

Carnegie Learning *Strong Foundations* *Implementation Grant*

Tornillo Independent School District

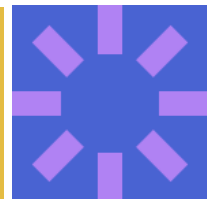
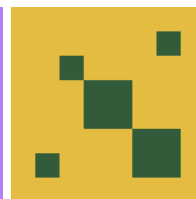
Cost Proposal Created: 3/7/2025

Proposal Valid Through: 4/30/2025

Attention:

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Carnegie Learning is excited to continue and expand our partnership with Tornillo ISD. The proposal below outlines our Strong Foundations partnership plan and professional development, aligned with Tornillo ISD's goals and objectives, to support the district through LASO Cycle III and the Strong Foundations Implementation Grant for both Elementary and Secondary.

Executive Summary

The Strong Foundations Implementation Grant offers Local Education Agencies (LEAs) targeted support to improve student outcomes, grounded in research that demonstrates the profound impact of providing students with grade-level assignments, high-quality instruction, deep engagement, and maintaining high expectations every day (The Opportunity Myth, TNTP, 2018).

As a trusted partner, Carnegie Learning will collaborate closely with districts and all key stakeholders to co-create and implement strategic plans tailored to their specific needs. Leveraging our evidence-based instructional methodologies and deep expertise in change management, we will support districts in developing both the technical and adaptive conditions necessary for sustainable improvement. This includes refining current structures and systems, fostering teacher capacity, and aligning instructional practices with the needs of diverse learners.

Through this partnership, Carnegie Learning ensures that each district's journey toward improved student achievement is guided by a clear vision, actionable strategies, and a commitment to continuous growth, making a lasting, positive impact on every student's educational experience. Our districts and their experience are the best examples of what you can expect from Carnegie Learning's partnership, as you can see below.

Testimonials



"Carnegie's dedication to supporting our teachers through targeted classroom walkthroughs and the establishment of effective professional learning communities has been transformative. Carnegie is working side by side with our district and campus administrators to equip our educators with the tools and strategies necessary to create an environment where students engage deeply with mathematical concepts, encouraging them to articulate their thinking and tackle challenges collaboratively."

Evangelina Gracia

Mercedes ISD, Elementary Curriculum
Director



"Our partnership with Carnegie Learning has significantly elevated our efforts to improve student achievement by effectively implementing high-quality instructional materials. Their team's deep expertise and commitment to supporting our educators have been instrumental in helping us implement effective change management strategies, leading to improved classroom practices and student outcomes."

Maria Fernandez

Legacy Preparatory Charter Academy,
Executive Director of Curriculum

"Carnegie Learning has been instrumental in bringing our vision for mathematics instruction at East Central ISD to life. Their dedicated coaching, strategic planning, and leadership support empower us to identify and address our blind spots while designing effective systems centered around student achievement data. This collaboration has significantly enhanced teacher content knowledge, pedagogical practices, and student engagement. Our partnership with Carnegie Learning has been key to the successful implementation of the LASO 2.0 grant, with their guidance and consultations proving invaluable throughout the process."

Jennifer Kasper

East Central ISD, Director of Curriculum and Instruction



Recommendation for Statement of Work

Tornillo ISD + Carnegie Learning: Strong Foundations Implementation

Strong Foundations Implementation and Product Supports

The Strong Foundations Grant Supports are intentionally designed to help the LEA with change management. These supports are provided from **Summer 2025-May 2026**. The Strong Foundations Implementation Grant supports districts by improving student outcomes through grade-level assignments, strong instruction, engagement, and high expectations. Carnegie Learning works collaboratively with districts to design strategic plans that foster both technical and adaptive changes for sustainable success.

Services and Support for Leaders, Teachers, and Students:

- **Leadership:** Carnegie Learning collaborates closely with leaders to develop a comprehensive implementation plan centered on the Strong Foundations principles. Leaders develop action plans centered on their district's needs and context.
- **Training & Professional Learning:** Carnegie Learning provides research-based sessions to equip leaders and teachers with best practices for implementing high-quality instructional materials (HQIM). These sessions build understanding around effective protocols, unit and lesson internalization, and assessment strategies.
- **Coaching & Consultation:** Ongoing, tailored coaching sessions and consultations guide district teams through change management processes, helping them refine instructional practices and align systems. To support the effective implementation of HQIM and to empower teachers to effectively deliver grade-level instruction, these supports take place within the classroom and provide side-by-side individualized coaching, modeling, or planning with a Carnegie Learning Coach who carefully builds relationships with each teacher they support to maximize their impact. Examples of coaching activities include formal coaching cycles, demonstration lesson cycles, on-the-spot coaching, PLC facilitation, and collaborative lesson internalization. **Carnegie Learning Product Advisors partner with LEAs to ensure that the required turnkey content from TEA is facilitated in a setting and format that aligns to the district's unique needs while ensuring the facilitation of the content engages teachers and coaches effectively.**
- **Multi-tiered Support:** Knowledge-building opportunities between training sessions offer flexible, adaptive support to ensure successful implementation at all levels.
- **Observations & Feedback:** Carnegie Learning conducts observations, learning walks, and calibration to provide evidence-based feedback and targeted action steps for teachers, enhancing instructional quality.

Deliverables:

- Customized action plans for building the technical and adaptive conditions for HQIM success
- Progress monitoring and data reporting for continuous improvement
- Product-specific professional learning for continuous development
- Flexible, targeted support for addressing evolving needs in schools.

With these services, district leaders are empowered to create a sustainable culture of high expectations and student achievement. At the same time, teachers gain practical tools for effective instruction, resulting in improved student learning experiences.

Phase of Work	Topic	Description	Audience	Date
	Collaborative Kick-Off	Initial meeting to build relationships with the district team and the Carnegie Learning team. Carnegie Learning will provide feedback on the HQIM Readiness Inventory and Strong Start Transition Plan, as well as determine a support plan for the 2025-2026 SY.	District Leadership Team	May and June
	Establishing HQIM Implementation Goals and Progress Monitoring Plans	This professional learning and working session will provide support for the district team to prepare for effective implementation of HQIM. The research-based session will provide the district with support and guidance on their HQIM Implementation Goals and Progress Monitoring Plan.	District Leadership Team	July
	Creating the Conditions for Successful HQIM Implementation	This professional learning and working session will support building district leaders' knowledge of the technical and adaptive conditions required for successful HQIM Implementation. Leaders will receive support and guidance in assessing their current state and making a strong plan to support gaps.	District Leadership Team	August
	Leading Internalization and PLCs	This professional learning and working session will build district leaders' knowledge of effective PLC practices to support HQIM	District Leadership Team Coaches and teachers	September

		implementation and develop a deeper understanding of what unit and lesson internalization is.		
	Preparing for Learning Walks with HQIM Implementation	This professional learning and working session is designed to support district leaders' knowledge of HQIM observation and feedback practices. Leaders and coaches will receive observation and walk-through support centered on lesson and unit internalization.	District Leadership Team Building Leaders Coaches	October
	Establishing Observation and Feedback Practices	Conducting side-by-side walkthroughs with the District Leadership Team and Admin.	District Leadership Team Building Leaders	October-November
	Developing an Aligned Assessment Strategy	This professional learning and working session is designed to build district leaders' knowledge of how to prioritize HQIM-embedded assessments to align their assessment strategy. Leaders will gain a deep understanding of the importance for teachers to know how students are building their knowledge and skills that are aligned with what is taught in the lesson or unit.	District Leadership Team	November
	Professional Learning Unit and Lesson Internalization	Product-specific consistent professional learning to support coaches and teachers on HQIM, that focuses on the belief that all students can achieve and deserve access to grade-level content.	Coaches and Teachers	Ongoing
	Data Collection, Reporting, and Submission	Carnegie Learning will monitor, collect, and report monthly status reports, surveys, and observation data on behalf of TEA.	District Leadership Team	Monthly
	Flexible Supports	Flexible support for coaches and teachers as determined by data and feedback. Examples include observations and feedback, topic planning and internalization, facilitating lesson internalization, lesson rehearsals, and targeted professional learning sessions.	Coaches and Teachers	Ongoing

	Customized Technical Assistance	<p>These may include:</p> <ul style="list-style-type: none"> • Custom data reports • Stakeholder engagement support • PLC support • Bi-weekly check-ins • Co-learning walks with leaders • Co-observations with leaders. 	<p>District Leadership Team</p> <p>Coaches and Teachers</p>	Ongoing
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Program Pricing

Includes one full year of professional services, including all components identified in the above SOW and resulting in delivery of all grant deliverables, as required by TEA's LASO Strong Foundations grant.

BLUEBONNET SECONDARY MATH SFI PROGRAM SUPPORT		
Service	# Units	Total Price
PROGRAM MANAGEMENT - IMPLEMENTATION ADVISOR SUPPORT		
Kickoff Meeting		<i>included</i>
Virtual Bi-Weekly Partnership Meetings		<i>included</i>
Action Plans & SOW Deliverables		<i>included</i>
Program Analysis and Implementation Plan		<i>included</i>
Leadership Walkthroughs	2	
SESSIONS/ WORKSHOPS		
Virtual Workshops	6 Coaching Workshops 5 Teacher Workshops	<i>included</i>
Leadership Walkthroughs	2	<i>included</i>
Flexible Supports <ul style="list-style-type: none"> Supports 1-5: 2 Sessions Each (6 Hours) Support 6: 1 Session (Virtual) 	6	<i>included</i>
EXTENDED PROFESSIONAL LEARNING SUPPORTS		
Onsite Coaching Support Days (On-Site) Can Include: <ul style="list-style-type: none"> Formal Coaching Cycles Side-By-Side Instructional Coaching Demonstration Lesson cycle Collaborative Lesson Cycle Lesson Co-Facilitation PLC Facilitation Lesson Planning Implementation Fidelity Observations Instructional Leadership Walkthrough 	11	<i>included</i>
Virtual Hours Can Include: <ul style="list-style-type: none"> Virtual 1:1 Coaching Virtual Group Coaching Office Hours 	15	<i>included</i>
Total Fixed Price		\$100,000

Carnegie Learning Partnership Team

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This agreement is subject to the terms and conditions outlined in Appendix A attached here to.

Intending to be legally bound, this agreement becomes effective upon the last dated signature below.

Carnegie Learning, Inc.

By:_____

Name (print):_____

Title:_____

Date:_____

Tornillo ISD

By:_____

Name (print):_____

Title:_____

Date:_____

APPENDIX A

TERMS AND CONDITIONS

I. Services It is agreed that Carnegie Learning, Inc. (“Carnegie Learning”) will provide the consulting services (the “Services”) described in the accompanying proposal to which these Terms and Conditions are attached (the “Proposal”) to the District named in this Proposal (the “District”), as an independent contractor, provided that District pays, in a timely manner, all of the fees and expenses set forth in this Proposal. This Proposal shall not be modified except by a later written agreement signed by both parties. Nothing contained herein shall be construed to create an employment or principal-agent relationship, or a partnership or joint venture, between Carnegie Learning and District, and neither party shall have the right, power or authority to obligate or bind the other in any manner whatsoever.

II. Warranty, Liability and Indemnification.

A. Professionalism. Carnegie Learning represents and warrants that it will exercise due professional care and competence in the performance of the Services. District must provide Carnegie Learning with written notice of any deficiencies in any of the Services within sixty (60) days of performance of such Services. For any breach of the above warranty so notified to Carnegie Learning, District’s exclusive remedy, and Carnegie Learning’s entire liability, shall be the re-performance of such Services. If Carnegie

Learning does not reperform the Services as warranted, District shall be entitled to recover the fees paid to Carnegie Learning for such deficient Services.

B. Carnegie Learning Warranties. Carnegie Learning further represents and warrants to District that: (a) Carnegie Learning has the proper skill, training, and background so as to be able to perform the Services in a competent and professional manner and that all work will be performed in accordance with applicable standards; (b) District shall receive free, good and clear title to all Deliverables which may be developed by Carnegie Learning under this Proposal or which is provided or delivered to District by Carnegie Learning pursuant to this Proposal, which title shall be free and clear of any and all liens, encumbrances, claims or litigation, whether pending or threatened; (d) no Deliverable or other materials delivered by Carnegie Learning to District hereunder shall infringe on or violate (i) any copyright, trademark, or patent right, (ii) any other proprietary or other right of any third party, including but not limited to any third party right to privacy, or (iii) any applicable law or regulation; and (e) no Deliverable or other materials delivered by Carnegie Learning to District hereunder shall contain any scandalous, libelous or unlawful matter or material.

C. Mutual Representations and Warranties. Each party represents and warrants to the other party that: (a) such party has the full corporate right, power and authority to enter into this Proposal, and to perform the acts required of it hereunder; (b) the execution of this Proposal by such party, and the performance by such party of its obligations and duties hereunder, do not and will not violate any agreement to which such party is a party or by which it is otherwise bound; (c) when executed and delivered by such party, this Proposal will constitute a legal, valid and binding obligation of such party, enforceable against such party in accordance with its terms; and (d) each party acknowledges that the other party makes no representations, warranties or agreements related to the subject matter hereof which are not expressly provided for in this Proposal.

D. Aggregate Liability. To the fullest extent permitted by applicable law, the total aggregate liability of Carnegie Learning, regardless of whether such liability is based on breach of contract, tort, strict liability, breach of warranties, failure of essential purpose or otherwise, under this Proposal or with respect to the Services shall be limited to the fees paid to and retained by Carnegie Learning under this Proposal.

E. Special Damages. In no event will Carnegie Learning or District be liable for consequential, incidental, indirect, punitive or special damages (including loss of profits, data, business or goodwill), regardless of whether such liability is based on breach of contract, tort, strict liability, breach of warranties, failure of essential purpose or otherwise, and even if advised of the likelihood of such damages.

F. DISCLAIMER OF WARRANTIES. EXCEPT AS OTHERWISE STATED IN THIS SECTION II, CARNEGIE LEARNING MAKES NO WARRANTIES OF ANY KIND OR NATURE, WHETHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE OR USE, OR WARRANTIES OF ANY PRODUCTS OR SERVICES, OR THE APPROPRIATENESS OF DISTRICT SPECIFICATIONS.

G. Insurance. Carnegie Learning shall maintain in full force and effect during the term of this Proposal insurance coverage in amounts sufficient to satisfy its obligations under this Proposal.

III. Deliverables.

A. Rights to Deliverables. Upon full payment, Carnegie hereby assigns to District any and all rights, title and interest, including, without limitation, copyrights, trade secrets and proprietary rights, to the materials created by Carnegie Learning specifically for District hereunder and required to be delivered to District by virtue of their description or specification as a deliverable in the Proposal (the "Deliverables"). The Deliverables exclude all third party works and products whether or not included or embedded in the Deliverables. The Deliverables shall be deemed to be "works made for hire" under the federal copyright laws. Carnegie Learning agrees to give District reasonable assistance, at District's expense, to perfect such assignment of such rights, title and interest. However, the Deliverables may include data, modules,

components, designs, utilities, subsets, objects, program listings, tools, models, programs, systems, analysis frameworks, and specifications (collectively, “Technical Elements”) owned or developed by Carnegie Learning prior to, or independently from, its engagement hereunder (“Technical Elements”) and Carnegie Learning retains all rights thereto (and to any modifications or enhancements to Technical Elements developed in the course of performing the Services). Accordingly, to the extent that any such Technical Elements are integrated into any Deliverables, Carnegie Learning hereby grants to District a perpetual, worldwide, non-exclusive, paid-up, limited license to use, copy and modify such Technical Elements as integrated into such Deliverables for internal purposes only. Notwithstanding anything to the contrary contained herein, Carnegie Learning retains all rights to its knowledge, experience and know-how (including processes, ideas, concepts and techniques) acquired in the course of performing the Services, and District hereby grants to Carnegie Learning a perpetual, worldwide, paid-up license to use, copy, modify and sublicense any Technical Elements acquired or developed hereunder in the course of Carnegie Learning’s business.

B. Acceptance. If District reasonably determines that a Deliverable fails in any material respect to meet the specifications and/or other acceptance criteria mutually agreed upon by the parties, District shall (i) promptly notify Carnegie Learning in writing of such failure, and (ii) specify in reasonable detail the nature and extent of such failure. Upon receipt of such notice, Carnegie Learning shall, solely through the performance of additional Services, make such adjustments, modifications or revisions as are necessary to cause such Deliverable to so meet such specifications and/or other acceptance criteria. At such time as such a Deliverable so meets such specifications and/or other acceptance criteria, District shall issue a writing indicating its acceptance of such Deliverable. In any case, each such Deliverable shall be deemed accepted unless rejected in writing within ten (10) business days of the delivery by Carnegie Learning of such Deliverable. Notwithstanding the rejection of any Deliverable by District, operational use of such Deliverable shall be deemed to constitute acceptance thereof.

C. Confidentiality. Neither party shall disclose Confidential Information (as defined below) of the other party. The receiving party shall use the same degree of care as it uses to protect the confidentiality of its own confidential information of like nature, but no less than a reasonable degree of care, to maintain in confidence the Confidential Information of the disclosing party. The foregoing obligations shall not apply to any information that (i) is required to be disclosed by law, subpoena or other process or (ii) is disclosed in connection with any dispute, claim or action between the parties. Confidential Information means information related to the subject matter of the Proposal and any of the projects thereunder (including any third party information), and the business of the disclosing party, which (a) derives economic value, actual or potential, from not being generally known to or readily ascertainable by other persons who can obtain economic value from the disclosure or use of the information, (b) is the subject of efforts by the disclosing party or owner of the third party Confidential Information that are reasonable under the circumstances to maintain the secrecy of the information, and (c) is identified by either party as “Confidential” and/or “Proprietary”, or which, under all of the circumstances, ought reasonably to be treated as confidential and/or proprietary, including this Proposal. Confidential Information shall not include any information that (i) is at the time of disclosure, or thereafter becomes, through a source other than the receiving party, publicly known, (ii) is subsequently learned from a third party that does not impose an obligation of confidentiality on the receiving party, (iii) was known to the receiving party at the time of disclosure, or (iv) is developed independently by the receiving party. The obligations of confidentiality hereunder shall continue for a period of three (3) years from the date of the last disclosure of Confidential Information hereunder.

IV. Term and Termination. This Proposal will terminate when the Services have been performed. Either party may terminate this Proposal in the event of a material breach of this Proposal by the other party (which shall include any failure by District to make timely payment of any fees or reimbursement of expenses due under this Proposal), which breach is not cured within thirty (30) days after written notice by the non-breaching party. District shall pay Carnegie Learning for all fees and expenses incurred through the effective date of termination, provided that such payment shall not affect any other rights and remedies Carnegie Learning may have under this Proposal. The provisions of this Proposal which give the parties rights beyond termination of this Proposal will survive any termination of this Proposal.

V. Taxes and Payment.

A. Taxes. Carnegie Learning shall be responsible for determining the applicability of any sales, use, excise, or similar transactional taxes that may be applicable to the performance of the Services, if any, and shall include such on Carnegie Learning's invoice for the corresponding Services. District shall pay applicable taxes on the invoice or, in lieu of the payment of any such taxes, District may provide Carnegie Learning with a certificate acceptable to the taxing authorities exempting District from payment of such taxes. Carnegie Learning shall pay all taxes collected from District to the appropriate taxing authority.

B. Payment. The fees and/or expenses invoiced hereunder, except for any amounts disputed by District, and unless otherwise specified in the Proposal, shall be payable by District within thirty (30) days of District's receipt of each invoice.

VI. Severability. If any portion of this Proposal is held to be void, invalid or otherwise unenforceable, in whole or part, the remaining portions of this Proposal shall remain in effect.

VII. Governing Law; Entirety. This Proposal shall be governed by and construed in accordance with the laws of the State of Texas except for its conflict of laws principles, this Proposal and Terms and Conditions constitute the entire agreement between the parties with respect to the subject matter hereof, and there are not oral understandings or agreements other than as set forth herein. No waiver, modification or additions to this Proposal or its provisions shall be valid unless in writing signed by the parties hereto as described as set forth in Section II.