SCHOOLSMART
KANSAS CITY

2024-2025 Kansas City Talent Ready Cohort
Memorandum of Understanding

Purpose

In order to support and invest strategically in talent systems throughout the Kansas City Public Education System (with the goal of attracting, developing, and retaining effective educators in schools), SchoolSmartKC (SSKC) is excited to continue the Alumni Cohort of the Kansas City Talent-Ready Cohort in partnership with EdFuel. This eight-month capacity building partnership will support organizations through the design of cohesive talent management processes. The intended outcomes for this program include stronger recruitment and development and retention of high-quality, diverse staff members through individualized coaching and core learning exchanges. LEAs (Local Education Agencies) that demonstrate strong engagement and successful completion of this cohort will also be well positioned for potential support in the implementation phase of their talent strategy.

Agreement

This Memorandum of Understanding (MOU) between **SSKC, EdFuel**, and **Kansas City International Academy**, effective upon signature of both parties (08/01/2024), confirms our understanding of the terms and conditions under which we will proceed in partnership for the Kansas City Talent Ready Cohort.

LEA Partner Commitments

The success of the Talent-Ready Alumni Cohort depends heavily on an investment of time and resources by the LEA partners involved. Completion of the following are critical to the success of the program:

Completion of Key Tasks
- Designate a primary leadership team member to participate in the talent-ready cohort (additional key staff are welcome to attend with the primary participant).
- Connect with EdFuel staff for one-on-one tailored support (July 2024 - April 2025).
- Complete one cycle of TNTP (The New Teacher Project), Inc.'s Instructional Culture Insight Survey, from the inception of the cohort, by Spring of 2025.
- Complete occasional pre-work, attend, and participate in three virtual cohort meetings (2 hours per meeting).
- Complete projects, to be defined by specific deliverables, project timeline, and success criteria.
- Notify SKCC and EdFuel in writing if a scenario occurs where the school can no longer satisfy the key tasks for completion during the 2024-2025 talent-ready cohort.

Program Assessment and Evaluation
- Grant EdFuel and SKCC access to the talent data needed to customize cohort content and measure impact.
- Upon request, provide EdFuel and SKCC with data on staff recruiting, hiring, and retention (including data on retention rates disaggregated by high/low performers, race/ethnicity, gender, and voluntary/involuntary separation, as available).

Confidentiality

By nature, personally identifiable talent data is sensitive information. EdFuel and SKCC are committed to preserving the confidentiality of all data shared as a part of this program. Both entities commit to the following:

- Restrict access to confidential information to employees and contractors as is reasonably required to aggregate the data and prepare reports.
- Retain the right to maintain aggregate, anonymous data for analysis beyond the scope of the talent-ready cohort, provided the school/network cannot be identified directly or indirectly based on the aggregated data.
- Not disclose any information provided in a format that could reasonably identify the school/network.
- Agree to notify the school/network, in writing, as soon as practicable but in no case longer than three (3) days if a scenario occurs where data has been breached.

Cost

The participation fee due by each participating organization is $0.00, which reflects 0% of the total cost. SKCC will subsidize the remaining 100% of the total cost. Upon signing this agreement, EdFuel will invoice SchoolSmartKC for the total cost of services.

ACCEPTED AND AGREED:

Kansas City International Academy

By: _____

Name: Dr. Stacy King

Title: Superintendent

Date: _____

SchoolSmart KC

By: _____

Name: Angelique Nedved

Title: President & CEO

Date: _____

EdFuel

By: _____

Name: Kerri-Ann Nesbeth

Title: Managing Partner

Date: _____