia Public Schools Office of Equity
CAPTION:	Eastern EMOC Contractual Services for On-Site Program Management
PROPOSED CONTRACTOR:	Ivan Douglas
CONTRACT NO.	N/A

FINDINGS

1. **MINIMUM NEED:** The Empowering Males of Color Initiative's Continuation Innovation Grant recipient, the Eastern Men of Excellence ("EME") at Eastern High School, requires an on-site program manager to plan, manage, coordinate and implement programmatic goals related to the male mentoring initiative, including (i) regular one-on-one and group mentoring services; (ii) personal, college, and career guidance; and (iii) extra-curricular domestic and international experiential learning opportunities. The chosen on-site program manager must have a demonstrated track record of providing such services within the high school community, meaningful and sustained relationships with local, national and international partners to successfully implement programmatic goals, and on-going mentoring relationship with the student body the individual is seeking to serve.
2. **ESTIMATED COST:** The estimated cost to acquire the contractual services for an on-site program manager at Eastern to continue and complete the work for the 2018 term is \$33,000 to be paid in installments from the date of the Award through August 2018, upon completion of programmatic benchmarks.
3. **FACTS WHICH JUSTIFY A SOLE SOURCE PROCUREMENT:**
 - **Extensive Cultivated Relationships with Eastern Community Since 2013.** Ivan Douglas' service to the Eastern High School community since 2013 as a teacher, mentor, senior class advisor, and most recently program manager of Eastern's male mentoring initiative through the District's Empowering Males of Color for the inaugural 2016-2017 year, has uniquely qualified him to continue to serve in a management capacity to successfully implement the program throughout 2018. Mr. Douglas began his educational career in 2013 and through the years has taught English, Street Law, Speech and Debate, and Public Policy. The classroom experience provided Mr. Douglas with an opportunity to form lasting relationships with the faculty, staff and students of the Eastern community and to assess the needs of the student population. His legal training and six years of experience as a practicing corporate securities lawyer has also allowed him to forge important relationships with strategic partners in the community, such as at Georgetown University and American University law schools.
 - **Prior and On-going Leadership Role with School-Based In House Mentoring Organizations.** Mr. Douglas' decision to join the school's pre-existing male mentoring services through 100 MORE (Mentoring Others, Raising Expectations) in 2013 and to rise to the senior planning level in 2014, reflects his long-standing commitment to the work of empowering young men to succeed in

their college and career pursuits. As a member of 100 MORE, Mr. Douglas was instrumental in laying the ground work for many of the programs and services offered through the eventual partnership with 100 MORE's Eastern Men of Excellence through the Empowering Males of Color. The base of guest speakers, mentoring services, college and career planning, and annual Ties that Bind ceremony which recognizes the achievements of mentees throughout the school year, were all spear-headed by Mr. Douglas under 100 MORE, prior to the launching of EMOC and 100 MORE's Eastern Men of Excellence funding. The continuity and expansion of services under Mr. Douglas' leadership has been critical to the successful implementation of EMOC program goals and is essential for the completion of program goals and initiatives that began under Year 1 of the EMOC Innovation Grant funding.

Similarly, Mr. Douglas' partnership with another strategic in-house partner, We Are All Educators, Org., (the "WAAE") a non-profit organization working through Eastern High School to provide professional mentoring relationships for juniors and seniors at Eastern and throughout the District, has deepened and widened the mentoring services available to men of color in the Eastern Men of Excellence. The partnership between Eastern Men of Excellence and The WAAE has resulted in exclusive programming for EMOC members to receive professional mentors in the career area interest of each participant. Without the relationship cultivated by Mr. Douglas, the additional mentoring services available to EMOC EME members would not be in place.

- **Strategic Alliances with District, National and International Partners.** Through the years of Mr. Douglas' affiliation with Eastern High School, he has developed extensive relationships with individuals, groups and national organizations critical to the work of empowering young men of color. The Eastern Men of Excellence have worked locally with Reach, Inc, Serve Your City, members of the African American Male Achievement initiative in Oakland California, and LearnServe International, for example, to provide opportunities for exposure and travel to men of color. The true value of these relationships is immeasurable, however it is continually reflected in the opportunities that have been born since initial contact began.
- **Time-Commitment and Dedication.** The on-site program manager position requires someone with a singular focus to advance the myriad opportunities available to young men of color within the EMOC EME program. Mr. Douglas' time and commitment to successfully implement the program without other school-related obligations to lessen his reach is essential for continue expansion and strengthening of the program. With Mr. Douglas' management of the program, faculty, staff, community leaders, other strategic partners, and most importantly, the Eastern student population, would have to spend time getting accustomed to the work style and capacity of another individual or group of individuals who do not have the same level of engagement and experience of Mr. Douglas.

4. **RESULTS FROM PREVIOUS YEARS:**

The following are all results that have been produced since 2014 under the leadership of Mr. Douglas through 100 MORE and EMOC's Eastern Men of Excellence.

- **Domestic Trips.** Successful planning, coordinating, and implementation of domestic trips to Philadelphia, Pennsylvania and Oakland, California of over 75 students.
- **International Trips.** Successful planning, coordinating and implementation of international trips to Jamaica (5 in 2015) and South Africa (14 in 2017), with men of color.
- **College Tours.** College Tours for men of color throughout the DC, MD and VA, Baltimore, and Pennsylvania region, reaching over 100 students.

- **Increased College and Scholarship Opportunities for Graduating Seniors.** Successful assistance with senior college application and scholarship applications for mentees under the 1st and 2nd year of the EMOC EME program, resulting in 1 George Washington University Trachtenberg Scholar, 2 Posse National Scholars, and acceptances to schools such as Morehouse College, Temple University, Howard University, and other top colleges and universities throughout the country. At the beginning of the 2017-2018 school year, Mr. Douglas was responsible for overseeing 39 seniors begin the college and career application process, with the goal of 100% acceptance into college and or career fellowship training program.
- **Personal Mentoring and Guidance Support for Recent High School Graduates.** Mr. Douglas has continued the mentoring and empowerment services for recent high school graduates by remaining in contact with EMOC EME alums, coordinating their communication with current EMOC EME members, and facilitating professional development learning opportunities for EME alumni throughout the country.
- **Increased Career Opportunities for EMOC graduating Seniors.** Successful guidance and assistance with application and selection process for the Literacy Lab's Leading Men Fellowship program, a program run in coordination with the Empowering Males of Color Initiative, that has resulted in recent high school graduates serving as tutors in early childhood education classrooms, earning a livable wage while receiving college and career professional development skills and education tuition scholarships. Over the last two years of the program, half of the accepted Leading Men Fellows (10 of 20) have been young men of color that have been a part of 100 MORE and/or the Eastern Men of Excellence program! The natural synergy and pipeline that has emerged between EMOC EME and EMOC's Leading Men is undoubtedly related to the academic and mentoring support that each young man received through 100 MORE and EME.
- **Partnership with SAT Prep Educator.** In an effort to increase the college preparedness of men of color in the program, Mr. Douglas partnered with an SAT prep educator to teach an exclusive after-school prep class for male students in the EMOC EME program. This special partnership was made possible because of Mr. Douglas' relationship with faculty, staff and community leaders who understand the commitment Mr. Douglas has to ensuring opportunities are provided to young people and that those young people in turn will fulfill their obligations in the program.
- **Creative Mentoring, Social, Emotional, and Professional Skills Development Sessions for EME and larger men of color communities.** Mr. Douglas has created his own set of lessons, programs, and other modules for the sole purpose of providing development sessions to each of the young men in the program. The development sessions cover timely topics such as a "Know Your Rights" Community Forum between the law enforcement, legal, and neighborhood citizenry; a networking series for professionals and students to interact and learn professional skills; a sex education overview; and many other programs.
- **Development of EME Website Updated and Maintained by Current EME Members.** After the creation of the group's own website, Mr. Douglas has successfully cultivated relationships with current members to fully update and manage the website content.

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 under Section 402 or 403 of the District of Columbia Procurement Practices Reform Act of 2010 (D.C. Law 18-371; DC Code 2-354.04 and 27 DCMR 1304 and 1702.

Date

Director, Student Empowerment & Equity
Programs

Date

Deputy Chief Procurement Officer