

NOTICE OF SOLE SOURCE PROCUREMENT

Date: July 2, 2008

Vendor/Contractor: **Dr. Tony Wanger**

Contract Amount: Not to Exceed \$90,000

Description of Services: Leadership development program

Sole Source Determination: Highly specialized training.

Date of Award: TBD

JUL02'08 PM 1:52 VBPS



VIRGINIA BEACH CITY PUBLIC SCHOOLS

A H E A D O F T H E C U R V E

Office of Organizational Development

MEMORANDUM

TO: J. Kevin Beardsley, Director
Office of Purchasing Services

FROM: Toni M. Patterson, Director
Office of Organizational Development

SUBJECT: **SOLE SOURCE REQUEST**

DATE: June 24, 2008

Attached is a copy of the proposed contract agreement with Dr. Tony Wagner, Co-Director of the Change Leadership Group at the Harvard University Graduate School of Education. The CLG prepares teams to be effective leaders in schools and districts. Dr. Wagner is consultant to schools, districts and foundations and served as Senior Advisor to the Bill and Melinda Gates Foundation. A former teacher and principal, he is the author of numerous publications including Making the Grade, How Schools Change and Change Leadership. His latest book, The Global Achievement Gap, due out at the end of July, discusses the new survival skills our children need to succeed in the 21st century which aligns with the direction of the new VBCPS strategic plan.

The superintendent's cabinet has already begun to work with Dr. Wagner to identify district level improvement needs. We are seeking a continuing consultative relationship with Dr. Wagner in his work with the cabinet as well as initiating work with our School Board, school leaders and ultimately school leadership teams, that will become the "communities of practice" to drive change in our schools. One of the most significant problems we have now is that of too many initiatives and priorities that do not appear to be connected. The work Change Leadership Group (CLG) at Harvard, led by Dr. Wagner, in philosophy and practice, is to help districts narrow and refocus their most important priorities.

Dr. Wagner, through the CLG, is uniquely positioned to assist our Division and its leaders develop the capacities necessary to transform our teaching and learning process from one that focuses on 20th century content and memorization to 21st century instruction that is highly engaging, challenging and relevant for all students. The CLG has developed a "Learning Lab" concept for three-day interactive learning institutes that take school leadership teams through a structured diagnostic process called the 4 Cs-Context, Culture, Conditions and Competencies that results in a clearly defined problem. Through the use of additional specialized scenarios and planning tools developed by CLG, teams are able to streamline the school improvement process and stay relentlessly focused on instructional change. The CLG has researched and identified seven design principles that are common to districts that have dramatically raised achievement levels through improved instruction. We will be using these practices to evaluate our current instructional delivery system and to define what 21st century rigor looks like.

VBCPS will be using Dr. Wagner's book Change Leadership: A Practical Guided for Transforming Our Schools as the guiding framework for implementing the School Board's new strategic plan when it is adopted in September. The Change Leadership Group, lead by Dr. Wagner, has developed a unique process to improve schools and has the track record to prove it. We have reviewed several other school improvement processes including those proffered through Baldrige (APQC), the Triangle Leadership Group, and McREL. Please review the proposed contract and advise whether we may proceed on a sole source basis with Dr. Wagner. Consistency and focus throughout the Division as we implement new strategies will be essential to our successful implementation of the strategic plan. Please let me know if you have questions or if additional information is needed. Thank you for your assistance.

APPROVED: J. Kevin Blawie DATE: 7/2/08