



Nicole Anderson And Associates Consulting, LLC

Better Education Through Honest Effective Leadership

4 Year Proposal (Revised 12.16.20)

Jenni Tyson, Senior Director of Elementary Education
Manteca Unified School District
August 1, 2020 through June 30, 2024

*“Educational Leaders:
we cannot close the educational
gaps that we see in our schools if
we don’t close the one in our
minds first.”
-Nicole Anderson-*

Nicole Anderson and Associates
Consulting, LLC
PHONE
707-333-8552

ADDRESS
P.O. Box 5475, Vallejo, Ca. 94591

EMAIL
nicole@nicoleandersonconsulting.com

WEBSITE
nicoleandersonconsulting.com

Executive Summary

In order to close racial equity gaps seen in schools, it is essential that educational leaders build capacity and shift the paradigm of a school system that was not designed to yield successful outcomes for all students. We have designed a rich and comprehensive program with a systems approach to support educational leaders and teams from all educational levels to assist in the development of deep belief systems and understanding of diversity that empowers them to be proactive and responsive to the diverse needs of the communities they serve.

About Us

Nicole Anderson has served in varying roles in education for more than 20 years around the state and nation. She is a highly qualified developer and facilitator of professional learning services as well as a dedicated advocate for educational equity work. After serving as a school district teacher and administrator at various levels, she led and facilitated ACSA's and CSBA's state-wide equity work as well as a cadre of networks for administrators of diverse backgrounds.

Mrs. Anderson's current work is supported by a team of experts in the field, practitioners, as well as researchers who provide unique services to school boards, Superintendent search firms, as well as county, district, and school leaders. Inspired by her grandfather, Jesse M. Bethel, she continues to inspire educational leaders around the state and nation who have locked arms on the journey to close educational equity gaps through a systems approach. (See details below)

4-Year Investment Proposal

Activity	Year 1 # of days	Year 2 # of days	Year 3 # of days	Year 4 # of days	Daily Rate (includes Travel, prep time, and any expenses associated with providing services)	Total
Executive Leadership Coaching	2 days 4 sessions	3 days 6 sessions	3 days 6 sessions	2 days 4 sessions	\$4000	\$ 40,000
Governance Team Support	1 day 2sessions	1.5 days 3 sessions	1.5 days 3 sessions	1.5 days 3 sessions	\$4000	\$22,000
District Keynote/Kick Off Events	-	½ day	-	½ day	Complimentary	\$0
Equity Leadership Institute	-	3 days 6 sessions	3 days 6 sessions	3 days 6 sessions	\$4000	\$36,000
Executive/Extended Cabinet Equity Leadership Workshops	1.5 Days 3 sessions	2 days 4 sessions	2 days 4 sessions	2 days 4 sessions	\$4000	\$30,000
Cultural Proficiency Book Study	-	-	-	-	\$2000	\$0
Equity Task Force Development/Facilitation	2 days 4 sessions	3 days 6 sessions	3 days 6 sessions	2 days 4 sessions	\$4000	\$40,000
Principal/Site Leadership Coaching	-	6 days	6 days	6 days	\$4000	\$72,000
Equity Walks	-	-	9 days	9 days	\$4000	\$72,000
Community/Student Forum Facilitation	1 day 2 sessions	1 day 2 sessions	-	-	\$4000	\$8000
Total Investment	Year 1 \$30,000	Year 2 \$78,000	Year 3 \$110,000	Year 4 \$102,000	Varies	4 year Total \$320,000

W9 insurance certificate, client generated contract, and other relevant documents will be submitted upon request

(email: NAAC Associate, Rhonda Morgan at info.nicoleanderson@gmail.com)

*Invoicing will be submitted to the client in accordance with contract agreement. If not explicitly stated in client generated contract, invoicing by NAAC will be submitted to the client for payment based on the following schedule of each contract year with payment due within 30 days.

Submit payment to:

Nicole Anderson and Associates Consulting, LLC

P.O. Box 5475

Vallejo, Ca. 94591

Year 1 (5 payments)	Year 2 (10 payments)	Year 3 (10 payments)	Year 4 (10 payments)
February 1-\$6000	September 1-\$7,800	September 1-\$11,000	September 1-\$10,200
March 1-\$6000	October 1-\$7,800	October 1-\$11,000	October 1-\$10,200
April 1-\$6000	November 1-\$ 7,800	November 1-\$ 11,000	November 1-\$ 10,200
May 1-\$6000	December 1-\$7,800	December 1-\$11,000	December 1-\$10,200
June 1 -\$6,000	January 1-\$7,800	January 1-\$11,000	January 1-\$10,200
	February 1-\$7,800	February 1-\$11,000	February 1-\$10,200
	March 1-\$7,800	March 1-\$11,000	March 1-\$10,200
	April 1-\$7,800	April 1-\$11,000	April 1-\$10,200
	May 1-\$7,800	May 1-\$11,000	May 1-\$10,200
	June 1-\$7,800	June 1-\$11,000	June 1-\$10,200

Our Vision and Mission

Our *Vision* is to realize the closure of educational equity gaps in school districts throughout the nation.

Our *Mission* is to support educational leaders in the creation of new and equitable schools that intentionally meet the needs of every student in order for them to attain their personal and professional goals and contribute to the transformation of societal constructs and systems. We strive to support educational leaders by building a platform of research-based resources and tools that enable them to shift their mindsets and thus, their practices.

How we Started

Nicole Anderson has over 21 years of service in education. In that timeframe, she has served in many roles around the nation including developer and facilitator of professional learning services as well as an advocate for educational equity work. Nicole was the first Diversity and Equal Access Executive in the history of the Association of California School Administrators (ACSA), a position she held for several years. She led work focused on equity and diversity including the facilitation of statewide professional learning for ACSA's leaders and state board. She initiated the California Equity Leadership Alliance and pioneered networks for administrators of diverse backgrounds. Her work also includes the development of a research team that provides research-based content and conducts case studies of educational leaders around the state on their journey to closing educational equity gaps. Nicole served as the Chair of ACSA's Equity Committee wherein she focused on leading the work to implement a system that will effectively address the beliefs of ACSA around equity for students and leaders in California.

As a practitioner, Nicole served as an Elementary Principal, High School Vice Principal, and High School Assistant Principal/Dean. She has also served in the capacity of Leadership Teacher, Spanish Teacher and Activities Director at Jesse M. Bethel High School; the namesake of her grandfather. She has taken the mantle and is following in his footsteps which includes a legacy of advocacy for equality and civil rights for students of color in the city of Vallejo, the state of California, and around the nation. Nicole continuously works with a strong team of experts and practitioners who support a deeper implementation of equity related work which transcends across multiple industries.

Nicole Anderson Consulting offers Educational Equity Solutions in the form of services, products, and advocacy. Highlights of these solutions include, but are not limited to:

- CSBA: California School Boards Association (equity network, school board study sessions, retreats, and workshops)
- CAFE: California Association For Bilingual Education 2019 featured speaker
- ACSA Equity Leaders Academy Director
- ACSA/CCEE Professional Learning Network Facilitator
- School Board Member Campaign Management
- California County Offices Of Education Training, Coaching, and Network development
- Site Principal And District Cabinet Level Training And Coaching
- Educational Equity Data And Research Support
- Equity Leader Coaching, Mentoring, and Networking
- Equity Action Plan Development
- Equity Retreats
- Equity Walks
- Superintendent Search And Executive Recruitment
- Teacher Pipeline Development
- Women's Empowerment Retreats and Network Development