

Board Office Use: Legislative File Info.

File ID Number	13-0175
Introduction Date	Feb 13, 2013
Enactment Number	13-0279
Enactment Date	2/13/13 <i>OK</i>



OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

Memo

To The Board of Education

From Tony Smith, Ph.D., Superintendent
 By: Maria Santos, Deputy Superintendent, Instruction, Leadership & Equity-in-Action
 Vernon Hal, Deputy Superintendent, Business & Operations

Board Meeting Date
 (To be completed by Procurement) Feb 13, 2013

Subject Professional Services Contract -
TMI Consulting San Francisco CA (contractor, City State)
Leadership, Curriculum & Instruction (site/department)

Action Requested Ratification of a professional services contract between Oakland Unified School District and TMI Consulting. Services to be primarily provided to Leadership, Curriculum & Instruction for the period of 02/01/2013 through 06/30/2013.

Background
A one paragraph explanation of why the consultant's services are needed.

The approval of a Local Educational Agency (LEA) Plan by the local school board and State Board of Education is a requirement for receiving federal funding subgrants for NCLB programs. The LEA Plan includes specific descriptions and assurances as outlined in the provisions included in NCLB. In essence, LEA Plans describe the actions that LEAs will take to ensure that they meet certain **programmatic** requirements, including student academic services designed to increase student a

Discussion
One paragraph summary of the scope of work.

Ratification by the Board of Education of a Professional Services Contract between the District and TMI Consulting, San Francisco, CA, for the latter to provide: Acquisition and Analysis of Strategic Plan Documents; Consultation with District Staff ; Research, Document Design and Writing Activities and produce a draft of Local Educational Agency (LEA) plan, for the period February 1, 2013 through June 30, 2013, in an amount not to exceed \$40,000.00

Recommendation Ratification of professional services contract between Oakland Unified School District and TMI Consulting. Services to be primarily provided to Leadership, Curriculum & Instruction for the period of 02/01/2013 through 06/30/2013.

Fiscal Impact Funding resource name (please spell out) Tier 3
not to exceed \$40,000.00

- Attachments
- Professional Services Contract including scope of work
 - Fingerprint/Background Check Certification
 - Commercial General Liability Insurance Certification
 - TB screening documentation
 - Statement of qualifications

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OAKLAND UNIFIED
SCHOOL DISTRICT

PROFESSIONAL SERVICES CONTRACT 2012-2013

This Agreement is entered into between the Oakland Unified School District (OUSD) and TMI Consulting (CONTRACTOR). OUSD is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal, and administrative matters with persons specially trained, experienced, and competent to perform such services. CONTRACTOR warrants it is specially trained, experienced, and competent to provide such services. The parties agree as follows:

- Services:** The CONTRACTOR shall provide the ("Services" or "Work") as described in Exhibit "A," attached hereto and incorporated herein by reference.
- Terms:** CONTRACTOR shall commence work on February 1, 2013, or the day immediately following approval by the Superintendent if the aggregate amount CONTRACTOR has contracted with the District is below \$81,000 in the current fiscal year; or, approval by the Board of Education if the total contract(s) exceed \$81,000, whichever is later. The work shall be completed no later than June 30, 2013.
- Compensation:** OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement, a total fee not to exceed Forty thousand _____ Dollars (\$ 40000). This sum shall be for full performance of this Agreement and includes all fees, costs, and expenses incurred by Contractor including, but not limited to, labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs, and other costs.

If CONTRACTOR will be compensated hourly for services provided under this Contract, CONTRACTOR shall describe in Exhibit "A," attached hereto, the specific scope of services to be delivered on an hourly basis to OUSD.

OUSD shall not be liable to CONTRACTOR for any costs or expenses paid or incurred by CONTRACTOR in performing services for OUSD, except as follows: n/a

Payment for Work shall be made for all undisputed amounts in monthly installment payments within forty-five (45) days after the CONTRACTOR submits an invoice to OUSD for Work actually completed and after OUSD's written approval of the Work, or the portion of the Work for which payment is to be made.

The granting of any payment by OUSD, or the receipt thereof by CONTRACTOR, shall in no way lessen the liability of CONTRACTOR to correct unsatisfactory work, although the unsatisfactory character of that work may not have been apparent or detected at the time a payment was made. Work, which does not conform to the requirements of this Agreement, may be rejected by the District and in that case must be replaced by CONTRACTOR without delay.

- Submittal of Documents:** CONTRACTOR shall not commence the Work under this Contract until CONTRACTOR has submitted and OUSD has approved evidence of the following:
 - Individual consultants:
 - Tuberculosis Clearance – Documentation from health care provider showing negative TB status within the last four years.
 - Completion of Pre-Consultant Screening Process – Attach letter from Human Resources Support Services showing completion of Pre-Consultant Screening for this current fiscal year.
 - Insurance Certificates and Endorsements – General Liability insurance in compliance with section 9 herein.
 - Agencies or organizations:
 - Insurance Certificates and Endorsements – Workers' Compensation insurance in compliance with section 9 herein.
- Equipment and Materials:** CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement *except:* n/a which shall not exceed a total cost of \$ 0.
- CONTRACTOR Qualifications / Performance of Services.**

CONTRACTOR Qualifications. CONTRACTOR warrants it is specially trained, experienced, competent and fully licensed to provide the Services required by this Agreement in conformity with the laws and regulations of the State of California, the United States of America, and all local laws, ordinances and/or regulations, as they may apply.

Standard of Care. CONTRACTOR warrants that CONTRACTOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of OUSD. CONTRACTOR's services will be performed, findings obtained, reports and recommendations prepared in accordance with generally and currently accepted principles and practices of its profession for services to California school districts.

- Notices:** All notices and invoices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

Professional Services Contract

OUSD Representative:

Name: Kyla Johnson-Trammell
Site /Dept.: Leadership, Curriculum & Instruction
Address: _____
Oakland, CA
Phone: 336-7591

CONTRACTOR:

Name: TMI CONSULTING
Title: _____
Address: 1290 Fillmore Street, Suite 203
San Francisco CA 94115
Phone: 415-295-4519

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party must give written notice of a change of address. CONTRACTOR shall submit invoices in a form that includes the name of the person providing the service, the service performed, the date service was rendered, and the hours spent on the work.

8. Invoicing

Invoices furnished by CONTRACTOR under this Agreement must be in a form acceptable to OUSD. All amounts paid by OUSD shall be subject to audit by OUSD.

1. Invoices shall include, but not be limited to: Consultant name, consultant address, invoice date, invoice sequence number, purchase order number, name of school or department service was provided to, period of service, number of hours of service, brief description of services provided, hourly rate, total payment requested.
2. Invoices from Agencies or Organizations must include evidence of compliance with section 19 herein:
 - i. Fingerprinting of Employees and Agents: Agency or organization must provide a current list of all employees, agents and volunteers working at an OUSD site when invoicing, and must include the Department of Justice ATI number for each person, and at statement that subsequent arrest records have been requested for each person listed.
 - ii. Tuberculosis Screening: The list must also include a statement that TB Clearance is on file for each person.

9. Status of Contractor: This is not an employment contract. CONTRACTOR, in the performance of this Agreement, shall be and act as an independent contractor. CONTRACTOR understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. CONTRACTOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to CONTRACTOR's employees. In the performance of the work herein contemplated, CONTRACTOR is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the details of the work, OUSD being interested only in the results obtained.

10. Insurance:

1. Commercial General Liability Insurance: Unless specifically waived by OUSD, the following insurance is required:
 - i. If CONTRACTOR employs any person to perform work in connection with this Agreement, CONTRACTOR shall procure and maintain at all times during the performance of such work, Workers' Compensation Insurance in conformance with the laws of the State of California and Federal laws when applicable. Employers' Liability Insurance shall not be less than One Million Dollars (\$1,000,000) per accident or disease.

Check one of the boxes below:

CONTRACTOR is aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and will comply with such provisions before commencing the performance of the Work of this Contract.

CONTRACTOR does not employ anyone in the manner subject to the workers' compensation laws of California.

- ii. CONTRACTOR shall maintain Commercial General Liability insurance, including automobile coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured. Evidence of insurance must be attached. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against CONTRACTOR. The policy shall protect CONTRACTOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.
- iii. If CONTRACTOR is offering OUSD professional advice under this Contract, CONTRACTOR shall maintain Errors and Omissions insurance or Professional Liability insurance with coverage limits of One Million Dollars (\$1,000,000) per claim.

OR

- iv. CONTRACTOR is not required to maintain any insurance under this agreement. (Completed and approved Waiver of Insurance Form is required.) Waiver of insurance does not release CONTRACTOR from responsibility for any claim or demand.

11. Licenses and Permits: CONTRACTOR shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.

Professional Services Contract

12. **Assignment:** The obligations of CONTRACTOR under this Agreement shall not be assigned by CONTRACTOR without the express prior written consent of OUSD.
 13. **Anti-Discrimination.** It is the policy of OUSD that in connection with all work performed under Contracts there be no discrimination against any employee engaged in the work because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age and therefore the CONTRACTOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and OUSD policy. In addition, the CONTRACTOR agrees to require like compliance by all its subcontractor(s). Contractor shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation.
 14. **Drug-Free / Smoke Free Policy.** No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, CONTRACTORS, or subcontractors are to use drugs on these sites.
 15. **Indemnification:** CONTRACTOR agrees to hold harmless, indemnify, and defend OUSD and its officers, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation in connection with the performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify, and defend OUSD and its elective board, officers, agents, and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services, or materials to CONTRACTOR in connection with the performance of this Agreement. This provision survives termination of this Agreement.
 16. **Copyright/Trademark/Patent/Ownership.** CONTRACTOR understands and agrees that all matters produced under this Agreement shall become the property of OUSD and cannot be used without OUSD's express written permission. OUSD shall have all right, title and interest in said matters, including the right to secure and maintain the copyright, trademark, and/or patent of said matter in the name of OUSD. CONTRACTOR consents to use of CONTRACTOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents prepared by CONTRACTOR or its Sub-CONTRACTORS in connection with the Services performed under this Agreement. All works shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD.
 17. **Waiver:** No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
 18. **Termination:** OUSD may at any time terminate this Agreement upon written notice to CONTRACTOR. OUSD shall compensate CONTRACTOR for services satisfactorily provided through the date of termination. In addition, OUSD may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, OUSD may secure the required services from another contractor. If the cost to OUSD exceeds the cost of providing the services pursuant to this Agreement, CONTRACTOR shall pay the additional cost.
 19. **Conduct of Consultant.** CONSULTANT will adhere to the following staff requirements and provide OUSD with evidence of staff qualifications, consistent with invoicing requirements outlined in Section 8, which include:
 1. **Tuberculosis Screening**
 2. **Fingerprinting of Employees and Agents.** The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to CONTRACTOR's services under this Agreement and CONTRACTOR certifies its compliance with these provisions as follows: "CONTRACTOR certifies that CONTRACTOR has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all CONTRACTOR's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by OUSD, or acting as independent contractors of CONTRACTOR, who may have contact with OUSD pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. Contractor further certifies that it has received and reviewed fingerprint results for each of its Employees and Contractor has requested and reviews subsequent arrest records for all Employees who may come into contract with OUSD pupils in providing services to the District under this Agreement.
Contractor initial: WJ
- In the event that OUSD, in its sole discretion, at any time during the term of this contract, desires the removal of any CONSULTANT related persons, employee, representative or agent from an OUSD school site and, or property, CONSULTANT shall immediately upon receiving notice from OUSD of such desire, cause the removal of such person or persons.
20. **No Rights in Third Parties.** This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
 21. **OUSD's Evaluation of CONTRACTOR and CONTRACTOR's Employees and/or Subcontractors.** OUSD may evaluate the CONTRACTOR's work in any way that OUSD is entitled to do so pursuant to applicable law. The OUSD's evaluation may include, without limitation:
 1. Requesting that OUSD employee(s) evaluate the CONTRACTOR and the CONTRACTOR's employees and subcontractors and each of their performance.
 2. Announced and unannounced observance of CONTRACTOR, CONTRACTOR's employee(s), and/or subcontractor(s).

Professional Services Contract

- 22. **Limitation of OUSD Liability.** Other than as provided in this Agreement, OUSD's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall OUSD be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this Agreement for the services performed in connection with this Agreement.
- 23. **Confidentiality.** The CONTRACTOR and all CONTRACTOR's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. CONTRACTOR understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement. Contractors will be permitted access to student data only where permissible under state and federal law and only after executing OUSD's Confidentiality Agreement Regarding Student Data.
- 24. **Conflict of Interest.** CONTRACTOR shall abide by and be subject to all applicable OUSD policies, regulations, statutes or other laws regarding conflict of interest. CONTRACTOR shall not hire any officer or employee of OUSD to perform any service by this Agreement.

CONTRACTOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between CONTRACTOR's family, business or financial interest and the services provided under this Agreement, and in the event of change in either private interest or services under this Agreement, any question regarding possible conflict of interest which may arise as a result of such change will be brought to OUSD's attention in writing.

Through its execution of this Agreement, CONTRACTOR acknowledges that it is familiar with the provisions of section 1090 *et seq.* and section 87100 *et seq.* of the Government Code of the State of California, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event CONTRACTOR receives any information subsequent to execution of this Agreement, which might constitute a violation of said provisions, CONTRACTOR agrees it shall notify OUSD in writing.
- 25. **Integration/Entire Agreement of Parties.** This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties.
- 26. **Litigation:** This Agreement shall be performed in Oakland, California and is governed by the laws of the State of California. The Alameda County Superior Court shall have jurisdiction over any state court litigation initiated to enforce or interpret this Agreement. If litigation is initiated, the prevailing party shall be entitled to reasonable attorney's fees and costs.
- 27. **Contract Contingent on Governing Board Approval:** The District shall not be bound by the terms of this Agreement until it has been formally approved by the District's Governing Board, and no payment shall be owed or made to CONTRACTOR absent formal approval. This Agreement shall be deemed to be approved when it has been signed by the Board of Education, and/or the Superintendent as its designee.
- 28. **Signature Authority:** Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been given the proper authority and empowered to enter into this Agreement.
- 29. **Counterparts:** This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
- 30. **Incorporation of Recitals and Exhibits:** The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.
- 31. **Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion:** The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals: Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this contract, certifies that this vendor does not appear on the Excluded Parties List. (<https://www.epls.gov/eplsearch.do>)

Summary of terms and compensation:

Anticipated start date: February 1, 2013 Work shall be completed by: June 30, 2013 Total Fee: \$ 40000

OAKLAND UNIFIED SCHOOL DISTRICT

CONTRACTOR

- President, Board of Education
- Superintendent or Designee

2/14/13
Date

Wil [Signature]
Contractor Signature
1/15/13
Date

[Signature]
Secretary, Board of Education

2/14/13
Date

TMI CONSULTING
Print Name, Title

File ID Number: 13-0175
Introduction Date: Feb 13, 2013
Enactment Number: 13-0279
Enactment Date: Feb 13, 2013
By: [Signature]

EXHIBIT "A" Scope of Work

DESCRIPTION OF SERVICES TO BE PERFORMED BY CONTRACTOR

CONTRACTOR's entire Proposal is not made part of this Agreement. [IF A CONTRACTOR PROVIDES AN ACCEPTABLE DESCRIPTION OF SERVICES AS PART OF A PROPOSAL, THAT DESCRIPTION OF SERVICES CAN BE ATTACHED WITHOUT ANY TERMS, CONDITIONS, LIMITATIONS, ETC., FROM THAT PROPOSAL.]

Summary for Board Memo and Board Agenda – Must accurately align with scope of work below.

Ratification by the Board of Education of a Professional Services Contract between the District and TMI Consulting, San Francisco, CA, for the latter to provide: Acquisition and Analysis of Strategic Plan Documents; Consultation with District Staff ; Research, Document Design and Writing Activities and produce a draft of Local Educational Agency (LEA) plan, for the period February 1, 2013 through June 30,2013, in an amount not to exceed \$40,000.00

SCOPE OF WORK

TMI Consulting will provide a maximum of 100.00 hours of services at a rate of \$400.00 per hour for a total not to exceed \$40,000.00. Services are anticipated to begin on 02/01/2013 and end on 06/30/2013.

1. Description of Services to be Provided: Provide a description of the service(s) the contractor will provide. Be specific about what service(s) OUSD is purchasing and what this Contractor will do.

TMI Consulting will provide the services as follows: Provide draft of LEA Plan narrative: district profile, district board goals, superintendent's vision for student achievement, district's mission statement and summary of district, parent and community involvement, as outlined by Full Service Community District Task Force process, to create five district goal areas; Create report that shows alignment between LEA plan performance goals and district goal areas and proposed data charts to include in LEA plan; Provide draft analysis report of current impact of improvement strategies on student achievement; Provide draft analysis report of Teacher Quality from: BTSA and professional learning surveys; Monthly check-in sessions with Associate Superintendent of Leadership, Curriculum and Instruction (LCI) or designee to review and provide feedback to draft documents; Planning and facilitation of check-in meetings with district staff, summary notes from meetings with outlined next steps to revise current LEA plan documents; Written recommendations to the Associate Superintendent of LCI or designee of need changes to draft documents; A draft document containing: needs assessments, descriptions/district planning, district profile, local measure of student performance, and five performance goal areas; Meeting to review draft plan with Associate superintendent of LCI or designee to decide upon next review revision steps for school year 2014.

2. Specific Outcomes: What are the expected outcomes from the services of this Contract? Be specific. For example, as a result of the service(s): 1) How many more Oakland children are graduating from high school? 2) How many more Oakland children are attending school 95% or more? 3) How many more students have meaningful internships and/or paying jobs? 4) How many more Oakland children have access to, and use, the health services they need? Provide details of program participation (Students will...) and measurable outcomes (Participants will be able to...). NOT THE GOALS OF THE SITE OR DEPARTMENT.

The approval of a Local Educational Agency (LEA) Plan by the local school board and State Board of Education is a requirement for receiving federal funding subgrants for NCLB programs. The LEA Plan includes specific descriptions and assurances as outlined in the provisions included in NCLB. In essence, LEA Plans describe the actions that LEAs will take to ensure that they meet certain programmatic requirements, including student academic services designed to increase student achievement and performance, coordination of services, needs assessments, consultations, school choice, supplemental services, services to homeless students, and others as required. In addition, LEA Plans summarize assessment data, school goals and activities from the Single Plans for Student Achievement (Community Schools Strategic Site Plans) developed by the LEA's schools. Components of this plan include: Instructional improvements; Professional development; Course offerings; Counseling and prevention programs as a means to achieve specific academic and support services for struggling students.

3. Alignment with District Strategic Plan: Indicate the goals and visions supported by the services of this contract: (Check all that apply.)

- Ensure a high quality instructional core
Develop social, emotional and physical health
Create equitable opportunities for learning
High quality and effective instruction
Prepare students for success in college and careers
Safe, healthy and supportive schools
Accountable for quality
Full service community district

SCOPE OF WORK
Strategic Planning Support to Develop a Draft of the Local Educational Agency (LEA) Plan

Submitted by:
TMI Consulting
January 11, 2013

BACKGROUND

The approval of a Local Educational Agency (LEA) Plan by the local school board and State Board of Education is a requirement for receiving federal funding subgrants for NCLB programs. The LEA Plan includes specific descriptions and assurances as outlined in the provisions included in NCLB. In essence, LEA Plans describe the actions that LEAs will take to ensure that they meet certain *programmatic* requirements, including student academic services designed to increase student achievement and performance, coordination of services, needs assessments, consultations, school choice, supplemental services, services to homeless students, and others as required. In addition, LEA Plans summarize assessment data, school goals and activities from the *Single Plans for Student Achievement* (Community Schools Strategic Site Plans) developed by the LEA's schools. Components of this plan include:

- Instructional improvements
- Professional development
- Course offerings
- Counseling and prevention programs as a means to achieve specific academic and support services for struggling students

The Leadership, Curriculum and Instruction (LCI) Office, on behalf of OUSD, is interested in partnering with TMI Consulting to support the strategic planning process to produce a draft of the LEA Plan.

This document presents a scope of work, which sets forth tasks, activities, and deliverables that would be the focus of a contract between OUSD and TMI Consulting.

MAJOR TASKS

In order to develop a draft LEA proposal, it is recommended that several activities be undertaken to provide TMI Consulting with information to support the development of a LEA draft document. Additionally, we recommend monthly meetings with the Associate Superintendent of LCI or designee to monitor progress along the way and revise stated

tasks, activities and deliverables as needed. Both sets of tasks and the underlying activities are set forth below.

I. Acquisition and Analysis of Strategic Plan Documents

Need: Collects data and reports that represent comprehensive data analysis of student achievement, including multiple measures of student performance (e.g., balanced score card, SQR reports, and data produced by Research Assessment and Development (RAD)).

Activities

1. Review all necessary comprehensive data analysis reports focused on student achievement—all students and subgroups.
2. Review and analyze all Full Service Community School District final Task Force Reports
3. Review and analyze all documents that highlight current educational practices, professional development, support services and other instructional resources that have an impact on student learning
4. Review district strategic plan and all Balanced Score Card documents (district and school site)

Deliverables

1. Provide draft of LEA Plan narrative: district profile, district board goals, superintendent's vision for student achievement, district's mission statement and summary of district, parent and community involvement, as outlined by Full Service Community District Task Force process, to create five district goal areas.
2. Create report that shows alignment between LEA plan performance goals and district goal areas and proposed data charts to include in LEA plan
3. Provide draft analysis report of current impact of improvement strategies on student achievement
4. Provide draft analysis report of Teacher Quality from: BTSA and professional learning surveys
5. Monthly check-in sessions with Associate Superintendent of Leadership, Curriculum and Instruction (LCI) or designee to review and provide feedback to draft documents

II. Consultation with District Staff

Need: Key district staff members need to be engaged to ensure that LEA Plan reflects the vision and mission of the district strategic plan.

Activities

1. Initial meeting with key district staff to review and provide feedback on all abovementioned draft documents
2. Monthly consultations with Associate Superintendent of Leadership, Curriculum and Instruction (LCI) or designee to review documents and make final decisions.

Deliverables

1. Planning and facilitation of check-in meetings with district staff, summary notes from meetings with outlined next steps to revise LEA plan documents.
2. Written recommendations to the Associate Superintendent of LCI or designee of needed changes to draft documents.

III. Research, Document Design and Writing Activities

1. Collect and analyze LEA plan document from prior years
2. Design LEA plan based on state guidelines

Deliverables

1. A draft document containing: needs assessments, descriptions/district planning, district profile, local measure of student performance, and five performance goal areas
2. Meeting to review draft plan with Associate Superintendent of LCI or designee to decide upon next revision steps for SY2014.

TMI Consulting



1290 Fillmore Street Ste. 203
San Francisco, California 94115
Phone: 415-295-4519 Fax: 415-295-4090
E-Mail: consultingtmi@gmail.com

TMI Consulting

Company Profile

TMI Consulting is a premier business consulting and advisory firm within the greater San Francisco Bay Area and beyond. Imagine a consulting firm that has a team of professionals that excel in business practices. TMI Consulting integrates its outreach services to meet outcomes that exceed expectation. The innovative approach to our consultancy helps us to maximize our deliverables.



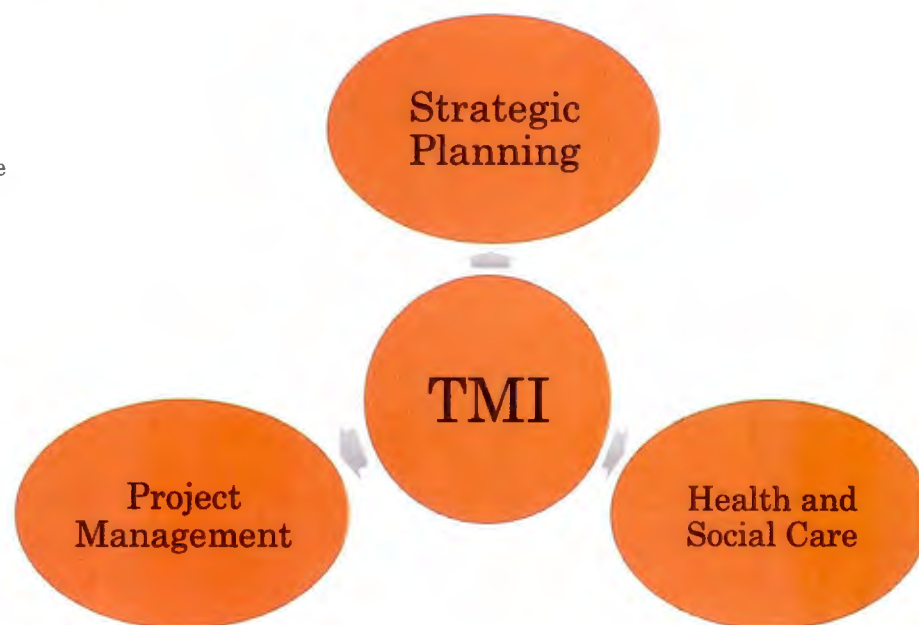
Company Sectors

TMI Consulting operates within three main sectors:

Educational Consulting

Health and Social Consulting

Project Management Consulting



TMI Consulting

Why TMI Consulting

We believe the more effective we are at being successful with each client it will bring about a greater success to our firm. We pride ourselves in upholding the highest standard of professionalism and provide consultancy that brings the best practices to every single project.

Strategic Planning Consulting

Our firm provides careful attention to detail from the beginning stages of planning until the full development. We believe that our professional insight gives clients powerful thinkers who give fundamental support that helps organizations capture tangible current and future action plans.

Through a process of integration we believe that organizations have within them an ability to imagine possibilities, where systems and practices can be reshaped leading to higher productivity. We believe in using an approach to planning that explores the strength's, weaknesses, opportunities and threats for our clients (SWOT). Further, we move to develop goals and strategies that will lead to an ultimate action plan

Health and Social Care Consulting

Our Health and Social Care sector helps organizations to bridge health and social services with community based and faith based organizations. These collaborations lead to stronger leadership, better communication, and healthier environments. Through the collaborative effort that we lead, organizations are allowed to come together to produce shared vision. This leads organization to cultivate systems and protocols leading to an environment of creative thinking and measureable outcomes.

Project Management Consulting

Our Project Management sector drives the development of performance and organization effectiveness. Through a transformative process we develop organizations to explore ideas, analyze plans and scrutinize budgets. We introduce strategies that will promote higher outcomes.

TMI Consulting

William Jackson

CEO CV

PERSONAL SUMMARY

A seasoned leader that produces and manages the implementation of innovative business solutions. Highly motivated with a proven ability to organize concepts and commercialize all aspects of a business. Experienced in converting every opportunity into success and of driving profit and growth. Well networked and highly successful in implementing business process improvements, defining company direction, achieving goals, change and optimizing business procedures.

WORK EXPERIENCE

TMI Consulting – San Francisco, CA

CEO 2010 - Present

Responsible for planning strategic business objectives and also implementing systems and processes to monitor and report on performance against agreed Key Performance Indicators across all the business sectors.

Duties: Responsible for driving the growth of revenue and profit margins.

Responsible for all contracts and lease agreements with key stakeholders & clients. Interpreting financial data and drawing conclusions. Analyzing operating costs and efficiency. Identify skills gaps and devise hiring strategies. Winning business from key target clients. Implementing systems that reward performance & competence. Reviewing and monitoring all budget expenditure. Motivating & providing strong leadership to all departments. Developing the company's commercial processes including account management and marketing.

KEY SKILLS AND COMPETENCIES

- A decisive and forward thinker with strong vision and strategic capability
- Ability to network and liaise with clients at every level
- Experience of operating within highly competitive markets
- Experience in being instructed by clients at a senior level in major firms
- Motivational and credible with highly effective interpersonal skills
- Highly commercial and committed to quality and innovation
- Operationally strong, financially aware and commercially astute

TMI Consulting

BUSINESS SERVICES

Consultant, Zebulon Restaurant (San Francisco, CA). Developed consumer and brand insights and evaluated initial strategies. Settled activities to help Zebulon more creatively explore how their research findings can be applied to their client's marketing strategies. Authored or coauthored reports on creativity, food, and sports. Conducted regional strategy development and training workshops.

Strategy Consultant, City College (San Francisco, CA). Assisted Operations Director, Communication Planning team in creating a new communication strategy development process. Designed a set of activities within this process to uncover consumer, brand, and media insights. Helped launch this new strategy development process.

Project Management, West Bay Local Development (San Francisco, CA). Helped organization to redesign and implement a more successful organization strategy development process. Implemented a process to uncover more creative consumer and brand insights. Changed their process and priorities for evaluating ideas. Conducted innovation workshops on organization strategy and new product ideas.

ACADEMIC QUALIFICATIONS

BA History

Morehouse College 1996

San Francisco (QSF - All A...) To The Steps: Vacation Package Deal | Expedia | Windows Internet Explorer

Oakland Unified School x | OUSD Email Login / Sign x | Fwd: link - wima.enriqu x | System for Award Man x | Mail - Re: MLK Oratorice x

General Services Administration [US] | https://www.sam.gov/portal/public/SAM?portal:componentId=66fdb602-77f6-4ba0-914a-0be8f0d831e

You can refine your search by entering new search criteria in the search box and using the Search In Results button. If you wish to perform a new search use the Clear Search button. Using the Save Search button will allow you to run this search at a later time.
[Important message regarding exclusion searches.](#)

Current Search Terms: TMI* consulting*

Clear Search

Result page 1 of 1 SAVE PDF | EXPORT RESULTS | PRINT
 Sort by Relevance Order by Ascending

FILTER RESULTS Your search for "TMI* CONSULTING*" returned the following results...

By Record Status	Entity	TMI CONSULTING, LLC	Status: Active
<input checked="" type="checkbox"/> Active	DUNS: 016148681	CAGE Code: 1TSB1	View Details
<input type="checkbox"/> Inactive	Has Active Exclusion?: No	DoDAAC:	

By Functional Area

Entity Management

Performance Information

[Apply Filters](#)

Note: Filters are case sensitive

Accounts Payable De....docx | W-9.pdf | W-9.pdf | Show all downloads...

start | System for Award Ma... | 2012-2013 | Contracts 2012-13 | San Francisco (QSF-A... | 10:55 AM

Consultant Fingerprint/Criminal Background Check Waiver Request

Directions

The District requires that all contractors who will have contact with students complete a Fingerprint/Criminal Background Check through OUSD. The OUSD Administrator can request that this requirement is waived for consultants who will never interact with students. Fingerprint waivers require Cabinet level approval (Deputy Superintendent/Superintendent). To request this waiver complete this form and submit it with the contract packet. If your request is denied you will be required to resubmit the packet with documentation verifying that the consultant has completed this requirement.

Contractor Name	TMI CONSULTING		
Originator Name	Kyla Johnson-Trammell	Site or Department	Leadership, Curriculum & Instruction
Which sites or locations will the contractor be working at?	N/A		
TB Clearance Requirement			
<i>Proof of negative TB status is required for all consultants who will be working with OUSD students <u>or</u> staff. TB clearance waivers are only granted if the contractor will be working remotely or the contractor is a one time speaker with less than 6 hours of contact with OUSD employees.</i>			
How is this contractor going to meet the TB clearance requirement?			
TB Waiver requested <input checked="" type="checkbox"/>		Proof of TB clearance is in the contract packet <input type="checkbox"/>	

[TO BE COMPLETED BY AUTHORIZED OUSD EMPLOYEE ONLY.]	
<p>CONTRACTOR's employees will have only limited contact, if any, with OUSD pupils and OUSD will take appropriate steps to protect the safety of any pupils that may come in contact with CONTRACTOR's employees so that the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 shall not apply to CONTRACTOR for the services under this Agreement. As an authorized OUSD official, I am familiar with the facts herein certified, and am authorized to execute this certificate on behalf of OUSD. (Education Code § 45125.1 (c))</p>	
OUSD Representative's Name	Kyla Johnson-Trammell Title Associate Superintendent, LCI
OUSD Representative's Signature	Date

Approval Cabinet Level approval required (Deputy Superintendent/Superintendent)	
Approver Name	Title
Approver Signature <i>Maria Santos</i>	Date
Reason for Approval: <i>Will not be in contact with students or staff. Consultant will be working remotely. On-line communications will facilitate work.</i>	

4. Alignment with Single Plan for Student Achievement (required if using State or Federal Funds)

Please select:

- Action Item included in Board Approved SPSA (no additional documentation required)** – Action Item Number: _____

 - Action Item added as modification to Board Approved SPSA** – Submit the following documents to the Resource Manager either electronically via email of scanned documents, fax or drop off.
 1. Relevant page of SPSA with action item highlighted. Page must include header with the word "Modified", modification date, school site name, both principal and school site council chair initials and date.
 2. Meeting announcement for meeting in which the SPSA modification was approved.
 3. Minutes for meeting in which the SPSA modification was approved indicating approval of the modification.
 4. Sign-in sheet for meeting in which the SPSA modification was approved.
-

OUSD Consultant General Liability Insurance Reduced Insurance Requirement or Waiver Request

Directions

All consultants are required to provide proof of General Liability Insurance with limits of One Million Dollars per occurrence. Additional information about this requirement can be found on the internet under Finances, Procurement and Distribution tab, document entitled "Information for Consultants." In rare circumstances, where appropriate, the District can reduce the required amount of insurance or waive the general liability insurance requirement. To request that your contract is considered for either a reduced amount of insurance or a waiver, complete this form and submit it with a copy of the contract to Risk Management. Waivers will only be granted in cases where the consultant will have NO interaction with students.

Steps:

1. OUSD Contract Originator completes request form
2. OUSD Contract Originator submits request form and **copy of contract** with Scope of Work to Risk Management at 1025 2nd Avenue, Room 115A or email cynthia.grice@ousd.k12.ca.us.
3. Risk Management considers request and returns form within 7 business days to OUSD Contract Originator
4. If approved, OUSD Contract Originator submits form with completed contract to Procurement.

Contractor Name	TMI CONSULTING	Contract Amount	\$ 40,000.00
OUSD Originator Name	Kyla Johnson-Trammel	Site / Department	LCI-909

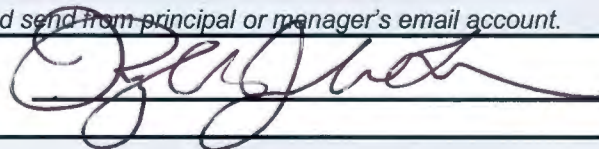
Why do you believe that this contract poses a low risk to the District and should be eligible for a reduction or waiver of the general liability insurance requirement?

Consultant will be paid for work completed. All work will be done remotely and documents, drafts, etc. will be submitted to OUSD electronically. Consultant will not have contact with children. Adult contact is limited to Associate Superintendent only for a meeting to discuss the scope of work and results expected.

Signature of Contract Originator Requesting Waiver

If submitted via email, type name and send from principal or manager's email account.

OUSD Principal or Manager



Date 1-16-2013

Risk Management

Approved: Based on the scope of work provided, I approve the following adjustment to the General Liability Insurance requirement for this contract:

Reduced Requirement : \$ _____

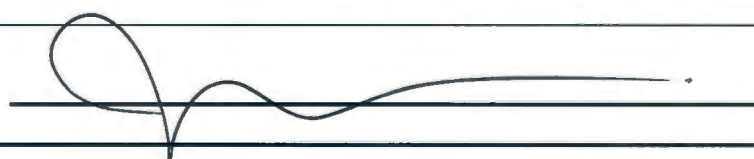
Waiver of General Liability Insurance Requirement

Reason for reduction or waiver: _____

Denied: Unfortunately, this contract does not qualify for a reduction or waiver

Denial Reason: _____

Signature



Date 1/25/2013

PROFESSIONAL SERVICES CONTRACT ROUTING FORM 2012-2013

Basic Directions

Additional directions and related documents are in the School Operations Library (<http://intranet.ousd.k12.ca.us>)

Services cannot be provided until the contract is fully approved and a Purchase Order has been issued.

- Contractor and OUSD contract originator (principal or manager) reach agreement about scope of work and compensation.
- Ensure contractor meets the consultant requirements (including The Excluded Party List, Insurance and HRSS Consultant Verification)
- Contractor and OUSD contract originator complete the contract packet together and attach required attachments.
- Within 2 weeks of creating the requisition the OUSD contract originator submits complete contract packet for approval to Procurement.

Attachment Checklist

- For individual consultants: HRSS Pre-Consultant Screening Letter for the current fiscal year.
- For individual consultants: Proof of negative tuberculosis status within past 4 years.
- For All Consultants: Results page of the Excluded Party List (<https://www.epls.gov/epls/search.do>)
- For All Consultants: Statement of qualifications (organization); or resume (individual consultant).
- For All Consultants: Proof of Commercial General Liability insurance naming OUSD as an Additional Insured.
- For All Consultants with employees: Proof of Workers' Compensation Insurance. (Ref. to Section 10 of the Contract)

OUSD Staff Contact Emails about this contract should be sent to: (required) wilma.enriquez@ousd.k12.ca.us

Contractor Information

Contractor Name	TMI Consulting	Agency's Contact	William Jackson				
OUSD Vendor ID #	1005926	Title					
Street Address	1290 Fillmore Street, Suite 203	City	San Francisco	State	CA	Zip	94115
Telephone	(415) 295-4519	Email (required)	CONSULTINGTMI@GMAIL.COM				
Contractor History	Previously been an OUSD contractor? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Worked as an OUSD employee? <input type="checkbox"/> Yes <input type="checkbox"/> No				

Compensation and Terms – Must be within the OUSD Billing Guidelines

Anticipated start date	02/01/2013	Date work will end	06/30/2013	Other Expenses	\$
Pay Rate Per Hour (required)	\$ 400.00	Number of Hours (required)	100.00		

Budget Information

If you are planning to multi-fund a contract using LEP funds, please contact the State and Federal Office before completing requisition.

Resource #	Resource Name	Org Key	Object Code	Amount
0520	Tier 3	909 1316 133	5825	\$ 40,000.00
			5825	\$
			5825	\$
Requisition No. (required) R0310944			Total Contract Amount	
			\$ 40,000.00	

Approval and Routing (in order of approval steps)

Services cannot be provided before the contract is fully approved and a Purchase Order is issued. Signing this document affirms that to your knowledge services were not provided before a PO was issued.

OUSD Administrator verifies that this vendor does not appear on the Excluded Parties List (<https://www.epls.gov/epls/search.do>)

1.	Administrator / Manager (Originator)	Name	Kyla Johnson-Trammell	Phone	336-7591
	Site / Department	Leadership, Curriculum & Instruction		Fax	482-6773
	Signature			Date Approved	
2.	Resource Manager , if using funds managed by: <input type="checkbox"/> State and Federal <input type="checkbox"/> Quality, Community, School Development <input type="checkbox"/> Family, Schools, and Community Partnerships				
	<input type="checkbox"/> Scope of work indicates compliant use of restricted resource and is in alignment with school site plan (SPSA)				
	Signature			Date Approved	
3.	Regional Executive Officer				
	<input checked="" type="checkbox"/> Services described in the scope of work align with needs of department or school site				
	<input checked="" type="checkbox"/> Consultant is qualified to provide services described in the scope of work				
Signature			Date Approved	1-16-13	
4.	Deputy Superintendent Instructional Leadership / Deputy Superintendent Business Operations Consultant Aggregate Under <input type="checkbox"/> , Over <input type="checkbox"/> \$50,000				
	Signature	Mara Santos		Date Approved	1-16-13
5.	Superintendent, Board of Education Signature on the legal contract				
Legal Required if not using standard contract		Approved		Denied - Reason	
Procurement	Date Received		PO Number	P1305210	

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