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June 2022 Warrants and \$10K Summary (Business Services).

Board Meeting

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HUSD 07/27/22 Board of Education Meeting

Approve Contracts (All Divisions)

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Financial Impact

FOR THE BOARD OF EDUCATION - CONTRACT ABSTRACT

Board Meeting Date:	July 28, 2021
Name of Vendor:	Woke Kindergarten
Purpose/Scope:	Woke Kindergarten will partner with Glassbrook Elementary School to improve staff’s capacity to implement healing-centered & libratory learning practices made possible by developing their understanding of teaching through an abolitionist lens. Glassbrook ES requests a school-year long (8-10 month) partnership that incorporates a combination of workshops, applicable practice, feedback and coaching.
Expected Outcomes:	<ul style="list-style-type: none">To form an increased consciousness around abolition by understanding how the prison industrial complex manifests in the early childhood & early elementary years.To differentiate between anti-racism and abolition as it pertains to teaching and learning practices.To develop a plan of action for engaging in critical conversations with young children, using Woke Kindergarten’s protecting joy frameworks.To learn how to use Woke Kindergarten’s resources and pedagogical approaches in practice as a way to disrupt whiteness, white dominant/settler colonial narratives and anti-Blackness in the Glassbrook community
Is this a Multi-Year Agreement? <small>(Does this agreement cross-over fiscal years)</small>	NO

Term:	From: 08/01/2021	To: 05/31/2022
Length of Term:	10	Months
Cost:	\$50,000.00	
Total Contract NTE:	\$50,000.00	

Funding Source:	010	3182	0	1110	1000	5802	126	126	0000	000
Name of Fund and/or Resource:	Comp Supp & LEA Grant									
Selection Criteria:	Unique provider									

Quotes/Bids Obtained: No

If NO, Select Reason:

<input type="checkbox"/> Grant Related	<input checked="" type="checkbox"/> Unique Provider	<input type="checkbox"/> Required Service
<input type="checkbox"/> Professional Service	<input type="checkbox"/> Continuing Service	<input type="checkbox"/> Other:

<input checked="" type="checkbox"/> Verified by Departmental Leader for budgetary compliance.
<input checked="" type="checkbox"/> Verified by Departmental Leader for applicable statute and policy compliance, redundancy, and conflicts of interest contractual or otherwise.
<input checked="" type="checkbox"/> Verified by Purchasing Manager for Public Contract Code (PCC) compliance.

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Meetings (20)

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Item Title

Meeting Type

10/26/2022

HUSD 10/26/22 Board of Education Meeting

September 2022 Warrants and \$10K Summary (Business Services)

Board Meeting

09/14/2022

HUSD 09/14/22 Board of Education Meeting

Approve Board of Education Meeting Minutes (Office of the Superintendent)

Board Meeting

08/24/2022

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Board Meeting

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Minutes

Financial Impact

FOR THE BOARD OF EDUCATION - CONTRACT ABSTRACT

Board Meeting Date:	July 27, 2022
Name of Vendor:	Woke Kindergarten
Purpose/Scope:	To continue our anti-racist, anti-bias training and connect it to building thematic units along with coaching.
	<ul style="list-style-type: none">To form an increased consciousness around abolition by understanding how the prison industrial complex manifests in the early childhood and early elementary years.To differentiate between anti-racism and abolition as it pertains to teaching and learning practices.To develop a plan of action for engaging in critical conversations with young children, using Woke Kindergarten’s protecting joy frameworks.To learn how to use Woke Kindergarten’s resources and pedagogical approaches in practice as a way to disrupt whiteness, white dominant/settler colonial narratives and anti-Blackness in the Glassbrook community.
Is this a Multi-Year Agreement? <small>(Does this agreement cross-over fiscal years)</small>	NO

Term:	From: 08/01/2022	To: 08/30/2022
Length of Term:	1	Month
Cost:	\$20,000.00	
Total Contract NTE:	\$20,000.00	

Funding Source:	010	3182	0	1110	1000	5802	126	126	0000	000
Name of Fund and/or Resource:	Comprehensive Support and Improvement (CSI)									
Selection Criteria:	This vendor offers the theoretical support for AB/AR pedagogy as well as the practical. Their services provide a robust professional learning framework.									

Quotes/Bids Obtained: No

If NO, Select Reason:

<input type="checkbox"/> Grant Related	<input checked="" type="checkbox"/> Unique Provider	<input type="checkbox"/> Required Service
<input type="checkbox"/> Professional Service	<input checked="" type="checkbox"/> Continuing Service	<input type="checkbox"/> Other:

<input checked="" type="checkbox"/> Verified by Departmental Leader for budgetary compliance.
<input checked="" type="checkbox"/> Verified by Departmental Leader for applicable statute and policy compliance, redundancy, and conflicts of interest contractual or otherwise.
<input checked="" type="checkbox"/> Verified by Purchasing Manager for Public Contract Code (PCC) compliance.

Contract Vendor Contact:

Akiea Gross

Founder

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09/14/2022

HUSD 09/14/22 Board of Education Meeting

Approve Board of Education Meeting Minutes (Office of the Superintendent)

Board Meeting

08/24/2022

HUSD 08/24/22 Board of Education Meeting

Approve Contracts (All Divisions)

Board Meeting

Board Meeting

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Minutes

Financial Impact

FOR THE BOARD OF EDUCATION - CONTRACT AMENDMENT ABSTRACT

Board Meeting Date:	August 24, 2022
Name of Vendor:	Woke Kindergarten
Purpose/Scope:	This Comprehensive School Improvement grant funded amendment builds on the foundations of the 2021-22 SY academic work focusing on teacher workshops around classroom environments, read alouds, critical conversation in support of engaging students in literacy and identity. This amendment includes the following additional services: an additional consultant coach for the school site, including in person consultation in the winter 2022 for Glassbrook teachers, staff and administrators, support for K-6 content (math, science, history, etc.) culturally relevant, justice-focused, and academically aligned thematic unit development, templates to use with teachers to build the thematic units, and consultant supported summer teacher professional development.
Expected Outcomes:	Woke Kindergarten will host K-6 grade team, and group and 1:1 coaching sessions regularly with staff to improve staff’s capacity and aptitude for engaging in critical conversations with children using literacy and play as anchors to move through tough moments. Coaching will focus on supporting teachers in developing their understanding and implementation of abolitionist practices that are life affirming, support social emotional learning, incorporating Woke Kindergarten resources as healing-centered engagement and school wide thematic unit planning. Glassbrook Elementary will continue the training with the consultant and connect it to building the thematic units along with coaching. The process will ensure that our Anti Bias/Anti-Racist policy is in action and is reflected in classrooms in a formalized manner by developing tangible and cohesive resources and practices.
Is this a Multi-Year Agreement? <small>(Does this agreement cross-over fiscal years)</small>	YES

NEW/AMENDED TERMS		
Term:	From: 08/01/2022	To: 06/30/2024
Length of Term:	24	Months
Cost:	\$180,000.00	
Total Contract NTE:	\$200,000.00	

Funding Source:	010	3182	0	1110	1000	5802	126	126	0000	000
Name of Fund and/or Resource:	Comprehensive Support and Improvement (CSI)									

<input checked="" type="checkbox"/> Verified by Departmental Leader for budgetary compliance.
<input checked="" type="checkbox"/> Verified by Departmental Leader for applicable statute and policy compliance, redundancy, and conflicts of interest contractual or otherwise.
<input checked="" type="checkbox"/> Verified by Purchasing Manager for Public Contract Code (PCC) compliance.

Hayward Unified School District

Creating a Culture of Success



**Independent
Contractor
Agreement**

WOKE KINDERGARTEN

Thematic Unit Planning and Coaching

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is entered into between the **Hayward Unified School District** (DISTRICT) and **Woke Kindergarten** (CONTRACTOR).

Recitals

1. DISTRICT is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal and administrative matters with persons specially trained, experienced and competent to perform such services.
2. DISTRICT needs special services and advice as follows: **Woke Kindergarten has been working with Glassbrook for the past year. Teachers would like to extend the work to be able to do thematic units before the year begins.**
3. CONTRACTOR is specially trained, experienced and competent to provide such services. THEREFORE, the parties agree as follows:

Terms

1. **Services/Work Product.** CONTRACTOR agrees to provide the following services:
Teachers will meet virtually with Woke Kindergarten to collaborate in creating thematic units that can be shared with the rest of the staff. The goal is to have one unit started and work in collaboration with other grade levels to have common themes across K-6th.
- X EXHIBIT 'A' IS ATTACHED
2. **Term.** CONTRACTOR shall provide services for the period August 1, 2022 to August 31, 2022 or until terminated by either party by giving thirty (30) days advance notice in writing to the other party.
3. **Compensation.** DISTRICT shall pay CONTRACTOR a total fee of \$**N/A** per hour for **N/A** hours, a total Not To Exceed \$**20,000**. All billings are payable within thirty (30) days of invoice delivery after each scheduled event.
4. **Completeness of Agreement.** This Agreement constitutes the entire understanding of the parties and any changes shall be agreed to in writing.
5. **Status of Contractor.** This is not an employment contract. CONTRACTOR is an independent contractor. CONTRACTOR is responsible for providing Unemployment Insurance and Worker's Compensation coverage for CONTRACTOR's employees and for payment of all federal, state and local payroll taxes for and on behalf of CONTRACTOR's employees.
6. **Fingerprinting.** By execution of this Agreement/Contract, the CONTRACTOR acknowledges that Education Code Section 45125.1 applies to contracts for the provision of school and classroom janitorial, school site administrative, school site grounds and landscape maintenance,

pupil transportation and school site food-related services, and any similar services. Section 45125.1 requires that employees of entities providing such services to school districts must be fingerprinted by the California Department of Justice for a criminal records check, unless the DISTRICT determines that the CONTRACTOR and CONTRACTOR's employees will have limited contact with pupils. In making this determination, the DISTRICT will consider the totality of the circumstances, including factors such as the length of time the CONTRACTOR and CONTRACTOR'S employees will be on school grounds, whether pupils will be in proximity with the site where the CONTRACTOR and CONTRACTOR'S employees will be working, and whether the CONTRACTOR and CONTRACTOR'S employees will be alone or with others.

(a) DISTRICT Determination of Fingerprinting Requirement Application

The DISTRICT has considered the totality of the circumstances concerning the Project and has determined that the CONTRACTOR and CONTRACTOR's employees:

☐ are subject to the fingerprinting requirements of Education Code Sections 45125.1 and/or 45125.2 and Paragraph (b) below, is applicable.

☐ are not subject to the fingerprinting requirements of Education Code Section 45125.1 or 45125.2 and Paragraph (c) below, is applicable.

(b) If the DISTRICT has determined that fingerprinting is required, the CONTRACTOR expressly acknowledges that: (1) CONTRACTOR and all of CONTRACTOR's employees working on the school site must submit or have submitted fingerprints in a manner authorized by the Department of Justice, together with the requisite fee as set forth in Education Code Section 45125.1; (2) CONTRACTOR shall not permit any employee to come in contact with students until the Department of Justice has ascertained that the employee has not been convicted of a serious or violent felony; (3) CONTRACTOR shall certify in writing to the Governing Board of the DISTRICT that none of its employees who may come in contacts with students have been convicted of a serious or violent felony; and (4) CONTRACTOR shall provide to the Governing Board of the DISTRICT a list of names of its employees who may come in contact with students. The CONTRACTOR is required to fulfill these requirements at its own expense.

(c) Even if the DISTRICT has determined that fingerprinting is not required, the CONTRACTOR expressly acknowledges that the following conditions shall apply to any work performed by the CONTRACTOR and/or CONTRACTOR's employees on a school site: (1) CONTRACTOR and CONTRACTOR's employees shall check in with the school office each day immediately upon arriving at the school site; (2) CONTRACTOR and CONTRACTOR's employees shall inform school office staff of their proposed activities and location at the school site; (3) Once at such location, CONTRACTOR and CONTRACTOR's employees shall not change locations without contacting the school office; (4) CONTRACTOR and CONTRACTOR's employees shall not use student

restroom facilities; and (5) If CONTRACTOR and/or CONTRACTOR's employees find themselves alone with a student, CONTRACTOR and CONTRACTOR's employees shall immediately contact the school office and request that a member of the school staff be assigned to the work location.

7. Indemnification. CONTRACTOR agrees to hold harmless, indemnify and defend DISTRICT and its officers, agents and employees from any and all claims and losses accruing or resulting from injury, damage or death of any person, firm or corporation in connection with its performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify and defend DISTRICT and its officers, agents and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services or materials to CONTRACTOR in connection with the performance of this Agreement.
8. Insurance. CONTRACTOR shall maintain general liability insurance, including automobile coverage with limits of one million dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to the DISTRICT and shall name the DISTRICT as an additional insured. Copies of all policies shall be forwarded within ten (10) days of the signing of this Agreement, but in all instances prior to the start of CONTRACTOR'S work.
9. Equipment and Materials. CONTRACTOR shall provide all equipment, materials and supplies necessary for the performance of the Agreement.
10. Licenses and Permits. CONTRACTOR shall obtain and keep in force all licenses, permits and certificates necessary for the performance of this Agreement.

License Number: N/A and Type:N/A, Issued byN/A
11. Assignment. CONTRACTOR shall not assign the obligations of CONTRACTOR under this Agreement without the express prior written consent of DISTRICT.
12. Non-Discrimination. CONTRACTOR shall not engage in unlawful discrimination in the employment of persons because of race, color, national origin, age, ancestry, religion, sex, marital status, medical condition or physical handicap.
13. Termination. DISTRICT may at any time terminate this Agreement upon written notice to CONTRACTOR. DISTRICT shall compensate CONTRACTOR for services satisfactorily provided through the date of termination.

In addition, DISTRICT may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, DISTRICT may secure the required services from another contractor. If the cost to DISTRICT exceeds the cost of providing the service pursuant to this Agreement, CONTRACTOR shall pay the additional cost.

14. Copyright. All intellectual property and related materials, including any intellectual property, information, trade secrets, moral rights, goodwill, relevant registrations or applications for registration, and rights in any patent, copyright, trademark, trade dress, industrial design and trade name (the "Intellectual Property") that is developed or produced under this Agreement remains the sole and exclusive property of CONTRACTOR.
15. Waiver. No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
16. Attorney's Fees. If any litigation is initiated to enforce or interpret this Agreement, the prevailing party shall be entitled to reasonable attorney's fees.
17. Governing Law. This Agreement shall be governed by the laws of the State of California.
18. Severability. In the event that any portion of this Agreement is finally determined by a court of competent jurisdiction to be invalid or unenforceable, such provision shall be deemed void and the remainder of this Agreement shall continue in full force and effect.
19. Notice. All notices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

DISTRICT

**Hayward Unified School District
Purchasing Department
24411 Amador Street
Hayward, CA 94544**

CONTRACTOR

**Woke Kindergarten LLC
Attn: Akia Gross
601 Wild Hunt Road
Frederick MD 21703**

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party may give written notice of a change in address.

Hayward Unified School District

Type Contractor Business Name

Sign Here:

Sign
Here:

Signed By: **Dr. Lisa Davies**

Signed By: **Akia Gross**

Title: **Assistant Superintendent**

Title: **Founder**

Dept.: **Educational Services**

Date:

Date

Tatiana Peugnet, Glassbrook Elementary

Service
Requested
By:

- **ALL INDEPENDENT CONTRACTOR AGREEMENTS MUST BE SIGNED BY THE SITE ADMINISTRATOR AND THE CONTRACTOR PRIOR TO SUBMISSION FOR DISTRICT APPROVAL.**
- **WORK MUST NOT BEGIN PRIOR TO RECEIVING DISTRICT PURCHASE ORDER.**
- **AN AUTHORIZED HUSD REPRESENTATIVE MUST SIGN ALL INDEPENDENT CONTRACTOR AGREEMENTS.**
- **IN ADDITION, AGREEMENTS OF OVER \$5,000 MUST BE APPROVED BY THE SCHOOL BOARD PRIOR TO COMMENCING ANY WORK.**
- **A COMPLETED AND SIGNED W-9 MUST ACCOMPANY THE INDEPENDENT CONTRACTOR AGREEMENT**

By:

**Matt Wayne, Ed.D, Superintendent
Authorized HUSD Representative**

Date

July 27, 2022

HUSD Board Approval Date

LIBERATION is the goal.



ABOLITION is the journey.

Welcome to Woke Kindergarten.



copyright 2021

**Liberation is the goal.
Abolition is the journey.**

Woke Kindergarten

Akiea "Ki" Gross

WOKE KINDERGARTEN IS...



The VISION:

A global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.



Woke Kindergarten
20494 SummerSong Lane
Germantown, MD 20874

Tel 301.660.0337 www.wokekindergarten.org

Contact: wakeup@wokekindergarten.org | IG @WokeKindergarten | @BlackChildrenPlay

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WHO WE ARE.

We're educators building the liberatory future all children deserve.

The Woke Kindergarten experience hit different.

2020 Social Justice in Education Award Recipient

Akiea "Ki" Gross (they/them) is a Black, queer, nonbinary and trans abolitionist early educator, coach, consultant and creative entrepreneur currently innovating ways to unlearn, heal, liberate and create with their pedagogy, Woke Kindergarten. In the many years they spent teaching in classrooms, their experiences spanned infancy to 6th grade. Prior to leaving the school system, they served as a Kindergarten Teacher and an Instructional Coach of Inquiry-Based Learning in Harlem.



Akiea "Ki" Gross

Video: https://youtube.be/_rAkS1obqgw

Akiea "Ki" Gross is our Social Justice award for their outstanding work with WokeKindergarten. WokeKindergarten is owned and created by Ki and is a global abolitionist early learning community that supports children, families, educators, and organizations in their commitment of abolitionist teaching and Pro-Black liberation in the early years. They said that children need a space where they can envision possible futures or present realities, where they can be affirmed, celebrated and seen. They said that "a liberatory future is where Black Trans people, Black Queer people, all Black people, all Indigenous people are able to, not only live, but to thrive in this world." Their saying is "All power to the little people!"

Recently, Ki was selected as one of Martha P. Johnson Institute's 2021 Leaders of the New School and the Early Childhood Education Assembly's 2020 Social Justice Award Recipient. They have participated as a speaker, panelist, facilitator, consultant and moderator for many organizations including Harvard Graduate School of Education, Bank Street College, Georgetown Day School, San Diego Youth Services, SXSW EDU, Texas Association for the Gifted and Talented, Teachers for Social Justice, Montclair State, UMBC, NYPL, Abolitionist Teaching Network, HUGE, Inc., Amplify Education, Wheelock College of Education, Camino Nuevo Charter School, NJPAC, Brooklyn Heights Montessori, The College of New Jersey, Bard College, AppleTree Institute for Education Innovation and more.

It was their experiences with the carceral state of schooling and the trauma enacted upon Black children in these systems, that galvanized them to create #BlackTeachersMatter, Black Teachers Mentor and Equitable Schools years ago. As their ideologies and experiences with abolition evolved, they dissolved Equitable Schools and created @WhyAbolition.



Their commitment to creating safe, inclusive and liberatory spaces for BIPOC queer & trans artists also led them to create Sisters Unsigned, an intimate concert series that amplifies the voices of independent queer, trans, gender and genre expansive BIPOC artists and creators.

Along with their partner Sonic and creative team, Womxyn Amplify, they've directed, curated and hosted many other creative pursuits including Sisters

Unsigned presents: Women in Hip Hop, Archway Pride, and *SEASONS: A Voyage Through Sound*, their team's 2020 artist residency at National Sawdust.

They hold an M.A. in Developmental Psychology from Teachers College, an M.S. in Childhood Education/Special Education from the Progressive Education Institute/Touro College and two B.A.'s in Child Development and Family Studies and Psychology, respectively.



WHY WOKE KINDERGARTEN?

Take a look at some slides from our pitch deck to learn more.

Currently, we are the only abolitionist early childhood ecosystem of our kind.

The VISION:

A global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.

The PROBLEM:

The Prison Industrial Complex manifests in early childhood in a variety of ways and anti-racist teaching & reform just isn't disruptive enough.

SCHOOL	PRISON
<ul style="list-style-type: none">• Authoritarian structure• Dress code• Emphasis on silence and order• Negative reinforcement• Walk in lines• Loss of individual autonomy• Abridged freedoms• No input in decision making• Set times enforced for walking, eating, etc.	<ul style="list-style-type: none">• Authoritarian structure• Dress code• Emphasis on silence and order• Negative reinforcement• Walk in lines• Loss of individual autonomy• Abridged freedoms• No input in decision making• Set times enforced for walking, eating, etc.

School is like prison

The SOLUTION:

We **CREATE** abolitionist early childhood resources
to **CURATE** opportunities for children to feel affirmed, safe, loved & empowered
and **EDUCATE** their adults on how to engage with them
to **ELIMINATE** carceral logics
in order to **LIBERATE** our communities.



We've innovated our own pedagogy, design our own frameworks & workshops and do all of our work through an abolitionist lens.

The 4 main components of our pedagogy consist of:

- 60 Second Texts**
- Woke Word of the Day**
- Woke Wonderings**
- Woke Read Aloud**





Woke Kindergarten x Glassbrook ES

[PROPOSAL]

OVERVIEW

Woke Kindergarten will partner with Glassbrook Elementary school to improve staff's capacity to implement healing-centered & liberatory learning practices made possible by developing their understanding of teaching through an abolitionist lens. Glassbrook ES requests a two-school-year long (16-20 month) partnership that incorporates a combination of workshop follow ups, unit development, feedback and coaching.

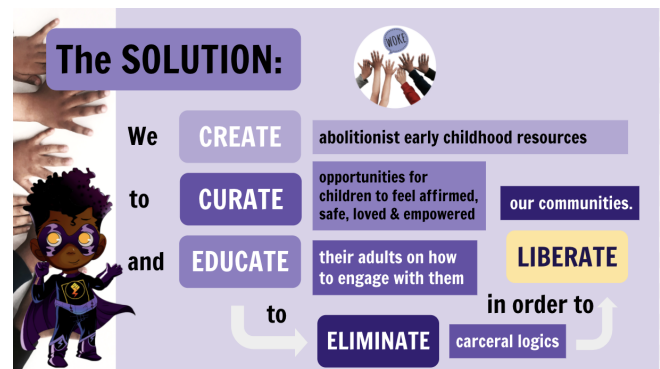
Date: August 1 2022-August 31 2022

WHO WE ARE

Woke Kindergarten is a global, abolitionist early learning ecosystem, creative portal and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.

WHY US

Glassbrook ES requires expert consulting services from an innovative, experienced and trusted partner in early childhood & elementary education – capable of tackling complex social challenges that disrupt white supremacy culture through an abolitionist lens. We are a comprehensive entity, one that creates, curates and educates. The resources that we facilitate with are our own, and we are able to provide them to our clients as part of our consulting packages.





OUR PREVIOUS WORK

During the 2021-2022 school year, Woke Kindergarten partnered with Glassbrook Elementary to facilitate four workshops and support staff in creating and implementing healing-centered, early childhood & elementary tools and frameworks to support teachers in supporting children's holistic needs in the classroom. In addition, Woke Kindergarten offered all Glassbrook teachers 20-minute, 1:1 weekly coaching opportunities. Due to unforeseen obstacles from COVID and HUSD closing for distance learning, we were able to complete three of the four workshops planned.

OBJECTIVES

- To design, develop and implement justice-focused, healing-centered and academically aligned thematic units that create a more horizontally and vertically aligned learning atmosphere for teachers and students.
- To develop Glassbrook's own Woke Kindergarten resources, specific to their community including the creation of thematic units and a process for planning.
- To provide 1:1, grade level and group coaching that supports staff in their capacity to support the academic and social and emotional needs of their students.
- To improve staff's capacity and aptitude for engaging in critical conversations with children using literacy and play as anchors to move through tough moments.
- To implement Woke Kindergarten's resources and pedagogical approaches in practice as a way to disrupt whiteness, white dominant/settler colonial narratives and anti-Blackness in the Glassbrook community through coaching and thematic unit building.

PROPOSED PERSONNEL

- Founder: Akiea "Ki" Gross
- Facilitator/Coach: Ana Duque, anti-racist facilitator
- Historian: TBD (to potentially support with thematic units)



COST/BUDGET

TOTAL: \$20,000

Cost: In addition to time with teachers, all costs include prep and planning time for facilitators, time for creating resources as well as planning and debriefing with site leaders.

COMPONENT	EXPECTED OUTCOME	LABOR TIME (total)	COST
Summer Planning with teachers (2022)	A small group of teachers will engage in planning thematic units with Ki & Ana	30-50 hours hours prep, planning & creation 10 hours facilitating	\$20,000

So what's the Woke Kindergarten difference?

Let us break it down for you.

Woke Kindergarten, first & foremost, is an **expansive creative house**, which means, while most consultants come in & facilitate workshops that use other people's resources, we create & facilitate the use of our own.

We design multimedia resources that take an incredible amount of time, and we do all the work in house. We also collaborate with our partners to create resources relevant to their context.

Think of this as paying graphic designers, video editors & artists for their labor. We aren't just facilitators or coaches, we are multi-hyphenate in our offerings.

In our table above, when we reference strategic planning & development, design, labor, communication etc., this is what we are referring to.

Between Ki & their video editor Meilei, we work tirelessly to develop resources that serve as the source content not only for our workshops, but for teachers, kids, & families to use.



Partnering with us, means that we won't only be facilitating workshops & coaching sessions, but **we will be creating the following resources specifically with Glassbrook feedback, needs & wants in mind:**

-

Additionally, we will be working alongside with Glassbrook ES staff to equip them to use Woke Kindergarten's resources as a lens to create and implement their own as part of their ongoing professional practice.

CONTACT:

Akiea "Ki" Gross (they/them)
wakeup@wokekindergarten.org

**HAYWARD UNIFIED SCHOOL DISTRICT
CONTRACT / AGREEMENT AMENDMENT NO. 1**

This Amendment is entered between the Hayward Unified School District (HUSD) and Woke Kindergarten (**CONTRACTOR/AGENCY**). HUSD entered into an Agreement with the **CONTRACTOR/ AGENCY** for professional services on July 27, 2022, and the parties agree to amend the Agreement as follows:

1. Services: (Check and complete ONE of the options below)

- ☒ **CONTRACTOR/AGENCY** AGREE TO PROVIDE THE FOLLOWING AMENDED SERVICES: (Provide full description of expected results, such as services, materials, products, and/or reports; attach additional pages if necessary.)

Woke Kindergarten will partner with Glassbrook Elementary school to improve staff's capacity to implement healing-centered & liberatory learning practices made possible by developing their understanding of teaching through an abolitionist lens. Glassbrook ES requests a two-school-year long (16-20 month) partnership that incorporates a combination of workshop follow ups, unit development, feedback and coaching.

- ☒ The scope of work is attached as Exhibit A (incorporated by reference to the extent that it is subordinate to and not inconsistent with this Agreement).

2. Terms: (Check and complete ONE of the options below)

- ☒ The contract term is extended by an additional 12 months, and the amended expiration date is June 30, 2024.

3. Compensation: (Check and complete ONE of the options below. This provision may only be changed if there is also a change to the above Services OR Terms of the Contract).

- ☒ The original contract price is amended to increase in the amount of \$180,000.00, and the amended contract price is now \$200,000.00

4. Remaining Provisions: All other provisions of the Agreement, and prior Amendment(s) if any, shall remain unchanged and in full force and effect as originally stated.

5. Amendment History: (Include all prior amendments):

Amendment No.	Date	General Description / Purpose of Amendment	Amount of Increase (Decrease)

- ☒ There are no previous amendments to this Amendment. (Check if appropriate)

6. Approval: This Amendment is not effective and no payment shall be made to Contractor until executed by both parties. Approval requires signature by the Assistant Superintendent of Business (or designee).

HAYWARD UNIFIED SCHOOL DISTRICT



Signature

Dr. Lisa Davies

Name

Date: 8 / 25 / 22

CONTRACTOR



Signature

Name **Akiea Gross**

Date: 8 / 5 / 2022

LIBERATION is the goal.



ABOLITION is the journey.

Welcome to Woke Kindergarten.



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**Liberation is the goal.
Abolition is the journey.**

Woke Kindergarten

Akiea "Ki" Gross

WOKE KINDERGARTEN IS...



The VISION:

A global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.



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Tel 301.660.0337 www.wokekindergarten.org

Contact: wakeup@wokekindergarten.org | IG @WokeKindergarten | @BlackChildrenPlay

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WHO WE ARE.

We're educators building the liberatory future all children deserve.

The Woke Kindergarten experience hit different.

2020 Social Justice in Education Award Recipient

Akiea "Ki" Gross (they/them) is a Black, queer, nonbinary and trans abolitionist early educator, coach, consultant and creative entrepreneur currently innovating ways to unlearn, heal, liberate and create with their pedagogy, Woke Kindergarten. In the many years they spent teaching in classrooms, their experiences spanned infancy to 6th grade. Prior to leaving the school system, they served as a Kindergarten Teacher and an Instructional Coach of Inquiry-Based Learning in Harlem.



Akiea "Ki" Gross

Video: https://youtube.be/_rAkS1obqgw

Akiea "Ki" Gross is our Social Justice award for their outstanding work with WokeKindergarten. WokeKindergarten is owned and created by Ki and is a global abolitionist early learning community that supports children, families, educators, and organizations in their commitment of abolitionist teaching and Pro-Black liberation in the early years. They said that children need a space where they can envision possible futures or present realities, where they can be affirmed, celebrated and seen. They said that "a liberatory future is where Black Trans people, Black Queer people, all Black people, all Indigenous people are able to, not only live, but to thrive in this world." Their saying is "All power to the little people!"

Recently, Ki was selected as one of Martha P. Johnson Institute's 2021 Leaders of the New School and the Early Childhood Education Assembly's 2020 Social Justice Award Recipient. They have participated as a speaker, panelist, facilitator, consultant and moderator for many organizations including Harvard Graduate School of Education, Bank Street College, Georgetown Day School, San Diego Youth Services, SXSW EDU, Texas Association for the Gifted and Talented, Teachers for Social Justice, Montclair State, UMBC, NYPL, Abolitionist Teaching Network, HUGE, Inc., Amplify Education, Wheelock College of Education, Camino Nuevo Charter School, NJPAC, Brooklyn Heights Montessori, The College of New Jersey, Bard College, AppleTree Institute for Education Innovation and more.

It was their experiences with the carceral state of schooling and the trauma enacted upon Black children in these systems, that galvanized them to create #BlackTeachersMatter, Black Teachers Mentor and Equitable Schools years ago. As their ideologies and experiences with abolition evolved, they dissolved Equitable Schools and created @WhyAbolition.



Their commitment to creating safe, inclusive and liberatory spaces for BIPOC queer & trans artists also led them to create Sisters Unsigned, an intimate concert series that amplifies the voices of independent queer, trans, gender and genre expansive BIPOC artists and creators.

Along with their partner Sonic and creative team, Womxyn Amplify, they've directed, curated and hosted many other creative pursuits including Sisters

Unsigned presents: Women in Hip Hop, Archway Pride, and *SEASONS: A Voyage Through Sound*, their team's 2020 artist residency at National Sawdust.

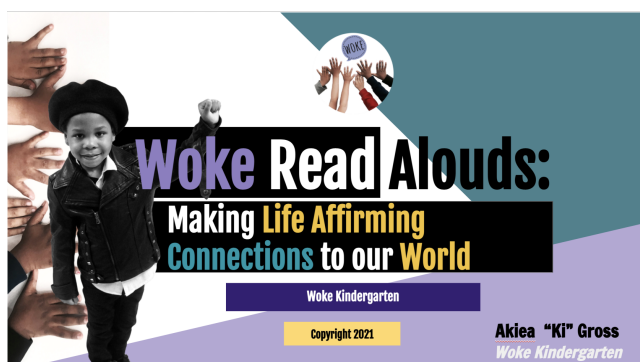
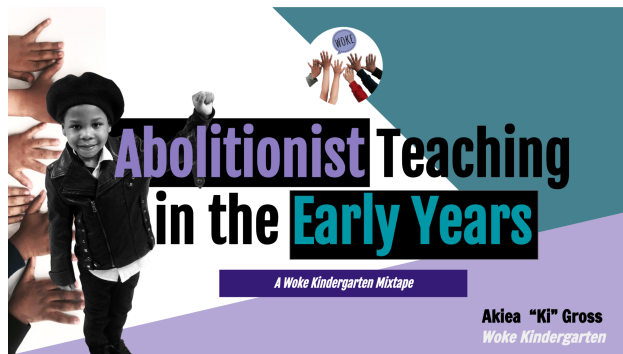
They hold an M.A. in Developmental Psychology from Teachers College, an M.S. in Childhood Education/Special Education from the Progressive Education Institute/Touro College and two B.A.'s in Child Development and Family Studies and Psychology, respectively.



All workshops come with downloads of all Woke Word of the Day resources to distribute to staff and families. All entities we work with will all get a digital download copy of our zine when it is complete.

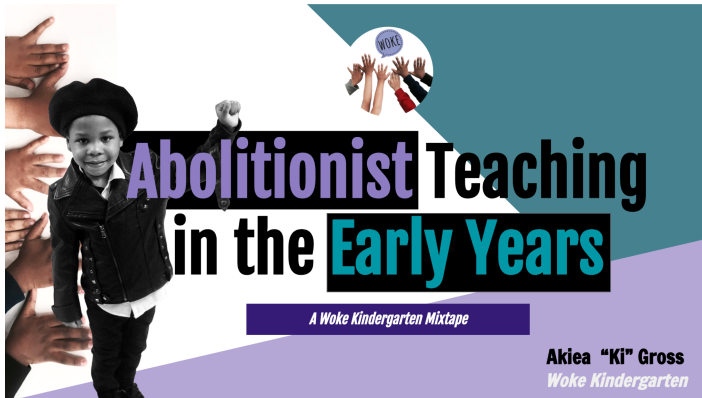
For every institutional booking Woke Kindergarten receives, we organize a free community workshop for Black and brown families and educators. We also dedicate a portion of our payments as mutual aid. All prices subject to change.

WORKSHOP & KEYNOTE OFFERINGS:





WORKSHOP DESCRIPTIONS:

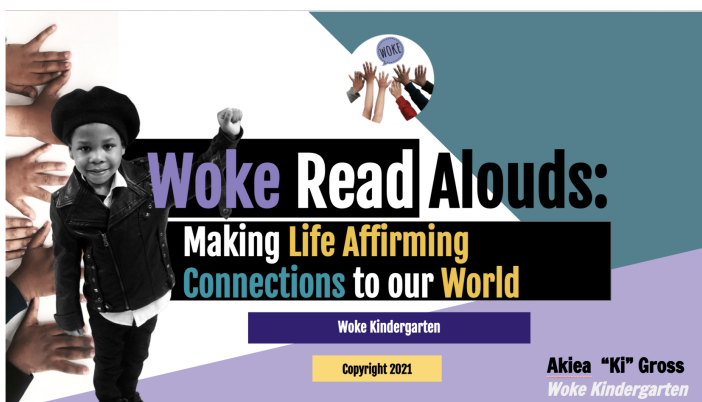


In this workshop, Ki illuminates the ways the prison industrial complex manifests in early childhood and takes participants on an exploration of how we can disrupt the PIC through a comprehensive and interactive journey into Woke Kindergarten's abolitionist early learning pedagogy. Participants can expect to leave with an introductory understanding of abolitionist teaching in practice, how to use Woke Kindergarten's resources as healing-centered engagement in practice and a more thorough understanding of abolitionist politics, the pursuit of liberation and ultimately what that means—and how we show up—for our very youngest

Black and brown children and their families. This workshop uses an interactive guide. [2 hours]



This workshop introduces participants to Woke Kindergarten's framework for engaging in critical conversations with young children & equips them with the tools and insights they need to use Woke Kindergarten's resources as anchors in these conversations. Participants will dive deep into where our hesitation to have these conversations comes from, how we can enter them through a healing-centered, humanity affirming lens, and how understanding children as self-determined participants in co-creating the futures they deserve empowers us to feel equipped in moving through hard truths with our kids. [2 hours]



This workshop examines the historical nature of reading aloud as an act of resistance and takes participants through an experiential exploration of how to approach and plan read alouds through an abolitionist lens by making authentic connections and creating life-affirming experiences for children who are often excluded from seeing themselves & their lived experiences in the books that we read. [4 hours]



WHY WOKE KINDERGARTEN?

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Currently, we are the only abolitionist early childhood ecosystem of our kind.





The VISION:

A global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.

The PROBLEM:



The Prison Industrial Complex manifests in early childhood in a variety of ways and anti-racist teaching & reform just isn't disruptive enough.

- punishment
- confinement
- dehumanization

SCHOOL	PRISON
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School is like prison

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We **CREATE** abolitionist early childhood resources

to **CURATE** opportunities for children to feel affirmed, safe, loved & empowered

and **EDUCATE** their adults on how to engage with them

to **ELIMINATE** carceral logics

our communities.

LIBERATE in order to



We've innovated our own frameworks & workshops and do all of our work through an abolitionist lens.

The 4 main components of our pedagogy consist of:

60 Second Texts
Woke Word of the Day
Woke Wonderings
Woke Read Aloud





Woke Kindergarten x Glassbrook ES

[PROPOSAL]

OVERVIEW

Woke Kindergarten will partner with Glassbrook Elementary school to improve staff's capacity to implement healing-centered & liberatory learning practices made possible by developing their understanding of teaching through an abolitionist lens. Glassbrook ES requests a two-school-year long (16-20 month) partnership that incorporates a combination of workshop follow ups, unit development, feedback and coaching.

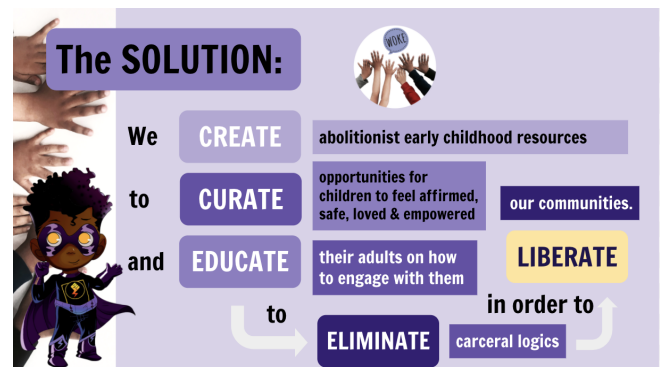
Date: July 2022-June 2024

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WHY US

Glassbrook ES requires expert consulting services from an innovative, experienced and trusted partner in early childhood & elementary education – capable of tackling complex social challenges that disrupt white supremacy culture through an abolitionist lens. We are a comprehensive entity, one that creates, curates and educates. The resources that we facilitate with are our own, and we are able to provide them to our clients as part of our consulting packages.





OUR PREVIOUS WORK

During the 2021-2022 school year, Woke Kindergarten partnered with Glassbrook Elementary to facilitate four workshops and support staff in creating and implementing healing-centered, early childhood & elementary tools and frameworks to support teachers in supporting children's holistic needs in the classroom. In addition, Woke Kindergarten offered all Glassbrook teachers 20-minute, 1:1 weekly coaching opportunities. Due to unforeseen obstacles from COVID and HUSD closing for distance learning, we were able to complete three of the four workshops planned.

Over the course of 24 months, Woke Kindergarten will support Glassbrook teachers in developing an overall thematic unit scope and sequence and process for designing, creating and implementing thematic units that are culturally relevant, justice-focused, and academically aligned. Woke Kindergarten will also facilitate a read alouds workshop, as well as virtual workshop post-sessions that support teachers in diving more deeply into the frameworks that they learned in Year 1. Woke Kindergarten will also host 1:1, grade team, and group coaching sessions regularly with staff. Coaching will focus on supporting teachers in developing their understanding and implementation of abolitionist praxis, incorporating Woke Kindergarten resources as healing-centered engagement and schoolwide thematic unit planning.

OBJECTIVES

- To design, develop and implement justice-focused, healing-centered and academically aligned thematic units that create a more horizontally and vertically aligned learning atmosphere for teachers and students.
- To develop Glassbrook's own Woke Kindergarten resources, specific to their community including the creation of thematic units and a process for planning.
- To provide 1:1, grade level and group coaching that supports staff in their capacity to support the academic and social and emotional needs of their students.
- To improve staff's capacity and aptitude for engaging in critical conversations with children using literacy and play as anchors to move through tough moments.
- To implement Woke Kindergarten's resources and pedagogical approaches in practice as a way to disrupt whiteness, white dominant/settler colonial narratives and anti-Blackness in the Glassbrook community through coaching and thematic unit building.



PROPOSED PERSONNEL

- Founder: Akiea “Ki” Gross
- Facilitator/Coach: Ana Duque, anti-racist facilitator
- Historian: TBD (to potentially support with thematic units)

COST/BUDGET

TOTAL: \$200,000

Cost: In addition to time with teachers, all costs include prep and planning time for facilitators, time for creating resources as well as planning and debriefing with site leaders. The cost of the hourly labor may not be equally distributed because some tasks require more intensive labor than others.

COMPONENT	EXPECTED OUTCOME	LABOR TIME (total)	COST
Summer Planning with teachers (2022)	A small group of teachers will engage in planning thematic units with Ki & Ana	30-50 hours hours prep, planning & creation 10 hours facilitating	\$20,000
Woke Read Alouds Workshop	Prior to beginning the school year, this workshop will set the tone and support teachers in connecting literacy to abolition. Teachers will plan a Woke Read utilizing the resources developed by WK.	4 hours facilitating 6 hours planning 1 hour debriefing	\$10,000
Post-Workshop Follow Up Sessions	GBK staff will develop a more thorough understanding of Woke K's frameworks & be able to implement the resources that they learned about in the previous year	10 hours Facilitating 15 hours planning 5 hours debriefing	\$15,000
Thematic Unit Building	Teachers will plan 1-2 full units with their teaching teams. In addition, WK will support GBK to develop a process for planning.	80 hours Facilitating 60-80 hours prep, planning	\$75,000
Coaching	Coaching will continue around supporting teachers to support students using WK resources, thematic units, and healing-centered praxis	16 hours a month x 20 = 320 hrs	\$75,000
Meeting with School Leader	Meetings will occur regularly to plan and debrief learning and coaching sessions	1 hour month x 24	\$5,000



***This proposal is specific to the duration requested. If Glassbrook ES is not able to fulfill the proposed cost, Woke Kindergarten will consider a decrease in time commitment and adjust the proposal once if said request is reasonable.**

CONFIDENTIALITY NOTICE:

The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

So what's the Woke Kindergarten difference?

Let us break it down for you.

Woke Kindergarten, first & foremost, is an expansive creative house, which means, while most consultants come in & facilitate workshops that use other people's resources, we create & facilitate the use of our own.

We design multimedia resources that take an incredible amount of time, and we do all the work in house. We also collaborate with our partners to create resources relevant to their context.

Think of this as paying graphic designers, video editors & artists for their labor. We aren't just facilitators or coaches, we are multi-hyphenate in our offerings.

In our table above, when we reference strategic planning & development, design, labor, communication etc., this is what we are referring to.

Between Ki & their video editor Meilei, we work tirelessly to develop resources that serve as the source content not only for our workshops, but for teachers, kids, & families to use.

Partnering with us, means that we won't only be facilitating workshops & coaching sessions, but **we will be creating the following resources specifically with Glassbrook feedback, needs & wants in mind:**

- **One 60 second text [bilingual]**
 - Photos sourced from Glassbrook community
- **One Woke Read Alouds video**



- Glassbrook staff & kids choose the book
- This includes prep, recording, captioning & 2 rounds of edits
- **One Woke Wonderings Prompt** (this is our resistance framework for kids, which will be implemented in every teacher's classroom)
 - Specific to a problem that kids and/or families and teachers are thinking about

Additionally, we will be working alongside with Glassbrook ES staff to equip them to use Woke Kindergarten's resources as a lens to create and implement their own as part of their ongoing professional practice.

Virtual vs. In-Person

If at any point, Glassbrook requests that Ki comes in person, Glassbrook agrees to cover reasonable travel accommodations [airfare & lodging] that can be discussed at a later date & booked well in advance to ensure the most ideal pricing.

JFK-SFO

CONTACT:

Akiea "Ki" Gross (they/them)
wakeup@wokekindergarten.org

Hayward Unified School District

Creating a Culture of Success



**Independent
Contractor
Agreement**

WOKE KINDERGARTEN

Thematic Unit Planning and Coaching

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is entered into between the **Hayward Unified School District** (DISTRICT) and **Woke Kindergarten** (CONTRACTOR).

Recitals

1. DISTRICT is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal and administrative matters with persons specially trained, experienced and competent to perform such services.
2. DISTRICT needs special services and advice as follows: **Woke Kindergarten has been working with Glassbrook for the past year. Teachers would like to extend the work to be able to do thematic units before the year begins.**
3. CONTRACTOR is specially trained, experienced and competent to provide such services. THEREFORE, the parties agree as follows:

Terms

1. **Services/Work Product.** CONTRACTOR agrees to provide the following services: Teachers will meet virtually with Woke Kindergarten to collaborate in creating thematic units that can be shared with the rest of the staff. The goal is to have one unit started and work in collaboration with other grade levels to have common themes across K-6th.
- X EXHIBIT 'A' IS ATTACHED
2. **Term.** CONTRACTOR shall provide services for the period August 1, 2022 to August 31, 2022 or until terminated by either party by giving thirty (30) days advance notice in writing to the other party.
3. **Compensation.** DISTRICT shall pay CONTRACTOR a total fee of \$**N/A** per hour for **N/A** hours, a total Not To Exceed \$**20,000**. All billings are payable within thirty (30) days of invoice delivery after each scheduled event.
4. **Completeness of Agreement.** This Agreement constitutes the entire understanding of the parties and any changes shall be agreed to in writing.
5. **Status of Contractor.** This is not an employment contract. CONTRACTOR is an independent contractor. CONTRACTOR is responsible for providing Unemployment Insurance and Worker's Compensation coverage for CONTRACTOR's employees and for payment of all federal, state and local payroll taxes for and on behalf of CONTRACTOR's employees.
6. **Fingerprinting.** By execution of this Agreement/Contract, the CONTRACTOR acknowledges that Education Code Section 45125.1 applies to contracts for the provision of school and classroom janitorial, school site administrative, school site grounds and landscape maintenance,

pupil transportation and school site food-related services, and any similar services. Section 45125.1 requires that employees of entities providing such services to school districts must be fingerprinted by the California Department of Justice for a criminal records check, unless the DISTRICT determines that the CONTRACTOR and CONTRACTOR's employees will have limited contact with pupils. In making this determination, the DISTRICT will consider the totality of the circumstances, including factors such as the length of time the CONTRACTOR and CONTRACTOR'S employees will be on school grounds, whether pupils will be in proximity with the site where the CONTRACTOR and CONTRACTOR'S employees will be working, and whether the CONTRACTOR and CONTRACTOR'S employees will be alone or with others.

(a) DISTRICT Determination of Fingerprinting Requirement Application

The DISTRICT has considered the totality of the circumstances concerning the Project and has determined that the CONTRACTOR and CONTRACTOR's employees:

☐ are subject to the fingerprinting requirements of Education Code Sections 45125.1 and/or 45125.2 and Paragraph (b) below, is applicable.

☐ are not subject to the fingerprinting requirements of Education Code Section 45125.1 or 45125.2 and Paragraph (c) below, is applicable.

(b) If the DISTRICT has determined that fingerprinting is required, the CONTRACTOR expressly acknowledges that: (1) CONTRACTOR and all of CONTRACTOR's employees working on the school site must submit or have submitted fingerprints in a manner authorized by the Department of Justice, together with the requisite fee as set forth in Education Code Section 45125.1; (2) CONTRACTOR shall not permit any employee to come in contact with students until the Department of Justice has ascertained that the employee has not been convicted of a serious or violent felony; (3) CONTRACTOR shall certify in writing to the Governing Board of the DISTRICT that none of its employees who may come in contacts with students have been convicted of a serious or violent felony; and (4) CONTRACTOR shall provide to the Governing Board of the DISTRICT a list of names of its employees who may come in contact with students. The CONTRACTOR is required to fulfill these requirements at its own expense.

(c) Even if the DISTRICT has determined that fingerprinting is not required, the CONTRACTOR expressly acknowledges that the following conditions shall apply to any work performed by the CONTRACTOR and/or CONTRACTOR's employees on a school site: (1) CONTRACTOR and CONTRACTOR's employees shall check in with the school office each day immediately upon arriving at the school site; (2) CONTRACTOR and CONTRACTOR's employees shall inform school office staff of their proposed activities and location at the school site; (3) Once at such location, CONTRACTOR and CONTRACTOR's employees shall not change locations without contacting the school office; (4) CONTRACTOR and CONTRACTOR's employees shall not use student

restroom facilities; and (5) If CONTRACTOR and/or CONTRACTOR's employees find themselves alone with a student, CONTRACTOR and CONTRACTOR's employees shall immediately contact the school office and request that a member of the school staff be assigned to the work location.

7. Indemnification. CONTRACTOR agrees to hold harmless, indemnify and defend DISTRICT and its officers, agents and employees from any and all claims and losses accruing or resulting from injury, damage or death of any person, firm or corporation in connection with its performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify and defend DISTRICT and its officers, agents and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services or materials to CONTRACTOR in connection with the performance of this Agreement.
8. Insurance. CONTRACTOR shall maintain general liability insurance, including automobile coverage with limits of one million dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to the DISTRICT and shall name the DISTRICT as an additional insured. Copies of all policies shall be forwarded within ten (10) days of the signing of this Agreement, but in all instances prior to the start of CONTRACTOR'S work.
9. Equipment and Materials. CONTRACTOR shall provide all equipment, materials and supplies necessary for the performance of the Agreement.
10. Licenses and Permits. CONTRACTOR shall obtain and keep in force all licenses, permits and certificates necessary for the performance of this Agreement.

License Number: N/A and Type:N/A, Issued byN/A
11. Assignment. CONTRACTOR shall not assign the obligations of CONTRACTOR under this Agreement without the express prior written consent of DISTRICT.
12. Non-Discrimination. CONTRACTOR shall not engage in unlawful discrimination in the employment of persons because of race, color, national origin, age, ancestry, religion, sex, marital status, medical condition or physical handicap.
13. Termination. DISTRICT may at any time terminate this Agreement upon written notice to CONTRACTOR. DISTRICT shall compensate CONTRACTOR for services satisfactorily provided through the date of termination.

In addition, DISTRICT may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, DISTRICT may secure the required services from another contractor. If the cost to DISTRICT exceeds the cost of providing the service pursuant to this Agreement, CONTRACTOR shall pay the additional cost.

14. Copyright. All intellectual property and related materials, including any intellectual property, information, trade secrets, moral rights, goodwill, relevant registrations or applications for registration, and rights in any patent, copyright, trademark, trade dress, industrial design and trade name (the "Intellectual Property") that is developed or produced under this Agreement remains the sole and exclusive property of CONTRACTOR.
15. Waiver. No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
16. Attorney's Fees. If any litigation is initiated to enforce or interpret this Agreement, the prevailing party shall be entitled to reasonable attorney's fees.
17. Governing Law. This Agreement shall be governed by the laws of the State of California.
18. Severability. In the event that any portion of this Agreement is finally determined by a court of competent jurisdiction to be invalid or unenforceable, such provision shall be deemed void and the remainder of this Agreement shall continue in full force and effect.
19. Notice. All notices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

DISTRICT

**Hayward Unified School District
Purchasing Department
24411 Amador Street
Hayward, CA 94544**

CONTRACTOR

**Woke Kindergarten LLC
Attn: Akia Gross
601 Wild Hunt Road
Frederick MD 21703**

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party may give written notice of a change in address.

Hayward Unified School District

Sign Here:



Signed By: **Dr. Lisa Davies**

Title: **Assistant Superintendent**

Dept.: **Educational Services**

Date

Type Contractor Business Name

Sign
Here:



Signed
By: **Akia Gross**

Title: **Founder**

Date:

Tatiana Peugnet, Glassbrook Elementary

Service
Requested
By:

- **ALL INDEPENDENT CONTRACTOR AGREEMENTS MUST BE SIGNED BY THE SITE ADMINISTRATOR AND THE CONTRACTOR PRIOR TO SUBMISSION FOR DISTRICT APPROVAL.**
- **WORK MUST NOT BEGIN PRIOR TO RECEIVING DISTRICT PURCHASE ORDER.**
- **AN AUTHORIZED HUSD REPRESENTATIVE MUST SIGN ALL INDEPENDENT CONTRACTOR AGREEMENTS.**
- **IN ADDITION, AGREEMENTS OF OVER \$5,000 MUST BE APPROVED BY THE SCHOOL BOARD PRIOR TO COMMENCING ANY WORK.**
- **A COMPLETED AND SIGNED W-9 MUST ACCOMPANY THE INDEPENDENT CONTRACTOR AGREEMENT**

By:



**Chien Wu-Fernandez, Interim Superintendent
Authorized HUSD Representative**

07/28/2022

Date

July 27, 2022

HUSD Board Approval Date

LIBERATION is the goal.



ABOLITION is the journey.

Welcome to Woke Kindergarten.



copyright 2021

**Liberation is the goal.
Abolition is the journey.**

Woke Kindergarten

Akiea "Ki" Gross

WOKE KINDERGARTEN IS...



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Woke Kindergarten
20494 SummerSong Lane
Germantown, MD 20874

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Woke Kindergarten x Glassbrook ES

[PROPOSAL]

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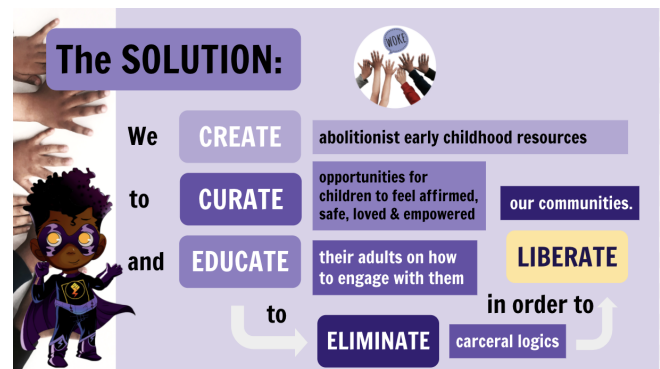
Date: August 1 2022-August 31 2022

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OUR PREVIOUS WORK

During the 2021-2022 school year, Woke Kindergarten partnered with Glassbrook Elementary to facilitate four workshops and support staff in creating and implementing healing-centered, early childhood & elementary tools and frameworks to support teachers in supporting children's holistic needs in the classroom. In addition, Woke Kindergarten offered all Glassbrook teachers 20-minute, 1:1 weekly coaching opportunities. Due to unforeseen obstacles from COVID and HUSD closing for distance learning, we were able to complete three of the four workshops planned.

OBJECTIVES

- To design, develop and implement justice-focused, healing-centered and academically aligned thematic units that create a more horizontally and vertically aligned learning atmosphere for teachers and students.
- To develop Glassbrook's own Woke Kindergarten resources, specific to their community including the creation of thematic units and a process for planning.
- To provide 1:1, grade level and group coaching that supports staff in their capacity to support the academic and social and emotional needs of their students.
- To improve staff's capacity and aptitude for engaging in critical conversations with children using literacy and play as anchors to move through tough moments.
- To implement Woke Kindergarten's resources and pedagogical approaches in practice as a way to disrupt whiteness, white dominant/settler colonial narratives and anti-Blackness in the Glassbrook community through coaching and thematic unit building.

PROPOSED PERSONNEL

- Founder: Akiea "Ki" Gross
- Facilitator/Coach: Ana Duque, anti-racist facilitator
- Historian: TBD (to potentially support with thematic units)



COST/BUDGET

TOTAL: \$20,000

Cost: In addition to time with teachers, all costs include prep and planning time for facilitators, time for creating resources as well as planning and debriefing with site leaders.

COMPONENT	EXPECTED OUTCOME	LABOR TIME (total)	COST
Summer Planning with teachers (2022)	A small group of teachers will engage in planning thematic units with Ki & Ana	30-50 hours hours prep, planning & creation 10 hours facilitating	\$20,000

So what's the Woke Kindergarten difference?

Let us break it down for you.

Woke Kindergarten, first & foremost, is an **expansive creative house**, which means, while most consultants come in & facilitate workshops that use other people's resources, we create & facilitate the use of our own.

We design multimedia resources that take an incredible amount of time, and we do all the work in house. We also collaborate with our partners to create resources relevant to their context.

Think of this as paying graphic designers, video editors & artists for their labor. We aren't just facilitators or coaches, we are multi-hyphenate in our offerings.

In our table above, when we reference strategic planning & development, design, labor, communication etc., this is what we are referring to.

Between Ki & their video editor Meilei, we work tirelessly to develop resources that serve as the source content not only for our workshops, but for teachers, kids, & families to use.



Partnering with us, means that we won't only be facilitating workshops & coaching sessions, but **we will be creating the following resources specifically with Glassbrook feedback, needs & wants in mind:**

-

Additionally, we will be working alongside with Glassbrook ES staff to equip them to use Woke Kindergarten's resources as a lens to create and implement their own as part of their ongoing professional practice.

CONTACT:

Akiea "Ki" Gross (they/them)
wakeup@wokekindergarten.org

Hayward Unified School District

Creating a Culture of Success



**Independent
Contractor
Agreement**

Woke Kindergarten

Professional Learning for Teachers

INDEPENDENT CONTRACTOR AGREEMENT

This Agreement is entered into between the **Hayward Unified School District** (DISTRICT) and Woke Kindergarten, 20494 Summer Song Lane Germantown, MD 20874 (CONTRACTOR).

Recitals

1. DISTRICT is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal and administrative matters with persons specially trained, experienced and competent to perform such services.
2. DISTRICT needs special services and advice as follows:
As we enter our third year with a focus on equity, we need support in addressing racism and having critical conversations with young students. Woke Kindergarten will help us refine our lens as well as integrate abolitionist practices in our pedagogy.
3. CONTRACTOR is specially trained, experienced and competent to provide such services. THEREFORE, the parties agree as follows:

Terms

1. **Professional Development for teachers.**
See attachment.

☒ EXHIBIT 'A' IS ATTACHED
2. **Term.** CONTRACTOR shall provide services for the period August 1, 2021 to May 31, 2021 or until terminated by either party by giving thirty (30) days advance notice in writing to the other party.
3. **Compensation.** DISTRICT shall pay CONTRACTOR a total fee of \$N/A per hour for N/A hours, a total Not To Exceed \$50,000. All billings are payable within thirty (30) days of invoice delivery after each scheduled event.
4. **Completeness of Agreement.** This Agreement constitutes the entire understanding of the parties and any changes shall be agreed to in writing.
5. **Status of Contractor.** This is not an employment contract. CONTRACTOR is an independent contractor. CONTRACTOR is responsible for providing Unemployment Insurance and Worker's Compensation coverage for CONTRACTOR's employees and for payment of all federal, state and local payroll taxes for and on behalf of CONTRACTOR's employees.
6. **Fingerprinting.** By execution of this Agreement/Contract, the CONTRACTOR acknowledges that Education Code Section 45125.1 applies to contracts for the provision of school and classroom janitorial, school site administrative, school site grounds and landscape maintenance, pupil transportation and school site food-related services, and any similar services. Section 45125.1 requires that employees of entities providing such services to school districts must be fingerprinted

by the California Department of Justice for a criminal records check, unless the DISTRICT determines that the CONTRACTOR and CONTRACTOR's employees will have limited contact with pupils. In making this determination, the DISTRICT will consider the totality of the circumstances, including factors such as the length of time the CONTRACTOR and CONTRACTOR'S employees will be on school grounds, whether pupils will be in proximity with the site where the CONTRACTOR and CONTRACTOR'S employees will be working, and whether the CONTRACTOR and CONTRACTOR'S employees will be alone or with others.

(a) DISTRICT Determination of Fingerprinting Requirement Application

The DISTRICT has considered the totality of the circumstances concerning the Project and has determined that the CONTRACTOR and CONTRACTOR's employees:

☐ are subject to the fingerprinting requirements of Education Code Sections 45125.1 and/or 45125.2 and Paragraph (b) below, is applicable.

☒ are not subject to the fingerprinting requirements of Education Code Section 45125.1 or 45125.2 and Paragraph (c) below, is applicable.

- (b) If the DISTRICT has determined that fingerprinting is required, the CONTRACTOR expressly acknowledges that: (1) CONTRACTOR and all of CONTRACTOR's employees working on the school site must submit or have submitted fingerprints in a manner authorized by the Department of Justice, together with the requisite fee as set forth in Education Code Section 45125.1; (2) CONTRACTOR shall not permit any employee to come in contact with students until the Department of Justice has ascertained that the employee has not been convicted of a serious or violent felony; (3) CONTRACTOR shall certify in writing to the Governing Board of the DISTRICT that none of its employees who may come in contacts with students have been convicted of a serious or violent felony; and (4) CONTRACTOR shall provide to the Governing Board of the DISTRICT a list of names of its employees who may come in contact with students. The CONTRACTOR is required to fulfill these requirements at its own expense.
- (c) Even if the DISTRICT has determined that fingerprinting is not required, the CONTRACTOR expressly acknowledges that the following conditions shall apply to any work performed by the CONTRACTOR and/or CONTRACTOR's employees on a school site: (1) CONTRACTOR and CONTRACTOR's employees shall check in with the school office each day immediately upon arriving at the school site; (2) CONTRACTOR and CONTRACTOR's employees shall inform school office staff of their proposed activities and location at the school site; (3) Once at such location, CONTRACTOR and CONTRACTOR's employees shall not change locations without contacting the school office; (4) CONTRACTOR and CONTRACTOR's employees shall not use student restroom facilities; and (5) If CONTRACTOR and/or CONTRACTOR's employees find themselves alone with a student, CONTRACTOR and CONTRACTOR's employees shall immediately contact the school office and request that a member of the school staff be assigned to the work location.

7. Indemnification. CONTRACTOR agrees to hold harmless, indemnify and defend DISTRICT and its officers, agents and employees from any and all claims and losses accruing or resulting from injury, damage or death of any person, firm or corporation in connection with its performance of

this Agreement. CONTRACTOR also agrees to hold harmless, indemnify and defend DISTRICT and its officers, agents and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services or materials to CONTRACTOR in connection with the performance of this Agreement.

8. Insurance. CONTRACTOR shall maintain general liability insurance, including automobile coverage with limits of one million dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to the DISTRICT and shall name the DISTRICT as an additional insured. Copies of all policies shall be forwarded within ten (10) days of the signing of this Agreement, but in all instances prior to the start of CONTRACTOR'S work.
9. Equipment and Materials. CONTRACTOR shall provide all equipment, materials and supplies necessary for the performance of the Agreement.
10. Licenses and Permits. CONTRACTOR shall obtain and keep in force all licenses, permits and certificates necessary for the performance of this Agreement.

License Number: N/A and Type: N/A, Issued by N/A.

11. Assignment. CONTRACTOR shall not assign the obligations of CONTRACTOR under this Agreement without the express prior written consent of DISTRICT.
12. Non-Discrimination. CONTRACTOR shall not engage in unlawful discrimination in the employment of persons because of race, color, national origin, age, ancestry, religion, sex, marital status, medical condition or physical handicap.
13. Termination. DISTRICT may at any time terminate this Agreement upon written notice to CONTRACTOR. DISTRICT shall compensate CONTRACTOR for services satisfactorily provided through the date of termination.

In addition, DISTRICT may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, DISTRICT may secure the required services from another contractor. If the cost to DISTRICT exceeds the cost of providing the service pursuant to this Agreement, CONTRACTOR shall pay the additional cost.

14. Copyright. Any written product produced under this Agreement shall be a work for hire and shall be the property of the DISTRICT. DISTRICT shall have the right to secure a copyright and the product may not be used, in any manner, without DISTRICT's written permission.
15. Waiver. No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
16. Attorney's Fees. If any litigation is initiated to enforce or interpret this Agreement, the prevailing party shall be entitled to reasonable attorney's fees.
17. Governing Law. This Agreement shall be governed by the laws of the State of California.
18. Severability. In the event that any portion of this Agreement is finally determined by a court of competent jurisdiction to be invalid or unenforceable, such provision shall be deemed void and the remainder of this Agreement shall continue in full force and effect.

19. Notice. All notices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

DISTRICT
Hayward Unified School District
Purchasing Department
24411 Amador Street
Hayward, CA 94544

CONTRACTOR
Woke Kindergarten
Attn: Akiea Gross
20494 Summer Song Lane
Germantown, MD 20874

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party may give written notice of a change in address.

Hayward Unified School District

Woke Kindergarten

Sign
Here: 

Sign
Here: _____

Signed
By: **Dr. Lisa Davies**

Signed
By: **Akiea Gross**

Title **Assistant Superintendent**

Title **Founder**


School/Dept. **Educational Services**

Date _____

Date
Service
Requested by: **Dr. Tatiana Peugnet, Principal – Glassbrook Elementary**

- **ALL INDEPENDENT CONTRACTOR AGREEMENTS MUST BE SIGNED BY THE SITE ADMINISTRATOR AND THE CONTRACTOR PRIOR TO SUBMISSION FOR DISTRICT APPROVAL.**
- **WORK MUST NOT BEGIN PRIOR TO RECEIVING DISTRICT PURCHASE ORDER.**
- **AN AUTHORIZED HUSD REPRESENTATIVE MUST SIGN ALL INDEPENDENT CONTRACTOR AGREEMENTS.**
- **IN ADDITION, AGREEMENTS OF OVER \$5,000 MUST BE APPROVED BY THE SCHOOL BOARD PRIOR TO COMMENCING ANY WORK.**
- **A COMPLETED AND SIGNED W9 MUST ACCOMPANY THE INDEPENDENT CONTRACTOR AGREEMENT**

By:



Matt Wayne, Ed.D., Superintendent
Authorized HUSD Representative

July 29, 2021
Date

July 28, 2021

[ENTER HERE Board Meeting Date]
HUSD Board Approval Date

LIBERATION is the goal.



ABOLITION is the journey.

Welcome to Woke Kindergarten.



copyright 2021

**Liberation is the goal.
Abolition is the journey.**

Woke Kindergarten

Akiea "Ki" Gross

WOKE KINDERGARTEN IS...



The VISION:

A global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.



Woke Kindergarten
20494 SummerSong Lane
Germantown, MD 20874

Tel 301.660.0337 www.wokekindergarten.org

Contact: wakeup@wokekindergarten.org | IG @WokeKindergarten | @BlackChildrenPlay

© 2021 Woke Kindergarten, LLC



WHO WE ARE.

We're abolitionists building the liberatory future Black children deserve.
The Woke Kindergarten experience hit different.

Akiea “Ki” Gross (they/them) is a Black, queer, nonbinary and trans abolitionist early educator, coach, consultant and creative entrepreneur currently innovating ways to unlearn, heal, liberate and create with their pedagogy, Woke Kindergarten. In the many years they spent teaching in classrooms, their experiences spanned infancy to 6th grade. Prior to leaving the school system, they served as a Kindergarten Teacher and an Instructional Coach of Inquiry-Based Learning in Harlem.

2020 Social Justice in Education Award Recipient



Akiea “Ki” Gross

Video: https://youtu.be/_rAkStobqgw

Akiea “Ki” Gross is our Social Justice award for their outstanding work with WokeKindergarten. WokeKindergarten is owned and created by Ki and is a global abolitionist early learning community that supports children, families, educators, and organizations in their commitment of abolitionist teaching and Pro-Black liberation in the early years. They said that children need a space where they can envision possible futures or present realities, where they can be affirmed, celebrated and seen. They said that “a liberatory future is where Black Trans people, Black Queer people, all Black people, all Indigenous people are able to, not only live, but to thrive in this world.” Their saying is “All power to the little people!”

Recently, Ki was selected as one of Martha P. Johnson Institute’s 2021 Leaders of the New School and the Early Childhood Education Assembly’s 2020 Social Justice Award Recipient. They have participated as a speaker, panelist, facilitator, consultant and moderator for many organizations including Harvard Graduate School of Education, Bank Street College, Georgetown Day School, San Diego Youth Services, SXSW EDU, Texas Association for the Gifted and Talented, Teachers for Social Justice, Montclair State, UMBC, NYPL, Abolitionist Teaching Network, HUGE, Inc., Amplify Education, Wheelock College of Education, Camino Nuevo Charter School, NJPAC, Brooklyn Heights Montessori, The College of New Jersey, Bard College, AppleTree Institute for Education Innovation and more.

It was their experiences with the carceral state of schooling and the trauma enacted upon Black children in these systems, that galvanized them to create #BlackTeachersMatter, Black Teachers Mentor and Equitable Schools years ago. As their ideologies and experiences with abolition evolved, they dissolved Equitable Schools and created @WhyAbolition.



Their commitment to creating safe, inclusive and liberatory spaces for BIPOC queer & trans artists also led them to create Sisters Unsigned, an intimate concert series that amplifies the voices of independent queer, trans, gender and genre expansive BIPOC artists and creators.

Along with their partner Sonic and creative team, Womxyn Amplify, they’ve directed, curated and hosted many other creative pursuits including Sisters Unsigned presents: Women in Hip Hop, Archway Pride, and *SEASONS: A Voyage Through Sound*, their team’s 2020 artist residency at National Sawdust.

They hold an M.A. in Developmental Psychology from Teachers College, an M.S. in Childhood Education/Special Education from the Progressive Education Institute/Touro College and two B.A.’s in Child Development and Family Studies and Psychology, respectively.

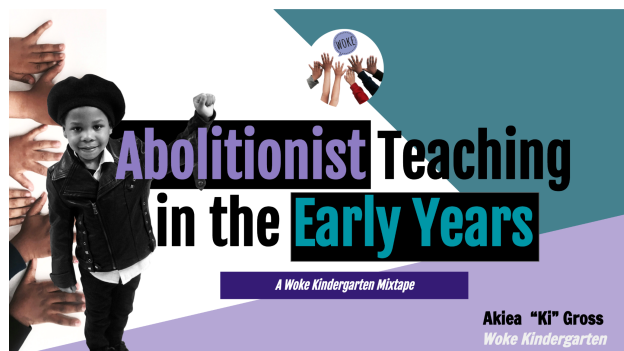


All workshops come with
Day resources to distribute to staff
will all get a digital download copy of our zine when it is complete.

downloads of all Woke Word of the
and families. All entities we work with

For every institutional booking Woke Kindergarten receives, we organize a free community workshop for Black and brown families and educators. We also dedicate a portion of our payments as mutual aid. All prices subject to change.

WORKSHOP OFFERINGS:



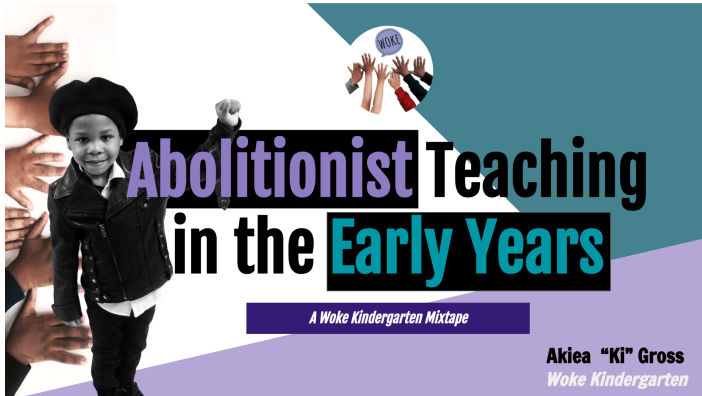
KEYNOTE OFFERINGS



WORKSHOP



DESCRIPTIONS:



In this workshop, Ki illuminates the ways the prison industrial complex manifests in early childhood and takes participants on an exploration of how we can disrupt the PIC through a comprehensive and interactive journey into Woke Kindergarten's abolitionist early learning pedagogy. Participants can expect to leave with an introductory understanding of abolitionist teaching in practice, how to use Woke Kindergarten's resources as healing-centered engagement in practice and a more thorough understanding of abolitionist politics, the pursuit of liberation and ultimately what that means—and how we show up—for our very youngest

Black and brown children and their families. This workshop uses an interactive guide. [2 hours]



This workshop introduces participants to Woke Kindergarten's framework for engaging in critical conversations with young children & equips them with the tools and insights they need to use Woke Kindergarten's resources as anchors in these conversations. Participants will dive deep into where our hesitation to have these conversations comes from, how we can enter them through a healing-centered, humanity affirming lens, and how understanding children as self-determined empowers us to feel equipped in moving through hard truths with our kids. [2 hours]



This workshop introduces participants to the pedagogy behind 60 Second Texts and how Woke Kindergarten uses "life-affirming" lenses to create literary anchors for critical conversations. 60 Second Texts are "big concepts for little people in 60 seconds". They are truthful, abolition focused, and always life-affirming. Participants will interact with our 60 second text framework and then join breakout rooms to lesson plan for a 60 Second Text of their choice. This workshop comes with Woke Kindergarten's 60 Second Text Lesson Plan, and participants will leave with a tangible plan that they can implement in their classrooms.



WHY WOKE KINDERGARTEN?

Take a look at some slides from our pitch deck to learn more.

Currently, we are the only abolitionist early childhood ecosystem of our kind.

The VISION:





A global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.

The PROBLEM:


The Prison Industrial Complex manifests in early childhood in a variety of ways and anti-racist teaching & reform just isn't disruptive enough.

- punishment
- confinement
- dehumanization

SCHOOL	PRISON
	
<ul style="list-style-type: none">• Authoritarian structure• Dress code• Emphasis on silence and order• Negative reinforcement• Walk in lines• Loss of individual autonomy• Abridged freedoms• No input in decision making• Set times enforced for walking, eating, etc.	<ul style="list-style-type: none">• Authoritarian structure• Dress code• Emphasis on silence and order• Negative reinforcement• Walk in lines• Loss of individual autonomy• Abridged freedoms• No input in decision making• Set times enforced for walking, eating, etc.

School is like prison

The SOLUTION:



We **CREATE** abolitionist early childhood resources
to **CURATE** opportunities for children to feel affirmed, safe, loved & empowered
and **EDUCATE** their adults on how to engage with them
to **ELIMINATE** carceral logics
in order to **LIBERATE** our communities.



We've innovated our own frameworks & workshops and do all of our work through an abolitionist lens.

The 4 main components of our pedagogy consist of:

60 Second Texts
Woke Word of the Day
Woke Wonderings
Woke Read Alouds





Woke Kindergarten x Glassbrook ES

[PROPOSAL]

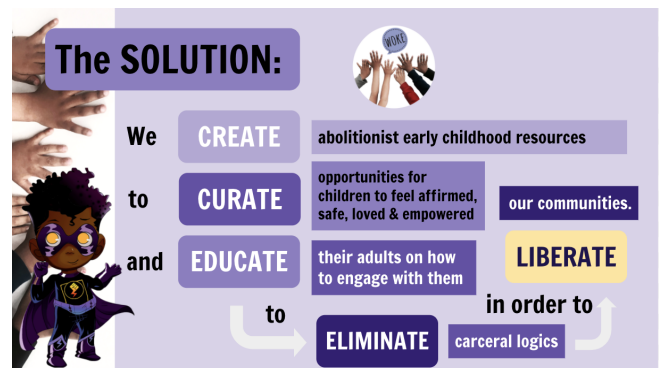
OVERVIEW

Woke Kindergarten will partner with Glassbrook Elementary school to improve staff's capacity to implement healing-centered & liberatory learning practices made possible by developing their understanding of teaching through an abolitionist lens. Glassbrook ES requests a school-year long (8-10 month) partnership that incorporates a combination of workshops, applicable practice, feedback and coaching.

Date: August 2021-May 2022 (December off)

WHO WE ARE

Woke Kindergarten is a global, abolitionist early learning community, creative expanse and consultancy supporting children, families, educators and organizations in their commitment to abolitionist early education and pro-Black, queer and trans liberation.



WHY US

Glassbrook ES requires expert consulting services from an innovative, experienced and trusted partner in early childhood & elementary education – capable of tackling complex social challenges that disrupt white supremacy culture through an abolitionist lens. We are a comprehensive entity, one that creates, curates and educates. The resources that we facilitate with are our own, and we are able to provide them to our clients as part of our consulting packages.



OUR APPROACH

Over the course of **8 months**, Woke Kindergarten will **facilitate 4 virtual workshops bi-monthly** and **host a total of 4 virtual coaching sessions** with staff in off months. Each coaching session will last approximately 45 minutes to 1 hour, depending on the school's capacity to meet. **2 coaching sessions will be to plan implementation** and **2 coaching sessions will be feedback sessions**. In workshop months, Ki will **schedule 1 agreed upon day per month as a "drop-in" day** for teachers to schedule a **20-minute, 1:1** coaching, feedback or Q/A session.

Expanded:

- **1 one-hour Introductory Community Meet & Greet**
- **4 bi-monthly virtual 2-hour workshops + 30 mins of strategic next steps**
 - **Abolitionist Teaching in the Early Years**
 - **Outcomes**
 - MAKING SENSE Framework completion→ understanding Woke Kindergarten's life affirming lenses within Glassbrook's classroom contexts
 - Classroom Community Ecosystem Mapping
 - Using our remixed Social Change Ecosystem framework to understand our students' roles & shift the narrative.
 - **Protecting Joy: The Art of Critical Conversations**
 - **Outcomes**
 - Critical conversation facilitation with students
 - **It's Lit: Early Literacy Through the Woke Kindergarten Lens (60 Sec Texts)**
 - **Outcomes**
 - → Lesson Plan implementation
 - → Kid-created 60 second texts
 - **Woke Wonderings: Kids as Comrades in Building the Futures We Deserve**
 - **Outcomes**
 - → Generate a wondering for implementation with students
- **4 virtual coaching sessions & 1 classroom observation per teaching team.**
 - 2 planning
 - 2 feedback
 - 1 classroom observation per team



- 1 day per month for drop-in 1:1 coaching hours: with Ki & Ana respectively
- 4, bi-monthly, 1-hour creative sessions with staff to design resources for implementation through Woke Kindergarten's lens

OBJECTIVES

- To form an increased consciousness around abolition by understanding how the prison industrial complex manifests in the early childhood & early elementary years.
- To differentiate between anti-racism and abolition as it pertains to teaching and learning practices.
- To develop a plan of action for engaging in critical conversations with young children, using Woke Kindergarten's protecting joy frameworks.
- To learn how to use Woke Kindergarten's resources and pedagogical approaches in practice as a way to disrupt whiteness, white dominant/settler colonial narratives and anti-Blackness in the Glassbrook community.
- To develop Glassbrook's own Woke Kindergarten resources, specific to their community

PROPOSED PERSONNEL

- Ki, founder
- Facilitator/Coach: TBD [most likely anti-racist facilitator Ana Duque], but someone who is bilingual, particularly Spanish speaking.
 - We believe this is important, given the demographic of children, families and staff that attend and/or are employed at Glassbrook ES

COST/BUDGET

TOTAL: \$50,000



COMPONENT	PERSONNEL	TIME (total)	COST
4 Workshops: Facilitation (for reference, these workshops are \$5k individually)	Ki	8 hours	\$15000
4 Workshops: Prep Time (workshops are tailored towards our specific partners)	Ki	4 hours	\$5000
2 Coaching Sessions: Prep & Planning (we will be creating coaching plans specific to the school)	Ki & Facilitator	4 hours	\$5000
2 Coaching Sessions: Prep & Feedback	Ki & Facilitator	4 hours	\$5000
Drop-In Hours [1:1 coaching] (every teacher involved will be able to access 20 min 1:1 coaching sessions)	Ki & Facilitator	8 hours (1 hr/month)	\$5000
Resource Distribution & Creation (Ki- graphic & resource design, video content & MeiLei, video editing)	Ki & Woke Kindergarten Team	INCLUDED IN HOURS BELOW	\$5000
Other Fees & Labor: Strategic Planning & Development Post-Workshop Follow-Ups/Q&A Facilitator Labor Ongoing Communication Proposal Development Initial Meet & Greet	Ki, Facilitator & Woke Kindergarten Team	UP TO 50 HOURS distributed amongst 3 people total: Ki, Meilei & Ana	\$10,000

***This proposal is specific to the duration requested. If Glassbrook ES is not able to fulfill the proposed cost, Woke Kindergarten will consider a decrease in time commitment and adjust the proposal once if said request is reasonable.**

CONFIDENTIALITY NOTICE:

The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then

delete this message and any attachments. If you are use, dissemination, copying, or storage of this



not the intended recipient, you are hereby notified that any message or its attachments is strictly prohibited.

So what's the Woke Kindergarten difference?

Let us break it down for you.

Woke Kindergarten, first & foremost, is an expansive creative house, which means, while most consultants come in & facilitate workshops that use other people's resources, we create & facilitate the use of our own.

We design multimedia resources that take an incredible amount of time, and we do all the work in house.

Think of this as paying graphic designers, video editors & artists for their labor. We aren't just facilitators or coaches, we are multi-hyphenate in our offerings.

In our table above, when we reference strategic planning & development, design, labor, communication etc., this is what we are referring to.

Between Ki & their video editor Meilei, we work tirelessly to develop resources that serve as the source content not only for our workshops, but for teachers, kids, & families to use.

Partnering with us, means that we won't only be facilitating workshops & coaching sessions, but **we will be creating the following resources specifically with Glassbrook feedback, needs & wants in mind:**

- **One 60 second text [bilingual]**
 - Photos sourced from Glassbrook community
- **One Woke Read Alouds video**
 - Glassbrook staff & kids choose the book
 - This includes prep, recording, captioning & 2 rounds of edits
- **One Woke Wonderings Prompt** (this is our resistance framework for kids, which will be implemented in every teacher's classroom)



- Specific to a problem that kids and/or families and teachers are thinking about

Additionally, we will be working alongside with Glassbrook ES staff to equip them to use Woke Kindergarten's resources as a lens to create and implement their own as part of their ongoing professional practice.

Virtual vs. In-Person

If at any point, Glassbrook requests that Ki comes in person, Glassbrook agrees to cover reasonable travel accommodations [airfare & lodging] that can be discussed at a later date & booked well in advance to ensure the most ideal pricing.

JFK-SFO

CONTACT:

Akiea "Ki" Gross (they/them)
wakeup@wokekindergarten.org
(301) 660 - 0337