Harlem
SCHOOL DISTRICT 122

To: Harlem School District Board of Education
From: Terrell Yarbrough, Superintendent
Date: November 11, 2026
Re: Professional Services Agreement – Regional Office of Education #4

Background

The District continues to support the work of its Equity and Social Justice (ESJ) Advisory Committee, which brings together representatives from across our schools to engage in meaningful conversations, examine current practices, and identify opportunities to strengthen learning environments for all students.

As the committee continues its work, our focus is shifting from building awareness and understanding to identifying actionable strategies that can be implemented within our schools and across the District. To support this transition, we recognize the importance of providing committee members with structured learning opportunities, practical resources, and opportunities to apply their learning within their respective buildings.

To further strengthen this work, the District is seeking to partner with the Boone-Winnebago Regional Office of Education #4 (ROE #4) to provide professional learning, planning, and facilitation support from January through May 2027. This partnership will provide an opportunity for district leadership to actively participate in committee discussions while developing the internal capacity needed to sustain and advance this work independently in the future.

Scope of Services

Through this agreement, educational consultant Devon LaRosa will work alongside district leadership to develop and facilitate committee meetings focused on translating conversations into actionable practices and district-level improvements.

The partnership will focus on six areas:

- Culturally Responsive Teaching
- Leveraging Student Agency
- Identifying Bias and Interrupting Microaggressions
- Equity vs. Equality
- Neurodiversity

- Opportunities for Growth and Accountability

Services will include meeting preparation, content development, facilitation, and follow-up planning. Additionally, the consultant will develop activities that committee members can bring back to their respective schools to support continued learning and engagement.

A primary goal of this partnership is to build internal leadership capacity, gradually transitioning facilitation responsibilities to district staff so the work can be sustained beyond the agreement.

Cost

The total cost of the professional services agreement with ROE #4 will not exceed **$5,000** for services provided between January 1, 2027, and May 31, 2027. Services will be invoiced monthly as work is completed.

Recommendation

Based on the continued importance of the Equity and Social Justice Advisory Committee and the opportunity to strengthen district practices while developing internal leadership capacity, I recommend that the Harlem School District Board of Education approve the professional services agreement with Regional Office of Education #4 in an amount not to exceed $5,000.