

**DETERMINATION AND FINDINGS  
FOR A  
SOLE SOURCE PROCUREMENT**

**CONTRACT NO.:** GAGA-2015-C-0058  
**CAPTION:** Recruiting and Training Teacher Residents  
**PROPOSED CONTRACTOR:** Urban Teacher Center  
**PROGRAM AGENCY:** Office of Human Capital

**FINDINGS**

**1. AUTHORIZATION:**

D.C. Code § 2-354.04.5 and 27 DCMR, Section 1304 and 1702

**2. MINIMUM NEED:**

The District of Columbia Public Schools (DCPS), Office of Human Capital has an immediate need for Urban Teacher Center (UTC) to provide recruitment, selection, training and certification services to DC Public Schools through a teacher residency model beginning in October 2015.

**3. ESTIMATED REASONABLE PRICE:**

The estimated reasonable price is \$178,060 from 10/1/15-9/30/16.

**4. FACTS WHICH JUSTIFY SOLE SOURCE PROCUREMENT:**

**I. Background and History**

Urban Teacher Center (UTC) launched as a non-profit organization in September 2009, and welcomed 39 residents in August 2010 for its first residency year.

This year, UTC welcomed 112 residents for its fifth and largest class yet. In total, 307 residents and teachers are serving in 86 schools across Baltimore City and Washington, DC – 36 in Baltimore City and 50 in Washington, DC.

**II. Vendor's Unique Qualifications**

- The Urban Teacher Center has an extremely successful track record of training novice teachers to be effective in DC Public Schools.
  - The Urban Teacher Center has been training residents in DC Public Schools through directly partnerships with principals since 2011.
  - In the 2014-2015 school year, there were 29 alumni of UTC working across 12 schools in DCPS.
  - Most notably, the New Teacher of the Year in 2015 was Segun Adelegan, who was trained through the UTC residency model.

- <http://dcps.dc.gov/biography/segun-adelegan-secondary-mathematics-browne-education-campus>

In short, no other vendor has the successful history of training residents in DCPS that the Urban Teacher Center has already demonstrated.

## **II. Adverse impact of not choosing this vendor or completing this project**

If the Urban Teacher Center is not retained as a vendor, DCPS will not be on track to meet its ambitious teacher recruitment targets for the 2016-2017 school year. DCPS principals benefit from hiring alumni of the Urban Teacher Center, particularly due to the assets associated with them being trained in DCPS schools and classrooms. UTC trained teachers possess deeper knowledge of and experience with our students compared to other novices, so are better prepared for their first year of lead teaching.

Furthermore, a sustained partnership with the Urban Teacher Center will position the district to achieve the full return on investment associated with the program model. When residents join the UTC, they are expected to make a four-year commitment to teaching. However, if a DCPS partnership with the Urban Teacher Center does not continue, it is far more likely that residents trained in DCPS will instead move to charter schools across the District of Columbia in their subsequent years of teaching.

Finally, the Chancellor has mandated an ongoing focus on teacher recruitment, one that will ensure that every teacher coming into the District is predicted to be rated at least Effective on our IMPACT performance system. Teacher quality is widely recognized as the most important factor in raising student achievement. Without great teachers like those we intend to attract, train, and retain in DCPS through the Urban Teacher Center, DCPS cannot achieve the bold goals set out for our students in the *Capital Commitment*.

A market survey was conducted in August 2015. The three vendors surveyed were (1) Urban Teacher Center, (2) Capital Teaching Residency and (3) Center for Inspired Teaching. As a result of the market survey Urban Teacher Center was the only vendor that met the requirements to support recruitment and training of teacher residents.

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 DCPS PROGRAM DIRECTOR:**

I hereby certify that the above findings are true, correct and complete to the best of my knowledge.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Director, Teacher Recruitment and Selection  
Office of Human Capital

**DETERMINATION**

Based on the above findings and in accordance with the cited authority, I hereby determine that it is not feasible or practical to invoke the competitive bidding process under Section 305 of the District of Columbia Procurement Practices Act of 1985 (D.C. Law 6-85; D.C. Official Code § 2-303.05). Accordingly, I determine that the District is justified in using the sole source method of procurement.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Contracting Officer