

## **Action Item - 48**

**Title:** Contract with TNG Consulting for Case Management Software Services (\$223,000) – Added 5.13.2025

**Board of Education Meeting Date:** 5/29/2025

### **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:**

TNG Consulting

**Purpose:**

Comprehensive tracking system for complaints and investigations of allegations of bullying, harassment and discrimination

**Start date:** 7/1/2025

**End Date:** 6/30/2028

**Compensation not to exceed:**

\$223,000

**Location:**

All Administrative Offices, All Schools

**Renewal Option:**

Number of Options: 2 Duration of each option: 1 year

**Maximum Compensation authorized per option period:**

Each option at fixed amount of \$71,000

**Description:**

**Why is this contract needed?**

The District currently uses the HIBster software program to manage student bullying and harassment reports. Since our initial contract with HIBster, several new vendors have entered the market, prompting us to explore our options. The District is committed to addressing all allegations of bullying and harassment with the utmost seriousness. Protecting students—both from becoming victims and from engaging in such behavior—is a core component of our broader efforts to foster a positive school climate, ensure safety, and enhance educational outcomes.

In collaboration with Employee Relations, the implementation of the Guardian Case Management Software through a contract with National Behavioral Intervention Team Association will strengthen the District's comprehensive approach to preventing and responding to bullying and harassment. Moreover, the system will support the District's compliance with relevant guidelines while reinforcing our ongoing strategies to create safer and more supportive school and work environment

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

The success of this contract will be measured by the District's ability to effectively track and manage complaints related to bullying, harassment, discrimination, and employee misconduct. This includes maintaining comprehensive records of investigations, outcomes, and disciplinary actions. Additionally, success will be reflected in the District's improved capacity to monitor compliance with Board policies and procedures, as well as its ability to meet annual state reporting requirements. Overall, the solution's effectiveness will be determined by its contribution to enhancing accountability, transparency, and school climate across the District.

**When applicable, was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how?**

Yes, the best vendor was identified through a rigorous RFP process that included collaboration with IT, Talent, Employee and Labor Relations, school principals, and Climate Leads.

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

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

**Which session?**

Guardian is connected to the Board of Education's Guardrail 1: Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day. By capturing all bullying and harassment data, the District analyzes trends and offers support in addressing and combating bullying and harassment claims that, in turn, leads to a safer environment for all students and families and staff.

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

Priority Area 1: Safe environments are critical for our students and staff to learn and grow. This includes physical, social-emotional and environmental safety.

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

December 13, 2018; No. 33

April 30, 2020; No. 44

January 28, 2021; No. 18

April 20,2023; No. 45

May 30, 2024; No. 31

**Funding Source(s)**

FY 26 Operating

FY 27 Operating

FY 28 Operating

**Office Originating Request:**

Student Support Services