

### Questions for RFP #251-25-112 – Executive Coaching for Principals

Reference	Vendor Question	Answers
Insurance Requirements, Page 10	<p>Do coaches need all of the following insurance requirements:</p> <p>a. <b>Commercial General Liability:</b> The Vendor shall procure insurance coverage for direct operations, contractual liability and completed operations with limits not less than those stated below:  Occurrence:  General Aggregate \$2,000,000  Premises Operations \$1,000,000  Personal &amp; Advertising Injury \$1,000,000  Medical Expense (any one person) \$5,000</p> <p>b. <b>Comprehensive Automobile Liability Insurance, including coverage for owned, hired, and non-owned vehicles: A Combined Single Limit for bodily injury and property damage limit of not less than \$2,000,000; and \$2,000 medical payments.</b></p> <p>c. <b>Worker's Compensation including Occupational Disease and Employer's Liability Insurance.</b>  Part A: Worker's Compensation Coverage – Statutory Limits as required by state of North Carolina Worker's Compensation laws.  Part B: Employer's Liability:  Bodily Injury by Accident: \$500,000 each accident  Bodily Injury by Disease: \$500,000 each employee  Bodily Injury by Disease: \$500,000 Policy Limit</p>	<p>This one item does not make an organization ineligible. However, past operations are an important element within the scoring rubric.</p>
Coaching Model Process, Page 5	Per number 5, 6, 7, and 8. Will the coaching meetings and additional meetings mentioned need to be conducted in person or can some be virtual? Will a hybrid approach to meetings be permissible?	Coaching meetings should be in-person so as to maximize the engagement and relationship between the coach and the principal.
Coaching Model Process, Page 5	Per number 3 and understanding assignments may vary, what's the minimum estimated (best guess) number of principals that could possibly be assigned per Coach? For example, Coach A is assigned to 5 Principals.	The minimum number of assigned principals would be one.

WCPSS Principal Coaching Plan, Page 6	Per the section on Pushing for Depth and Reflection: Is the 3P's model the only coaching model that may be used during the coaching relationship?	Not necessarily. There are other coaching models that exhibit characteristics that overlap with each other. If selected, we would want to know what model(s) a vendor would be using with a principal.
Scope of Work, Pages 5-6	Do the "WCPSS Principal Coach Requirements" define the qualifications needed by the vendor or do they identify the qualifications of the individuals that the vendor will be orienting on the coaching model?	These are qualifications needed by the vendor, but it follows that these are also the same qualities that a vendor will be working on with principals.
	Is it an absolute requirement that bidders 1) hold a North Carolina Principal Certificate, and 2) have at least 5 years' experience as a building principal at WCPSS or in North Carolina?	Per the coaching requirements, vendors must hold a North Carolina Principal Certificate and have at least 5 years' experience as a building principal in WCPSS or in North Carolina.
Background & Project Objectives: WCPSS Principal Coach Requirements	Under the requirements of this section, is WCPSS only desiring that Principal Coaches applying for this RFP be retired Principals either of WCPSS or of North Carolina? Thus, eliminating all other Coaches with educational leadership experience or certifications?	Per the coaching requirements, vendors must hold a North Carolina Principal Certificate and have at least 5 years' experience as a building principal in WCPSS or in North Carolina.
	Does the WCPSS principal Coaching Requirement refer to the "participant" of the program; not the bidder?	This refers to the bidder.
RFP Section: "WCPSS Principal Coach Requirements", Page: #5	Are only proposals with coaches who have a principal certificate being selected? If the vendor has coaches with 10+ years of expertise in executive coaching, even working with educators, but they do not have principal certificates and/or at least 5 years of experience as a building principal, is the vendor still considered a qualified candidate?	Per the coaching requirements, vendors must hold a North Carolina Principal Certificate and have at least 5 years' experience as a building principal in WCPSS or in North Carolina.
RFP Section: "WCPSS Principal Coaching Plan", Page: #7, first bullet	Please clarify the nature of the support provided to the principals in implementing new initiatives and structures, such as special events and accreditation. Specifically, will this support be primarily focused on consulting, helping to prioritize and determine necessary actions, or will it involve more hands-on assistance in carrying out the initiatives?	Support would be focused on consulting, helping to prioritize, and determining necessary actions.

	<p>I am unclear if the "vendor" and the "hired" principal coach are the same person. Is the Vendor required to be a retired principal? Or is the Vendor providing "Coach-the-Coach" Training Development for the retired principal?</p>	<p>The vendor and “hired” principal coach are the same person. Per the coaching requirements, vendors must hold a North Carolina Principal Certificate and have at least 5 years’ experience as a building principal in WCPSS or in North Carolina. The vendor is not providing “Coach-the-Coach” training.</p>
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