

## **Action Item - 27**

**Title:** Contract with Navigate 360, LLC for Violent Critical Incident Training Program Services (\$403,326)

**Board of Education Meeting Date:** 4/24/2025

### **Action Under Consideration:**

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform a contract, subject to funding, as follows:

**With:**

Navigate 360, LLC

**Purpose:**

Violent Critical Incident training program content and trainer certification services.

**Start date:** 4/28/2025

**End Date:** 6/30/2026

**Compensation not to exceed:**

\$403,326

**Separate Compensation by Contractor:**

**Location:**

All Administrative Offices, All Schools

**Renewal Option:**

Number of Renewal Options: 2; Duration of Each Option: 1 Year

**Maximum Compensation authorized per option period:**

Each option at a fixed amount not to exceed \$175,000

**Description:**

**Why is this contract needed?**

The District uses the ALICE (Alert, Lockdown, Inform, Counter, Evacuate) violent critical incident (VCI) response training program provided by Navigate 360 as the methodology for how faculty, staff, and students should respond in a VCI. Under this Action Item the District will enter into a new contract with Navigate 360. The contract with Navigate360 will provide access to e-learning ALICE training lessons for all District employees that will integrate directly into the District Powerschool

digital learning management software (LMS) platform for asynchronous e-learning, and provide training sessions to certify School District staff as ALICE trainers to complement e-learning in a blended learning and training model.

**How will the success of this contract be measured?**

Measures of success for the contract will be the completion rate for all District staff in ALICE e-learning, and the number of District staff completing in-person training annually.

**If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?**

Under the initial contract with Navigate 360 the District began its rollout of ALICE training. Under that contract all employees completed the foundational asynchronous e-learning course. Additionally, 145 trainers were certified to provide in-person ALICE training to complement the foundational e-learning. Trainers were identified, trained, and certified from across the School District, including in School Safety, Facilities, Maintenance, Food Service, Transportation, school-based roles, as well as partners at the Philadelphia Police Department. To date in the 2024-25 school year, District ALICE-certified trainers have provided in-person training to 7,101 District colleagues.

**Which Goal and/or Guardrail does this Action Item support?**

**Has this investment been discussed during a progress monitoring session?**

**Which session?**

The safety, security, and emergency management work of the Office of School Safety, including training and preparation for violence critical incidents is directly aligned with Guardrail 1 – welcoming, safe, and supportive schools for all students.

**Does this Action Item support a specific strategy/intervention identified in the Strategic Plan?**

No.

**Related resolution(s)/action item(s)**

January 26, 2023; #8

**Funding Source(s)**

FY25 School Safety Grants and Operating

**Office Originating Request:**

School Safety