

**ALAMOGORDO PUBLIC SCHOOLS**  
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Date: September 18, 2018  
To: Procurement File  
From: Judy Campbell, Chief Procurement Officer  
Re: Determination Regarding Sole Source for Clear View Consulting Company  
**Commodity Code: 91838**

## **DETERMINATION**

### **Pursuant to New Mexico Procurement Statute 13-1-126 NMSA 1978 Sole Source Procurement**

*A contract may be awarded without competitive sealed bids or competitive sealed proposals regardless of estimated cost when the state purchasing agent or a central purchasing office makes a determination, after conducting a good-faith review of available sources and consulting the using agency, that there is only one source for the required service, construction r item of tangible personal property.*

Clearview Consulting Company will provide 1 (one) Day of Leadership professional development of the Coaching Continuum Training. Eight (8) days of Coaching consultation and feedback for district instructional leadership and administration

Clearview Consulting Company has been provided with vision and objectives for instructional leadership in New Mexico when State Educational Agency (SEA) contracted consultant to lead Coaching Continuum professional development across the state. Current district principals and leaders have been selected for training by PED in this model and this consultant is the only authorized vendor to provide the same training model to other district leadership for continuity purposes. Clearview Consulting is the sole designer and deliverer of the PPE (Principals Pursuing Excellence and TPE (Teachers Pursuing Excellence) Coaching Continuum program and is thus the one source for bringing this professional development and consultation to Alamogordo Public Schools. Clearview Consulting Company also holds the copyright to the materials and processes they deliver.

A Determination is hereby made that the Clearview Consulting Company qualifies as a Sole Source procurement for FY 2019.

Attachments:

Clearview Consulting Company Sole Source Letter  
Quote



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September 14, 2018

Kristie Eamello  
Coordinator of Federal Programs and Special Projects  
Alamogordo Public Schools  
400 S Washington Ave  
Alamogordo, NM 88310

Dear Kristie,

Alamogordo Public Schools in Alamogordo, New Mexico (APS) is seeking expertise in helping leaders incorporate coaching practices into their leadership behaviors to more effectively provide leadership throughout the district. It is your goal that this professional development be in alignment with what several of your leaders have experienced through Principals Pursuing Excellence (PPE) and Teachers Pursuing Excellence (TPE), offered by the New Mexico Public Education Department's Priority Schools Bureau (PSB). It is also your goal that this professional development be anchored in a research base of leadership that has demonstrated school improvement. The professional development program that you seek was designed specifically for the state of New Mexico by ClearView Consulting, and we hold the copyright to the materials and process that we deliver.

ClearView Consulting Company was founded in 2010 to address the leadership and organizational needs in K-12 public education, with emphasis on chronically underperforming schools (see [www.clearviewconsulting.com](http://www.clearviewconsulting.com)). We are uniquely qualified to deliver on your objectives:

- ClearView Consulting conducted the research for University of Virginia's Partnership for Leaders in Education regarding leadership competencies for school turnaround. This work was published in the Journal of School Leadership this year (see "Principal Competencies That Make a Difference: Identifying a Model for Leaders of School Turnaround," Journal of School Leadership, Vol 28, no. 1, March 2018). This work, which involved hundreds of in-depth interviews and thorough content analysis of interview transcripts, is the foundation for the work that we do in New Mexico and throughout the United States.
- In approaching coaching as a leadership practice, ClearView has designed a program that focuses leaders on choosing a leadership stance in conversation that developmentally meets the varying needs of teachers. This work is based conceptually on the Supervisory Behavior Continuum developed by Carl Glickman, Stephen Gordon, and Jovita M. Ross-Gordon. The focus of our work is on helping leaders know how to strengthen teacher learning through both non-directive and directive conversations. ClearView has woven together two different coaching protocols, along with a communication framework, that, taken together, engages teachers effectively for improved results. Having conducted over 700 interviews in the last eight years, we have seen that this is the approach utilized by leaders that gets results for students. The most effective leaders are those who know how



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and when to hold people accountable for student outcomes. We continue to refine our methods for developing district and school leaders and their use of these tools and process.

- In New Mexico, ClearView has worked extensively with the New Mexico Public Education Department (PED) Priority Schools Bureau (PSB). Since before its inception in 2013, ClearView has designed and delivered key portions of the Principals Pursuing Excellence program (PPE) and the Teachers Pursuing Excellence program (TPE). Specifically, ClearView has been involved with:
  - Training PED resources in the Behavioral Event Interview methodology for identifying turnaround leadership competencies in principals, principal mentors and teacher leaders.
  - Conducting Behavioral Event Interviews for PPE and providing feedback to principals.
  - Designing and delivering the Coaching Continuum program for PPE and TPE, in several different versions customized to the needs of PSB for numerous convenings
  - Designing and delivering Leadership Styles and Emotional Intelligence workshops, with different versions to meet the needs of PSB convenings. These have included PPE, and also convenings of district superintendents and board members from around the state.

With all of this, Alamogordo Public Schools can be assured that what you experience with ClearView Consulting will align to what you have experienced at PPE and TPE convenings.

Additionally in New Mexico, ClearView has worked in the following capacities:

- Partnering with UVA PLE in each district where PLE has been invited to work
- Partnering with Woodrow Wilson Fellowship Foundation in implementing the MBA in Education program at University of New Mexico
- Partnering with Woodrow Wilson Fellowship Foundation in implementing the MBA in Education program at New Mexico State University
- Working directly with districts throughout the state, such as Las Cruces, Farmington, and Deming. This work has included leadership assessment, leadership development, and coaching skills for district staff and instructional coaches.

ClearView Consulting understands the leadership challenges in public education in New Mexico, at every level. We are uniquely qualified to help Alamogordo Public Schools, as we have been and continue to be directly involved with PSB on the PPE and TPE programs, and any program that we deliver for APS will directly align with the content and process your leaders have seen at PPE and TPE. We have also been at the forefront of criterion valid research on leadership in school turnarounds, which informs and focuses all that we deliver.

Dennis Woodruff  
Founder, ClearView Consulting Company  
617.320.2921



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[www.clearviewconsulting.com](http://www.clearviewconsulting.com)