

Roger C. Cuevas, Superintendent of Schools

**SUBJECT: REQUEST FOR AUTHORIZATION TO ISSUE A REQUEST FOR PROPOSALS FROM AN ORGANIZATION FOR THE DEVELOPMENT OF AN ETHICS PROFESSIONAL DEVELOPMENT PROGRAM AND TO PROVIDE ETHICS TRAINING**

Public schools have a special opportunity and responsibility to teach and model ethical behavior. To do so, requires a high level of sensitivity to issues such as integrity, responsibility, respect, and fairness. Such issues pervade all the various relationships between and among students, parents, teachers, support staff, and school and central administrators. In addition, as government employees, those who work for Miami-Dade County Public Schools (M-DCPS) are bound to know and comply with a special set of ethical requirements concerning conflicts of interest, the protection of private and confidential information, and the duty to avoid even appearances of impropriety.

In an educational setting such as M-DCPS, the ethical responsibilities of leadership are especially important. To that end, the most crucial issues concern the way all staff members, working together, effectively address the District's central mission. In order to achieve its mission, the District must justify public and collegial trust in the integrity, responsibility, and competence of individuals and systems. Solving existing problems and avoiding new ones that impede accomplishment of the mission is most likely to occur in a healthy ethical environment that fosters trust, personal and institutional integrity, comprehensive respect, high levels of competence and accountability, teamwork and collaborative problem solving.

Authorization is requested to issue a Request for Proposals (RFP) from an organization for the development of an ethics professional development program and to provide ethics training to all employees in the district.

The selection committee will consist of the following:

- Deputy School Board Attorney (non-voting resource)
- Deputy Superintendent, Management and Accountability
- Deputy Superintendent, Personnel Management and Services
- Chief Auditor, Management and Compliance
- Associate Superintendent, Procurement Management
- Assistant Superintendent, Professional Standards
- District Director, Equal Educational Employment Opportunity
- District Director, Management Training
- Director I, Division of Business Development and Assistance
- Teacher Director, Teacher Education Center

The estimated time for implementation of the RFP is as follows:

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|---|-----------------|-----------|
| • Contract Review Committee                   | June 14, 2001   |           |
| • Request Board Approval to issue RFP         | June 20, 2001   |           |
| • Mailing of Requests for Proposals           | June 25, 2001   |           |
| • Opening of Proposals                        | August 2, 2001  | ] Revised |
| • Evaluation Completed by Selection Committee | August 7, 2001  |           |
| • Recommendation to School Board for Approval | August 22, 2001 |           |

A copy of the Request for Proposals will be forwarded to the Board under separate cover and will be on file in the Office of the Board Recording Secretary and the Citizen Information Center, Room 158.

The appropriations for this RFP will be included in the General Fund of the 2001-2002 Tentative Budget to be approved by the Board in July 2001, under Fund 0100, Program 7880, Location 9311, Function 7730, Object 5310.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. authorize the Superintendent to issue a Request for Proposals from an organization for the development of an ethics professional development program and to provide ethics training to all employees; and
2. approve the selection committee that will review the proposals for subsequent submission to the School Board for approval.

The appropriations for this Request for Proposals will be included in the General Fund of the 2001-2002 Tentative Budget to be approved by the Board in July 2001.

NED/vh