LEAD BY LEARNING
Understand learning. Improve teaching. Build leadership.

San Leandro School District Scope of Services 2021-22

The Lead by Learning/Alameda USD Partnership focuses on three key areas: (1) development of instructional leadership capacity of site leaders, teachers, and coaches, (2) alignment of site-based adult learning and collaborative inquiry to drive equity-seeking continuous improvement, and (3) deepened partnership across the system.

Lead by Learning designs and leads adult learning, with guidance and ambassadorship from site and district leader "design partners." Services will be provided in person or virtually.

Program Description of Services	Cost of Work
Condition and Coherence Setting	
• August listening campaign to understand local context and identify ongoing design partners •Monthly meetings with design partners** and district leaders (~1.5 hr/month, July-June) to identify goals, reflect on progress, align work, deepen partnership and trust between sites and district office, and guide the design of the leader learning work. Each session will include: > Whole group collaboration and facilitated breakout time • Summary of progress reports in January and June to synthesize leader learning and leadership capacity grov • Ongoing data gathering and data analysis in collaboration with site and district leaders to understand impac	$17,500
Instructional Leadership Capacity Building	
• Ongoing data gathering and data analysis in collaboration with site and district leaders to understand impact • Up to 27 facilitated hours of leader learning sessions (Sept-May) to introduce and experience Lead by Learning's signature practices and mindsets, foster Lead by Learning's Leader Profile capacities, align adult learning structures, and deepen instructional leadership across the system • End-of-year sharing session to leverage adult learning across the system • Provide hard copies of the Lead by Learning Playbook, Lead by Learning public learning protocols and supportive challenge tools, and Lead by Learning spectrum tool to make culture change visible • Knowledge management to leverage learning and influence site and district decision-making • Consistent use of real-time data to uncover current reality, understand root causes of inequity, and center change around the learners' experience • Certify 10-20% of leaders through our Certificate Program to facilitate and sustain a transformative culture of adult learning in the system	$32,500
District Leadership Consulting	
• Monthly coaching with elementary and district leaders to align learning with district goals and to refine how the district builds leadership capacity across their system	$2,500
Total Cost	$ 52,500

Terms and conditions for providing services

Lead by Learning will assign staff to provide the services outlined in the scope of work. In addition, Lead by Learning will provide additional staff support and resources as required to meet the needs of the Client. If the date or time of a regularly scheduled meeting is changed by the Client, Contractor cannot guarantee the services of a facilitator at the meeting.

Services may be provided virtually or in person, as travel time and scheduling allow.

Compensation. In consideration for the services to be performed by Contractor, the Client agrees to pay Contractor an amount not to exceed $52,500 which will be billed (in two installments of $26,250). Client will provide Contractor with a purchase order to bill against if required by district.

Additional services and products will be provided on an additional fee for services basis as requested by the Client.

Reporting. The Contractor will provide the Client with final report and a mid-review period to examine, review and discuss the progress on the scope of work.

Mizgon Darby Executive Director Lead by Learning

Signature: Date:

Joanne Clark, Senior Director Educational Services
San Leandro Unified

Signature: Date: