



135 Berkshire Street, Cambridge, Massachusetts 02141

November 15, 2022

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

CONTRACT: Consulting Services

RECOMMENDATION:

That the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

<u>Contractor</u>	<u>Period of Contract</u>	<u>Amount</u>
Increase, LLC 1315 Alma Ave, 464 Walnut Creek, CA 94596	11/18/22 – 6/30/22	\$40,975.00

DESCRIPTION: The contract will provide assessment and coaching services for the CPS Human Resources Department. See attached supplemental information for additional details.

SUPPORTING DATA, RULES OF THE SCHOOL COMMITTEE: Chapter III, Section 12..." motions calling for the appropriation or expenditure of money require the affirmative vote of four members."

BUDGET REFERENCE:

Fund		Account		Dept.	
15000	General Fund	53101	Professional Services	896870	Superintendent of Schools

Respectfully Submitted,

Victoria L. Greer, PhD

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Superintendent of Schools

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SUPPLEMENTAL INFORMATION: Increase LLC

Purpose: Assessment of the Human Resources Department

Amount of Contract: \$40,975.00

Description/Scope of Services:

Assess the functioning of Cambridge Public Schools Human Resources Department. They will evaluate the processes and procedures to determine the degree to which the department is meeting the talent and workforce needs of hiring managers across CPS and providing effective customer service to employees, with the following three complementary workstreams:

- A. An assessment driven by stakeholder interviews, benchmarking against best practices, and collaborative prioritization of needs and improvements.
- B. Support for the executive leadership team to align human resources practices to recruit, support and retain highly qualified staff.
- C. Executive coaching for the Chief Talent Officer and other Chiefs as needed.