

## EXECUTIVE SUMMARY

### Recommendation of \$500,000 or Greater 56-116E SAP SuccessFactors for the Leader Tracking System

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This request is to approve the recommendation to award 56-116E to SuccessFactors, Inc., for licensing and SAP Public Services, Inc. for implementation of the Leader Tracking System for a 3 (three) years contract from June 29, 2016, through August 1, 2019, for licensing and a maximum of 1 (one) year for the implementation from June 29, 2016, through May 31, 2017. Broward County Public Schools (BCPS) is a participating grantee of The Wallace Foundation's Principal Supervisor Initiative. The primary objective of this endeavor is to successfully implement a Leader Tracking System (LTS) which will give BCPS a centralized repository of school leadership talent profiles. An LTS is an "integrated data management tool that provides comprehensive information on the experience, performance, and competencies of assistant principals, principals, and principal supervisors throughout the trajectory of their careers."

BCPS continually strives to strengthen school leadership and ensure that quality leaders are placed at the helm of student achievement. The principal plays a critical role in advancing student achievement by setting the expectations necessary to improve achievement in his or her school. Without effective school leadership, closing the achievement gap and preparing students for successful futures is difficult to conceive. BCPS believes that the implementation and effective use of an LTS will address the following key areas of focus and result in a positive impact in student achievement.

- Leader Preparation – LTS data will provide BCPS staff and leaders the ability to review common career paths toward leadership roles while providing information that supports the redesign of positions as necessary to improve experiences and opportunities for potential leaders.
- Selective Hiring and Matching – LTS data will assist in making more informed decisions based on aggregate personnel data relative to experience, training, and qualifications to determine the best candidates for district leadership vacancies.
- Professional Development and Support – LTS data will assist with identifying the appropriate professional development and training needed to support staff career paths for the preparation of future District leaders. Personalized professional development will improve the coherence and clarity of the principal role and improve principals' instructional practices.
- Succession Planning – LTS data will be used to assist with identifying and developing internal people with the potential to fill key district or school based leadership positions in the organization.

The results of technical and functional analysis have resulted in the selection of SAP's Success Factors application. SAP Success Factors' functional and technical design meets all of the documented LTS requirements for system implementation. According to BCPS Policy 3320, Section VI (C)4: "The School Board, when acquiring, whether by purchase, lease, lease with option to purchase, rental or otherwise, information technology as defined in section 282.0041(15), Florida Statutes, may make any acquisition through the process as described herein or by direct negotiation and contract with a vendor or supplier, as best fits the needs of the School District as determined by The School Board." Thus, the decision has been made to direct negotiate with SuccessFactors, Inc., and SAP Public Services, Inc., in the best interest of the District. The platform of this software is based on our existing SAP systems and will integrate seamlessly within our existing infrastructure. The financial impact to the District for licensing with SAP SuccessFactors, Inc., is \$43,210 and the implementation portion with SAP Public Services, Inc., is \$257,056 for a total of \$300,266. The funding source will be grant funding from the Wallace Foundation.