

## **Action Item - 9**

**Title:** Contract with Foundations, Inc. for Executive Staffing Services (\$4,000,000)

**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:**

Foundations, Inc.

**Purpose:**

Provision of temporary executive staffing services

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

**End Date:** 6/30/2027

**Compensation not to exceed:**

\$4,000,000

**Location:**

All Administrative Offices, All Schools

**Renewal Option:**

Number of options: 2; Duration of each option: 1 year

**Maximum Compensation authorized per option period:**

\$2,000,000

**Description:**

**Why is this contract needed?**

Engaging a premier educational services firm to provide temporary executive staffing solutions is crucial for addressing mid-year executive vacancies and enhancing leadership capacity within the central office and schools. The District has faced challenges with unexpected vacancies and/or long-term leaves in key executive roles, such as Assistant Superintendent, Chief, and Deputy Chief, which necessitate the swift appointment of experienced interim leaders.

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

Success will be measured by central office teams meeting goals and deadlines with limited, if any, interruption to their work.

Success will also be measured by the meeting of goals and strategic actions associated with the District's Strategic Plan.

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

Consistent with the District's competitive procurement process, the selection process resulting in this contractor included a committee of District staff with relevant programmatic, IT, and fiscal expertise who reviewed and evaluated contractors' RFP responses.

**Which Goal and/or Guardrail does this Action Item support?  
Has this investment been discussed during a progress monitoring session?  
Which session?**

Securing great talent quickly to move the essential work of The District forward supports all goals in that it allows for SDP to improve safety and well-being, partner with families and community, accelerate academic achievement, recruit and retain diverse and highly effective educators, and deliver efficient, high-quality, cost-effective operations.

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

This action item is in support of strategic actions under Priority Area 5 (Deliver efficient, high-quality, cost-effective operations) of the Strategic Plan.

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

August 18, 2016; A-6

June 15, 2017; A-7

April 26, 2018; A-4

April 25, 2019; A-9

April 15, 2024; A-7

**Funding Source(s)**

FY26 Operating

FY27 Operating

**Office Originating Request:**

Talent