

Board Date	May 13, 2019
Solicitation No.:	RFP 19-082MC
References:	District Goal 1
Description:	<p>Teacher Recruitment Services:</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval to contract with identified vendors to provide teachers on an as needed basis in an amount not to exceed \$500,000 over a five-year period, and authorization for the Superintendent to negotiate and execute the contracts through 2024.</p> <p><u>Summary</u></p> <p>On March 27, 2019, the District issued RFP 19-082MC to identify companies that provide Teacher Recruiting services. The District received proposals from three vendors. Members of the Human Resources and Purchasing Departments reviewed the proposals using a standard rubric and are recommending an award to the top two vendors.</p> <p>Each year districts across America experience a shortage of teachers when staffing their schools. The State of Texas reported a projected shortage of 37,134 teachers for the 2018-19 school year, and Region 4 Educational Service Center reported a shortage of 4,492 teachers for the 2018-19 school year. Projections close to those numbers are once again expected for the 2019-20 school year. Each year our District experiences the impact of this issue.</p> <p>The use of recruiting firms will allow the Human Resources Department to support the teacher staffing needs by providing quality professionals from various industries who are fully committed to teaching for two years in a Title I campus and obtaining a Texas Teacher Certificate. The services provided include teacher selection options, providing recruits with professional development, providing recruits with field supervisors, ensuring that recruits are enrolled in an Alternative Certification Program if required, and assisting recruits with preparing and completing certification exams.</p> <p><u>Background</u></p> <p>The expenditures for the 2018-19 pilot program were \$20,000. Expenditures will not exceed \$500,000 over the five-year period and funding is included in the budget.</p>
Requested By:	Kermit Spears, Chief Human Resources Officer Steven Bassett, Chief Financial Officer Gwyn Touchet, Executive Director Human Resources
Vendor:	Public Consulting Group, Inc., and Teach for America
Budget Sources:	General Fund
Amount:	Not to Exceed \$500,000

Other Supporting Information	
Sole Source:	No
Number of vendors contacted by Purchasing:	1
Number of vendors contacted by FBISD Notification System:	4944
Number of vendors downloaded the solicitation:	119
Number of responses received:	3
Number of "no bid" responses received:	0
Length of commitment:	Through 2024
Last solicitation date:	N/A
Supporting documents:	Tabulation and Evaluation Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

Evaluation Summary
RFP 19-082MC
Teacher Recruitment Services
May 13, 2019

Vendor	Purchase Price (20 pts max)	Reputation of the Vendor and the Vendor's Goods and Services (5 pts max)	Quality of the Vendor's Goods or Services (35pts max)	Extent to Which the Goods or Services Meet the District's Needs (20 pts max)	Vendor's Past Relationship With the District or Similar Sized District (5 pts max)	Long-Term Cost to the District to Acquire the Vendor's Goods or Services (5 pts max)	Agreement to Fort Bend ISD Terms and Conditions (5 pts max)	Insurance Requirements (5 pts max)	Total Score (100 pts. Max)	Proposer's Ranking
Teach for America	20	3	30	20	5	5	5	5	93	1
Public Consulting Group, LLC	18	2	28	15	4	4	3	5	78	2
Therapia Staffing	7	5	12	5	2	2	5	5	43	3

RFP 19-082MC - Teacher Recruiting Services

Fort Bend ISD reserves the right to award this contract as best meets the district needs to include by line items, group, single, dual or multiple award.

EVALUATION CRITERIA: Proposal shall be evaluated using the evaluation criteria listed below. Fort Bend ISD reserves the right to award contract as best meets the District's needs such as per section, groups, or all.

	Evaluation Criteria	Point System
1	<p>Purchase Price</p> <p>Offer a fair reasonable price for items or services to be procured by Fort Bend ISD. Pricing will be calculated using the Price Delivery Sheet in this document.</p>	20 points
2	<p>Reputation of the Vendor and of the Vendor's Goods or Services</p> <p>Vendor should have a solid reputation with other ISD's, Government or Collegiate entities that show a high level of customer service, a high level of quality of good or services. (References will be contacted via email with a deadline. If no response is received by the deadline, there will be points deducted in this section.)</p>	5 points
3	<p>Quality of the Vendor's Goods or Services</p> <ul style="list-style-type: none"> • Service capabilities • Demonstrated competence: experience, etc. • Qualifications: education, certification, licenses, etc. 	35 points
4	<p>Extent to Which the Goods or Services Meet the District's Needs</p>	20 points
5	<p>Vendor's Past Relationship With the District.</p>	5 points
6	<p>Long-Term Cost to the District to Acquire the Vendor's Goods or Services</p> <p>Warranty, setup fee; maintenance or other fees</p>	5 points
7	<p>Extent to which the vendor agrees to our Standard Form of Agreement embedded herein as Appendix A.</p> <p>By signing the Agreement, you assent to the Terms and Conditions of Fort Bend ISD</p>	5 points
8	<p>Insurance Requirements:</p> <p>Vendor meets insurance requirements and included a copy of the Certificate of Insurance in their proposal.</p>	5 points
	<p>TOTAL</p>	100 points