



Hamilton County Dept. of Education

Purchasing Department

3074 Hickory Valley Rd

Chattanooga, TN 37421

Purchase Order

Fiscal Year 2022

Page 1 of 1

**OUR P.O. NUMBER MUST APPEAR ON ALL INVOICES,
PACKING LISTS, AND CORRESPONDENCE**

Purchase Order Number **00220947**

Purchase Order Date **09/10/2021**

Department **Federal Programs**

Bill To
Hamilton County Dept. of Education
Accounts Payable
3074 Hickory Valley Road
Chattanooga, TN 37421

Ship To **0803**
HCDE HUMAN RESOURCES
3074 HICKORY VALLEY RD
CHATTANOOGA, TN 37421

Vendor **315568**
TENNESSEE EDUCATORS OF COLOR ALLIANCE
1161 BUGGY COVE
CLARKSVILLE, TN 37043

VENDOR PHONE NUMBER	VENDOR EMAIL	VENDOR NUMBER	REQUISITION NUMBER	BUYER NAME	DELIVERY REFERENCE
931-561-6640		315568	9221797	JACKSON DEBBIE	

NOTES

EDUCATIONAL/TRAINING SERVICES

By acceptance of this Purchase Order, the Vendor hereby acknowledges compliance with all applicable state and federal regulations governing K-12 purchases.

CONTRACT EXPIRES 12/31/2021
SUBSTITUTIONS NOT ALLOWED
NOT TO EXCEED \$29,000.00

ATTN: ERIN HARRELL, HUMAN RESOURCES
PO TO AMANDA DOUGLASS

ITEM #	DESCRIPTION	QUANTITY	UOM	UNIT PRICE	EXTENDED PRICE
1	EQUITY AND CULTURAL COMPETENCE TRAINING FOR PRINCIPALS, HIRING MANAGERS AND LEAD MENTORS, CONTRACT 9/10/2021 - 12/31/2021	1.0000	EA	\$29,000.0000	\$29,000.00

THE ARTICLES SPECIFIED ARE SUBJECT TO THE FOLLOWING CONDITIONS:

1. Goods other than those specified on the order must not be substituted or prices changed without authorization.
2. The right of cancellation in case of long delay in shipment is reserved.
3. If the quantity shipped is short of the purchase order quantity, specify on the packing slip if that quantity is on back order or cancelled.
4. Ship "Open Account." No C.O.D.'s will be accepted.

Mary Ellen Henton
FINANCE ADMINISTRATOR

Bryan Johns
COUNTY PURCHASING AGENT / OR
SUPERINTENDENT OF SCHOOLS

Purchasing Copy

Total Ext. Price **\$29,000.00**

Purchase Order Total \$29,000.00

9221797



HAMILTON COUNTY DEPARTMENT OF EDUCATION INDEPENDENT CONTRACTOR / CONSULTANT AGREEMENT

Name of Contractor/Consultant: Tennessee Educators of Color Alliance Date: 09/03/2021

Address: _____ City: _____ ST: _____ Zip: _____

EIN or SS#: _____ Ph: _____ Cell: _____ Fax: _____

School/Department/Group to be served: Human Resources

Services to be provided:

Equity and cultural competence training for principals, hiring managers and lead mentors. Developing strategic recruitment and retention practices. Conducting affinity groups, focus groups, professional development and growth for teachers for color, and a teacher ambassador program.

Expected outcomes (attach credentials):

Expected outcomes include increasing the number of teachers of color by 2023. Increase the retention rate of teachers of color by 2023. Increase the awareness of cultural competencies among mentors, principals and hiring managers.

Explain how this will align w/improvement plans already in place:

Great Teachers and Great Leaders: Recruit and select top talent, retain talent, provide competitive total rewards, stimulate professional learning and growth, identify, develop and support leaders, include classified and professional employees in talent development.

Explain how effectiveness will be measured:

The Talent Acquisition team will monitor diversity data on a weekly basis and adjust recruitment strategies as needed. Increased teachers of color by 100 by 2023, 50-75% attendance rate of hiring managers for trainings, increase the retention of teachers of color by 2023.

of participants/positions/substitutes required 10

Agreement effective from 09/10/2021 through 06/30/2022 (Date of contract cannot extend beyond the fiscal year end of June 30th) *12/31/2021 aa JJ*

Upon completion of above services, contractor/consultant shall be paid within a reasonable time after submission of an invoice, the following:

\$ 150 Fee schedule per: Hour Day Event (Choose One)

\$ 0 Other expense including hotel, transportation, meals, materials (Receipts required for authorization of payment)

\$ 29,000 Total expense "not to exceed" this amount

Background check required: YES NO Certificate of Liability Insurance required: YES NO

Contractor/Consultant signature: _____ Date: _____

Funding Source: General Fund School Based Title Grant Career/Tech Ex Ed *141-2-102-0000-0-2210*
530810-0000-2160-102

Services/Expenses charged to (Account Code): will use previous account codes from prior contract

Principal/Program Director: *Jerica Johnson* Date: 08/19/2021

Budget Manager: *Erin Harvill* Date: 08/19/2021

Chief Financial Officer: *Mary Ellen Henton* Date: 08/20/2021

Deputy Superintendent: *Dr. Nakia Towns* Date: 08/20/2021

Superintendent: _____ Date: _____

Alpha Ash 9/10/21

	<u>Strategies</u>
Recruitment	<ul style="list-style-type: none">• Review of current recruitment materials with recommendations regarding long term strategies• Utilizing teacher ambassadors to assist with the recruitment of new teachers of color to the district.
Retention	<ul style="list-style-type: none">• Affinity groups will be hosted throughout the year. These groups will be hosted as an opportunity for teachers of color to come together in a safe as well as provide professional development opportunities.• Continued focus group sessions with teachers of color.• Building a mentoring program for our new/novice teachers of color in the district.• Work with hiring managers/teachers on professional growth plans for teachers of color in the district.
Training	<ul style="list-style-type: none">• Lead and support mentor training will be conducted during the fall semester• Principal and hiring manager training on awareness of cultural competencies. A pre and post survey will be provided to principals and hiring managers to measure effectiveness.

Diarese M. George, Ed.D

T: 931-561-6640 • E: diarese.george@tneca.org
www.linkedin.com/in/diarese-george

EDUCATION

Trevecca Nazarene University , Nashville, TN <i>Doctor of Education</i> Major: Leadership & Professional Practice	2012 - 2015
University of Phoenix , Nashville, TN <i>Master of Business Administration</i> Major: General Business	2010 - 2012
Austin Peay State University , Clarksville, TN <i>Master of Arts</i> Major: Corporate Communications	2008 - 2011
Austin Peay State University , Clarksville, TN <i>Bachelor of Business Administration</i> Double Major: Marketing & Management	2004 - 2007

TENNESSEE TEACHER LICENSE

474 Business Education 7-12 Expires 8/2022

EXPERIENCE

Tennessee Educators of Color Alliance (TECA) , Nashville, TN <i>Founder & Executive Director</i>	2016 - Present
<ul style="list-style-type: none">Launched TECA, a statewide nonprofit aimed at elevating the voices and support for educators of color to lead policy changes in Tennessee while remaining student-centered and solutions-oriented.Established a working board, conducted annual DiversifiEd conferences, led fundraising, and released a research reportCreated a member network of roughly 400 educators of colors and allies, and a mailing list of 1500 supporters across the stateLaunched a leadership fellowship for educators of color to build their capacity to advocate on education policy and to address local systemic inequitiesServe as counsel and partner to State Board of Education and State Department of Education on a range of educator diversity policiesLaunched a statewide Educators Diversity Advocacy Council that engages key stakeholders and policymakers to promote policy changes that increasing educator diversity in TennesseeSupport districts and educator preparation programs to develop recruitment and retention strategies that address educator and candidate diversity	
Nashville Teacher Residency , Nashville, TN <i>Director of Recruitment & Resident Development</i>	2017 - 2020
<ul style="list-style-type: none">Designed and implemented NTR's strategy to prioritize recruiting 70% people of color for each cohort, exceeding the goal by recruiting 77 Residents of color over a two-year period.Directed development of residents, supervising Residents at Partner Schools; assisted with content development, leading instruction; developed the NTR alumni network.	
Clarksville High School , Clarksville, TN <i>Business Education Teacher, Accounting & Dual Enrollment Financial Planning</i>	2012 - 2017
<ul style="list-style-type: none">Developed curriculum and Problem-Based Learning challenges that invite real world experience and applicationConducted data analysis to guide instruction, and developed students' skills leading to 100% passage of all business education students over 3 yearsServed on instructional leadership team, collaborating with school administrators to establish and execute instructional goals for 1400 students	

University of Phoenix, Clarksville & Nashville, TN

Recruitment & Enrollment Manager

2010 - 2012

- Conducted marketing and community outreach to recruit and attract potential candidates
- Advised undergraduate and graduate, adult and non-traditional students regarding enrollment and degree completion requirements, developed academics/admissions plans to identify students' educational goals, and assisted with overcoming challenges and making the transition to college.

Presentations, Conferences, & Committees

Presenter, <i>Actualizing a Vision for Educator Diversity</i> , NC DRIVE Task Force Convening	2021
Presenter, <i>Focusing on Human Capital to Expand Opportunity & Access</i> , NC SBE	2021
Host, 3 rd Annual <i>DiversifiED: Educators of Color Leadership Conference</i> , Nashville, TN	2021
Presenter, <i>Diversity in TN Education</i> , SCORE Cohort VII, Virtual Convening	2021
Panelist, <i>Secure the Chalk: Investing Time, Energy, and Cultivating Black Male Educators</i>	2021
Presenter, <i>The Tennessee Story: Advancing Educator Diversity</i> , Ed Trust – TX partners	2021
Panelist, <i>Fostering Meaningful Conversations About 2020 Election</i> , Chalkbeat & EdTrust TN	2020
Presenter, <i>Adopting the TN Educator Diversity Policy</i> , TN State Board of Education	2020
Presenter, <i>Recruiting, Supporting, and Retaining Educators of Color</i> , Learning Forward	2020
Co-Author, Op-Ed TN Students Should be Taught Their Whole History , Tennessean	2020
Presenter, <i>TN Educator Diversity Policy</i> , TN Association of School Personnel Administrators	2020
Panelist, <i>Townhall on Racial Equality</i> , Austin Peay State University Aspiring Administrators	2020
Presenter, <i>Advancing Educators of Color</i> , Thrive Together Virtual Conference	2020
Reviewer, <i>State Board of Education Charter Schools Review Committee</i> , Nashville, TN	2020
Reviewer, <i>TDOE 2020 TN Superintendent of the Year Selection Committee</i> , Nashville, TN	2020
Reviewer, <i>TDOE 2020 TN Teacher of the Year Selection Committee</i> , Nashville, TN	2020
Panelist, <i>Diversity in TN Education</i> , SCORE Cohort VI Convening 3, Nashville, TN	2020
Reviewer, <i>State Board of Education Charter Schools Review Committee</i> , Nashville, TN	2019
Reviewer, <i>TDOE 2019 Tennessee Teacher of the Year Selection Committee</i> , Nashville, TN	2019
Member, <i>MTSU College of Education Advisory Committee</i> , Murfreesboro, TN	2019
Presenter, <i>TECA: What We Do & Where We're Going</i> . Urban Leaders Fellowship, Nashville	2019
Presenter, <i>EdTrust: Hidden Heroes: Teachers of Color as Advocates</i> , Baltimore, MD	2019
Panelist, <i>Diversity in TN Education</i> , SCORE Cohort V Convening 4, Nashville, TN	2019
Presenter, <i>Student Tennessee Education Association Spring Conference</i> , Franklin, TN	2019
Panelist, <i>CMA Foundation, Diversity in Education Panel Discussion for TMEA</i> , Nashville, TN	2019
Reviewer, <i>State Board of Education Charter Schools Review Committee</i> , Nashville, TN	2019
Presenter, <i>Tennessee Association of Colleges and Teacher Education (Fall & Spring)</i> .	2019
Moderator, <i>Leadership Nashville Education Panel</i> , Nashville, TN	2019
Panelist, <i>Ed Trust, Keeping Our Eye on the Ball; Making Sure Equity Matters</i> , Charlotte, NC	2019
Presenter, <i>TN Educational Equity Coalition: Education Summit III</i> , Nashville, TN	2019
Host, 2 nd Annual <i>DiversifiED: Educators of Color Leadership Conference</i> , Nashville, TN	2019
Presenter, <i>Metro-Nashville Public Schools Equity Summit</i> , Nashville, TN	2019
Panelist, <i>Black Millennial Convention Regional Tennessee Convening</i> , Memphis, TN	2019
Moderator, <i>Leadership Nashville Education Panel</i> , Nashville, TN	2018
Participant, <i>Tennessee Blue Ribbon Teacher Award Selection Committee</i> , Nashville, TN	2018
Keynote, <i>Metro-Nashville Public Schools New Teacher Academy</i> , Nashville, TN	2018
Presenter, <i>Tennessee Association of Colleges and Teacher Education (Fall)</i>	2018
Presenter, <i>The Power of Networking</i> , SCORE Cohort IV, Nashville, TN	2018
Presenter, <i>US DOE - Teach to Lead Teacher Leadership Summit</i> , Nashville, TN	2018
Critical Friend, <i>Teach to Lead Teacher Leadership Summit with EdTrust</i> , Nashville, TN	2018
Attendee, <i>New School Venture Fund Summit</i> , Burlingame, CA	2018
Attendee, <i>Education Trust School Improvement Workshop</i> , New Orleans, LA	2018
Presenter of Keynote, <i>TN Educational Equity Coalition: Education Summit III</i> , Nashville, TN	2018
Founder & Host, <i>DiversifiED: Educators of Color Leadership Conference</i> , Nashville, TN	2018
Author, Op-Ed Congress Can Honor King Legacy with DREAM Act , Tennessean	2018
Panelist, <i>Education Trust ESSA Implementation Workshop</i> , Nashville, TN	2017
Presenter, <i>Professional Educators of Tennessee Leader U Conference</i> , Murfreesboro, TN	2017

Panelist, <i>Education Pioneers' Importance of Black Men in Education</i> , Memphis, TN	2017
Presenter, <i>CCSSO: Network for Transforming Educator Preparation</i> , Oklahoma City, OK	2017
Panelist, <i>TN Educational Equity Coalition: Education Summit II</i> , Nashville, TN	2017
Panelist, <i>TN SCORE's Prepared from Day One Report Release</i> , Nashville, TN	2016

Training

EdTrust in Tennessee, Tennessee School Finance Institute	2021
Economics Lab – Education Finance Certificate, Georgetown University	2020
Education Trust, <i>Ed Watch: The State of Educational Equity</i>	2018
Education Trust, <i>Increasing Access to Strong Teachers and Improving Teacher Diversity</i>	2018
Education Trust, <i>Channeling the Power of Public Reporting for Advocacy Confirmation</i>	2018
TN Educational Equity Coalition, <i>ESSA 101 Training</i>	2018
Board Leaders of Color Collaborative, Board of Directors Governance Academy	2017
TN Educational Equity Coalition, <i>Media and Communications Training on ESSA and Equity</i>	2016
Clarksville-Montgomery County School System, <i>Intro to Leadership Academy</i>	2015

Organizations

Advisory Board, Secondary Education at Vanderbilt University Peabody College	2021
Board Member, Republic Schools, Jackson, Mississippi & Nashville, TN	2020
Board Member, Rocketship Public Schools, Nashville, TN	2020
Advisory Board, Tennessee Education Research Alliance, Nashville, TN	2020
Member, Tennessee ESSA Leadership Learning Community (ELLC)	2020
Member, Resource Equity Task Force, Education Trust in Tennessee, Nashville, TN	2020
Member, Tennessee Education Leadership Learning Community, Wallace Foundation	2020
Member, Working Group on Tennessee Education Research, TN SCORE, Nashville, TN	2020
Member, Advisory Council, Tennessee Education Research Alliance, Nashville, TN	2020
Member, P-12 Policy Council Committee, Education Trust in Tennessee, Nashville, TN	2020
Fellow, (Alumni), Emerging Human Capital Leadership Initiative	2019
Member, Education Leaders of Color (EdLoc)	2018
Member, Teacher Recruitment and Retention Alignment Team, Nashville, TN	2018
Member, Conexion Next	2017
Fellow (Alumni), Board Leaders of Color Collaborative (BLoCC)	2017
Fellow (Alumni), Mosaic Fellowship, Inaugural Cohort	2017
Member, National Business Education Association	2016
Fellow (Alumni), TN SCORE Teacher Educator Fellowship, Cohort III	2016
Fellow (Alumni), Hope Street Group State Teacher Fellowship, Cohort II	2016
Member, NAACP	2016
Fellow (Alumni), Education Pioneers	2016
Mentor, TnAchieves (Tennessee Promise 2016 – Current)	2016
Member, TN Dept of Education Educator Effectiveness Advisory Committee, Nashville, TN	2017
Member, TN Dept of Education Micro-credentialing Pilot Committee, Nashville, TN	2016
Member, Alpha Kappa Psi Business Fraternity	2007
Member, Kappa Alpha Psi Fraternity Incorporated	2005

Awards & Grants

Presidential Merit Award, Tennessee Education Association	2021
Outstanding Young Alumni, Austin Peay State University	2020
Truist Foundation Grantee	2020
Community Foundation of Middle Tennessee Grantee	2020
Black Educator Initiative Grantee (Pass through funds from Nashville Teacher Residency)	2020
Dan and Margaret Maddox Fund Grantee	2020
New Schools Venture Fund, Teacher Diversity Grantee	2019
TN Educational Equity Coalition, Excellence & Equity Grant	2019
Bridge Fellowship Finalist, <i>The New Teacher Project (TNTP)</i>	2018
CNM Maddox Foundation Training Scholarship	2018

Nashville Emerging Leaders Award, Finalist, Education Profession	2018
TN Educational Equity Coalition, Excellence & Equity Grant	2018
TN Educational Equity Coalition, Excellence & Equity Grant	2017
Featured in Teacher Appreciation Week, Bill & Melinda Gates Foundation: K-12 Education	2017
Chick-fil-A Leader Academy, CFA Leadership Microgrant	2017
Austin Peay State University, Diversity Fellowship Grantee	2016

Release and Waiver of Liability

Please read carefully. This is a legal document that affects your legal rights.

This Release and Waiver of Liability (the "Release") executed on this 01 day of July, 2021, by **Tennessee Educators of Color** (the "Contractor") in favor of Hamilton County Department of Education and Alliance (site of Contractor work), their officers, employees, and agents (collectively, "HCDE".)

The Contractor desires to work for HCDE and engage in the activities related to being a Contractor (the "Activities").

The Contractor hereby freely, voluntarily, and without duress executes this Release under the following terms:

- 1. **Release and Waiver.** Contractor does hereby release and forever discharge and hold harmless HCDE and its employees and assigns from any and all liability, claims, and demands of whatever kind or nature, either in laws or in equity, which arise or may hereafter arise from Contractor's Activities with HCDE.

Contractor understands that this Release discharges HCDE from any liability or claim that the Contractor may have against HCDE with respect to bodily injury, personal injury, illness, death, or property damage that may result from Contractor's Activities with HCDE, whether caused by the negligence of HCDE, or its employees, or otherwise. Contractor also understands that HCDE does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, auto or disability insurance in the event of injury or illness.

- 2. **Medical Treatment.** Contractor does hereby release and forever discharge HCDE from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Contractor's Activities with HCDE.

- 3. **Assumption of Risk.** The Contractor understands that the Activities include work that may be hazardous to the Contractor, including, but not limited to, lifting, loading and unloading, and transportation to and from the Contractor site.

Contractor hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases HCDE from all liability for injury, illness, death, or property damage resulting from the Activities.

- 4. **Insurance.** The Contractor understands that HCDE does not carry or maintain property, health, medical, auto or disability insurance coverage for any Contractor.



Each Contractor is expected and encouraged to obtain his or her own property, medical, liability, auto or health insurance coverage.

- 5. **Photographic Release.** Contractor does hereby grant and convey unto HCDE all right, title, and interest in any and all photographic images and video or audio recordings made by HCDE during the Contractor's activities with HCDE.

- 6. **Other.** Contractor expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Tennessee, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Tennessee. Contractor agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable.

IN WITNESS WHEREOF, Contractor has executed this Release as of this day and year:

Date: July 1, 2021 Contractor name (printed): Diarese George

Witness:  Signature Contractor:  Signature