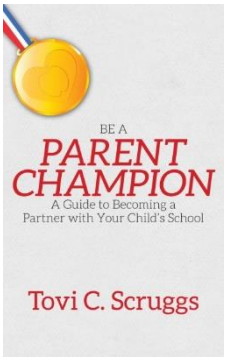
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Academic Year 2020-21

Re: Proposal for Family Engagement for Families of Color

- *Parent Champion™ Coaching Workshops for Parents*
- *Courage-building for Equitable Practices of Family Engagement for School Leaders*
- *Mindfulness as an Equity Tool for School Leaders*



This proposal places explicit emphasis on supporting San Leandro USD in its stance of College & Career Readiness with an emphasis on social-emotional health and wellness and social justice under the umbrella of a culturally-responsive, anti-racist framework.

PURPOSE:

The purpose of the Parent Champion™ Program is two-fold: increase college and career readiness and social-emotional wellness of the students we serve *by working with both parents and school personnel* to increase family engagement and provides the following outcomes:

- Teach parents the mindset, values, and skill-sets of "educational parenting"™ as it relates to understanding and navigating the educational system
- Empower parents with the tools to support their child's academic success
- Inspire better partnerships between parents, teachers, and the school
- Demonstrate for teachers and school leaders the specific strategies and tools to engage with families, particularly families of color
- Support teachers & school leaders in developing greater emotional competencies to engage with families
- Support schools in being more responsive, thus partnering with families in order to increase student achievement

PROGRAM OVERVIEW:

The complete *Parent Champion* program is intentionally designed to support the above outcomes. Using a multi-faceted approach, rather than triage-style supports and interventions, *Parent Champion* addresses the root causes through shifting mindsets followed by clear action.

Our workshops are designed to inspire and educate parents to skillfully navigate barriers and systems, exploring steps to support systemic transformation. Parents will

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be coached to become "Parent Champions™" - parents who are able to confidently and successfully champion the academic success of their children.

The program uses a working text for teaching and reference: *Be A Parent Champion: A Guide to Becoming a Partner with Your Child's School*, and is intentionally designed as an empowerment model of reflections and action steps. It is also available in Spanish.

Furthermore, the *Parent Champion* program has a leadership component that trains and supports teachers, school administrators and site leaders in effectively working with families of color. This aspect of the training helps site leaders to positively implement strategies and actions to better serve families of color and also teaches leaders how to facilitate the activities from the book at the site level, allowing schools to individualize the work to their school population.

I have outlined below my innovative approach for a family engagement program, grounded in the concepts and skill-sets described in the book I authored, *Be A Parent Champion: A Guide to Becoming a Partner With Your Child's School*.

Overall, there are 3 strands to my leadership offerings that enable us to better serve our staff, students, and families:

- STRAND #1 - Family Engagement
- STRAND #2 – Courage-building for Equitable Family Engagement
- STRAND #3 - "Mindfulness as an Equity Tool: Emotional Intelligence for Educators" (leading to self-awareness, self-regulation, and greater empathy for teachers and leaders)

<u>STRAND #1 – "Family Engagement" - consists of 2 key components</u>:

1. Quarterly *Parent Champion™ Coaching Sessions*
2. *Parent Champion* Administrative Leadership Coaching Workshops (*"School Responsiveness: Equitable Practices for Increasing Family Engagement through Reimagined Support & Strategies"*)

<u>Coaching Workshops Overview</u>:

- ***Comprehensive Coaching Workshop for Parents*** has modules, the first begins by introducing the "Parent Champion Precepts" emphasizing the "educational parenting" mindset shift, and inspires and educates parents to be their very best as school-partners as they analyze, reflect, and take action in regards to how they co-educate and partner with their child's school, especially with distance-learning as the new norm. While schools are creating a culture of success, so too will families. Then, with each of the remaining modules, there are experiential learning activities and discussions throughout each session which builds off the previous modules. The vision is that each school site engages parents in this work with an initial Parent Champion Workshop series of modules; then 2 – 3 parent leaders from each school site can be trained in the "Coach the Coach" Workshop after the modules. This way, there is capacity-building and



sustainability for your school's families; they begin to lead their own Parent Champion Circles, no longer needing the trainer; they are skilled and equipped to empower their school communities.

- Teacher & Administrative Leadership Coaching Workshop (half-day): ***"School Responsiveness: Equitable Practices for Increasing Family Engagement through Reimagined Support & Strategies"*** Part of the workshop design is "dual-capacity building" based on the "Dual-Capacity Building Framework for Family-School Partnerships" published by the US Department of Education under the direction of Dr. Karen Mapp, a well-respected leader in this field. Further, this workshop addresses LCAP Family Engagement practices and the development of a more comprehensive Family Engagement strategic focus. In addition, school leaders are supported in creating sustainable systems to be more responsive, thus partnering with families in order to increase student achievement and in developing greater emotional intelligence with mindfulness as a key vehicle (more of the mindset and "heart-work") to engage with families.

The workshop supports the professional growth of:

- CPSEL #4 Focus: Family & Community Engagement
- CPSEL #5 Focus: Ethics & Integrity
- CPSEL #6 Focus: External Context & Policy

STRAND #2 – "*Courage-building for Equitable Practices of Family Engagement for School Leaders"*

This workshop (1-day or a half-day) is designed to help teachers and school leaders work more skillfully - and with less fear – with families of color, particularly African-American families. Description:
How do we choose courage over fear when engaging with African-American families? This workshop explores our fears in serving families of color, the role of race and white fragility, and the level of willingness in our service to families of color, particularly African-American families. From this, we will explore some best practices regarding engaging with African-American families, and allocating resources of time, technology, and courage to engage them fully.

The highly interactive workshop includes the following core components & outcomes:

1. Learn the "Sacred Pause"
2. Explore our biases, deficit-based, and problematic thinking as it relates to serving African-American families
3. Explore our role as it relates to White Dominant Culture and White Fragility
4. Components of White Dominant Culture & White Fragility
5. Competencies for Courage
6. Re-Framing to Shift our Assumptions

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7. Strategies to engage and work with African-American families

The workshop supports the professional growth of:

- CPSEL #3 Focus: Management & Learning Environment
- CPSEL #4 Focus: Family & Community Engagement
- CPSEL #5 Focus: Ethics & Integrity
- CPSEL #6 Focus: External Context & Policy

STRAND #3 – "Mindfulness as an Equity Tool: Emotional Intelligence for Educators"

This workshop (1-day or a half-day) is designed to help teachers and school leaders thrive - to enjoy greater productivity, effectiveness, and happiness - in all aspects of our work and outside of work. Participants will learn to integrate the key building blocks for wellbeing: mindfulness-based emotional intelligence, mental and emotional resilience, and engagement. There will be a balance of highly practical and scientifically proven methods of mental conditioning and attention training that improve creativity, communication, productivity, and personal and school/classroom leadership. Participants will learn varied mindfulness and reflection practices that support happiness, thriving and overall well-being.

This program helps to build the core skills needed for peak performance. The result is enhanced self-awareness and authenticity, better communication skills, stronger relationship-building skills, and the ability to lead &/or teach with greater presence – which will support a better school environment and better school and stakeholder relationships.

The highly interactive workshop includes the following core components & outcomes:

- Overview of the neuroscience of emotion, perception and behavior change
- Definition of emotional intelligence and its benefits with regard to wellbeing
- Attention training to enable greater emotional intelligence (a trainable skill), including self-awareness, self-mastery, motivation and connection with self and others
- Principles and practices for developing healthy mental habits that accelerate wellbeing - including effective listening, generosity, empathy, communication and social skills
- Mindfulness and reflection practices that support happiness, thriving and overall well-being

The workshop supports the professional growth of:

- CPSEL #3 Focus: Management & Learning Environment
- CPSEL #4 Focus: Family & Community Engagement
- CPSEL #5 Focus: Ethics & Integrity
- CPSEL #6 Focus: External Context & Policy

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Expected Outcomes:

The Parent Champion Coaching Workshops for parents, site leadership, and teachers create a service to families resulting in:

- Greater academic success for students
- Increased parent engagement
- Training and support for teachers and site administrators and leaders to engage families more skillfully
- District - as a whole - becoming more responsive to the families you serve

Parent Engagement Investment:

PROGRAM COMPONENTS		EXPENSE
For Teachers & Adm		
Teacher Wellness/Self-Care/ Resilience/ Trauma-Responsive	Workshop Sessions – 90 min. *Up to 4 sessions*	$8,000.00 ($2,000 each)
For Parents/Parent Facil		
Parent Champion Coach™ Workshop Series	Workshop Sessions – 90 min. *Up to 6 sessions*	$10.500.00 Session #1: $2,500 Sessions 2 – 5: $2,000 each
For Family Engagement Dept. Staff		
Coaching & Support to increase Parent Engagement and Empowerment, especially for African-American families	Coaching to increase skill sets and efficacy of departmental staff; support communication style; behaviors; professionalism, expected norms when working with families and with school site & district leaders Works well virtually as well as in-person	$350/hour As needed *(not included in total costs at bottom)*
For Teachers & Administrators	***These can be modified to be modules, half-day (2.5 – 3 hours) or full-day; sites can also coord.***	
Parent Champion Teacher & Administrative Leadership Workshop	Half-day Workshop for Teachers and Administrators: "School Responsiveness: The Courage to Engage African-American Families in Systems of Whiteness"	$3,500.00

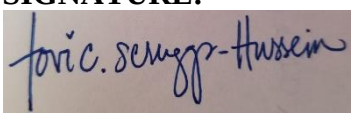
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Parent Champion Teacher & Administrative Leadership Workshop	Half-day Coaching Workshop for Teachers and Administrators - "Culture & Climate for Students of Color"	$3,500.00
Parent Champion Teacher & Administrative Emotional Intelligence Leadership Workshop	Half-day "Emotional Intelligence for Working with Families of Color: Mindfulness as an Equity Tool"	$3,500.00
TOTAL		$29,000.00

CONFIRMATION PROCEDURES
These arrangements are confirmed on a definite basis, only after CLIENT has signed on or before October 20, 2020 and returned via email. Until that time, Tovi reserves the right not to work with CLIENT.

ACCEPTED BY:
On behalf of CLIENT, I hereby accept the offer set forth in this agreement and agree to be bound to the terms and conditions set forth herein. I certify that I have the authority to bind CLIENT to this Agreement.
NOTE: This contract is flexible in that it may or may not exceed $40,000 as determined by the work requested as needed during "these unprecedented times." Work will be invoiced monthly.

San Leandro USD	**Tovi Scruggs-Hussein of Tici'ess, Inc**
CLIENT SIGNATURE:	**SIGNATURE:** 
Printed Name:	**Tovi C. Scruggs-Hussein**
DATE	**DATE Oct 6, 2020**

About Your Expert Facilitator – Tovi C. Scruggs-Hussein

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Tovi C. Scruggs is a visionary, innovative, and award-wining educator whose career in education began over 25 years ago at a large Bay Area high school. Returning to public education after co-founding her own private school (ASA Academy & Community Science Center) with 100% success rates, she brings a wealth of experience, skills, and talents about "best practices" to larger scale.

In only one year under her leadership back in public education, she and her team of teachers created an academic culture, forged a redesign of campus climate to reduce discipline referrals, suspension rates, and created a safe-space to delve deeply into issues of equity impacting academic achievement. In addition, Tovi partnered with a group of like-minded parents and spearheaded the critical movement to establish the first PTSA in over 20 years. This journey of success began in a school-wide assembly where she simply told students what was true and what they needed to hear most: that she *loved* them.

Tovi's book: *Be a Parent Champion: A Guide to Becoming a Partner with Your Child's School* is in full alignment with equity work and parental engagement goals to increase educational success rates. Her book is intentionally designed to serve as a "coach in a book" with an empowerment model of reflections and action steps provided chapter-by-chapter. Utilizing it, parents and those who work with parents, are positioned to empower themselves to serve as educational partners.

Recently, *Tovi was trained personally by Dr. Brené Brown in her first cohort, March 2019.* Tovi is a Certified Dare to Lead™ Facilitator creating opportunities to develop these courage-building skills through workshops, trainings, and coaching with individuals, teams, and organizations as they move from armored leadership to daring leadership.

Tovi certified with Search Inside Yourself Leadership Institute that focuses on emotional intelligence for leaders. SIYLI is a best in class and globally recognized program and network that blends evidence-based mindfulness, emotional intelligence and neuroscience to awaken the best in people and organizations, including schools. As a certified SIY Teacher with over 25 years of mindfulness experience and practice, Tovi is dedicated to bringing emotional intelligence skills and mindful leadership to the leaders in our classrooms and the leaders in our schools all over the nation.

Tovi has served on numerous professional committees in leadership roles, conducted workshops at conferences, taught at universities, and has delivered several keynotes. She also is the proud recipient of ACSA's 2015 Marcus Foster Memorial Award. Further, Tovi was ACSA's State Equity Region 6 representative and founding co-director of the Equity Leaders Academy.

Tovi speaks nationally, serves as adjunct professor at Mills College Department of Education, teaching equity and creating trauma-sensitive schools and environments, and is the National President of Coalition of Schools Educating Mindfully.

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