



**ALAMEDA COUNTY  
OFFICE OF EDUCATION**  
L. Karen Monroe, Superintendent

**Program Name: Learning and Accountability Division-Equity Leadership Professional Services**

**SCOPE OF WORK PROSPECTUS (updated 12.5.18)**

**Contractor: Nicole Anderson Consulting**

DATES	SERVICE	EXPECTED OUTCOME/PRODUCTS	HOW	STAFFING	COST
October 17, 2018	½ day professional development session/planning	Capacity Building <ul style="list-style-type: none"> <li>Define and develop leadership team</li> <li>Equity work alignment with federal, state, and district initiatives and policy</li> <li>Strategic planning to expand work across divisions/departments</li> <li>Launch Equity Initiative</li> </ul> Needs Assessment <ul style="list-style-type: none"> <li>Identify need and focus</li> <li>Identify barriers and equity gaps</li> <li>Review key data points</li> </ul> Awareness <ul style="list-style-type: none"> <li>Develop a lens to examine policy/practice that yield equity gaps</li> <li>Define equity definition</li> </ul> Coaching/Capacity Building <ul style="list-style-type: none"> <li>Facilitate professional learning for Equity Team, Director of Accountability &amp; Learning</li> <li>Provide coaching for Equity Team lead, Director of Accountability &amp; Learning</li> <li>Provide train the trainer model</li> <li>Provide components for equity action plan</li> </ul>	Facilitation of equity related content in order to build internal capacity to provide optimal services and support to districts' focus on sustainability closing equity gaps.  Professional development provided for county leadership focused on equity and cultural awareness, research based strategies, data collection/analysis and equity action plan development.  Alignment of equity driven professional learning activities with current county focus areas while integrating equity work across departments within the county office.	1 Consultant	\$28,750
Dec 5, Dec 20, 8 days tbd	10 days planning/coaching/capacity building				
Jan.-June (tbd)	3 ½ day professional development sessions				

12/5/2018

Concurred:



Contractor

12/5/2018

Date



Alameda County Office of Education

12/5/18

Date



### ADDENDUM TO THE NICOLE ANDERSON CONTRACT

This Addendum adds the following terms and conditions to Nicole Anderson's Contract dated October 17, 2018.

1. Terms- Contractor will conduct eleven and a half additional Professional Development days as per updated Scope of Work.
2. End date extended to June 30, 2018.
3. Per Item #1, ACOE shall pay Contractor an additional amount not to exceed \$28,750

All other provisions of the original agreement shall remain in full force and effect.

ALAMEDA COUNTY OFFICE OF EDUCATION  
(ACOE)

By:   
(Signature)

Ingrid Roberson  
Chief of Learning and Accountability  
Alameda County Office of Education

Date: 12/5/18

SCHOOL DISTRICT

By:   
Authorized Representative Signature

Nicole Anderson

Date: 12/5/18

I have read this addendum and I agree to all the terms and conditions.

  
Contractor's Signature over Printed name

Date: 12/5/18