



DEI Support & Leadership Development

Proposal for Services

Prepared for Kansas City International Academy
July 2024

Introduction

The enclosed proposal details the DEI Support and Leadership Development services for Kansas City International Academy – including its focus, supports and activities.



The Value of Personalized Team and Leadership Development

Why Is This Important

At the core of most professional development efforts is the desire to move people beyond what they know or learn (information) to what they **do** (implementation). Our coaching has four critical outcomes:

- moving new learning into practice
- going deeper into the feelings, beliefs, assumptions of the coach than typical professional development currently does
- moving participants from a place of compliance to a position of personal commitment
- moving participants from novice to proficient users of the new learning.

What We Know for Sure

You do not have to be bad to get better. Everyone can be more effective at what they do by regularly taking time to reflect, self-assess and apply what they have learned to future actions. Effective leadership requires a continuous learning model and is not solely reserved for corrective action or subpar performance.

Our Approach to Personal and Professional Development

- We believe becoming a reflective practitioner is essential to professional growth and improved performance.
- We believe to unlock the potential of others; we must operate from a strength rather than a deficit approach to individual and collective growth.
- We believe the primary role of an effective leader is to connect with others, not to correct or fix them and to assist others in discovering the answers, gifts, talents, and strengths they **already** possess.

Proposed Activities

- **Individual/Team Coaching Cycles:**

Capacity-building and strategic coaching sessions with the school leadership to co-create a shared vision, determine criteria of success, and monitor the implementation of best practices related to culturally responsive leadership, team building, transformative professional development and equitable leadership/instruction.

Coaching Sessions/Planning Meetings:

6 total sessions: with Dr. King (Superintendent)

6 total sessions: Leadership Team (Strategic Planning)

3 total sessions: used as needed for debriefs and planning.



A total of 15 coaching sessions will be available to participants to leverage planning, problem-solving and/or reflective conversations, and monitor progress toward goals.

- **Strategic Planning:** (for multiple year implementation)

Recommendations:	Considerations:
1. Co-Create a shared vision and determine criteria of success.	Start with “why”: Why are we doing this work? What are the specific desired outcomes?
2. Assess/Notice where we are.	Who are the stakeholders we need to hear from? How can we hear from them? How will we collect data?
3. Decide what specific changes are needed.	What needs should we prioritize based on what we have learned? What policies might we need? What learning/resources might we need?
4. Make a commitment to learning	What initial learning does our staff currently need? How might we differentiate learning? How do we onboard new staff?
5. Engage, communicate, support	What must be modeled by leadership? What are the explicit expectations of all staff? What continued learning is needed for sustainability?

- **Professional Development:**

Learning Session 1: Developing a Common Understanding and Shared Language

Learning Session 2: Increasing Self-Awareness and Building Equity Efficacy & Equity Literacy

Learning Session 3: Navigating Conflict and Discomfort



Learning Session 4: Normalizing Action (Recognize Inequity, Respond to Inequity, Redress Inequity, Cultivate Equity, Sustain Equity)

Anchor Text Recommendations:

Leading Your School Toward Equity – A Practical Framework for Walking the Talk (Dr. Dwayne Chism)

Fix Injustice, Not Kids – and Other Principles for Transformative Equity Leadership (Paul Gorski and Katy Swalwell)

Cost Proposal

- 15 Coaching and Strategic Planning Meetings (Leadership Support) – 1hr. each
- 2 learning sessions with full staff (Sessions 1 and 2)
- 2 learning sessions with designated instructional staff (Sessions 4 and 5)

Learning session content can/will be customized to best meet the needs of the staff as determined by consultant and leadership. (Sessions listed in this proposal are initial recommendations)

Learning sessions must be at least 2 hours.

Total: \$32,500