

Contract for Services

This revised contract is made on May 5, 2021, by and between **Centennial School District ISD #12** (hereafter named “Client”), and **Equity Alliance MN** (hereafter named EA-MN).

DECLARATION OF PURPOSE:

The purpose of this contract is to outline services for the Client to be completed by EA-MN.

SERVICES:

EA-MN commits to the following services for the Client:

Title of Service: Equity Audit

The Equity Audit will determine a degree to which:

1. The district exhibits a shared, articulated vision for systemic equity.
2. The district embeds systemic evaluation and the efficacy of programs and systems.
3. The district practices strategic and effective utilization of resources for the learners to attain success.
4. The stated and practiced curriculum reflects the arts, achievement, histories, perspectives, languages and journeys of the community served and their place in the global society.
5. Student centered instruction is practiced, evaluated, and rewarded across the system.
6. Internal and external communications across the system is designed to be effective and efficient to inform in multiple modalities, is welcoming and well-received, provides clear direction and offers various means through which to respond or request clarification.

Methodology

Quantitative and qualitative research methods will be used to conduct the audit. Data will be collected by document review, survey administration, online data analysis, building and classroom walkthroughs, student and staff focus groups, and community conversations.

Activities Summary & Work Timeline – Equity Audit:



Deliverables and Budget – Equity Audit:

Deliverables	Budget Non Member Cost	Member Cost
<ul style="list-style-type: none"> Aggregated data from district data review, walkthroughs, survey, focus groups, interviews and community conversations Summary of findings including recommendations 	<p>\$11.15/student x 6,500 students = \$72,475.00 (reduction of \$2/student applied for metro district status)</p>	<p>\$7.80/student x 6,500 students = \$50,700 (Consortium Member Districts receive a 30% discount on an Equity Audit.)</p>

Title of Service: Equity Action Plan

The time is now to take action! Equity Alliance MN provides districts with the necessary framework, support and tools to create Equity Action Plans. Our process is structured to be effective, efficient, inclusive, and to inspire the action that is needed to support students, families and staff in achieving educational equity for ALL students.

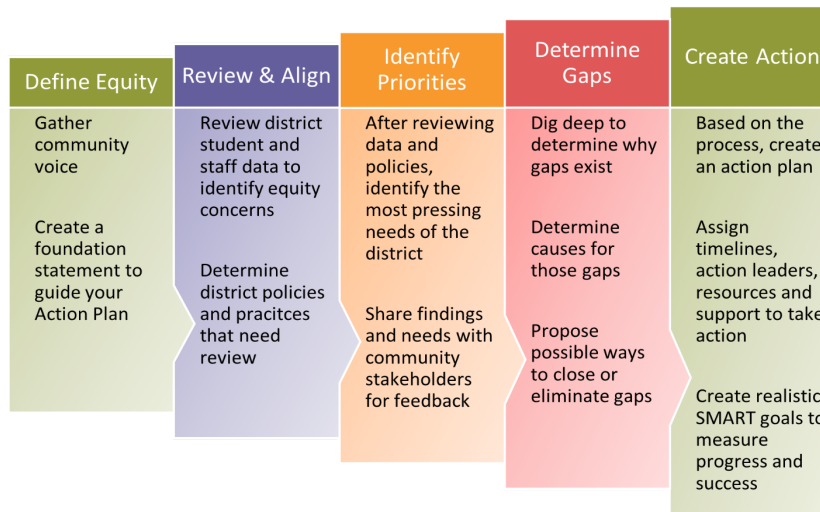
Through this data-informed process, we work with you to be inclusive and ensure community voice is included to make meaningful and powerful shifts toward making the shifts and eliminating barriers to educational equity that often go unrecognized without intentionality and support. We aim to include voices at all levels including district and school-level partners, community partners, families and youth through facilitation and support of Equity Alliance MN.

Equity Action Plans will result in a plan that is more than words.

Action planning will support organizations to:

1. Define equity for their school district
2. Review and align district and school policies and practices
3. Identify equity priorities
4. Determine system gaps in supporting equity
5. Create an Equity Action Plan that results in meaningful change

Activities Summary & Work Timeline – Equity Action Plan:



Deliverables and Budget – Equity Action Plan:

Deliverables	Budget Non Member Cost	Member Cost
<ul style="list-style-type: none"> District definition of equity District-created action plan with SMART goals and Timelines 	<p>\$40,000 28 hours: in-person/live or virtual facilitation</p> <p>36 hours: professional coaching for equity team, project management, materials development, product creation, data organization, communications</p>	<p>\$28,000 28 hours: in-person/live or virtual facilitation</p> <p>36 hours: professional coaching for equity team, project management, materials development, product creation, data organization, communications</p>

Title of Service: Listen2Lead: School Board Governance Through An Equity Lens

The EA-MN “Listen2Lead: School Board Governance Through an Equity Lens” is a progression-based professional learning series that will take participants from Mindset to Educational Equity Leadership to better understand what actions can positively impact a district’s efforts to increase student achievement for every learner. School board teams will deepen their knowledge and strengthen their skillset toward pursuing and achieving equity in their schools.

Activities Summary & Work Timeline - Professional Development Series for Centennial School Board Members

Deliverables	Budget Non Member Cost	Member Cost
<ul style="list-style-type: none"> Tiered Board Development Series 7 facilitated sessions 21 hours 	\$21,000 Listen2Lead: School Board Governance Professional Development Series	\$12,000 (New member rate: 3 of 7 sessions at no cost)

Participants will understand how culture, power, and race impact self and others.	Participants will be able to identify the impacts of racism in and out of the classroom (policies, special education referrals, AP/IB/Honors Section).	Participants will develop new language to enter racial discourse to address the racial opportunity gap.
Participants will develop an understanding of culture, power, and race in the education system and other sectors: judicial, housing, health, and financial	Participants will be able to identify their role in supporting the inequities within schools.	Participants will develop skills to identify, challenge, and interrupt persisting inequities within the education system in which they work.

Title of Service: Executive Coaching

Customized consulting services include professional learning to develop individuals' self-awareness of race, culture, and implicit bias through:

1. Intercultural Development Inventory (IDI) assessments, feedback, and personalized goal setting to increase your organization's cultural competence
2. Ongoing culturally responsive coaching at all levels within your organization
3. Professional training sessions to address organizational learning around race and culture

Activities Summary & Work Timeline - Executive Coaching for Administrative Team

Deliverables	Budget Non Member Cost	Member Cost
<ul style="list-style-type: none"> Individual Executive Coaching for Administrative Team at District and Site Level up to 30 hours 	\$10,500	\$5,200 (New member benefit: First 10 hours at no cost. Additional hours 25% discount @ \$260/hour)

Total Cost - Year 1 (Cost based on services currently selected for the 2021-22 SY)

Activity	Qty	Cost/Non Member	Member Cost
Equity Audit	1	\$72,475	\$50,700
Equity Action Plan	1	\$40,000	\$28,000
Board Development	1	\$10,500	\$6,000
Executive Coaching	30 hours	\$10,500	\$5,200
Youth Executive Board	5 members	\$7,600	No cost
Ethnic Studies Curriculum Support	10 hours	\$3,500	\$2,600
Cultural Liaison Network	No limit	Grant funded	No cost
Consortium Membership (see complete Membership Benefits list attached.)	NA	Not applicable	\$32,500
Total		\$143,875	\$125,000

Total Cost - Year 2 (cost may change depending on services selected for the 2022-23 SY)

Activity	Qty	Cost/Non Member	Member Cost
Board Development	1	\$10,500	\$6,000
Youth Executive Board	5 members	\$7,600	No cost
Cultural Liaison Network	No limit	Grant funded	No cost
Consortium Membership (see complete Membership Benefits list attached.)	NA	Not applicable	\$32,500
Total		\$18,100	\$38,500

Amendments:

Amendments to this proposal can be made with written consent of both parties.

By signing below, both parties agree to enter into a contract for services as described in this proposal.

Consultant:

Client:

 Sebastian Witherspoon
 Executive Director, Equity Alliance MN
 Date: _____

 Brian Dietz
 Superintendent, Centennial Schools
 Date: _____