

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
OFFICE OF THE SUPERINTENDENT

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SUPERINTENDENT OF SCHOOLS

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June 27, 2016

TO: School Board Members

FROM: Maurice L. Woods *MLW*
Chief Strategy & Operations Officer

VIA: Robert W. Runcie *RWR*
Superintendent of Schools

SUBJECT: **REVISION TO ITEM 5, RECOMMENDATION OF \$500,000 OR LESS – 56-116E –
SAP SUCCESSFACTORS FOR THE LEADER TRACKING SYSTEM, FOR THE
JUNE 28, 2016, SPECIAL SCHOOL BOARD MEETING**

Item 5, Recommendation of \$500,000 or Less – 56-116E – SAP SuccessFactors for the Leader Tracking System, for the June 28, 2016, Special School Board Meeting, was revised as outlined below:

- **Revisions to the Requested Action and Financial Impact**
- **Replace Executive Summary and Recommendation Tabulation Exhibits with the revised attachments**

RWR/MLW/MCC:dm
Attachments

cc: Senior Leadership Team

EXECUTIVE SUMMARY

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

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 \$129,630 and the implementation portion with SAP Public Services, Inc., is \$257,056 for a total of \$386,686. The funding source will be grant funding from the Wallace Foundation.

The School Board of Broward County, Florida
Procurement & Warehousing Services

ITB / RFP No.:	<u>56-116E</u>	Tentative Board Meeting Date*:	<u>N/A</u>
Description:	<u>SAP SUCCESSFACTORS, INC. LEADERSHIP TRACKING LISENCES AND IMPLEMENTATION</u>	Notified:	<u>N/A</u> Downloaded: <u>N/A</u>
		ITB / RFP Rec'd:	<u>N/A</u> No. Bids: <u>N/A</u>
For:	<u>SUCCESSFACTORS LEADERSHIP TRACKING</u>	ITB / RFP Opening:	<u>N/A</u>
Fund:	<u>WALLACE FOUNDATION GRANT</u>	Advertised Date:	<u>N/A</u>
		Award Amount:	<u>\$386,686</u>

POSTING OF ITB / RFP RECOMMENDATION/TABULATION: ITB / RFP Recommendations and Tabulations will be posted in the Procurement & Warehousing Services and www.Demandstar.com on N/A @ 3:00 pm and will remain posted for 72 hours. Any person who is adversely affected by the decision or intended decision shall file a notice of protest, in writing, within 72 hours after the posting of the notice of decision or intended decision. The formal written protest shall be filed within ten (10) days after the date the notice of protest is filed. Failure to file a notice of protest or failure to file a formal written protest shall constitute a waiver of proceedings under this chapter. Section 120.57(3)(b), Florida Statutes, states that "The formal written protest shall state with particularity the facts and law upon which the protest is based." Saturdays, Sundays, state holidays and days during which the District is closed shall be excluded in the computation of the 72-hour time period provided. Filings shall be at the office of the Director of Procurement & Warehousing Services, 7720 West Oakland Park Boulevard, Suite 323, Sunrise, Florida 33351. Any person who files an action protesting an intended decision shall post with the School Board, at the time of filing the formal written protest, a bond, payable to The School Board of Broward County, Florida, (SBBC), in an amount equal to one percent (1%) of the estimated value of the contract. Failure to post the bond required by SBBC Policy 3320, Part VIII, Purchasing Policies. Section N, within the time allowed for filing a bond shall constitute a waiver of the right to protest.

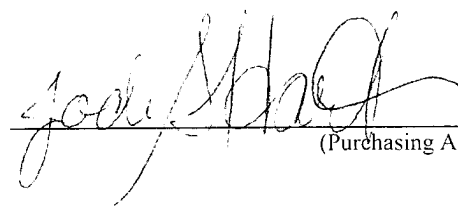
(* The Cone of Silence, as stated in the ITB / RFP, is in effect until this ITB / RFP is approved by SBBC. The Board meeting date stated above is tentative. Confirm with the Purchasing Agent of record for the actual date the Cone of Silence has concluded.

RECOMMENDATION TABULATION

VENDOR NAME(s)

SAP SUCCESSFACTORS, INC.
SAP PUBLIC SERVICES, INC.

CONTRACT PERIOD FROM JUNE 29, 2016, THROUGH AUGUST 1, 2019

By:  (Purchasing Agent) Date: 6/27/16

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender expression, national origin, marital status, race, religion, sex or sexual orientation. Individuals who wish to file a discrimination complaint, may call the Executive Director, Benefits & EEO Compliance at 754-321-2150 or Teletype Machine (TTY) at 754-321-2158.

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call the Equal Educational Opportunities (EEO) at 754-321-2150 or Teletype Machine (TTY) at 754-321-2158.