

**PERALTA COMMUNITY COLLEGE DISTRICT
Board of Trustees Agenda Report
For the Trustee Meeting Date January 21, 2014**

ITEM TITLE: *(Please define the subject; e.g., change order – Berkeley City College)*

Approval of contract for Partners In Leadership for a three-year Peralta Culture Track Training Program

SPECIFIC BOARD ACTION REQUESTED:

Consider approval of a contract for Partners In Leadership for a three-year Peralta Culture Track Training Program. The requested contract amount is \$298,000 for the training program and expenses not-to-exceed \$17,500, for a total amount not-to-exceed \$315,500 for a three year period.

ITEM SUMMARY:

Approval is requested to enter into a contract with Partners In Leadership (PIL) to change the culture throughout the Peralta Community College District. The PIL Culture of Accountability Process will enable Peralta to define and create needed shifts in the way administrators and staff go about achieving results and create a Culture of Accountability. The total investment for the three-year process will not exceed \$315,500. The Chancellor has identified an organizational need to change the culture throughout the District, affecting the image of the District among its employees, community and students. The list of projects include: The Developing of the Peralta Cultural Beliefs; three Senior Leadership integration/implementation meetings; one-day Present the Cultural Beliefs workshop; one day Train The Facilitator workshop to internally certify various members of the Peralta staff and build internal capacity; and entering into a non-exclusive three year license to train all employees at Peralta. Under the contract, PIL's project team will facilitate the above-described activities, as well as add continued consultative help to retain and sustain the training over time. Timing of the above activities will be coordinated with the District, as well as strategies around organizational roll out. The scope of the project includes the entire Peralta District, including all organic growth and turnover during the course of the three-year process. PIL has been identified by the Chancellor based on the work it has already done with the various leaders throughout Peralta, as well as their reputation as the premier providers of accountability and culture management training services in the country. The Chancellor recommends approval.

SOURCE OF FUNDS (AND FISCAL/BUDGETARY IMPACT):

Fund 1 monies will initially be used for the contract, but other sources, including grants, are being sought.

BACKGROUND/ANALYSIS:

The Chancellor has determined that the workplace culture throughout the Peralta Community College District should reflect accountability and a service-oriented work ethic. He has, therefore, looked into ways in which to change the culture to one that serves our students and our staff and faculty. He has determined that Partners In

Leadership would provide the kind of accountability and culture change training needed by the administration and staff of the Peralta Colleges.

DELIVERABLES AND SCOPE OF WORK:

The deliverables and scope of work are outlined in the attached Peralta Culture Track Process Map documents.

ANTICIPATED COMPLETION DATE:

December 31, 2016

ALTERNATIVES/OPTIONS:

There are other training companies and organizations that provide such training, but the Chancellor has determined that Partners In Leadership is the leading training company in the country and the right organization to take on this critical project for Peralta.

EVALUATION AND RECOMMENDED ACTION:

The Chancellor recommends approval.

OTHER DEPARTMENTS IMPACTED BY THIS ACTION (E.G. INFORMATION TECHNOLOGY):

YES _____ NO X

COMMENTS:

WHO WILL BE PRESENTING THIS ITEM AT THE BOARD MEETING? (VICE CHANCELLOR)

Chancellor José M. Ortiz

(*****Board contract approval is subject to negotiation and execution by the Chancellor.)

DOCUMENT PREPARED BY:

Prepared by: Jeffrey Heyman

Jeffrey Heyman, Executive Director of Public Information, Communications & Media

DOCUMENT PRESENTED AND APPROVED BY:

Presented and approved by: José M. Ortiz

José M. Ortiz, Chancellor

FINANCE DEPARTMENT REVIEW

Finance review required Finance review *not* required

If Finance review is required, determination is: Approved Not Approved

If not approved, please give reason: _____

Signature: _____

GENERAL COUNSEL (Legality and Format/adherence to Education Codes):

Legal review required for bond funds Legal review *not* required

If Legal review is required, determination is: Approved Not Approved

Signature: _____
Thuy Thi Nguyen, General Counsel

CHANCELLOR'S OFFICE APPROVAL

Approved, and Place on Agenda Not Approved, but Place on Agenda

Signature: José M. Ortiz
Dr. José M. Ortiz, Chancellor