

CAMBRIDGE PUBLIC SCHOOLS

21-296



135 Berkshire Street, Cambridge, Massachusetts 02141

October 5, 2021

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

CONTRACT: Professional Development

RECOMMENDATION:

That the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

<u>Contractor</u>	<u>Period of Contract</u>	<u>Amount</u>
Group Dynamics & Strategy Associates P.O. Box 2605 Windermere, FL 34786	10/1/21 – 6/30/22 7/1/22 – 6/30/23	\$100,000.00 \$100,000.00

DESCRIPTION: This contract is for professional development to support development of effective district and school leadership. See attached supplemental information for additional details.

SUPPORTING DATA, RULES OF THE SCHOOL COMMITTEE: Chapter III, Section 12..." motions calling for the appropriation or expenditure of money require the affirmative vote of four members."

BUDGET REFERENCE:

Fund	Account	Dept.
15000 General Fund	53107 Professional Development	896660 Supt's Office/Prof Dev

Respectfully Submitted,

Victoria L. Greer, PhD

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Interim Superintendent of Schools

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SUPPLEMENTAL INFORMATION: Group Dynamics & Strategy Trainer Associates

Purpose: Professional Development

Amount of Contract: FY 2022- \$100,000 FY2023 \$100,000

Description/Scope of Services:

During August 2021, Group Dynamics & Strategy Trainer Associates (GST) worked with the Superintendent and the executive leadership team to begin the process of developing a highly functioning and effective leadership team that is equipped to address the complexities and challenges of creating optimal learning conditions for all CPS students. To continue and expand on this work, GST will develop and provide a three-phase Organizational Vitality Enhancement and High-Impact Executive Leadership Development process to support the Superintendent and senior leaders within Cambridge Public Schools (CPS).

Simultaneously, GST's process focuses on assisting leaders in developing leadership competencies, team identity, and interpersonal skills that will:

- Improve the efficacy of the executive-leadership team.
- Strengthen intra- and inter-departmental relationships toward developing system coherence across the district.
- Introduce senior leaders to principles of executive presence.
- Equip leaders with critical thinking and leadership diagnostic skills.

As a result of this training, executive leaders will be able to:

- Develop systems and structures that support inter-departmental collaboration.
- Engage in six-week cycles of collaborative inquiry to support a continuous improvement model for the district.
- Clarify and communicate district literacy and numeracy goals with expressed outcomes of shrinking opportunity gaps between student groups.
- Develop and lead professional learning for administrative-office personnel to improve climate and culture and internal/external customer service.
- Develop professional learning for principals, assistant principals, and deans in the areas of instructional leadership, talent management, and operations.

The leadership development will address the leadership competencies and capacities at all levels of the organization that includes but is not limited to:

- Superintendent's Cabinet
- School Principals, Assistant Principals, Deans
- Aspiring leaders
- Governance team (Superintendent, Cabinet, and School Committee)
- Administrative and Support staff of senior leaders