

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

November 10, 2020

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools

Subject: Award of Contract—Anti-racist System Audit Consultant

At the Board of Education meeting on July 14, 2020, Dr. Monifa B. McKnight, deputy superintendent, presented the vision behind the implementation of a systemwide Anti-racist Audit. Throughout August and September 2020, stakeholder feedback from students, staff, and the community was collected and synthesized to inform the Request for Proposals (RFP). At its work session on October 19, 2020, Mr. Troy E. Boddy, director, Equity Initiatives Unit; Ms. Stephanie S. Sheron, executive director, Office of the Deputy Superintendent; and Mr. John S. Landesman, coordinator, Study Circles, presented an update to the Board on the work completed thus far around the audit.

The Anti-racist Audit will provide an opportunity to examine our systems, practices, and policies that do not create access, opportunities, and equitable outcomes for every student's academic and social emotional well-being. Furthermore, the audit will provide the opportunity to examine not only the student experience; it presents the occasion to analyze policies and practices that impact staff, as well. Therefore, we will engage in a systemwide audit to examine the following areas: Workforce Diversity, Work Conditions, K-12 Curriculum Review, Equity Achievement Framework Progress, Community Relations and Engagement, and Evaluation of School Cultures.

Following the stakeholder engagement process, Montgomery County Public Schools (MCPS) issued RFP No. 4900.1, Systemwide Anti-racism Audit Consultant, on September 21, 2020, with responses due to be submitted no later than 2:00 p.m. on October 12, 2020. An update on the process and feedback was presented to the Board at its work session on October 19, 2020.

In response to the RFP, multiple proposals highlighting strengths and experience in educational equity were received. We conducted an extensive review process that included feedback and input from community stakeholders, parents/guardians, students, teachers, support staff, administrators, district leaders, and senior leadership.

Based on this review process, I recommend that the Board of Education award a contract to Mid-Atlantic Equity Consortium not to exceed \$454,680. The term of the contract will be for one year. This firm demonstrates a connection to the intent of the project scope; brings the potential for innovative approaches to the audit; provides data gathering opportunities to be conducted in house; and has support from the community stakeholders engaged in our review process.

WHEREAS, The intent of this Request for Proposals is to solicit a consultant, with deep knowledge and expertise in leading work in racial equity to organize and lead a systemwide anti-racist audit; and

WHEREAS, The anti-racist audit will provide an opportunity to both examine our systems, practices, and policies that do not create access, opportunities, and equitable outcomes for every student's academic and social emotional well-being; and

WHEREAS, The audit will provide the opportunity to examine not only the student experience; it presents the occasion to analyze our policies and practices that impact staff, as well; and

WHEREAS, Montgomery County Public Schools staff organized and conducted a thorough review process with senior Montgomery County Public Schools leadership and community stakeholders; and

WHEREAS, Based on the outcome of this review process, the superintendent of schools recommends that the Board of Education award a contract for the Antiracist System Audit to Mid-Atlantic Equity Consortium; and

WHEREAS, The contract award will be for a term of one year; now therefore be it

Resolved, That the superintendent of schools be authorized to negotiate and execute contract agreements with Mid-Atlantic Equity Consortium to conduct an Antiracist System Audit for a total amount not to exceed \$454,680 for Fiscal Year 2021; and be it further

Resolved, That the superintendent of schools be authorized to execute all other documents and grant any approvals necessary to implement this contract award.

JRS:MBM:SSS:arg