

From: RODNEY SMITH
Sent: Thursday, February 13, 2020 10:24 PM
To: Beutel, Jennifer
Cc: Stephenie Smith; Mike Brown; Michael Reik
Subject: RE: proposal

Jen,

I am available to attend the meeting on Thursday, Feb. 20th at 6:30pm. See you then. Looking forward to it.

Best,

Rodney

Sent from my Sprint Samsung Galaxy S8.



Diggs, Vicki <diggsv@platteco.k12.mo.us>

RE: Fully Executed Consulting Proposal - PCR3 and Sophic Solutions(February 2020)

1 message

Stephenie K. Smith, MSW <stephenie@sophicsolutionsgroup.com> Sun, Feb 23, 2020 at 8:55 PM
To: "Diggs, Vicki" <diggsv@platteco.k12.mo.us>, RODNEY SMITH <rodney@sophicsolutionsgroup.com>
Cc: Michael Reik <reikm@platteco.k12.mo.us>, Jennifer Beutel <beutelj@platteco.k12.mo.us>

Thank you Vicki. Looking forward to serving together.

sks

Stephenie K. Smith, MSW
Managing Partner
Sophic Solutions, LLC
www.sophicsolutionsgroup.com



Hello Team

Hopefully these revised times can work. As we plan further in the future times can be more easily confirmed.

- March 11th available between 9a- 12p (recommend allocating two hours)
- March 25th available/preferred date for parent mtg
- March 26th works (held as requested)

Please confirm advised time.

Thanks
sks

Stephenie K Smith, MSW
Sophic Solutions, LLC
Managing Partner
Assessing Needs ~ Creating Ideas ~ Providing Solutions
www.sophicsolutionsgroup.com



Thank you Jen and team

Stephenie K Smith, MSW
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www.sophicsolutionsgroup.com



Jen et al,

Thanks for this info. We are in the process of viewing the data as we speak. We'll talk soon regarding the survey questions.

Best,
Rodney

Dr. Rodney D. Smith
Managing Partner
Sophic Solutions, LLC.
rodney@sophicsolutionsgroup.com



Cabinet & Sophic Solutions

When Mon May 18, 2020 11am – 12pm Central Time - Chicago

[more details »](#)

Joining info Join with Google Meet

meet.google.com/fjw-bbec-nhu

Join by phone

[+1 515-518-1803](tel:+15155181803) (PIN: 656048411)

Calendar brownm@platteco.k12.mo.us

Who

- brownm@platteco.k12.mo.us - organizer
- Angie Hughes
- Jennifer Beutel
- Laura Hulett
- Michael Reik
- Jay Harris
- Rob Gardner
- Andy Hall
- wilsona@platteco.k12.mo.us
- rodney@sophicsolutionsgroup.com
- stephenie@sophicsolutionsgroup.com

Going (brownm@platteco.k12.mo.us)? **Yes** - **Maybe** - **No** [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account brownm@platteco.k12.mo.us because you are subscribed for notifications on calendar brownm@platteco.k12.mo.us.

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More.](#)

PCR3 | Sophic Solutions check in

When Fri May 29, 2020 10am – 11am Central Time - Chicago

[more details »](#)

Calendar brownm@platteco.k12.mo.us

Who

- Stephenie Smith - organizer
- brownm@platteco.k12.mo.us - creator
- beutelj@platteco.k12.mo.us
- RODNEY SMITH

Time: May 29, 2020 10:00 AM Central Time (US and Canada)

Join Zoom Meeting

<https://umsystem.zoom.us/j/2234465755>

Meeting ID: 223 446 5755

Going (brownm@platteco.k12.mo.us)? **Yes** - **Maybe** - **No** [more options »](#)

Invitation from [Google Calendar](#)

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Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#).

I appreciate your openness. I definitely understand that we all need time to process and feel.

Glad you are doing the work to better understand yourself and those around you.

Thanks
sks

Stephenie K Smith, MSW
Sophic Solutions, LLC
Managing Partner
Assessing Needs ~ Creating Ideas ~ Providing Solutions
www.sophicsolutionsgroup.com



----- Original message -----

From: "Brown, Mike" <brownm@platteco.k12.mo.us>
Date: 6/16/20 2:54 PM (GMT-06:00)
To: Stephenie Smith <stephenie@sophicsolutionsgroup.com>
Subject: Thank you!

Stephenie,

I sent this to you earlier with Rodney but misspelled your name. I used the "a" vs "e". Very sorry! I corrected it and resent...

Stephenie & Rodney,

Thank you for taking the time today to check on me today. I really appreciate it. Been rough here for the old guy lately but I will come out of it. Being an extremely reflective person, I always seem to find my way. I have to as I have a lot of people counting on me.

Good session today! Thank you for your leadership!

Have a wonderful rest of the week!

Mike

----- Forwarded message -----

From: **Brown, Mike** <brownm@platteco.k12.mo.us>
Date: Tue, Jun 16, 2020 at 2:47 PM

Subject: Thank you!

To: <Stephanie@sophicsolutionsgroup.com>, <Rodney@sophicsolutionsgroup.com>

Stephanie & Rodney,

Thank you for taking the time today to check on me today. I really appreciate it. Been rough here for the old guy lately but I will come out of it. Being an extremely reflective person, I always seem to find my way. I have to as I have a lot of people counting on me.

Good session today! Thank you for your leadership!

Have a wonderful rest of the week!

Mike

--

**Dr. Mike Brown, Assistant Superintendent
Platte County R-3 School District
998 Platte Falls Road
Platte City, MO 64079
Phone - 816-858-5420, Extension 2102
Fax - 816-858-5593**

The Platte County R-3 School District will extend the highest level of customer service by being PROFESSIONAL, COURTEOUS, and RESPONSIVE to students, colleagues, and the community. To provide feedback on how we are doing go to www.plattecountyschooldistrict.com and click on "Contact Us." Your opinion is important to us.

--

**Dr. Mike Brown, Assistant Superintendent
Platte County R-3 School District
998 Platte Falls Road
Platte City, MO 64079
Phone - 816-858-5420, Extension 2102
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I agree.

Stephenie K. Smith, MSW
Managing Partner
Sophic Solutions, LLC
www.sophicsolutionsgroup.com



From: [RODNEY SMITH](#)
Sent: Monday, June 22, 2020 11:07 AM
To: [Reik, Michael](#); [Stephenie Smith](#)
Cc: [Jennifer Beutel](#)
Subject: RE: PLEASE JOIN US June 24 at 9 AM (Central Time) | Free Leadercamp: Become a Diversity & Inclusion Leader and Ally

Dr. Reik,

I don't have any concerns about Ms. Harris' work. In fact, I took a quick glance at her work; her approach appears to be quite similar to our approach to this work. Besides, hearing from someone else might serve as re-enforcement to the work that we've started.

Just my thoughts!

Best,
Rodney

Dr. Rodney D. Smith
Managing Partner
Sophic Solutions, LLC.
rodney@sophicsolutionsgroup.com



From: [Reik, Michael](#)
Sent: Monday, June 22, 2020 9:49 AM
To: [RODNEY SMITH](#); [Stephenie Smith](#)
Cc: [Jennifer Beutel](#)
Subject: Fwd: PLEASE JOIN US June 24 at 9 AM (Central Time) | Free Leadercamp: Become a Diversity & Inclusion Leader and Ally

Dr. and Mrs. Smith,

See below. We do not typically promote outside events with non partner organizations but we are okay with sharing with our leadership team. However, we do not want to confuse our leaders with competing definitions etc. Do you have any concerns if we share with our leadership team? Thank you for your consideration.

Additionally, I wanted to thank you for your sessions the past week or so. Honestly, it was some of the best PD in my career and I appreciate the opportunity to grow.

Best,

Mike

----- Forwarded message -----

From: **Angela Knudsen** <Angela.Knudsen@skillsoft.com>

Date: Fri, Jun 19, 2020 at 11:17 AM

Subject: PLEASE JOIN US June 24 at 9 AM (Central Time) | Free Leadercamp: Become a Diversity & Inclusion Leader and Ally

To: Reik, Michael <reikm@platteco.k12.mo.us>, Brown, Mike <brownm@platteco.k12.mo.us>, jonesk@platteco.k12.mo.us <jonesk@platteco.k12.mo.us>, Sayre, Chad <sayrec@platteco.k12.mo.us>, Rob Gardner <gardnerr@platteco.k12.mo.us>, Beutel, Jennifer <beutelj@platteco.k12.mo.us>, hulettl@platteco.k12.mo.us <hulettl@platteco.k12.mo.us>, board.smith@platteco.k12.mo.us <board.smith@platteco.k12.mo.us>, Baskerville, Leona <baskervl@platteco.k12.mo.us>, dolld@platteco.k12.mo.us <dolld@platteco.k12.mo.us>, Sharon Sherwood <ssherwood@hotmail.com>, board.sherwood@platteco.k12.mo.us <board.sherwood@platteco.k12.mo.us>, kaseyb0322@gmail.com <kaseyb0322@gmail.com>, angie_knudsen@kc.rr.com <angie_knudsen@kc.rr.com>, Nina Mathews <nmath44@icloud.com>, Jeff Adams <adamsj@platteco.k12.mo.us>, Means, Merri Beth <meansm@platteco.k12.mo.us>, Karissa Todd <karissa.todd@yahoo.com>, Penny Thomas <pennyjean73@yahoo.com>

Cc: brandtr@platteco.k12.mo.us <brandtr@platteco.k12.mo.us>, ceruttib@platteco.k12.mo.us <ceruttib@platteco.k12.mo.us>, eastepj@platteco.k12.mo.us <eastepj@platteco.k12.mo.us>, elliotta@platteco.k12.mo.us <elliotta@platteco.k12.mo.us>, stephenn@platteco.k12.mo.us <stephenn@platteco.k12.mo.us>, thompsok@platteco.k12.mo.us <thompsok@platteco.k12.mo.us>, thomask@platteco.k12.mo.us <thomask@platteco.k12.mo.us>, bakerr@platteco.k12.mo.us <bakerr@platteco.k12.mo.us>, bergluna@platteco.k12.mo.us <bergluna@platteco.k12.mo.us>

Hello Dr. Reik, Dr. Jones, & all,

Please join us, share this invitation with others & please share on social media – **all are welcome & invited!**

Skillsoft will be hosting a FREE event with La'Wana Harris, author of [Diversity Beyond Lip Service](#) June 24th at 9 AM (Central Time) – **DETAILS & INVITE BELOW my signature...**

After you register, you will receive a confirmation email with a link to the - **Inclusion Starts with You Self-Assessment!** I have attached my email confirmation for your reference with the **Self-Assessment highlighted** & you will receive your own link, after you register. Additionally, **in the spirit of being vulnerable, I have attached my personal self-assessment results**, so you have an idea what the actual outcomes look like. Clearly, I need to personally work on **"inviting new perspectives!"**

Additionally, we have curated & updated our **FREE/Open-source Video Series via our Skillsoft YouTube Channel > [Diversity & Inclusion Playlist](#)** & EllenTube has a very strong resource list organized by [Help > Learn > Watch](#).

I hope to see you all on June 24th, as we learn more from La'Wana Harris & each other!

Gratefully,
Angie

ANGELA KNUDSEN

Strategic Program Manager | Global Partners & Alliances

angela.knudsen@skillssoft.com

O: 816.437.8106 M: 816.266.1548



A close up of a sign

Description automatically generated

To view this email as a web page, [click here](#)

skillssoft

**LEADING INCLUSIVELY
LEADERCAMP**

June 24, 2020

RESERVE YOUR PLACE



SKILLSOFT LEADERCAMP

Be a change-maker. Learn to lead inclusively.

JUNE 24 | 10:00 - 11:00 A.M. EDT



Reserve Your Place Now

We've heard you.

Current tragic events remind us constantly that injustice and inequality exist — and have existed for far too long — in real and tangible ways, both within our communities and in business. But it's often hard to know what to do, how to help, or where to start as individuals, and as organizations supporting the growth and development of all people.

All organizations (including yours and ours) need bold leaders to ignite change and create and sustain long-term momentum. Leaders, at every level, must be equipped to effectively eliminate racism, discrimination, and bias in the workplace. That's why we're honored to present "Leading Inclusively," featuring La'Wana Harris, a certified diversity coach, transformational speaker, celebrated author, and community activist. We invite you to be part of this journey to becoming a more thoughtful and effective ally for advancing meaningful diversity, equity, and inclusion.

Learn more and [register for the free Leadercamp here](#).

[Email Preferences](#) | [Privacy Policy](#) | [Contact](#)

300 Innovative Way Suite 201 | Nashua, NH 03062

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Dr. Michael Reik
Superintendent of Schools
Platte County School District
998 Platte Falls Road
Platte City, MO 64079
Office: 816.858.5420
www.plattecountyschooldistrict.com

Vision: *Building learners of tomorrow...*

Mission: *To prepare individual learners for success in life, the Platte County School District provides meaningful experiences in a safe and caring environment.*

Values: *Student-Focused, Collaboration, High Expectations, Integrity, Visionary Leadership, Innovation, Results-Oriented*

On Mon, Jul 6, 2020 at 4:01 PM Stephenie Smith <stephenie@sophicsolutionsgroup.com> wrote:

No worries Jen. I understand. Please share three dates that work for you.

Also note: I sent the June invoice #352 on Saturday. The May invoice is past due #332. April invoice has been paid. Please advise on the May invoice.

Thanks

sks

Stephenie K Smith, MSW

Sophic Solutions, LLC

Managing Partner

Assessing Needs ~ Creating Ideas ~ Providing Solutions

www.sophicsolutionsgroup.com

On Tue, Jul 7, 2020 at 10:44 AM Stephenie K. Smith, MSW <stephenie@sophicsolutionsgroup.com> wrote:

Hello Jen

The schedule is so tight. Trying to make those dates work- Can you meet at 9a instead of 9:30a on July 16th? Or July 15th at 3p?

sks

Stephenie K. Smith, MSW

Managing Partner

Sophic Solutions, LLC

www.sophicsolutionsgroup.com



From: Stephenie K. Smith, MSW <stephenie@sophicsolutionsgroup.com>
Sent: Monday, August 10, 2020 10:40 AM
To: Angela Knudsen <Angela.Knudsen@skillsoft.com>; RODNEY SMITH <rodney@sophicsolutionsgroup.com>; Laura Hulett <hulettl@platteco.k12.mo.us>; brownm@platteco.k12.mo.us; beutelj@platteco.k12.mo.us; reikm@platteco.k12.mo.us; jonesk@platteco.k12.mo.us
Subject: [EXTERNAL] RE: OnDemand: "BRAVE Conversations About Race"

Thank you Angela for sharing these important resources. I look forward to reviewing and learning more.

sks

Stephenie K. Smith, MSW

Managing Partner

Sophic Solutions, LLC

www.sophicsolutionsgroup.com

To: Stephenie Smith; RODNEY SMITH; Laura Hulett; brownm@platteco.k12.mo.us; beutelj@platteco.k12.mo.us; reikm@platteco.k12.mo.us; jonesk@platteco.k12.mo.us
Subject: OnDemand: "BRAVE Conversations About Race"

Hello again Stephenie, Rodney, & all,

Below is another wonderful event that we sponsored in partnership with **MIT Sloan Management** with three fantastic speakers;

- **Enrica N. Ruggs** ([@enruggs](https://twitter.com/enruggs)) is an assistant professor of management and the director of the Center for Workplace Diversity and Inclusion in the Fogelman College of Business and Economics at the University of Memphis.
- **Derek R. Avery** is the C.T. Bauer Chair of Inclusive Leadership in the Bauer College of Business at the University of Houston.
- **Paul Michelman** ([@pmichelman](https://twitter.com/pmichelman)) is editor in chief of *MIT Sloan Management Review*. He moderated the session.

Again, please share along with anyone, if you find this session & it's resources helpful. It includes a good deal of data specific trends and analysis that I found helpful.

Thank you so much & happy weekend!

Angie

From: MIT Sloan Management Review <smr-noreply@sloan.mit.edu>
Sent: Thursday, August 6, 2020 10:01 AM
Subject: On Demand: "BRAVE Conversations About Race"

A recording of our recent webinar is now available.



From: Stephenie K. Smith, MSW <stephenie@sophicsolutionsgroup.com>

Sent: Monday, August 10, 2020 12:05 PM

To: Angela Knudsen <Angela.Knudsen@skillssoft.com>; RODNEY SMITH <rodney@sophicsolutionsgroup.com>;
Laura Hulett <hulettl@platteco.k12.mo.us>; brownm@platteco.k12.mo.us; beutelj@platteco.k12.mo.us;
reikm@platteco.k12.mo.us; jonesk@platteco.k12.mo.us

Subject: RE: [EXTERNAL] RE: OnDemand: "BRAVE Conversations About Race"

I suggest waiting until you receive confirmation and feedback from Dr. Brown and Dr. Beutel. They lead this effort and we support as consultants.

Thank you for checking in.

sks

Stephenie K. Smith, MSW

Managing Partner

Sophic Solutions, LLC

www.sophicsolutionsgroup.com





Diggs, Vicki <diggsv@platteco.k12.mo.us>

RE: Next Meeting

1 message

Stephenie K. Smith, MSW <stephenie@sophicsolutionsgroup.com>

Fri, Oct 2, 2020 at 3:24 PM

To: "Parrish, Jamar" <parrishj@platteco.k12.mo.us>, Kimberly Archer <archerk@platteco.k12.mo.us>, "Baskerville, Leona" <baskervl@platteco.k12.mo.us>, Wayne Baskerville <baskervw@platteco.k12.mo.us>, Alisha Elliott <board.elliott@platteco.k12.mo.us>, Sharon Sherwood <board.sherwood@platteco.k12.mo.us>, Ashlyn Brantley <brantlea@platteco.k12.mo.us>, Mike Brown <brownm@platteco.k12.mo.us>, Stephanie Crowley <crowleys@platteco.k12.mo.us>, Michelle Delaney <delaneym@platteco.k12.mo.us>, Mary Dickson <dicksonm@platteco.k12.mo.us>, "Diggs, Vicki" <diggsv@platteco.k12.mo.us>, Devin Doll <doldd@platteco.k12.mo.us>, Melissa Falk <falkml@platteco.k12.mo.us>, Rob Gardner <gardnerr@platteco.k12.mo.us>, Andy Hall <halla@platteco.k12.mo.us>, "Haniger, Jason" <hanigerj@platteco.k12.mo.us>, Jay Harris <harrisj@platteco.k12.mo.us>, Angie Hughes <hughesa@platteco.k12.mo.us>, "Hulett, Laura" <hulettl@platteco.k12.mo.us>, Rachel Jermain <jermairr@platteco.k12.mo.us>, Sherri Johnson <johnsons@platteco.k12.mo.us>, Keith Jones <jonesk@platteco.k12.mo.us>, Jennifer McClure <mcclurej@platteco.k12.mo.us>, Chris Miller <millerc@platteco.k12.mo.us>, Suzanne Murphy <murphys@platteco.k12.mo.us>, Julie Perez <perezj@platteco.k12.mo.us>, Michael Reik <reikm@platteco.k12.mo.us>, Ashley Richardson <richarda@platteco.k12.mo.us>, RODNEY SMITH <rodney@sophicsolutionsgroup.com>, Kimberly Roesle <roeslek@platteco.k12.mo.us>, Sarah Root <roots@platteco.k12.mo.us>, Traci Ruwe <ruwet@platteco.k12.mo.us>, Chad Sayre <sayrec@platteco.k12.mo.us>, Heather Schuller <schulleh@platteco.k12.mo.us>, Tyrone Seymour <seymourt@platteco.k12.mo.us>, "Spores, Jerri" <sporesj@platteco.k12.mo.us>, Sharon Sherwood <ssherwood@hotmail.com>, Nicole Stephenson <stephenn@platteco.k12.mo.us>, Katie Thompson <thomsok@platteco.k12.mo.us>, Vanessa van Bleisem <vanbleiv@platteco.k12.mo.us>, Alicia Wilson <wilsona@platteco.k12.mo.us>

Hello Jamar

Are you referring to our Equity and Inclusion efforts? We look forward to connecting with the staff team again as well. We have been working with the parent group and Jen since our last time together.

I imagine more information will be in route soon. Thank you for checking in.

Pray each of you are navigating this unique time in history with grace and equity, as best you can.

sks

Stephenie K. Smith, MSW

Managing Partner

Sophic Solutions, LLC

www.sophicsolutionsgroup.com