



This proposal has been developed to support, maintain, and enhance the mission of the Ladue School District as expressed in their commitment regarding diversity and equity:

The Ladue School District is committed to creating and maintaining a welcoming, equitable and inclusive environment that is reflective of and celebrates our diverse student population. We uphold high academic standards for all students through culturally responsive classroom instruction, professional development, and sustainable relationships with community stakeholders.

Educational Equity Consultants is pleased to continue our partnership with the Ladue School Districts and its commitment for creating a **“welcoming, equitable and inclusive environment that is reflective of and celebrates our diverse student population.”** Over the past three years we have been honored to deliver professional development that includes a focus upon both stance and strategies of the employees of the school district regarding issues of equity and diversity.

As this effort has been described as a 2nd order change, one that challenges all facets of the system, this proposal provides professional development activities to develop, promote, and support systemic changes necessary to ensure the successful implementation of the expectations as stated above.

This Proposal will describe activities, purpose, and outcomes for the following specific work groups.

❖ Ladue School Board

Educational Equity Consultants fees are based upon \$225.00 per hour per facilitator.

School board members are responsible for keeping their constituents informed of initiatives, understand system processes and practices, assure financial accountability, and acknowledge/act upon the needs of the community. This seminar will provide school board members a deep and comprehensive understanding of the work regarding equity and diversity.

2021 School Board Seminar

Activity	Focus	Outcome
<p>The School Board Seminar will include the following:</p> <p>Two ninety-minute virtual programs to introduce and explore major concepts of the equity work being conducted for the past four years. TBA</p> <p>A two -day retreat will allow school board members to focus upon both personal preferences and deeply embedded belief systems that will strengthen their stewardship for the Ladue Mission Statement.</p>	<p>The two virtual presentation will focus upon activities to engage participants in basic concepts of:</p> <ul style="list-style-type: none"> ✓ Unconscious Bias ✓ Cycle of Socialization ✓ Architecture of Oppressions <p>These elements will be a precursor for the two-day retreat.</p> <p>The two-day retreat will examine more deeply the ways in which oppressions become systemic and are embedded in the infrastructure. It will explore and promote individual and collective insights to support this work.</p>	<p>As stated, this seminar will provide information, insight, and a “lens” through which school board members can evaluate, challenge, and hold the district accountable for the achievement of its mission.</p>

School Board Seminar

Proposed Budget

Two Virtual Presentations (TBA)

3 hours x 2 facilitators x \$225 per hour per facilitator \$1350.00

1-hour preparation x \$225.00 x 1 facilitator \$225.00

Two-day Retreat (TBA)

16 hours x 2 facilitators x \$225 per hour per facilitator \$7200.00

Total \$8775.00

Partnership Agreement with Ladue School District

Education Equity Consultants views this proposal as a partnership with the Ladue School District. Quality and effective partnerships are clear about the expectations of each party and are committed to reviewing the effectiveness of the partnership on a regular basis. The previous pages outline the expectations for Education Equity Consultants. Listed below are proposed expectations we would hope the Ladue School District would commit to providing. Certainly, this list is not all inclusive and may be adjusted based on conversations between the Executive Leadership Team and Education Equity Consultants.

The Executive Leadership Team will...

- Support the implementation of the plan.
- Provide support and hold the building leaders accountable for the implementation of identified strategies.
- Provide data to be discussed during monthly meetings one week in advance of the meeting.
- Work with EEC to examine the Ladue School District evaluation tools for all categories of certified and noncertified staff for inclusion of cultural competence and make adjustments as needed with the support of EEC.
- Assist principals in providing support and holding their staff accountable for the implementation of identified strategies for building staff.
- Use a portion of their regularly meetings with building leaders to continue their learning and focus on socially just school communities.
- Provide EEC with quarterly feedback and work with them to make adjustments as needed.
- Work with EEC to create and implement an evaluation tool for the ongoing professional development sessions.
- Provide substitutes to enable the full participation of identified staff.
- Provide the necessary technology and room setup for each professional learning session.
- Provide the copies needed for each professional learning session.
- Provide timely payment for services provided.
- Fully participate in the sessions for the Executive Leadership Team.

Educational Equity Consultants

Tony Neal - President/CEO Educational Equity Consultants

Tony Neal is currently President/CEO of Educational Equity Consultants and Executive Director of the Center for Educational Equity. He served as Director of Southern Illinois University East St. Louis Charter School for eleven years. In addition to this full-time position, Tony is adjunct professor for Webster University where he teaches in the Media Communications department. He is also a senior partner with Educational Equity Consultants. Tony has served as faculty and trainer for numerous Dismantling Racism Institutes of the National Conference for Community and Justice and has trained for the Anti-Defamation League/ A World of Difference and for the Coro Midwestern Leadership Center. In 1991, Tony received a United States Appointment to the Educational Monitoring Advisory Committee, St. Louis Desegregation Program. Tony has presented at the International Principals' conference in London, England and Toronto, Canada. Tony holds a B.A. degree from Morehouse College and a M.A. degree from Washington University. He is a 2000 graduate of the Focus St. Louis Leadership program, a 2003 graduate of the Harvard University Urban Principals' Institute, a 2006 graduate of the Vanderbilt University/ Peabody College Summer Fellows program, and a 2007 graduate of the National School Leaders Network Facilitator's training at Wellesley College. He served as regional facilitator for the St. Louis Metropolitan School Leaders Network for two years. He currently serves on numerous local and national boards.

Phil Hunsberger – Senior Partner Educational Equity Consultants

Phil Hunsberger was formerly the Executive Director of the Metro East Consortium for Child Advocacy (MECCA), a partnership of six Illinois School Districts that included East St. Louis, Cahokia, Madison, Dupo, Venice and Brooklyn. MECCA provided professional development for these districts in the areas of literacy, school leadership, mentoring, and social justice advocacy for teaching and leading. Dr. Hunsberger also served as the Coordinator an Illinois State Board of Education RESPRO Region V grant. This initiative provided professional development for schools not reaching adequately yearly progress (AYP) in a sixteen-county area of southern Illinois. From 1971 until the 1998 assignment, Phil served as a teacher, principal and central office administrator in the Sterling Unit #5 School District. He received his Bachelor of Science in Education and his master's in science in Educational Administration from Northern Illinois University. His doctorate in Educational Leadership is from National-Louis University, Wheaton Campus. In 1994, the National Association of Elementary School Principals selected Phil as the National Distinguished Principal from Illinois. Most recently Phil served on the faculty for the National Conference for Community and Justice; Dismantling Racism Institute from 2002-2006. He has served as the Director of the International Network of Principals' Centers and has presented for school districts and leadership centers in the Chicago, Denver, New Orleans, Atlanta, Rochester, New York, Little Rock and Columbus, Ohio area.

Educational Equity Consultants

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