

Addendum #1

RFP for HR Reorganization & Strategic Planning

Issue Date: Thursday, February 16, 2023

Bids Due: Thursday, February 23, 2023 at 1:00PM

1. Can you share the 42 recommendations in advance of the proposal, for an understanding of the volume of work?

The audit recommendations will not be shared in advance of the proposal. The HR strategic action planning work and reorganization is largely around recruitment, hiring, and retention in PPSD.

2. Is compensation analysis part of this work?

Compensation analysis is not part of this RFP work.

- a. As of Jan 30, 2023, the average annual pay for a Public School Teacher in Providence is \$40,488 a year.

Not applicable to this work.

3. What type of data is collected during exit interviews that could be analyzed?

PPSD currently collects exit survey data as well as exit interviews data for employees who resign from the district.

4. What role does the Union play in this reform?

All unions are partners in this work around recruitment, hiring, and retention in PPSD.

5. Does PPSD anticipate running employee surveys to capture the “why people stay” within this three-month period or is that part of the execution of the plan?

This would be part of the retention plan work and execution.

6. Who did the original assessment and is that vendor also bidding on this work?

An outside vendor was utilized to complete the human capital assessment. The school district is not aware if the vendor will bid on this scope of work.

7. If there is a budget range for the scope of work?

PPSD is not sharing the budget for this scope of work at this time.

8. What is the current structure of the PPSD team that will be restructured? How many people are currently on the team, and what are their titles?

PPSD HR consists of 37 employees. There are three major areas of HR - Recruitment and Staffing, Employee Services, and Evaluation, Induction and Licensure. The department has a Chief, administrator for all three major divisions, middle-level managers and frontline employees in each of the divisions.

9. Who completed the human capital assessment referenced in FY22? What were the highest leverage strategies recommended from the human capital assessment that PPSD intends to take action on?

An outside vendor was utilized to complete the human capital assessment. Identifying the highest leverage strategies for action planning is part of the scope of work for this RFP.

10. Has the district already prioritized the 42 recommended strategies from the report for implementation or will the vendor be starting off by supporting PPSD through that process?

The vendor will initiate and provide support to PPSD with the prioritizing and action planning as the scope of this work.

11. Did PPSD use an outside firm for the Fall 2022 human capital assessment? Does the district anticipate that firm to bid on this scope?

Yes, an outside vendor was utilized to complete the human capital assessment. PPSD does not have any information as to if the vendor will submit a bid on the scope of work.

12. Is there a preference for in-person vs. virtual work?

PPSD prefers both in-person and virtual.

13. How many people would the vendor provide real-time coaching for, as identified in the RFP's scope of work?

Approximately 4 HR leaders.