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July 27, 2020

Proposal

This document is a proposal between Mark Anthony Gooden, PhD (hereinafter Dr. Gooden) and the Eanes Independent School District (hereinafter Eanes ISD), of Austin, Texas. It specifically outlines a set of recommended services and associated costs that can be rendered for the academic year 2020-2021 (AY 20-21) in Year 1 only. However, this proposal looks optimistically toward a continued partnership between Dr. Gooden and Eanes ISD. Any and all parts of the services described can be repeated or offered anew in Years 2 and 3 of the contract, assuming it is approved for subsequent years.

Building a Community of Trust Through Developing Racial Awareness

This document further explains the work that Dr. Mark Anthony Gooden (Columbia University) will provide for Eanes ISD around the topic of “Building a Community of Trust Through Developing Racial Awareness.” The purpose of this work is to enhance community, staff, and student racial awareness and to cultivate an environment of understanding our unique similarities and differences. Developing racial awareness is an initial step to deepening understanding of equity and how it can be used to improve access and increase belongingness of *all* students. While we will focus on enhancing racial awareness initially, our goal is to raise awareness of religious, gender, cultural, ability and economic differences as well. Ultimately, our purpose is to develop a sense of belonging for all members of diverse groups. By taking these direct steps around racial awareness, EISD leaders will learn how to respond within the school district and the community to the direct and recent calls for change coming from various stakeholders.

The primary ways that Dr. Gooden will support EISD are through needs assessments, staff development, working directly with focus/advisory group(s), and serving as a consultant to community/leadership/staff/student meetings. To ensure continuity, consistency, and longevity of our purpose, each campus will create an *Equity Team* whose purpose will be to guide the work in this area on that campus. The *Equity Teams* will “carry the work forward” and ensure that the work around racial awareness continues in years to come. The EISD Curriculum, Instruction, and Assessment Team, under the direction of the Deputy Superintendent and the Chief Learning Officer, will meet with the Equity Teams to ensure consistency in the district vision.

Specifically, Dr. Gooden proposes the following services during the 2020-21 school year:

Service	Date
<ul style="list-style-type: none"> • Staff Needs Assessment Development & Delivery (Measurement of the baseline knowledge level of racial and cultural awareness of the Eanes ISD staff)	Fall, 2020
<ul style="list-style-type: none"> • Staff Impact Assessment (After) 	Spring, 2021
<ul style="list-style-type: none"> • Youth Participatory Action Research (YPAR) for Students 	Fall, 2020

(Student data collection and analysis to determine knowledge level of racial and cultural awareness of students)

- Collection of Qualitative Data (Focus Group Confabs) AY 2020-21
 - Students (affinity, mixed, alumni, etc.)
 - Advisory Groups
 - Community groups
 - Staff/Equity Teams

This data will ensure:

- Measurement of the baseline knowledge level of racial and cultural awareness of various groups
- Engagement of partners and method of keeping the community informed

***All data will be collected, compiled, analyzed and shared with the superintendent, Dr. Tom Leonard**

At Dr. Gooden's suggestion, large sets of quantitative (and some qualitative) student data (a sampling or comprehensive) will be collected in both Year 1 and Year 2. These data will come from both surveys and interviews with students.

***The purpose of data collection is 1) to facilitate articulation of the district's vision of "Building a Community of Trust Through Developing Racial Awareness"; 2) to take actionable steps toward that vision; and 3) build the capacity within the district to collect and analyze data of this nature in the future.**

- EISD Leadership Training (2.5 hours) **July 30, 2020**

Through reflection, introspection, and sharing, Dr. Gooden will help leaders have a better understanding of equity issues and biases and will provide training on ways to integrate our thinking in this area into our practice.

- EISD Staff Training **August 10-13, 2020
(3 days)**

Additionally, Dr. Gooden proposes the following:

- Keynote with Follow-up Opportunity for Questions or Meeting with Leadership
(2.5 Hours with 1 Hour for Keynote and 1.5 hours for follow-up)

The purpose of this time is to set the stage for the work to be done and to challenge thinking, create introspection and conversations, increase racial awareness, and provide some concrete "takeaways" for staff to use to ensure inclusivity and equity.

- 90 minute training with smaller groups of certified staff (K-2nd, 3rd-5th, 6th, 7th-8th, 9th-10th and 11th-12th)

The purpose of this time is to challenge thinking, create introspection and conversations, increase racial awareness, and provide some concrete "takeaways" for staff to use to ensure inclusivity and equity. Sessions will be appropriate and specific to the age level of the students taught with the idea of teaching and instilling equity in our students

- 60-90 minute training with non-certified staff

The purpose of this time is to challenge thinking, create introspection and conversations, increase racial awareness, and provide some concrete "takeaways" for staff to use to ensure inclusivity and equity.

- EISD Consulting
 - Leadership
 - Equity Teams
 - Staff

AY 2020-21

Table 1. Proposed Project Work Timeline

Activity (2020-21)	July	Aug.	Sept. 1 st	Oct.	Nov.	Dec. 1 st	Jan.	Feb	Mar 4 th	April 1 st	May	June	July
Online Assessment and Surveys													
Develop Online Leaders Needs Assessment Tool for Eanes ISD	X												
Deliver Leaders Needs Assessment Online Survey		X											
Deliver Leaders Impact Assessment Online Survey											X		
Keynote		X											
Training Session- Full Day		X											
Training Session- Full Day		X											
Training Sessions- ½ Day	X												
Retainer		X	X	X	X	X	X	X	X	X	X		
Develop Online Staff Needs Assessment Tool for Eanes ISD	X												
Deliver Staff Needs Assessment Online Survey		X											
Youth Participatory Action Research (YPAR) Focus Groups (students) for (4)				X		X		X		X			
Community Focus Groups (4)			X		X		X		X				
Analyze NA Surveys				X									
Analyze Impact Surveys											X		
Compile Report												X	

Quantity	Date of Service	Item	Description	Charge**	Amount Paid	Total
100	TBD @ 1 time interval	Leaders Needs Assessment (Before)	Data Collection and Analysis before the full year intervention	\$30 each (100 staff*\$30)	0	\$3,000.00
100	TBD @ 1 time interval	Leaders Impact Assessment (After)	Data Collection and Analysis after the full year intervention	\$30 each (100 staff*\$30)	0	\$3,000.00
1	July 30 th	Leadership/Teacher trainings-1/2 Day (PD)	Up to 2.5 hours of training taking place in the morning or afternoon.	\$4,000 per ½ day *	0	\$4,000.00
1	August 10 th	Keynote Speech (1 to many delivery up to 1000 (Virtual))	Up to 1 hour with question and answer follow up format (not chat)	\$5,500 per day *	0	\$5,500.00

1	August 11 th	Teacher Trainings-Full Day (PD)	Up to 5 hours excluding lunch hour.	\$5,500 per day *	0	\$5,500.00
1	August 12 th	Teacher Trainings-Full Day (PD)	Up to 5 hours excluding lunch hour.	\$5,500 per day *	0	\$5,500.00
10	Monthly	Retainer of Services	Retainer (answer questions, coaching sessions, ad hoc meetings, oversight, etc.)	\$3,000.00 each (x 10)	0	\$30,000.00
1100	TBD @ 1 time interval	Staff Needs Assessment (Before)	Data Collection and Analysis before the full year intervention	\$30 each (1100 staff*\$30)	0	\$33,000.00
1100	TBD @ 1 time interval	Staff Impact Assessment (After)	Data Collection and Analysis after the full year intervention	\$30 each (1100 staff*\$30)	0	\$33,000.00
4	TBD	Youth Participatory Action Research (YPAR) Focus Groups (students) for 4 schools (oversampling of students of color)	Data Collection and Analysis (begin at least 2 months after start of school year)	\$6,000 per school	0	\$24,000.00
4	TBD	Community Focus Groups	Data Collection and Analysis	\$6,000 per group	0	\$24,000.00
Total						\$170,500.00

** special discounted rate

Contract Details

SERVICES RENDERED AND METHOD OF PAYMENT

Throughout the term of this project, Dr. Gooden and Eanes ISD will collaborate and mutually agree on the exact services to be performed, as well as the timing and schedule of such services. At three times during Year 1 of the project (October 2020, January 2021, and May 2021), Dr. Gooden will invoice Eanes ISD for the services rendered during the applicable time period, including the guaranteed monthly retainer amount. Eanes ISD will promptly provide payment upon receipt of Dr. Gooden's invoice.

TERM

Under the 1-year contract, the term of this agreement shall be from the effective date July 27nd, 2020 until May 31st, 2021 unless terminated in accordance with the part of this agreement entitled "termination." The parties shall consult prior to the end of the Term to determine whether to renew the Agreement for an additional time period.

TERMINATION

1. Termination on Notice. Either party may terminate this agreement for any reason on ten (10) Business Days' notice to the other party.
2. Termination for Material Breach. Each party may terminate this agreement with immediate effect by delivering notice of the termination to the other party, if
 - a. the other party fails to perform, has made or makes any inaccuracy in, or otherwise materially breaches, any of its obligations, covenants, or representations, and
 - b. the failure, inaccuracy, or breach continues for a period of twenty (20) Business Days' after the injured party delivers notice to the breaching party reasonably detailing the breach.
3. Termination for Insolvency. If either party becomes insolvent, bankrupt, or enters receivership, dissolution, or liquidation, the other party may terminate this agreement with immediate effect.

INDEPENDENT CONTRACTOR

The Consultant expressly understands and agrees that he is an independent contractor and he shall in no way be deemed to be and shall not hold himself out as an employee, servant or agent of Eanes ISD, and shall not be entitled to any fringe benefits of Eanes ISD, such as, but not limited to, health and accident insurance, life insurance, paid vacation or sick leave, or longevity pay. Dr. Gooden shall be responsible for all the withholding and payment of all income and social security taxes to the proper federal, state and local governments. Dr. Gooden shall also be responsible for his own liability insurance and for providing compensation to all of his workers.

AMENDMENTS

Amendments to this contract can be made with the written consent of both parties. Both parties have reviewed and understand the terms set forth in this agreement and have executed this agreement by their duty as authorized representatives, as of the reflected dates.

Mark Anthony Gooden, PhD

Signature: Mark Anthony Gooden

Name: MARK ANTHONY GOODEN
(type or print)

Title: Professor

Date: 7/27/20

The Eanes ISD

Signature: Tom Leonard

Name: Tom Leonard
(type or print)

Title: Superintendent

Date: 7/28/20