

QUESTIONS AND RESPONSES

REQUEST FOR PROPOSALS NO. 041-HH10 – ON-LINE TEACHER RECRUITMENT/ASSESSMENT SYSTEM

QUESTION: What form of data will be requested by the district of the on-line system?

RESPONSE: Numerical evaluation.

QUESTION: How many positions will the 3000 applicants be applying for?

RESPONSE: Depends on the number of instructional vacancies.

QUESTION: Will the applicant be interviewing for a specific position or employment in general?

RESPONSE: Employment in general.

QUESTION: What assessments will be required of the applicant?

RESPONSE: M-DCPS is requesting the Proposer to provide suggestions.

QUESTION: What will be the criteria of success for the contract-service performance?

RESPONSE: The Proposer should indicate the success level of their system.

QUESTION: With the award in February 2008, what is the expected date for the service start?

RESPONSE: M-DCPS has set a tentative service start for March 2008

QUESTION: How soon will the first recommended applicant be needed? At what rate and volume? For instance, will you need at least X amount of qualified applicants within X months of the start of service and continue at the rate of X qualified applicants per months.

RESPONSE: The school district hires teachers every day of the year based upon vacancies. The rating of the applicants will assist in this process. Typically, a large volume of the hiring is done in the summer months, but the size of M-DCPS necessitate year-round hires.

QUESTION: Can the scope of work be divided with qualified subcontractors?

RESPONSE: Yes

QUESTION: Can an applicant submit proposal for only a portion of the scope?

RESPONSE: No

QUESTION: What is the minimum requirement of information required of the job applicants?

RESPONSE: Please refer to <https://extranet.dadeschools.net/wtwa/> for application requirements.

QUESTION: What system is Miami-Dade presently using for this scope of work?

RESPONSE: No system is currently in place.

QUESTION: Will there need to be a transfer of data and/or service with the present system?

RESPONSE: Yes, M-DCPS will need to access the numerical evaluation data.

QUESTION: What level of detail does the "numeric" assessment data need to be?

RESPONSE: M-DCPS is asking the Proposer to provide suggestions.

QUESTION: Is the assessment both quantitative and qualitative? Subjective and/or Objective?

RESPONSE: M-DCPS is asking the Proposer to provide suggestions.

QUESTION: Is the assessment recommendations being provided by the proposal or by the school system? If by the school system, what assessment program will be used?

RESPONSE: Not enough detail to provide a response to this question.

QUESTION: What is required by the pre-screening process? Is it up to the Proposer or limited by the district's standard practices?

RESPONSE: It is up to the proposer, in accordance with state and federal statutes and law.

QUESTION: What type of interview is required? Live in-person? Video Teleconference? Virtual Avatar? On-line questionnaire to be keyed in? Multiple choice or open-ended questions? Or is that up to the proposer?

RESPONSE: It is up to the proposer.

QUESTION: What is needed in the qualifications of the Interviewers?

RESPONSE: It is up to the proposer.

QUESTION: What level of verification is needed for information provided by the potential applicant?

RESPONSE: M-DCPS is asking the Proposer to provide suggestions, however M-DCPS would like to ensure that the applicant is the same individual completing the assessment.

QUESTION: Can the “professional training” be provided in alternative environments such as teleconferencing or persistent virtual worlds?

RESPONSE: Yes.

QUESTION: What is minimally required and can this be dependent upon the pricing structure?

RESPONSE: There is no minimum requirement and we look forward to suggestion from Proposers.

QUESTION: Is there a limitation of what type of pricing structure is needed for this system (subscription based, pay per use, flat fee, etc.)?

RESPONSE: No

QUESTION: Who owns the data submitted by the applicants?

RESPONSE: M-DCPS would require full or co-ownership of applicant data.

QUESTION: Is only teaching effectiveness being assessed or are subject matter and other aspects of disciplines being assessed?

RESPONSE: M-DCPS is asking the Proposer to provide suggestions.

QUESTION: In keeping up with the advancement of technology, increase of requirements and the limitation of budgets, we have been working on significant design and engineering upgrades in our systems and

services. Even though our institution has been providing these services for over five years, can we propose our latest system upgrade that has not been in use for five years (due to keeping up with technology)?

RESPONSE: It is up to the Proposer.

QUESTION: Can we have access to district data of applicants in order to provide verification of effectiveness of the system?

RESPONSE: Proposer may request this through the District's Citizen Information Center at <http://cic.dadeschools.net/>

QUESTION: In section VII G. it is requested to "integrate with all applicant tracking systems." What does this refer to? Does it include the district's system, the proposer's system or third party systems?

RESPONSE: This includes the District's current legacy system, as well as SAP's e-Recruitment module (which is currently being implemented)

QUESTION: Is there a preferred pricing structure or system?

RESPONSE: No.

QUESTION: Is there a preferred reporting structure or system?

RESPONSE: No.

QUESTION: We have over 300 districts using our online talent assessment. It would be impossible to get a letter of recommendation from ALL of them, as mentioned in the rfp. Also, due to the holidays, it might not be possible to get letters of recommendations in time. Would it be acceptable for us to give you the districts and contact information for those districts that are similar in size and nature to Miami-Dade, and to provide as many letters of recommendation as possible from them?

RESPONSE: Yes.

QUESTION: Concerning the same RFP, page 4, I. In order to prepare our pricing structure, we need to know the average, or approximate # of teacher applicants received each year, and the average, or approximate # of new teachers hired each year. May we get that information from you as soon as possible?

RESPONSE: Approximately 3500 new hires each year

QUESTION: On the same rfp, page 1, bottom paragraph, it says that all items in section XI must be included. There is no section XI. It looks like a typo. On page 3 you have section VII and then it skips to XII. Is the section XI referred to actually section VII?

RESPONSE: Unfortunately, the numbering is incorrect on some pages. The Section which should include all items is Section VII, beginning on page 3.

QUESTION: In paragraph 1, Scope of Services, does this indicate that you are looking for an online application system with a teacher assessment tool integrated?

RESPONSE: No. The District currently has an on-line application and is in the process of implementing SAP's e-Recruitment.

QUESTION: Does the "help line" have to be 24 hrs a day or does the "Online System" have to be 24 hrs a day? Please be more specific with your needs.

RESPONSE: The "help line" does not need to be 24 hrs a day. The on-line system must be available 24 hrs a day (aside from maintenance to the application, as needed).