

***Oak Park and River Forest High School
District 200***

201 North Scoville Avenue · Oak Park, IL 60302-2296

TO: Board of Education
FROM: Roxana Sanders, Senior Director of Human Resources
DATE: May 23, 2019
RE: HUMANeX Integrated Solution for Talent Selection, Leadership Development,
and Culture Assessment

BACKGROUND: At the Committee of the Whole Meeting on May 14, 2019, we presented to the Board a proposal from HUMANeX Ventures that included both a la carte services for selection tools, leadership development products and services, and culture assessments/engagement surveys as well as a bundled proposal for selection, professional development and culture services (full lab experience).

SUMMARY OF FINDINGS:

While working on further developing our Talent Management Plan, it has become apparent that we need an integrated solution that will support multiple components of the Plan and help us create a continuous loop of selecting highly qualified candidates, developing employees, and measuring the success of our efforts as reflected by culture and climate in the district. Through the research of available talent management solutions, we have identified a company that specializes in helping educational partners discover and develop the talents of individuals, educate and equip leaders and managers to coach, engage and develop individuals to their potential, and build critical processes and practices to create and sustain a culture of excellence. HUMANeX Ventures offers a solution that they call a full lab experience and that provides tools and services along three arcs of the talent management journey: Talent Excellence (Select), Culture Excellence (Grow) and Sustained Excellence (Multiply). These three arcs align well with our strategic goal of transformative leadership as will help us streamline and implement our Talent Management Plan. Please see where HUMANeX tools and services will support our Talent Management Plan in the attached document “Alignment of HUMANeX Services with Talent Management Plan”.

The annual cost for the full lab experience is \$63,900 (please see page 8 of the attached HUMANeX Proposal) and is part of our strategic plan budget for the 2019-2020 school year. The funds for it were made available through elimination of other contracted services.

RECOMMENDATION/NEXT STEP:

Approve a three-year contract for the full integrated package with HUMANeX Ventures.



ALIGNMENT OF HUMANEX SERVICES
WITH TALENT MANAGEMENT PLAN



Oak Park and River Forest
High School

In Partnership With

HUMAN^eX
VENTURES



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Introduction

OPRF: Who We Are

Oak Park and River Forest High School, or OPRF, is a comprehensive public high school located in Oak Park, Illinois, a suburb eight miles due west of downtown Chicago. We are a one-school district, with the majority of our students coming from two sender districts, River Forest Public Schools District 90 and Oak Park Elementary School District 97. We offer more than 200 courses, a variety of programs for students with special needs, 75 clubs and activities, and 29 competitive sports. We prepare our students well for post-secondary success, with an average SAT score of 1135 and a 94% graduation rate.

Oak Park and River Forest are communities that highly value diversity. OPRF is a founding member of the national Minority Student Achievement Network, and our school is racially and economically diverse, with about 56% of our 3,481 students identifying as white, 20% as African-American, 12% Hispanic, 9% multiracial, and 3% Asian. Our villages have long embraced the LGBTQ community, and we have a significant mix of homeowners and renters.

We are committed to helping **all** students reach their full potential with the ultimate goal of closing the opportunity gap for our students of color. Accordingly, we seek faculty and staff who reflect the demographics of our student population, have high expectations for all students, and value student voice in education.

OPRF is an equal opportunity employer that provides **equal employment opportunities** to all without regard to race, color, religion, sex, national origin, age, disability or genetics.

Talent Management Framework

OPRF's talent management framework is aligned with the district's vision to become an ever-improving model of equity and excellence that will enable all students to achieve their full potential. Research indicates that a teacher is the most influential factor of student achievement and is more significant to student learning than a student's race, socioeconomic level, prior academic record, or school (Darling-Hammond, 2000). We believe that success of our students is talent-driven, and it is our responsibility to ensure quality talent in our classrooms and throughout our school. We are committed to recruiting, onboarding, supporting, evaluating, recognizing and retaining diverse and highly talented teachers, administrators, and support staff who strives for equity and excellence for all students. Accordingly, our talent management framework consists of the following components: Recruitment and Selection, Onboarding, Compensation and Benefits, Retention.

Recruitment and Selection (HUMANeX Partnership)

HUMANeX Talent Selection 2 In-depth Screeners (Identify & Provide Evidence)

Commitment to Minority Recruitment

OPRF exhibits the same tendencies as the US education in general: a racially and ethnically diverse student body coupled with predominantly white teaching faculty. Minority students comprise almost 44% of our student body, with 20% of students being Black, 12% Hispanic, 3% Asian, 9% two or more races. According to a National Education Association report (Hill, Bachler, Allen, & Coble, 2004), minority students achieve at a higher rate if they are taught by teachers that represent their racial background. Minority teachers can translate the culture, create a sense of school belonging and develop a sense of school community for minority children contributing to their academic success (Ladson-Billings, 2005). Our goal is to increase the diversity of our workforce to reflect the diversity of our student population. Our recruitment strategies will focus explicitly on attracting highly effective teachers and staff with diverse backgrounds, especially teachers of color.

Comprehensive Recruitment and Selection Process

To ensure that our district has a large and strong pool of qualified applicants to fill vacancies each year, we have developed a comprehensive approach to recruitment and selection of staff. Our process consists of the following key aspects: projecting hiring needs, identifying various recruitment sources/strategies, developing/updating job descriptions and recruitment materials, defining an ideal candidate profile for screening and selection, developing interview questions and scoring rubrics, conducting initial screening and interviews, conducting reference checks, making employment recommendation, conducting background check, and analyzing the outcomes and effectiveness of recruitment sources and strategies.

Projecting Hiring Needs

Projecting hiring needs is extremely important to ensure that the district is adequately staffed for the effective provision of educational programs and services. We usually start determining anticipated staffing needs in February to allow adequate time for recruitment efforts and to secure the largest candidate pool possible. The staffing process consists of reviewing student enrollment data, including enrollment by grade levels, and special student populations (students with disabilities, English Language learners) and trending projections from previous years; reviewing previous staff vacancy and hiring data to determine annual rates; planning for upcoming retirement, leaves of absence, and non-renewals of probationary teachers; determining if there are any additional staffing

needs related to specific instructional programs. Based on the projected staffing needs, a staffing plan is developed outlining what positions need to be filled. If there is need for new positions, the staffing plan is presented to the Board of Education for approval.

Identifying Recruitment Sources

To build a pipeline of qualified candidates it is important to use a variety of sources and strategies.

1. Traditional Recruitment Sources:

- Posting on the District's Website
 - Hiring managers submit the job requisition (posting request in the applicant tracking system (Applitrack) that goes through an electronic approval process prior to going live on the website
- Advertising on job boards and in newspapers
 - All positions posted on our website are automatically posted on k12jobspot.com, teachers-teachers.com, and indeed.com
 - All teacher and administrator positions are posted on the Illinois Education Job Bank
 - Depending on the vacancy, it may also be posted on job-specific websites
- Advertising directly with career service offices of colleges and universities
- Attending job fairs
 - Establish contact and develop relationships with career centers of local, state and regional colleges with diverse teacher education programs

2. Social Media

- Use Facebook, Linked and Twitter to advertise vacancies or recruitment events

3. In-District Career Fair

- Host Teacher and Substitute Job Fair to identify high quality candidates

Grow-your-own program as a pipeline of diverse candidates

4.

Grow-your-own model takes advantage of aspiring teachers' tendency to prefer to return home to teach (Boyd, et. al, 2005). It is an initiative to educate and train traditional and non-traditional candidates from within the district to become qualified teachers to fill high need positions. OPRF needs to establish a partnership with a local university that will allow it to offer some dual-credit courses to its high school students preparing them for a teaching career. Another partnership should be established to offer accelerated teacher preparation program to high potential support staff in the district. Implementing a grown-your own-program will involve the following steps:

- Establish a grow-your-own task force

- Conduct Action Research on best practices
- Develop Partnerships with local universities, community organizations/businesses
- Secure needed financial resources
- Launch a Media Campaign to promote teaching as a rewarding career
- Identify and recruit aspiring teacher candidates
- Recruit and select program instructors
- Provide professional development and support to program instructors
- Launch the program pilot
- Monitor and Evaluate results of the pilot
- Expand the program to become the pipeline of minority teacher recruitment for the district

Recruitment Materials

In order to attract potential candidates and persuade them that they should consider working for OPRF, it is very important to have a variety of updated recruitment materials available for distribution to potential applicants through a variety of sources and strategies. Examples of recruitment materials include: job postings; recruitment brochures; and recruitment webpage with application information.

1. Postings

- All postings include information about OPRF, a statement about equal opportunity employment and commitment to minority recruitment, an updated job description, and salary information.
- All vacancies are posted for minimum of five (5) days. The length of the posting is determined by HR and the hiring manager. The goal is to keep the posting open long enough to gather a pool of qualified candidates. The initial posting date may be extended if more time is needed to build the pool of candidates.

2. Recruitment Brochures

- Information about OPRF
- Focus on equity

3. Information on the Website

- Recruitment video highlighting diverse employees/students

Selection

HUMANeX Talent Selection 2 In-depth Screeners (Identify & Provide Evidence)

1. Defining an Ideal Candidate Profile

(HUMANeX Structured Research Based Tools for Identifying Talents Predictive of Success)

Before beginning recruitment for any position, it is advisable to develop a profile of the ideal candidate that is aligned to the district's vision, culture, and performance and evaluation expectations. This profile should be used during the screening and selection process. Given our district's focus on equity we are using a definition of a high quality educator that was adopted by the Midwest and Plains Equity Center (Whiteman et. al, 2015): a high quality educator is one who: (1) views students' existing cultural resources as assets, (2) applies these assets within critical pedagogies toward empowering students in their lives and communities, and in doing so, (3) fosters students' academic, social, and personal growth. Equity-minded educators are reflexive and open to ways in which their professional practice and interactions with students may (will) change their own values, skills, and knowledge. They are also aware of how their own identities affect their understandings (p. 6).

Depending upon the importance, visibility, and scope of authority of the position, community/parent groups may be contacted for their input on a candidate profile.

2. Initial Screening

(HUMANeX Style Profile Builder attached to candidate application process)

- The initial candidate screening is the responsibility of the hiring manager. Only complete applications will be reviewed.
- The hiring manager may solicit help in this screening from other members of faculty or staff.
- The hiring manager will create in Applitrack a folder of applicants who will advance to the interview stage of the hiring process and share it with HR. HR may recommend advancing additional qualified candidates to the interview stage of the selection process.

3. Interview Process

(HUMANeX Structured Interview Protocol for 8 Education Role Descriptions)

- We use structured interviews involving teams or committees that include individuals with different perspectives and expertise and a demonstrated commitment to diversity. An interview panel of minimum of three (3) people must be assembled. The panel should (as much as is possible) reflect the racial diversity of our student population. The same panel must interview all applicants selected for interview. All candidates must be asked the same set of questions. Interview guidelines and basic ground rules will be provided to the interview team by HR.
- Members of the interview panel will be provided the appropriate training to enable them to effectively participate.

- Based upon the position, level, and contact with students, families, and community members, the interview panel should include parents, division head, teachers, staff members, and building and district team members. The panel should reflect the constituents served by the organizational position. HR will provide oversight in this process to help hiring managers assure that we have the proper composition of the interview panel.
- Questions should be prepared / selected by the interview team lead (typically the hiring manager) and distributed to the team. The interview team lead should also determine who will ask which question. HR has a list of common questions for various positions that can be used by the hiring manager for the interview. For our administrative vacancies, we use a standards-based selection process to identify and select the best candidates. The interview questions should be aligned with the Illinois Performance Standards for School Leaders and require candidates to demonstrate their effective leadership competencies.
- Presentations, writing prompts, technical testing, and test teaching may be incorporated as part of the interview process.
- Interviewers will take notes on standardized forms (based upon the questions) and return all materials to HR at the end of the interview.
- For certain, higher profile district level positions, additional steps can be taken such as: faculty and staff or community forums. HR Department will provide guidance and feedback to the hiring manager as to when these forums are appropriate

4. Conducting Reference Checks

- Before the final hiring decision is made, it is important to conduct reference checks. In addition of verifying the candidate's previous employment and confirming his or her ability to perform the essential aspects of the position, reference checks can also help validate answers given during interviews, particularly related to difficult issues.
- To check for consistency across the references' comments, it is our District's practice to obtain at least two references and at least one from a former or current supervisor.
- Completed reference checks should be submitted in Applitrack

5. Employment Recommendation

(HUMANeX Benchmark Recommendations)

- Upon completing the interview process and reviewing/considering feedback of the interviewing committee, the hiring manager completes the candidate recommendation form in Applitrack, providing information about internal candidates interviewed, external candidates interviewed, names of the interviewing committee members and attaching all interview materials.
- Human Resources will notify the candidates who were not selected.

- Communication to the candidate concerning an employment recommendation should be extended by the hiring manager or the HR department. The HR department will follow up with information regarding proposed salary and benefits to the candidate.
- HR Department submits personnel report with recommendations to hire to the Board of Education
- The Board of Education reviews the personnel report and takes action regarding employment recommendations

6. Background Check

- Per Illinois School Code (105 ILCS 5/10-21.9 and 105 ILCS 5/34-18.5) all candidates for employment with a public school must undergo a fingerprint-based criminal background check through the Illinois State Police and FBI and check against the Illinois Sex Offender Registry and the Murderer and Violent Offender Against Youth Registry.
- All background checks are initiated by Human Resources prior to presenting a hiring recommendation to the Board of Education
- Individuals who have been convicted for any offense listed in Section 21B-80 of the School Code (105 ILCS 5/21B-80) are prohibited from being employed in public schools and will be removed from employment consideration.

Recruitment Analysis

The final step in the recruitment and selection process is to analyze the outcomes and effectiveness of the district's recruitment sources and strategies. This ensures that the district identifies the most effective resources and strategies. The recruitment sources of all applicants are tracked as they enter the school's recruitment pipeline to make revisions to the recruitment process.

Onboarding

(HUMANeX Green Arc: Onboarding, Coaching, PD, Talent Feedback, Team Blends)

HR Orientation

- Welcome packet
- Explanation of compensation and benefits
- Clarifications of expectations

New Teacher Orientation

- Focus on curriculum and instruction
- Classroom Management

- Evaluation Information/Procedures
- Educational Technology overview

Compensation and Benefits

OPRF offers competitive compensation and comprehensive benefits programs, provides benefits education, wellness program and employee assistance program to employees to attract and retain high quality employees, optimize health and productivity, and promote a healthy and supportive work environment.

Retention

(HUMANeX Gold Arc: 360 System Culture Surveys: Staff, Students, Parents, BOE)

Retention is a critical component to our overall strategy for talent management. We must be intentional in cultivating the commitment to equity and cultural proficiency of our workforce to ensure that employees of all backgrounds experience a positive work environment and a shared understanding of each other and our students. We must also acknowledge and strive to remove the institutional barriers that can work against teachers and staff of color and others with backgrounds and experiences that are underrepresented in the workforce. The following programs/initiatives are aimed to increase employee retention.

Mentoring

- Formal Mentoring Program for new teachers
- Informal mentoring/buddy program for underrepresented teachers

Professional Development

- Beyond Diversity Training
- Racial Equity/CARE Teams
- Leadership Development
- Opportunity to earn additional compensation for district-approved professional development

Evaluation

- Comprehensive evaluation systems for all employee groups leading to improved performance, personal growth, and professional pride
- Ongoing feedback
- Supports for struggling employees

Employee Recognition

- Formal employee recognition program

Measuring Employee Satisfaction

- Employee satisfaction surveys
- Stay interviews

References

- Boyd, D, Lankford, H, Loeb, S. & Wyckoff, J (2005). The draw of home: How teachers' preferences for proximity disadvantage urban schools. *Journal of policy analysis and management*, 24, 113-132.
- Hill, T., Bachler, S., Allen, M., Coble, C. (2004). NEA Report: Assessment of diversity in America's teaching force: A call to action. Retrieved from <http://www.new.org/teacherquality/images/diversityreport.pdf>
- Ladson-Billings, G. J. (2005). Is the team all right? Diversity and teacher education. *Journal of Teacher Education*, 56 (3), 229-34
- Whiteman, R., Thorius, K. A. K., Skelton, S. M., & Keyser, T. (2015). Rethinking quality: Foregrounding equity in definitions of "high quality" educators. Equity by Design Research Brief Series. Indianapolis, IN: Great Lakes Equity Center.

Oak Park & River Forest HSD200

Oak Park, IL

May 2019

Presented to: Roxana Sanders, Senior Director of Human Resources

Presented by: Svetlana Popovic, Community Development Lead Coach

2900 S. 70th Street
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Kalamazoo, MI 49007

Consulting / Training / Coaching / Research / Assessment / ImpacteX Technology Solutions

Proposal Objective: Creating and driving sustained excellence in organizations through expert education, equipping and execution to impact key outcomes in a significant and sustained manner. On the journey of building and modeling excellence; communities, organizations, teams and individuals will have the opportunity to discover and develop their talents and build world-class cultures where individuals are engaged and inspired to ultimately achieve their potential.



The IQ (Integrated Quality) Impact Journey represents key areas of integrated efforts and practices. The three colored segments, or arcs, that make up this continuum are Talent Excellence (Select), Culture Excellence (Grow) and Sustained Excellence (Multiply)- all of which influence the quality of Stakeholder/Constituency Advocacy.

Talent Excellence

Source, screen, select and place the most talented individuals available. Recognize talent, as well as how it compliments each individual’s knowledge and skill set and his or her potential to truly “fit” within your organization.

Culture & Team Excellence

Grow your team of highly-talented individuals with knowledge and tools to develop the potential of each team member. Structured on-boarding processes, training for your coaches and proven methods for engaging and inspiring your team.

Sustained Excellence

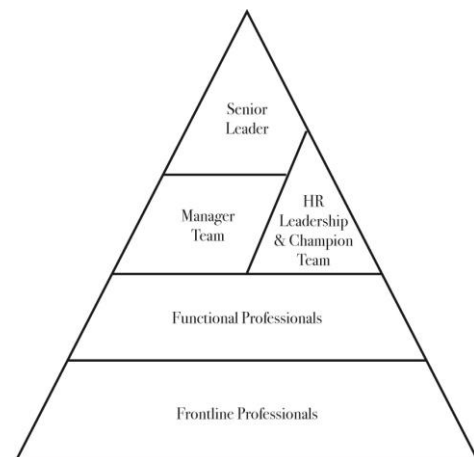
Develop purpose-driven disciplines and practices that sustain a culture of excellence. Commitment to alignment, strategic coaching, growth and development plans for all - a legacy that will last for generations.

As client partners and advocates, our journey recommendation consists of a three level approach that is: Strategic, Tactical and Organizational.

Strategic: People and culture-centric assessment, consulting and training focused on the Senior Leadership Team to establish and enhance literacy, fluency and mastery development.

Tactical: People and culture-centric assessment, consulting and training focused on the Director and Manager/Coach level to establish and enhance literacy, fluency and mastery development.

Organizational: Alignment of organizational processes and practices, the integration of concepts, tools and technology which encourages growth for both the organization and each individual within it.



Blue Arc – Selection Products & Services

StyleProfile™ Builder Online Screener

The StyleProfile™ (Stage One Online Screener)for: *Teacher, Principal, Frontline Professionals, Teacher-Leaders, Teacher-Special Education, Paraeducator , Education Specialist*

The results of the StyleProfile™ can be combined with other applicant information to aid in the decision to move a candidate forward in the selection process and indicate a higher probability of success on the structured interview. The results are provided in a profile graph indicating the relative strengths of the candidate in key talents specific to their role. Candidates identified to move forward are recommended to be given an in-depth HUMANeX Ventures®structured interview to further discern their attitudes and behaviors in relation to excellence. The StyleProfile™ Builder (SPB) enables organizations to:

- Identify underlying talents/qualities that indicate a higher probability of success on the structured interview
- Discover each applicant’s professional work style through a set of questions posing real-life situations
- Build a baseline of your current workforce to discover the attitudes and behaviors demonstrated by your best
- Visualize profile themes graphically

Online StyleProfile™ Training

This virtual training session includes participants who are involved in the organization’s selection process and who have direct access to the StyleProfile™. This core group will be responsible for interpreting application data and making key selection decisions. This training will familiarize users with the StyleProfile™ system and the results as a part of the overall district selection process.

NOTE: Use of structured interview selection instruments, whether trained to district administrators or conducted by HUMANeX Ventures professionals, is highly recommended as a follow-up to anyStyleProfile™ Builder (SPB) online screener.

Included in the ‘full suite package’

StyleProfile™ Builder+ Knowledge/Skill Assessment

In addition to the critical discovery of potential talent offered through the Teacher StyleProfile™ Builder (SPB) Online Screener, the SPB+ provides added value by creating an understanding around each Candidate’s current knowledge and skill set. This key information provides helpful insight to predict performance, support on-boarding and mentoring programs, and place candidates into positions where they can find immediate success. The additional information provided in the SPB+ empowers leaders to make more informed decisions regarding the selection of the best candidates for their organizations. Benefits of the StyleProfile™ Builder+ include:

- Learn about candidates’ talents AND knowledge/skills
- Richer, comprehensive profile of candidate
- Easy to integrate with an applicant tracking system; no added administrative work
- Integrates principles of widely-accepted teacher evaluation models
- Automatically generates value-added questions for fit interview process

Online StyleProfile™ Builder+ Training

This virtual training session includes participants who are involved in the organization’s selection process and who have direct access to the StyleProfile™ Builder+.This core group will be responsible for interpreting application data and making key selection decisions. This training will familiarize users with the StyleProfile™ system and the results as a part of the overall district selection process.

NOTE: Use of structured interview selection instruments, whether trained to district administrators or conducted by HUMANeX Ventures professionals, is highly recommended as a follow-up to anyStyleProfile™ Builder (SPB) online screener.

Included in the ‘full suite package’

<p>Selection Instrument Training: Education(Teacher, Principal, Frontline Professional, Paraeducator, Teacher-Special Education, Teacher Leader)</p> <p>Objective: Training will provide participants with tools to enable them to clearly conceptualize excellence in professionals. Participants are trained to analyze excellence through a series of recorded interviews and case studies. The certification training is provided in one to three days of training depending on the type of interview.</p> <p>During the training, participants study the life themes of excellent professionals and develop initial competency on the interview. Participants begin practicing the structured interview and submit online analysis of case studies provided by HUMANeX Ventures. Feedback on these activities is provided during the training. At the conclusion of this training, certification and license to use the interview is granted to participants demonstrating sufficient inter-rater reliability in accordance with HUMANeX Ventures’ standards and practices.</p>	<p>Included in the ‘full suite package’</p>
<p>Selection Instrument Annual License & OASIS Renewal</p> <p>Yearly renewal after initial training investment for the renewal of Interview license and OASIS (Online Automated Scheduling and Interviewing System) access.</p> <ul style="list-style-type: none"> • Sharing of candidate scores and graphs across district; • Thematic graphs to show candidate’s talent profile • Control access and permissions of those in the system and security of the tool and data. <p>Yearly subscription renewal may include additional next-level applications ranging from: 1) Development feedback and insights, 2) Coaching insights and applications for those selected, 3) Student engagement and growth insights and applications, 4) Research discoveries, or 5) Updated interviews when refined/developed.</p>	<p>No extra charge</p>

Green Arc - Professional Development Products & Services

Options:

Leader Talent 12

The Leader Talent 12 is an impactful way to identify the life themes of excellence for Leaders in the district, allowing organizations to identify and study their exemplars for role modeling and development.

Principal Talent 10 & Instructional Coach Talent 10

The respective Talent 10 are an impactful way to identify the life themes of excellence, allowing organizations to identify and study their exemplars for role modeling and development, as well as building great teams.

Teacher Select 7 & Frontline Select 7

The Select 7 is an impactful way to identify the life themes of excellence, allowing organizations to identify and study their exemplars for role modeling and development, as well as building great teams

Master Coach Series

The HUMANeX Ventures® Master Coach Series provides education and practice for client partners driven to continuously improve the caliber of coaches within their organizations. The curriculum is offered in hands-on application sessions where basic, intermediate, and advanced concepts, tools, and processes are combined to educate and equip those in manager coach and leader roles. The objective is to train and transform those involved into "Master Coaches" with proven success metrics and top performance over time.

IQ Impact Consulting and Training for Champion Task Force

A Champion Task Force is an organization's "All Pro" team, an integrated and diverse team of champions, master coaches and leaders who collaborate with HUMANeX Ventures partners to help the organization reach its potential. The Champion Task Force framework serves as recognition for "gifted" team members, built on education and development of their potential. Through an ongoing and consistent routine, the Champion Task Force:

- Fosters a growth-oriented culture focused on meaningful recognition
- Spearheads change and communicates information across the organization
- Focuses on improving from literacy to mastery in areas of Talent Excellence, Culture Excellence, Customer Advocacy and Sustained Excellence

Mentors "high potentials" and on-boards newly selected members

Included in the
'full suite
package'

Impact & Legacy Summit™ Sponsorship

Date & Location: June 25-26th, 2019

Table of 8-10 – \$2,500 (district leaders, community leaders, etc.)

Livestreaming included (TBD participant number)

This event provides organizations a wonderful opportunity to grow and develop their leaders, teams, and broader community and profession impact. The annual Impact & Legacy Summit is an educational, enriching and engaging experience dedicated to inspiring leaders, professionals, teams, and communities across the nation. This event provides the opportunity to learn from role models who are top in their respective fields of education, business, research, sports, and community development.

Included in the
'full suite
package'

Gold Arc - Culture Products & Services (Board/Superintendent Services)

<p>INSIGHTeX Culture Assessment</p> <p>The INSIGHTeX Culture Assessments are scientifically-validated workplace survey instruments which equip organizations with the knowledge and understanding of their organizational culture in order to drive “culture of excellence.” Our integration of research, the expertise of “practitioner scientists” and technology solutions provides the added value of continuous “pulse” surveying, customized reports, longitudinal comparisons, causal analysis and interpretation to drive meaningful and sustained impact.</p> <p>INSIGHTeX Results and Feedback</p> <p>Delivering data that guides action, combined with our extensive human resources and consulting knowledge and expertise, we supply organizations with the ability to expertly interpret their results. This is followed by collaboration in feedback and action planning sessions, as well as processes to drive continuous impact and culture excellence.</p>	<p>Included in the ‘full suite package’</p>
<p>TEAMeX Culture Assessment For School Board</p> <p>TEAMeX Assessments provided separately for the School Board is a quality process focused on developing strong(er), collaborative, and aligned efforts, made possible and more effective through the process of building a strong team.</p> <p>TEAMeX Results and Feedback</p> <p>Delivering data that guides action, combined with our extensive human resources and consulting knowledge and expertise, we supply organizations with the ability to expertly interpret their results. This is followed by collaboration in feedback and action planning sessions, as well as processes to drive continuous impact and culture excellence.</p>	<p>Included in the ‘full suite package’</p>
<p>Student Engagement Survey</p> <p>Developed in collaboration with school districts around the country, the Student Engagement Survey is specifically designed for school districts that are creating student-centered learning environments and engaging in data-driven decision-making. The survey enables school leaders to understand how students feel about the learning environment and identify factors that are important to help students grow and develop. The survey is customized in length, time, and complexity based on what is appropriate for each grade level.</p> <p>Student Engagement Survey Results and Feedback</p> <p>Delivering data that guides action, combined with our extensive consulting expertise, we present results to district leadership and all teachers and administrators in each school building. This includes feedback and action planning sessions that engage teachers and administrators in increasing student engagement and student learning.</p>	<p>Included in the ‘full suite package’</p>
<p>INSIGHTeX Parent Engagement Survey – PARENTS</p> <p>Research developed surveying capability for parent input regarding the quality of instruction, student engagement and learning impact.</p> <p>Our integration of research, the proven expertise of –practitioner scientists and technology solutions provides the added value of continuous –pulse surveying, customized reports, longitudinal comparisons and causal analysis and interpretation to drive meaningful and sustained impact.</p> <p>INSIGHTeX Results and Feedback</p> <p>Delivering data that guides action, combined with our extensive human resources and consulting knowledge and expertise, we supply organizations with the ability to expertly interpret their results. This is followed by collaboration in feedback and action planning sessions, as well as processes to drive continuous impact and culture excellence.</p>	<p>Included in the ‘full suite package’</p>

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Phone:
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Blue Arc - Selection Products and Services - SPB Package *listed above - 15 slots per year (45 slots total over 3 year)	Part 1 of the annual package
Green Arc -Professional Development Products and Services	Part 2 of the annual package
Gold Arc - Culture Products and Services	Part 3 of the annual package
Total Annual Investment for full integrated multiple year package:	\$71,000 Annually (3 year contract)
Total Annual Investment with 10% Discount	\$63,900 Annually (3 year contract)

Term Agreement: <input type="checkbox"/> Three Year	Payment: Single payment due upon receipt of invoice
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Plan prepared: May 17, 2019. The above quoted investments are valid through June 17, 2019

Oak Park & River Forest HSD 200

HUMANeX Ventures®

President, Board of Education

Name/Title

Date

Signature

Date

Payment Information: Payment due upon receipt of invoice

Form of Payment: (Circle/Highlight One)	CHECK ACH OTHER: _____
Accounts Payable Contact Name:	
Accounts Payable Phone & Email:	
Purchase Order Number: <i>(if applicable)</i>	