

**DETERMINATION AND FINDING
FOR A SOURCE PROCUREMENT**

AGENCY: District of Columbia Public Schools
Office of Human Capital
CAPTION: Talent Sourcing for Native Spanish Speaking Teachers
PROPOSED CONTRACTOR: Bert Corona Leadership Institute
CONTRACT NO. TBD

FINDINGS

1. AUTHORIZATION:

D.C. Code 2-354.04.5 and 27 DCMR, Section 1304 and 1700

2. MINIMUM NEED:

The District of Columbia Public Schools (DCPS), the Office of Human Capital (OHC) has an immediate need to attract native Spanish speakers with prior teaching experience to our talent pool to fill vacancies requiring Spanish fluency. The district has expanded the number of teaching positions in World Language for middle grades and has seen high turnover in the elementary and high school positions. Additionally, there is a growing need for native Spanish speaking teachers to fill dual language and English Language Learner (ELL) teaching positions. The high-need for this specialized skill set is justification for prioritizing a partnership with this vendor.

3. ESTIMATED COST:

The estimated cost is \$25,000 for the proposed period from date of award through 9/30/13.

3. FACTS WHICH JUSTIFY A SINGLE AVAILABLE SOURCE PROCUREMENT:

The District of Columbia Public Schools, Office of Human Capital has been actively seeking native Spanish speakers to fill dual language and world language vacancies. Unfortunately, despite our comprehensive efforts with domestic recruitment, we still do not have sufficient talent available in our pipeline to fill the anticipated vacancies for the upcoming school year. The Bert Corona Leadership Institute (BCLI) has established a Bilingual Teacher Exchange Program that attracts experienced teachers from South America who are native Spanish speakers and have expertise in bilingual education. If we do not continue pursue this partnership immediately, it will put the timely hire of qualified teachers in jeopardy for the upcoming school year 2014-2015.

The Return on Investment (Students):

By providing access to teaching candidates who are experienced in bilingual education and are native Spanish speaker, students will benefit by working with more Highly Effective teachers and fewer teachers who are rated less than effective and will ultimately leave DCPS workforce. Additionally, students who are native Spanish speakers themselves will have the benefit of teachers who cultures more closely mirror their own.

The Bert Corona Leadership Institute has already recruited a group of experienced bilingual teachers who are currently pursuing teaching positions in local charter schools. In particular, BCLI has a partnership with UNICA, a teacher's college in Colombia that specializes in bilingual education. If we establish an agreement, these promising teachers could be considered for DCPS vacancies and would be made immediately available to principals to interview and hire for the upcoming school year. BCLI has already started the process of securing J-1 visas for these teachers and assisting them in their transition to the United States.

The Proposed Vendor's Unique Qualifications:

BCLI is a service and training organization in civic education, leadership, and workforce development. The vision for BCLI was captured in Bert Corona's vision to create an institute to provide service support and to help train migrants, immigrants and developing leaders from across the US and the Americas. Formerly, this vision was housed in *La Hermandad Mexicana Nacional* – a community membership organization based in California and the Southwest, referred to back then as "the Institute" as a place where groups of farm-workers, community, and international leaders could spend a week learning about public policy and how government works with a customized agenda driven approach.

BCLI provides consultancy services as well as the following training programs; Experience in Democracy Leadership Program, the Experience in Democracy-Global Affairs Program, Workforce Development, and Onsite Training Programs resulting from the growing needs of youth across the US and the Americas.

BCLI programs are grounded in the fundamental values of changing lives through learning by increasing motivation, knowledge, and leadership to produce a more productive citizen. Influenced by Bert Corona's vision, BCLI focused on developing programs with clear goals and metrics, and built on a socially sustainable economic model.

BCLI's mission is to provide innovative solutions and experiential learning programs in civics, leadership, and workforce development to marginalized youth in the US and abroad.

In light of the above findings a sole source award is in the best interest of DCPS and would be the most efficient and cost-effective procurement method.

CERTIFICATION BY THE DCPS PROGRAM OFFICE:

I hereby certify that the above findings are correct and the anticipated cost to DCPS is fair and reasonable.

Date

Office of Human Capital

CERTIFICATION AND DETERMINATION

Based on the above certified findings in accordance cited authority, I hereby determine that it is not feasible or practical to invoke the competitive bidding process under Section 402 or 403 of the District of Columbia Procurement Practices Reform Act of 2010 (D.C. Law 18-371; DC Code 2-354 and 27 DCMR 1304 and 1700.

Date

Chief Procurement Officer