

CAMBRIDGE PUBLIC SCHOOLS

19-260



159 THORNDIKE STREET CAMBRIDGE, MASSACHUSETTS 02141

October 15, 2019

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

CONTRACT AWARD: Professional Development

RECOMMENDATION: That the School Committee award a contract to the following vendor for Professional Development; funds to be provided from the General Fund. Procurement procedures for this contract have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

<u>Contractor</u>	<u>Period of Contract</u>	<u>Amount</u>
Cambiar Education dba Onward Corporation 4653 Carmel Mountain Road Ste. 308-97 San Diego, CA 92130	7/1/19 – 6/30/20	\$40,000.00

DESCRIPTION: This contract is for professional development at Vassal Lane Upper School to address issues related to race and equity.

SUPPORTING DATA: RULES OF THE SCHOOL COMMITTEE: Chapter III, Section 12...”motions calling for the appropriation or expenditure of money shall require the affirmative vote of four members.”

BUDGET REFERENCES:

ACCOUNT:	53107	Professional Development Contract
FUND:	15000	General Fund
ORG:	809155	Vassal Lane Upper School/ School Improvement Plan Budget

Respectfully Submitted,

Kenneth N. Salim, Ed.D.
Superintendent of Schools

SUPPLEMENTAL INFORMATION: Cambiar Education dba Onward Corporation

Purpose: This contract request is to employ Thaly Germain and her team at Onward (Cambiar Education) to support VLUS in it's work at building its capacity in understanding and addressing issues related to race and equity at our school.

Amount of Contract: \$40,000

Description/Scope of Services: Throughout the 2019-20 school year, the team at Onward will provide ongoing training, consultation, and facilitation to our building-based Race and Equity Team (RET). These services will be geared towards meeting our two goals:

- Building individual and collective understanding about race and equity at VLUS, and
- Through our learning, identifies actions and changes, both individually and collectively, to move toward school-wide equity and anti-racism.

By facilitating monthly meetings of the RET, Thaly and her team will be helping to guide our work as we develop a clearer 3-5 year action plan. This may include developing a professional development model in which members of the RET become facilitators of the work (a train-the-trainer model) as well as laying out some shared goals and next steps for our procedures and practices both in the class and out that need correction.

The team at Onward will be providing additional support to the team beyond meeting development and facilitation. They will be providing a guided look at internal data streams related to race and equity and ongoing 1:1 support and coaching for all RET members. In particular, they will be working with our building leaders to think about race and equity from a leadership lens.

The work of the RET is in alignment with the VLUS School Improvement Plan's action items related to anti-racist practices, which state that we will:

- Develop school-wide understanding of identity and the impact that it has on the structures and outcomes of school
- Build shared leadership of equity conversations
- Center equity in academic and behavioral data conversation

In addition, work will be done that aligns with the CPS District Plan Strategic Objective 1: *Provide Equity and Access to Increase Opportunity and Achievement* and, specifically, Strategic Initiative 1.2: *Provide all CPS educators with cultural proficiency training and implement ongoing cultural proficiency professional learning in all schools.*