

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: June 23, 2024

NUMBER:

FR: Office of the Superintendent

SUBJECT: Approval of Purchase-
Safe and Civil Schools Professional Development

STRATEGIC PLAN/BOARD GOAL:

NWABSD Strategic Goal 2: Instructional Supports

ABSTRACT:

Board approval is required for purchases that exceed \$50,000.

ISSUE:

At issue is the Board's approval of Safe and Civil consulting and professional development expenses with Susan Isaacs to enhance positive behavior strategies and support at all sites. This initiative includes in-service training and materials to implement PBIS effectively across the district. Total expenditure not to exceed \$300,000.

BACKGROUND AND/OR PERTINENT INFORMATION:

Please see attachment for pricing and scheduling specifics.

Funding: ESSER III Fund & Title I Funds

ALTERNATIVES:

1. Approval of Safe and Civil consulting and professional development expenses with Susan Isaacs to enhance positive behavior strategies and support at all sites. Total expenditure not to exceed \$300,000.
2. Disapproval of Safe and Civil consulting and professional development expenses with Susan Isaacs to enhance positive behavior strategies and support at all sites. Total expenditure not to exceed \$300,000.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

1. The administration recommends Approval of Safe and Civil consulting and professional development expenses with Susan Isaacs to enhance positive behavior strategies and support at all sites. Total expenditure not to exceed \$300,000.



R A N D Y S P R I C K ' S
safe&civil
S C H O O L S



June 21, 2024

SAFE AND CIVIL SCHOOLS TRAINING PROPOSAL

For: Terri Walker, Superintendent

Cc: Tracy Bell, Director of Curriculum and Instruction

Northwest Arctic Borough School District, henceforth known as “District”
Kotzebue, Alaska

Pacific Northwest Publishing, Inc.
dba: Safe & Civil Schools
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Prepared by:

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Director of Professional Development
Safe & Civil Schools
800.323.8819
Elizabeth@safeandcivilschools.com

SEPTEMBER 2024

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs	September 3, 4, 5 and 6, 2024 Location: Buckland	\$8,000.00 per day plus travel expenses (\$32,000.00 plus travel expenses)
Travel Fee	September 2, 2024	\$4,500.00
TOTAL		\$36,500.00 plus travel expenses

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs	September 23, 24, 25, 26 and 27, 2024 Location: Upriver Villages	\$8,000.00 per day plus travel expenses (\$40,000.00 plus travel expenses)
Travel Fee	September 22, 2024	\$4,500.00
TOTAL		\$44,500.00 plus travel expenses



SEPTEMBER/OCTOBER 2024

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs	September 30, 2024 and October 1, 2, 3 and 4, 2024 Location: Noorvik	\$8,000.00 per day plus travel expenses (\$40,000.00 plus travel expenses)
Travel Fee	September 29, 2024	\$4,500.00
TOTAL		\$44,500.00 plus travel expenses

OCTOBER 2024

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs	October 22, 23, 24, 25, 2024 Location: Noatak, Kiivlina and DO/ILT	\$8,000.00 per day plus travel expenses (\$32,000.00 plus travel expenses)
Travel Fee	October 21, 2024	\$4,500.00
TOTAL		\$36,500.00 plus travel expenses



DECEMBER 2024

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs	December 2, 3, 4 and 5, 2024 Location: Selawik, Kiana and DO/ILT	\$8,000.00 per day plus travel expenses (\$32,000.00 plus travel expenses)
Travel Fee	December 1, 2024	\$4,500.00
TOTAL		\$36,500.00 plus travel expenses



JANUARY 2025

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs	January 6, 7, 8 and 9, 2025 Location: Selawik, Kiana and DO/ILT	\$8,000.00 per day plus travel expenses (\$32,000.00 plus travel expenses)
Travel Fee	January 5, 2025	\$4,500.00
TOTAL		\$36,500.00 plus travel expenses

SUMMARY

Page	Fee
Services listed on Page 2	\$81,000.00 plus travel expenses
Services listed on Page 3	\$44,500.00 plus travel expenses
Services listed on Page 4	\$36,500.00 plus travel expenses
Services listed on Page 5	\$36,500.00 plus travel expenses
Services listed on Page 6	\$36,500.00 plus travel expenses
TOTAL	\$235,000.00 plus travel expenses



FEES

On-site services: \$6,000 per day plus travel expenses. If a flat rate is requested, \$8,600.00* per day plus materials

Virtual services: *\$6,000 per day (no travel expenses)

***Exception to fees:** When any of the following consultants are used, the fee will be \$8,000 per day plus travel expenses. These consultants are Jacob Edwards, **Susan Isaacs**, Tricia Skyles and Jessica Sprick. Should a flat rate be requested, the rate will be based upon \$10,600.00 for the first day and \$8,800.00 per any additional consecutive day. *Virtual services are at the rate of \$8,000 per day (no travel expenses).

When travel requires more than 8 hours of flights: Should a full day be required for travel, an additional fee of \$4,500 will be required per trip.

MATERIALS

Materials are offered at a discount from Ancora Publishing, in conjunction with consultation only. Books listed on the proposal of services are required per participant unless otherwise listed. District agrees to adhere to the copyright and order one book per person that will be attending services. Verification of purchase will take place no less than six weeks prior to the date of service: **DEADLINE: N/A**. If there is a failure to meet this requirement, Safe & Civil Schools reserves the right to cancel the service(s) and bill accordingly.

Additional Fees:

When three or more trainers are assigned in any single quarter, Safe & Civil Schools applies a Large Group Initiative (LGI) coordination service fee of \$6,000 per quarter (October-December, January-March, April-June, July-September) in which services occur. Once a contract is fully executed, a lead trainer will be assigned to coordinate logistics, content, etc between the Entity and SCS.

On-site Services Travel Policy:

If weekly COVID-19 case rates in your county are greater than 200/100,000 the training will be conducted virtually. There is no cancellation for elevated COVID-19 infection rates.

Should the District decide to book the day in anticipation of it being on-site and the number is and/or rises back up to the 200+ category, the fee remains at the quoted flat rate and the contracted services will immediately be shifted to a virtual delivery model. The event will be conducted on the scheduled date listed on the fully executed contract/RFP/PO.

Safe & Civil Schools reserves the right to return to a more restricted limit for in-person training if a new, more dangerous variant emerges or other highly communicable virus.



PREVIOUSLY PURCHASED FOR AUGUST 2024 SERVICES, FOR REFERENCE ONLY OR AS ADDITIONAL REPLACEMENT COPIES ARE NEEDED

Service	Breakdown of Costs	Total
Materials For FOUNDATIONS (Required per campus)	Materials per campus: Foundations (1) Teacher’s Encyclopedia (5)	Quote can be obtained by contacting Jackie Hefner, jackie@ancorapublishing.com . 7% shipping and handling applies to all orders.
Materials For CHAMPS (Required per person)	CHAMPS: A Proactive & Positive Approach to Classroom Management	

*Specified materials are offered at a one-time 10% discount from **Ancora Publishing** in conjunction with training when shipped to a single location. All shipments are subject to a 7% shipping and handling fee.*

Pacific Northwest Publishing, Inc.
dba: Ancora Publishing



CHAMPS: A Proactive & Positive Approach to Classroom Management (3rd ed.)

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Foundations

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RANDY SPRICK'S
safe&civil
S C H O O L S

ancora
P U B L I S H I N G

Service	Dates & Location	Fee
Foundations Refresher with Administrators Sessions and a CHAMPS Overview with Newly Hired Staff Anticipated Trainer: Susan Isaacs	August 8-9, 2024 Location: Kotzebue, Alaska	\$8,000.00 per day plus travel expenses (\$16,000.00 plus travel expenses)
Travel Fee	August 7, 2024	\$4,500.00
Foundations Refresher with Administrators Sessions and a CHAMPS Overview with Newly Hired Staff Anticipated Trainer: Susan Isaacs	August 13, 2024 Location: VIRTUAL	\$8,000.00
TOTAL		\$28,500.00 plus travel expenses



FEES

On-site services: \$6,000 per day plus travel expenses. If a flat rate is requested, \$8,600.00* per day plus materials

Virtual services: *\$6,000 per day (no travel expenses)

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Additional Fees:

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Safe & Civil Schools reserves the right to return to a more restricted limit for in-person training if a new, more dangerous variant emerges or other highly communicable virus.



Foundations Materials

Required for all participating campus teams.
Materials are purchased through Ancora Publishing

MUST BE PURCHASED BY NO LATER THAN JUNE 25, 2024

Service	Breakdown of Costs	Total
Materials For FOUNDATIONS (Required per campus)	Materials per campus: Foundations (1) Teacher's Encyclopedia (5)	Quote can be obtained by contacting Jackie Hefner, jackie@ancorapublishing.com . 7% shipping and handling applies to all orders.
Materials For CHAMPS (Required per person)	CHAMPS: A Proactive & Positive Approach to Classroom Management	

*Specified materials are offered at a one-time 10% discount from **Ancora Publishing** in conjunction with training when shipped to a single location. All shipments are subject to a 7% shipping and handling fee.*

Pacific Northwest Publishing, Inc.
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CHAMPS: A Proactive & Positive Approach to Classroom Management (3rd ed.)

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Foundations

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Classroom component of full continuum of behavior support

AUDIENCE: K–8

- Teachers
- Specialists
- Support staff
- Related service staff

PREREQUISITES

N/A

TRAINING SCHEDULE

- Flexible, tailored to your needs
- Recommended: 2 days

WORKSHOP FORMAT

A highly interactive mix of presentation, discussion, and active planning.

Options for Ongoing Support:

- On-site coaching and mentoring (including modeling, observation, feedback, and customized after-school workshops)
- Book study

TRAINERS

All Safe & Civil Schools trainers are highly experienced educators who are carefully selected and extensively trained.

REQUIRED MATERIALS

For each participant, one copy of CHAMPS (Third Edition)

CHAMPS: A Proactive & Positive Approach to Classroom Management

CHAMPS helps classroom teachers develop (or fine-tune) effective classroom management plans that are proactive, positive, and instructional. Researchers have identified consistent and reliable findings concerning how effective teachers manage student behavior and enhance student motivation. The strategies and techniques presented in CHAMPS are derived from this research and are based on the following principles:

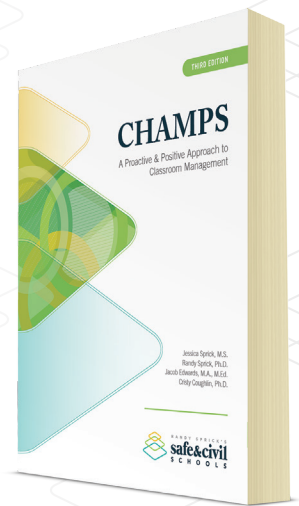
- Classroom organization has a huge impact on student behavior; thus, teachers should carefully structure their classrooms in ways that prompt responsible student behavior.
- Teachers should explicitly teach students how to behave responsibly (i.e., be successful) in every classroom situation.
- Teachers should focus more time, attention, and energy on acknowledging responsible behavior than on correcting misbehavior.
- Teachers should preplan their responses to misbehavior to ensure that they will respond in a brief, calm, and consistent manner.

The acronym CHAMPS represents the categories of expectations that teachers need to clarify for students about every major classroom activity and transition. These categories are: *Conversation* (Can students talk to each other?); *Help* (How do students get questions answered? How do they get your attention?); *Activity* (What is the task or objective? What is the end product?); *Movement* (Can students move about?); *Participation* (What does expected behavior look and sound like? How do students show they are fully participating?); *Success* (If students follow CHAMPS expectations, they will be successful.).

OUTCOMES

Teachers:

- Use CHAMPS strategies to manage student behavior and prevent problems in the classroom
- Develop and teach their expectations for student behavior
- Design efficient schedules and structure for student success
- Establish and implement consequences for misbehavior
- Increase instructional time, work completion, and on-task behavior
- Decrease office referrals for behavior





Schoolwide component of full continuum of behavior support

AUDIENCE: K–12

Behavioral Leadership Teams

PREREQUISITES

None

TRAINING SCHEDULE

- Year 1: 8 days
- Year 2: 8 days
- Year 3: 4–8 days

WORKSHOP FORMAT

A highly interactive mix of presentation, discussion, and active planning.

Options for Ongoing Support:

- On-site coaching and mentoring (including modeling, observation, feedback, and customized after-school workshops)
- Building-based assessment, action planning, implementation, and support

TRAINERS

All Safe & Civil Schools trainers are highly experienced educators who are carefully selected and extensively trained.

REQUIRED MATERIALS

For each school:

- 1 *Foundations* set
- 5 copies of *Interventions*
- 5 copies of *Teacher's Encyclopedias*

Optional for secondary schools:

1 *Start on Time!* set (DVD or streaming video)

Foundations: A Proactive & Positive Behavior Support System

Foundations is a comprehensive approach to the management of student behavior that incorporates best practices gleaned from over 40 years of research on positive behavior interventions and supports (PBIS). In a nutshell, the Foundations process guides school staffs through designing a proactive and positive schoolwide discipline plan that addresses:

- Discipline policies and procedures
- School climate and culture
- School safety
- Student-staff interactions
- Student motivation
- Academic engagement

The Foundations process leads school staffs in developing discipline policies that incorporate effective evidence-based practices and, at the same time, reflect their own visions and beliefs. In the Foundations process:

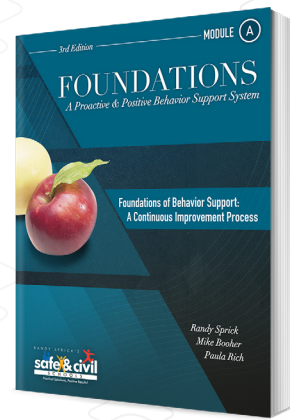
- a) Decisions are driven by data.
- b) Representative, site-based teams guide all discipline policies.
- c) Progress is ongoing in nature and built around the Improvement Cycle.

Staff learn to use multiple data sources, such as survey data, common area observation data, and incident report data. Staff work collegially to collect and analyze these various data sources and use this information to determine where to focus their improvement efforts.

OUTCOMES

Districts and schools report:

- Reductions in discipline referrals, suspensions, and expulsions
- Increases in staff coordination, consistency, and collegiality
- Improvements in school climate and safety
- Increases in positive interactions between staff and students
- Improvements in staff skill in effective supervision and positive behavior support
- Application of data-based decision making regarding behavior and discipline practices



BOOK 1 OF 6