

Prepared by  
Stephen Chang, Senior Associate  
schang@nationalequityproject.org  
303.880.0915



NATIONAL  
EQUITY  
PROJECT

1720 Broadway, 4th Fl | Oakland, CA 94612

# PROJECT PROPOSAL

Presented to:

Oak Park Elementary School District 97

Dr. Carol Kelley, Superintendent

Dr. Carrie Kamm, Director of Organizational Learning

*Prepared July 26<sup>th</sup>, 2017*

Deliver on the promise  
of a quality education.

[www.nationalequityproject.org](http://www.nationalequityproject.org)



## ABOUT THE NATIONAL EQUITY PROJECT

The National Equity Project's mission is to transform educational experiences, outcomes, and life options for students and families who have been historically underserved. Our unique leadership and organizational development approach focuses on the technical, relational, social, and cultural aspects of complex change efforts focused on educational equity.

### **In our view, working towards educational equity entails:**

Removing the predictability of success or failure that currently correlates with race, socio-economic status, and any other social or cultural factor.

Ending inequitable practices, addressing individual and systemic biases, and creating inclusive multi-cultural school environments for adults and children.

Discovering and cultivating the unique talents and interests that everyone possesses.

We believe anyone can be a leader for equity. We have supported educators, families and community members, philanthropists and others to authentically collaborate to transform educational systems. We progress towards our vision by building leaders' will, skill, knowledge, capacity, and emotional intelligence to:

- Examine and transform the discourse people have at personal, institutional and structural levels.
- Lead coherent communities of practice across institutions (i.e. employment, health, childcare, education, transportation and housing sectors) toward improved racial equity outcomes.
- Create the policies and practices necessary to support and protect the structural changes required to achieve educational equity.
- Sustain change by developing others and institutionalizing practices that will maintain the momentum for equity past the tenure of any one leader.

We offer a range of services focused on equity leadership; organizational development; community and family engagement; and collective action change initiatives.



## OUR APPROACH

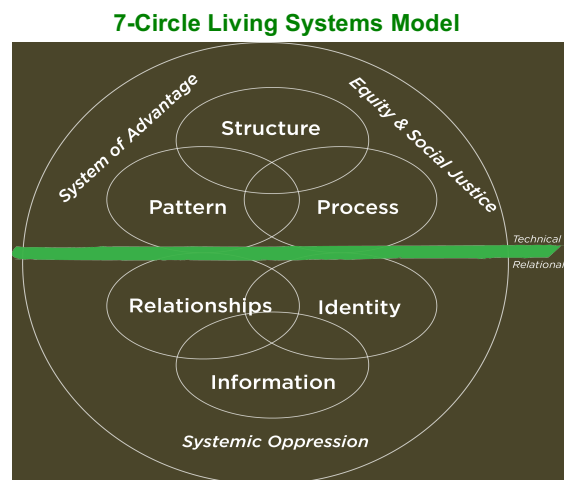
As a strategic consulting and leadership development organization, we offer sustained, embedded support to system leaders to make more effective decisions and take informed action in their day-to-day work. We aim to transform the way we develop and support the wellbeing of children by making lasting, positive changes in places that have persistently reproduced racialized outcomes. Our commitment lies in increasing the capacity of leaders (formal and informal) across a system to diagnose equity problems, develop people and relationships towards addressing those issues, and design a new way to achieve the desired experiences and results. We develop leaders to incorporate and apply both a *racial equity* and *systems-thinking* lens to their understanding of factors contributing to root causes of inequity in systems and to the design and implementation of solutions.

### *We Use A Racial Equity Lens*

A “lens” is a metaphor to communicate the idea of looking at an event, experience, and/or a set of data through a particular perspective. We develop leaders to intentionally employ a racial equity lens to sharpen our focus on the ways in which any given form of oppression (in this case racism) may be negatively impacting people’s opportunity, and ability to make progress on the things they care about or preventing individual or collective action toward the achievement of a particular goal.

### *We Employ a Complexity and Systems-Thinking Lens*

We have adapted Tim Dalmou and Meg Wheatley’s 6-Circle Model as a scaffold to delineate the critical balance between both the technical and relational elements that are constantly at play in any organization. Unless equity leaders attend to the “below the green line” (i.e. relational) dimensions of their context, their “above the green line” efforts will inevitably fall short. We support leaders to address both *technical* and *relational* challenges – supporting them to identify and develop necessary structures, patterns (strategies), and processes (operations), while simultaneously attending to and planning for the often-overlooked dimensions of information, relationships, and identity within their organizations. The Seventh Circle encompasses the other 6 circles and acknowledges issues of power and social justice and focuses attention on the deep-rooted, systemic policies and practices that serve to marginalize some people and produce and perpetuate racial disparities in every domain of culture and society.



The National Equity Project proposes to join **Oak Park Elementary School District 97** in partnership to support the development of your team of school and system equity leaders and of your system’s culture of equity-centered learning, in alignment with your vision, mission and core beliefs. We offer to support you to reflect on and navigate the opportunities and challenges you face in meeting your equity goals and objectives, and help you to make strategic investments to train, develop, support and prepare your staff in ways that increase the will and capacity to interrupt the practices and behaviors that may be contributing to some of the inequitable experiences and outcomes for your most vulnerable students.



## PROPOSED SCOPE OF WORK

Our understanding is that Oak Park D97 seeks a partner to:

- *Build the individual and collective understanding and commitment to equity for all district staff*
- *Create the foundation or deeper equity learning and practice development for instructional staff*
- *Build internal capacity of school and district administrators and instructional leaders to lead and facilitate equity conversations and professional development*
- *Continue to make progress on equity as a district strategic priority*

We propose the following components of an engagement with Oak Park D97:

- 1- Develop All District Staff** to understand the district's commitment to equity and their role in ensuring that each student and adult feels like they belong in every district school and building. The National Equity Project will lead a 3-hour interactive **Intro to Leading For Equity** learning session for non-teaching staff and administrators that leads staff from a reflection on their own identity to their role in supporting the district's vision of equity for each student.
- 2- Develop All Instructional Staff** to learn and reflect on key equity frameworks and their connection to the district's vision and commitment to equity. We will lead a full-day interactive **Leading For Equity** learning session for all instructional staff and administrators that creates a foundation of shared equity language and frameworks, with a focus on practices that interrupt implicit bias and create school and classroom cultures of belonging.
- 3- Develop Key School and District Administrators and Instructional Leaders** to design and facilitate conversations and professional development about equity with their teams. We will lead a two-day interactive **Designing and Facilitating Meetings for Equity** learning session that engages leaders in the National Equity Project's approach to facilitating adult learning about equity, including key equity frameworks, using a systemic oppression lens, systemic change, coaching stance, the role of emotions and liberating meeting design.
- 4- Executive Coaching and Technical Assistance for the Superintendent and Senior Leaders** to support strategic planning, addressing equity challenges and building district equity leadership capacity. We will provide virtual and in-person executive coaching, resources, facilitation and other technical assistance, as needed by senior leaders.

Specifics of the learning sessions will be co-constructed with the Superintendent and district leaders—including schedule, deliverables, and intended outcomes.



## PROJECT COST

| Proposed Services  | Deliverables   | Cost                   |
|--|--|------------------------|
| <p><b>Intro to Leading For Equity Learning Session</b></p> <p>Plan and facilitate a 3-hour learning session for all non-instructional staff and administrators to reflect on each staff member's role in supporting the district's equity commitment</p>   | <p>3-Hour Learning Session<br/>Approximately 150 District Staff<br/>2 NEP Staff<br/><i>Proposed Date: Oct 6<sup>th</sup>, 2017</i></p>   | <p><b>\$3,000</b></p>  |
| <p><b>Intro to Leading For Equity Learning Session</b></p> <p>Plan and facilitate a full-day learning session for all instructional staff and administrators to build a foundation of shared understanding of the district's equity commitment and key equity frameworks</p>   | <p>Full-Day Learning Session<br/>Approximately 600 School &amp; District Instructional Staff<br/>4 NEP Staff<br/><i>Proposed Date: Jan 26<sup>th</sup>, 2018</i></p>                             | <p><b>\$19,000</b></p> |
| <p><b>Designing and Facilitating Meetings for Equity</b></p> <p>Plan and facilitate a two-day learning session for school and district instructional leaders to build capacity for school and district instructional leaders to design and facilitate conversations and professional development about equity with their teams</p> | <p>Two-Day Learning Session<br/>Up To 60 School &amp; District Instructional Leaders and Diversity Council<br/>2 NEP Staff<br/><i>Proposed Date: Nov 1<sup>st</sup>-2<sup>nd</sup>, 2017</i></p> | <p><b>\$17,000</b></p> |
| <p><b>Executive Coaching and Technical Assistance</b></p> <p>Provide support to the superintendent and senior leaders on strategic planning, addressing equity challenges and building district equity leadership capacity</p>   | <p>20 hours (2.5 days) of Executive Coaching and Technical Assistance, scheduled as needed<br/>Superintendent and Designated Senior Leaders<br/>1 NEP Staff</p>                                  | <p><b>\$5,000</b></p>  |
| <b>Total Proposal Cost</b>   |  | <b>\$44,000</b>        |

Project fees include planning and travel time, materials development and production, and reflection and debriefing. Project costs DO NOT include travel expenses. Expenses for all travel will be invoiced based on actual costs, estimated at no more than 20% of the total contract.

