



CULTURE7.CO

Haverhill, MA 01832

Phone: 734-657-4589 Email: [michael@culture7.co](mailto:michael@culture7.co)

July 7, 2020

Dear Sean:

On behalf of the Culture7.Co team, it has been such a pleasure talking with you, the School Committee, and your team over the past two weeks. The opportunity to partner with Newburyport School District is a deep honor. Having already done some important work with the community, I feel confident that we will build stronger connections in the coming days.

As the school faces the challenges of the recent events as a result of the alumni letter and online post I believe it is critical to provide your faculty members and institutional leaders with professional development experiences that will elevate their ability to serve the entire community. Our conversation on Friday was critical in helping me to gain a sense of our shared alignment regarding our potential work.

This letter will serve to document the proposed options Culture7.Co will offer you, your leadership team, and other identified community members. The below items can be customized to best meet your organizational needs. As the terms outlined here meet with your approval, this proposal can serve as a guide to our work together and a final agreement will be sent to you.

The scope and sequence of what we do are mutually determined. I count on your input as we proceed, and I will offer my recommendations along the way. The proposed program is an interactive training built on the five components of Cultural Competence: Awareness, Attitude, Knowledge, Skills, and Practices. Each activity endeavors to support leadership in becoming more aware, more intentional, and more purposeful as they engage the NPS community. The learning modules will provide participants with greater awareness of some of the root drivers that impact community leadership.

At the conclusion of the training program, participants will have a greater awareness of their own cultural beliefs, behaviors, and those of their colleagues. They will have been exposed to practices that can intercept perspectives that negatively impact community growth. Staff will have a greater appreciation for and commitment to the responsibilities incumbent upon them as leaders in shaping an inclusive learning community.

In partnership,  
Michael

**Executive Leadership 90 Day Package for Superintendent / Assistant Superintendent**

**\$5,000.00**

- Collaboratively develop a pre-alignment strategy session
- Leadership Visioning and Designing
- Leadership Vital Signs Assessment
- Crisis Coaching for District Diversity Disruptions
- Establishing an Individual Equity Development Plan (IEDP)
- Review of Key Communications & Strategy Documents

**District Services**

**Tier 3 Program - \$33,500.00**

- Provide individual executive coaching and strategic diversity management support for NBPS Leadership Team including:
  - Conduct individual leadership profile assessments and provide ongoing group coaching for identified individuals/ leaders of program sites virtually
  - Collaborate with faculty and team in their continued efforts to create a restorative and inclusive learning and living community
  - Team alignment work using leadership Vital Signs assessments
  - Group debrief
  - Developing site cultural competence plans
  - Teach how to navigate cultural clashes using mindful facilitation principles
- Provide 3 inhouse or virtual training days for identified groups in the community
  - Training modules will engage participants in:
    - Exploring the concept of diversity and inclusion
    - Exploring the concept of cultural competence
    - Acknowledging individual perspectives in intergroup interactions
    - Examining big assumptions about diversity and inclusion
    - Viewing themselves as cultural beings in the community
    - Facing cultural bias and conflict in the community
    - Using emotional intelligence as a foundation for greater cultural awareness

**Fees/Cost: My fee is \$2500 for a half-day of consultation, \$4000 for a full day including any expenses. Ongoing clients receive a 10% discount when doing multiple programs, and I provide/zoom consultation for \$250 an hour as needed. Culture7.Co requests full payment after mutual agreement on the established terms.**

Signature

*Michael L. Eaton*

, 2020

Signature

*Angela Baker*

Date:

*7-9-20*

Lisa's  
copy



CULTURE7.CO

Haverhill, MA 01832

Phone: 734-657-4589 Email: [michael@culture7.co](mailto:michael@culture7.co)

June 11, 2021

Dear Superintendent Sean:

On behalf of the Culture7.Co team, it has been such a pleasure working with you over the past year. The opportunity to partner with your School District is a deep honor. I feel confident that we will build stronger connections in the coming days.

As school districts face the increased challenges of the recent events as a result of the global pandemic and social unrest more than ever it is critical to provide your faculty members and institutional leaders with professional development experiences that will elevate their ability to serve the entire community.

This letter will serve to document the proposed options Culture7.Co will offer Newburyport school community. As always the below items can be customized to best meet your organizational needs. As the terms outlined here meet with your approval, this proposal can serve as a guide to our work together and a final agreement will be sent to you.

The scope and sequence of what we do are mutually determined. I count on your input as we proceed, and I will offer my recommendations along the way. The proposed program is an interactive training built on the foundation of the five components of Cultural Competence: Awareness, Attitude, Knowledge, Skills, and Practices. Each activity endeavors to support educators in becoming more aware, more intentional, and more purposeful as they engage the school community. The learning experience will provide participants with greater awareness of some of the root drivers that impact community leadership.

At the conclusion of the training program, participants will have a greater awareness of their own cultural beliefs, behaviors, and those of their colleagues. They will have been exposed to practices that can intercept perspectives that negatively impact community growth. Staff will have a greater appreciation for and commitment to the responsibilities incumbent upon them as leaders in shaping an inclusive learning community.

In partnership,

Michael

This proposal provides you with a scaffold approach to building cultural competence in your district.

**Executive Leadership Collaborative (ELC) for Superintendent / Assistant Superintendent** - To support the design, development, and implementation of our partnership. The ELC will allow the necessary strategy process between the superintendent, assistant superintendent, and C7C in shaping the initial foundation formation of the district's work.

- Collaboratively develop a pre-alignment strategy session
  - Leadership Edge Cultural Competence Assessment
  - Individual Equity Vision Development Plan (EVDP)
- Developing district cultural competence action plan
- Crisis Coaching for District Diversity Disruptions
- Review of Key Communications & Strategy Documents
- Ongoing consultation

**Leadership Team Development** - As cultural shifts are systemic, we will provide guidance in cultural competence visioning and action planning for the leadership team. Follow-up executive coaching supports building and district leaders as they navigate the implementation of their action plans. All coaching is based on the individual needs of the leader.

- Leadership Institute Training (1 day)
  - Team alignment work using The Leadership Edge Cultural Competence Assessment
  - Role/Department Equity Vision Development (EVDP)
- Developing site cultural competence action plan
- Provide individual executive coaching and strategic diversity management support for Leadership Team
- Emotional Intelligence for School Leaders

**Faculty/Staff District Options** - All of the growth and development opportunities for faculty/staff incorporate the elements of the cultural competence framework. They are designed to create an environment for individual /team reflection and enhance their educational practices to support student learning.

Menu:

- EQ educator program (2 cohorts) yearly maximum 25-30 participants beginning **Winter/Spring 2022**
  - Principals to select 5 - 7 teachers from each school
- The House That Hope Built (bringing cultural competence to life in the classroom) - foundational
- Culture GO (3 sessions)
- Provide 3 professional development half days/sessions
- Virtual Office hours (monthly)
- Racial Habit Building Challenge (3) study group meetings
- Emotional Intelligence Lab (2) monthly



<b>Leadership Institute Training (Day 2)</b> <ul style="list-style-type: none"> <li>● Role/Department Equity Vision Development (EVDP)</li> <li>● <b>Developing site Cultural Competence Plan (facilitated)</b></li> </ul>	4,200.
<ul style="list-style-type: none"> <li>● Provide individual executive coaching and strategic diversity management support for Leadership Team Members (<b>per designated building/leader July - June</b>)</li> </ul>	14,400.
<ul style="list-style-type: none"> <li>● Provide extended leadership consultation and programming design for district faculty SY 21-22 <ul style="list-style-type: none"> <li>○ <b>New Staff Training</b></li> <li>○ <b>Individual Building Development and Staff Trainings</b></li> <li>○ <b>The House That Hope Built, Bringing Cultural Competence to Life in the Classroom</b></li> <li>○ <b>Educator checkin learning module unit</b></li> </ul> </li> </ul>	\$22,000.
<b>Emotional Intelligence (EQ) Educator Program (2 cohorts) yearly maximum 25-30 participants beginning Winter/Spring 2022</b>	11,200.
<b>Total</b>	77,300.

Signature Michael L. Satman

June 11, 2021

Signature J. T. [Signature]

Date: \_\_\_\_\_