

BOARD AGENDA ITEM

Mar. 11, 2025

SUBJECT:

Request for Proposals – Executive Leadership Development

BACKGROUND INFORMATION:

The Division of Instruction is seeking to establish contract pricing for Executive Leadership Development coaches.

ADMINISTRATIVE CONSIDERATION:

The Division of Instruction has identified the need for executive coaching at the school level to improve instructional leadership. Executive coaches will build capacity in the areas defined by the South Carolina Program for the Assisting, Developing, and Evaluating Principal Performance (PADEPP) standards.

A request for proposals was published on Nov. 15th, 2024. Eleven proposals were received by the 2:00 pm deadline on Tuesday, Dec. 17th, 2024. Proposals & presentations were reviewed by a panel consisting of District representatives: Phyllis Gamble (Asst. Superintendent, Middle Schools), Berkeley Postell (Asst. Superintendent, High Schools), Eric Jeffcoat (Asst. Superintendent, Elementary Schools), Julie Reville (Asst. Superintendent, Elementary Schools), Brian Gibbons (Director, Federal Programs), Amy Edwards (Chief Instructional Officer) and Carl White (Director, Student Services). The review process was facilitated by Lori Miller, Director of Procurement.

The panel recommends the following vendors to be the Districts Executive Leadership Development partners: MAE Consulting, The Green Team, Instructional Empowerment & The Leadership Academy. The cost of the program would have an expected annual expenditure between \$80k - \$100k per year over a five-year term. An approval at this time would ensure that coaches are in place as soon as possible.

RECOMMENDATION:

Accept the recommendation to award MAE Consulting, The Green Team, Instructional Empowerment, and The Leadership Academy to begin executive leadership development coaching effective immediately. Title II will be used as the funding source.

PREPARED BY:

Amy Edwards
Lori Miller