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Office of Human Capital Management

SUBJECT: REQUEST AUTHORIZATION FOR THE SUPERINTENDENT TO ENTER INTO A COLLABORATIVE AGREEMENT BETWEEN THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA AND TEACH FOR AMERICA, INC.

COMMITTEE: PERSONNEL, STUDENT, SCHOOL AND COMMUNITY SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

Authorization is requested to enter into a new collaborative agreement between the School Board of Miami-Dade County, Florida (School Board) Teach For America, Inc. (TFA) for the 2018-2019 school year with annual renewals for the 2019-2020 and 2020-2021 school years. TFA is a national corps of outstanding recent college graduates and experienced professionals with a record of achievement who commit two years to teach in urban and rural public schools in the nation's lowest-income communities. Over the last fifteen school years, TFA has effectively recruited and selected teachers to fill vacancies in M-DCPS's most difficult-to-staff schools and subject-areas.

Funding for this collaborative agreement will be provided through the District's General Fund. The number of TFA teachers recruited, trained, and hired into the District for the 2018-2019 cohort and subsequent cohorts will be determined by the District's needs on an annual basis.

In accordance with School Board Policy 6320, Purchasing, the agreement with TFA was recommended for exception based on specific expertise in field by the Professional Services Contract Committee in 2009. The contract has been in continuous renewal since its inception. The basis for the granting of this exception has not changed.

As a result of this proposed collaborative agreement for 2018-2019, TFA will:

- Continue to assist the District by recruiting and training highly qualified teachers from an ethnically and racially diverse corps of highly sought-after college graduates and experienced professionals with a record of achievement;
- Provide the District up to 100 teachers to begin the 2018-2019 school year and, upon annual renewal, up to an additional 100 teachers for each of the succeeding two school years.

In order to meet state requirements regarding teacher certification, all TFA teachers will be afforded access to the District's teacher induction program. The District further develops and supports teachers in instructional practices and professional learning opportunities to meet the needs of our students. Through these efforts the District is deliberately developing and retaining teachers to work in our most fragile schools.

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RECOMMENDED: That The School Board of Miami-Dade County, Florida, authorize the Superintendent to:

1. enter into a contractual agreement between the School Board and Teach For America, Inc., for the 2018-2019 school year not to exceed \$629,000, excluding teacher salaries and benefits;
2. extend the exception previously granted to Teach For America, Inc., for specific expertise in field, in accordance with School Board Policy 6320 and under the Board's authority to make further exceptions on a case-by-case basis;
3. renew this contractual agreement annually for up to two additional years, at a cost not to exceed:
 - a. \$680,000 for the 2019-2020 school year;
 - b. \$680,000 for the 2020-2021 school year.