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STATE OF NEW HAMPSHIRE
DEPARTMENT OF EDUCATION
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November 1, 2013

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Authorize the Department of Education to enter into a contract with Gibson Consulting Group of Austin, Texas (vendor code 253669), to annually collect parent involvement surveys from approximately 33,000 parents of students with disabilities and post school outcome surveys from approximately 3,000 special education students one year after they have exited high school, for required reporting in the New Hampshire Department of Education, Bureau of Special Education Annual Performance Report (APR). The twenty-four month contract will be in effect from January 1, 2014 or Governor & Council approval, whichever is later, through December 30, 2015; in the amount not to exceed \$276,981.00 pending legislative approval of the next biennium budget. These are 100% Federal Funds.

Funding is available in this account as follows with the authority to adjust encumbrances in each of the State fiscal years through the Budget office if needed and justified.

Funding is available in account *IDEA Federal Funds* as follows:

	<u>FY 14</u>	<u>FY15</u>	<u>FY16</u>
06-56-56-562510-4110000-102-500731	\$84,291.00	\$133,010.00	\$59,680.00

EXPLANATION

The goal of this project is to support the New Hampshire Department of Education, Bureau of Special Education with the mandatory federal reporting requirements regarding parent involvement in special education and post school outcomes for students with disabilities who graduate from high school under the Individuals with Disabilities Education Act (IDEA). The purpose of the parent involvement survey is to measure the number of parents of students receiving special education services who report that their schools facilitated parent involvement as a means of improving services and results for students with disabilities.

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
November 1, 2013
Page Two

The purpose of the post school outcomes survey is to measure the percent of youth who are no longer in secondary school, had IEPs in effect at the time they left school and are enrolled in higher education or in some post-secondary education or training program or are competitively employed within one year of exit from high school. Through this contract, Gibson Consulting will disseminate parent involvement surveys to approximately 33,000 parents of students with disabilities in New Hampshire and the post school outcomes survey to 3,000 special education students one year after they have exited high school. Gibson Consulting will also ensure each survey is accessible to students and parents in required languages or formats; as well as develop and disseminate marketing materials to increase awareness of surveys for improved response rates. Gibson Consulting will also be responsible for the collection of completed surveys and data analysis of each survey. This data will be used for reporting on Indicator 8 Parent Involvement Survey and Indicator 14 Post School Outcomes in the New Hampshire Special Education Annual Performance Report (APR) to be submitted to the USDOE Office of Special Education Programs. In addition, this data will also be used to meet the public reporting requirements of IDEA for Indicator 8 and Indicator 14 of the Annual Performance Report.

The Request for Proposals (RFP) "*Statewide Parent Involvement and Post School Outcomes Surveys*" was advertised in the Manchester Union Leader, July 13, 2013, July 15, 2013, and July 16, 2013, and posted to the New Hampshire Department of Education website.

Five (5) proposals were received by the deadline of August 5, 2013: Piedra Data Services, Panorama Education, Gibson Consulting Group, Glen Martin Associates and Measurement Incorporated. A review committee of four (4) reviewed all proposals and recommend a contract with Gibson Consulting Group who had the highest overall score (rubric attached). Gibson Consulting was selected based on their ability to commit five highly qualified staff for the administration of the surveys, and analysis of collected data, they can offer both surveys as scanable surveys, and most importantly they will provide web-based data visualization tools to assist us in sharing the survey results with school districts in an easy to understand format.

The Department of Education, Bureau of Special Education would like to contract with Gibson Consulting who has done similar work for the Kentucky, Texas, Oregon, Florida and Colorado Departments of Education. Gibson Consulting excels at working with State Education Agencies and other educational organizations to collect, analyze, and report data. They have worked with over 250 school systems in 21 different States during the past 21 years and are committed to public education by providing services exclusively in the educational market.

The contract will include, but not be limited to, the following activities:

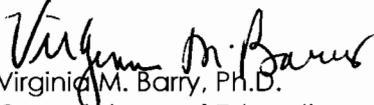
- On-going communication and collaboration with the Department of Education, school districts and key stakeholder agencies and representatives;
- Survey Administrations;
- Data Collection, Entry and Management;
- Data Analysis; and,
- Reporting

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
November 1, 2013
Page Three

This project will be evaluated by the Department of Education through the monitoring of the Monthly Summary Reports provided by the contractor. In addition, the vendor will submit an End of Year report to the Department.

In the event that the Federal Funds become no longer available, General Funds will not be requested to support this program.

Respectfully submitted,


Virginia M. Barry, Ph.D.
Commissioner of Education

VMB:BJR
Attachments

Principal Staff Working on the Project
Statewide Parent Involvement and Post School Outcomes Surveys

Amie S. Green-Rapaport
Marshall W. Garland
Eric A. Booth
Ali Taylan
Cheyanne Rolf

Statewide Parent Involvement and Post School Outcome Surveys Scoring Rubric

Name of Applicants	Description of bidder's organizational capabilities to deliver the services, including their experience in developing and implementing a project of this type. (10 points);	Describe how you will accomplish the Services including activities and strategies. Identify roles, responsibilities and partners to be involved in the various activities. (40 points);	Provide a work-plan, timeline, milestones or benchmarks in accordance with the activities to carry out Services to be Provided in RFP (15 points);	a detailed budget and justification(s) related to the bidder's capacity to provide services outlined in Services to Be Provided of this RFP (25 points);	Describe your comprehensive plan for the evaluation of the proposed project activities, effectiveness and impact, including evaluation methods and strategies to be used and collection of data (10 points).	Total Score
Gibson Consulting Group, Inc.	8.5	37.25	11	21.25	10	88
Glen Martin Research Associates, Inc.	8	34.5	11.5	20	6.5	80.5
Measurement Incorporated	7.75	30.5	15	19.5	3.75	76.5
Piedra Data Services, LLC	7.75	26.5	10	13.75	.5	58.5
Panorama Education	5.5	23.75	6.5	8.5	4.25	48.5

Given the closeness of the top two proposals and that none scored in the nineties, the committee members decided to have phone interviews with the Gibson Consulting and Glen Martin (top two scorers) to ask them each five follow-up clarification questions regarding their proposals. Based on the interview responses to the five questions the committee felt that Gibson Consulting clearly had the high quality personnel, experience, and technology to deliver the services outlined in this RFP and enhance our current level of survey administration and outcome reporting.

The committee members responsible for review of the Statewide Parent Involvement and Post School Outcome Surveys proposals include the following individuals:

- Bridget Brown – Education Consultant – Special Education
- Mckenzie Harrington - Education Consultant – Special Education
- Donna Couture – Program Specialist III – Special Education
- Janelle Cotnoir – Grants and Contracts Technician – Special Education

The scoring for this proposal was conducted employing a consensus model.

The role of the committee members was advisory in nature. They provided information, analysis, and recommendations that were present to the Commissioner of Education.

The Commissioner of Education reviews the information provided and makes the final decision regarding the award of such grants.

Follow up Questions for 2 Top Scoring Bidders on RFP for Surveys

Glen Martin Research Associates Inc - Phone interview 8/26/13 with review team

- 1) We will not be doing financial incentives for our surveys.

Answer: That is fine. We could offer other incentives such as what we have done with the PTI in CT. In which there is a place where the PTI indicates materials or resources they have available that if the parent checks them off they will send them to the parent. CT found this increased the number of parents that returned the survey in order to receive the PTI materials.

- 2) On page 5 of your proposal it talks about User Name and Password for online surveys – Can you describe this further and how this will work? (Assigned for a district, for each participant)

Answer: Can have user at the district or participant level set up depending on how you want the data collected. Survey cover letter includes link to survey and a user id which may be a number made up of 2 digits for the district and an assigned student or parent identifier number. This could even go down to the school level by including 2 digits in the number assigned to each school in a district. This allows us to put the link on school websites or social media to increase participant awareness but ensure only those that should be taking the survey do as they have the user code to enter.

- 3) Page 4 of your proposal you talk about providing surveys (hard copy and online) in English and Spanish – how will you address a district's need to have it in other languages or formats?

Answer: We have a tiered method: first, we offer a manned telephone hotline that participants can call to express their need for the survey in another language or format in which we would use Google translate to provide the survey via phone or in hard copy to the participant. Secondly, we can read the survey to them if they need that services over the phone and document the answers. Thirdly, we can collaborate with the state's PTI to assist us in providing the survey in native language.

- 4) Are we correct in reading your budget, that you have included not only the upfront face-to-face meeting but are willing to come to our state for a later follow-up report out meeting for each year?

Answer: Yes, up front we would come to NH to have a face-to-face meeting with NH DOE key staff and any stakeholders each year to discuss the administration of the surveys and plan timelines and deliverables. We have also budgeted for other follow up that could include 1-2 additional follow-up meetings each year to share reports with districts and/or meet with stakeholder groups such as your parent involvement group.

- 5) We require not only SPP/APR data reports, longitudinal data reports, but district summary reports but will need back-up data files as well. Would this be available to us? In what format?

Answer: Yes, we could do district summary reports along with the SPP/APR reports and longitudinal reports. We do something similar now with CT with APR, aggregate data reports, and district reports that go on the CT public website. In addition, we do district reports on individual data items in survey including parent comments from the parent survey that are provided to each district. As for back up data files we can provide them in Excel or SPSS files. Whatever meets your needs of the item by item survey data.

Gibson Consulting Inc. - Phone interview 8/26/13 with review team

- 1) Sections 2-4 and 2-7 of your proposal you talk about having the parent involvement surveys available in 3 languages (English, Spanish and one more). Then you talk about using Microsoft word for other languages needed? Can you please explain how this will work? What if the participant needs the survey read to them? Why is Post School Outcomes Survey on available in English?

Answer: For the Parent Involvement Survey, we offer the scannable survey (preprinted) and online platform survey in English, Spanish and a 3rd language of your choosing. If a district needs the survey in another language they would let us know via our telephone hotline and we would have the survey translated into that language and available in a word format for that parent to complete and send back to for the answers to be translated and collected. Parents can also call the manned telephone hotline and have the survey read to them. We only planned on having the Post School Outcomes Survey available in English as the students are all taught English in school. We could provide it in another language if needed.

- 2) Sections 2-14 of your proposal you mention representativeness? Are you willing to enter survey data into the National Post School Outcomes Indicator 14 Calculator for responsiveness and representativeness data required for Indicator 14 APR reporting? Or do you have another means for providing this data?

Answer: One of the first things we look at with survey data is whether they are representative of the overall population we surveyed to make any conclusions. We did go look at the NPSO calculator and were impressed that the Technical Assistance Center provided such a quality tool to assist states with this task. We can certainly provide the level of data that comes from the NPSO Calculator and even can go further in drilling down to other areas not included in the NPSO calculator. We have the staff with the knowledge to do all the representativeness calculations etc.

- 3) Sections 3-2 and 3-3 You provided timeline is correct for the Parent Involvement Survey but the Post School Outcomes Survey has a slightly later REQUIRED deadline (surveys must go out June –Sept). can you still accommodate this in your budget?

Answer: Our proposal included mailing all survey materials to the district together for cost effectiveness and we were not aware of the federal requirement for the Post School Outcomes Survey (PSOS) to be mailed at a set period of time to students which is later than the Parent Involvement Survey. Given that the PSOS only go to approximately 2500 students this additional mailing costs would not be that much and we would make a budget adjustment to be able to mail the PSOS packets to districts at a separate time to make ensure we adhere with timelines and to make it less confusing for districts.

- 4) You mention meetings with NHDOE key staff (section 4-1) can you explain if any of this is face to face or only using technology? Would you be willing to use funds set aside for incentives (*given that we will not allow financial incentives for our surveys*) \$2,000 per year to come out to NH for a face-face meeting?

Answer: We had planned and budgeted to come out to NH at the beginning of each project year and we can certainly adjust our budget to use the funds we allocated for financial survey incentives to come at the end of the project year to do report out of data to NHDOE and districts and/or stakeholders.

- 5) We require not only SPP/APR data reports, longitudinal data reports, and district summary reports but will need back-up data files as well. You mention a program called STATA, will this offer data in format such as excel spreadsheet that we can access?

Answer: Back up data from our STATA program can be provided to you in any format you need, excel or cvs or whatever. We hope you looked at the visualization reports we provided the link to in our proposal. We can individualize these to meet your needs and offer them to show all levels of data but especially district data to make it meaningful and useful to them. We can have it for public reporting with a set N size

to protect confidentiality of student. We can also make them available for viewing at just the NHDOE level or to districts. The visualization reports are portable and can be stored on your servers.

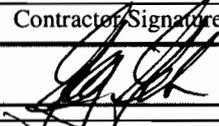
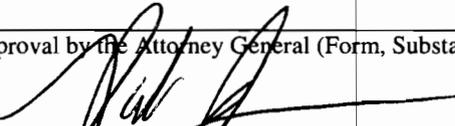
Subject: Statewide Parent Involvement & Post School Outcomes Surveys FORM NUMBER P-37 (version 1/09)

AGREEMENT

The State of New Hampshire and the Contractor hereby mutually agree as follows:

GENERAL PROVISIONS

1. IDENTIFICATION.

1.1 State Agency Name <u>Department of Education, Bureau of Special Education</u>		1.2 State Agency Address <u>101 Pleasant Street Concord, NH 03301</u>	
1.3 Contractor Name <u>Gibson Consulting Group, Inc.</u>		1.4 Contractor Address <u>1221 South MOPAC Expressway, Suite 355, Austin TX 78716</u>	
1.5 Contractor Phone Number <u>512-328-0885</u>	1.6 Account Number <u>010-056-41100000-102</u>	1.7 Completion Date <u>December 31, 2015</u>	1.8 Price Limitation <u>\$276,981.00</u>
1.9 Contracting Officer for State Agency <u>Santina Thibedeau, Administrator, Special Education</u>		1.10 State Agency Telephone Number <u>603-271-6693</u>	
1.11 Contractor Signature 		1.12 Name and Title of Contractor Signatory <u>Greg Gibson, President</u>	
1.13 Acknowledgement: State of <u>Texas</u> , County of <u>TRAVIS</u> On <u>10/16/13</u> , before the undersigned officer, personally appeared the person identified in block 1.12, or satisfactorily proven to be the person whose name is signed in block 1.11, and acknowledged that s/he executed this document in the capacity indicated in block 1.12.			
1.13.1 Signature of Notary Public or Justice of the Peace <u>Cheyenne Rolf</u> [Seal]			
1.13.2 Name and Title of Notary or Justice of the Peace <u>Cheyenne Rolf, Notary</u>			
1.14 State Agency Signature <u>Virginia M. Barry</u>		1.15 Name and Title of State Agency Signatory <u>Virginia M. Barry, Ph.D., Commissioner of Education</u>	
1.16 Approval by the N.H. Department of Administration, Division of Personnel (if applicable) By: _____ Director, On: _____			
1.17 Approval by the Attorney General (Form, Substance and Execution) By:  On: <u>11/8/13</u>			
1.18 Approval by the Governor and Executive Council By: _____ On: _____			

2. EMPLOYMENT OF CONTRACTOR/SERVICES TO BE PERFORMED. The State of New Hampshire, acting through the agency identified in block 1.1 ("State"), engages contractor identified in block 1.3 ("Contractor") to perform, and the Contractor shall perform, the work or sale of goods, or both, identified and more particularly described in the attached EXHIBIT A which is incorporated herein by reference ("Services").

3. EFFECTIVE DATE/COMPLETION OF SERVICES.
3.1 Notwithstanding any provision of this Agreement to the contrary, and subject to the approval of the Governor and Executive Council of the State of New Hampshire, this Agreement, and all obligations of the parties hereunder, shall not become effective until the date the Governor and Executive Council approve this Agreement ("Effective Date").
3.2 If the Contractor commences the Services prior to the Effective Date, all Services performed by the Contractor prior to the Effective Date shall be performed at the sole risk of the Contractor, and in the event that this Agreement does not become effective, the State shall have no liability to the Contractor, including without limitation, any obligation to pay the Contractor for any costs incurred or Services performed. Contractor must complete all Services by the Completion Date specified in block 1.7.

4. CONDITIONAL NATURE OF AGREEMENT. Notwithstanding any provision of this Agreement to the contrary, all obligations of the State hereunder, including, without limitation, the continuance of payments hereunder, are contingent upon the availability and continued appropriation of funds, and in no event shall the State be liable for any payments hereunder in excess of such available appropriated funds. In the event of a reduction or termination of appropriated funds, the State shall have the right to withhold payment until such funds become available, if ever, and shall have the right to terminate this Agreement immediately upon giving the Contractor notice of such termination. The State shall not be required to transfer funds from any other account to the Account identified in block 1.6 in the event funds in that Account are reduced or unavailable.

5. CONTRACT PRICE/PRICE LIMITATION/PAYMENT.
5.1 The contract price, method of payment, and terms of payment are identified and more particularly described in EXHIBIT B which is incorporated herein by reference.
5.2 The payment by the State of the contract price shall be the only and the complete reimbursement to the Contractor for all expenses, of whatever nature incurred by the Contractor in the performance hereof, and shall be the only and the complete compensation to the Contractor for the Services. The State shall have no liability to the Contractor other than the contract price.
5.3 The State reserves the right to offset from any amounts otherwise payable to the Contractor under this Agreement those liquidated amounts required or permitted by N.H. RSA 80:7 through RSA 80:7-c or any other provision of law.

5.4 Notwithstanding any provision in this Agreement to the contrary, and notwithstanding unexpected circumstances, in no event shall the total of all payments authorized, or actually made hereunder, exceed the Price Limitation set forth in block 1.8.

6. COMPLIANCE BY CONTRACTOR WITH LAWS AND REGULATIONS/ EQUAL EMPLOYMENT OPPORTUNITY.
6.1 In connection with the performance of the Services, the Contractor shall comply with all statutes, laws, regulations, and orders of federal, state, county or municipal authorities which impose any obligation or duty upon the Contractor, including, but not limited to, civil rights and equal opportunity laws. In addition, the Contractor shall comply with all applicable copyright laws.
6.2 During the term of this Agreement, the Contractor shall not discriminate against employees or applicants for employment because of race, color, religion, creed, age, sex, handicap, sexual orientation, or national origin and will take affirmative action to prevent such discrimination.
6.3 If this Agreement is funded in any part by monies of the United States, the Contractor shall comply with all the provisions of Executive Order No. 11246 ("Equal Employment Opportunity"), as supplemented by the regulations of the United States Department of Labor (41 C.F.R. Part 60), and with any rules, regulations and guidelines as the State of New Hampshire or the United States issue to implement these regulations. The Contractor further agrees to permit the State or United States access to any of the Contractor's books, records and accounts for the purpose of ascertaining compliance with all rules, regulations and orders, and the covenants, terms and conditions of this Agreement.

7. PERSONNEL.
7.1 The Contractor shall at its own expense provide all personnel necessary to perform the Services. The Contractor warrants that all personnel engaged in the Services shall be qualified to perform the Services, and shall be properly licensed and otherwise authorized to do so under all applicable laws.
7.2 Unless otherwise authorized in writing, during the term of this Agreement, and for a period of six (6) months after the Completion Date in block 1.7, the Contractor shall not hire, and shall not permit any subcontractor or other person, firm or corporation with whom it is engaged in a combined effort to perform the Services to hire, any person who is a State employee or official, who is materially involved in the procurement, administration or performance of this Agreement. This provision shall survive termination of this Agreement.
7.3 The Contracting Officer specified in block 1.9, or his or her successor, shall be the State's representative. In the event of any dispute concerning the interpretation of this Agreement, the Contracting Officer's decision shall be final for the State.

Contractor Initials 
Date 12/16/13

8. EVENT OF DEFAULT/REMEDIES.

8.1 Any one or more of the following acts or omissions of the Contractor shall constitute an event of default hereunder ("Event of Default"):

- 8.1.1 failure to perform the Services satisfactorily or on schedule;
- 8.1.2 failure to submit any report required hereunder; and/or
- 8.1.3 failure to perform any other covenant, term or condition of this Agreement.

8.2 Upon the occurrence of any Event of Default, the State may take any one, or more, or all, of the following actions:

- 8.2.1 give the Contractor a written notice specifying the Event of Default and requiring it to be remedied within, in the absence of a greater or lesser specification of time, thirty (30) days from the date of the notice; and if the Event of Default is not timely remedied, terminate this Agreement, effective two (2) days after giving the Contractor notice of termination;
- 8.2.2 give the Contractor a written notice specifying the Event of Default and suspending all payments to be made under this Agreement and ordering that the portion of the contract price which would otherwise accrue to the Contractor during the period from the date of such notice until such time as the State determines that the Contractor has cured the Event of Default shall never be paid to the Contractor;
- 8.2.3 set off against any other obligations the State may owe to the Contractor any damages the State suffers by reason of any Event of Default; and/or
- 8.2.4 treat the Agreement as breached and pursue any of its remedies at law or in equity, or both.

9. DATA/ACCESS/CONFIDENTIALITY/PRESERVATION.

9.1 As used in this Agreement, the word "data" shall mean all information and things developed or obtained during the performance of, or acquired or developed by reason of, this Agreement, including, but not limited to, all studies, reports, files, formulae, surveys, maps, charts, sound recordings, video recordings, pictorial reproductions, drawings, analyses, graphic representations, computer programs, computer printouts, notes, letters, memoranda, papers, and documents, all whether finished or unfinished.

9.2 All data and any property which has been received from the State or purchased with funds provided for that purpose under this Agreement, shall be the property of the State, and shall be returned to the State upon demand or upon termination of this Agreement for any reason.

9.3 Confidentiality of data shall be governed by N.H. RSA chapter 91-A or other existing law. Disclosure of data requires prior written approval of the State.

10. TERMINATION. In the event of an early termination of this Agreement for any reason other than the completion of the Services, the Contractor shall deliver to the Contracting Officer, not later than fifteen (15) days after the date of termination, a report ("Termination Report") describing in detail all Services performed, and the contract price earned, to and including the date of termination. The form, subject matter, content, and number of copies of the Termination

Report shall be identical to those of any Final Report described in the attached EXHIBIT A.

11. CONTRACTOR'S RELATION TO THE STATE. In the performance of this Agreement the Contractor is in all respects an independent contractor, and is neither an agent nor an employee of the State. Neither the Contractor nor any of its officers, employees, agents or members shall have authority to bind the State or receive any benefits, workers' compensation or other emoluments provided by the State to its employees.

12. ASSIGNMENT/DELEGATION/SUBCONTRACTS. The Contractor shall not assign, or otherwise transfer any interest in this Agreement without the prior written consent of the N.H. Department of Administrative Services. None of the Services shall be subcontracted by the Contractor without the prior written consent of the State.

13. INDEMNIFICATION. The Contractor shall defend, indemnify and hold harmless the State, its officers and employees, from and against any and all losses suffered by the State, its officers and employees, and any and all claims, liabilities or penalties asserted against the State, its officers and employees, by or on behalf of any person, on account of, based or resulting from, arising out of (or which may be claimed to arise out of) the acts or omissions of the Contractor. Notwithstanding the foregoing, nothing herein contained shall be deemed to constitute a waiver of the sovereign immunity of the State, which immunity is hereby reserved to the State. This covenant in paragraph 13 shall survive the termination of this Agreement.

14. INSURANCE.

14.1 The Contractor shall, at its sole expense, obtain and maintain in force, and shall require any subcontractor or assignee to obtain and maintain in force, the following insurance:

14.1.1 comprehensive general liability insurance against all claims of bodily injury, death or property damage, in amounts of not less than \$250,000 per claim and \$2,000,000 per occurrence; and

14.1.2 fire and extended coverage insurance covering all property subject to subparagraph 9.2 herein, in an amount not less than 80% of the whole replacement value of the property.

14.2 The policies described in subparagraph 14.1 herein shall be on policy forms and endorsements approved for use in the State of New Hampshire by the N.H. Department of Insurance, and issued by insurers licensed in the State of New Hampshire.

14.3 The Contractor shall furnish to the Contracting Officer identified in block 1.9, or his or her successor, a certificate(s) of insurance for all insurance required under this Agreement. Contractor shall also furnish to the Contracting Officer identified in block 1.9, or his or her successor, certificate(s) of insurance for all renewal(s) of insurance required under this Agreement no later than fifteen (15) days prior to the expiration date of each of the insurance policies. The certificate(s) of insurance and any renewals thereof shall be

Contractor Initials 
Date 10/16/13

attached and are incorporated herein by reference. Each certificate(s) of insurance shall contain a clause requiring the insurer to endeavor to provide the Contracting Officer identified in block 1.9, or his or her successor, no less than ten (10) days prior written notice of cancellation or modification of the policy.

15. WORKERS' COMPENSATION.

15.1 By signing this agreement, the Contractor agrees, certifies and warrants that the Contractor is in compliance with or exempt from, the requirements of N.H. RSA chapter 281-A ("*Workers' Compensation*").

15.2 To the extent the Contractor is subject to the requirements of N.H. RSA chapter 281-A, Contractor shall maintain, and require any subcontractor or assignee to secure and maintain, payment of Workers' Compensation in connection with activities which the person proposes to undertake pursuant to this Agreement. Contractor shall furnish the Contracting Officer identified in block 1.9, or his or her successor, proof of Workers' Compensation in the manner described in N.H. RSA chapter 281-A and any applicable renewal(s) thereof, which shall be attached and are incorporated herein by reference. The State shall not be responsible for payment of any Workers' Compensation premiums or for any other claim or benefit for Contractor, or any subcontractor or employee of Contractor, which might arise under applicable State of New Hampshire Workers' Compensation laws in connection with the performance of the Services under this Agreement.

16. WAIVER OF BREACH. No failure by the State to enforce any provisions hereof after any Event of Default shall be deemed a waiver of its rights with regard to that Event of Default, or any subsequent Event of Default. No express failure to enforce any Event of Default shall be deemed a waiver of the right of the State to enforce each and all of the provisions hereof upon any further or other Event of Default on the part of the Contractor.

17. NOTICE. Any notice by a party hereto to the other party shall be deemed to have been duly delivered or given at the time of mailing by certified mail, postage prepaid, in a United States Post Office addressed to the parties at the addresses given in blocks 1.2 and 1.4, herein.

18. AMENDMENT. This Agreement may be amended, waived or discharged only by an instrument in writing signed by the parties hereto and only after approval of such amendment, waiver or discharge by the Governor and Executive Council of the State of New Hampshire.

19. CONSTRUCTION OF AGREEMENT AND TERMS.

This Agreement shall be construed in accordance with the laws of the State of New Hampshire, and is binding upon and inures to the benefit of the parties and their respective successors and assigns. The wording used in this Agreement is the wording chosen by the parties to express their mutual

intent, and no rule of construction shall be applied against or in favor of any party.

20. THIRD PARTIES. The parties hereto do not intend to benefit any third parties and this Agreement shall not be construed to confer any such benefit.

21. HEADINGS. The headings throughout the Agreement are for reference purposes only, and the words contained therein shall in no way be held to explain, modify, amplify or aid in the interpretation, construction or meaning of the provisions of this Agreement.

22. SPECIAL PROVISIONS. Additional provisions set forth in the attached EXHIBIT C are incorporated herein by reference.

23. SEVERABILITY. In the event any of the provisions of this Agreement are held by a court of competent jurisdiction to be contrary to any state or federal law, the remaining provisions of this Agreement will remain in full force and effect.

24. ENTIRE AGREEMENT. This Agreement, which may be executed in a number of counterparts, each of which shall be deemed an original, constitutes the entire Agreement and understanding between the parties, and supersedes all prior Agreements and understandings relating hereto.


10/16/13

Exhibit A SCOPE OF SERVICES

The contractor, Gibson Consulting Group, Inc. will provide the following services to the New Hampshire Department of Education (NHDOE), Bureau of Special Education, beginning January 1, 2014 or date of Governor and Council approval, whichever is later, through December 31, 2015.

SERVICES TO BE PROVIDED ANNUALLY FOR THE STATEWIDE PARENT INVOLVEMENT SURVEY:

Indicator 8: Percent of parents with a child receiving special education services who report that schools facilitated parent involvement as a means of improving services and results for children with disabilities. (20 U.S.C. 1416(a)(3)(A)).

- Marketing and technical assistance requirements necessary to fulfill the project
- Work with the Bureau to develop a timeline of dissemination and technical assistance activities that aligns with Special Education State Performance Plan/Annual Performance Report reporting requirements.
- Disseminate, in conjunction with approximately 177 school districts, up to 33,000 surveys annually comprised of two forms; one survey for ages 3-5 and one for ages 6-21 (exact number to be determined by the approved child count) and include a return response system. This must include postage for dissemination and return of each survey.
- Provide a multi-tiered level of technical assistance to school and district staff regarding the survey dissemination and administration based on school and district need.
- Work with the Bureau to develop and disseminate public awareness marketing tools and strategies for the Statewide Parent Involvement Survey and SPP Indicator 8 to increase response rate and outcomes.
- Provide access to the survey via a variety of methods including world language translators, readers, Sign Language to meet the communication mode of the parent, large print, and other methods as necessary.
- Develop and provide access to an online version of the two statewide parent involvement surveys with link provided in cover letter sent to parents as an option for taking the survey.
- Conduct an annual evaluation of the survey administration and based on these results make necessary improvements to the survey process.
- Receive completed surveys from parents and enter into database that is compatible with Department of Education software.
- Aggregate and disaggregate data by requested demographics (e.g. by district, by school, by level, etc.) for both surveys using vendor owned software.
- Analyze and compare statewide parent survey data over the past few years to identify best practices and needs to develop and implement improvement activities.
- Analyze and submit data required for reporting in the New Hampshire Department of Education, IDEA PARTB Special Education State Performance Plan/Annual Performance Report (due February 1, 2013 and February 1, 2014).
- Provide Bureau with district data required for reporting in the New Hampshire Department of Education, District Data Profiles. Provide Bureau with summary of statewide Parent Involvement Survey longitudinal data best practices and needs to develop and implement improvement activities.
- Work with NHDOE, partner organizations, school districts, individuals with disabilities and their families to use longitudinal data to support the development and implementation of improvement activities to increase results on SPP Indicator 8.
- Provide data in a variety of ways to include, but not be limited to, graphs and charts.

Contractor Initial

Date


10/16/13

- Provide the Bureau with an evaluation plan regarding timelines, outputs along with final report that includes raw data, graphs, etc.
- Provide additional supports needed to carry out the Statewide Parent Involvement Survey with the approval from the Bureau of Special Education. This will be the responsibility of the contractor to fund and manage.

SERVICES TO BE PROVIDED ANNUALLY FOR POST SCHOOL OUTCOMES SURVEY

Indicator 14: Percent of youth who are no longer in secondary school, had IEPs in effect at the time they left school, and were:

- A. Enrolled in higher education within one year of leaving high school.
- B. Enrolled in higher education or competitively employed within one year of leaving high school.
- C. Enrolled in higher education or in some other postsecondary education or training program; or competitively employed or in some other employment within one year of leaving high school.
(20 U.S.C. 1416(a)(3)(B))

- Meet dissemination, marketing and technical assistance requirements necessary to fulfill the project.
- Work with the Bureau to develop a timeline of dissemination and technical assistance activities that aligns with Special Education State Performance Plan/Annual Performance Report reporting requirements.
- Disseminate, in conjunction with approximately 177 school districts, up to 3,000 surveys annually comprised of a cover letter and survey (exact number to be determined by Table 4 exited student report) and include a return response system. This must include postage for dissemination and return of each survey.
- Provide a multi-tiered level of technical assistance to school and district staff regarding the survey dissemination and administration based on school and district need.
- Work with the Bureau to develop and disseminate public awareness marketing tools and strategies for the Post School Outcomes Survey and SPP Indicator 14 to increase response rate and outcomes.
- Provide access to the survey via a variety of methods including world language translators, readers, Sign Language to meet the communication mode of the parent, large print, and other methods as necessary.
- Provide access to the survey via a variety of methods including world language translators, readers, Sign Language to meet the communication mode of the parent, large print, and other methods as necessary.
- Develop and provide access to an online version of the post school outcomes survey with link provided in cover letter sent to exited students as an option for taking the survey.
- Conduct an annual evaluation of the survey administration and based on these results make necessary improvements to the survey process.
- Conduct an annual evaluation of the survey administration and based on these results make necessary improvements to the survey process.
- Meet data analysis requirements necessary to fulfill the project.
- Receive completed surveys from exited students and enter into database that already contains student demographics that is compatible with Department of Education software.
- Aggregate and disaggregate data by requested demographics (e.g. by district, by Indicator 14 categories for measurements, etc.) for the post school outcomes survey using vendor owned software.

Contractor Initial


Date 10/16/13

- Enter distribution and response student data into National Post School Outcomes Center: Indicator 14 Response Calculator by district to provide required survey representativeness data and analysis of this data for state reporting.
- Analyze and compare Post School Outcome survey data over the past few years to identify best practices and needs to develop and implement improvement activities.
- Analyze and submit data required for reporting in the New Hampshire Department of Education, IDEA PARTB Special Education State Performance Plan/Annual Performance Report (due February 1, 2013 and February 1, 2014).
- Provide Bureau with district data required for reporting in the New Hampshire Department of Education, District Data Profiles.
- Provide Bureau with summary of Post School Outcomes longitudinal data best practices and needs to develop and implement improvement activities.
- Work with NHDOE, partner organizations, school districts, individuals with disabilities and their families to use longitudinal data to support the development and implementation of improvement activities to increase results on SPP Indicator 14.
- Provide data in a variety of ways to include, but not be limited to, graphs and charts.
- Provide the Bureau with an evaluation plan regarding timelines, outputs along with final report that includes raw data, graphs, etc.
- Provide additional supports needed to carry out the Post School Outcomes Survey with the approval from the Bureau of Special Education. This will be the responsibility of the contractor to fund and manage.

Contractor Initial
Date


10/16/13

Exhibit B
BUDGET

Line Items	FY14			FY15			FY16			Grand Total
	01/01/14-06/30/14			07/01/14 - 06/30/2015			07/01/2015 - 12/31/2015			
	Total Hours	Rate per hour	Total FY14	Total Hours	Rate per hour	Total FY15	Total Hours	Rate per hour	Total FY16	
Amie Rapoport, Project Director	82	\$ 155	\$12,710	147	\$ 155	\$ 22,785	75	\$ 160	\$ 12,000	\$ 47,495
Marshall Garland, Lead Analyst	11	\$ 140	\$ 1,540	126	\$ 140	\$ 17,640	137	\$ 145	\$ 19,865	\$ 39,045
Eric Booth, Analyst	27	\$ 135	\$ 3,645	118	\$ 135	\$ 15,930	121	\$ 140	\$ 16,940	\$ 36,515
Ali Tayan, Chief Technology Officer	0	\$ 150	\$ -	60	\$ 150	\$ 9,000	60	\$ 155	\$ 9,300	\$ 18,300
Cheyenne Rolf, Research Associate	91	\$ 110	\$10,010	79	\$ 110	\$ 8,690	5	\$ 115	\$ 575	\$ 19,275
Subtotal	211		\$27,905	530		\$74,045	398		\$ 58,680	\$ 160,630
Photocopying/ Printing			\$10,565			\$ 10,565			\$	
Postage			\$41,827			\$ 43,017			\$	
Travel			\$ 1,000			\$ 2,000			1,000	
Scanning returned surveys			\$ 1,934			\$ 2,323			\$	
Translations & other services			\$ 1,060			\$ 1,060			\$	
Subtotal			\$56,386			\$ 58,965			1,000	\$ 116,351
TOTAL COST			84,291			133,010			59,680	\$ 276,981

Contractor Initials:  Date: 12/16/13

Limitation on Price: Upon mutual agreement between the state contracting officer and the contractor, line items in this budget may be adjusted one to another but in no case shall the total budget exceed the price limitation of \$276,981.00.

Line items in this budget may be adjusted, one to the other, with a +/- 10% of the indicated amount, but in no case can the total budget exceed the price limitation. The total budget may not exceed \$276,981.00.

Method of Payment: Payment is to be made monthly on the basis of invoices which are supported by a summary of activities that have taken place in accordance with the terms of the contract, along with a detailed listing of expenses incurred (see following tentative payment schedule). If otherwise correct and acceptable, payment will be made for 100% of the expenditures listed. Invoices and reports shall be submitted to:

Barbara Raymond
NH Department of Education
Bureau of Special Education
101 Pleasant Street
Concord, New Hampshire 03301

Contractor Initial

Date




EXHIBIT C

The New Hampshire Department of Education (NHDOE), Bureau of Special Education reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use, for NHDOE purposes:

- (a) The copyright in any work developed under a grant, subgrant, or contract under a grant of subgrant; and
- (b) Any rights of copyright to which a grantee, subgrantee or a contractor purchases ownership with grant support.

Contractor Initial

Date


10/16/13

State of New Hampshire Department of State

CERTIFICATE

I, William M. Gardner, Secretary of State of the State of New Hampshire, do hereby certify that Gibson Consulting Group Inc., a(n) Texas corporation, is authorized to transact business in New Hampshire and qualified on October 8, 2013. I further certify that all fees required by the Secretary of State's office have been received.



In TESTIMONY WHEREOF, I hereto set my hand and cause to be affixed the Seal of the State of New Hampshire, this 23rd day of October, A.D. 2013

A handwritten signature in cursive script, appearing to read "William M. Gardner".

William M. Gardner
Secretary of State

GIBSON

CONSULTING GROUP

Certificate of Authority

I, Beth Frank, Secretary of Gibson Consulting Group, Inc. do hereby certify that :

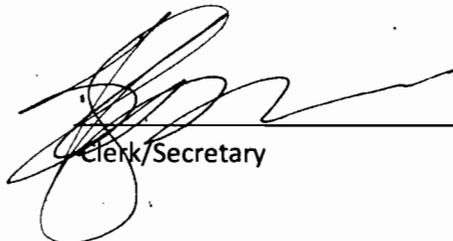
- (1) I maintain and have custody of and am familiar with the seal and minute books of the corporation;
- (2) I am authorized to issue certificates with respect to the contents of such books and to affix such seal to such certificate;
- (3) The following is a true and complete copy of the resolutions adopted by the board of directors of the corporation at a meeting of that board on October 24, 2013, which meeting was held in accordance with the law of the state of incorporation and the by-laws of the corporation:
- (4) The foregoing resolution is in full force and effect, unamended, as of the date hereof; and
- (5) The following person(s) lawfully occupy the office(s) indicated below:

Greg Gibson, Chairman

Beth Frank, Secretary

IN WITNESS WHEREOF, I have hereunto set my hand as the Clerk/Secretary of the Corporation this 24th day of October, 2013.

(Corporate Seal if any)



Clerk/Secretary

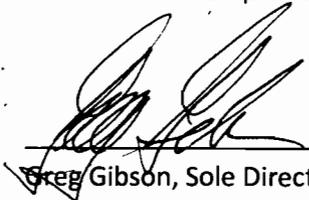
GIBSON

CONSULTING GROUP

RESOLUTION

Be it resolved that the Sole Director of Gibson Consulting Group, Inc. authorizes Greg Gibson, President or Ali Taylan, Vice President to sign all agreements required to execute a contract with the New Hampshire Department of Education.

Be it further resolved that Gibson Consulting Group, Inc. is authorized to enter into contracts with the State of New Hampshire and the New Hampshire Department of Education.



Greg Gibson, Sole Director

10/24/13

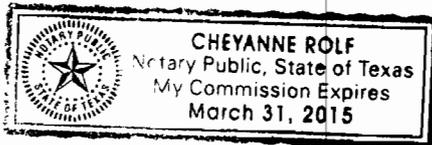
Date

STATE OF Texas

COUNTY OF Travis

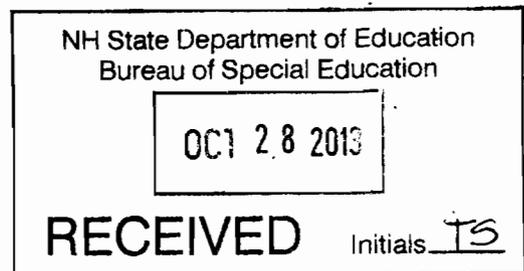
On October 24, 2013, before the undersigned officer personally appeared the person identified in the foregoing certificate, known to me to be the Secretary/Clerk of the association identified in the foregoing certificate, and acknowledge that she/he executed the forgoing certificate.

In witness whereof I hereunto set my hand and official seal.





Notary Public





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10-21-2013

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER FROST INSURANCE AGENCY INC/PHS 812422 P: (866) 467-8730 F: (877) 905-0457 PO BOX 33015 SAN ANTONIO TX 78265	CONTACT NAME: PHONE (A/C, No, Ext): (866) 467-8730 FAX (A/C, No): (877) 905-0457 E-MAIL ADDRESS: INSURER(S) AFFORDING COVERAGE NAIC # INSURER A : Sentinel Ins Co LTD INSURER B : Hartford Casualty Ins Co INSURER C : INSURER D : INSURER E : INSURER F :
INSURED GIBSON CONSULTING GROUP INC. PO BOX 163356 AUSTIN TX 78716	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	GENERAL LIABILITY			65 SBA TF8577	12/15/2013	12/15/2014	EACH OCCURRENCE	\$ 1,000,000
	<input type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> General Liab	<input checked="" type="checkbox"/>	<input type="checkbox"/>				DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC						MED EXP (Any one person)	\$ 10,000
							PERSONAL & ADV INJURY	\$ 1,000,000
A	AUTOMOBILE LIABILITY			65 UEC AP8411	12/15/2013	12/15/2014	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000
	<input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS	<input type="checkbox"/>	<input type="checkbox"/>				BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR			65 SBA TF8577	12/15/2013	12/15/2014	EACH OCCURRENCE	\$ 5,000,000
	<input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE	<input type="checkbox"/>	<input type="checkbox"/>				AGGREGATE	\$ 5,000,000
	DED <input checked="" type="checkbox"/> RETENTION \$ 10,000							\$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			65 WEC GB3699	06/14/2013	06/14/2014	<input checked="" type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTHER	
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y/N	N/A	<input type="checkbox"/>				E.L. EACH ACCIDENT	\$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
 Those usual to the Insured's Operations. Certificate Holder is an Additional Insured per the Business Liability Coverage Form SS0008 attached to this policy.

CERTIFICATE HOLDER The State of New Hampshire Department of Education 101 PLEASANT ST CONCORD, NH 03301	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
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Mission Statement

*Be the premier provider of innovative and lasting
management and technology solutions
through a personal commitment to our clients
for the improvement of public education.*

Overview of Gibson Consulting Group, Inc.

Gibson excels at working with state education agencies and other educational organizations to collect, analyze, and report data. We have worked with over 250 school systems in 21 different states during the past 21 years. We have committed to public education by providing services exclusively in the educational market. Functional areas include survey research, program evaluation, statistical consulting, technology selection and integration, efficiency services, organizational analysis, performance-based budgeting, decision support tools, and financial investigations.

Financial Statements

Gibson Consulting Group, Inc. Annual Revenue 2011-1st Quarter 2013

Year	Total Revenue
2011	\$3,132,719.77
2012	\$1,706,729.08
1 st Quarter 2013	\$611,933.73

Gibson Consulting Group, Inc. Annual Profit and Loss Statement 2011-1st Quarter 2013

	2011	2012	1 st Quarter 2013
Revenues			
Consulting Revenue	3,132,658.25	1,706,715.08	611,933.73
Miscellaneous Revenue	61.52	14.00	0.00
Total Revenues	<u>3,132,719.77</u>	<u>1,706,729.08</u>	<u>611,933.73</u>
Expenses			
Cost of Sales	2,778,448.77	1,550,570.96	538,324.64
Operating Expenses	270,906.63	226,933.88	58,496.12
Bank/CC Fees	5,451.19	5,098.11	2,622.21
LOC Fees	1,078.26	2,546.95	2,299.45
Total Expenses	<u>3,055,924.85</u>	<u>1,785,149.90</u>	<u>601,742.42</u>
Net Ordinary Income	76,794.78	(78,420.82)	10,191.31
Other Income/Expense			
Other Income			
Interest Income	0.00	0.00	0.00
Gain on Disposal of Fixed Asset	0.00	0.00	0.00
Total Other Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Other Expenses			
Interest Expense	0.00	0.00	127.32
Total Other Expenses	<u>0.00</u>	<u>0.00</u>	<u>127.32</u>
Net Other Income (Expense)	<u>0.00</u>	<u>0.00</u>	<u>(127.32)</u>
Net Income	<u>76,794.78</u>	<u>(78,420.82)</u>	<u>10,063.99</u>

Gibson Consulting Group, Inc.
Annual Balance Sheet 2011-1st Quarter 2013

	2011	2012	1 st Quarter 2013
ASSETS			
Current Assets			
Checking/Savings	7,199.95	45,846.22	103,995.39
Accounts Receivable	408,627.04	418,023.53	449,660.41
Other Current Assets	79,008.17	128,924.12	148,465.85
Total Current Assets	<u>494,835.16</u>	<u>592,793.87</u>	<u>702,121.65</u>
Fixed Assets	53,067.69	46,864.21	49,446.08
TOTAL ASSETS	<u>547,902.85</u>	<u>639,658.08</u>	<u>751,567.73</u>
LIABILITIES & EQUITY			
Liabilities	121,108.23	302,347.68	404,193.34
Equity	426,794.62	337,310.40	347,374.39
TOTAL LIABILITIES & EQUITY	<u>547,902.85</u>	<u>639,658.08</u>	<u>751,567.73</u>

Board of Directors

Gibson Consulting Group, Inc. has a sole board member, Greg Gibson. Mr. Gibson is President and a full-time employee of Gibson Consulting Group.

Personnel Information

Amie Rapaport, PhD

Project Director

Dr. Amie Rapaport earned her doctorate degree in social psychology from New York University with a concentration in quantitative statistics. She has over 10 years of research experience in education and psychology. Dr. Rapaport served as project director for several recently completed survey projects, including the senior exit survey for Arlington Independent School District, surveys of adult education students for the THECB, and the community-wide survey of parent and student perspectives on school choice for Lee County Public Schools in Florida. Dr. Rapaport has also directed other large-scale district-wide survey projects, including statewide surveys of parents and schools regarding Supplemental Educational Services for Texas and Kentucky. She also conducted the NCSEAM survey administration and analysis process for Leander Independent School District in Texas.

Prior to coming to Gibson, Dr. Rapaport led the Texas Education Agency's Program Evaluation Unit, supervising the development and execution of over 30 large-scale, statewide program evaluation projects. Rapaport has extensive experience guiding research, identifying key objectives, developing methodological designs, creating surveys and other instruments, pinpointing and resolving methodological and statistical limitations, applying appropriate statistical methods, and interpreting and communicating results to diverse audiences. She is an expert in hierarchical linear modeling (HLM), structural equation modeling, multiple regression, analysis of variance, and qualitative research methods.

Marshall Garland, ADB

Lead Analyst

Mr. Marshall Garland has earned all but his dissertation towards a doctorate in Political Science, Comparative Politics, and Research Methodology from Texas Tech University. He has almost 10 years of research experience, extensive training in research design and econometrics, as well as advanced training in categorical and limited dependent variable models from the University of Essex, UK. Mr. Garland serves as statistician and lead analyst on multiple projects providing guidance and execution of sophisticated data analysis techniques, including analytic work examining student growth models for the Virginia Department of Education.

Prior to joining Gibson, Mr. Garland worked for the Texas Schools Project at the University of Texas at Dallas. As a research scientist, he assembled longitudinal databases spanning 15 years and more than 60 million records. He used these databases to statistically examine questions related to students' academic growth, teacher effectiveness, and the impact of professional development on student achievement, persistence, and graduation. Mr. Garland also served as a program evaluator at Austin Independent School District, where he evaluated a number of initiatives, including the federal Title IV Safe and Drug-Free Schools and Communities grant. He led the High School Exit Survey project, which Austin ISD administered annually to approximately 4,000 high school seniors. He received recognition for his work on this project by the American Educational Research Association in 2009 with a Division H "Outstanding Publication for Advances in Methodology" award.

Eric Booth, ABD

Analyst

Mr. Eric Booth possesses graduate level training focused on advanced statistical methodology, survey design, and education policy analysis. He received additional statistical and econometrics training at the University of Michigan and the University of Texas. Booth has nearly 10 years of experience in the design and analysis of surveys in education settings. His recent survey work includes overseeing administration and sampling design for the statewide Texas School Survey of Drug and Alcohol Use for the Texas Department of State Health Services, the Developmental Education Demonstration Project Survey of faculty and staff for the Texas Higher Education Coordinating Board, the Waco ISD Discipline Survey of Teachers, Parents, and Students for the Texas Office of the Governor, the Texas High School Project Survey of Teachers and Principals for Texas Education Agency and SRI International, and the Teacher Incentive Pay Staff and Principal Survey for Round Rock Independent School District. He has also served as a principal investigator for the "Aging Texas Well" Statewide Survey for the Texas Department of Aging and Disability Services, the targeted survey of the Maternal and Child Health population across Texas for the 5-Year MCH Title V Needs Assessment for the Texas Department of State Health Services, and a GEAR UP College-bound Student Survey for IDEA Public Schools.

Prior to coming to Gibson, Eric Booth held a dual appointment at Texas A&M University as Senior Research Associate at the Public Policy Research Institute and Lecturer in Graduate Research Methods in the Department of Health Policy and Management. He has regularly taught graduate courses on research methodology and complex survey design. He is an expert in advanced statistical methods including multilevel, longitudinal, time-series, and survival analysis. His peer reviewed publications include articles at the Journal of Applied Research on Children, Party Politics, and Health Services Research, and his education research has been featured in various media outlets including the New York Times, NPR, Washington Post, Houston Chronicle, and the Austin American-Statesman.

Ali Taylan, MBA

Chief Information Officer

Mr. Taylan has 20 years of experience in technology and management information systems and has extensive experience in creating, developing and implementing solutions using a wide array of technologies and tools. Mr. Taylan is also experienced in the development and implementation of business intelligence tools. He was responsible for creating and delivering an interactive data visualization of Jefferson County Public Schools' employee satisfaction survey data and Lee County Public Schools' community survey data. Mr. Taylan combines business and user requirements with available source data elements to develop data models. He then creates custom solutions that use these data models with various analysis and visualization tool sets. Clients can use these solutions to analyze their data and make informed decisions. He has created solutions for performance-based budgeting, statewide peer district analysis, and statewide financial and staffing analysis.

Cheyenne Rolf

Research Associate

Ms. Rolf has over six (6) years of experience as an associate consultant at Gibson on a wide variety of projects (e.g., survey research, program evaluation, efficiency reviews, cost savings, performance measures). She has worked closely with senior consultants on all facets of survey research projects, including developing and administering surveys, analyzing survey data, conducting focus groups, and writing statistical reports. Current projects include the survey development projects for the THECB and the evaluation of SES in Kentucky. Ms. Rolf plays an integral role in survey development and deployment, and is highly skilled in employing innovative survey efforts that result in high response rates.

Total Years Experience
10 years

Education

- Doctor of Philosophy, Social and Personality Psychology, New York University
- Master of Arts, General Psychology, New York University
- Bachelor of Arts, Psychology, American University

Professional Affiliations

- American Educational Research Association
- American Psychological Association

Summary of Qualifications

Dr. Rapaport has over ten years of research experience, with rigorous training in quantitative methods and statistics from New York University. Currently Dr. Rapaport serves as Project Director of statewide and district-level evaluation projects, and leads the quantitative and qualitative analysis components of all program evaluation projects. Dr. Rapaport also provides expert consultation on survey development and administration on projects across all company practice areas, and provides statistical consulting to clients seeking additional support on research projects.

Prior to Gibson Dr. Rapaport led the Texas Education Agency's Program Evaluation unit, supervising the development and execution of over 30 large-scale, statewide program evaluation projects. She has extensive experience guiding research, developing research instruments, pinpointing and resolving methodological and statistical limitations, applying appropriate statistical methods, and interpreting and communicating results. She is an expert in Hierarchical Linear Modeling, Structural Equation Modeling, Multiple Regression, Analysis of Variance, and qualitative analysis methods. She is skilled in using SPSS, SAS and NVivo software packages to meet her analytic needs, and is able to effectively translate complex statistical findings into understandable, succinct research findings with actionable recommendations.

Relevant Experience

Statewide Program Evaluations

- *Texas Education Agency*
 - o 21st Century Community Learning Centers
 - o Texas Ninth Grade Transition and Intervention grant program
- *Kentucky Department of Education* - Kentucky Supplemental Educational Services
- *Oregon Department of Education* - Oregon Statewide System of Supports
- *Education Research Center, University of Texas Dallas* - Teacher Professional Development Programs
- *Texas Legislative Budget Board* - Texas Early Education Model

- *Education Service Center Region 13*
 - o Texas Supplemental Educational Services
 - o Texas Turnaround Initiative

District-wide Program Evaluations

- *Amarillo Independent School District*
 - o Small Learning Communities grant program
 - o Vision 2020, Virtual Learning Strand grant program
- *Austin Independent School District - District Supports for School Leaders*
- *Fort Worth Independent School District - Special Interest Programs – Review and Recommendations*
- *Harris County Department of Education, Laureate Higher Education Group - Harris County Principal Certification Academy*
- *Uplift Education - Target Tech in Texas grant program,*
- *Vanderbilt University (and the Round Rock Independent School District)- Implementation of Round Rock ISD’s Teacher Compensation Pilot Program*

Other Program Evaluation Experience

- Supervised evaluations of:
 - o Afterschool programs
 - o Charter schools
 - o Intensive reading interventions
 - o Comprehensive school reform programs
 - o Teacher incentive programs
 - o School redesign programs
 - o Professional development programs

Survey Projects

- *Humanities Texas – Professional Development Feedback Survey*
- *Jefferson County Public Schools - Employee Satisfaction Survey*
- *Lee County Public Schools - Community Survey on School Choice*
- *The Texas Education Service Center Curriculum Collaborative - CSCOPE User Survey*
- *Texas Charter Schools Association - Customer Survey*
- *Texas Higher Education Coordinating Board – Assessment of GradTX and Degree Completion Programs.*

Statistical Consulting

- *Vanderbilt University's National Center on Performance Incentives - New York City's School-wide Performance Bonus Program*
- *Review of the Special Education Department, Leander Independent School District (Parent Survey)*
- *Teacher Value-Added Scores in Metro-Nashville Public Schools, Vanderbilt University's National Center on Performance Incentives (Statistical Consulting)*

Management and Organization Consulting

- *Development of Shared Services Arrangement Training Guide, Region 16 Education Service Center*
- *IDEA Public Schools - Performance Management Assessment*
- *Uplift Education*
 - o *Performance Management Assessment*
 - o *Software Systems Maximization Assessment*

Publications

Methodological studies comparing biases in self-report data when collected via paper questionnaires or electronic PDAs. (Daily diary research, hierarchical linear modeling, longitudinal studies, self-report bias):

- Green, A.S., Rafaeli, E., Bolger, N., Shrout, P.E., & Reis, H.T. (2006). Paper or plastic: Data equivalence in paper and electronic diaries. *Psychological Methods*, 11 87-105.
- Bolger, N. Shrout, P.E., Green, A.S., Rafaeli, E., & Reis, H.T. (2006). Paper or plastic revisited: Let's keep them both. *Psychological Methods*, 11,123-125.

Longitudinal studies of couples coping with stress: (Social support and coping, hierarchical linear modeling, structural equation modeling, daily diary methods, close relationships):

- Rafaeli, E., Cranford, J.A., Green, A.S., Shrout, P.E., & Bolger, N. (2008). The good and bad of relationships: How social hindrance and social support affect relationship feelings in daily life. *Personality and Social Psychology Bulletin*, 34, 1703-1718.
- Green, A.S. (2006). How does coping work? A random effects analysis of the influence of coping on day-to-day anxiety. Dissertation manuscript.
- Burke, C.T., Green, A.S., Shrout, P.E., & Bolger, N. (2005). "What doesn't kill you makes you a lawyer: Anxiety in preparation for the bar exam." Poster presented at the Society for Personality and Social Psychology Annual Conference, New Orleans, L.A.

Other methodological studies, reports, and presentations

- Green, A.S. (2005). Predicting pass rates on the bar examination: Anxiety level versus change and its impact on actual performance. Talk given at the Four-College Conference (Princeton University, Yale University, Columbia University, New York University). Princeton, NJ.
- Bolger, N., ShROUT, P. E., Iida, M., Green, A. S., & Burke, C. T. (2005). Methodological issues in studying couples over time. Talk given at Advances in couples' coping and stress research: Psychosocial and clinical perspectives, Catholic University, Milan, Italy.
- Seidman, G.S., Green, A.S., ShROUT, P.E., & Bolger, N. (2004). "Can a statistical artifact make conflict appear good for marital satisfaction?" Poster presented at the Society for Personality and Social Psychology Annual Conference, Austin, TX.

Other peer-reviewed publications

- McKenna, K.Y.A. and Green, A.S. (2002). "Virtual Group Dynamics." *Group Dynamics*, 6, 116-127.
- McKenna, K.Y.A., Green, A.S., and Gleason, M.E.J (2002). "Relationship Formation on the Internet: What's the Big Attraction?" *Journal of Social Issues*, 58, 9-31.
- McKenna K.Y.A.; Green A.S.; and Smith P.K. (2001). "Demarginalizing the sexual self." *Journal of Sex Research*, 38, 302-311.

Invited Lectures/Speakers

- University of Texas at Austin, Department of Human Development and Family Sciences

Employment History

- Gibson Consulting Group, Inc. – Senior Research and Evaluation Consultant (2008 – Present)
- Texas Education Agency – Assistant Director for Program Evaluation (2006 – 2008)
- New York University – Research Scientist and Lab Director (2001 – 2006)
- Statistical Consulting – Freelance
 - o Mt. Sinai School of Medicine (2003 – 2006)
 - o University of Texas (2005 – 2006)
 - o Temple University (2003)

Total Years Experience

5 years

Education

A.B.D. Political Science,
Comparative Politics, Research
Methodology
Texas Tech University,
Lubbock, Texas

Masters of Arts in
International Relations, St.
Mary's University, San
Antonio, TX

Bachelors of Arts, Political
Science, French, University of
Texas at San Antonio, San
Antonio, TX

Professional Affiliations

American Education Research
Association (AERA)

Society for Research on
Educational Effectiveness
(SREE)

Summary of Qualifications

Mr. Garland has over five years of applied research experience. He has extensive training in research design and econometrics from Texas Tech University, as well as advanced training in categorical and limited dependent variable models from the University of Essex, UK.

Prior to joining Gibson, Mr. Garland was an evaluator at Austin Independent School district, where he served as the secondary and primary evaluator for a number of initiatives undertaken by the Gates Foundation-funded High School Redesign Initiative. He was also the project lead for the Postsecondary Transition research project, which employed advanced statistical techniques to understand AISD graduates' post-graduation pathways. His work on this project was recognized by the American Educational Research Association (AERA) in 2009. After AISD, Mr. Garland worked at the Texas Schools Project at the University of Texas at Dallas. There, he assembled longitudinal databases spanning 15 years and more than 60 million records to address questions related to students' academic growth, teacher effectiveness, the impact of professional development on student achievement, and student persistence and graduation. Mr. Garland is an expert in hierarchical linear modeling (HLM), panel data analysis techniques, and quasi-experimental research designs and methods. He is an advanced Stata programmer and intermediate SPSS user, and is able to discuss the details of research design, statistical methods, and results using nontechnical language to ease comprehension for a diverse audience.

Relevant Experience

Program Evaluation Projects – State Clients

- Teacher Professional Development Programs, University of Texas Dallas – Education Research Center
- Teacher for America (TFA) Statewide Evaluation, University of Texas Dallas – Education Research Center
- Texas 21st Century Community Learning Centers Evaluation – Gibson Consulting Group

Program Evaluation Projects – District Clients

- Evaluation of the First Things First High School Reform Model, *Austin Independent School District*
- Title IV Safe and Drug Free Schools and Communities Evaluation, *Austin Independent School District*
- Math Improvement Initiative Evaluation, *Austin Independent School District*
- Professional Learning Communities Evaluation, *Austin Independent School District*

Other Program Evaluation Experience

- Aspire High School Success (HSS) Grant Program, *AT&T Foundation*

Research Projects

- Blueprint for Educational Change, *E3 Alliance*
- College and Career Readiness Initiative, *Virginia Department of Education*
- Postsecondary Transition Project, *Austin Independent School District*

Publications

Evaluation Reports

- ❖ University of Texas at Dallas Education Research Center, Gibson Consulting Group, Inc., Learning Point Associates (an affiliate of American Institutes for Research), and ICF International. (2010). *Rider 42 Report Professional Development Research Study*. Report prepared for the Texas Education Agency.
- ❖ Alderete-Looby, Karen and Marshall W. Garland. (2009). *Student Advisory Evaluation, 2007-2008*. (DPE Publication 07.72). Austin, TX: Austin Independent School District.
- ❖ Garland Marshall W. (2008). *2007-2008 First Things First Evaluation: Year One Implementation*. (DPE Publication 07.79). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). *What are the Postgraduation Employment Outcomes of Members of the AISD Class of 2006?* (DPE Publication 07.52). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). *Title V, Part A Summary Report: 2007-2008*. (DPE Publication 07.67). Austin, TX: Austin Independent School District.
- ❖ Alderete-Looby, Karen and Marshall W. Garland. (2008). *Math Improvement Initiative: Algebra I Summary, 2007-2008*. (DPE Publication 07.69). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). *The Determinants of Postsecondary Enrollment: Evidence from the AISD Class of 2007*. (DPE Publication 06.36). Austin, TX: Austin Independent School District. (Winner of the 2009 AERA Division H Publication Award for Advances in Methodology.)

- ❖ Garland, Marshall W. (2008). Postsecondary Enrollment Summary Report: Classes of 2002-2007. (DPE Publication 07.48). Austin, TX: Austin Independent School District.
- ❖ Christian, Cinda and Marshall W. Garland (2008). Title IV Safe and Drug Free Schools and Communities Evaluation, 2005-2006 Through 2006-2007. (DPE Publication 06.50). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). SAT and Postsecondary Enrollment. (DPE Publication 07.42). Austin, TX: Austin Independent School District.
- ❖ Christian, Cinda and Marshall W. Garland (2007). State Compensatory Education Evaluation Report, 2005-2006. (DPE Publication 05.15). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2007). Title V, Part A Summary Report: 2006-2007. (DPE Publication 06.36). Austin, TX: Austin Independent School District.

Academic Publications

- ❖ Marshall W. Garland and Glen Biglaiser. (2009). Do Electoral Rules Matter? Political Institutions and Foreign Direct Investment in Latin America. *Comparative Political Studies*, 42, 224.
- ❖ Jeffrey Edwards and Marshall W. Garland. (2007). An Evaluation of the Effects of Major Trading Partner Growth using a GMM System" *Applied Economics Letters*, 1.
- ❖ Jeffrey A. Karp and Marshall W. Garland. (2007). Ideological Ambiguity and Split Ticket Voting. *Political Research Quarterly*, 60, 722-732.

Employment History

- Gibson Consulting Group, Inc. (2012) – Research and Evaluation Consultant
- Edvance Research – Research Specialist (2011 - 2012)
- University of Texas at Dallas Texas Schools Project – Research Scientist (2010 - 2011)
- Austin Independent School District – Evaluation Analyst (2006 - 2010)

Total Years Experience

10 years

Education

- Master of Arts, Political Science, Texas Tech University
- Bachelor of Arts, Political Science and English, Midwestern State University

Additional Statistical Training

- University of Texas, UT Summer Statistics Institute, 2012: Bayesian Statistics Hierarchical Linear Modeling
- Texas A&M University, TAMU Summer Institute for Quantitative Methods, 2009: Selection Models, Structural Equation Models
- University of Michigan, Interuniversity Consortium for Political and Social Research, 2005 and 2005 Advanced MLE, Advanced Regression, Timeseries, Programming with R

Summary of Qualifications

Mr. Booth has nearly 10 years experience in the analysis and evaluation of education programs and policies, including a focus on analyzing statewide, archival education databases. He is the author of over 20 packages for the statistical package *Stata* that focus the analysis or management of large-scale data. His recent analysis and data management projects include the following: (1) the analysis of all the individual-level student records linked with all juvenile justice records in Texas from 1999 to 2010 in a report that received national attention called "Breaking Schools' Rules" (2) overseeing administration and sampling design for the statewide Texas School Survey of Drug and Alcohol Use for the Texas Department of State Health Services (3) evaluation of the Developmental Education Demonstration Project for the Texas Higher Education Coordinating Board (4) analysis of Waco ISD discipline and academic outcomes data for the Texas Office of the Governor (5) an analysis of staff and student performance and growth for a Teacher Incentive Pay grant with Round Rock ISD, and (6) a GEAR UP program evaluation for IDEA Public Schools.

Prior to coming to Gibson, Eric Booth held a dual appointment at Texas A&M University as Senior Research Associate at the Public Policy Research Institute and Lecturer in Graduate Research Methods in the Department of Health Policy and Management. He has regularly taught graduate courses on data management with *Stata*, research methodology and complex survey design. His peer reviewed publications include articles at the *Journal of Applied Research on Children, Party Politics, and Health Services Research*, and his education research has been featured in various media outlets including the *New York Times*, *NPR*, *Washington Post*, *Houston Chronicle*, and the *Austin American-Statesman*.

Eric Booth possesses graduate level training focused on advanced statistical methodology and education policy analysis. He received additional statistical and econometrics training at the University of Michigan and the University of Texas. He is an expert in advanced statistical methods including multilevel, longitudinal, time-series, and survival analysis.

Relevant Experience

- *Evaluation of the Developmental Education Demonstration Project Colleges and Universities in Texas (Texas Higher Education Coordinating Board)*
- *A Statewide Study of Factors Determining School Dropout: Rethinking the Campus Role in Student Success (Office of Juvenile Justice and Delinquency Prevention)*
- *A Statewide Study of Factors Determining Student Discipline in Texas (Council of State Governments)*
- *Evaluation of the Federal Teacher Incentive Fund Round Rock Independent School District (Department of Education)*
- *Evaluation of the Federal GEAR UP grant for IDEA Public Schools (Department of Education)*
- *Study of the Texas Mental Health Crisis Services Redesign (CSR) (Texas DSHS)*
- *Texas Title V Maternal and Child Health Block Grant 5-Year Needs Assessment (Texas DSHS)*
- *Evaluation of the Round Rock ISD "Safe Schools / Healthy Students" Initiative (Dept of Education)*
- *Evaluation of the Texas High School Project (THSP) (SRI, Bill and Melinda Gates & Dell Foundations, TEA)*
- *Texas Demonstration to Maintain Independence and Employment (UT Addiction Research Institute)*
- *Study of Texas School Discipline Outcomes (Council of State Governments)*
- *Study of Disproportionate Minority Contact in the Juvenile Justice System in 5 Texas Counties (Texas Criminal Justice Division of the Governor's Office)*
- *Evaluation of the Federal Student Mentoring Grant for the Round Rock Independent School District (Department of Education)*

Publications

Articles and Book Chapters

- (forthcoming) Marchbanks, Trey, Booth, Eric A., Blake, Jamilia, Carmichael, Dottie, and Tony Fabelo. "The Cost of Exclusionary Discipline and Juvenile Justice Involvement for Texas Students." Center for Civil Rights Remedies at UCLA Edited Volume (*title TBA*).
- (forthcoming) Booth, Eric A., Capraro, Robert, Capraro, Mary Margaret, Chaudhuri Nandita, Dyer, James, and Miner P. Marchbanks. "Getting Ready for College: Lessons from Evaluating Developmental Education Programs in Texas." *Journal of Developmental Education*.
- (2012) Booth, Eric A.; Marchbanks, Miner P. III; Carmichael, Dottie; and Fabelo, Tony. "Comparing Campus Discipline Rates: A Multivariate Approach for Identifying Schools with Significantly Different than Expected Exclusionary Discipline Rates," *Journal of Applied Research on Children*. Vol. 3: Iss. 2, Article 6. Available at: <http://digitalcommons.library.tmc.edu/childrenatrisk/vol3/iss2/6>
- (2011) Elliott, Timothy R., Phillips, Charles D., Patnaik, Ashweeta, Booth, Eric A., Naiser, Emily, Hawes, Catherine, James A Dyer. "Medicaid Personal Care Services and Caregivers Reports of

Childrens Health: The Dynamics of a Relationship" Health Research Methods. Vol. 46(6): 1803-1821. Accessible at: <http://onlinelibrary.wiley.com/doi/10.1111/j.1475-6773.2011.01284.x/abstract>

- (2010) Booth, Eric A., and Joseph W. Robbins. "Assessing the Impact of Campaign Finance on Party System Institutionalization." Party Politics. Vol. 16(5): 629 - 650. Accessible at: <http://www.partypolitics.org/Volume16/v16i5p629.htm>
- (2008) Booth, Eric A., and Nelson Dometrius. "Jurisdiction" in Political Encyclopedia of U.S. States and Regions. New York: MTM Publishing.
- (2008) Dometrius, Nelson, Booth, Eric A., and Nathan K Mitchell. "Separation of Powers" in Political Encyclopedia of U.S. States and Regions. New York: MTM Publishing Reports
- (2012) Carmichael, Dottie, Marchbanks, Trey, and Booth, Eric A.. "Suspending Kids to School: A Study of Camus Interventions to Reduce Student Ticketing and Exclusionary Discipline" Report to Waco ISD.
- (2012) Chadhuri, Nandita, Dyer, Jim, Booth, Eric A., Marchbanks, Trey, Peirson, Shannon, Mhatre, Pratik, and Ashweeta Patnaik. "Texas Developmental Education Demonstration Projects Evaluation Report" Report to Texas Higher Education Coordinating Board.
- (2011) Fabelo, Tony, Thompson, Michael, Carmichael, Dottie, Marchbanks, Trey, and Eric A. Booth. "Breaking Schools' Rules: A Statewide Study on How School Discipline Relates to Students Success and Juvenile Justice Involvement." Accessible at: http://justicecenter.csg.org/resources/juveniles_1
- (2011) Booth, Eric A. and Jim Dyer. "Establishing the Texas Healthcare Exchange under PPACA: Stakeholder and Public Input and Perspectives" Prepared for the Texas Department of Insurance and the Texas Health and Human Services Commission. Accessible at: http://ppri.tamu.edu/PublicReports/ppaca_healthcare_exchange_report.pdf
- (2010) Carmichael, Dottie and Booth, Eric A. "Addressing Disproportionate Minority Contact in the Texas Juvenile Justice System: Causes and Solutions from the Community Perspective." Prepared for the Texas Office of the Governor, Criminal Justice Division. Accessible at: http://ppri.tamu.edu/PublicReports/100724_Final%20Report.pdf
- (2010) Carmichael, Dottie, Jensen-Doss, Amanda, Booth, Eric A., Ellis, David and Trey Marchbanks. "Evaluation Findings for the Crisis Services Redesign Initiative: Report to the Texas Department of State Health Services." Accessible at: <http://www.dshs.state.tx.us/mhsacsr/default.shtm>
- (2010) Chauduri, Nandita, Jim Dyer, and Eric A. Booth. "Needs Assessment for Texas Title V Maternal and Child Health Block Grant Funding" Accessible at: http://www.dshs.state.tx.us/mch/default.shtm#block_grant
- (2010) Booth, Eric A.. "Robertson County Drug Free Communities Support Program Evaluation Report" Prepared for the Drug Free Communities Support Program at the ONDCP.

- (2009) Carmichael, Dottie, Jensen-Doss, Amanda, and Eric Booth. "Year One Evaluation Findings for the Crisis Services Redesign Initiative: Report to the Texas Department of State Health Services." Accessible at: <http://www.dshs.state.tx.us/mhsacsr/default.shtm>
- (2009) Booth, Eric A. "Safe Schools / Healthy Students No Cost Extension Evaluation Report." Prepared for the Round Rock Independent School District. (Department of Education)
- (2008) Booth, Eric A. "Final Evaluation Report of the Safe Schools / Healthy Students Grant." Prepared for the Round Rock Independent School District. (Department of Education)
- (2008) Lessem, Ann and Eric A. Booth. "Safe Schools and Student Outcomes: Safe Schools/Healthy Students Evaluation Report." Prepared for the Round Rock Independent School District. (Department of Education)
- (2007) Booth, Eric A. "Remedying Security and Workforce Concerns Within Science and Technology Fields Through Domestic Education Policy Reforms." Center for the Advancement of Homeland Resources (CAHR) Publication.
- (2006) Booth, Eric A. "The Political Impact of Strategic Domestic Education Policy Reforms." Center for the Advancement of Homeland Resources (CAHR) Publication.

Selected List of Statistical Software

- (2012) Booth, Eric A. `nearmrg`: A Stata module to provide nearest-match merging of datasets. `nearmrg` performs nearest match merging of two datasets. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/s434901.htm>.
- (2011) Booth, Eric A. and Nicholas J. Cox. `statplot`: A Stata module for plotting summary statistics, including plots by category. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/S457248.htm>.
- (2011) Booth, Eric A. `mlm rsquared`: Stata post-estimation command to estimate of proportional reduction in variance explained for 2-Level random slope and random intercept multilevel (ML) models.
- (2010) Booth, Eric A. `cdropmiss`: Drop Missing or Mostly-Missing Variables or Observations in Stata.
- (2010) Booth, Eric A.. `ralpha`: A Stata function to generate randomized strings. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/s457277.htm>.
- (2010) Booth, Eric A.. `obsdi_`: A Stata package to identify differences within variables and across observations. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/s457272.htm>.
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Invited Lectures/Speakers

2013

- Booth, Eric A. Cross-Site Findings and Legislative Recommendations from the Developmental Education Demonstration Project at Texas College and Universities. Accelerating Success in Texas: Adult and Developmental Education Conference. Austin, TX
- Booth, Eric, and Nathan Mitchell. "The Utilization of New Social Media for State Legislative Campaigns" Presentation at the Annual Meeting of the Southern Political Science Association. Tallahassee , FL.

2012

- Booth, Eric, and Nathan Mitchell. "The Utilization of New Social Media for State Legislative Campaigns" Presentation at the Annual Meeting of the Southern Political Science Association. Tallahassee , FL.
- Booth, Eric A. Evaluating Developmental Education in Texas College and Universities: Cross-Site Findings.
 - October. Presentation at the American Evaluation Association annual meeting in Minneapolis, MN.
 - November. Presentation at the Science and Math Association annual meeting in Birmingham, AL.
- Booth, Eric A. Evaluation of the Developmental Education Demonstration Project (DEDP) Colleges and Universities in Texas.
 - January. Presentation at the Texas Higher Education Coordinating Board annual meeting in Austin, TX.
 - June. Presentation at the Texas Higher Education Coordinating Board annual meeting in Austin, TX.
 - August. Presentation at the Texas Higher Education Coordinating Board annual meeting in Austin, TX.
- Marchbanks, Trey and Eric A. Booth. "School Discipline and Juvenile Justice Outcomes in Texas"
 - March. Presentation at the Joint Committee on Eliminating Disparities in Texas for the Center for the Elimination of Health Disparities. Health and Human Services Commission in Austin, TX.
 - June. Presentation at the Department of State Health Services Learning Lunch in Austin, TX.

2011

- Marchbanks, Trey and Eric A. Booth. "School Discipline and Juvenile Justice Outcomes in Texas"
 - July. Presentation at the Children At Risk Conference in Houston, TX.

- November. Presentation at the Children At Risk Conference in Houston, TX.
- Marchbanks, Trey, Jim Dyer, and Eric A. Booth. "Increasing Participation in Maternal Health Surveillance Surveys." Presentation at the Symposium on Survey and Evaluation Research in College Station, TX.
- Booth, Eric A. and Jim Dyer. "Exploring Texas Healthcare Exchange Options under PPACA Guidelines." Invited talk at the Texas Department of Insurance (TDI) and Health and Human Services Commission (HHSC) Texas Healthcare Exchange Symposium in Austin, TX.

2010

- Chaudhuri, Nandita and Eric A. Booth. "An innovative model for prioritizing health care needs for women, infants and children in Texas." Presentation at the American Public Health Association Meeting in Denver, CO.
- Booth, Eric A. and Nandita Chaudhuri. "Anti-Violence Policy Interventions in Texas Schools." Presentation at the Annual Meeting of Southern Political Science Association in Atlanta, GA.
- Carmichael, Dottie, Amanda Jensen-Doss, and Eric A. Booth. "Texas Crisis Services Redesign (CSR) Evaluation." Presentation at the Annual Meeting of the Texas Behavioral Health Consortium in Austin, TX.
- Booth, Eric A. "Study of Disproportionate Minority Juvenile Justice Contact in 5 Texas Counties." Presentation at the meeting Texas Juvenile Justice Roundtable in Austin, TX.
- Carmichael, Dottie and Eric A. Booth. "Study of Disproportionate Minority Juvenile Justice Contact in 5 Texas Counties." Presentation at the meeting of the Texas Governor's Criminal Justice Division Advisory Panel in Austin, TX.
- Booth, Eric A. and Nandita Chaudhuri. "Mixed Effectiveness of Anti-Violence Policy Intervention in Texas Schools: Exploring the Disconnect in Teacher, Staff and Student Perceptions of Safety in Round Rock." Presentation at the Annual Meeting of Southwest Political Science Association in Houston, TX.

2009

- Booth, Eric A. "Anti-Violence Policy Intervention in Texas Schools" Presentation at the Annual Meeting of Northeastern Political Science Association." Philadelphia, PA.
- Booth, Eric A. "Student Achievement during the High-Stakes Education Era: The Impact of the No Child Left Behind Act (NCLB) on Local Educational Initiatives and Academic Outcomes." Atlanta, GA.
- Carmichael, Dottie, Amanda Jensen-Doss, and Eric A. Booth. "Year Two Evaluation of the Texas Crisis Services Redesign." Presentation at the Annual Meeting of the Texas Council of MHMR Centers. Austin, TX.

2008

- Carmichael, Dottie, Amanda Jensen-Doss, and Eric A. Booth. "Evaluation of the Texas Crisis Services Redesign." Presentation at the Annual Meeting of the Texas Council of MHMR Centers. Austin, TX.

- Booth, Eric A. and Joseph Robbins. "Corruption Levels and Campaign Finance Laws in Post-Communist States." Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Eric A. Booth. "Ideological Determinants of Foreign Portfolio Investment." Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. "Impact of Sex Education Policies on Protest Activities." Presentation at the Annual Meeting of the Southwest Political Science Association, Las Vegas, NV.

2007

- Booth, Eric A. and Joseph Robbins. "Determinants of Public Venture Capital Flows in Post-communist States." Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. and Nathan K. Mitchell. "Executive Type and Trade Protection in 53 Countries." Presentation at the Annual Meeting of the Southwest Political Science Association. Albuquerque, NM.

2006

- Booth, Eric A. "Determinants of Judicial Competition: Evidence from State Primaries 1992-2004" Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. "Corruption and FDI: Why Asia is No Different from the Rest" Presentation at the Annual Meeting of the Southwestern Political Science Association. San Antonio, TX.
- Booth, Eric A. "A District-level Analysis of Judicial Recruitment" Poster Presentation at the Annual Meeting of the State Politics and Policy Conference. Lubbock, TX.
- Booth, Eric A. and Nathan Mitchell. "Executive Type and Trade Protection in the 1990s: Wheres the Pork?" Presentation at the Annual Meeting of the Southern Political Science Association. Atlanta, GA.
- Moreland, Amy, Tiffany Vincent, and Eric A. Booth. "Gender and Democratization." Presentation at the Annual Meeting of the Southern Political Science Association. Atlanta, GA.

2005

- Karp, Jeffrey A., Eric A. Booth, Marshall W. Garland, Joseph W. Robbins, and Aaron Colvin. "Split Ticket Voting and Political Context: What Happens When Elections Are Actually Competitive?" Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. and Joseph Robbins. "Indecision 2004: The Role of the Alternative Media Sources." Poster Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. "Economic Performance and Trade: The Role of Beggar-thy Neighbor Policies of Adjustment" Presentation at the Annual Meeting of the Southwestern Political Science Association. New Orleans, LA.

- Booth, Eric, Mitchell, Nathan, and Joseph Robbins. "The Role of Alternative Media Sources for Election 2004" Presentation at the Annual Meeting of the Southwestern Political Science Association. New Orleans, LA.

2004

- Booth, Eric A. "Foreign Aid: Japan and Latin America" Presentation at the Annual Meeting of the Southwestern Political Science Association. Corpus Christi, TX.
- Booth, Eric A. "Determinants of Foreign Aid: Japan and Latin America" TTU Poster Presentation. April 8, 2004.

Employment History

- Gibson Consulting Group, Inc. – Research and Evaluation Consultant (2012 – Present)
- Texas A&M University, Public Policy Research Institute, College Station, TX USA – Senior Research Associate (2007 – 2012)
- Texas A&M University, School of Rural Public Health, College Station, TX USA – Lecturer, Department of Health Policy and Management (2009 – Present)
- Copia Consulting – Senior Research Consultant, Austin, TX USA (2008 – 2011)
- Texas Tech University, Department of Political Science, Lubbock, TX USA – Instructor 2004 - 2008
- VOCL, Inc. – Research Consultant, Amarillo, TX USA (2005 – 2007)

Total Years Experience
20 years

Education

- Bachelor of Science in Labor Economics and Industrial Relations, University of Ankara
- Masters of Business Administration, University of Dallas

Summary of Qualifications

Mr. Taylan serves as the Chief Information Officer at Gibson Consulting Group (Gibson), a consulting firm that specializes in K-12 education. With over 15 years of experience in education technology consulting, he is an expert in management information systems and technology department assessments for school districts. He has worked with school districts and regional education service centers to improve the access to and use of management information systems. Mr. Taylan has experience working with clients and expertise defining software requirements, defining “as-is” and “to-be” process maps, and evaluating vendor demonstrations for various business and student information system selections. He creates, develops, and implements solutions using a wide array of technologies and tools. He has conducted performance and efficiency reviews for school districts. He has designed, developed, and managed performance measures to improve client efficiency and to generate savings. Of specific relevance to the Garland Independent School District (ISD) project, Mr. Taylan provided support and expertise in analyzing requirements, developing RFPs, analyzing proposals, and executing other consulting tasks related to Gibson’s system selection projects for Deer Park ISD, Katy ISD, Kamehameha Schools, Savannah-Chatham Public schools, El Paso ISD, Fort Worth ISD, Fort Bend ISD, Uplift Education, and IDEA Public Schools.

Relevant Experience

Business Intelligence and Data Visualization Projects

- Lee County Public Schools – 2012 Community Survey Dashboard – Technology Lead
- Jeffco Public Schools – 2010-11 Employee Survey Dashboard – Technology Lead
- Texas Association of School Business Officials (TASBO – eFACTS+ State-wide comprehensive multi-dimensional database and reporting System – Technology Lead
- Region XIII Education Service Center – ‘Socrates’ Data Analysis Tool Implementation – Technology Lead
- Region VII Education Service Center – DMAC MicroStrategy Pilot Project – Technology Lead
- Hallsville Independent School District – Performance Measurement System and Dashboard Implementation – Technology Lead

- Grand Prairie Independent School District – Performance Measurement System Implementation – Technology Lead
- Tyler Independent School District – Performance Measurement System Implementation – Technology Lead

Technology Projects

- CSCOPE State-wide Curriculum management and deployment system – Technology Review – Technology Lead
- Uplift Education – Requirements Collection for Portal System – Technology Lead
- Eanes Independent School District – Creation of District Technology Plan – Technology Lead
- Uplift Education – Software Systems Maximization Assessment – Technology Lead
- Ector County Independent School District – Technology Department Review – Technology Lead
- Midland Independent School District – Technology department Review – Technology Lead
- Region XIII Education Service Center – Technology department Review – Technology Lead
- Region VII Education Service Center – Technology department Review – Technology Lead
- Katy Independent School District – Enterprise Resource Planning System Selection – Technology Lead
- Kamehameha Schools (HI) – Enterprise Resource Planning System Selection – Technology Lead
- Clear Creek Independent School District – Enterprise Resource Planning System Selection- Technology Lead
- Savannah-Chatham County Public Schools – Enterprise Resource Planning System Selection - Technology Lead
- Fort Worth Independent School District – Enterprise Resource Planning System Selection- Technology Lead
- Deer Park Independent School District – Technology Consultant Services
- El Paso Independent School District – Needs Assessment
- Fort Bend Independent School District – Software Selection Project

District-Level Program Evaluations/Research Projects

- IDEA Public Schools – Performance Management Assessment– Project Team Member
- Uplift Education – Performance Management Assessment–Project Team Member

Efficiency Studies

- Oregon Department of Education – Efficiency Study of Education Service Districts– Technology Lead

Management and Organization Review

- Arlington Public Schools – School Efficiency Review– Technology Lead

- Eanes Independent School District, Creation of District Technology Plan
- Uplift Education, Software Systems Maximization Assessment
- Ector County Independent School District, Technology Department Review
- Katy Independent School District, Enterprise Resource Planning System Selection
- Clear Creek Independent School District, Enterprise Resource Planning System Selection
- Fort Worth Independent School District, Enterprise Resource Planning System Selection

Publications

Evaluation Reports

- Shields, J., Rapaport, A., Rolf, C., Kirshbaum, C., Yeates, E., Clifford, M., Menon, R., & Kim, J. *Evaluation Report of the Walden/HCDE Principal Preparation Program* (2011). Presented to the Laureate Higher Education Group.
- Rapaport, A.S., Rolf, C., Yeates, E., & Hinojosa, T. (2011). *Evaluation of Supplemental Educational Services in Texas, 2009-10*. Prepared for Region 13 ESC.
- Friedman, Lawrence B., Hoogstra, L., Miller, S., Wong, M., O'Brien, D., Tucker, N., Gibson, G., Shields, J., Rolf, C. & Yeates, E. *Research Study of Texas Dual Credit Programs and Courses* (March 2011). Submitted to the Texas Education Agency.
- Zajano., N.C., Dahlke, K., Manzeske, D.P., Gibbs, C., Chen, J., Drill, K., Brown, M., Kleidon, B., Gibson, G., Heuer, L., Shields, J., Rapaport, A.S., Rolf, C., & Hamilton, T. *Evaluation of the Early Childhood School Readiness Demonstration Projects and School Readiness Certification System* (2011). Presented to the Legislative Budget Board.
- Shields, J., Rolf, C., Yeates, E., & Kirshbaum, C. (2010). *Evaluation of the Accelerated Learning Schools Program*. Beaufort, SC: Beaufort County School District.
- Shields, J., Rapaport, A.S., Rolf, C., Yeates, E., Hoogstra, L., & Tucker, N. *A Formative Evaluation Report of the Texas Turnaround Initiative* (2010). Prepared for the Texas Turnaround Center, Region 13 ESC.

Employment History

- Gibson Consulting Group, Inc. – Associate Consultant (April 2006 – Present)
- Round Rock Independent School District – Grant Developer (2002 – 2003)
- Lubbock-Cooper Independent School District – Grant Manager (2000 – 2002)

Total Years Experience

6 years

Education

- Bachelor of Arts in Government, University of Texas at Austin, TX

Professional Affiliations

- Texas Association for School Business Officials (TASBO)

Summary of Qualifications

Cheyenne Rolf has over six (6) years of experience working with Texas school districts as grant manager, and as a Research Associate at Gibson on a wide variety of projects (e.g., efficiency reviews, accounting systems, program evaluation, cost savings, performance measures). She has worked closely with senior consultants on all facets of school district projects, including creation of performance measures, data analysis (e.g., coding qualitative and quantitative data, and financial data analysis), detailed requirements gathering, process mapping, school-level organizational analysis, staffing analysis, and data collection activities for program evaluation (e.g., conducting interviews, facilitating focus group sessions, survey administration and reporting, and classroom observations).

Relevant Experience

Management and Organization Review/Audit

- Special School District of St. Louis, Operational Audit of Administrative Structure
- Texas Charter Schools Association, Customer Survey
- Fort Bend Independent School District, Process Improvement Study
- Leander Independent School District, Review of the Special Education Department
- Tyler Independent School District, High School Reorganization Study
- Tyler Independent School District, Review of the Special Education Department
- IDEA Public Schools, District Budgeting Re-Design
- IDEA Public Schools, Performance Management Assessment
- Uplift Education, Performance Management Assessment
- Pasadena Unified School District, Management Audit
- Region 16 ESC, Development of Shared Services Arrangement Training Guide
- Texas Education Agency, Feasibility Study of Statewide Accounting System
- Austin Independent School District, Board Reporting Assessment

Efficiency Studies

- Fairfax County Public Schools/Virginia Department of Planning and Budget, Efficiency Review

- Clark County School District, Educational and Operational Efficiency Review
- Trumbull Board of Education, Efficiency Study
- Tyler Independent School District, Performance Measurement System Implementation
- Abilene Independent School District, Staffing Study
- Houston Community College, Performance Review Follow-Up
- Oregon Department of Education, Efficiency Study of Education Service Districts
- Wimberley Independent School District, Staffing Study

Statewide Program Evaluations

- Texas Education Agency, 21st Century Community Learning Centers
- Oregon Department of Education, 21st Century Community Learning Centers
- University of Texas Dallas – Education Research Center, Teacher Professional Development Programs
- Legislative Budget Board, Evaluation of the Texas Early Education Model
- Kentucky Department of Education, Evaluation of Supplemental Education Services
- Texas Education Agency, Evaluation of the Texas Ninth Grade Transition and Intervention grant program
- Region 13 ESC, Evaluation of Texas Supplemental Education Services
- Region 13 ESC, Evaluation of the Texas Turnaround Initiative
- University of Texas at Dallas, Evaluation of Teacher Professional Development Programs
- Texas Education Agency, Evaluation of Texas High School Completion and Success Grant Program

District-Level Program Evaluations/Research Projects

- Beaufort (South Carolina) County School District, Beaufort Accelerate Learning Schools Program evaluation
- School District of Lee County (FL), Community Survey
- Harris County Department of Education, Laureate Higher Education Group, Harris County Principal Certification Academy
- Round Rock Independent School District , Evaluation of the Implementation of Round Rock ISD’s teacher compensation pilot program
- Fort Worth Independent School District, Review of Special Interest Programs
- IDEA Public Schools, Performance Management Assessment
- Uplift Education, Performance Management Assessment

Technology Projects

- CSCOPE, Technology Review
- Uplift Education, Requirements Collection for Portal System

- Clark County School District – Educational and Operational Efficiency Study– Technology Lead
- Leander Independent School District – Review of the Special Education Department– Technology Lead
- Pasadena Unified School District – Management Audit– Technology Lead
- Texas Education Agency – Feasibility Study of Statewide Accounting System– Technology Lead

Technical Skills

- BI Applications:
 - All the applications that make up the Microsoft BI stack – SharePoint, PerformancePoint, MS ProClarity, MS Reporting Services, Excel Services, and Power Pivot.
 - All the MicroStrategy BI products – MicroStrategy Intelligence Server, MicroStrategy Report Services, MicroStrategy OLAP Services, and MicroStrategy Mobile Server.
 - Other BI applications – Tableau and Pyramid Analytics.
- Other Applications: MS Visio, MS Project, MS Office, GIMP, and Photoshop
- Programming: Asp, ASP.NET, VBScript, JavaScript, MDX, DAX, T-SQL, XML, XSLT, HTML, DHTML, CSS, Visual Studio, and Source Safe
- Database: MS SQL Server, MS Analysis Services, MS Integrated Services, and MS Access
- Operating and Other System: Windows Server Operating Systems, Microsoft Desktop Operating Systems, VMware, and Active Directory

Employment History

- Gibson Consulting Group, Inc. – Senior Consultant (August 2001 – Present)
- Handtech.com –Web Project Manager (1999 – 2001)
- E-Major.com – Project Manager, Partner (1998 – 1999)
- Vektron International, Inc. – Vice President of Operations (1995 -1998)
- Vektron International, Inc. –Project Manager (1991-1995)

