



## PILOT SCHOOL ADMINISTRATIVE TEAM - LEARNING AGENDA GRAND RAPIDS PUBLIC SCHOOLS 2012-13

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### SCOPE of WORK

#### Outcomes

Members of the Pilot School Administrative Team will Develop Specific Skill & Knowledge to:

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Utilize current research (locally and nationally) and relevant theory on organizational development and systems thinking to understand how systemic oppression impacts the behaviors, actions, development and experiences of educators and students, especially as it pertains to engaging teachers in instructional inquiry.

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Explore methods for strengthening rapport, trust and alliances across race and role (in response to the experience of oppression and as relevant to the school's equity initiatives).

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Use school-based data to identify issues of equity and utilize a leadership, back-mapping design process in collaboration with other district leaders, to draft plans in support of productive teacher instructional inquiry.

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Explore observation tools, inquiry processes, protocols and structures as potential resources for building shared accountability with teachers in support of quality teaching. National Equity Project will build the capacity of site leaders to understand the relational skills needed to effectively implement observation tools and protocols.

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Support School-Based Leaderships' ability to assess the development of effective collaborative teams, to include:

1. Developing structures for supporting equity-centered professional learning communities
2. Building capacity to lead meetings with a positive and productive group dynamic
3. Design team meetings that empower participants to take action and leadership given their role and context

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Expand ability to lead bold conversations about race and bias, and the ways in which they show up in schools while addressing methods of building consistent and quality teaching & learning conditions for students. *(Facilitate task and team meetings that promote personal and professional growth and development while honestly addressing issues of equity and their impact on student achievement)*

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Surface and discuss priority structures, processes, and practices within the GRPS educational system that may need restructuring, reorganization, or reform to maximally support adults to collaborate in meaningful ways about the impact of race, class, and culture on the design and delivery of instruction. National Equity Project would support the Administrators' reflection and advisory around discussing and promoting systemic changes and adjustments to the goals established in response to adoption and implementation.

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YEAR ONE:	\$37500   travel not to exceed 15% of contract costs \$5625   \$43125
YEAR TWO:	\$75000   travel not to exceed 15% of contract costs \$11250   \$86250
YEAR THREE:	\$75000   travel not to exceed 15% of contract costs \$11250   \$86250
<b>TOTAL:</b>	<b>\$187500   PLUS TRAVEL COSTS   \$215625</b>