

Board Office Use: <b>Legislative File Info.</b>	
File ID Number	12-2990
Introduction Date	Jan 9, 2013
Enactment Number	13-0085
Enactment Date	1-9-13



**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) Jan 9, 2013

**Subject** Professional Services Contract -  
The Grove Consultants Internatik San Francisco CA (contractor, City State)  
922/Family, School, and Community Partnerships (site/department)

**Action Requested** Ratification of a professional services contract between Oakland Unified School District and The Grove Consultants International. Services to be primarily provided to 922/Family, School, and Community Partners for the period of 11/15/2012 through 06/30/2013.

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

The Grove Consultants International is a San Francisco-based consultancy and publisher that offers services and tools to help organizations, teams and individuals successfully envision and implement change. Founded in 1977 by Grove present and organizational consultant David Sibbet, The Grove has helped a range of clients, from Fortune 500 businesses to nonprofit organizations, meet a diverse set of organizational challenges and achieve their goals. Their approach to planning and organization change is a unique combination of expert facilitation and panoramic visualization.

**Discussion**  
*One paragraph summary of the scope of work.*

Ratification by the Board of Education of a Professional Services Contract between the District and The Grove Consultants International, San Francisco, CA, for the latter to provide a Social Emotional Learning and Leadership Design Team to develop the infrastructure we need to create the conditions, culture, and competencies to guide Social Emotional Learning and Leadership across our organization; assist to develop and communicate a district-wide vision and plan for this initiative through the Family, School, and Community Partnerships Department "unpack" what social and emotional learning is at the district, school and individual levels, and develop an internal change management structure that will best support our district effort to become a Full Service Community School District for the period of November 15, 2012 through June 30, 2013, in an amount not to exceed \$38,600.00.

**Recommendation** Ratification of professional services contract between Oakland Unified School District and The Grove Consultants International. Services to be primarily provided to 922/Family, School, and Community Partners for the period of 11/15/2012 through 06/30/2013.

**Fiscal Impact** Funding resource name (please spell out) CASEL NOVO  
Foundation \_\_\_\_\_ not to exceed \$ 38,600.00

**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 The Grove Consultants International (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 11/15/2012, 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 06/30/2013.
- Compensation:** OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement, a total fee not to exceed Thirty Eight Six Hundred Dollars (\$38,600.00). 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 \$ \_\_\_\_\_.

**6. 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:



**OUSD Representative:**

Name: Kristina Tank-Crestetto  
Site /Dept.: 922/Family, School, and Community Partnerships  
Address: 746 Grand Avenue  
Oakland, CA 94606  
Phone: (510) 273-1526

**CONTRACTOR:**

Name: Tomi Nagai-Rothe  
Title: Senior Consultant  
Address: 1000 O'Reilly Avenue  
San Francisco CA 94129  
Phone: (415) 561-2500

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:                     

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/epls/search.do>)

Summary of terms and compensation:

Anticipated start date: 11/15/2012 Work shall be completed by: 06/30/2013 Total Fee: \$ 38,600.00

OAKLAND UNIFIED SCHOOL DISTRICT

CONTRACTOR

Maria Denton  
 President, Board of Education  
 Superintendent or Designee

12-16-2012  
Date

Tom Nagal-Rothe  
Contractor Signature

12/12/12  
Date

\_\_\_\_\_  
Secretary, Board of Education Date

Tom Nagal-Rothe Senior Consultant  
Print Name, Title

Certified:

Edgar Rakestraw, Jr. 4/19/13  
Edgar Rakestraw, Jr., Secretary  
Board of Education

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By: \_\_\_\_\_



### 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 The Grove Consultants International, San Francisco, CA, for the latter to provide a Social Emotional Learning and Leadership Design Team to develop the infrastructure we need to create the conditions, culture, and competencies to guide Social Emotional Learning and Leadership across our organization; assist to develop and communicate a district-wide vision and plan for this initiative through the Family, School, and Community Partnerships Department "unpack" what social and emotional learning is at the district, school and individual levels, and develop an internal change management structure that will best support our district effort to become a Full Service Community School District for the period of November 15, 2012 through June 30, 2013, in an amount not to exceed \$38,600.00.

#### SCOPE OF WORK

The Grove Consultants International \_\_\_\_\_ will provide a maximum of 386.00 hours of services at a rate of \$ 100.00 per hour for a total not to exceed \$38,600.00 . Services are anticipated to begin on 11/15/2012 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.

- 1) Collaborative design and facilitation of a four hour start-up meeting.
- 2) A four hour meeting to plan the Engagement and Communication strategy.
- 3) A one day meeting to develop a vision and draft journey map.
- 4) Delivery of a computer generated vision journey map.
- 5) Up to four hours of online and phone consultation and support for the SEL design team including at least one scheduled web meeting for reflections and a mid-course correction.

**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.

- 1) Bringing together a Social Emotional Learning and Leadership design team to develop a vision and process for "planning to plan" vis-a-vis the next six months to three years.
- 2) Creating a graphic map that will help communicate both the vision and the journey forward in a way that engages and enrolls stakeholders.
- 3) Developing a strategy for sharing the vision and process more widely, in concert with the Social Emotional Learning and Leadership Awareness, Learning, and Listening Campaign.
- 4) Beginning to build the necessary infrastructure that will hold and move the district-wide change strategy of developing the Social Emotional Learning and Leadership.
- 5) Develop internal capacity to graphically facilitate stakeholder meetings.

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

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Ensure a high quality instructional core      | <input checked="" type="checkbox"/> Prepare students for success in college and careers |
| <input checked="" type="checkbox"/> Develop social, emotional and physical health | <input checked="" type="checkbox"/> Safe, healthy and supportive schools                |
| <input checked="" type="checkbox"/> Create equitable opportunities for learning   | <input checked="" type="checkbox"/> Accountable for quality                             |
| <input checked="" type="checkbox"/> High quality and effective instruction        | <input checked="" type="checkbox"/> Full service community district                     |

**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.
-

## GROVE PROPOSAL FOR THE OAKLAND UNIFIED SCHOOL DISTRICT

### CASEL Project 2012 – 2013 School Year

It is our understanding that you are interested in having The Grove continue to support the Oakland Unified School District's CASEL Collaborating Districts Initiative to:

- (1) develop and communicate a district-wide vision and plan for this Initiative through the Family, School and Community Partnerships Department
- (2) “unpack” what social and emotional learning is at the district, school and individual levels.

You have expressed an interest in achieving the following:

- Supporting the SEL Design Team in order to deepen its impact.
- Creating a map that will help build coherence and consistency around messaging the SEL vision, language and process – as part of building systematic infrastructure to support SEL integration in every facet of the organization to move the work forward.
- Developing a strategy for sharing the vision and process more widely, in concert with the Awareness, Learning and Listening Campaign.
- Developing internal capacity to do similar work in the future.

The Grove would build on the work in the spring-summer of 2012 to help convene the Design Team and begin designing a vision storymap. In response to your interests, we propose the following:

1) A stakeholder input template, template with final content (from stakeholders) and additional concept design for the CASEL Storymap – **\$3,600**

2) Printing of 2 vision storymaps (3 x 9 feet each) **\$325**  
And 2 data collection templates (3 x 5 feet each) **\$120**

3) Graphic facilitation, wall chart design and production, meeting documentation (image processed photos of meeting charts) for Design Team or support that may include all admin PD, regional Pd, FSCP/SEL team meetings or other SEL engagements.

- Up to 10 – two hour meetings with two consultants working together OR 20 – two hour meetings with one consultant each – **\$27,000**

4) Color copies (8.5 x 11 inches and 11 x 17 inches)  
Up to 50 – 8.5 x 11 copies @ \$3 (\$150) and  
40 – 11 x 17 copies @ \$5 each = **\$350**

5) Expenses – such as mileage to/from DT meetings and planning meetings, poster paper and art supplies, food (consultant planning meetings) – **\$150**



**Estimated total cost (for #1 – #5) : \$31,545**

To Be Determined:

7) Customized Best Practices Booklets – one 12 page booklet for SEL leaders and one 12 page booklet for teachers each containing 10 best practices (across the two, some practices will be the same, some will be unique to the audience). Note: this estimate assumes the content is unique to OUSD, rather than licensed from The Grove. First booklet \$9,000 to \$14,000. Second booklet \$4,000 to \$7,000 (using the same format and layout). \$13,000 to \$21,000 for two.\*

\*We can nail down the cost for the booklet production once we scope out the design and features in more detail.

## The Grove Consultants International

### We help you see the big picture

The Grove is a San Francisco-based consultancy and publisher that offers services and tools to help organizations, teams, and individuals successfully envision and implement change. Founded in 1977 by Grove president and organizational consultant David Sibbet, The Grove has helped a range of clients, from Fortune 500 businesses to nonprofit organizations, meet a diverse set of organizational challenges and achieve their goals.

Our approach to planning and organization change is a unique combination of expert facilitation and panoramic visualization. We use Graphic Guides® templates and other highly customizable tools and processes to generate dialogue, create alignment, articulate a vision, and catalyze action. Using our skills, creativity, and high-impact graphic tools, we help our clients see the big picture and move toward their desired future.

Our consulting, design, training, and product development groups work collaboratively in the heart of one of the most exciting new-media communities in the world. The Grove's offices overlook the Golden Gate Bridge in the Presidio of San Francisco and are located in the Thoreau Center for Sustainability between George Lucas's Letterman Digital Arts Center and the San Francisco Film Centre.

From this base, The Grove is at the core of a worldwide network of more than forty consultants, designers, and other practitioners using visualization to guide change and transformation, as well as numerous other affiliated companies. We have been recognized by the Organizational Development Network, an international association of organization-development practitioners, for our innovative work in this field.

Our approach  
to planning and  
organization change is  
a unique combination  
of expert facilitation  
and panoramic  
visualization.

[Meet our people](#)

[Learn more about our work](#)

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## The Grove Consultants International

Learn More About David Sisset's Latest Book About Visual Teamwork.



Visual Teams is now available at these online retailers:

[amazon.com](http://amazon.com)

[BARNES&NOBLE](http://BARNES&NOBLE.com)

[BOOKS-A-MILLION](http://BOOKS-A-MILLION.com)

The Grove is the Visual Meetings Company.  
Experience the advantage of working visually.



Make your meetings creative AND productive.

Grove visual meetings unlock any group's ability to contribute successfully.



Video

Support your teams in getting results.

Our team processes and tools focus on both creating and sustaining high performance.



Video

Align and motivate people across your whole organization.

We design, lead and support change—from strategy through communications and action.



Video

## The Grove Consultants International

The Grove's **consulting and design services** deliver visual solutions for a full spectrum of meeting, team and organizational challenges.

### Meeting Facilitation

Creativity, efficiency, alignment and follow-through are critical for today's face-to-face and virtual meetings. Skilled meeting facilitation—and the tools that support it—makes all the difference.

A sampling of Grove services in this area includes:

- Graphic facilitation
- Graphic recording
- Meeting design
- Meeting media
- Meeting coaching

[Learn more about Meeting Facilitation Services >](#)

### Team Development

Team performance drives productive organizations. In rapidly changing, resource-challenged times, investment in creating and sustaining high-performing teams is essential.

A sampling of Grove services in this area includes:

- Team startup sessions
- Team improvement sessions
- Team Performance training programs
- Leadership consulting
- Certification & licensing

[Learn more about Team Development Services >](#)

### Organization Change

Leaders and managers need clear visions, strategies and action plans to motivate and align their organization. Our approach uses big-picture planning templates and Storymaps® to transform traditional change management into an engaging and fun process.

A sampling of Grove services in this area includes:

- Vision and strategy
- Grove Storymaps®
- Graphic Recording Movies
- Organizational Communications
- Executive coaching

[Learn more about Organization Change Services >](#)

To engage our consulting or design services or learn more, please contact us.

+1.415.561.6127

1.800.49.GROVE x. 6127  
within the Continental U.S.

9 a.m. - 5 p.m., U.S. Pacific Time  
Monday through Friday

[services@grove.com](mailto:services@grove.com)





# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
11/06/2012

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

**PRODUCER** DAVE STEWART INSURANCE AGENCY INC.  
821 FOLSOM STREET, SUITE 101  
SAN FRANCISCO, CA 94107

**CONTACT NAME:** DAVE STEWART  
**PHONE (A/C, No, Ext):** 4159829033 **FAX (A/C, No):** 4159823905  
**E-MAIL ADDRESS:** DAVE@DAVESTEWARTSF.COM

**INSURER(S) AFFORDING COVERAGE** **NAIC #**  
INSURER A : State Farm Fire and Casualty Company **25143**

**INSURED** THE GROVE CONSULTANTS INTERNATIONAL INC  
PO BOX 29391  
SAN FRANCISCO CA 94129-0391

INSURER B :  
INSURER C :  
INSURER D :  
INSURER E :  
INSURER F :

**COVERAGES** **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<b>GENERAL LIABILITY</b> <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC	Y		97-QM-7945-7 G	07/08/2012	07/08/2013	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 4,000,000 PRODUCTS - COMP/OP AGG \$ 4,000,000 PROPERTY \$ 366,400
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	<b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
A	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICE/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A	97-BK-J955-2 F	06/26/2012	06/26/2013	<input checked="" type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

\*\*\*PROOF OF INSURANCE\*\*\*

Certificate holder is named as additional insured. 10 days notice of cancellation for nonpayment of premium, 30 days for all others.

**CERTIFICATE HOLDER**  
Oakland Unified School District  
1025 2nd Avenue  
Oakland, CA 94606-2212

**CANCELLATION**  
SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.  
AUTHORIZED REPRESENTATIVE

# EPLS

Excluded Parties List System

**Search Results Excluded By  
Firm, Entity, or Vessel : The Grove Consultants International  
as of 09-Nov-2012 4:41 PM EST**

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**Your search returned no results.**



# 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	<input type="checkbox"/>	For individual consultants: HRSS Pre-Consultant Screening Letter for the current fiscal year.
	<input type="checkbox"/>	For individual consultants: Proof of negative tuberculosis status within past 4 years.
	<input checked="" type="checkbox"/>	For All Consultants: Results page of the Excluded Party List ( <a href="https://www.epls.gov/epls/search.do">https://www.epls.gov/epls/search.do</a> )
	<input checked="" type="checkbox"/>	For All Consultants: Statement of qualifications (organization); or resume (individual consultant).
	<input checked="" type="checkbox"/>	For All Consultants: Proof of Commercial General Liability insurance naming OUSD as an Additional Insured.
	<input checked="" type="checkbox"/>	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) [renee.mcmeam@ousd.k12.ca.us](mailto:renee.mcmeam@ousd.k12.ca.us)

## Contractor Information

Contractor Name	The Grove Consultants International	Agency's Contact	Tomi Nagai-Rothe				
OUSD Vendor ID #	V056788	Title	Senior Consultant				
Street Address	1000 O'Reilly Avenue	City	San Francisco	State	CA	Zip	94129
Telephone	(415) 561-2500	Email (required)	tomi_nagairothe@grove.com				
Contractor History	Previously been an OUSD contractor? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Worked as an OUSD employee? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				

## Compensation and Terms – Must be within the OUSD Billing Guidelines

Anticipated start date	11/15/2012	Date work will end	06/30/2013	Other Expenses	\$
Pay Rate Per Hour (required)	\$ 100.00	Number of Hours (required)	386.00		

## 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
9137	CASEL NOVO	9221341201	5825	\$ 38,600.00
	Foundation		5825	\$
			5825	\$
<b>Requisition No. (required)</b>	R0310170		<b>Total Contract Amount</b>	<b>\$ 38,600.00</b>

## 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.	<b>Administrator / Manager (Originator)</b>	Name	Kristina Tank-Crestetto	Phone	(510) 273-1526	
	Site / Department	922/Family, School, and Community Partnerships			Fax	
	Signature				Date Approved	12-14-12
2.	<b>Resource Manager, if using funds managed by:</b> <input type="checkbox"/> State and Federal <input type="checkbox"/> Quality, Community, School Development <input checked="" 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.	<b>Regional Executive Officer</b>					
	<input type="checkbox"/> Services described in the scope of work align with needs of department or school site					
	<input type="checkbox"/> Consultant is qualified to provide services described in the scope of work					
4.	<b>Deputy Superintendent Instructional Leadership / Deputy Superintendent Business Operations</b>				Consultant Aggregate Under <input type="checkbox"/> , Over <input type="checkbox"/> \$50,000	
	Signature				Date Approved	12-16-2012
	<b>Superintendent, Board of Education</b> Signature on the legal contract					
<b>Legal</b>	Required if not using standard contract	Approved	Denied - Reason	Date		
<b>Procurement</b>	Date Received	PO Number	P13041639			

