

# Proposal Cover Page


Name and Title: Scott Cantrell, President

Company Name: Performance Based Education Co. Date: August 5, 2024

Name of Non-Public School Intended for Service: **St. Richard Catholic School**

## *SUBMISSION COVER SHEET AND CONFIGURATION SUMMARY*

By my signature below, I hereby represent that I am authorized to and do bind the offerer to the provisions of the attached proposal. The undersigned offers and agrees to perform the specified personal and professional services in accordance with provisions set forth in the Request for Proposals. Furthermore, the undersigned fully understands and assures compliance with the Conditions of Solicitation and Standard Terms and Conditions contained in the RFP. The undersigned is fully aware of the evaluation criteria to be utilized in vendor selection for approval. I further certify that Performance Based Education Co. is an authorized dealer in good standing of the products/services included in the proposal submitted in response to the RFP.

Authorized Signature 

Date: August 5, 2024

Printed Signature: Scott Cantrell, President

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## *CONFIGURATION SUMMARY*

***Through effective and proven research-based student tutoring practices, Performance Based Education Co. will provide research-based effective student tutoring in specifically requested subject areas and grade levels to strengthen individual student academic achievement.***



60 Technology Boulevard  
Starkville, MS 39759

scantrell@pbecms.com  
662-305-2664

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**To:** St. Richard Catholic School  
100 Holly Drive  
Jackson, MS 39206

**From:** Mr. Scott Cantrell  
Performance Based Education Company, Inc.

**Date:** August 5, 2024

**Re:** American Rescue Plan – EANS Services

I hope this letter finds you well. I am writing to introduce Performance Based Education Company, a leading provider in Mississippi of professional academic coaching services. As you will see in the attached proposal, Performance has partnered with numerous public schools throughout the state since 2012, as we currently provide services to hundreds of schools in 50 Mississippi counties. We specialize in building teacher / administrator capacity through job-embedded professional development, along with research-based student remediation and enrichment practices.

In light of the educational disruptions caused by the COVID-19 emergency, we understand the significant challenges that non-public schools have faced. We are pleased to inform you of our services which are eligible under the ARP EANS (American Rescue Plan Emergency Assistance to Non-Public Schools) program and specifically designed to support your educational efforts in working to enhance the positive educational learning environment to which you are already accustomed.

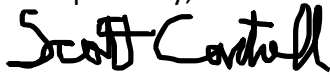
The ARP EANS program aims to provide essential services and assistance to eligible non-public schools to mitigate the impact of the pandemic on education. As part of this initiative, Performance Based Education Company offers the following allowable services:

- 1. Redeveloping Instructional Plans:**
- 2. Initiating and Maintaining Education and Support Services:**

We specialize in student tutoring / intervention, with all subject area and grade level services offered. Our expert team will work closely with your, students, school faculty and administration to initiate and maintain high-quality tutorial and support services to address learning loss and the building of student capacity that leads to increased academic achievement.

As we work closely with RESA organizations around the state, we are confident that each of the directors would serve to offer information to you concerning the quality work and reputation that Performance is known for. If you would be so kind as to review the attached proposal, we would be delighted to discuss how our services can benefit your school and support your efforts under the ARP- EANS program. Please feel free to contact me at (662)-305-2664 or [scantrell@pbecms.com](mailto:scantrell@pbecms.com) to schedule a consultation or to learn more about our offerings. Thank you for considering Performance as your potential partner in education.

Respectfully,

A handwritten signature in black ink that reads "Scott Cantrell". The signature is written in a cursive, flowing style with a large initial "S" and a stylized "C".

Scott Cantrell  
President

# **St. Richard Catholic School**

**Proposal  
ARP-EANS Services  
Tutoring Services  
2024-2025**





PBEC's proposed **student tutorial** plan is built around current research on effective schools, as noted in the research study findings entitled, "The Impressive effects of Tutoring on PreK-12 Learning" (Nickow, Oreopoulos, and Quan, July 2020). Findings from the study indicated that tutoring programs yield consistent and substantial positive impacts on learning outcomes, with an overall pooled effect size estimate of 0.37 SD. Effects are stronger, on average, for teacher and paraprofessional tutoring programs than for nonprofessional and parent tutoring., while math tutoring tends to yield higher effect sizes in later grades. Tutoring programs conducted during school tend to have larger impacts than those conducted after school. Countless research studies pertaining to effective characteristics of tutors indicate that tutors who display the characteristics of honesty, empathy, enthusiasm, and respectfulness towards students are most effective. As far as the use of effective tutorial strategies is concerned, successful tutors are consistently adept at asking "good" questions at all DOK levels, while allowing for student independence in being comfortable with appropriate "wait times" for the student to respond accordingly. Successful tutors are also skillful in providing multiple explanations for the same content area, dependent upon the needs of each individual student, which are all characteristics of PBEC's highly successful tutoring methodology entitled "**Go Five**". **"Learning loss" is "real" since the onset of Covid 19** in the spring of 2020, thus schools must implement research-based best practices and strategies to address the various needs of students suffering from learning loss in all subject areas.

**Data analysis** is key in determining which students are in need of tutorial sessions, along with specific standards that should be retaught during tutorial sessions to ensure students are prepared for academic success at subsequent grade and subject levels.

**ACT preparation** is also a key component for Performance academic tutors in the secondary school setting. Our tutors fully realize the needs of an organized "plan of action" for students around the preparation for the ACT, and Performance ACT tutors are adept in the following 6 steps that ensure students are fully prepared to succeed in improving their scores, both composite and individual subject areas.

- Setting realistic goals based on content knowledge and test-taking experience
- Assisting students in "learning the test makeup"
- Providing the best preparation resources
- Developing a success plan
- Teaching effective test-taking strategies specific to the ACT
- Dissecting mistakes made during practice examinations for the purpose of drilling down on specific content and strategy needed for the actual test.

## **Reporting**

**PBEC** will communicate the progress towards reaching the goals by developing daily reports and submitting reports within two(2) days of site visits to school administration. The report shall include the current status, progress, and next steps. The *Team Project Manager* will routinely visit or contact the administration to report on progress, and to discuss any issues of concern.

## **Management Capability**

The Performance Based Education Company, Inc. (PBEC) was formed in March of 2012. There are 7 shareholders: one of which is a former educator, a certified public accountant, and four practicing architects from the firm of Pryor & Morrow Architects and Engineers. Company officers include Steve Montgomery, CEO; Chris Morrow, secretary and chief fiscal officer; Roger Pryor, vice president-services; and Scott Cantrell, President. The Educational Leadership Team of the company has more than 200 years of educational and consulting experience and is comprised of four former Mississippi school superintendents and one assistant superintendent. PBEC has averaged 50 employees in all subject, administrative, and counseling areas over the past four years. The mission of the company is *to promote student academic performance through building teacher and leadership capacity, training, collaboration, and effective instruction.*

## **Key Project Personnel**

**Mr. Don Brantley will serve as Team Project Mgr.** Should the school have requests for specific PBEC academic coaches, Mr. Brantley will work with the school in honoring these requests. Resumes of more than 50 Performance academic and leadership coaches in all subject areas are available upon request. Should there be issues and changes needed in Performance personnel during the contract period, upon notification of this request, Mr. Brantley will immediately replace the academic or leadership coach with a fully qualified coach who better fits the wants and needs of the school.

## Proposal for Personalized Tutoring Services

### **Introduction**

Performance Based Education Company (PBEC) is excited to submit this proposal for providing personalized tutoring services to students requiring additional academic assistance. Our company has a strong record of improving educational outcomes through targeted and effective tutoring strategies. We are committed to delivering high-quality, personalized tutoring that addresses the unique needs of each student and collaborates seamlessly with school officials to ensure consistent and effective service delivery.

### **Scope of Services**

PBEC will provide personalized tutoring services that adhere to the following expectations and guidelines:

#### **1. Personalized Academic Support**

##### **Qualified Tutors:**

- All tutors will be highly qualified and experienced in their subject areas.
- Tutors will undergo rigorous training to ensure they are equipped with the latest teaching strategies and methodologies.

##### **Effective Tutoring Strategies:**

- Use of evidence-based tutoring methods that have been proven to enhance student learning.
- Tailored lesson plans and instructional approaches to meet the individual needs of each student.
- Regular assessments to monitor student progress and adjust tutoring strategies as needed.

#### **2. Collaboration with School Officials**

##### **Consistent Service Delivery:**

- Regular communication with school officials to align tutoring services with the school's curriculum and educational goals.
- Coordination with teachers and administrators to ensure that tutoring sessions complement classroom instruction.
- Sharing of student progress reports with school officials to maintain transparency and foster a collaborative environment.

#### **3. Flexible Tutoring Schedules**

##### **Before, During, After School, and Summer Sessions:**

- Offering tutoring sessions at various times to accommodate the needs of students and their families.
- Availability of tutors during school hours for in-school support.
- After-school and summer programs to provide additional academic assistance and enrichment.

## **Implementation Plan**

### **Needs Assessment:**

- Conduct an initial assessment to identify students who would benefit from personalized tutoring.
- Through the use of data and conversation, work with school officials to determine the specific academic needs and goals for each student.

### **Tutor Matching:**

- Match students with tutors based on subject expertise and compatibility.
- Ensure that tutors are well-prepared to address the unique challenges and learning styles of their assigned students.

### **Tutoring Sessions:**

- Develop a structured tutoring schedule that fits within the school's timetable and the student's availability.
- Implement individualized lesson plans and instructional strategies tailored to each student's needs.
- Use formative assessments to track student progress and make data-driven adjustments to tutoring approaches.

### **Progress Monitoring and Reporting:**

- Conduct regular assessments to measure student progress and identify areas for improvement.
- Provide detailed progress reports to school officials and parents to ensure transparency and accountability.
- Hold periodic meetings with school officials to review student progress and make necessary adjustments to the tutoring program.

## **Qualifications**

### **Experience and Expertise:**

- Proven history of delivering successful tutoring programs that improve student performance.



- Experienced team of tutors with expertise in a wide range of subjects, including ELA, Mathematics, Science, Social Studies, ACT, and ACT WorkKeys
- Strong track record of collaboration with schools and adherence to educational standards.

### **Commitment to Excellence:**

- Dedicated to providing high-quality, personalized tutoring services that make a measurable difference in student outcomes.
- Focus on continuous improvement and staying up-to-date with the latest educational research and best practices.
- Commitment to building strong, positive relationships with students, parents, and school officials.

### **Conclusion**

Performance Based Education Company is committed to providing exceptional **personalized** tutoring services that will help students achieve their academic goals. We look forward to the opportunity to collaborate with the school officials and make a meaningful impact on student learning and performance.

### **Budget/Cost Summary**

**PBEC** will assign a team of master-level support team of consultants to provide the St. Richard Catholic School tutorial services during the 2024-2025 school year. The professional fee for Professional Development **\$1,350.00** per day per consultant. These prices include all management fees, travel expenses, and material costs.

**PBEC** will bill monthly for days completed during that billing cycle. Both the St. Richard Catholic School and **PBEC** have the right to cancel the contract, at any time, with 10 days' prior written notice with only the responsibility for payment of days served by **PBEC**.

## Experience

Throughout the company's history, since 2012, **PBEC** has successfully partnered and fulfilled an average of 150-200 contracts with individual schools each year. The retention rate of our clients each year is over 95%. PBEC is currently assisting districts in 50 counties throughout MS. (**The following is small sample of districts for which PBEC has provided services**).

### School Districts:

Aberdeen School District (B rated)  
Alcorn Co. School District (A rated)  
Atalla County School District (A rated)  
Baldwyn School District (B rated)  
Biloxi School District (A rated)  
Booneville School District (A rated)  
Brookhaven School District  
Chickasaw County School District (A rated)  
Choctaw County School District (A rated)

Carroll County School District  
Hollandale School District  
Jackson County School District (A rated)  
Kemper County School District  
Leake County School District  
Lee County School District (A rated)  
Leland School District  
Long Beach School District (A rated)  
Monroe County School District (A rated)

Neshoba County School District (A rated)  
Nettleton Public School District

North Pike School District  
North Tippah School District

Noxubee County School District  
Pascagoula – Gautier School District (A rated)  
Philadelphia Public School District  
South Panola School District  
South Tippah School District (A rated)

Starkville Municipal School District  
Tate County School District

Tishomingo County School District (A rated)  
Union City School District (A rated)  
Union County School District (A rated)

### Service Provided:

Data / Teacher Coaching  
Data / Teacher Coaching  
Data / Teacher Coaching  
Teacher Coaching  
Teacher Coaching  
Data Coaching  
Teacher Coaching, ACT  
Teacher Coaching  
Principal Mentoring,  
Teacher Coaching  
Teacher Coaching  
Data Management  
Teacher Coaching, ACT  
School Improvement  
School Improvement  
Teacher Coaching  
Data / Teacher Coaching  
Teacher Coaching  
Professional Dev,  
Data Management  
Teacher Coaching  
Teacher Coaching,  
Data Management  
Teacher Coaching  
Teacher Coaching, ACT  
Data Management  
School Improvement  
Strategic Planning  
Teacher Coaching  
Teacher Coaching  
Leadership Coaching  
Data Management  
Teacher Coaching  
Data Management / Coaching  
Teacher Coaching,  
Data Management  
Data / Teacher Coaching  
Social Studies Curriculum  
Data Mgt. / SPED

Yazoo County School District  
Walthall County School District

Wayne County School District  
West Point Public School District

Data Mgt. / Teacher Coaching  
Teacher Coaching  
Data Management  
Teacher Coaching  
Data / Teacher Coaching

## References

Mr. Kyle Hammond  
Superintendent  
Attala County School District  
662-582-6280

Mr. Tony Elliott  
Superintendent  
South Tippah SD  
662-587-3617

Dr. David Luke  
Superintendent  
Louisville School District  
662-803-3511

*Letters of Reference are attached.*



## SOUTH TIPPAH SCHOOL DISTRICT

TONY ELLIOTT, SUPERINTENDENT

I am writing to wholeheartedly recommend Performance Based Education Company for their exceptional services in the realm of educational support and development. As both superintendent in the South Tippah School District/ I have had the privilege of witnessing firsthand the positive impact Performance has had on both educators and students alike.

**Quality Teacher Coaching:** PBEC offers unparalleled teacher coaching services, spanning all grade levels and subject areas. Their team of seasoned educators provides invaluable guidance, support, and professional development opportunities to teachers, empowering them to enhance their instructional practices and foster a conducive learning environment for their students.

**Student Remediation and Tutorial Services:** Through personalized remediation and tutorial services, Performance ensures that every student receives the individualized attention they need to thrive academically. Their tailored approach addresses each student's unique learning challenges/ allowing them to overcome obstacles and reach their full potential.

**Leadership Coaching:** Performance also excels in leadership coaching, equipping educational leaders with the skills and insights necessary to drive positive change within their institutions. Their comprehensive coaching programs empower school administrators to cultivate strong, effective leadership practices that foster a culture of continuous improvement and innovation, ACT Boot Camps and Writing Workshops: With their ACT boot camps and writing workshops, our students were prepared for success in ACT testing and academic writing. These intensive programs combine expert instruction with targeted practice, equipping students with the tools and strategies needed to excel in these critical areas.

**Student Data Analysis and Management:** Performance Based Education Company utilizes advanced data analysis techniques to inform their instructional strategies and support decision-making processes. By leveraging student data effectively, they are able to identify areas of improvement/ track progress over time, and tailor their interventions to meet the needs of each student.

In conclusion, I have no hesitation in endorsing Performance Based Education Company for their outstanding contributions to the field of education. Their dedication to student success, and their innovative approach to teaching and learning make them an invaluable asset to any educational community.

Sincerely,

Tony Elliott, Superintendent



## Louisville Municipal School District

David Luke, Ph. D. Superintendent

P.O. BOX 909 - 891 S. COLUMBUS AVE.

LOUISVILLE, MISSISSIPPI 39339

PHONE (662) 773-3411 FAX (662) 773-4013

To Whom it May Concern,

I am writing to wholeheartedly recommend the educational consulting services of Performance Based Education. Our institution has had the pleasure of collaborating with Performance Based Education, during which time they have consistently demonstrated an unparalleled commitment to enhancing educational outcomes through their comprehensive range of services.

Performance Based Education excels in various areas crucial to the improvement of educational institutions. Their teacher coaching programs are meticulously designed to empower educators with the tools and strategies necessary to foster student success. Through personalized guidance and professional development opportunities, our teachers have witnessed significant growth in their instructional practices and student engagement levels.

One of the standout features of Performance Based Education is their commitment to addressing the diverse needs of students. Their remediation and enrichment programs are tailored to meet the unique learning requirements of each student, ensuring that every individual receives the support necessary to thrive academically.

Overall, I cannot speak highly enough of Performance Based Education and the transformative impact they have had on our institution. Their dedication, expertise, and innovative approach make them an invaluable partner in the pursuit of educational excellence.

I wholeheartedly recommend Performance Based Education to any educational institution seeking to enhance teaching and learning outcomes. Please do not hesitate to contact me if you require any further information regarding our experience with Performance Based Education.

Sincerely,

A handwritten signature in blue ink that reads 'David Luke'.

David Luke, Ph.D.  
Superintendent

Superintendent: Kyle Hammond  
100 Courthouse Building, Suite 3  
Kosciusko, MS 39090  
Phone: 662-289-2801  
Fax: 662-289-2804



**Attala County**  
**SCHOOL DISTRICT**  
COMMITTED to EXCELLENCE

Board Members:  
Vernitoe Rayford, Pres.  
Janice Dees, Sec.  
Shelia Rone  
Jeffrey Perteet  
Cody Whittington

To whom it may concern,

I am writing to enthusiastically recommend the educational consulting services provided by Performance Based Education Company (PBEC). Attala County School District (ACSD) has had the privilege of partnering with PBEC, and the results have been nothing short of remarkable.

Over the course of our collaboration with PBEC, ACSD has availed itself of various services, including principal and teacher coaching, data management training (Go Green), curriculum alignment and training, as well as student remediation services. The impact of PBEC's interventions has been significant, with our district's accountability rating improving from a D to an A. This remarkable achievement is a testament to the expertise and dedication of the PBEC team.

Furthermore, I am pleased to share that McAdams High School, a part of ACSD, has experienced a transformative journey under PBEC's guidance. From an initial rating of F, McAdams High School has made substantial progress, now standing only 4 points away from obtaining a B rating. This remarkable turnaround speaks volumes about the effectiveness of PBEC's strategies and methodologies.

PBEC's commitment to educational excellence, coupled with their tailored approach to addressing the unique needs of each institution, sets them apart as a leader in the field of educational consulting. Their team of experts demonstrates a profound understanding of the challenges facing modern educational institutions and provides actionable solutions that yield tangible results.

I wholeheartedly endorse PBEC's educational consulting services and commend them for their invaluable contributions to the success of Attala County School District. I am confident that any educational institution that partners with PBEC will experience similar levels of improvement and achievement.

Thank you, PBEC, for your unwavering support and dedication to the enhancement of educational outcomes. It has been a privilege to work with such a dynamic and innovative organization.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Hammond".

Kyle Hammond, Superintendent Attala County School District

## Assurances and Signature Form

In submitting this proposal, I certify that:

1. The organization will comply with applicable federal, state, and local policies and procedures.
2. Services will be provided under the supervision of highly qualified teachers and/or administrators.
3. The organization will maintain professionalism and confidentiality.
4. The organization is fiscally sound and will be able to complete services to the local educational agency.
5. The organization will ensure that the services provided are aligned with the Mississippi College and Career Readiness Standards.
6. The organization will comply with applicable federal, state, and local health, safety, and civil rights laws.
7. Provisions that subject all individuals employed by or otherwise associated with the approved provider, including volunteers, support staff, etc., who have direct contact with students to the fingerprint and criminal history record check contained in law, including, Education Laws 305(30), 1125(3), 1604(39), 1709(39), 1804(9), 2854(3)(a-2), 2854(3)(a-3), and 3035. 8. All services will be secular, neutral, and non-ideological.
9. The organization will provide the local educational agency with information regarding implementation of proposal initiatives in increasing achievement, in a format, and to the extent practicable, a language or other mode of communication such that district personnel, parents/legal guardians, and community members can understand.

The undersigned hereby certifies that I am an individual authorized to act on behalf of the organization in submitting this application and assurances. I certify that all of the information provided herein is true and accurate, to the best of my knowledge. I understand that the discovery of deliberately misrepresented information contained herein may constitute ground for denying the applicant's request for approval.

Name of Organization: Performance Based Education Co.

Date: August 5, 2024

Printed Name of Authorized Representative: Scott Cantrell

Signature:

A handwritten signature in black ink that reads "Scott Cantrell". The signature is written in a cursive, flowing style with a large, stylized "S" and "C".

# INDEPENDENT CONTRACTOR DEBARMENT VERIFICATION FORM

(Please print clearly or type)

*\*\*Appropriate signatures shall certify statements below.*

## FEDERAL DEBARMENT CERTIFICATION:

CONTRACTOR hereby certifies that at the execution of a contract with the Mississippi Regional Education Service Agencies (RESA), that the CONTRACTOR is not on the list for federal debarment on [www.sam.gov](http://www.sam.gov) – System for Award Management.

Subgrantee's/Contractor's Name	Performance Based Education Company
Authorized Official's Name	Scott Cantrell
Complete Address	60 Technology Blvd, #113, Starkville, MS 39759
Contact Number	662-305-2664
Are you currently registered with <a href="http://www.sam.gov">www.sam.gov</a> (Yes or No) If yes, attach supporting documentation and UEI number must be Active with open access. <b>(Federal fund requirement)</b>	CAGE Code: #7ZVC8  DUN'S #036232049
Are you currently registered to do business in the State of Mississippi? (Yes or No) If yes, attach supporting documentation of registration status. If not, please register and provide documentation of registration status. <b>(Federal and State/Other fund requirement)</b>	Tax Id# 45-4805872

## STATE OF MISSISSIPPI REGISTRATION:

CONTRACTOR hereby certifies that at the execution of a contract with the Mississippi Regional Education Service Agencies (RESA), that the CONTRACTOR is not on the list for debarment on [www.sos.ms.gov](http://www.sos.ms.gov) for doing business with the State of Mississippi or with any Mississippi State Agency.

## PARTNERSHIP DEBARMENT CERTIFICATION:

CONTRACTOR hereby certifies that all entities who are in partnership through this contract or grant with the Mississippi Regional Education Service Agencies (RESA) (subcontractors, subrecipients, et al.) are not on the federal debarment list on [www.sam.gov](http://www.sam.gov) – System for Award Management or the State of Mississippi debarment list. Proof of documentation of partnership verification with SAM shall be kept on file and the debarment status shall be checked prior to submission of every contract/subgrant and modification to RESA.



August 5, 2024

Original Signature of Contractor or Authorized Official    Date





