

2021

# CONSULTANT REPORT CARD

YOUR KID'S SCHOOL  
EVERY DISTRICT, USA

1619

**PAY TO THE  
ORDER OF** [REDACTED]

\$ 30,000

THIRTY THOUSAND AND NO 100S DOLLARS

MEMO [REDACTED] [Signature]

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The Woke-Industrial Complex  
in K-12 Schools

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# OVERVIEW

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What is the  
Consultant Report Card?

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In the spring of 2021, when we launched Parents Defending Education, a national nonprofit, parents started flooding our inbox with tips about disturbing trends they were seeing in the classrooms. [An elementary school teacher in Pennsylvania](#) had a book, “Not My Idea,” in the classroom about “whiteness” being a pact with the devil. [A teacher in Beaverton, Ore.](#), told other teachers in “anti-racism” training to “evolve or dissolve.” Around the country, one consultant, Panorama Education Inc. asks young students about their gender identity and sexuality. And [an assistant principal in Ohio](#) instructed students in a schoolwide email to lobby local leaders for legislation she supported.

Every week, we got scores of reports from distressed parents, students, teachers, grandparents, principals—just about anybody and everybody touched by the divisive teachings that have sprung from the controversial ideology called critical race theory.

At Parents Defending Education, we wondered how such a poison had penetrated our educational system so quickly and so deeply. We started investigating, following the money and connecting the dots. For this four-month investigation, we interviewed about 200 people and reviewed about 200 hours of trainings, school board meetings and “equity” team meetings. We filed 207 public records requests with public school systems under the Freedom of Information Act and other laws, scoured about 5,000 pages of documents and studied about 30 vendor databases.

While about one of three school districts, or 79 school districts, provided information, two of three school districts, or 128 school districts, have not yet responded with information.

What we discovered should shock any parent and taxpayer. We know we have just captured the tip of the iceberg. Send us a tip on anything we missed.

We call this our Consultant Report Card.

# SUMMARY

(as of Oct. 20, 2021, 10 a.m.)

51

Total # of states  
and the District  
of Columbia  
investigated

207

# of FOIAs filed

79

# of FOIAs  
responded

122

Total # of  
consultants  
and contractors  
identified

29

Total # of states with  
contracts

95

Total # of districts  
with contracts

249

Total # of contracts  
documented

2.8M

Total # of students  
in the districts with  
contracts

\$19,575,169.45

Total dollar amount of contracts found nationwide

# TOP 10 CONSULTANTS IDENTIFIED

- 1

Panorama Education Inc. –  
\$5,200,684.50
- 2

National Equity Project –  
\$2,879,655
- 3

Pacific Educational Group Inc. –  
\$1,971,673.45
- 4

Newsela Inc. – \$1,907,186
- 5

Akoben LLC – \$833,605.50
- 6

Gholnecsar Muhammad | HILL  
Pedagogies LLC – \$756,771
- 7

Collaborative for Academic,  
Social, and Emotional Learning  
(CASEL) – \$750,100
- 8

Mid-Atlantic Equity Consortium  
Inc. – \$604,115
- 9

Nicole Anderson and Associates  
Consulting – \$479,250
- 10

Insight Education Group Inc. –  
\$434,050

Some people call the network we have documented the “Woke-Industrial Complex.” Others call it the “diversity industrial complex.”

Whatever you call it, it’s big money.



## CASE STUDY #1

### Going Woke at Mostly Minority Lowell High School

In August 2020, the NAACP launched a [new education program](#), the Education and Civil Rights Initiative, in the University of Kentucky’s Department of Educational Policy Studies and Evaluation to address “racial inequities.” In late September, the initiative’s executive director, Gregory Vincent, moderated an [online meeting](#), “Critical Race Theory: Why It Matters and What it Teaches Us.”

That day, the University of Kentucky [announced](#) senior administrators would be going through their own “anti-racist training,”

That day, in San Francisco, Lowell High School students were [asked to submit anonymous comments](#) on race and “inequity” on a school platform, Padlet. It was an assignment with a hidden agenda, because the school, like many other high-achieving schools with test admissions, has been under fire for years for its smaller percentages of black students, while being a school with a mostly minority student demographic. Its 2021-2022 student body was 71.8 percent minority — including 42.4 percent Asians, 15 percent multiracial, 12.5 percent Hispanic and 1.9 percent black — with 25 percent white and 3.2 percent from other races.

#### **It was an assignment with a hidden agenda at the mostly minority school**

as part of a first step in changing its “culture as a community united against systemic racism,” led by Candice Hargons, an assistant professor and counseling psychologist “with a national reputation in the field of anti-racism training.”

With the program well-entrenched now at the University of Kentucky, the Education and Civil Rights Initiative just needed to drum up something important: new business.

Their officials got just that on the afternoon of Inauguration Day, Jan. 22, 2021.

Instead of looking at the pipeline issues of school systems failing Black students at younger ages, critics had increasingly gone after the schools’ test admissions, using the COVID-19 pandemic and the “equity” debate following George Floyd’s killing, as an opportunity to eliminate test admissions and move to lottery admissions.

Now, on Inauguration Day, the activists got just the anecdote they needed to push their agenda. The comments deteriorated into sophomoric exchanges.

Lowell Principal Dacotah Scott sent a video image to the Lowell community, stating: “The images and hateful words are part of historic acts of violence that have been committed time and again, and I will not tolerate it. This message is to whomever made these racist and anti-Semitic attacks on our community: I will pursue all means available to me to hold you accountable for your actions. Your words and actions have no place at Lowell.”

**Sure enough, on June 16, 2021, the San Francisco Unified School District signed a contract to pay the Education and Civil Rights Initiative \$15,000 to conduct a “Lowell High School equity audit”**

At a Lowell High School PTA meeting, a Lowell father asked if there would be an investigation into the incident. But without an investigation, the school board moved forward with a solution – and a consultant.

For a Feb. 2, 2021, school board [meeting](#) of the San Francisco Unified School District, an unlikely person – San Francisco school board member Alison Collins – coauthored [Resolution No. 212-2A1](#), “In Response to Ongoing, Pervasive Systemic Racism at Lowell High School.” She was about to get into a lot of trouble for her own racist tweets and messages against Asian Americans.

In that February message, however, the school board announced it was initiating a “memorandum of understanding” with the Education and Civil Rights Initiative at the University of Kentucky College of Education in Lexington, Kentucky, “in collaboration” with the San Francisco NAACP, California NAACP, and National NAACP to “facilitate the creation of a Community Coalition to define and oversee an equity audit and result-

ing action plan to address the exclusion and ongoing toxic racist abuse that students of color, and specifically Black students, have experienced at Lowell High School since the school’s creation.”

Sure enough, on June 16, 2021, the San Francisco Unified School District signed a [contract](#) to pay the Education and Civil Rights Initiative \$15,000 to conduct a “Lowell High School equity audit” for the 2021-2022 school year.

The plan included three phrases:

**PHASE 1**

Establish an Action Committee, Distribute audit surveys, Hold Focus Groups to address admission issues at Lowell High School and racial bullying (particularly increase in incidents against Asian Americans).

**PHASE 2**

Using data from surveys & focus groups prepare action plan & recommendations. Conduct a policy review. Develop training plan recommendations to address growth areas identified in the equity audit and policy review.

**PHASE 3**

Develop a community-based peer review process to ensure the work progresses over time. Continued on-demand support and consultations.

In April 2021, the NAACP’s Education and Civil Rights Initiative [held a webinar](#) on critical race theory and ethnic studies.

That spring, the Education and Civil Rights Initiative held its [first national conference](#) in early May 2021, with K-12 education on the agenda. The speakers included Adora Nweze, education committee chair at the NAACP. The schedule had [K-12 sessions](#), including “Implementing Anti-racist Education Across the Disciplines,” exploring “what antiracist teaching looks like in practice in K-12 educational settings.” The moderator was Sahara Alameh, an academic at the University of Kentucky.

The local Lowell High School “Community Coalition” had a Sept. 1, 2021, deadline to issue a report on its unclear results. But the NAACP’s new consulting operation, Education and Civil Rights, could report a victory in its launch. It had gotten in the door at one of the United States’ premier high schools.



**LOWELL HIGH SCHOOL, NOV. 11, 2020.**  
PHOTO CREDIT: BLAIR HEAGERTY / SFGATE



## CASE STUDY #2

### Going for Woke in Ames, Iowa

Early February 2021 saw new activism in America's K-12 schools with "[Black Lives Matter at Schools](#)," a new national movement, rolling out at schools across the country.

It even took root in Ames, Iowa, where parents were shocked by the new activism in the classroom, including teaching the "[13 Guiding Principles](#)" of the movement. As it turns out, Ames is an archetype of a school district that went woke.

The new activism had been a slow creep over the past five years, based on the timeline in a [23-page report](#) the school district had to provide to the Iowa House Oversight Committee after angry parents called state legislators. What wasn't in the timeline: the consultants that had come into the district with divisive ideas.

**Over the next five years, the Ames Community School District doled out an estimated \$232,036 to the two consultants**

In the fall of 2016, Ames Community School District officials had recruited an outside consultant, Daniel Spikes, a Black academic at local Iowa State University, to examine "racial disparities in educational outcome."

A few months later, in January 2017, Ames Community School District officials [signed up](#) Spikes and his colleague, Katy Swalwell, a white professor, to a three-year contract to educate teachers and administrators on increasing "cultural competency." Over the next five years, the Ames Community School District doled out an estimated \$232,036 to the two consultants and another colleague, Erin Meeks, in payments they collected from 2017 through 2021, according to documents released to Parents Defending Education in response to public records requests.

Swalwell had a controversial point of view. She cohosts a podcast, "[Our Dirty Laundry](#)," which she describes as an "irreverent dive into the history of white women's complicity in white supremacy." She describes the podcast as "Stories of White Ladies Making a

Mess of Things & How We Need to Clean Up Our Act." The official website invites listeners with an unusual hook based on guilt, saying, "Join two longtime white lady friends as they reckon with the history of white women with humor and rage...and figure out what it means for their obligations today."



On her website, Swalwell promotes the “Spikes & Swalwell Consulting Team,” noting she “works closely with Dr. Daniel Spikes to co-facilitate sustained professional development on critical consciousness, implicit bias, and instructional, curricular, and structural changes to work towards equity and justice in education.”

“Rates are on a sliding scale,” she notes, adding, “Katy and Daniel are typically available for booking 6-9 months out.”

Year one, in 2017, Spikes and Swalwell trained principals with a program, “Critical Consciousness training for staff.”

Around then, in early 2017, another local consultant, Abdul Muhammad, helped organize a local march with Black Lives Matter Iowa founder Sean Carlton-Appleton, who [decried “soft racism”](#) in the area. Years later, he registered Monarch Training and Development, LLP, based in Ames, Iowa, as a new business.

“According to a press release for the event,” the Ames Tribune reported, “those issues include the recent Ames school report card that highlighted significant racial disparities between black and white students, racial epithets being used at Iowa State University football games, swastikas being posted around the ISU campus and stories of subtle and blatant racism in Ames. Although the march

is attempting to address some issues that have been experienced at ISU, Carlton-Appleton said it is not an ISU organization.”

With the Black population in Ames at about three percent, Muhammad acknowledged that meetings mostly had white participants. In the local media article, Muhammad said the community hadn’t had a significant racial event. “Just because we haven’t had that, it doesn’t mean that there aren’t issues that affect black families and black lives in Ames, Iowa.”

In [year two](#), 2018, Swalwell and Spikes expanded their work, “Critical Consciousness: Year Two,” to coaches and certain building staff. In August 2018, over 50 Ames staff attended a conference, “Summit and School Culture and Climate.” In August 2018, another consultant, Paul Gorski, addressed teachers at a kick-off breakfast.

Year three, 2019, the school district hired a director of equity, Anthony Jones, and it rolled out the “Critical Consciousness” training to all staff.

Spikes and Swalwell brought in a colleague, Erin Meek, a queer identity studies professor and [“equity scholar”](#) at Iowa State, to conduct [an “equity audit.”](#) They used all of the buzzwords of an audit to not “blame students and families” through a “deficit-based view” of academic shortfalls for Black students,



Ames Community School District  
@ACSD\_News

Today, over 130 teachers and staff engaged in critical consciousness training with Dr. Katy Swalwell and Dr. Daniel Spikes. The conversations are always rich and challenging with the outcomes impacting all of our students. [#AmesCSD](#)

PHOTO CREDIT: @ACSD\_NEWS | TWITTER

but rather took an “asset-based view” that “assumes responsibility for those inequities and explores the ways in which schools create and perpetuate inequity in an attempt to disrupt it.”

On Sept. 30, 2019, the school district’s Twitter account (@ACSD\_News [tweeted out](#) photos of a training with the message, “Today, over 130 teachers and staff engaged in critical consciousness training with Dr. Katy Swalwell and Dr. Daniel Spikes. The conversations are always rich and challenging with the outcomes impacting all of our students. [#AmesCSD.](#)”

That year, the school district completed an “equity audit” for Ames High School and Ames Middle School. Swalwell hosted an “Amazing Education Podcast” on “Critical Consciousness. Part I. Part II.” She developed “Building Capacity Teams.”

The program expanded into a “Critical Consciousness Family Learning Series.”

The year 2020 was called “Critical Consciousness: Year Three,” with “over 150 staff members” who “participated in monthly professional development.”

“Building-level teams formed,” with Ames High School staff “participating in implicit bias training.” District officials participated in weekly administrative meetings with “equity learning.” Ames Middle School started teaching a “Critical Consciousness class.”

The Swalwell and Spikes consulting team started a “Critical Consciousness Family Learning Series,” as well as “LGBTQ+ professional development training.” Swalwell hosted another “Amazing Education Podcast” with the director of equity, Anthony Jones, on “racial inequity. Part I. Part II.”



The morning of Monday, Jan. 20, 2020, Ames High School in Ames Community School District hosted a 2-1/2-hour event called, “Understanding Implicit Bias *WORKshop*,” led by the other local consultant, Abdullah Muhammad, the founder of Monarch Training and Development, for a \$3,500 fee.

According to Invoice #200302, Muhammad charged \$15.56 per hour per participant, for a total bill of \$3,500 for 90 participants. He waived a \$700 fee for a half-hour time extension and included his three-and-a-half hours for event preparation, planning meetings and post-session debrief.

The contract noted the “*WORKshop*” would include “experience-sharing” and “individual reflection.” It said: “Host understands that the format of the *WORKshop* is designed to be a mixture of content-delivery methods including lecture, group discussion, experience-sharing, individual reflection, and preliminary action planning.

The next year, Black Lives Matter at Schools became the subject of statewide controversy, as “Black Lives Matter at School Week of Action” was launched in Ames, after years of consultants priming the pump.

On Jan. 22, 2021, the school district announced its “Black Lives Matter Week of Action” on Facebook, and that [did not sit well](#) with parents.

One of the comments posted: “Will the action include riots?”

Among the proponents of the controversial material? The consultant, Muhammad, spoke at an Ames board meeting to support Black Lives Matter Week of Action in the school district. Not long after, a [local media report published](#) a screenshot, allegedly written by his wife, [Jean Muhammad](#), the student and family advocate in Ames High School since 2017.

In the screenshot, she allegedly wrote:

“Want a quick glimpse into \*our\* interracial marriage?

Me-Going to give Abdullah a kiss good-night, ‘Okay, I’m going to bed...’

Abdul- singing in his reggae voice, ‘I say we kill da white people...’

Me-Laughing hysterically, ‘Okay, love you.’”

Muhammad didn’t comment about the post.

Later, in a two-hour meeting of the House Government Oversight Committee, Anthony Jones, director of equity for the Ames Community School District, [defended the week](#), saying: “What we are doing is bringing ideology into the conversation, but not just ideology, we are also bringing people.”

He concluded: “If that is political, then yes, it is political.”

On June 17, 2021, the controversy still brewing, Katy Swalwell registered a new consult-

ing firm, Past Present Future Consulting & Media, LLC, based in Des Moines, Iowa, with the Iowa Secretary of State, according to the [company’s official filing](#). In her bio, she noted that, as a lead equity specialist for the Equity Literacy Institute, she has “facilitated workshops, helped develop curriculum, and provided other supports for schools across the United States and Canada.”

This included, of course, one school district in the United States: Ames, Iowa, now full-on woke.

**“What we are doing is bringing ideology into the conversation, but not just ideology, we are also bringing people ... If that is political, then yes, it is political.”**



## CASE STUDY #3

### The Woke Gospel at St. Luke's School in New Canaan, Connecticut

PHOTO CREDIT: INFO.STLUKESCT.ORG

In late 2020, New York City's Dalton School [drew headlines](#) after trainers from Pollyanna, a 501(c)3 nonprofit, led mandatory training that included "forcing a Jewish student to play a racist cop" in a science class exercise and teaching an art class on "decentering whiteness." Seventh and eighth-graders were required to examine their lives through the perspective of "intersectionality," a left-wing theory that posits that a person's social and political identities combine to create different modes of discrimination and privilege. The takeaway here, of course: the students must come to grips with their "white privilege."

As of 2020, Pollyanna was spreading the Woke Gospel in 60 schools around the nation, including cream-of-the-crop Manhattan private schools—The Brearley School, The Dalton School, Horace Mann School, The Spence School and the Hunter College Elementary School, as well as Harvard-Westlake School in Los Angeles. Indeed, the Woke-Ed Machine has penetrated the National Association of Independent Schools, whose membership includes religious and secular private schools.

While our investigative reporting project, Consultants Report Card, focuses on public schools, we wanted to chronicle the phenomenon of indoctrination in private schools, because they are a key target of activists, educators and consultants indoctrinating children.

Consider St. Luke's School in New Canaan, Connecticut. In 2002, Mark Davis arrived from the elite Phillips Exeter Academy, to be headmaster. Just an hour's drive northeast of Manhattan, St. Luke's drew well-heeled families to its "Hilltop," with its secular mantra of "Enter to Learn, Go Forth to Serve." After taking a sabbatical to learn the [Vipassana tradition](#) of Buddhism, commonly known as "insight meditation," Davis returned in [April 2019](#) determined, with the help of a handful of activist teachers and parents, to bring his energized Woke politics to the school in his charge.

In June 2020, Davis hosted the second Political Discord & Civil Discourse assembly, "[Student Leadership: Bringing Civil Discourse to Life](#)," featuring a St. Luke's parent, former President George W. Bush spokesman Ari

**[Pollyanna] led mandatory training that included "forcing a Jewish student to play a racist cop" in a science class exercise and teaching an art class on "decentering whiteness."**



Fleischer. Later—after Woke adherents criticized Davis for allowing a Republican viewpoint to be voiced at St. Luke’s—he would apologize for Fleischer’s appearance.

Increasingly, parents started noticing staff activism that made them uncomfortable. At one point, Carrie Meatto, a Spanish teacher in the Upper School since 2017, required her students to write letters to governments in Central America and Latin America, advocating for the legalization of abortion, among other issues.

In early 2020, in the school’s Forese Fireplace Commons, school officials welcomed controversial author Robin DiAngelo to talk about her book, *White Fragility*. Davis didn’t allow parents to ask questions directly of DiAngelo. They had to write their questions on index cards, hand-chosen by Liz Perry, an English teacher and Head of Upper School, and Amber Berry, another staffer.

That spring 2020, as families were isolating during the early weeks of the COVID-19 pandemic, a teacher facilitated a parent event and told parents to create “bubbles”

## a Spanish teacher in the Upper School since 2017, required her students to write letters to governments in Central America and Latin America, advocating for the legalization of abortion

based on identity. By fall, after the killing of George Floyd, the teachers were full throttle with their “anti-racism” exercises. The first week of schools, students had to play the “Factuality Game,” charged \$50 each to roleplay identities they were assigned, from “woman of color” to transgender men. Black Lives Matter stickers on her classroom bulletin board, teacher Jennifer Pokorney one day told students they were going to play charades, acting out current events.

One team got “mass shootings.” A team of two boys got “abortion.” The boys objected. Pokorney insisted they do it. School officials swept it under the rug. This isn’t clear. Parents complained but nothing happened.

That fall, in late October 2020, the school held one of its regular “Town Meeting” events. The presentation, during Asexual Awareness Week, or “ACE Week,” encouraged children to know the differences between “demisexual” and “asexual.” One elementary school student had to fill out a nametag with her preferred pronoun.

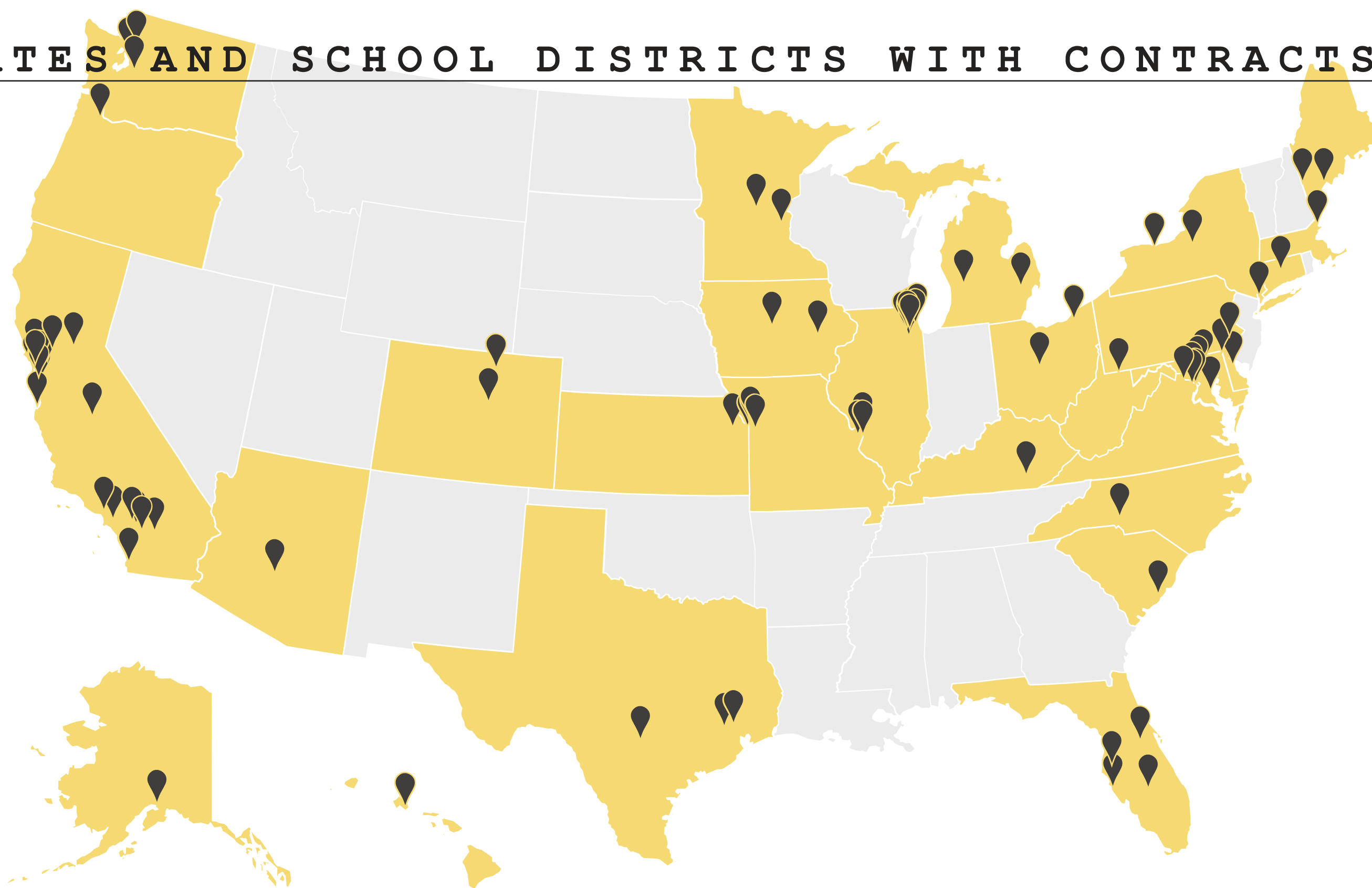
Just before the 2020 presidential vote, Davis held a “Drop-in” session and lamented his choice for president hadn’t won in 2016. Some parents shook their heads.

Parents quietly chronicled the indoctrination they had been witnessing. Now, “Affinity Groups,” not straight-up education, were the norm at the school they loved. Some parents pulled students from the school but many remaining parents continue to be frustrated.



**DR. ROBIN DIANGELO SPEAKING AT ST. LUKE’S SCHOOL**  
PHOTO CREDIT: ST. LUKE’S PARENTS’ ASSOCIATION / STLUKESCT.ORG

STATES AND SCHOOL DISTRICTS WITH CONTRACTS





**Alaska**

Anchorage School District

**Arizona**

Chandler Unified School District

**California**

ABC Unified School District  
Acalenes Union High School District  
Alameda County Office of Education  
Alameda Unified School District, Alameda  
Bayshore Elementary School Districts  
Cupertino Union School District  
Fairfield-Suisun Unified School District  
Folsom-Cordova Unified School District  
Fresno Unified School District  
Hemet Unified School District  
Jefferson Elementary School District  
Menlo Park City School District  
Monterey Peninsula Unified School District  
Moreno Valley Unified School District  
Mt. Diablo Unified School District  
Novato Unified School District  
Oakland Public Schools (Oakland Unified School District)  
Palo Alto Unified School District  
Palm Springs Unified School District  
Riverside County Office of Education  
San Diego County Office Of Education  
San Diego Unified School District  
San Francisco Unified School District  
San Jacinto Unified School District  
Vacaville Unified School District

**Colorado**

Douglas County School District  
Greeley Evans (Weld County) School District 6

**Connecticut**

Berlin Public Schools

**Delaware**

Delaware Department of Education

**District of Columbia**

US Department of Education

**Florida**

Orange County Public Schools  
Palm Beach County, The School District Of  
Sarasota County Schools  
Hillsborough County Public Schools

**Hawaii**

Hawaii Department of Education

**Illinois**

Alton School District  
Batavia Public Schools District 101  
DuPage High School District 88  
DuPage Regional Office of Education  
Evanston Township High School District 202  
Evanston/Skokie School District 65  
Forest Park School District 91  
Joliet School District  
Naperville School District 203  
Oak Park and River Forest High School District  
Community Unit School District 200 (Wheaton-Warrenville Community School District)  
Woodridge School District 68

**Iowa**

Ames Community School District  
Clear Creek Amana School District

**Kansas**

Lawrence Public Schools  
Shawnee Mission School District

**Kentucky**

Corbin Independent Schools

**Maine**

Maine School Administrative District #72  
Regional School Unit 5

**Maryland**

Baltimore County Public Schools  
Calvert County Public Schools  
Cecil County Public Schools  
Howard County Schools  
Montgomery County Public Schools

**Massachusetts**

Ipswich Public Schools

**Michigan**

Grand Rapids Public Schools  
Oakland Schools

**Minnesota**

Centennial School District ISD  
Sartell-St. Stephen School District

**Missouri**

Kansas City Public Schools  
North Kansas City Public School District  
Ladue School District  
Lee’s Summit School District  
North Kansas City Public School District  
St. Louis Public Schools

**New York**

Irvington Union Free School District  
Jamesville-Dewitt Central School District  
Rochester City School District

**North Carolina**

Charlotte-Mecklenburg Schools

**Ohio**

Chagrin Falls Exempted Village School District  
Olentangy Local School District

**Oregon**

Beaverton School District  
Oregon Department of Education

**Pennsylvania**

Radnor Township School District

**South Carolina**

Charleston County School District

**Texas**

Alamo Heights Independent School District  
Cypress-Fairbanks Independent School District  
Eanes Independent School District  
Humble Independent School District

**Virginia**

Arlington Public Schools  
Fairfax County Public Schools  
Loudoun County Public Schools

**Washington**

Bainbridge Island School District #303  
Mukilteo School District  
White River School District

**West Virginia**

Monongalia County School District

State	District	Spending
<b>Alaska</b>	Anchorage School District	\$38,000.00
<b>Arizona</b>	Chandler Unified School District	\$64,560.95
<b>California</b>	ABC Unified School District	\$42,000.00
	Acalenes Union High School District	\$223,575.00
	Alameda County Office of Education	\$141,250.00
	Alameda Unified School District, Alameda	\$226,820.00
	Bayshore Elementary School Districts	\$11,000.00
	Cupertino Union School District	\$29,800.00
	Fairfield-Suisun Unified School District	\$202,700.00
	Folsom-Cordova Unified School District	\$1,500.00
	Fresno Unified School District	\$522,684.00
	Hemet Unified School District	\$1,500.00
	Jefferson Elementary School District	\$35,500.00
	Menlo Park City School District	\$6,398.00
	Monterey Peninsula Unified School District	\$150,950.00
	Moreno Valley Unified School District	\$819,000.00
	Mt. Diablo Unified School District	\$8,000.00
	Novato Unified School District	\$139,000.00
	Oakland Public Schools (Oakland Unified School District)	\$50,000.00
	Palo Alto Unified School District	\$36,073.13
	Palm Springs Unified School District	\$23,250.00
	Riverside County Office of Education	\$77,200.00
	San Diego County Office Of Education	\$46,000.00

State	District	Spending
	San Diego Unified School District	\$11,000.00
	San Francisco Unified School District	\$268,855.00
	Vacaville Unified School District	\$40,500.00
<b>Colorado</b>	Douglas County School District	\$16,525.00
	Greeley Evans (Weld County) School District 6	\$1,500.00
<b>Connecticut</b>	Berlin Public Schools	\$85,065.44
<b>Deleware</b>	Delaware Department of Education	\$434,650.00
<b>District of Columbia</b>	US Department of Education	\$749,896.00
<b>Florida</b>	Orange County Public Schools	\$1,907,185.00
	Palm Beach County, The School District Of	\$705,000.00
	Sarasota County Schools	\$115,000.00
	Hillsborough County Public Schools	\$184,340.00
<b>Hawaii</b>	Hawaii Department of Education	\$1,451,110.50
<b>Illinois</b>	Alton School District	\$300.00
	Batavia Public Schools District 101	\$27,871.28
	DuPage High School District 88	\$15,600.00
	DuPage Regional Office of Education	\$15,600.00
	Evanston Township High School District 202	\$8,000.00
	Evanston/Skokie School District 65	\$373,425.00
	Forest Park School District 91	\$192,520.00
	Joliet School District	\$128,000.00
	Naperville School District 203	\$13,375.00



State	District	Spending
	Oak Park and River Forest High School District	\$80,700.00
	Community Unit School District 200 (Wheaton-Warrenville Community School District)	
	Woodridge School District 68	\$82,800.00
Iowa	Ames Community School District	\$238,036.00
	Clear Creek Amana School District	\$10,800.00
Kansas	Lawrence Public Schools	\$869,255.40
	Shawnee Mission School District	\$54,050.00
Kentucky	Corbin Independent Schools	\$3,000.00
Maine	Maine School Administrative District #72	\$19,546.00
	Regional School Unit 5	\$109,435.00
Maryland	Baltimore County Public Schools	\$704,200.00
	Calvert County Public Schools	\$48,000.00
	Cecil County Public Schools	\$612,600.00
	Howard County Schools	\$47,800.00
	Montgomery County Public Schools	\$454,680.00
Massachusetts	Ipswich Public Schools	\$7,800.00
Michigan	Grand Rapids Public Schools	\$2,020,537.00
	Oakland Schools	\$15,500.00
Minnesota	Centennial School District ISD	\$125,000.00
	Sartell-St. Stephen School District	\$54,243.75
Missouri	Kansas City Public Schools	\$12,000.00
	North Kansas City Public School District	\$95,767.00
	Ladue School District	\$8,775.00

State	District	Spending
	Lee’s Summit School District	\$97,512.50
	St. Louis Public Schools	\$100,000.00
New York	Irvington Union Free School District	\$63,600.00
	Jamesville-Dewitt Central School District	\$100,200.00
	Rochester City School District	\$72,250.00
North Carolina	Charlotte-Mecklenburg Schools	\$25,000.00
Ohio	Chagrin Falls Exempted Village School District	\$22,500.00
	Olentangy Local School District	\$4,000.00
Oregon	Beaverton School District	\$390,000.00
	Oregon Department of Education	\$50,000.00
Pennsylvania	Radnor Township School District	\$11,981.00
South Carolina	Charleston County School District	\$3,500.00
Texas	Alamo Heights Independent School District	\$42,000.00
	Cypress-Fairbanks Independent School District	\$27,084.00
	Eanes Independent School District	\$170,500.00
	Humble Independent School District	\$14,700.00
Virginia	Arlington Public Schools	\$8,000.00
	Fairfax County Public Schools	\$2,514,900.00
	Loudoun County Public Schools	\$314,000.00
Washington	Bainbridge Island School District #303	\$21,450.00
	Mukilteo School District	\$3,395.00
	White River School District	\$59,805.00
West Virginia	Monongalia County School District	\$76,240.00



# DEEP DIVE

## Top 10 Consultants

PAY TO THE  
ORDER OF

Panorama Education Inc.

\$5,200,684.50

DOLLARS

## What is Panorama Education Inc.?

In [an article in February 2013](#), Yale student Aaron Feuer described his decision to create Panorama Education. The article described the organization as an “education analytics company,” and said it was “snowballing,” working in six states.

The article noted:

“Every school in America should be using this,” Feuer remarks with a wry smile.

That year, Panorama Education [emerged](#) nationally as a company that conducts

“surveys of students, parents, teachers, and staff” and “analyzes this data and presents teachers and administrators with clear and constructive feedback that they can use to improve their teaching and their schools.”

In October 2013, the [Boston Globe reported](#) that Facebook founder Mark Zuckerberg’s Startup: Education, Jeff Clavier’s SoftTech VC [Venture Capital], Google Ventures, actor Ashton Kutcher’s A-Grade Investments and Yale University provided \$4 million in seed funding to the company.



In late 2013, legal experts at Fordham Law School raised concern about the ability of companies like Panorama in protecting student data in a research paper, [“Privacy and Cloud Computing in Public Schools.”](#)

On June 10, 2014, Panorama Education Inc. was incorporated with the state of Delaware, according to a [copy of the filing](#).

On June 13, 2014, then-Yale University undergraduate student Alexander Tanner registered Panorama Education Inc. with the state of Massachusetts, according to [the filing](#) (which stated that the company was incorporated on April 2, 2012, in Delaware).

Fellow Yale student Aaron Feuer was listed as the president, and Tanner was listed as the secretary. Another student, Dan Carel, was involved with the company’s founding.

For the fiscal year ending Dec. 31, 2014, Panorama Education said it “provides survey software/services to K-12 schools,” according to the company’s [2015 filing with the state of Massachusetts](#). The filing stated there were 2,807,212 shares of PWP class of stock authorized by articles of organization or amendments, with all of the shares issued and outstanding, and 14,034,212 shares of CWP class of stock authorized, with 8,562,876 shares issued and outstanding.

In the [next year’s 2106 filing](#), new directors were listed as Andrew Parker and Jed Smith.

In late 2017, soon after graduating, Feuer [announced](#) Panorama Education had raised \$16 million in Series B funding, led by the [Emerson Collective](#), a grantmaking company based in Palo Alto, California, with participation from several investment firms: [Spark Capital](#), [Owl Ventures](#), [SoftTechVC](#) (now Uncork Capital), and the [Chan Zuckerberg Initiative](#), cofounded by Facebook founder Mark Zuckerberg and his wife, physician Priscilla Chan.

In [the 2017 filing](#), the company added Katie Mallett as the chief financial officer and Amit Patel, based in San Francisco, and Ross Jensen, based in Palo Alto, California, as directors.

The company said it was “serving 10 percent of America’s students” and would “use the funding to expand its tools that help school districts develop students’ social and emotional skills, promote family engagement with school, and increase college readiness.”

Panorama Education’s [2018 filing](#) included continued stock shares.

According to a [press release](#) from early 2019, its staff includes a “team of former educators, engineers, designers and researchers dedicated to helping K-12 schools and districts improve student outcomes.”

Later that year, in October 2019, Feuer, the company’s cofounder and chief executive officer, [announced on Twitter](#) that Panorama Education [had launched](#) a new “Equity and Inclusion Survey” to “elevate #studentvoice on diversity, equity, and inclusion in school.”

In its [2019 filing with the state of Massachusetts](#), Panorama Education continue to list its stock shares.

In the company’s [2020 filing with the state of Massachusetts](#), signed March 26, 2021, Tanner was listed as the registered agent. The company had an all-male slate of directors. Feuer was the president. Tanner was the secretary. The other directors listed were Amit Patel, Ross Jensen and Alex Finkelstein.

The company said it had 31.7 million shares of “CWP” class of stock, authorized by its articles of incorporation or amendments, and it had issued 9,182,574 shares.

It said: “With a best-in-class data analytics platform, Panorama develops advanced technologies that empowers educators to foster improved social-emotional learning, school climate, and student engagement.”

Today, Panorama said it supports “more than 9 million students in 11,500 schools nationwide,” and is “dedicated to ensuring

educators can provide the highest-quality education for every student to succeed.”

In early September 2021, as Panorama was increasing its contract with Fairfax County Public Schools to \$2.4 million for a multi-year “screener,” it [raised \\$60 million](#) in a Series C round of funding led by General Atlantic.

TechCrunch.com reported:

Existing backers Owl Ventures, Emerson Collective, Uncork Capital, the Chan Zuckerberg Initiative and Tao Capital Partners also participated in the financing, which brings the Boston-based company’s total raised since its 2012 inception to \$105 million.

Panorama declined to reveal at what valuation the Series C was raised, nor did it provide any specific financial growth metrics. CEO and co-founder Aaron Feuer did say the company now serves 13 million students in 23,000 schools across the United States, which means that 25% of American students are enrolled in a district served by Panorama today.

# What services does Panorama Education Inc. offer?

- ▶ “Equity and Inclusion Survey”
- ▶ “Climate Survey”
- ▶ “Learning Recovery Survey”
- ▶ [“Early Warning System,”](#) which promises to “proactively identify and support at-risk students.”

# What K-12 work has Panorama Education Inc. done?

## ARIZONA

### The Edge School

Panorama featured its work with Edge High School in Arizona, a public alternative high school, among its [“success stories.”](#)

and five other public school districts in California, assisting “online students, staff and family survey programs.”

The services were from Feb. 11, 2016, through June 30, 2016.

### PURCHASE ORDER

In Purchase Order 00000455301, dated Feb. 24, 2017, Fresno Unified School District paid Panorama Education \$80,000 to provide support to the school district “survey initiatives relating to the CORE waiver entered into” by the school district and five other public school districts in California, assisting “online students, staff and family survey programs.”

## CALIFORNIA

### Fresno Unified School District

#### PURCHASE ORDER

In Purchase Order 00000405526, dated March 3, 2016, Fresno Unified School District paid Panorama Education \$27,000 to provide support to the school district “survey initiatives relating to the CORE waiver entered into” by the school district

The service was for six months from Jan. 25, 2017, through June 30, 2017.

#### PURCHASE ORDER

In Purchase Order No. 00000502396, dated Nov. 7, 2017, Fresno Unified School District agreed to pay Panorama Education \$80,684 to provide the same services as the year before.

The service was for one year from July 1, 2017, through June 30, 2018. The year before the school district paid the same amount for six months of service.

#### PURCHASE ORDER

In Purchase Order No. 00000548067, dated Aug. 16, 2018, Fresno Unified School District entered into another agreement to pay Panorama Education \$80,000 to provide support to the school district for the same services as the year before.

The purchase order was from July 1, 2018, through June 30, 2019.

#### PURCHASE ORDER

The next year, in Purchase Order No. 00000598873, dated Aug. 28, 2019, Fresno Unified School District agreed to pay Panorama Education another \$80,000 once again to provide support to the school district for the same services.

The purchase order was marked “(Bundled Contracts).”

The purchase order was for the next year from July 1, 2019, through June 30, 2020.

#### PURCHASE ORDER

In Purchase Order No. 00000600795, dated Oct. 3, 2019, Fresno Unified School District paid \$5,000 for a site license agreement for its Prevention and Intervention Department from Oct. 1, 2019, through Oct. 1, 2020, for the purpose of “survey administration, analysis and reporting.”

The purchase order noted: “The vendor must maintain compliance with Family Educational Rights and Privacy Act (FERPA) and the Children’s Online Privacy Protection Act (COPPA). This contract prohibits the sharing of metadata, keystroke data, time & place, account information, and student information including but not limited to; name, grade, school name, test scores, etc. with any third party.”

The order also said: “All FUSD information/ data collected, generated, or stored during the course of this contract must be destroyed upon conclusion or termination. If Vendor experiences a security breach concerning any education record covered by this contract, then Vendor will immediately notify the district and take immediate steps to limit and mitigate such security breach to the extent possible.”

The services included:

“Access to Platform and Support (as defined in the Terms and Conditions): Survey administration, analysis and reporting.”

“Student culture, climate, and social-emotional learning measures.”

“Includes implementation training and setup.”

#### **PURCHASE ORDER**

In Purchase Order No. 00000741322, dated July 13, 2021, Fresno Unified School District paid \$85,000 for Panorama Education to “provide support” for the “survey initiative relating to the core waiver entered into” by the school district, assisting “on-line [sic] students, staff and family survey programs.” The contract was being handled by the school district’s equity and access department. It was approved by the school board on June 16, 2021. The effective dates for the order was July 1, 2021, through June 30, 2022.

Panorama Education [featured the school district on its website](#).

#### **PURCHASE ORDER**

Two weeks later, in Purchase Order 00000691176, dated July 27, 2020, Fresno Unified School District agreed to pay another \$85,000 for more services, with a line in

the purchase order marked, “BOE 06/17/20 A-4 (Bundled Contracts).”

This order was for support to the school district’s “survey initiative relating to the CORE waiver entered into” by the school district, assisting “on-line [sic] students, staff and family survey programs” — the exact same language as the earlier purchase order, dated July 13, 2020.

The effective dates for the order were also the same.

#### **La Cañada Unified School District**

Panorama featured its work with Edge High School in Arizona, a public alternative high school, among iPanorama Education featured its work with the school district among its [“success stories.”](#)

#### **Long Beach Unified School District**

Panorama Education featured its work with the school district among its [“success stories.”](#)

#### **Moreno Valley Unified School District**

##### **PURCHASE ORDER**

On Feb. 21, 2019, Moreno Valley Unified School District issued Purchase Order No. CPO19-00568 to pay Panorama Education Inc. \$89,000 for providing “school climate and parent engagement survey administration, analysis, reporting, and professional development services,” between Feb. 13,

2019, and Feb. 12, 2021. The board approved contract No. A-18/19-3092 on Feb. 12, 2019.

While promoting the ‘2019 Annual Climate and Satisfaction Survey’ [on its website](#) the school district told the community: “We are currently surveying MVUSD families in order to gain insight into your perception of our school and district effectiveness. To ensure we continue to provide high quality, rigorous learning experiences that meet the needs of our learners and prepare them for college and career, we need your feedback. We want to know what you think. During this month, students will also be asked to complete an online questionnaire that encourages them to reflect on their own mindsets and approaches to learning.”

It reassured survey respondents: “We have partnered with Panorama Education to conduct our 2019 Annual Climate and Satisfaction Survey. Panorama safeguards your privacy, keeping your responses confidential.”

It pitched the survey as easy, taking “between 15-20 minutes to complete,” and helpful, as an “invaluable source of information for us as we work to make our schools and district as good as they can be.”

#### **AMENDMENT TO CONTRACT**

In an “Amendment to Contract,” dated June 24, 2019, the school district added another \$101,000 to its contract, buying a “workshop for training” for staff, at a cost of \$3,000 per two-hour workshop. A note to the district said: “...we need to do an amendment to add the services to train staff on how to use the results of the survey that was conducted in March.”

#### **PURCHASE ORDER**

In Purchase Order CPO20-00534, dated Jan. 7, 2020, Moreno Valley Unified School District agreed to pay Panorama Education \$12,000 to “add training workshops for staff,” as part of its school climate survey.

#### **PURCHASE ORDER**

In Purchase Order CPO20-00572, dated Jan. 27, 2020, Moreno Valley Unified School District agreed to pay Panorama Education \$54,000 for a “Professional Consultant Agreement” to “provide district walk-through workshops to support district leaders.”

#### **PURCHASE ORDER**

In Purchase Order CPO20-00644, dated Feb. 26, 2020, Moreno Valley Unified School District agreed to pay Panorama Education \$89,000, as part of its agreement to “conduct a school climate survey and training workshops for staff.” The purchase order was for Agreement No. A-18/19-3092.



**PURCHASE ORDER**

In Purchase Order CPO21-00549, dated May 24, 2021, Moreno Valley Unified School District agreed to pay Panorama Education \$95,000 for this line item: “Panorama surveys administration will gather student, teacher, staff and parent data to analyze and report to the MVUSD TIA [Technology, Innovation and Assessment] Dept. and Student Services Dept. The data will be used to provide school and community climate to MVUSD.” The purchase order was for Agreement No. A-20/21-3752.

**San Francisco Unified School District**

Panorama Education featured its work with the school district among its [“success stories.”](#)

**HAWAII**

**Hawaii Department of Education**

**CONTRACT**

On March 19, 2021, Panorama Education Inc. chief executive officer Aaron Feuer signed a contract worth a total of \$1,451,110.50 with Christina Kishimoto, superintendent of education for the state of Hawaii, to “provid [sic] and administer a Student Perception Survey.”

Panorama promoted the work among its [“Success Stories.”](#)

**ILLINOIS**

**Woodbridge School District 68**

**SERVICE ORDER**

In a service order signed June 10, 2019, Woodbridge School District 68 in Illinois agreed to pay Panorama Education \$82,800 total for several items:

- ▶ “Three-years [sic] of access to Panorama Student Success, Survey Platform and Standard Support for Woodbridge District 68,” covering 3,000 students and including “Student and school integrated trackers, data dashboards and early warning systems with customizable reports filters.”
- ▶ “Project Management,” including coordinating a “rollout of Panorama reports to district educators.”
- ▶ Professional Development, including one virtual workshop per year for school-based staff to “support implementation, knowledge of the Success and Survey platforms.”

The school district’s assistant superintendent, Greg Wolcott, and the Panorama’s vice president of finance, Katie Mallett, signed the contract.

Panorama Education promoted the school with [a dedicated page on its website](#) and a video with the principal saying, “We gotta get each individual kid’s heart if we’re gonna get their heart.” A teacher said they were using the Panorama Education data for student “emotional regulation.”

The goal identified: to create “good people.”

**INDIANA**

**Indianapolis Public Schools**

In a page dedicated to the school district, featuring “success stories,” Panorama Education wrote: “How Indianapolis Public Schools Is Keeping Students Learning at Home.” The write-up said: “When school closures due to COVID-19 began, Indianapolis Public Schools (IPS) took swift action to set up at-home learning for its 32,000 students and 2,600 caring educators with Panorama survey data.” It added a video conversation with the school district’s director of strategy.

**KANSAS**

**SERVICE ORDER**

On May 14, 2020, Shawnee Mission School District in Kansas signed a service order for \$54,050. The total includes \$42,000 for a license fee for Panorama’s social and

emotional learning platform and support. That fee includes “measure administration, analysis and reporting,” including social-emotional learning measures.

The total also includes \$6,300 for project management, \$750 for one one-hour to three-hour virtual workshop, \$5,500 for an on-site “data inquiry” workshop, totaling \$12,050.

In the virtual workshop, Panorama Education said it “prepares customized workshops for a variety of stakeholder groups, including teachers and staff, school principals, school boards, and parents to build a culture of feedback in your schools.”

School boards typically must approve a Panorama Education contract.

**KENTUCKY**

**Shelby County Schools**

In June 2021, [Chalkbeat reported](#) on an “Equity and Inclusion Survey,” created by Panorama, that was conducted in Shelby County Schools.

MAINE

Maine School Administrative District #72

INVOICE  
In Invoice No. 311, dated Sept. 1, 2015, Panorama Education billed Maine School Administrative District #72 a total of \$2,000 for a number of items, including, “access to platform and support; survey administration, analysis and reporting,” as well as online student surveys for 2,000 students enrolled in the school district.

The fine print said: “Panorama cares deeply about privacy, and we recognize that it is important to educators, students, and parents we serve.”

Panorama Education [featured the school district on its website.](#)

INVOICE  
In Invoice No. 678, dated July 5, 2016, Panorama Education billed Maine School Administrative District #72 another \$2,000 for the same services.

INVOICE  
In Invoice No. 1198, dated July 1, 2017, Panorama Education billed Maine School Administrative District #72 another \$2,000 for the same services.

INVOICE  
In Invoice No, 1875, dated July 3, 2018, Panorama Education billed Maine School Administrative District #72 a slightly higher amount of \$3,500 for the same services as the years earlier.

INVOICE  
In Invoice No. 3757, dated July 31, 2019, Panorama Education billed Maine School Administrative District #72 a price bump of \$4,000 for the same services as the years earlier.

MASSACHUSETTS

**New Bedford Public Schools**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

**Waltham Public Schools**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

MARYLAND

**Frederick County**  
On April 22, 2015, Panorama Education CEO and cofounder Aaron Feuer [made a presentation](#) to Frederick County Public Schools. At that point, he said, that the company’s process had been “adopted by 200+ school districts across the country.”

MICHIGAN

**Detroit Public Schools**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

**Lansing School District**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

MINNESOTA

**Minnetonka Public Schools**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

NEVADA

**Clark County School District**  
On Dec. 10, 2020, the Clark County School District [unanimously approved](#) the purchase of Panorama Education’s data platform, according to a school district announcement.

**Washoe County School District**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

NEW YORK

**Ellenville Central School District**  
Ellenville Central School District announced on its website that it [opened](#) its Panorama Education survey on June 11, 2021.

**New York City Department of Education**  
Panorama Education featured its work with the school district among its [“success stories.”](#)

NORTH CAROLINA

**Union County Public Schools**  
In spring 2021, the school district, headquartered in Monroe, North Carolina, said on its website that it was [conducting the Panorama Education survey](#) from Feb. 24, 2021, through March 10, 2021.

OREGON

**Portland Public Schools**  
At a Nov. 27, 2018, Board Meeting/Work Session, staffers from Portland Public discussed the issue of the “2018-19 Climate Survey for Students and Families” with the school board. [In a report](#), they explained that the school district’s communications department had conducted “climate” surveys in 2014-2015 and 2016-2017.



In spring 2018, the report said, that “it was determined that we should deliver climate surveys again this year.” The school district “conducted a pilot with Panorama’s survey to consider partnering with Panorama for future school climate surveys,” starting in the 2018-2019 year and continuing through 2019-2020.

That year, it said, “Portland Public Schools is collaborating with Panorama Education to gather student and family feedback in order to give teachers and administrators actionable data points that will help them improve student experiences across the district.”

In 2019, Panorama surveyed students, teachers, and parents in 102 schools in the school district. Related to “Background Questions” at Alliance High School at Meek Campus, Panorama shared information from 15 respondents in ninth and tenth grades. Five students responded they were a “Girl / Woman.” Nine said they were “Boy / Man.” One student responded, “Nonbinary.”

To a question, “Are you transgender?” Fourteen said, “No, I am not transgender.” One did not respond.

The next questions was: “How do you describe your sexual orientation?” Nine students said, “Heterosexual / Straight.” Zero students said “Lesbian,” “Bisexual / Pansexual,” “Queer,”

or “Questioning / not sure.” One student said, “Gay.”

Students also described their feelings and “Sense of Belonging.”

This data collection isn’t limited to students.

Also, 4,191 parents in Portland Public Schools said they were “Heterosexual / Straight,” and 16 parents said they were “Questioning / not sure.” Of the teachers and staff, 67 said they were “Bisexual / Pansexual.”

There are more recent results but for the sake of protecting privacy that Panorama doesn’t protect, we are not including more current information currently.

## TEXAS

### Dallas Independent Schools District

Panorama Education featured its work with the school district among its [“success stories.”](#)

## UTAH

### Ogden School District

[On its website](#), Panorama Education bragged that Ogden High School increased its graduation rate to 95 percent after Ogden School District hired Panorama Education.

It wrote: “For educators in Ogden School District, the effective use of a [multi-tiered system of supports \(MTSS\)](#) is central to their mission of maximizing educational opportunities for all students.”

Panorama Education shared a colorful profile about the school district, as it did with other school districts, writing, “Located 30 miles north of Salt Lake City at the foot of the Wasatch Mountain Range, Ogden School District serves 12,300 students in an urban environment. The nearby peaks could very well symbolize both the towering challenges and goals of the district. Nearly eight out of 10 students receive free or reduced-price lunch—some of the highest rates in Utah—and schools face high instances of chronic absenteeism, high-school dropouts, teenage pregnancy, and suicide.”

It wrote: “Despite these odds, by 2020, the district strives to achieve an 88 percent graduation rate (up 20 percentage points) and an on-track literacy rate of 50 percent (up 15 percentage points).”

## VERMONT

### Franklin West Supervisory Union

Panorama Education featured its work with the school district among its [“success stories.”](#)

## VIRGINIA

### Fairfax County Public Schools

On Sept. 9, 2021, Fairfax County Public Schools signed [“Amendment No. 2,”](#) a new agreement to pay a total of \$2,445,300 to Panorama Education to collect confidential data on “all” 180,000+ K-12 Fairfax County Public School children, a \$599,640 increase over the \$1,845,660 [Acceptance Agreement](#) inked on June 8, 2021, for \$1,845,660.

The school district is using [emergency COVID relief funds](#) signed into law on March 20, 2021, after Congress set aside about \$13.2 billion of the \$30.75 billion allotted to the Education Stabilization Fund through the Coronavirus Aid Relief, and Economic Security (CARES) Act for the Elementary and Secondary School Emergency Relief Fund (ESSER Fund). The so-called ESSER Fund was designed to “address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools across the Nation.”

## WASHINGTON

### Bremerton School District

On its [website](#), Bremerton School District says: “We partner with a leader in the SEL space, Panorama Education. Panorama develops tools to empower schools and

districts to learn about students’ self-perceptions, better understand student experiences in their learning environment, and identify opportunities to enhance support of teachers and counselors as they implement SEL programs.”

Panorama Education administered in a “Fall 2020 Family-School Relationship Survey.”

**Everett Public Schools**

Panorama Education featured its work with the school district among its “[success stories](#).”

**Lake Washington School District**

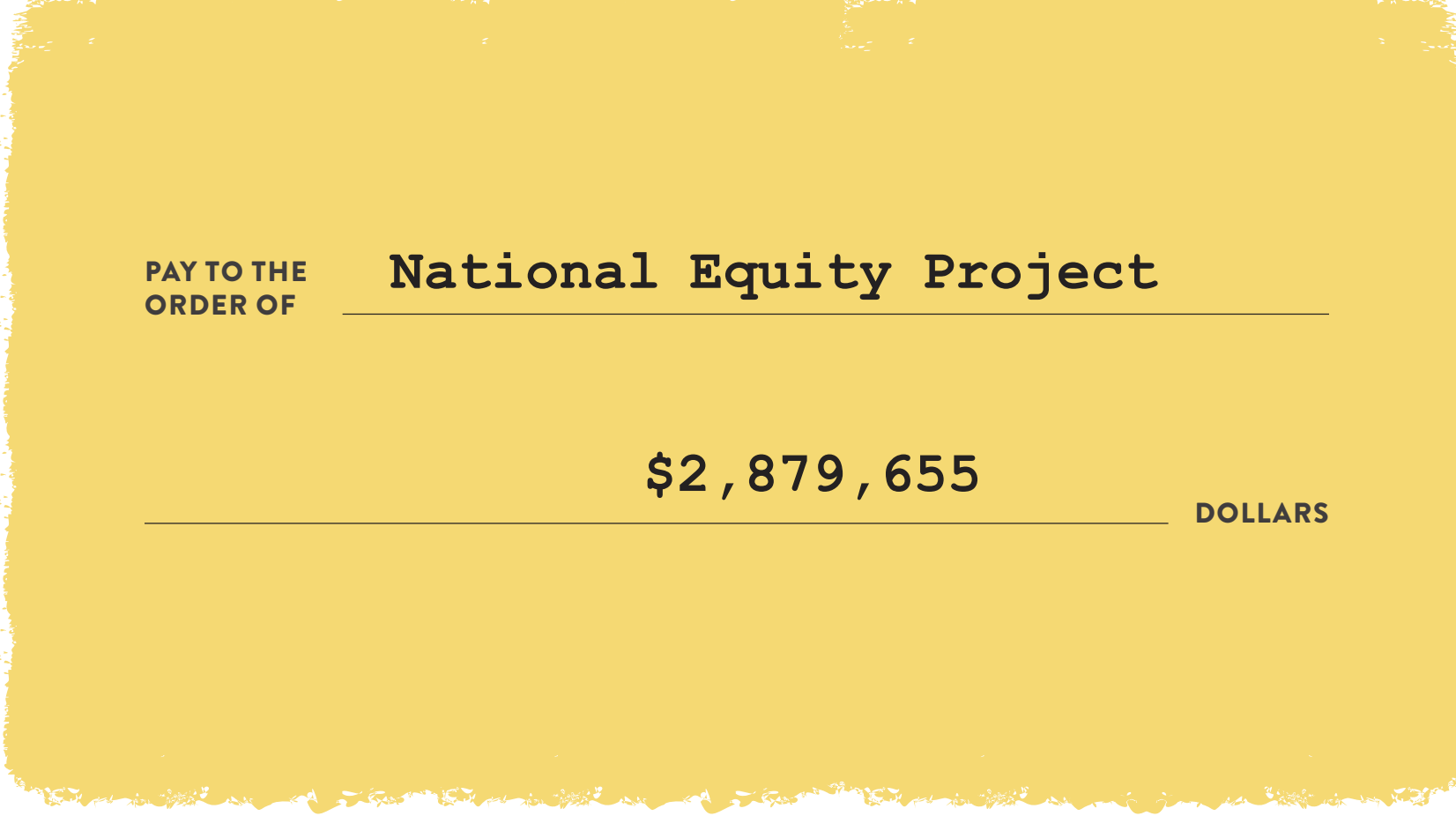
Panorama Education featured its work with the school district, based in Redmond, Washington, among its “[success stories](#).”

**WEST VIRGINIA**

**Monongalia County Public Schools**

In a [list of Expenditures](#), dated March 23, 2021, Monongalia County Public Schools had “Approval of a purchase order of \$76,240 to Panorama Education to “Maintain Data on SEL (Social Emotional Learning) and Equip School with Resources.”

The funding source was “Levy Public Services (1208).”



**What is the National Equity Project?**

The [National Equity Project](#), based in Oakland, Ca., was [established](#) on April 13, 1995, as a nonprofit with the California Secretary of State, as the Bay Area Coalition of Essential Schools.

In July 2010, it registered a new name, National Equity Project. It describes itself as a “leadership and systems change organization committed to increasing the capacity of people to achieve thriving, self-determining, educated, and just communities.” It says

its mission is to “transform the experiences, outcomes, and life options for children and families who have been historically underserved by our institutions and systems.”

In February 2021, the [company registered](#) Na’ilah Suad Nasir as the chief executive officer and Gloria Lee as the secretary. The chief financial officer was Brian Stanley and the agent for service was LaShawn Route-Chatmon.



In its [2020 IRS Form 990](#), documenting its finances, the National Equity Project had \$8.8 million in total revenue in 2020, an increase from \$7.4 million the year before.

Its executive director, LaShawn Route-Chatmon earned \$211,133, plus a \$25,045 bonus, totaling \$236,178 in compensation. Seven other staffers earned between \$116,783 to 167,594, along with attractive bonuses.

## What services does the National Equity Project offer?

The association’s [Consulting Services](#) include:

- ▶ “Leadership and Team Development”
- ▶ “Executive Coaching”
- ▶ “Strategy Development and Implementation”
- ▶ “Networks and Communities of Practice”
- ▶ “Liberatory Design”
- ▶ “Research and Analysis”

## What K-12 work has the National Equity Project done?

On July 7, 2021, its [client list](#) included a list of school districts and organizations.

We have received contracts from a number of school districts.

PAY TO THE  
ORDER OF

Pacific Educational Group Inc.

\$1,971,673.45

DOLLARS

## What is Pacific Educational Group Inc.?

In 1992, Glenn E. Singleton, a former Ivy League admissions director, established Pacific Educational Group, “committed to achieving racial equity in the United States and beyond.” The company was registered as Pacific Educational Group Inc., [on Jan. 4, 1994](#), with the California Secretary of State. The 2020 filing listed Singleton as the chief executive officer, based in San Francisco. Christine Lim is the secretary, based in Oakland, Ca., and Adrienne Cecile Edmands is the chief financial officer.

Marking 25 years in 2018 in the “race and equity in education” business.

A graduate of the University of Pennsylvania, he earned his master’s degree from the Graduate School of Education at Stanford University, according to [an official bio](#).

In 2006, he wrote the book, “Courageous Conversations About Race: A Field Guide for Achieving Racial Equity in Schools.” Later, he published the book, “More Courageous Conversations About Race.”

On its [website](#), Courageous Conversation says it is “providing training, coaching and consulting services for millions of racial equity leaders around the world.”

Pacific Education Group describes itself as an “award-winning protocol for effectively engaging, sustaining and deepening inter-racial dialogue.” Through its “Framework for Systemic Racial Equity Transformation,” the group’s staff members say they “help individuals and organizations address persistent racial disparities intentionally, explicitly, and comprehensively” and “engage in sustained partnerships featuring training, coaching and consulting with organizations to transform beliefs, behaviors and results so people of all races can achieve at their highest levels and live their most empowered and powerful lives.”

In 2015, EAGnews obtained a list of school districts that contracted with Pacific Educational Group, and 42 districts responded to a query about how much they paid Pacific Educational Group over the past five years. The total amount spent was \$3.9 million between 2010 and 2015.

Pittsburgh Public Schools spent \$586,300 over a four-year period for Pacific Educational Group, the largest amount spent. From 2010-2011, the school district spent \$231,000; from 2012-2013, it spent \$183,200; and from 2013-2014, it spent \$76,000.

In late September 2016, Singleton was a featured speaker at [an annual conference](#) of the National School Boards Associations and Council of Urban Boards of Education in Miami, Florida, at the Four Seasons Hotel. Singleton led a three-hour-and-15-minute “Leadership Training Workshop,” called, “School Board Members, Step to the Front on Achieving Racial Equity!” The workshop description said Singleton “will engage participants in a Courageous Conversation which will leave board members poised and practiced to take action in their districts—actions that will achieve racial equity—and better able to confront challenges related to existing class, gender, and linguistic inequities.”

Cornel West spoke at the conference.

## What services does the Pacific Educational Group Inc. offer?

[The National Summit for Courageous Conversation](#) says it is “uniquely designed for educators, civic and community leaders, and other professionals who are committed to elevating individual and organizational racial literacy and consciousness to eradicate racial disparities that are predictably evident in achievement.”

The organization says the summit is “our venue for bringing together the most promising and effective racial equity leadership voices, practices and results for examination and broader dissemination across the United States and globally.”

Other services include:

The company’s [services](#) include engaging in “sustained partnerships with our clients that center on training, coaching and consulting to transform beliefs, behaviors and results so people of all races can achieve at their highest levels and live their most empowered and powerful lives.”

- ▶ It sells a “variety of [seminars](#)” on “various topics.” It offers “scheduled programming” and “customized seminars for clients interested in more specific areas related to racial inequity, such as: racial inequities in education, corporate work environments or local structures such as city-level government.”
- ▶ It sells “[coaching](#),” for “entities that are trying to navigate through a current, internal issue or concern within their organization,” helping to “identify standards for equitable solutions as well as existing areas of interrogation that they may not have considered.” The website notes: “Structure of this service is highly dependent on the unique circumstance of the client. Frequency of coaching sessions and expected goals are developed in collaboration with each client at the start of the coaching relationship.”



- It sells “[consultation](#),” to “launch professional and organizational change.” The service “provides us the opportunity to navigate any predictable and emerging resistance alongside you, while redesigning practices and policies to create a more racially equitable, diverse and inclusive space for your company or organization.” It also sells the service on a “case-by-case basis to clients who may be seeking help with unique situations that require more nuance.”

## What K-12 work has Pacific Educational Group, Inc. done?

### CALIFORNIA

#### Acalanes Union High School District

In August 2019, the *East Bay Times* [wrote](#) that [Acalanes Union High School District](#) Associate Superintendent Amy McNamara “contacted Pacific Educational Group of San Francisco three years ago.”

The school district included details and a video [on its website](#).

#### California Department of Education

[According to a copy of meeting minutes](#), in 2010, in partnership with Jack O’Connell as the State Superintendent of Public Instruction, the California Department of Education reported that Edison Charter Academy Principal Edward Winchester “informed the Members that the charter’s management

was taking a closer look at data, specifically towards subgroup data, and was contracting services from Glenn Singleton of the Pacific Educational Group in an effort to meet the needs of the school’s African American students as well as for professional development for teachers, and was using benchmark assessments, mapping standards, and creating pacing guides to do so.”

#### Lodi Unified School District

In 2008, a [local columnist wrote](#) “Good riddance, Pacific Leadership Group,” after the Lodi Unified School District decided to not renew its contract.

#### Monterey Peninsula Unified School District

On Jan. 22, 2019, according to the [meeting minutes from a board retreat](#) of the Monterey Peninsula Unified School District, the board unanimously ratified a contract “not to exceed” \$56,600 with Pacific Educational Group for Racial Equity Seminars in 2018 and 2019.

#### Oakland

The school district’s [database of vendors included a Contract](#) with Pacific Educational Group to “provide its Courageous Conversations About Race Certificate Program training, as described in the Scope of Work, incorporated herein by reference, to Board of Education District 3 Director, Jumoke Hinton Hodge, for the term December 15, 2017 through January 30, 2018, at a cost not to exceed \$1,500.”

#### San Leandro Unified School District

A [school district PDF](#) describes the school district as a “PEG Partner Since 2003.”

#### San Rafael City Schools

In 2016, San Rafael City Schools signed a contract with Pacific Educational Group after “racial incidents” emerged following the 2016 election, according to [a local media report](#).

### CONNECTICUT

#### Greenwich Public Schools

The school district announced a [budget plan for the 2007-2008 school year with Pacific Educational Group](#) as a vendor.

#### New Haven Public Schools

On Nov. 10, 2020, New Haven Public Schools signed a one-year contract, effective from Dec. 1, 2020, through Dec. 31, 2020, for \$111,450, according to a [copy of the Contract](#). It agreed to an hourly rate of \$4,650 per day to \$13,900 per day. The funding source was the “Equity Transformation Grant #4448,” paid by the “Higher Heights Program” of the New Haven Board of Education.

The contract claimed an alternative contractor would cost \$115,000. To the question of whether this was a “service existing staff could provide,” the contract only said: “The Pacific Educational Group (PEG) services will provide the opportunity to advance the large scale [sic] development for staff and will accelerate the district’s capacity to engage in equity transformation.” To another question of whether the service could be provided by “existing staff,” if it was provided for professional development, the answer was just as opaque: Pacific Educational Group “will expand the districts [sic] capacity to sustain and maintain the equity transformation and development plan.”

# FLORIDA

## Broward County Public Schools

On Feb. 2, 2021, Public Consulting Group Manager Sophia Thwaites co-facilitated [a webinar](#), “Conversations with District Leaders: Building and Sustaining Racial Equity,” with Luis Versalles, Director of Pre K-12 District Partnerships at Courageous Conversation.

## District 65

For vendors contracted between April 30, 2019, and June 20, 2019, the school district [published a payment amount](#) of \$38,018 for Pacific Educational Group.

## Hillsborough County Public Schools

The school district [published details of its Contract](#) for \$1,476,292.

In a memo to the school board, the superintendent, Jeff Eakins, wrote: “Consultants from PEG will work with Superintendent Staff, district leaders, and school based leaders to develop the districts capacity to engage in systemic equity transformation and eliminate racial and other educational disparities in Hillsborough County Public Schools. The contract will include meetings, trainings, coaching, and support with district leadership focused on the topics of diversity and equity. All district and school leaders will receive a two-day Beyond Diversity Training, which will bring awareness to the role

of equity and closing achievement gaps. A district team will be trained to continue the conversations, training, and support with all other stakeholder groups.”

Speaking in St. Petersburg, Florida, Feb. 21, 2019.

# GEORGIA

## Bibb County

In 2012, [The Telegraph reported](#), “In his Macon Miracle school improvement plan, Superintendent Romain Dallemand said he wants to hire the Pacific Educational Group to close the achievement gap between white and Asian students and those of color, primarily blacks and Latinos.”

# ILLINOIS

## Chicago Public Schools

The [Chicago City Wire reported](#) that Chicago Public Schools renewed a contract worth \$250,000 for the services of consultant Glenn Singleton.

## Evanston/Skokie School District 65

In late March 2021, the board of education issued a [“Land Acknowledgement.”](#)

It [organized “Beyond Diversity,”](#) a two-day seminar, “facilitated by affiliates of the Pacific Educational Group.” The local media [reported the board heard](#) an “earful.”

## New Trier

The school district [published a Contract](#) with Pacific Educational Group on its website.

Local media [reported about a Contract](#) for \$90,000 “to instruct teachers on whiteness.”

## Oak Park and River Forest High School District 200

On Sept. 16, 2014, the school district signed a contract with Pacific Educational Group to do “Beyond Diversity” professional development work with faculty and staff with Pacific Educational Group and seminars with Luis Versalles, costing \$17,400 for “District Executive Equity Leadership Team,” or “DELT.”

[The school district published](#) the details on its website.

The details from 2011-2012 [were also published online.](#)

# KANSAS

## Lawrence Public Schools

Since 2005, [Lawrence Public Schools](#) has contracted with Pacific Educational Group,

including reference to “PEG’s Systemic Equity/Anti-Racism Transformation Process” and [“Beyond Diversity”](#) plan.

According to a [2015 local media report](#), Lawrence Public Schools spent \$362,750 for Pacific Educational Group’s services between 2010 and 2015.

## Topeka Public Schools

On its website, Topeka Public Schools said it is “engaging in a multi-layered racial equity development work with Pacific Educational Group to create the educational climate and culture for systemic equity transformation.” It said; “This transformation includes all levels of the organization School Board: Superintendent’s Council, district and site leadership and certified and classified staff. Again, the district is committed to eliminating racial disparities and predictability in academic achievement.”

The [school website](#) has the analysis on its plan.

# MARYLAND

## Baltimore County Public Schools

According to a [2015 media report](#), Baltimore County Public Schools spent \$427,000 between 2010 and 2015 on the Pacific Educational Group.

According to a board [Contract document](#), Baltimore County Public Schools agreed in June 2015 to extend for one year an earlier \$415,600 contract with Pacific Educational Group for an additional \$182,300, bringing the estimated total contract spending authority to \$597,900. The document said the changes would “accommodate training for additional participants and extend the training program for one year.” It said, “The increased cost is requested for continued support of senior staff as well as training support for school-based staff, members of curriculum and instruction, business services, and communications. These services will allow the system to institute and maintain BCPS’ own diversity and equity training over the coming years.”

The contract was intended “provide coaching and consulting, as well as tools and protocols essential in advancing the system’s ability to provide services and support to its diverse student population.” It noted, “An evaluation of this year’s efforts will include a mixed method reporting of the impact of training on individual, professional, and organizational capacity. Evaluation results will be available through the Department of Research, Accountability, and Assessment at the conclusion of the 2015–2016 academic year.”

Its staff [attended the annual summit](#) in October 2019.

**Talbot County Public Schools, Maryland**  
According to a [2015 media report](#), Talbot County Public Schools spent \$259,100 for Pacific Educational Group’s services between 2010 and 2015.

## MINNESOTA

### Edina Public School District

A high-school teacher in the Edina school district [crafted the curriculum](#) of a tenth-grade English class to address “race, racism, and Whiteness.” The class relied heavily on critical race theory and was designed to help students “discuss how Whiteness [is] showing up in the classrooms and hallways.” According to [the teacher](#), “[u]nderstanding [CRT] was a significant reason behind our school taking [this] step on our equity journey,” and teachers “encouraged students to examine ... the ways Whiteness silences some voices and amplifies others.”

### Osseo Area Schools

Osseo, Minnesota, school district paid Pacific Educational Group \$533,800 over three years, according to the school district. It paid \$100,000 payment for the 2012-13 school year; \$225,000 in 2013-14; and \$208,800 in 2014-15.

In 2017, the Osseo Area School Board [said](#), according to an article, it would cut funding

for diversity and equity training by Pacific Educational Group and Courageous Conversations, allocated in the “Achievement and Integration” funds in the Minnesota budget, providing training sessions called “Beyond Diversity” and “Beyond Diversity II,” with required attendance by district staff leaders. Training participants also read “Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools,” by Glenn Singleton and Curtis Linton.

The proposed budget was for \$85,750 for consulting and license fees and \$38,100 for staff members to attend Pacific national and regional summit meetings. School board member Robert Gerhart “said the board has received phone calls and emails both in support and opposition of Pacific’s programming.” “He said as an elected official, he didn’t feel comfortable supporting such a polarizing program. Pacific’s consulting work has resulted in problems in other school districts, he said,” the article said. “This is not the stuff we should be putting into our racial equity work,” Gerhart said. The article said; “The programs provided by Pacific do not serve the entire population, and can reinforce stereotypes, he said.” “I think you’re actually establishing stereotypes where none may have existed before,” he said. Another board member, Jessica Craig, said there wasn’t evidence the training closed the racial achievement gap.

According to the [Minneapolis Star-Tribune](#), the contract was for \$152,000 for the 2016-2017 year.

### St. Paul Public Schools

The [Twin Cities Pioneer Press reported](#), “St. Paul’s minority students were often performing worse academically and had higher discipline rates than their white peers. To help address those gaps, the district hired the Pacific Educational Group, or PEG, in 2010 as its racial equity consultant. Over the next five years, nearly every district employee would receive PEG’s “Beyond Diversity” training.”

“Besides St. Paul, the company has worked with other Minnesota districts, including Minneapolis, Edina, South Washington County and Rosemount-Apple Valley-Eagan.”

“PEG and the St. Paul district began working together in 2010. The first PEG contract was for \$3,505 to provide a “Beyond Diversity” presentation, district records show.”

“In all, the district has paid the company nearly \$1.8 million for staff training and seminars. Nearly every district employee has taken part.”

“The district’s contracts with PEG have been on the decline since 2013, in part because St. Paul uses a “train-the-trainer” system that allows staff to train co-workers.”

The [state also documented](#) records.



NEW JERSEY

Tredyffrin / Easttown School District

According to the [Tredyffrin / Easttown School District](#), the school district “began a partnership” with the Pacific Educational Group in the spring of 2018, “specifically to enhance the policies [sic] and practices around racial equity.” Tredyffrin/Easttown School District’s director of curriculum, instruction and staff development, Wendy Towle, said it wouldn’t release material from Pacific Educational Group because of “copyright concerns,” according to an email obtained by [Parents Defending Education](#).

The material “constitutes proprietary information” and Towle said she could not share the curriculum “without legally exposing the District to copyright violations.” In a late June school board meeting, a local parent, Deana Wang, said, “America is great because of two reasons. This country nurtures innovative minds that drive progress on a global scale, and American people who seek to embrace constructive criticism.” She continued: “Critical race theory is creating the indoctrination environment that will constrain children’s creative sense of self and consequently limit their analytical productivity as adults.”

In mid-June 2021, about 100 people filled the Conestoga High School auditorium for its first in-person meeting in over a year,

[according to a WHYY report.](#)

The Board of School Directors [approved an agreement](#) between Pacific Educational Group, Inc. and the Tredyffrin/Easttown School District to provide professional development services, effective March 1, 2019 – May 30, 2019 in the amount of \$12,000.

OREGON

Tigard-Tualatin School District 23J

Located in a southwest suburb of Portland, the Tigard-Tualatin School District 23J hired Pacific Educational Group, [according to school district documents.](#)

TEXAS

Fort Worth Independent School District

The school district published an [“Overview of Services Provided by the Division of Equity & Excellence.”](#)

It wrote: “February 2016- Superintendent Scribner presented a new organizational structure that introduced the Division of Equity & Excellence. The charge was to implement a district-wide equity transformation plan. To accomplish this, they recognized the need for a partner with experience to assist in preparing for this journey, or this endeavor could have

negative consequences. After vetting multiple vendors, FWISD entered into a 5-Year agreement with Pacific Educational Group (PEG). PEG’s format that trains our leadership and staff to reflect on their own racial experiences allows for their racial awakening to be scaffolded in order to address systemic barriers within the District. The CCAR tools help facilitate a more productive way to engage, sustain, and deepen conversations about race.”

It wrote: “February 2017- After vetting the Racial Equity Policy through many entities and legal guidance, the FWISD Board approved Racial Equity Policy AE(LOCAL), and a Five-year plan (\$1.3 million) to contract with Pacific Educational Group (PEG). PEG has over 20 years of experience in supporting large organizations in cultivating a racially conscious environment.”

Feb. 14, 2017, a [board meeting](#) was set with the topic, “Approve District-Wide Racial Equity Training and Program Services” and included the five-year contract with Pacific Educational Group. The funding source was the “Special Revenue General Fund” for the forest year.

Year one, 2016-2017, \$75,000 and \$69,700 for a total of \$144,700.

Year 2, 2017-2018, \$333,700

Year 3, 2018-2019, \$391,500

Year 4, 2019-2020, \$331,500

Year 5, 2020-2021, \$177,850

Total cost, \$1,379,250

VERMONT

South Burlington

In December 2019, Christie Nold wrote about her school in South Burlington, Vermont, on the [website, TeachingWhileWhite.org](#), signing a “district partnership” with Pacific Educational Group after a “number of us on the faculty” attended the Courageous Conversation Against Racism Summit in 2017.

WASHINGTON

Lee’s Summit Schools

In 2018, the local community had a debate over a contract with Pacific Educational Group, with some community members feeling it was a waste of money, [according to the Kansas City media.](#)

A local parent called then-Superintendent Dennis Carpenter, the district’s first African American superintendent, the “race doctor,” with his Twitter handle @EquitySupt1. He

later started a diversity consulting firm, Aspirational Insights.

WASHINGTON, D.C.

District of Columbia Public Schools

The equity plan included Courageous Conversations.

WISCONSIN

Milwaukee Public Schools

In February 2021, Milwaukee Public Schools signed an “Award of Exception-to-Bid” Contract with Pacific Educational Group Inc. for professional development training

for 10 staff members to become “licensed facilitators” of “Courageous Conversations.” It included \$158,1000 for 17 “Virtual Courageous Conversations Explorations” for 80 participants maximum at \$9,300 per event. And it included 10 staff engaged in “Practitioner Certification” at \$4,000 per person.

The school district included documentation on its website.

Sun Prairie Area School District

In 2015-2016, the school district began with the National Equity Project. It then signed a contract with Pacific Educational Group. According to a school district investigation, on Feb. 1, 2021, a lesson was created with “slaves.”



What is Newsela Inc.?

Founded in 2013, Newsela, Inc., is a company that provides online news content to K-12 schools. While news content can seem neutral, it often times isn’t any longer, and companies like Newsela are used to promote news with an activist and social justice perspective, as Newsela tends to do.

With 37 million registered students and 2.5 million registered teachers in 90% of all U.S. schools, Newsela is well on its way toward making legacy materials like textbooks and the long-term lock-in commitments they represent, a relic of the past.

Newsela, Feb. 25, 2021

In its promotional material, the company says, “Newsela was founded on the belief that classroom learning can be massively more engaging, effective and meaningful for all students. Launched in 2013 at the dawn of accelerating technology investments in high-speed internet and laptops, Newsela quickly became the SaaS platform of choice as the structural shift from paper-based materials to digitally delivered content unfolded in schools across the country.”

On Feb. 25, 2021, Newsela announced that the company had it had raised \$100 million in Series D investment by new investor Franklin Templeton and many of the same venture capitalists that have invested in for-profit company Panorama Education Inc. They include Facebook founder Mark Zuckerberg and his physician-wife Priscilla Chan, as well as Owl Ventures.

The company noted the explosive growth in Big Tech in K-12 education.

Leading K-12 instructional content platform Newsela announced today a \$100M Series D investment led by new investor Franklin Templeton and existing investor TCV, with participation by Owl Ventures, Tao Capital Partners, Chan Zuckerberg Initiative, and Waycross Ventures.

Private U.S. edtech companies raised a record-setting \$2.2B in 2020 across K-12, higher ed, and workforce education. That’s a 30% increase over 2019, and more than double the 14% YoY increase enjoyed by all venture-backed U.S. companies. Newsela’s latest fundraise is a validation of the disruption taking place in the \$10B U.S. K-12 instructional materials market, and a strong acknowledgment of much-needed investment in our K-12 education system as a whole.

As of late February 2021, Newsela said it had 37 million registered students and 2.5 million registered teachers in 90 percent of U.S. schools. Newsela said it was “well on its way toward making legacy materials like textbooks and the long-term lock-in commitments they represent, a relic of the past.”

## What services does Newsela Inc. provide?

Newsela aggregates and curates the news, and school districts subscribe to its platform as a news delivery vehicle to students. The bias and point of view of its media articles can strong influence debates, discussions and opinions in classrooms.

## What are the details of their K-12 contracts?

### FLORIDA

#### Orange County Public Schools

On July 30, 2019, Orange County Public Schools signed a \$700,000 agreement with Newsela Inc., vendor No. 140045, for a Newsela online subscription with a contract period from Sept. 14, 2019, through Sept. 13, 2020, with three additional one-year renewable options.

The unit and funding source was listed as “Curriculum, Instruction, & Digital Learning and General Funds.”

On Sept. 9, 2021, the school district’s website said that the contract’s current expiration date was Sept. 13, 2022. The contract was in the Division of Teaching and Learning and the Department of Curriculum and Instruction.



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Akoben LLC

\$833,605.50

DOLLARS

### What is Akoben LLC?

In 2010, [Abdul-Malik Muhammad](#) registered Akoben LLC, based in Wilmington, Delaware, with the Delaware Secretary of State.

Muhammad is the chief executive officer. He also founded [Transforming Lives LLC](#).

### What services does Akoben LLC offer?

Akoben offers a variety of workshops, consulting and coaching services, and speaking engagements to their clients. The workshops are meant to “stretch thinking, provoke reflection, and stimulate action.” Principles of these workshops include “restorative practices, trauma-informed care, cultural relevancy, and agency and assets.”

Parents have criticized the workshops and teachings for politicizing education, fomenting students to become activists and “disruptors.”

### What K-12 work has Akoben LLC done?

#### CALIFORNIA

##### Palm Springs Unified School District, California

###### PURCHASE ORDER

Palm Springs Unified School District paid Akoben LLC \$7,250 to do consulting work during the 2020-2021 school year at four “district sites.”

There was an appearance, [according to a tweet](#).

The contract, called “Building a Restorative School Culture,” included three-part professional development training:

- ▶ “Caring for the Educator Restorative Circle”
- ▶ “Using our Restorative Practices for This Moment”
- ▶ “Going Deeper: RP 2.0”

As part of the contract, Palm Springs Unified School District purchased 100 copies of *The Restorative Journey – Book One: The Theory and Application of Restorative Practices* by the founder of the consulting firm, Malik Muhammad.

###### PURCHASE ORDER

On Oct. 19, 2019, Palm Springs Unified School District signed a contract to pay Akoben LLC \$16,000 for 2019-2020 school year with consulting work at Desert Hot Springs High School and Desert Springs Middle School. The contract title was “Building a Restorative School Culture”

“Akoben will...train and coach “champions” within the school with the principles and skills of Restorative Practices and Trauma Informed Care,” the contract said.

The contract included:

- ▶ “Developing a Restorative and Strengths Based Approach Pt. 1, administered to 25 Champions” on Aug. 2, 2019.
- ▶ “Champions coaching” on Sept. 30, 2019, and Oct. 1, 2019.
- ▶ “Developing a Restorative and Strengths Based Approach Pt. 2, administered to 25 Champions,” on April 28, 2019.

- ▶ 25 copies of Muhammad’s book, “The Restorative Journey — Book One: The Theory and Application of Restorative Practices.”

The contract added: “We will use the SOAP model, Work-Study Circle process and in-vivo application to connect and challenge staff to improve along their restorative journey.” “SOAP” stands for “Subjective, Objective, Assessment and Plan.” “Study Circles” are a buzzword in “diversity, equity and inclusion” work, such as in [Montgomery County, Maryland](#).

## Riverside County Office of Education

### CONTRACT AND PURCHASE ORDER

On July 1, 2019, the Riverside County Office of Education signed a contract to pay Akoben LLC \$25,200 for “Pupil and Administrative Services,” including six days of workshop and trainings on “Restorative Practices.”

### CONTRACT AND PURCHASE ORDER

On Sept. 20, 2018, the Riverside County Office of Education signed a contract to pay Akoben LLC \$29,200 for “Pupil and Administrative Services,” with six days of workshop and trainings on “Restorative Practices.”

### CONTRACT AND PURCHASE ORDER

On Feb. 13, 2018, the Riverside County Office of Education signed a contract to pay Akoben LLC for four days of (4) days of

training on “Understanding the Deeper Why of Restorative Practices,” conducted by lead facilitator Malik Muhammad.

The Riverside County Office of Education [tweeted](#) out photos and videos from a panel held with multiple school districts.

[Here is the registration page for three panels](#), that included Moreno Valley Unified School District, Corona Norco Unified School District, Val Verde Unified School District, Temecula Valley Unified School District and Saugus Union Unified School District.

## DELAWARE

### Delaware Department of Education

#### CONTRACT

Delaware Department of Education paid Akoben LLC founder Abdul-Malik Muhammad \$6,000 for conducting three one-day training sessions in May and June 2016. The contract noted: “Restorative Practices (RP) training will provide knowledge based information for reducing student suspension.”

### Rochester City School District

#### CONTRACT

On Sept. 9, 2020, Rochester City School District agreed to pay Akoben \$9,750 to “Facilitate Board Retreats” throughout the 2020-2021 fiscal year.

#### CONTRACT

Rochester City School District agreed to pay Akoben \$6,500 for a one-day board retreat on Feb. 22, 2020, to “focus on communication and development.”

#### CONTRACT

On Oct. 11, 2018, Rochester City School District agreed to pay Akoben \$25,000 for a services related to “Restorative Practice.”

#### CONTRACT

Rochester City School District increased the fee to Akoben by \$15,000 to a total amount of \$20,500 for Leadership Academy of Young Men on Feb. 16, 2018.

#### CONTRACT

Rochester City School District agreed to pay Akoben \$5,500 for a two-hour “Gender-Based Trauma – Trauma Resiliency Workshop for Students” on Feb. 14, 2018.

#### CONTRACT

Rochester City School District paid Akoben \$5,000 for a keynote speech and half-day “Leadership Academy for Men” on Oct. 4, 2017.

## MARYLAND

### Cecil County Public Schools

On May 18, 2018, Cecil County Public Schools issued a [Request for Proposal](#):

“Consultant to Implement Restorative Practices Protocols.”

#### CONTRACT

On July 17, 2018, Cecil County Public Schools agreed to pay \$96,000 to Akoben to “Implement Restorative Practices Protocols” from July 10, 2018, through July 9, 2019.

#### CONTRACT

Cecil County Public Schools agreed to pay \$213,600 to “Implement Restorative Practices Protocols” from Aug. 28, 2019, through June 30, 2020.

#### CONTRACT

On March 3, 2021, Cecil County Public Schools agreed to pay \$87,600 to Akoben to “Implement Restorative Practices Protocols” from March 8, 2021, through June 15, 2021.

#### CONTRACT

On July 12, 2021, Cecil County Public Schools agreed to pay \$215,400 to Akoben for its services to “Implement Restorative Practices Protocols” from July 1, 2021, through June 30, 2022.

### Howard County Schools, Maryland

Total: \$47,800

#### CONTRACT

On Aug. 22, 2017, Howard County Public School System agreed to pay Akoben \$1,000 for three workshops.

**CONTRACT**

On Aug. 22, 2017. Howard County Public School System agreed to pay Akoben \$1,000 for three workshops per day for two days.

**CONTRACT**

On Sept. 26, 2017, Howard County Public School System agreed to pay \$2,800 to Akoben as a “Professional Learning Training Consultant” on Aug. 30, 2017, for an “Introduction to Restorative Practices.”

**CONTRACT**

On Oct. 10, 2016, Howard County Public School System agreed to Akoben \$2,000 for its founder to be the keynote speaker for an event that ran from July 19, 2016, through July 20, 2016.

**CONTRACT**

On Nov. 17, 2017, Howard County Public School System agreed to pay \$2,800 for two sessions of a “Parent Information Presentation” on Oct. 26, 2017, at Mt. Hebron High School.

**CONTRACT**

On Dec. 12, 2017, Howard County Public School System agreed to pay \$11,200 in “Encumber Funds” for “future speaking engagements throughout the 17-18 school year.”

**CONTRACT**

On April 17, 2018, Howard County Public School System agreed to pay \$2,000 to Akoben for training, called “Saving Our Boys of Color,” for staff and students.

**CONTRACT**

On Aug. 15, 2018, Howard County Public School System agreed to pay Akoben \$1,800 to be the keynote speaker for an event from July 25, 2018, and July 26, 2018.

**CONTRACT**

On Oct. 10, 2018, Howard County Public School System agreed to pay \$2,100 for a one-day “Professional Development Full Day Training for Training.”

**CONTRACT**

On Feb. 12, 2019, Howard County Public School System agreed to pay \$18,900 in “Encumber Funds” for “Restorative Practice Trainings” for the 2018-2019 school year.

**CONTRACT**

On Sept. 8, 2020, Howard County Public School System agreed to pay \$3,000 to Akoben to run one school session and two virtual sessions on the topic of “Building a Restorative School Culture.”

**CONTRACT**

On Jan. 7, 2021, Howard County Public School System agreed to pay \$2,000 to Akoben for “Training and Coaching” and “Building a Restorative School Culture” on Nov. 16, 2020.

**CONTRACT**

On Feb. 17, 2021, Howard County Public School System agreed to pay \$1,000 to Akoben for “Building a Restorative School Culture Presentation” on Dec. 2, 2020, for “Professional Learning.”



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Gholnecsar Muhammad | HILL  
Pedagogies LLC

\$756,771

DOLLARS

Who is Gholnecsar Muhammad?

Gholnecsar Muhammad describes herself on her Twitter account as a “Disruptor of Oppression.”

An associate professor of language and literacy at Georgia State University, Muhammad, known as “Gholdy,” received her Ph.D. in literacy, language and culture at the University of Illinois at Chicago. She is director of the Urban Literacy Collaborative and Clinic at Georgia State University.

The U.S. Department of Education awarded her \$750,000 to study “culturally and historically responsive literacy in STEM classrooms.”

On Jan. 31, 2018, Muhammad established HILL Pedagogies LLC, based in Douglasville, Georgia, according to Georgia Secretary of State records. It is an “educational consulting company that works to advance and respond to students’ Histories, Identities, Literacies and Liberation,” according to its website.

On Nov. 13, 2020, she founded Hill Pedagogies Services Inc., also based in Douglasville, Georgia, according to Georgia Secretary of State records.

As of Oct. 10, 2021, her website said Muhammad “leads efforts and provides consultation

based on culturally and historically responsive education.”

It continued: “We offer professional learning that shapes theory, policy and practice for educating youth who have been underserved in and around schools. Following content within the best-selling book, *Cultivating Genius*, we work with parents, leaders, teachers and young people across the United States and abroad toward best pedagogical practices.”

Muhammad described herself as a “leader who strives to shape the national conversation for educating youth that have been underserved.” Her biography notes that she has worked as a school district curriculum director, leading K-12 literacy instruction, assessments and professional development, a reading, language arts and social studies middle school teacher and “school board president.”

On Jan. 1, 2020, she authored, “Cultivating Genius: An Equity Model for Culturally and Historically Responsive Literacyl”

In an [article](#) coauthored by Muhammad, headlined “Teaching Toward Genius: And Equity Model for Pedagogy in Action,” she wrote, “criticality” is “the capacity and ability to read, write, think, and speak in ways to understand power and equity in order to understand and promote anti-oppression.”

She continued: “In *Cultivating Genius*, I (Gholdy) define oppression simply as any wrongdoing, hurt, or harm, including racism, sexism, homophobia, ableism, or any other oppression. Unlike lower case “c” critical, which is just deep and analytical thinking, Critical with a capital ‘c’ is related to power, equity, and anti-oppression. As learning takes place, one asks, ‘How am I developing an understanding of power, equity, anti-racism and anti-oppression?’”

On June 23, 2020, Haymarket Books [hosted a conversation](#) with Muhammad, Bettina Love, founder of Love Educational Services, LLC, consultant Dena Simmons and Brian Jones, associate director for education at the Schomburg Center for Research in Black Culture, about “abolitionist teaching and antiracist education.”

She spoke about reading the Qur’an as a child and reading a hadith, or saying or action of Muhammad, the prophet of Islam, that said to protest injustice with “the voice” as one of three actions. (The hadith is not included in Qur’an.)

Love repeated a theme of hers: “They’re spirit murdering our babies.” (24:00)

In mid-July 2021, Muhammad taught a course, [“Cultivating Genius & Joy in Islamic Schools,”](#) hosted by Islamic Schools League of America. She is author of a book, “Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy.”

## What services does Gholnecsar Muhammad offer?

Through her company, Hill Pedagogies, Gholnecsar Muhammad offers a number of services, including: “book club/article studies,” “curriculum review and evaluation,” “consulting with school or district leadership,” “equity audits,” “grant writing or consulting,” “instructional coaching,” “instructional modeling,” “literacy audits,” “lesson study; curriculum writing,” “keynotes” and workshops.

On June 23, 2020, Haymarket Books hosted a conversation with Bettina Love, founder of Love Educational Services, LLC, academic Ghodly Muhammad, consultant Dena Simmons and Brian Jones, associate

director for education at the Schomburg Center for Research in Black Culture, about the promotion of “abolitionist teaching and antiracist education” in K-12 schools.

In an interview headlined, “[Cultivating Genius](#),” on [Education Week](#), Muhammad said: “Black Historical Excellence is necessary because what we have been doing for decades has not fully served all children, especially Black children. We have been failing children. We have been failing teachers. We have been teaching within school walls of whiteness.”

## What K-12 work has Gholnecsar Muhammad done?

### U.S. Department of Education

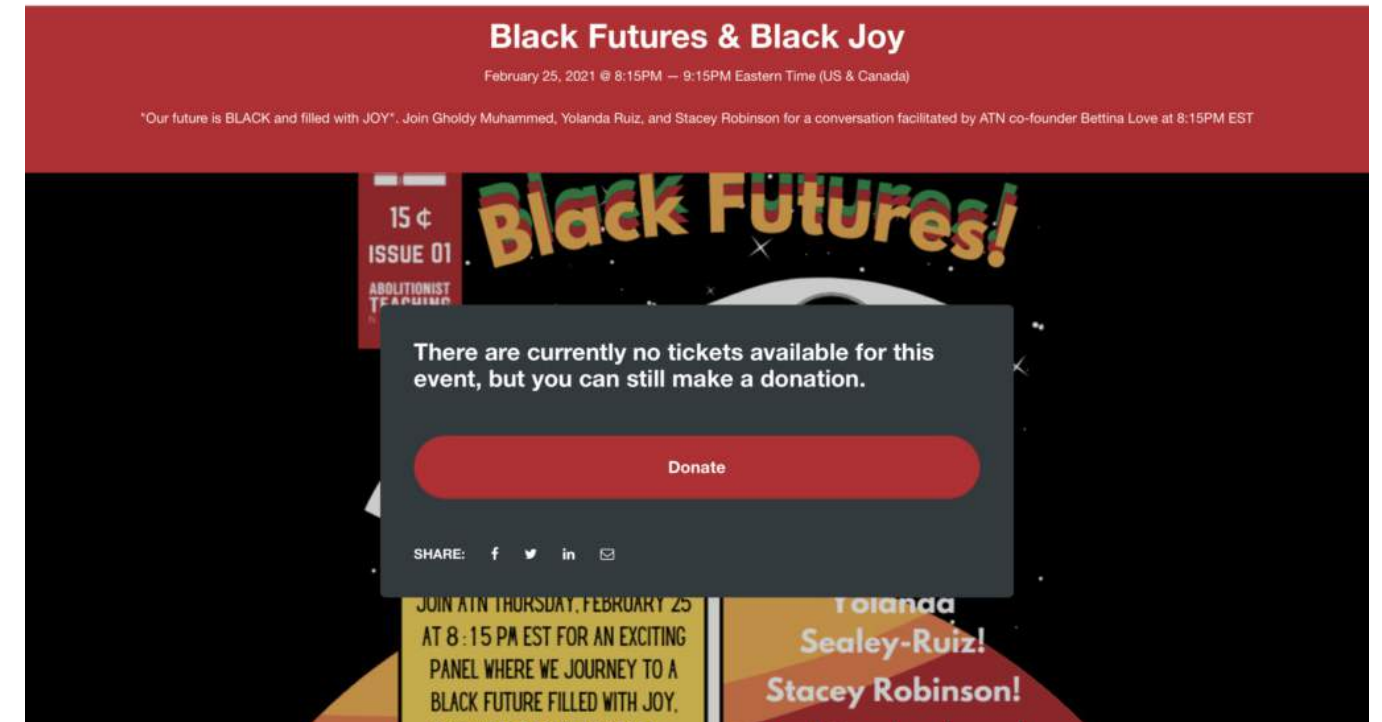
In 2018, Muhammad received a grant of [\\$749,896 grant](#) from the U.S. Department of Education to study “Innovative Approaches to Literacy Program, “STEM is LIT(ERCIES): A Culturally and Histori-

cally Responsive Model for Teaching Literacy Across STEM,” according to an announcement by Georgia State University.

In her resume, Muhammad detailed that she received \$794,030 in “funded grants” between 2015 and 2018.



Log In



## CALIFORNIA

### Castro Valley Unified School District

On Feb. 25, 2021, Muhammad participated in a panel, “Black Futures & Black Joy,” moderated by Bettina Love, cofounder of the Abolitionist Teaching Network and founder of Love Educational Services, LLC.

The [registration](#) page for the event said: “Our future is BLACK and filled with JOY. This beautiful panel will take us on a journey of a Black future filled with joy, justice, art, and love.”

The other speakers were Stacey Robinson, assistant professor of graphic design at the University of Illinois at Urbana- Champaign, and Yolanda Sealey-Ruiz, an associate professor at Teachers College, Columbia University.

### Los Angeles Unified School District

In February 2021, the Partnership for Los Angeles Unified School District sent a letter to parents, introducing Muhammad as its “Equity Champion in Residence,” supporting instructional staff and strengthening “anti-racist” work.

Muhammad promoted “Historically Responsive Learning,” which included critical race theory as one of four significant elements to be included in planning lessons. She went to one school and said that that it wasn’t possible for a community to be “not racist.” Teachers spent up to five hours in professional development on units that teach intelligence, skills, identity, and “criticality,” or “oppression, equity, and antiracism.”

ILLINOIS

Naperville Community Unit School District 203

The school district paid Muhammad \$2,875 for a two-hour virtual workshop.

OHIO

Olentangy Local School District

On Dec. 1, 2021, Muhammad signed a contract with Olentangy Local School District to deliver a one-hour keynote address, “Cultivating Healing and Joy Through Culturally and Historically Responsive Pedagogy,” for a fee of \$4,000.

The outcomes included educators getting an “understanding of culture, equity, anti-racism, joy, and culturally & historically responsive instruction,” which she called “CHRE.”

The contract stipulated:

- ▶ In the virtual, foundational session, Dr. Gholdy Muhammad will present for 30 minutes clearly defining culture, equity, anti-racism, joy, and culturally & historically responsive education. Together, culture will be explored and revisited in deep, multifaceted ways. We will consider our own cultural identities and approaches to learning the cultures/identities of students. By the end of this session, the educators will understand culture and will be charged to engage in self-identity work. The facilitator will also introduce educators to the model of culturally and historically responsive education. Educators will learn a brief history of CHRE and the power of education among communities of color in the United States. In addition, educators will be introduced to a four-layered equity model for teaching and learning (1) identity, (2) skills, (3) intellectualism and (4) criticality. Exemplar CHRE lesson and unit plans across the contents and grade levels will be shown and discussed. The participants will engage in 30 minutes of questions and answers.

Collaborative for Academic, Social, and Emotional Learning (CASEL)

PAY TO THE ORDER OF

\$750,100

DOLLARS

What is the the Collaborative for Academic, Social, and Emotional Learning, or CASEL?

The Collaborative for Academic, Social, and Emotional Learning, or CASEL, describes itself as a “trusted source for knowledge about high-quality, evidence-based social and emotional learning,” known as “SEL.” CASEL says it “supports educators and policy leaders and enhances the experiences and outcomes for all PreK-12 students.”

In [its history section on its website](#), the organization says, “Both CASEL and the term

‘social and emotional learning’ emerged from a meeting in 1994 hosted by the Fetzer Institute.” From 1996 through 2006, CASEL was based at the University of Illinois at Chicago.

In 2006, CASEL registered with the Secretary of State in Illinois as 501(c)(3) nonprofit organization, based in Chicago (EIN: 20-5884201).



Since its creation in 2016, the Collaborating States Initiative “has scaled state-level SEL work from 8 states to over 40 states and one

U.S. territory, representing more than 90% of districts, schools, teachers, and students in the US,” [according to CASEL’s website](#).

## What services does CASEL offer?

CASEL says it is engaged in four areas of services. First, it “compiles and synthesizes research that promotes SEL in addition to conducting their own original research.”

Second, it “assists in implementing SEL” with 20 “partner school districts, reaching 1.7 million students in 3,000 schools and “develops resources to help guide implementation of SEL.” Its consultants also “create materials to help stakeholders ‘make a compelling case’ for SEL in their school district based off of their research.”

Thirdly, CASEL “engages in lobbying at both the state and federal level,” working with a network, the “Collaborating States Initiative,” with 30 “participating states.”

One specific goal of the initiative is to influence the state educational strategic planning process so that “state educational goals and objectives advance” social and emotional learning. According to CASEL, 50 states currently have preschool competencies and standards in social and emotional learning,

and 18 states have K-12 competencies and standards. At the federal level, CASEL says its focus is working to increase funding for social and emotional learning research.

CASEL assists in implementing social and emotional learning within school districts in a variety of ways. The organization has consultants that run trainings and promote social and emotional learning within the school district, offering “evidence” to support implementation, and determining the “cost model” of implementation.

It offers to “build foundational support” for social and emotional learning and [pitch administration on social and emotional learning](#), as well as [guides for implementation](#).

There are four case studies of its work found at this [link with](#)

Austin Independent School District, Chicago Public Schools, Washoe County School District and Wheaton-Warrenville Community School District.

The organization states that about half of its program revenue comes from CASEL consultant trainings. The other half comes from its major annual event, “[SEL Exchange](#),” held every October and attended by K-12 staff and administrators. It gets sponsorships for the event.

CASEL has consultants that offer “technical support” and training to K-12 schools. From the case studies on the organization’s website it seems that the consultants are typically involved on an ongoing basis after the SEL is implemented.

The 20 school districts that are a part of CASEL’s Collaborating Districts Initiative

typically get a \$250,000 grant over three years from [NoVo Foundation](#), along with two CASEL consultants.

CASEL consultants also provide “[professional development and coaching to the districts that are part of... \[the\] SEL professional learning community \(PLC\).](#)”

CASEL consultants facilitate training for partner school districts. For example, they hosted one-day and [two-day SEL retreats they hosted for the Washoe Community School District Curriculum and Instruction Department of the Washoe County School District](#).

## What K-12 work has CASEL done?

- Published “[The CASEL Guide to Schoolwide Social and Emotional Learning](#)”
- In 2020, the chief executive officer, Karen Niemi, wrote an article, “[CASEL Is Updating the Most Widely Recognized Definition of Social-Emotional Learning](#).”

### ALASKA

#### Anchorage School District

CASEL features the work in the school district on its website, listing districts participating in its Collaborating Districts Initiative. (see above) Anchorage School District also [spells out its work in social and emotional learning](#) on its website.

#### **SERVICE AGREEMENT**

CASEL has been involved in Anchorage School District for “three decades,” according to CASEL.

In an agreement revised on Feb. 3, 2016, Anchorage School District agreed to pay CASEL **\$25,000** for services from April 1, 2016, through April 1, 2017, developing a “system that combines SEL, AK Cultural Standards and the Danielson Framework that will maximize educator effectiveness to meet the social and emotional needs of a diverse student population,” according to page nine of the agreement.

#### **SERVICE AGREEMENT**

On May 3, 2016, Anchorage School District’s executive director of professional learning signed an agreement with CASEL to pay the government contractor **\$13,000** for an “analysis of the districts’ SEL-related data,” in order to “determine the impact of SEL implementation activities and form future plans for SEL data collection, use and continuous improvement,” according to Appendix A on page nine of the agreement.

The services would be provided April 1, 2016, through June 30, 2016.

The contracts included: one site visit from CASEL’s director of assessment and continuous improvement, meeting with school and

district leadership teams and community organizations; one site visit from a CASEL research associate; one one-hour collaboration calls [sic] monthly with two CASEL staff members, with three calls over a year’s time, “added-on to scheduled calls”; and three days of data analysis by CASEL’s director of assessment and continuous improvement.

It said, “The collaboration will produce analysis findings that can be presented to district leadership, the school board, the community, and any other key stakeholder.”

Anchorage School District has an official website page [dedicated to “Social and Emotional Learning.”](#)

## **CALIFORNIA**

### **Oakland Unified School District**

Oakland Unified School District has an [official page on its website dedicated](#) to its “social and emotional learning.” The school district began working with CASEL in 2012.

The school district website notes: “In 2011, CASEL launched a national initiative called the [Collaborating Districts Initiative](#), aimed at supporting districts’ capacities to promote SEL for all students. One year later, OUSD joined the CDI to work with and learn from the other 7 participating school districts.

The CDI recognizes that positive student outcomes depend on improving classrooms and schools, which in turn depends on improving districtwide capacities and conditions. For more information on CASEL’s Collaborating Districts Initiative, click [here](#).”

As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative. (see above)

### **Sacramento City Unified School District**

A [media outlet documented](#) CASEL’s work in the school district in 2013. As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative. (see above)

## **COLORADO**

CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

### **Denver Public Schools**

[Starting in 2017](#), Denver Public Schools started partnering with CASEL. It put “social and emotional learning” into its master plan starting in 2020.

As of Oct. 12, 2021, Denver Public Schools identified “social and emotional learning”

on its website as [one of its “priorities.”](#) The school district says: “Social emotional and mental health is an essential foundation for student learning.”

## **FLORIDA**

### **The School District of Palm Beach County**

#### **CONSULTANT AGREEMENT**

On Oct. 19, 2017, The School District of Palm Beach County signed a consultant agreement to pay CASEL **\$150,000** for services from Oct. 19, 2017, through Sept. 30, 2018, at a cost of \$15,000 per month for 10 months.

As part of the “Scope of Services,” in Attachment A, CASEL agreed to “provide support, training, and guidance in developing and executing a plan for systemic implementation of social and emotional learning (SEL).”

As of mid-October 2021, The School District of Palm Beach County promotes “social and emotional learning” [on its website](#) with a list of “CASEL Core Competencies.” CASEL also listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative. (see above)

CASEL is involved with the school district through a partnership with the Wallace Foundation.

**CONSULTANT AGREEMENT**

On Sept. 12, 2018, The School District of Palm Beach County signed a consulting agreement with CASEL to pay the contractor **\$150,000** for the same services as the year before. Its CASEL staff consultant was listed as Sharon Raven. The source of the funds was listed as the “PSELI Wallace Foundation Grant.” The contract period was from Sept. 13, 2018, through Aug. 31, 2019.

**CONSULTANT AGREEMENT**

On Sept. 26, 2019, The School District of Palm Beach County signed a consulting agreement with CASEL to pay the contractor **\$150,000** for the same services as the two years before. Its CASEL staff consultant was listed again as Sharon Raven. The source of the funds was also listed again as the “PSELI Wallace Foundation Grant.” The contract period was from Sept. 26, 2019, through Aug. 31, 2020.

**CONSULTANT AGREEMENT**

On Sept. 17, 2020, The School District of Palm Beach County signed a consulting agreement with CASEL to pay the contractor **\$120,000** for the same services as the years earlier. Its CASEL staff consultant was listed again as Sharon Raven. The source of the funds was also listed again as the “The Wallace PSELI Foundation Grant.” The contract period was from Sept. 29, 2020, through Aug. 31, 2020.

**GEORGIA**

**Atlanta Public Schools**

CASEL featured the work in [Atlanta Public Schools](#) on its website, listing districts participating in its Collaborating Districts Initiative. (see above)

It started district-level implementation of social and emotional learning during the 2015-2016 school year.

**HAWAII**

**Hawaii Public Schools**

In April 2018, Hawaii Public Schools [promoted social emotional learning](#) in a training. In 2021, the Hawaii State Department of Education published an article by a teacher, [“prioritizing SEL in our schools.”](#)

**ILLINOIS**

**Chicago Public Schools**

CASEL includes Chicago Public Schools among its [success stories on its website](#).

Chicago Public Schools has an [Office of Social and Emotional Learning](#). CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

**DuPage Regional Office Of Education**

DuPage Regional Office of Education partnered with CASEL in 2010.

On Feb. 26, 2013, the DuPage Regional Office of Education signed an agreement, titled, “SEL DROE/CASEL Partnership – NoVo Grant.” The partnering district was Community Unit School District #200.

CASEL features the work in the school district on its website, listing districts participating in its Collaborating Districts Initiative (see above).

**AGREEMENT**

On Sept. 30, 2020, DuPage Regional Office of Education signed an agreement to pay CASEL \$1,200 for the “facilitation at an Administrator Academy for DuPage Administrators.” the consultant would facilitate Administrator Academy #1374, “Promising Practice: Implementing Social and Emotional Learning System-wide to Improve Student Achievement by Oct. 29, 2020.

**Community Unit School District 200**

CASEL features its work with the Community Unit School District 200, which it describes as “Wheaton-Warrenville Community School District,” on its [website](#).

The school district discusses [“social and emotional learning”](#) on its website, stating,

“Social and emotional learning (SEL) is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.”

**INDIANA**

**Carmel**

**MARYLAND**

**Baltimore City Public Schools**

Baltimore City Public Schools established a partnership with CASEL during the 2017-2018 school year. On its website, as of Oct. 12, 2021, the school district included “social and emotional learning” as part of its [blue-print for “student wholeness.”](#)

CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

**MASSACHUSETTS**

**Boston Public Schools**

Boston Public Schools started working with CASEL in 2017. On its website, Boston



Public Schools promotes [“Transformative Social Emotional Learning.”](#)

CASEL partnered with Boston Public Schools through the Wallace Foundation’s Partnerships for Social and Emotional Learning initiative. CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

**MINNESOTA**

**Minneapolis Public Schools**

On its website, [Minneapolis Public Schools](#) promotes “Equity Grounded Social & Emotional Learning.”

Minneapolis Public Schools partnered with CASEL in 2017. As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative. (see above)

**NEVADA**

**Washoe County School District**

In 2012, Washoe County School District, based in Reno, Nevada, implemented “social and emotional learning.”

As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above). The school district promotes social and emotional learning on its website, including [“SEL Signature Practices.”](#)

CASEL promotes work with the school district on [its website](#).

**NORTH CAROLINA**

**Guilford County Schools, Greensboro, North Carolina**

Guilford County Schools has a dedicated [Social Emotional Learning Department](#).

Partnered with CASEL in 2019. As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative. (see above)

**OKLAHOMA**

As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative. (see above)

**OHIO**

**The Cleveland Metropolitan School District**

Implemented social and emotional learning in 2007. As of Oct. 12, 2021, it [featured CASEL](#) on its official school website.

**The Warren City Schools**

CASEL partnered with Warren City Schools in 2010. As of Oct. 12, 2021, Warren City Schools [featured social and emotional learning](#) on its official website.

CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

**OKLAHOMA**

**Tulsa Public Schools**

[On its website](#), Tulsa Public Schools outlines the importance of “social and emotional learning” to school district officials.

CASEL began working with Tulsa Public Schools in 2017.

CASEL is involved with the school district through a partnership with the Wallace Foundation.

**TENNESSEE**

[On its website](#), chronicling its social and emotional learning, Metro Nashville Public Schools says it is a “partner” of CASEL. CASEL began [working with Metro Nashville Public Schools in 2012](#). As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

**TEXAS**

**Austin Independent School District**

Austin Independent School District first added social and emotional learning to its strategic plan in 2011. By 2015-2016, all schools in the district were implementing social and emotional learning with CASEL services.

As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

The school district promotes [“social and emotional learning”](#) on its website, stating, “In Austin ISD, we believe that Social Emotional Learning is at the heart of equity-centered systems and structures. In an effort to grow this belief into a reality, the SEL and Cultural Proficiency and Inclusiveness department has adopted a new statement of

purpose for our work together. Our goal is to use and grow our social and emotional skills while creating brave, respectful, collaborative spaces to support all students, staff, families and communities throughout our district.”

CASEL promotes its work in Austin Independent School District [on its website](#), writing: “A highly structured five-year AISD implementation plan features SEL evidence-based programs. SEL specialists provide professional development for SEL leadership teams and educators at all school sites, followed by on-site coaching.”

**Dallas Independent School District**

CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above).

[On a page dedicated to “SEL” on its website](#), Dallas Independent School District advertised “Ongoing Webinars from External

Partners,” noting, “As part of the CASEL CARES initiative, CASEL is offering [free webinars every Friday](#) to address how SEL can be most helpful in response to today’s circumstances.

Unsure when this partnership started but found an article announcing it in 2017

CASEL is involved in Dallas Independent School District through a partnership with the Wallace Foundation.

**El Paso Independent School District**

In 2016, El Paso Independent School District partnered with CASEL. As of Oct. 12, 2021, CASEL listed the school district on its website, identifying districts participating in its Collaborating Districts Initiative (see above). On [its official website](#), the school district promotes “social and emotional learning” with a CASEL video headlined, “What is SEL?”

PAY TO THE ORDER OF

Mid-Atlantic Equity Consortium, Inc.

\$604,115

DOLLARS

What is Mid-Atlantic Equity Consortium, Inc.?

Based in Bethesda, Maryland, a suburb of Washington, D.C., Mid-Atlantic Equity Consortium, Inc. was founded in 1992, as an education non-profit dedicated to “increasing access to a high quality education for culturally, linguistically, and economically diverse learners.” The organization states that its mission is to “promote excellence and equity in education to achieve social justice.”

As of Sept. 9, 2021, the U.S. Department of Education listed the Mid-Atlantic Equity

Consortium as the organization managing one of its “regional technical assistance centers” through the Mid-Atlantic Equity Consortium project, the “Center for Education Equity.”

According to its 2019 990 IRS filing, it had \$2.17 million in total revenue, up slightly from \$2.12 million the year before.

The Free Beacon reported that, of the \$19 million the group has raised since 2001,

\$17 million is from “taxpayer-backed cash,” according to a review of its financial filings. Its most recent tax forms showed that from mid-2018 to mid-2019, the group spent \$1.6 million on “equity projects” to examine and address systematic policies and practices, about \$233,000 on “family engagement” projects to build partnerships among schools and parents, and about \$74,000 on youth projects. Susan Shaffer, the group’s president, received more than \$200,000 in salary, and Maria Del Rosario Basterra, a vice president, was paid more than \$140,000.

In May 2007, the organization said it hired Shaffer Law Firm PLLC, where now-president Susan Shaffer’s husband is a partner. In its 2018 990 filing, the organization said it paid the Shaffer Law Firm PLLC \$36,000 for “ongoing legal services,” noting that president Susan Shaffer’s husband worked there.

Their areas of focus include race, gender, religion, national origin (described as “English learners”), multicultural and compliance. Their areas of need include educational equity, English learners, family, school and community engagement, school climate and culture and school transformation.

- ▶ “Culturally Responsive Leadership,” “Cultural Responsive Pedagogy,” “Parent Academy Planning and Monitoring” and “Parent Leadership Trainer-of-Trainers,” including teaching parents on advocating for “access to rigorous curriculum.”
- ▶ “Policy and Procedural Reviews,” “Positive School Cultures and Climates” and “Strategic Planning and Program Design.”
- ▶ “Educational equity.”
- ▶ “Professional learning.”

Its partners include some of the powerhouses in the woke-industrial complex.

They include:

- ▶ Center for Schools and Communities
- ▶ The Education Alliance: Business and Community for Public Schools
- ▶ Mid-Atlantic Comprehensive Center
- ▶ National Association for Family, School, and Community Engagement
- ▶ NYU Steinhardt School of Culture, Education, and Human Development
- ▶ SPLC’s Teaching Tolerance

On May 13, 2021, Nyla Bell, senior education equity specialist, led a webinar, “Good Trouble: Understanding and Supporting Youth Activism for Equity and Justice,” with Michelle Nutter, a nearby consultant, and others. On June 29, 2021, Marianna Stepniak led a webinar, “Thriving, Not Just Surviving: Centering the Needs of Transgender and Non-binary Students at School.”

## What services does Mid-Atlantic Equity Consortium, Inc. offer?

Mid-Atlantic Equity Consortium, Inc. advertises a number of services, including:

- ▶ “Education equity audit.”
- ▶ “Technical assistance,” including “Achievement Linking Innovation,” “Vision and Engagement (ALIVE), to craft proposals for schools for a 21st CCLC grant for out-of-school programs,”
- ▶ “Community Resource Mapping” to document a “strengths-based approach for asset mapping,” related to early childhood, “educational equity,” English learners.
- ▶ “Comprehensive Needs Assessment.”
- ▶ “Culturally Responsive Family, School and Community Engagement” to “improve school reform and academic achievement.”



# What K-12 work has Mid-Atlantic Equity Consortium, Inc. done?

The contracts are housed in the U.S. Department of Education Office of Elementary and Secondary Education, or OESE.

## DELAWARE

### Christina School District

[Among its services](#), it says CAFE “promotes: (1) proven strategies that increase school outreach in diverse communities to establish common vision; (2) engagement of culturally diverse communities as resource partners, including those of color, economically disadvantaged, English learners, with disabilities, foster families, and the homeless; (3) identification and mitigation of cultural bias obstacles to student development and academic achievement.

## DISTRICT OF COLUMBIA

The work included services at Smithsonian-DCPS Magnet Schools, Robert Brent ES and Stuart Hobson MS. The work is [documented here](#).

## MAINE

### Kennebunk

Mid-Atlantic Equity Consortium, Inc. does work in the district, [according to a local media article](#).

### Portland

Mid-Atlantic Equity Consortium, Inc. does work in the district, [according to a local media article](#).

### Regional School Unit 5

Mid-Atlantic Equity Consortium, Inc. [does work in the district](#).

\$25,000 for year 2 of Mid Atlantic Equity Consortium contract to include professional development for all staff.

### Regional School Unit 21

Mid-Atlantic Equity Consortium, Inc.: Jan. 10, 2020, [report on focus groups](#).

### Scarborough

[The agreement](#) with Mid-Atlantic Equity Consortium, Inc. is in combination to work that the district’s staff is doing with the Cultural Competency Institute, a program

hosted by the Maine School Management Association, Kazilionis said.

### South Portland

[Mid-Atlantic Equity Consortium, Inc.](#) does work in the district.

### Westbrook Public Schools

In early March 2021, in Maine, Westbrook Public Schools Superintendent Peter Lancia told a reporter with the local American Journal that an audit of the school district would be funded from grants to Mid-Atlantic Equity Consortium, and the American Journal reported “there will be no costs to the school district, Lancia said.” The school district published an “Equity and Opportunity in the Westbrook Schools” document, as part of a “One Westbrook: A City for All” campaign it began earlier.

## MARYLAND

### Montgomery County Public Schools

#### CONTRACT

The records for the contract are in the school district’s online database for contract awards. On Nov. 10, 2020, Montgomery County Public Schools in Maryland awarded a \$454,680 one-year contract to Mid-Atlantic Equity Consortium as its “Anti-racist System Audit Consultant” for fiscal year

2021. The goal of the audit was to create “equitable outcomes for every student’s academic and social-emotional well-being,” according to a memo from local superintendent Jack R. Smith. The county filed its request for proposal in October 2020.

## MICHIGAN

### [Detroit Public Schools](#)

## OREGON

### South Portland School Department

The following districts are listed in [this document](#).

## PENNSYLVANIA

**Allentown School District**  
**Chambersburg Area School District**  
**Claysburg-Kimmel School District**  
**Coatesville Area School District**  
**Cumberland Valley School District**  
**Erie County School District**  
**Juniata County School District**  
**Lancaster School District**  
**Northwestern Lehigh**

The district is [in discussions](#) with the local Intermediate Unit to conduct an equity audit from the Mid Atlantic Equity Consortium next year, a fact-finding mission that could serve as a basis for an equity-focused plan.

**Pittsburgh School District**  
**Plum Borough School District**  
**Reading School District**  
**Saucon Valley School District**

**School District of Philadelphia**  
**Southern Lehigh School District**

**VIRGINIA**

**Lynchburg City Schools**  
**Manassas Park City Schools**  
**Norfolk PS**

**Nicole Anderson and Associates Consulting LLC**

**PAY TO THE ORDER OF**

**\$479,250**

**DOLLARS**

**What is Nicole Anderson and Associates Consulting LLC?**

For four years, Nicole Anderson, a former elementary school teacher in Vallejo, Ca., zipped around the state of California as a trainer for the Association of California School Administrators.

In February 2020, Anderson [registered](#) Nicole Anderson and Associates Consulting LLC as a [limited liability company](#) with the California Secretary of State, listing herself as the chief executive officer, based in Vallejo.

In 2018, she opened her own shop, Nicole Anderson and Associates Consulting, L.L.C. to “deliver a unique systemic approach to providing professional development services” to educators. Today, she sells her services across the state. Her LinkedIn profile [says](#) she is also a consultant with Epoch Education Inc., McPherson and Jacobson L.L.C., an executive recruitment firm, and a consultant for the California School Boards Association.

In her online resume, she says she is also a business owner with Bethel Educational Solutions and Equity Now and Associates, and she is also a consultant with Generation Ready and Footsteps to Brilliance.

In her resume, she says she works with national organizations and partners to “develop equity leadership programs and services,” including the National Alliance of Black School Educators, NASS (the national superintendent’s association), Generation Ready and Community Responsive Education.

Calling herself an “Educational and Racial Equity Consultant,” she says on her website that her company is “successfully serving school sites, districts, county offices, school boards, superintendent search firms, and associations in addition to multiple sectors across the nation.”

For example, the *Winters Express* [reported](#) that on Tuesday, June 3, 2021, the Board of Trustees of the Winters Joint Unified School District in Winters, Ca., approved using funds from the Coronavirus Aid, Relief, and Economic Security Act, or CARES ACT, passed in March 2020 for a one-year, \$34,000 contract for the 2021-22 school year for “interactive equity training workshops.”

The *Winters Express* reported: “The contract proposal submitted by Nicole Anderson and Associates Consulting (NAAC), stated, ‘In order to close racial equity gaps seen in schools, it is essential that educational leaders build capacity and shift the paradigm of a school system that was not designed to yield successful outcomes for all students.’”

The contract reportedly includes six in-person training days between July 29, 2021, and April 28, 2022.

Board President Carrie Green released a statement about the contract, stating, “When I came on the board almost seven years ago our student data hasn’t changed much. Our percentages have remained consistent – about 30 – 40 percent of our students being at or slightly above grade level proficient in reading and math. And that’s district wide,” Green said. “I think that we can all agree that as a community having 60 – 70 percent of our kids being one or more grade levels behind is not OK.”

Trustee Joedy Michael told the board he was excited to do this, “especially coming off some of the testing data suggests that we have some gaps that we need to evaluate.”

The Board approved the one-year contract with a 4-0-1 vote (Trustee Candi Ochoa was absent).

# What services does Nicole Anderson and Associates Consulting LLC offer?

The company [website](#) states about Nicole Anderson’s work, “She locked arms with researchers, practitioners and experts in the field to deliver a unique systemic approach to providing professional development services that serve the needs of educators around the state of California and nation. Ultimately, she and her team strive to build the capacity of educational leaders in order to close educational equity gaps seen in the school system.”

Services include:

- ▶ “Executive Leadership Coaching”
- ▶ “School Superintendent Search Services”
- ▶ “School site Leadership /Principal coaching”
- ▶ “School board workshops/coaching”
- ▶ “Professional learning (workshops, retreats, keynotes, conferences, etc.)”
- ▶ “Virtual coaching, workshops, conferences”
- ▶ “Equity visits/walks/audits”

- ▶ “Book Studies”
- ▶ “Strategic planning for systems change”
- ▶ “Organizational development”
- ▶ “Equity Task Force Facilitation”
- ▶ “City Government support”
- ▶ “Police Department support”
- ▶ “Non-Profit Support”

Products include:

- ▶ “Equity Impact Action Plans”
- ▶ “Equity resources, research/data”
- ▶ “Online equity modules”
- ▶ “Workbooks/Guides”
- ▶ Webinars
- ▶ “Action plan templates, frameworks, assessments”



# What K-12 work has Nicole Anderson and Associates Consulting LLC done?

On its website and publicity material and [Anderson’s professional resume](#), Nicole Anderson and Associates Consulting promotes dozens of school districts where it says it has done work. Several school districts said they did not have documentation of contracts with the company in response to public records requests. Parents Defending Education is contacting Nicole Anderson and Associates Consulting and the school districts for clarification.

## CALIFORNIA

### Alameda County Office of Education [Agreement and Invoice](#)

Alameda County Office of Education signed an agreement for \$30,000 for the 2020-2021 school year for “L&A Division Capacity Building/Strategic Planning.” The contract included “equity impact planning” with five days of meetings, including one half-day session per month. The program included teaching “cultural proficiency, equity leadership planning, implicit bias/institutional racism.”

It also included “equity leadership coaching” for five days, with meetings two half days per month.

### [AGREEMENT AND INVOICE](#)

Alameda County Office of Education signed an agreement on Sept. 16, 2019, for \$52,500 for the 2019-2020 school year. The agreement included: “L&A Division Meeting PD,” “PD/Training,” “Equity Advisory Team Coaching,” “Executive Leadership Coaching.”

It was billed at 21 days at a rate of \$2,500 per day. The work also included: “equity action planning,” “data driven equity work” and “equity leadership” training.

### [CONTRACT](#)

On Oct. 17, 2018, Alameda County Office of Education signed an agreement with Panorama for \$2,500.

On Dec. 5, 2018, Alameda County Office of Education signed an amended agreement, increasing the amount to \$28,750 for October-December 2018 through June 2019.

### [ORDER](#)

On Oct. 16, 2018, Alameda County Office of Education signed an agreement with Panorama Alameda for \$28,750 for a “Purchase Order.” The contract included “Capacity Building,” “Needs Assessment,” “Awareness, Coaching/Capacity Building.” It

included a one-half-day professional development session on Oct. 17, 2018, 10 days of “planning/coaching/capacity building” and three-and-one-half-days of professional development sessions.

### Albany Unified School District

#### [CONTRACT](#)

On April 28, 2020, the Albany Unified School District agreed to pay Nicole Anderson and Associates Consulting, LLC \$4,500 for “Board Governance Workshop Series/Coaching/Action Planning.”

### California School Boards Association

The California School Boards Association charges \$3,000 for a year-long training program, [“CSBA Equity Network Training.”](#) for superintendents and school board members, with year one teaching “Governance with an Equity Lens: A Systemic Approach to Closing Equity Gaps in Public Education.” The facilitators are Nicole Anderson and Deborah Keys Write, founder of The Write Keys 2 Consulting, LLC. They teach how to “define equity through data and student stories.”

### Fairfield-Suisun Unified School District

#### [CONTRACT](#)

The school district hired Anderson for \$4,000 from March-June 2021 for a program, “Educational and Racial Equity Workshop Series” at Matt Garcia Career and College Academy.

The purpose was to “build capacity of administrators, teachers, staff in leading for equity... as well as develop the equity action plan through collaboration and coaching.”

Some topics included “develop an awareness of common language, define equity”, “recognize the barriers to equity and cultural proficiency (e.g. implicit bias, stereotypes, microaggressions, institutional racism)”, “reflect on the role of educators in perpetuating or ending educational gaps”, “strategically develop an equity statement to support the development of common language...and applying equity to school policies and practices...to address equity gaps”.

### [CONTRACT](#)

Fairfield-Suisun Unified School District signed an agreement on Feb. 1, 2019 for \$2,500 for work from March 2019 through June 2019 with the following activities:

- ▶ Program: “Equity Leadership”
- ▶ 1-½ days (three half-days) in Phase 1 and Phase 2
- ▶ “6 Phases of Equity Leadership”
- ▶ “Deepen Belief Systems: Reflect upon one’s own social-cultural identity including beliefs and biases...”

- ▶ “Understand Diversity: Seek to understand and value other cultures through storytelling and relationship building in order to expand equity lens...”
- ▶ “Empower Oneself: Become familiar with research based strategies, language, and concepts to deepen awareness...to interrupt inequities...”
- ▶ “Be Proactive and Responsive: Develop an equity plan” and examine current policy.
- ▶ “Serve Diverse Needs of the Community” and implement the plan.
- ▶ “Close Equity Gaps” and monitor and adjust plan as needs evolve

### **Folsom-Cordova Unified School District**

#### **CONTRACT**

Folsom Cordova Unified School District signed a contract on April 9, 2018, to pay Nicole Anderson \$1,500 to develop a “Classified PD Day – 4/2/18; Equity Session Facilitation.”

### **Hemet High/ Unified School District**

#### **CONTRACT**

Hemet Unified School District agreed to pay Nicole Anderson \$1,500 for a “Keynote Speech.”

### **Manteca Unified School District, California**

#### **CONTRACT**

The school district agreed to pay Nicole Anderson for four years of work from 2020 through 2024.

The school district signed a contract to pay \$320,000 for four school years (2020-2024)

- ▶ Year 1: \$30,000
- ▶ Year 2: \$78,000
- ▶ Year 3: \$110,000
- ▶ Year 4: \$102,000

The service included:

- ▶ “Executive Leadership Coaching: Years 1-4”
- ▶ “Governance Support Team: Years 1-4”
- ▶ “District Keynote/Kick Off Events: Years 2, 4”
- ▶ “Equity Leadership Institute: Years 2-4”
- ▶ “Executive/Extended Cabinet Equity Leadership Workshops: Years 1-4”

- ▶ “Equity Task Force Development/ Facilitation: Years 1-4”
- ▶ “Principal/Site Leadership Coaching: Years 2-4”
- ▶ “Equity Walks: Years 3-4”
- ▶ “Community/Student Forum Facilitation: Years 1-2”

### **Moreno Valley Unified School District, California**

#### **CONTRACT**

On Sept. 9, 2020, Moreno Valley Unified School District agreed to pay Nicole Anderson \$210,000.

#### **CONTRACT**

Moreno Valley Unified School District signed an agreement on Dec. 17, 2019, to pay Nicole Anderson 2019\_\$54,000 for “equity walks” from Dec. 18, 2019, through June 30, 2020.

### **Mt. Diablo Unified School District, California**

#### **CONTRACT**

On April 1, 2021, Mt. Diablo Unified School District in California paid Nicole Anderson and Associates Consulting, LLC, \$8,000 for three-hour sessions to be held in Spring 2021, Fall 2021, Winter 2022 and Spring 2022 for a “Governance Team Workshop Series and Coaching.”

### **San Diego County Office Of Education, California**

#### **CONTRACT**

On July 1, 2018, the school district signed a contract with Nicole Anderson for her to provide “expert knowledge and research literature to County and Kern County Superintendent of Schools Equity Grant and Leadership Team,” as well as “consultation centered around the dates for the Equity Launch, Institutes and Convenings.”

#### **CONTRACT**

On Aug. 13, 2020, San Diego County School District signed a consultant agreement to pay Nicole Anderson \$36,000 for services.

The “Scope of Services” provision of the contract describes services provided as being “designed for the Systems of Support department to engage in safe space to strategically learn, collaborate, and plan for equity leadership with a systemic lens. This service will be offered in the form of multiple workshop sessions to foster opportunities for the department team to build capacity and common vision to lead for equity through awareness of the following concepts and focus areas:

- ▶ “Understanding the historical impact and purpose of education”

- ▶ “Reflecting on the role of educators... in interrupting inequities in schools throughout the country”
- ▶ “Making connections to concepts of equity and our work”
- ▶ “Introduction to strategic collaboration, planning, and application for systemic change”

**Stockton Unified School District  
Vacaville Unified School District, California**

**CONTRACT**

The school district signed three contracts with Nicole Anderson and Associates Consulting for a total bill of \$40,500. They are in the document above.

Contract (p. 1) and [Invoice](#) (p. 1), \$4,500, from Feb. 1, 2019, through June 30, 2019.

The contract included:

- ▶ “Provide professional development services focused on building capacity of the equity leadership team to impact for change in closing educational equity gaps. Services include training sessions and a retreat.”
- ▶ “Facilitate professional development for site leadership, teachers, and staff in the form of workshops, coaching, and equity walks.”

**PAY TO THE  
ORDER OF**

**Insight Education Group Inc.**

**\$434,050**

**DOLLARS**

- ▶ Includes Assessing Equity Leadership Capacity/Strategic Planning, Equity Leadership Overview, Equity Leadership Development (6 half-days x \$2,000/day for \$6,000 total), Differentiated Capacity Building (3 days x \$2,000/day for \$6,000 total), Technical Assistance, and Equity Action Plan Evaluation. Items without cost are “complimentary”. See proposal (p. 9-10) for more details.
- ▶ “Equity Task Force facilitation & training for staff to include Community/Student forum/listening session facilitation, Equity Leadership workshops, Equity Workshop Series.”

- ▶ Includes Community/Student Forum Listening Session Facilitation, Equity Leadership workshop Cabinet Members, Equity Task Force Facilitation (3 days x \$3,000/day for \$9,000 total), Vacaville High Principal/Staff/Equity Team Support (\$3,000), Governance Team Workshops (\$3,000), Equity Walks (\$3,000), and Equity Institute Workshop Series (\$3,000). Items without cost are “complimentary”. See proposal (p. 9-10) for more details.

Contract (p. 14) and Invoice (p. 4), \$24,000, 9/1/20-6/30/21



Contract (p. 5) and Invoice (p. 2), \$12,000, 8/13/19-6/30/20

**TEXAS**  
**Lewisville Independent School District**  
[Check Register](#)

According to a Lewisville Independent School District Check Register, the school district paid \$4,000 to Nicole Anderson Consulting between Sept. 1, 2020, through Sept. 30, 2020, according to record No. 418860.

## What is the Insight Education Group Inc.?

On Nov. 27, 2002, Michael Moody registered Insight Education Group Inc., based in Encino, California, as a corporation with the California Secretary of State. The firm claims to impact of 250,000 educators and four million students in more than 20 states and the District of Columbia.

“hiring diverse professionals, empowering teachers and school leaders, creating tools and culturally responsive resources, and participating in and facilitating conversations around bias, prejudice, and race.” The company notes: “We will forever be champions of equity.”

Its “core values” include “equity as the driving force behind all of our decisions, including:

The chief executive officer and cofounder is Jason Stricker.

## What services does Insight Education Group Inc. offer?

The company says its leaders [believe](#) that “education empowers individuals to disrupt the impact of systemic racism,” hire “diverse, race-conscious educators who engage in

intentional, ongoing development of self, rooted in the tenets of anti-racism,” and work to “strategically dismantle practices that perpetuate structural racism.”

## What K-12 work has the Insight Education Group Inc. done?

Insight Education Group says on its website that it had 14 projects funded by the [Teacher and School Leader Incentive Program Grant](#) from the U.S. Department of Education in 2017, Empowering Educators to Excel, or “E3.” It calls the work an “exciting partnership bringing much-needed support and growth opportunities for teachers and school leaders in 47 relatively small and/or rural schools in Delaware, Indiana, South Carolina, and Texas by creating a networked improvement community.”

Participating districts include:

- ▶ [Colonial School District](#), New Castle, Delaware
- ▶ [Gainesville Independent School District](#), Gainesville, Texas
- ▶ [Marion County School District](#), Marion, South Carolina
- ▶ [Marlboro County School District](#), Marlboro, South Carolina
- ▶ [Metropolitan School District of Decatur Township](#), Indianapolis, Indiana

### **DELAWARE**

#### **Delaware Department of Education**

In 2016, the Delaware Department of Education signed a contract with Insight Education Group Inc. to pay the consulting group \$419,900 for a “credentialing system.”

With an amendment in 2017 reducing the initial cost by \$8,250, the final total was \$411,650.

In 2019, the Delaware Department of Education paid the consulting firm \$22,400 for an “assessment platform.”

APPENDIX



Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
365 Diversity		<a href="https://365diversity.com/">365diversity.com/</a>			
Akoben LLC	\$833,606	<a href="https://akobenllc.org/">akobenllc.org/</a>	2020-2021 - Palm Springs Unified School District, \$7,250	California	<a href="https://defendinged.org/report/akoben-llc/">defendinged.org/report/akoben-llc/</a>
			2019-2020 - Palm Springs Unified School District, \$16,000	California	
			2/13/2018 - Riverside County Office of Education, \$22,800	California	
			9/20/2018 - Riverside County Office of Education, \$29,200	California	
			7/1/2019 - Riverside County Office of Education, \$25,200	California	
			San Jacinto Unified School District	California	
			New Haven Public Schools	Connecticut	
			2016 - Delaware Department of Education, \$6,000	Delaware	
			Cape Henlopen School District	Delaware	
			Capital School District	Delaware	
			Christina School District	Delaware	
			Colonial School District	Delaware	
			Lake Forest School District	Delaware	
			Laurel School District	Delaware	
			New Castle County-Vocational Technical School District	Delaware	
			Polytech School District	Delaware	
			9/24/2020 - Rochester City School District, \$9,750	New York	
			2/22/2020 - Rochester City School District, \$6,500	New York	
			10/11/2018 - Rochester City School District, \$25,000	New York	
			2/16/2018 - Rochester City School District, \$20,500	New York	
			2/14/2018 - Rochester City School District, \$5,500	New York	
			10/4/2017 - Rochester City School District, \$5,000	New York	
			Smyrna School District	Georgia	
			Fulton County Schools	Maryland	
			Baltimore City Schools	Maryland	
			Charles County Public Schools	Maryland	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			2016-2021 - Howard County Schools, \$47,800	Maryland	
			7/17/2018 - Cecil County Public Schools, \$96,000	Maryland	
			8/26/2019 - Cecil County Public Schools, \$213,600	Maryland	
			3/11/2021 - Cecil County Public Schools, \$87,600	Maryland	
			7/12/2021 - Cecil County Public Schools, \$215,400	Maryland	
			Jackson Public Schools	New Jersey	
			Mastery Charter Schools	Pennsylvania	
			Appoquinimink School District	Pennsylvania	
			Gillingham Charter School	Pennsylvania	
			School District of Philadelphia	Pennsylvania	
<b>Akuffo, Steven</b>	\$3,750				
<b>Allen Education LLC</b>	\$3,000	<a href="https://lsi.ku.edu/people/mccart-amy">lsi.ku.edu/people/mccart-amy</a>	5/7/2021 - Oakland Schools, \$3,000	Michigan	<a href="https://defendinged.org/report/allen-education-llc/">defendinged.org/report/allen-education-llc/</a>
<b>Allen, Joseph</b>		<a href="https://josephallenphd.com/">josephallenphd.com/</a>	Mooreville Graded School District	North Carolina	
			Southern Lehigh School District	Pennsylvania	
<b>Allender, Dale</b>		<a href="https://daleallender.com/">daleallender.com/</a>	Elk Grove Unified School District	California	
			San Juan Unified School District	California	
			San Francisco Unified School District	California	
			Minneapolis Public Schools	Minnesota	
			Osseo Public Schools	Minnesota	
			Roseville Area Schools	Minnesota	
			Buffalo Public Schools	New York	
<b>American University Antiracist Center</b>		<a href="https://american.edu/centers/anti-racism/">american.edu/centers/anti-racism/</a>			
<b>Anti-Defamation League</b>	\$18,025	<a href="https://adl.org/">adl.org/</a>	12/15/2020 - Douglas County School District, \$16,525	Colorado	<a href="https://defendinged.org/report/anti-defamation-league/">defendinged.org/report/anti-defamation-league/</a>
			1/2020 - Greeley Evans (Weld County) School District 6, \$1,500	Colorado	
			Ridgefield Public Schools	Connecticut	
			Lincoln Consolidated School District	Michigan	
			Bellevue Public Schools	Nebraska	
			Elwood Union Free School District	New York	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Harborfields Central School District	New York	
			Oceanside School District	New York	
			Cypress-Fairbanks ISD	Texas	
			Leander Independent School District	Texas	
			Prince William County Schools	Virginia	
<b>Anti-Racism Collaborative</b>		<a href="https://antiracismcollaborative.org/">antiracismcollaborative.org/</a>	Christa McAuliffe Charter School	Massachusetts	
			Prospect Hill Academy Charter School	Massachusetts	
			Brandeis University Heller School	Massachusetts	
			Kimball Union Academy	New Hampshire	
<b>ASCD</b>	\$17,000	<a href="https://ascd.org/">ascd.org/</a>	2017-2018 - Cypress-Fairbanks Independent School District, \$17,000	Texas	<a href="https://defendinged.org/report/ascd/">defendinged.org/report/ascd/</a>
<b>Bacon, Mary Monte   Images of Culture</b>	\$2,584		6/6/2018 - Cypress-Fairbanks Independent School District, \$2,584	Texas	<a href="https://defendinged.org/report/mary-monte-bacon-images-of-culture/">defendinged.org/report/mary-monte-bacon-images-of-culture/</a>
<b>Bella Consulting Firm LLC</b>	\$3,000	<a href="https://english.msu.edu/faculty/april-baker-bell/">english.msu.edu/faculty/april-baker-bell/</a>	1/22/2021 - Oakland Schools, \$3,000	Michigan	<a href="https://defendinged.org/report/bella-consulting-firm-llc/">defendinged.org/report/bella-consulting-firm-llc/</a>
<b>Berry, Robert Q.</b>	\$1,000	<a href="https://education.virginia.edu/robert-q-berry-iii">education.virginia.edu/robert-q-berry-iii</a>	2/19/2021 - Oakland Schools, \$1,000	Michigan	<a href="https://defendinged.org/report/robert-berry-iii/">defendinged.org/report/robert-berry-iii/</a>
<b>Black Lives Matter at Schools</b>		<a href="https://blacklivesmatter.com/">blacklivesmatter.com/</a>			
<b>Buffalo Cloud Consulting LLC</b>		<a href="https://buffalocloudconsulting.com/">buffalocloudconsulting.com/</a>	Connecticut Governor’s Taskforce on STEM Education	Connecticut	
			Connecticut State Department of Education	Connecticut	
			The Community Roots School	Oregon	
			Lake Oswego School District	Oregon	
			Linn Benton Lebanon Education Service District	Oregon	
			Austin Independent School District	Texas	
<b>BWG Business Solutions LLC</b>		<a href="https://bwgbusinesssolutions.com/">bwgbusinesssolutions.com/</a>	Kansas City Public Schools	Kansas	
<b>C-E Consulting Inc.</b>	\$300		8/13/2021 - Alton School District, \$300 (6,000 Students)	Illinois	<a href="https://defendinged.org/report/c-e-consulting-inc/">defendinged.org/report/c-e-consulting-inc/</a>
<b>Capitol Region Education Council</b>	\$4,950	<a href="https://crec.org/">crec.org/</a>	11/12/2020 - Berlin Public Schools, \$4,950	Connecticut	<a href="https://defendinged.org/report/capitol-region-education-center/">defendinged.org/report/capitol-region-education-center/</a>



Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
Center for Equity and Inclusion	\$390,000	<a href="http://ceipdx.com/">ceipdx.com/</a>	3/3/2021 - Beaverton School District, \$390,000	Oregon	<a href="https://defendinged.org/report/center-for-equity-and-inclusion/">defendinged.org/report/center-for-equity-and-inclusion/</a>
Center for Leadership, Equity and Research (CLEAR)		<a href="http://clearvoz.com/">clearvoz.com/</a>			
Center for Racial Justice in Education Inc.		<a href="http://centerracialjustice.org/">centerracialjustice.org/</a>	Creskill Public Schools	New Jersey	
			Hastings-on-Hudson Union Free School District	New York	
			Austin Independent School District	Texas	
			Dallas Independent School District	Texas	
			Mount Mansfield Unified Union School District #401	Vermont	
Chiarello Consulting   Education for Good	\$14,600	<a href="http://chiariello-consulting.com/">chiariello-consulting.com/</a>	Pleasanton Unified School District	California	<a href="https://defendinged.org/report/chiarello-consulting-education-for-good/">defendinged.org/report/chiarello-consulting-education-for-good/</a>
			Santa Rosa City Schools	California	
			6/28/2020 - Calvert County Public Schools, \$7,200	Maryland	
			6/29/2020 - Calvert County Public Schools, \$800	Maryland	
			2020-2021 - Ipswich Public Schools, \$6,600	Massachusetts	
			Veritas Prep Charter School	Massachusetts	
			Piscataway Township Schools	New Jersey	
			Oyster-Bay-East Norwich Central School District	New York	
			Pioneer Central Schools	New York	
			Salamanca City Central School District	New York	
			Somers Central School District	New York	
			Williamsville Central School District	New York	
			North Canton City Schools	Ohio	
			South-Western City School District	Ohio	
			Tulsa Public Schools	Oklahoma	
			Penn Hills Central School District	Pennsylvania	
			Soulsville Public Charter School	Tennessee	
			Loudoun County Public Schools	Virginia	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
Chicago Therapy Collective	\$25,000	<a href="http://chicagotherapy-collective.org/">chicagotherapy-collective.org/</a>	9/28/2020 - Evanston Skokie School District 65, \$25,000	Illinois	<a href="https://defendinged.org/report/chicago-therapy-collective/">defendinged.org/report/chicago-therapy-collective/</a>
Coleman, Adrienne	\$8,500	<a href="http://works.bepress.com/adrienne_coleman/">works.bepress.com/adrienne_coleman/</a>	11/30/2020 - DuPage Regional Office of Education, \$2,500.00	Illinois	<a href="https://defendinged.org/report/adrienne-coleman/">defendinged.org/report/adrienne-coleman/</a>
			1/8/2021 - DuPage Regional Office of Education, \$1,500.00	Illinois	
			3/5/2021 - DuPage Regional Office of Education, \$1,500.00	Illinois	
			5/14/2021 - DuPage Regional Office of Education, \$1,500.00	Illinois	
			6/21/2021 - DuPage Regional Office of Education, \$1,500.00	Illinois	
Collaborative for Academic, Social, and Emotional Learning (CASEL)	\$750,100	<a href="http://casel.org/">casel.org/</a>	4/11/2016 - Anchorage School District, \$13,000	Alaska	<a href="https://defendinged.org/report/casel/">defendinged.org/report/casel/</a>
			4/12/2016 - Anchorage School District, \$25,000	Alaska	
			Oakland Unified School District	California	
			Sacramento City Unified School District	California	
			Denver Public Schools	Colorado	
			2021 - The School District of Palm Beach County, \$135,000	Florida	
			2020-2021 - The School District of Palm Beach County, \$120,000	Florida	
			2019-2020 - The School District of Palm Beach County, \$150,000	Florida	
			2018-2019 - The School District of Palm Beach County, \$150,000	Florida	
			2017-2018 - The School District of Palm Beach County, \$150,000	Florida	
			Atlanta Public Schools	Georgia	
			Hawaii Public Schools	Hawaii	
			Chicago Public Schools	Illinois	
			2020 - DuPage Regional Office of Education, \$3,500	Illinois	
			2020-2021 - DuPage Regional Office of Education, \$3,600	Illinois	
			Community Unit School District 200	Illinois	
			Baltimore City Public Schools	Maryland	
			Boston Public Schools	Massachusetts	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Minneapolis Public Schools	Minnesota	
			Washoe County School District	Nevada	
			Guilford County Schools	North Carolina	
			The Cleveland Metropolitan School District	Ohio	
			The Warren City Schools	Ohio	
			Tulsa Public Schools	Oklahoma	
			Metro Nashville Public Schools	Tennessee	
			Austin Independent School District	Texas	
			Dallas Independent School District	Texas	
			El Paso Independent School District	Texas	
Community Responsive Education	<a href="https://communityresponsive.org/">communityresponsive.org/</a>		Cajon Valley Union School District	California	
			Chino Valley Unified School District	California	
			Jefferson Elementary School District	California	
			Roberto Cruz Leadership Academy	California	
			San Diego Unified School District	California	
			San Francisco Unified School District	California	
			Santa Barbara Unified School District	California	
			Schenectady City School District	New York	
			Allentown Schools	Pennsylvania	
			Lexington County School District 1	South Carolina	
			San Antonio Independent School District	Texas	
Connect Casino Road	\$3,395	<a href="https://connectcasinoroad.org/">connectcasinoroad.org/</a>	5/12/2021 - 8/31/2021 - Mukilteo School District, Everett, \$3,395	Washington	<a href="https://defendinged.org/report/connect-casino-road/">defendinged.org/report/connect-casino-road/</a>
Core Districts	\$63,055	<a href="https://coredistricts.org/">coredistricts.org/</a>	11/11/2020 - 6/30/2021 - San Francisco Unified School District, \$63,055	California	<a href="https://defendinged.org/report/core-districts/">defendinged.org/report/core-districts/</a>
Corrie LLC	\$316,375		5/11/2015 - Evanston Skokie School District 65, \$316,375	Illinois	<a href="https://defendinged.org/report/corrie-llc/">defendinged.org/report/corrie-llc/</a>
Corwin Press Inc.	\$104,612	<a href="https://us.corwin.com/">us.corwin.com/</a>	6/18/2019 - Chandler Unified School District, \$64,560.95	Arizona	<a href="https://defendinged.org/report/corwin-press-inc/">defendinged.org/report/corwin-press-inc/</a>
			Kyrene School District	Arizona	
			Eagle County Schools	Colorado	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			8/29/2018 - Batavia Public Schools District 101, \$27,871.28	Illinois	
			2020 - DuPage High School District 88, \$12, 644.95	Illinois	
			2020 - DuPage High School District 88, \$5,800	Illinois	
			Naperville Unified School District 203	Illinois	
			St. Charles Community Unit School District 303	Illinois	
			West Des Moines Community Schools	Iowa	
			2019 - Lawrence Public Schools, \$6,368	Kansas	
			Shawnee Mission School District	Kansas	
			Jefferson County Public Schools	Kentucky	
			Frederick County Public Schools	Maryland	
			Anoka-Hennepin School District	Minnesota	
			Reading School District	Pennsylvania	
			School District of Lancaster	Pennsylvania	
			Upper Darby School District	Pennsylvania	
			Fauquier County Public Schools	Virginia	
			Frederick County Public Schools	Virginia	
Council on American-Islamic Relations	<a href="https://cair.com/">cair.com/</a>		2017 - San Diego Unified School District	California	<a href="https://defendinged.org/report/council-on-american-islamic-relations/">defendinged.org/report/council-on-american-islamic-relations/</a>
			Minneapolis Public Schools	Minnesota	
			Spring Lake Park School District 16	Minnesota	
			Seattle Public Schools	Washington	
Culturally Responsive	\$115,000	<a href="https://culturallyresponsive.org/">culturallyresponsive.org/</a>	8/2020 - Sarasota County Schools, \$115,000	Florida	<a href="https://defendinged.org/report/culturally-responsive/">defendinged.org/report/culturally-responsive/</a>
Cultures Connecting	\$19,481	<a href="https://culturesconnecting.com/">culturesconnecting.com/</a>	10/31/2016 - Bainbridge Island School District #303, \$7,500	Washington	<a href="https://defendinged.org/report/cultures-connecting/">defendinged.org/report/cultures-connecting/</a>
			12/9/2019 - Radnor Township School District, \$11,981	Pennsylvania	
Cunningham, Melannie Denise	\$1,500	<a href="https://plu.edu/campus-ministry/staff/melannie-denise-cunningham/">plu.edu/campus-ministry/staff/melannie-denise-cunningham/</a>	9/2021 - White River School District, \$1,500 (1,202 Students)	Washington	<a href="https://defendinged.org/report/melannie-denise-cunningham/">defendinged.org/report/melannie-denise-cunningham/</a>
Davis, Hasan	\$3,000	<a href="https://hasandavis.com/school-and-youth-programs/">hasandavis.com/school-and-youth-programs/</a>	Jefferson County Public Schools	Alabama	<a href="https://defendinged.org/report/hasan-davis/">defendinged.org/report/hasan-davis/</a>
			Thornton Township HS District 205	Illinois	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			11/9/2018 - Corbin Independent Schools, \$1,500	Kentucky	
			9/25/2018 - Corbin Independent Schools, \$1,500	Kentucky	
			Jefferson County Public Schools	Kentucky	
			Floyd County Schools	Kentucky	
			Knox County Public Schools	Kentucky	
			Owsley County School District	Kentucky	
			Henry County Public Schools	Virginia	
Derute Consulting Cooperative	\$15,000	<a href="http://deruteconsulting.com/">deruteconsulting.com/</a>	8/10/2019 - Forest Park School District 91, \$15,000	Illinois	<a href="https://defendinged.org/report/derute-consulting-co-operative/">defendinged.org/report/derute-consulting-co-operative/</a>
Disruptive Equity Education Project LLC (The)		<a href="http://digdeepforequity.org/">digdeepforequity.org/</a>			
Diversity Center of Northeast Ohio	\$22,500	<a href="http://diversitycenter-neo.org/">diversitycenter-neo.org/</a>	Berea City Schools	Ohio	<a href="https://defendinged.org/report/diversity-center-of-northeast-ohio/">defendinged.org/report/diversity-center-of-northeast-ohio/</a>
			8/6/2020 - 1/4/2021 - Chagrin Falls Exempted Village School District, \$7,500	Ohio	
			3/8/2021 - 6/30/2021 - Chagrin Falls Exempted Village School District, \$15,000	Ohio	
			Fairview Park Schools	Ohio	
			Nordonia Hills City School District	Ohio	
			Painesville City Local School District	Ohio	
			Parma City School District	Ohio	
			Rocky River School District	Ohio	
			Twinsburg School District	Ohio	
			Youngstown City School District	Ohio	
Due East Educational Equity Collaborative		<a href="http://dueeast.org/">dueeast.org/</a>	Wellesley Public Schools	Massachusetts	
			Princeton Public Schools	New Jersey	
EdEquity Inc.	\$342,000		2019-2020 - Fairfield-Suisun Unified School District, \$135,000	California	<a href="https://defendinged.org/report/edequity-inc/">defendinged.org/report/edequity-inc/</a>
			2018-2019 - Fairfield-Suisun Unified School District, \$162,000	California	
			2018 - Fairfield-Suisun Unified School District, \$45,000	California	
			Mount Pleasant School District	California	
			Rosemead School District	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Washington Union School District	California	
EDquity Consulting		<a href="http://edquityconsulting.com/">edquityconsulting.com/</a>	DC Public Schools	District of Columbia	
			Medford Public Schools	Massachusetts	
			Sun Prairie Area School District	Wisconsin	
Education and Civil Rights Initiative   University of Kentucky College of Education	\$15,000	<a href="http://education.uky.edu/civil-rights/">education.uky.edu/civil-rights/</a>	6/16/2021 - San Francisco Unified School District, \$15,000	California	<a href="https://defendinged.org/report/education-and-civil-rights-initiative/">defendinged.org/report/education-and-civil-rights-initiative/</a>
			Paducah Public Schools	Kentucky	
Education Elements Inc.		<a href="http://edelements.com/">edelements.com/</a>	Piedmont City Schools	Alabama	
			Fairbanks North Star Borough School District	Alaska	
			Yuma School District 1	Arizona	
			Hartford Public Schools	Connecticut	
			Fulton County Schools	Georgia	
			Metropolitan School District of Warren Township	Indiana	
			Wake County Public School System	North Carolina	
			Enlarged City School District of Middletown	New York	
			Syracuse City School District	New York	
			Wayne-Finger Lakes BOCES	New York	
			Ossining Union Free School District	New York	
			Horry County Schools	South Carolina	
			Canyons School District	Utah	
			Loudoun County Public Schools	Virginia	
			Racine Unified School District	Wisconsin	
			Uinta County School District 1	Wyoming	
Educational Equity Consultants LLC	\$302,055	<a href="http://eec4justice.com/">eec4justice.com/</a>	Santa Barbara School District	California	<a href="https://defendinged.org/report/educational-equity-consultants-llc/">defendinged.org/report/educational-equity-consultants-llc/</a>
			Santa Maria School District	California	
			Alton School District	Illinois	
			Bethalto School District	Illinois	
			Blue Springs School District	Illinois	
			Cahokia School District #187	Illinois	
			East St. Louis School District	Illinois	
			Joliet School District	Illinois	



Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Madison School District	Illinois	
			Matteson School District	Illinois	
			Minooka Central Consolidated School District 201	Illinois	
			Southern Illinois University Edwardville East St. Louis Charter School	Illinois	
			Thorton School District	Illinois	
			Kansas City School District	Kansas	
			Topeka Kansas Public School District	Kansas	
			Affton School District	Missouri	
			Alta Vista School District	Missouri	
			Aurora School District	Missouri	
			Belton School District	Missouri	
			Biome School	Missouri	
			Brentwood School District	Missouri	
			Clayton School District	Missouri	
			DeSmet Jesuit High School	Missouri	
			Ferguson-Florissant School District	Missouri	
			Hazelwood School District	Missouri	
			Human Relations Commission	Missouri	
			Jennings School District	Missouri	
			Kirkwood School District	Missouri	
			2021 - Ladue School District, \$8,775	Missouri	
			3/20/19 - Lee's Summit School District, \$97,512.50	Missouri	
			2018-2020 - North Kansas City Public School District, \$95,767	Missouri	
			Parkway School District	Missouri	
			Pattonville School District	Missouri	
			Rockwood School District	Missouri	
			Rosati Kain High School	Missouri	
			St. John Vianney High School	Missouri	
			St. Louis Professional Development Schools Collaborative	Missouri	
			2018-2020 - St. Louis Public Schools, \$100,000	Missouri	
			University Academy	Missouri	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			University City School District	Missouri	
			University of Missouri St. Louis School of Education	Missouri	
			Webster Groves School District	Missouri	
			Buffalo, New York School District	New York	
			Dallastown Area School District	Pennsylvania	
			Montgomery County School District	Virginia	
EduSigner LLC	\$12,000	<a href="https://edusigner.com/">edusigner.com/</a>	7/15/2021 - Kansas City Public Schools, \$12,000	Missouri	<a href="https://defendinged.org/report/edusigner-llc/">defendinged.org/report/edusigner-llc/</a>
Edyoucan Consulting Inc.	\$29,500		2020-2021 - Berlin Public Schools, \$29,500	Connecticut	<a href="https://defendinged.org/report/tonya-claiborne/">defendinged.org/report/tonya-claiborne/</a>
			Glastonbury Public Schools	Connecticut	
Elliott Educational Services		<a href="https://elliotteducation-alservices.com/about-us">elliotteducation-alservices.com/about-us</a>	Etiwanda School District	California	
			Piper Preschool Santa Monica	California	
Enid Lee Consultants		<a href="https://enidlee.com/">enidlee.com/</a>	Kitayama & Pioneer Elementary School	California	
Epoch Education		<a href="https://epocheducation.com/">epocheducation.com/</a>	Antioch Unified School District	California	
			Folsom Cordova United School District	California	
			Kipp Bay Area Schools	California	
			Los Gatos High School	California	
			Murrieta Valley Unified School District	California	
			Riverside Unified School District	California	
			Ross Valley School District	California	
			San Juan Unified School District	California	
			Sonoma Valley Unified School District	California	
Equity Alliance MN	\$179,244	<a href="https://equityalliancemn.org/about/">equityalliancemn.org/about/</a>	5/5/2021 - Centennial Public Schools, \$125,000	Minnesota	<a href="https://defendinged.org/report/equity-alliance-mn/">defendinged.org/report/equity-alliance-mn/</a>
			Forest Lake Area Schools	Minnesota	
			Inver Grove Heights Schools	Minnesota	
			Northfield Public Schools	Minnesota	
			Roseville Area Schools	Minnesota	
			10/14/2020 - Sartell-St. Stephen School District, \$54,243.75	Minnesota	
			South St. Paul Schools	Minnesota	
			White Bear Lake Area Schools	Minnesota	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
<b>Equity Collaborative (The)</b>	\$348,167	<a href="http://theequitycollaborative.com/about-the-equity-collaborative/">theequitycollaborative.com/about-the-equity-collaborative/</a>	2020 - Loudoun County Public Schools, \$34,167	Virginia	<a href="https://defendinged.org/report/the-equity-collaborative/">defendinged.org/report/the-equity-collaborative/</a>
			2019 - Loudoun County Public Schools, \$314,000	Virginia	
<b>Equity Literacy Institute</b>		<a href="http://edchange.org/">edchange.org/</a>	Kent Intermediate School District	Michigan	
<b>Fleur Larsen Facilitation</b>	\$3,600	<a href="http://fleurlarsenfacilitation.com/">fleurlarsenfacilitation.com/</a>	8/13/2018 - Bainbridge Island School District #303, \$1,500	Washington	<a href="https://defendinged.org/report/fleur-larsen-facilitation/">defendinged.org/report/fleur-larsen-facilitation/</a>
			10/26/2017 - Bainbridge Island School District #303, \$2,100	Washington	
<b>FourPoint Education Partners LLC</b>		<a href="http://fourpointeducation.com/">fourpointeducation.com/</a>	Arkansas Department of Education	Arkansas	
			Los Angeles County Office of Education	California	
			Los Angeles Unified School District Charter School Special Needs Services Project	California	
			Santa Clara County Office of Education	California	
			Denver Public Schools	Colorado	
			Hartford Public Schools	Connecticut	
			District of Columbia Office of the State Superintendent of Education	District of Columbia	
			Broward County Public Schools	Florida	
			Hillsborough County Public Schools	Florida	
			Lee County, Florida	Florida	
			Hawaii Department of Education	Hawaii	
			Hawaii Charter School Commission	Hawaii	
			Champaign Unit School District #4	Illinois	
			Waukegan CUSD #60	Illinois	
			Council Bluffs CSD	Iowa	
			Topeka Kansas Public School District	Kansas	
			Kansas City Public Schools	Missouri	
			Crete Public Schools	Nebraska	
			Grand Island Public Schools	Nebraska	
			Omaha Public Schools	Nebraska	
			Camden City Public Schools	New Jersey	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Jersey City	New Jersey	
			Buffalo	New York	
			Tuxedo Union Free School District	New York	
			Charlotte-Mecklenburg Schools	North Carolina	
			Guilford County	North Carolina	
			School District of Philadelphia	Pennsylvania	
			Tulsa	Oklahoma	
			Providence Public Schools	Rhode Island	
			Metro Nashville Public Schools	Tennessee	
			Alief Independent School District	Texas	
			Texas Education Agency	Texas	
			San Marcos Independent School District	Texas	
			Alexandria City Public Schools, Virginia	Virginia	
			Fairfax County Public Schools	Virginia	
			Racine USD	Wisconsin	
Generation Ready Inc.	\$115,000	<a href="http://generationready.com/">generationready.com/</a>	7/16/2019 - ABC School District, \$42,000	California	<a href="https://defendinged.org/report/generation-ready/">defendinged.org/report/generation-ready/</a>
			8/1/2018 - Joliet Public School District No. 86, \$73,000	Illinois	
Glasgow Group		<a href="http://theglasgowgroup.org/">theglasgowgroup.org/</a>			
Gooden, Mark	\$170,500		7/27/2020 - Eanes Independent School District, \$170,500	Texas	<a href="https://defendinged.org/report/mark-gooden/">defendinged.org/report/mark-gooden/</a>
Hackman Consulting Group		<a href="http://hackmanconsultinggroup.org/">hackmanconsultinggroup.org/</a>			
Hannah-Jones, Nikole		<a href="http://nikolehannahjones.com/">nikolehannahjones.com/</a>	2021 - Oregon Department of Education, \$50,000	Oregon	
Heinemann	\$48,215	<a href="http://heinemann.com/aboutus.aspx">heinemann.com/aboutus.aspx</a>	Torrance Unified School District	California	<a href="https://defendinged.org/report/heinemann/">defendinged.org/report/heinemann/</a>
			2020-2021 - Berlin Public Schools, \$48,215.44	Connecticut	
			Naperville CUSD 203	Illinois	
			West Windsor-Plainsboro Regional SD	New Jersey	
Howard, Tyrone	\$82,500	<a href="http://hnhco.com/people/tyrone-howard#">hnhco.com/people/tyrone-howard#</a>	2019-2021 - Cypress-Fairbanks Independent School District, \$82,500 (117,446 Students)	Texas	<a href="https://defendinged.org/report/the-howard-group/">defendinged.org/report/the-howard-group/</a>
Insight Education Group Inc.	\$434,050	<a href="http://insighteducationgroup.com/">insighteducationgroup.com/</a>	Colonial School District	Delaware	<a href="https://defendinged.org/report/insight-education-group/">defendinged.org/report/insight-education-group/</a>

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			2016-2018 - Delaware Department of Education, \$411,650	Delaware	
			2019-2020 - Delaware Department of Education, \$22,400	Delaware	
			DC Public Schools	District of Columbia	
			School District of Palm Beach County	Florida	
			Newton County Public Schools	Georgia	
			Metropolitan School District of Decatur Township	Indiana	
			Baltimore City Schools	Maryland	
			St. Mary's County Schools	Maryland	
			Grand Rapids Public Schools	Michigan	
			Midlands Public Schools	Michigan	
			Jackson Public Schools	Mississippi	
			Syracuse City School District	New York	
			Guilford Public Schools	North Carolina	
			Ohio Department of Education	Ohio	
			Avonworth School District	Pennsylvania	
			Marion County School District	South Carolina	
			Marlboro County School District	South Carolina	
			Shelby County Schools	Tennessee	
			Gainesville Independent School District	Texas	
			Greenville Independent School District	Texas	
			Roanoke City Public Schools	Virginia	
Islamic Networks Group		<a href="#">ing.org/</a>	Berkeley Unified School District	California	<a href="#">defendinged.org/report/islamic-networks-group/</a>
			Brentwood Union School District	California	
			Gilroy Unified School District	California	
			Menlo Park City Elementary School District	California	
			Milpitas Union School District	California	
			Mt. Diablo Unified School District	California	
			Oakland Unified School District	California	
			San Diego County Office of Education	California	
			4/18/2019 - San Francisco Unified School District, \$0.00	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			San Ramon Valley Unified School District	California	
			Santa Clara County Office of Education	California	
			West Contra Costa Unified School District	California	
			Manchester School District	New Hampshire	
Jamilah Pitts Consulting LLP	\$1,200	<a href="#">jamilahpitts.com/</a>	3/24/2021 - Ipswich Public Schools, \$1,200	Massachusetts	<a href="#">defendinged.org/report/jamilah-pitts-consulting-lls/</a>
Jay B. Marks and Associates Educational Consulting Services Inc.		<a href="#">oaklandschoolsmi.com/2017/09/26/employee-focus-jay-marks-diversity-and-equity-consultant/</a>	Bloomfield	Michigan	<a href="#">defendinged.org/report/jay-b-marks-and-associates-educational-consulting-services-inc/</a>
			Chippewa Valley Schools	Michigan	
			Grand Blanc Community Schools	Michigan	
			6/18/2021 - Oakland Schools	Michigan	
			West Bloomfield School District	Michigan	
John Lenssen and Associates			Portland Public Schools	Oregon	
			Gresham-Barlow School District	Oregon	
			Clatskanie School District	Oregon	
			Greater Albany Public Schools	Oregon	
			Lake Oswego School District	Oregon	
			Tigard-Tualatin School District	Oregon	
			West Linn-Wilsonville School District	Oregon	
Jones, Erin	\$6,000		2/2/2021 - Bainbridge Island School District #303, \$1,000	Washington	<a href="#">defendinged.org/report/erin-jones/</a>
			7/31/2020 - Bainbridge Island School District #303, \$5,000	Washington	
Kendi, Ibram	\$69,000	<a href="#">ibramxkendi.com/about</a>	6/8/2021 - Charlotte-Mecklenburg Schools, \$25,000	North Carolina	<a href="#">defendinged.org/report/boston-university-center-for-antiracist-research/</a>
			9/2020 - Fairfax County Public Schools, \$24,000	Virginia	
			8/6/2020 - Fairfax County Public Schools, \$20,000	Virginia	



Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
Kobett, Beth	\$500	<a href="https://stevenson.edu/academics/undergraduate-programs/elementary-education/blog-beth-kobett-promoted-to-professor-of-education">stevenson.edu/academics/undergraduate-programs/elementary-education/blog-beth-kobett-promoted-to-professor-of-education</a>	2/28/2021 - Oakland Schools, \$500	Michigan	<a href="https://defendinged.org/report/beth-kobett/">defendinged.org/report/beth-kobett/</a>
Leadership Academy	\$233,940	<a href="https://leadershipacademy.org/">leadershipacademy.org/</a>	Los Angeles Unified School District	California	<a href="https://defendinged.org/report/nyc-leadership-academy/">defendinged.org/report/nyc-leadership-academy/</a>
			Miami-Dade Public Schools	Florida	
			2017-2020 - Hillsborough County Public Schools, \$34,840	Florida	
			2020 - Hillsborough County Public Schools, \$24,500	Florida	
			11/14/2017 - Hillsborough County Public Schools, \$125,000	Florida	
			Orange County Public Schools	Florida	
			The School District of Palm Beach County	Florida	
			St. Lucie Public Schools	Florida	
			New York City Department of Education	New York	
			2/8/2021 - Fairfax County Public Schools, \$49,600	Virginia	
			Gwinnett County Public Schools	Virginia	
			Henrico County Public Schools	Virginia	
			Hopewell City Public Schools	Virginia	
			Sussex County Public Schools	Virginia	
Leadership Collaborative (The)		<a href="https://theleadershipcollaborative.org/about-us/">theleadershipcollaborative.org/about-us/</a>			
Leading Impact Now LLC					
LiberatED LLC	\$10,500	<a href="https://denasimmons.com/">denasimmons.com/</a>	2/26/2021 - Naperville School District 203, \$10,500	Illinois	<a href="https://defendinged.org/report/liberated-llc/">defendinged.org/report/liberated-llc/</a>
Logan Consulting Services LLC	\$23,550	<a href="https://drloganspeaks.com/">drloganspeaks.com/</a>	8/29/2019 - Evanston Skokie School District 65, \$23,550	Illinois	<a href="https://defendinged.org/report/logan-consulting-services-llc/">defendinged.org/report/logan-consulting-services-llc/</a>
Love Educational Services LLC	\$22,500	<a href="https://bettinalove.com/">bettinalove.com/</a>	7/1/2020 - 8/28/2020 - San Diego Unified School District, \$11,000	California	<a href="https://defendinged.org/report/love-educational-services-llc/">defendinged.org/report/love-educational-services-llc/</a>
			Castro Valley Unified School District	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			2/18/2021 - Oakland Schools, \$8,000	Michigan	
			Newark Board of Education	New Jersey	
			5/20/2021 - Charleston County School District, \$3,500	South Carolina	
			Madison Metropolitan School District	Wisconsin	
Luminous Minds Project	\$500		2/15/2018 - Bainbridge Island School District #303, \$500	Washington	<a href="https://defendinged.org/report/luminous-minds-project/">defendinged.org/report/luminous-minds-project/</a>
Maine Intercultural Communication Consultants	\$6,046	<a href="https://maineintercultural.com/">maineintercultural.com/</a>	7/26/2020 - Maine School Administrative District #72, \$6,046	Maine	<a href="https://defendinged.org/report/maine-intercultural-communication-consultants/">defendinged.org/report/maine-intercultural-communication-consultants/</a>
Make It Plain Consulting		<a href="https://mipellc.com/">mipellc.com/</a>	Fort Thomas Independent Schools	Kentucky	
			Kenton County School District	Kentucky	
Mid-Atlantic Equity Consortium, Inc.	\$604,115	<a href="https://maec.org/">maec.org/</a>	Christina School District	Delaware	<a href="https://defendinged.org/report/mid-atlantic-equity-consortium-inc/">defendinged.org/report/mid-atlantic-equity-consortium-inc/</a>
			Smithsonian-DCPS Magnet Schools	District of Columbia	
			Kennebunk	Maine	
			Portland	Maine	
			9/9/2020 - Regional School Unit 5, \$49,755	Maine	
			8/2/2021 - Regional School Unit 5, \$680	Maine	
			9/28/2020 - Regional School Unit 5, \$25,000	Maine	
			7/20/2021 - Regional School Unit 5, \$34,000	Maine	
			Regional School Unit 21	Maine	
			Scarborough	Maine	
			South Portland	Maine	
			Westbrook Public Schools	Maine	
			Baltimore City Public Schools	Maryland	
			2/15/2013 - Calvert County Public Schools, \$40,000	Maryland	
			Charles County Public Schools	Maryland	
			Frederick County	Maryland	
			11/10/2020 - Montgomery County Public Schools, \$454,680	Maryland	
			Detroit Public Schools	Michigan	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			South Portland School Department	Oregon	
			Allentown School District	Pennsylvania	
			Chambersburg Area School District	Pennsylvania	
			Claysburg-Kimmel School District	Pennsylvania	
			Coatesville Area School District	Pennsylvania	
			Cumberland Valley School District	Pennsylvania	
			Erie County School District	Pennsylvania	
			Juniata County School District	Pennsylvania	
			Lancaster School District	Pennsylvania	
			Northwestern Lehigh	Pennsylvania	
			Pittsburgh School District	Pennsylvania	
			Plum Borough School District	Pennsylvania	
			Reading School District	Pennsylvania	
			Saucon Valley School District	Pennsylvania	
			School District of Philadelphia	Pennsylvania	
			Southern Lehigh School District	Pennsylvania	
			Lynchburg City Schools	Virginia	
			Manassas Park City Schools	Virginia	
			Norfolk Public Schools	Virginia	
<b>Midwest and Plains Equity Assistance Center</b>	\$4,589	<a href="http://greatlakesequity.org/">greatlakesequity.org/</a>	4/24/2018 - Lawrence Public Schools, \$1,693	Kansas	<a href="http://defendinged.org/report/midwest-and-plains-equity-assistance-center/">defendinged.org/report/midwest-and-plains-equity-assistance-center/</a>
			5/10/2019 - Lawrence Public Schools, \$2,215.95	Kansas	
			6/28/2019 - Lawrence Public Schools, \$680	Kansas	
<b>Minor Collective LLC (The)</b>		<a href="http://kassandcorn.com/about-us/">kassandcorn.com/about-us/</a>	Los Angeles Unified School District	California	
<b>Moirao, Daniel</b>	\$55,000		8/15/2021 - Joliet School District, \$55,000	Illinois	<a href="http://defendinged.org/report/daniel-moriao/">defendinged.org/report/daniel-moriao/</a>
<b>Monarch Training and Development LLC</b>	\$3,500	<a href="http://monarchtd.com/">monarchtd.com/</a>	1/20/2020 - Ames Community School District, \$3,500	Iowa	<a href="http://defendinged.org/report/monarch-training-and-development-llc/">defendinged.org/report/monarch-training-and-development-llc/</a>
<b>Muhammad, Gholnecsar   HILL Pedagogies LLC</b>	\$756,771	<a href="http://education.gsu.edu/profile/gholnecsar-muhammad">education.gsu.edu/profile/gholnecsar-muhammad</a>	2018 - US Department of Education, \$749,896	District of Columbia	<a href="http://defendinged.org/report/gholnecsar-muhammad/">defendinged.org/report/gholnecsar-muhammad/</a>
			Castro Valley Unified School District	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Los Angeles Unified School District	California	
			9/27/2020 - Naperville School District 203, \$2,875	Illinois	
			12/1/2021 - Olentangy Local School District, \$4,000	Ohio	
<b>National Education Association</b>					
<b>National Equity Project</b>	\$2,879,655	<a href="http://nationalequityproject.org/">nationalequityproject.org/</a>	7/15/2020 - Alameda Unified School District, \$61,250	California	<a href="http://defendinged.org/report/national-equity-project/">defendinged.org/report/national-equity-project/</a>
			7/15/2020 - Alameda Unified School District, \$25,000	California	
			7/10/2020 - Alameda Unified School District, \$25,000	California	
			7/1/2020 - Alameda Unified School District, \$50,000	California	
			3/20/2020 - Alameda Unified School District, \$46,250	California	
			6/12/2019 - Alameda Unified School District, \$19,000	California	
			8/10/2020 - Cupertino Union School District, \$29,800	California	
			2019-2020 - Jefferson Elementary School District, \$35,500	California	
			8/23/2019 - Menlo Park City School District, \$5,600	California	
			9/4/2015 - Menlo Park City School District, \$798	California	
			2016-2017 - Novato Unified School District, \$139,000	California	
			10/11/2012 - Oakland Public Schools, \$50,000	California	
			5/15/2019 - Palo Alto Unified School District, \$3,600	California	
			2020-2021 - San Francisco Unified School District, \$16,000	California	
			2019-2020 - San Francisco Unified School District, \$20,000	California	
			6/20/2019 - San Francisco Unified School District, \$4,800	California	
			2019-2020 - San Francisco Unified School District, \$130,000	California	
			2018-2019 - San Francisco Unified School District, \$20,000	California	
			Aspire Public Schools	California	
			Berkeley Unified School District	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Campbell Union High School District	California	
			Camino Nuevo Charter Academy	California	
			Educate 78	California	
			Emery Unified School District	California	
			Green Oak Public Schools of California	California	
			Hayward Unified School District	California	
			Healdsburg Unified School District	California	
			Jefferson Elementary School District	California	
			Lighthouse Community Public Schools	California	
			Los Angeles Unified School District	California	
			Milpitas Unified School District	California	
			Monterey County Office of Education	California	
			Oakland Unified School District	California	
			Partners in School Innovation, San Francisco	California	
			Partnership for Los Angeles Schools	California	
			Sacramento City Unified School District	California	
			San Diego County Office of Education	California	
			San Diego Unified School District	California	
			San Jose Unified School District	California	
			San Mateo County Office of Education	California	
			San Rafael City Schools	California	
			Santa Clara County Office of Education	California	
			Santa Rosa Public Schools	California	
			Tamalpais Union High School District	California	
			Tulare County Office of Education	California	
			Vallejo City Unified School District	California	
			West Contra Costa Unified District	California	
			Denver Public Schools	Colorado	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Chicago Public Schools	Illinois	
			7/31/2021 - Forest Park School District 91, \$70,000	Illinois	
			10/28/2020 - Forest Park School District 91, \$20,000	Illinois	
			6/1/2019 - Forest Park School District 91, \$47,520	Illinois	
			1/1/2018 - Forest Park School District 91, \$40,000	Illinois	
			Oak Park District 97, Oak Park	Illinois	
			River Forest Public Schools District 90	Illinois	
			Rockford Public Schools	Illinois	
			Waukegan Community Unit School District 60	Illinois	
			Battle Creek Public Schools, Battle Creek	Michigan	
			Bloomfield Hills Public Schools	Michigan	
			2020-2021 - Grand Rapids Public Schools, \$30,500	Michigan	
			2014-2015 - Grand Rapids Public Schools, \$160,000	Michigan	
			2013-2014 - Grand Rapids Public Schools, \$301,375	Michigan	
			2012-2015 - Grand Rapids Public Schools, \$215,625	Michigan	
			2012-2015 - Grand Rapids Public Schools, \$965,842	Michigan	
			2011-2013 - Grand Rapids Public Schools, \$347,195	Michigan	
			Clark County School District	Nevada	
			Tulsa Public Schools	Oklahoma	
			Forest Grove School District	Oregon	
			Hood River County School District	Oregon	
			Lake Oswego School District	Oregon	
			North Clackamas School District	Oregon	
			Springfield Public Schools	Oregon	
			Mastery Charter Schools, Germantown	Pennsylvania	
			Spring Branch School District	Texas	
			Federal Way Public Schools	Washington	
			Thrive Washington	Washington	



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			Madison Metropolitan School District	Wisconsin	
Natural Inclination		<a href="http://aninclination.com/about">aninclination.com/about</a>	South Middleton School District	Pennsylvania	
New York University Steinhardt School of Culture, Education, and Human Development, Metropolitan Center for Research on Equity and the Transformation of Schools	\$163,800	<a href="http://steinhardt.nyu.edu/">steinhardt.nyu.edu/</a>	Westport School District	Connecticut	<a href="http://defendinged.org/report/new-york-university-steinhardt-school-of-culture-education-and-human-development-metropolitan-center-for-research-on-equity-and-the-transformation-of-schools/">defendinged.org/report/new-york-university-steinhardt-school-of-culture-education-and-human-development-metropolitan-center-for-research-on-equity-and-the-transformation-of-schools/</a>
			Florida Atlantic University HS	Florida	
			The School District of Palm Beach County	Florida	
			Chicago Public Schools	Illinois	
			Boston Public Schools	Massachusetts	
			Detroit Public Schools Community District	Michigan	
			Albany Public Schools	New York	
			Arlington Central School District	New York	
			Brighton Central School District	New York	
			Buffalo Public Schools	New York	
			Chappaqua Central School District	New York	
			Dobbs Ferry School District	New York	
			Hempstead Union Free School District	New York	
			09/01/2020 - Irvington Union Free School District, \$63,600	New York	
			7/15/2021 - Jamesville-Dewitt Central School District, \$100,200	New York	
			Katonah-Lewisboro School District	New York	
			North Salem Central School District	New York	
			Ossining Union Free School District	New York	
			Pelham School District	New York	
			Rochester Public School	New York	
			Rye City School District	New York	
			Schenectady Public Schools	New York	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Westbury Union Free Public School District	New York	
			Syracuse Public Schools	North Carolina	
			Avonworth School District	Pennsylvania	
Newsela Inc.	\$1,907,186		2019-2021 - Orange County Public Schools, \$1,907,186	Florida	<a href="http://defendinged.org/report/newslea-inc/">defendinged.org/report/newslea-inc/</a>
Nicole Anderson and Associates Consulting LLC	\$479,250	<a href="http://nicoleanderson-consulting.com/">nicoleanderson-consulting.com/</a>	2020-2021 - Alameda County Office of Education, \$30,000	California	<a href="http://defendinged.org/report/nicole-anderson-and-associates-consulting/">defendinged.org/report/nicole-anderson-and-associates-consulting/</a>
			2019-2020 - Alameda County Office of Education, \$52,500	California	
			2018-2019 - Alameda County Office of Education, \$28,750	California	
			2021 - Fairfield-Suisun Unified School District, \$4,000	California	
			2019 - Fairfield-Suisun Unified School District, \$2,500	California	
			2021 - Folsom- Cordova Unified School District, \$1,500	California	
			2020 - Hemet Unified School District, \$1,500	California	
			ABC Unified School District	California	
			Adelanto Elementary School District	California	
			Albany Unified School District	California	
			Anaheim Elementary School District	California	
			Bakersfield City Unified School District	California	
			California Department Of Education	California	
			Central Union School District	California	
			Del Norte County School District	California	
			Elk Grove Unified School District	California	
			EQ Schools	California	
			Evergreen Unified School District	California	
			Fall River Unified School District	California	
			Fresno Unified School District	California	
			Hacienda La Puente Unified School District	California	
			Highlands Community Charter Schools	California	
			Humboldt County Office Of Education	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Jefferson Union High School District	California	
			Los Angeles County Office of Education	California	
			Lynwood Unified School District	California	
			Manteca Unified School District	California	
			Monterey Peninsula Unified School District	California	
			4/1/2021 - Mt. Diablo Unified School District, \$8,000	California	
			9/9/2020 - Moreno Valley Unified School District, \$210,000	California	
			12/17/2019 - Moreno Valley Unified School District, \$54,000	California	
			Murrieta Valley Unified School District	California	
			Napa Valley Unified School District	California	
			Natomas Unified School District	California	
			Pacific Collegiate Charter School	California	
			Pittsburg Unified School District	California	
			Rialto Unified School District	California	
			Riverbank Unified School District	California	
			Salinas City School District	California	
			Salinas Union High School District	California	
			San Bernardino County Office Of Education	California	
			8/13/2020 - San Diego County Office Of Education, \$36,000	California	
			7/1/2018 - San Diego County Office Of Education, \$10,000	California	
			San Diego Unified School District	California	
			San Luis Obispo County Office Of Education	California	
			San Mateo School District	California	
			Santa Clara County Office Of Education	California	
			Sausalito-Marín School District	California	
			Solano County Office Of Education	California	
			Stockton Unified School District	California	
			Sunnyvale School District	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			2021 - Vacaville Unified School District, \$24,000	California	
			2020 - Vacaville Unified School District, \$12,000	California	
			2019 - Vacaville Unified School District, \$4,500	California	
			Vallejo Unified School District	California	
			Victor Valley Union High School District	California	
			Vista Unified School District	California	
			Washington Unified School District	California	
			Yolo County Office of Education	California	
			Lewisville Independent School District	Texas	
One World Consulting Services	\$42,000	<a href="http://oneworldconsulting.com/">oneworldconsulting.com/</a>	9/23/2020 - Alamo Heights, \$42,000	Texas	<a href="http://defendinged.org/report/one-world-consulting-services/">defendinged.org/report/one-world-consulting-services/</a>
Othering and Belonging Institute		<a href="http://belonging.berkeley.edu/">belonging.berkeley.edu/</a>	Sacramento City Unified School District	California	
Our Transformation of Education			Salinas Union High School District	California	
Pacific Educational Group Inc.	\$1,971,673	<a href="http://courageousconversation.com/">courageousconversation.com/</a>	7/29/2020 - Acalenes Union High School District, \$30,000	California	<a href="http://defendinged.org/report/pacific-education-al-group-inc/">defendinged.org/report/pacific-education-al-group-inc/</a>
			8/1/2019 - Acalenes Union High School District, \$50,000	California	
			8/30/2018 - Acalenes Union High School District, \$69,450	California	
			8/17/2017 - 4/16/2018 - Acalenes Union High School District, \$54,750	California	
			3/9/2017 - Acalenes Union High School District, \$2,375	California	
			9/21/2016 - Acalenes Union High School District, \$9,500	California	
			6/30/2016 - Acalenes Union High School District, \$2,500	California	
			4/28/2016 - Acalenes Union High School District, \$5,000	California	
			2018-2019 - Monterey Peninsula Unified School District, \$56,600	California	
			2017-2018 - Monterey Peninsula Unified School District, \$77,200	California	
			4/26/2017 - Monterey Peninsula Unified School District, \$17,150	California	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			California Department of Education	California	
			Lodi Unified School District	California	
			Oakland	California	
			San Leandro Unified School District	California	
			Cherry Creek Schools	Colorado	
			Greenwich Public Schools	Connecticut	
			New Haven Public Schools	Connecticut	
			DC Public Schools	District of Columbia	
			Broward County Public Schools	Florida	
			District 65	Florida	
			Bibb County	Georgia	
			Chicago Public Schools	Illinois	
			2020-2021 - Evanston/Skokie School District 65, \$5,500	Illinois	
			8/26/2019 - Evanston/Skokie School District 65, \$3,000	Illinois	
			11/15/2018 - Oak Park and River Forest High School District, \$15,000	Illinois	
			8/5/2015 - Oak Park and River Forest High School District, \$11,150	Illinois	
			New Trier	Illinois	
			2/19/2021 - Lawrence Public Schools, \$103,625	Kansas	
			12/31/2018 - Lawrence Public Schools, \$754,673.45	Kansas	
			Topeka Public Schools	Kansas	
			2015-2016 - Baltimore County Public Schools, \$182,300	Maryland	
			2014-2015 - Baltimore County Public Schools, \$315,000	Maryland	
			2013-2014 - Baltimore County Public Schools, \$100,600	Maryland	
			2013 - Baltimore County Public Schools, \$106,300	Maryland	
			Talbot County Public Schools	Maryland	
			Ann Arbor	Michigan	
			Edina	Minnesota	
			Minneapolis	Minnesota	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Osseo Area Schools	Minnesota	
			Rosemount-Apple Valley-Eagan	Minnesota	
			South Washington County	Minnesota	
			St. Paul Public Schools	Minnesota	
			Tredyffrin / Easttown School District	New Jersey	
			Rochester City School District	New York	
			Tigard-Tualatin School District 23J	Oregon	
			Pittsburgh Public Schools	Pennsylvania	
			Fort Worth Independent School District	Texas	
			South Burlington	Vermont	
			Albemarle	Virginia	
			Arlington Public Schools	Virginia	
			Bellevue School District	Washington	
			Lee’s Summit Schools	Washington	
			Seattle Public Schools	Washington	
			Madison Metropolitan School District	Wisconsin	
			Milwaukee Public Schools	Wisconsin	
			Sun Prairie Area School District	Wisconsin	
Paige, Christian	\$2,500		2/7/2020 - Bainbridge Island School District #303, \$2,500	Washington	<a href="https://defendinged.org/report/christian-paige/">defendinged.org/report/christian-paige/</a>
Panorama Education Inc.	\$5,200,685	<a href="https://panoramaed.com/">panoramaed.com/</a>	5/24/2021 - Moreno Valley Unified School District, \$95,000	California	<a href="https://defendinged.org/report/panorama-education-inc/">defendinged.org/report/panorama-education-inc/</a>
			9/24/2020 - Moreno Valley Unified School District, \$204,000	California	
			2/26/2020 - Moreno Valley Unified School District, \$89,000	California	
			1/27/2020 - Moreno Valley Unified School District, \$54,000	California	
			1/7/2020 - Moreno Valley Unified School District, \$12,000	California	
			6/24/2019 - Moreno Valley Unified School District, \$12,000	California	
			2/21/2019 - Moreno Valley Unified School District, \$89,000	California	
			7/13/2021 - Fresno Unified School District, \$85,000	California	
			7/27/2020 - Fresno Unified School District, \$85,000	California	



Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			10/3/2019 - Fresno Unified School District, \$5,000	California	
			8/28/2019 - Fresno Unified School District, \$80,000	California	
			8/16/2018 - Fresno Unified School District, \$80,000	California	
			11/7/2017 - Fresno Unified School District, \$80,684	California	
			2/24/2017 - Fresno Unified School District, \$80,000	California	
			3/14/2016 - Fresno Unified School District, \$27,000	California	
			2021-2022 - Hawaii Department of Education, \$1,451,110.50	Hawaii	
			6/10/2019 - Woodridge School District 68, \$82,800	Illinois	
			5/14/2020 - Shawnee, \$54,050	Kansas	
			7/1/2019 - Maine School Administrative District #72, \$4,000	Maine	
			7/3/2018 - Maine School Administrative District #72, \$3,500	Maine	
			7/1/2017 - Maine School Administrative District #72, \$2,000	Maine	
			7/5/2016 - Maine School Administrative District #72, \$2,000	Maine	
			9/1/2015 - Maine School Administrative District #72, \$2,000	Maine	
			6/8/2021 - Fairfax County Public Schools, \$2,445,300	Virginia	
			3/23/2021 - Monongalia County School District, \$76,240	West Virginia	
<b>Paraclete Partnerships LLC</b>	\$10,000	<a href="http://paracletepartnerships.com/">paracletepartnerships.com/</a>	8/24/2020 - Oak Park and River Forest High School, \$10,000	Illinois	<a href="https://defendinged.org/report/paraclete-partnerships-llc/">defendinged.org/report/paraclete-partnerships-llc/</a>
<b>Past Present Future Consulting &amp; Media LLC</b>	\$255,336		2021 - Ames Community School, \$2,500	Iowa	<a href="https://defendinged.org/report/past-present-future-consulting-media-llc/">defendinged.org/report/past-present-future-consulting-media-llc/</a>
			2018-2021 - Ames Community School District, \$232,036	Iowa	
			Ankeny Community School District	Iowa	
			2021 - Clear Creek Amana School District, \$10,800	Iowa	
			Edmund Burke School	District of Columbia	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Sheridan School	District of Columbia	
<b>Pollyanna Inc.</b>					
<b>Project Implicit</b>		<a href="http://projectimplicit.net/">projectimplicit.net/</a>			
<b>Racial Equity Consultants</b>		<a href="http://racialequityconsultants.com/">racialequityconsultants.com/</a>	Bethel Schools, Spanaway	Washington	
			Renton School District		
			Seattle Public Schools		
			Snoqualmie Valley School District		
			Superintendent of Public Instruction		
<b>Racing to Equity</b>		<a href="http://racingtoequity.org/">racingtoequity.org/</a>	Denver Public Schools	Colorado	
			Bellevue School District	Washington	
			Edmonds School District	Washington	
			Foundation for Edmonds School District	Washington	
			Highline Public Schools, Burien	Washington	
			Issaquah School District 411	Washington	
			Maryville School District	Washington	
			Mukilteo School District, Everett	Washington	
			Seattle Public Schools	Washington	
			Snohomish School District	Washington	
			Washington Education Association	Washington	
<b>Reynolds, Jason</b>	\$8,000	<a href="http://jasonwritesbooks.com/">jasonwritesbooks.com/</a>	4/15/2021 - Arlington Public Schools, \$8,000 (28,020 Students)	Virginia	<a href="https://defendinged.org/report/reynolds-jason/">defendinged.org/report/reynolds-jason/</a>
<b>Saxman Consulting LLC</b>	\$8,000		3/25/2021 - Evanston Township High School District 202, \$8,000	Illinois	<a href="https://defendinged.org/report/saxman-consulting-llc/">defendinged.org/report/saxman-consulting-llc/</a>
<b>Scholar First LLC (The)   Tammy Campbell</b>	\$77,000	<a href="http://thescholarfirst.com/">thescholarfirst.com/</a>	6/15/2021 - Grand Rapids Public Schools, \$70,000	Michigan	<a href="https://defendinged.org/report/tammy-campbell/">defendinged.org/report/tammy-campbell/</a>
			5/15/2021 - Grand Rapids Public Schools, \$7,000	Michigan	
<b>Seed Project (The)</b>		<a href="http://nationalseedproject.org/">nationalseedproject.org/</a>	The Hewitt School	New York	
			Arlington Public Schools	Virginia	
<b>Soltar, Steven D.</b>	\$1,350		3/6/2018 - Bainbridge Island School District #303, \$1,350	Washington	<a href="https://defendinged.org/report/steven-d-soltar/">defendinged.org/report/steven-d-soltar/</a>
<b>Solution Tree Inc.</b>	\$54,555	<a href="http://solutiontree.com/">solutiontree.com/</a>	9/2021 - White River School District, \$54,555 (4,089 Students)	Washington	<a href="https://defendinged.org/report/solution-tree-inc/">defendinged.org/report/solution-tree-inc/</a>

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
State Education Resource Center	\$1,100	<a href="https://ctserc.org/">ctserc.org/</a>	5/4/2021 - Berlin Public Schools, \$1,100	Connecticut	<a href="https://defendinged.org/report/state-education-re-source-center/">defendinged.org/report/state-education-re-source-center/</a>
Systematic Educational Equity LLC		<a href="https://systemicedequity.com/">systemicedequity.com/</a>			
Teachers College Reading and Writing Project	\$1,300	<a href="https://readingandwriting-project.org/">readingandwriting-project.org/</a>	2020-2021 - Berlin Public Schools, \$1,300	Connecticut	<a href="https://defendinged.org/report/teachers-college-reading-and-writing-project/">defendinged.org/report/teachers-college-reading-and-writing-project/</a>
Teaching for Change		<a href="https://teaching-forchange.org/about/what-we-do">teaching-forchange.org/about/what-we-do</a>			
Teaching While White		<a href="https://teachingwhile-white.org/">teachingwhile-white.org/</a>			
Tintiangco-Cubales, Allyson	\$26,000	<a href="https://aas.sfsu.edu/allyson-tintiang-co-cubales">aas.sfsu.edu/allyson-tintiang-co-cubales</a>	2018-2019 - San Francisco Unified School District, \$8,000	California	<a href="https://defendinged.org/report/allyson-tintiangco/">defendinged.org/report/allyson-tintiangco/</a>
			2018-2019 - San Francisco Unified School District, \$8,000	California	
			9/1/2019 - San Francisco Unified School District, \$10,000	California	
Transform the Collective Inc.	\$3,600		2/11/2019 - Oak Park and River Forest High School District No. 200, \$3,600	Illinois	<a href="https://defendinged.org/report/transform-the-collective-inc/">defendinged.org/report/transform-the-collective-inc/</a>
Truss Leadership	\$43,793	<a href="https://culturallyrespon-siveleadership.com/">culturallyrespon-siveleadership.com/</a>	2020 - Alameda Unified School District, \$320 (9,500 Students)	California	<a href="https://defendinged.org/report/truss-leadership/">defendinged.org/report/truss-leadership/</a>
			2021 - Bayshore Elementary School District, \$11,000 (378 Students)	California	
			10/28/2019 - Palo Alto Unified School District, \$32,473.13 (12,256 Students)	California	
Umoja Student Development Corporation	\$40,950	<a href="https://umojacorporation.org/">umojacorporation.org/</a>	9/10/2018 - Oak Park and River Forest High School District No. 200, \$14,200	Illinois	<a href="https://defendinged.org/report/umoja-student-development-corporation/">defendinged.org/report/umoja-student-development-corporation/</a>
			9/10/2018 - Oak Park and River Forest High School District No. 200, \$1,600	Illinois	
			8/22/2019 - Oak Park and River Forest High School District No. 200, \$25,150	Illinois	
Virginia Commonwealth University Metropolitan Educational Research Consortium		<a href="https://soe.vcu.edu/centers/metropolitan-education-al-research-consortium/">soe.vcu.edu/centers/metropolitan-education-al-research-consortium/</a>	Chesterfield County	Virginia	
			Goochland	Virginia	
			Hanover	Virginia	

Name of Consultant	Total Dollar Amount	Website Link	Date, School District, Dollar Amount	State	Link to Contracts
			Henrico	Virginia	
			Petersburg	Virginia	
			Powhatan	Virginia	
			Richmond	Virginia	
We Are		<a href="https://weare-nc.org/">weare-nc.org/</a>	Chatham County	North Carolina	
			Durham County	North Carolina	
			Lee County	North Carolina	
			Orange County	North Carolina	
			Wake County	North Carolina	
Weaver, Harry			Chippewa Valley Schools	Michigan	
			Berkley High School	Michigan	
			West Bloomfield High School	Michigan	
Whitaker, Todd	\$14,700	<a href="https://toddwhitaker.com/">toddwhitaker.com/</a>	5/19/2021 - Humble Independent School District, \$14,700	Texas	<a href="https://defendinged.org/report/todd-whitaker/">defendinged.org/report/todd-whitaker/</a>
			Kenton County School District	Kentucky	
			Alcorn School District	Michigan	
			St. Mary’s County Public Schools	Maryland	
Williams, Damon		<a href="https://drdamonawilliams.com/">drdamonawilliams.com/</a>	Manteca Unified School District	California	



