June 1, 2021

PROPOSAL for Elementary Principals for San Leandro USD

Greetings Jeannette,

First, I want to commend you for your deep care and commitment to those you lead and serve. This has been felt on our calls and in our emails. Again, I am appreciating your intentionality and pacing to be systemic and thoughtful. This truly captures both the vulnerability and courage of your leadership at this time. I salute you all for asking for help and your collaborative approach to make this work accessible, systemic, and more affordable.

Part of what is exciting me most about this proposal is how we are bridging the conceptual "inner work" with an "outer work" component designed just for teachers! A dear colleague is joining my team for this, as she is deeply rooted in supporting teachers in this way.

Given that we are still in the midst of a global pandemic and will have several schools coming together for this professional learning, delivery must be done using a distance-model that creates a deep sense of community and connection. This is my speciality!

Per our conversion, I am outlining a year-long model for 2021-2022 Academic Year. It is comprehensive, while knowing that we can also work incrementally. This proposal is systemic, resulting in expedited growth in the areas you are addressing. Further, the flow of the learning can be truncated or spread out. It is fluid in that regard, although there is an "order of operations" designed to support the journey of anti-racist work that results in a more inclusive workplace, leadership,a nd schools for diverse settings and authentically wanting to be anti-racist in practice and improve both community/stakeholder outcomes, as well as academic outcomes.

<u>DESCRIPTION of WORK</u>:
"Mindful Allyship: Racial Healing & Cultural-Inclusion - Classroom Edition" (inclusive of Equity, SEL & Trauma-Responsiveness)
In this on-line delivery model, we will explore the inner work of racial healing. We will work together, *compassionately*, to understand the systemic nature of whiteness, racial oppression and how it operates in us and through us. Mindfulness meditation and a variety of other emotional intelligence exercises will sustain us in this intellectually and emotionally rigorous

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work. Incorporating practices of leading racial justice advocates, this customized course will include deep conceptual learning, active listening exercises, extensive personal reflection and small group explorations. This is work towards becoming an empowered racial healing ally in your school, community and beyond. *Completion of this program results in a certificate of anti-bias training and optional CEU's from Brandman University.*

To ensure the sustainability of this work - and that it extends through the adults and to the students - this program includes additional sessions with an expert practitioner who will support teachers in the practical application of this powerful conceptual work. *Access to thought partnership from both facilitators, along with one monthly 60-min Coaching Gym (optional attendance).*

OUTCOMES

<table>
<tr><th>Develop Conceptual Understandings for and Ability to Act on the following:</th><th>Apply Conceptual Learning in the classroom in the following ways:</th></tr>
<tr><td>Recognize and understand: systemic racism/whiteness, implicit bias, white fragility</td><td rowspan="2">Interrupt bias in your own thinking
Interrupt bias among your students
Make proactive decisions to mitigate white supremacy culture related to content selection and instruction</td></tr>
<tr><td>Develop ability to challenge negative/harmful racial thoughts and behaviors</td></tr>
<tr><td>Become racially literate in order to improve ability to talk about race and racism</td><td>Facilitate conversations related to race with students & increase efficacy with culturally & linguistically inclusive lessons</td></tr>
<tr><td colspan="2">Improve the foundation of mindful self-awareness necessary and cultivate ways-of-being necessary for equity & inclusion work</td></tr>
<tr><td colspan="2">Interrupt White Dominant Culture characteristics that may not be conducive to learning, culture & climate</td></tr>
<tr><td colspan="2">Cultivate allyship skills & behaviors</td></tr>
<tr><td colspan="2">Accept the ongoing nature of equity & inclusion work</td></tr>
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SESSION FLOW:

6 professional learning sessions @ 90 min each

5 classroom-application sessions @ 50 min each

Optional Sessions Offered: Leader Labs & Coaching Gyms for 1:1 and small group coaching and support of execution of culturally-responsive teaching and learning.

NOTE:

1. In-between activities for those cultivating deeper anti-racist work and "doing thier own work" - prescribed journaling and contemplative practices.
2. Workbook, readings, and handouts are provided electronically

<u>TIMELINE of WORK:</u> October 2021 - May 2022

Mondays:
Oct 4, Nov 1, Jan 10, Feb 7, March 7, April 11 OR 18, & May 2 or 9 @ 3:20 - 4:50 PM

Wednesdays:
Not first Wed of the month, per Principal McNeil
Oct 13, Nov 10, Jan 12, Feb 9, March 9 @ 2:30 - 3:20 PM

Learning Labs 2x/month (10 in total @ 45 min each, virtual) optional attendance and sessions TBD monthly (fluid scheduling for best dates for partnership)

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COMPONENT	COST
Consultant Retainer, inclusive of "Just in time" support for partnership through duration of contract Site Leadership will have access to my best thinking, strategy, and hard-earned wisdom in this work. This includes "just-in-time" situational support, coaching, and thought-partnership, as available, as well as being given priority response time Due upon execution of contract	$5,000.00 (to be split by number of schools)
"Mindful Allyship: Racial Healing & Cultural-Inclusion - Classroom Edition" (inclusive of Equity, SEL & Trauma-Responsiveness) **11 Sessions** *Inclusive of Coaching Gyms with both facilitators* NOTE: Charging per person can mitigate the large expense of what a comprehensive, private training per site would be (easily $35k+)	$650/person minimum 50 (up to 250 participants)
Current Estimated Total from district-wide ELEM schools with 215 participants	$139,750
TOTAL	**$144,750**

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BIO of Facilitators



Tovi Scruggs-Hussein is an author, healer, and award-winning educator with over 25 years of leadership, meditation, and school-transformation experience. She is on a mission to heal our systems through Emotionally Intelligent Equity & Inclusion, her unique signature approach to leadership development, racial healing, and trauma-responsive resilience. Tovi has been a certified coach through New Ventures West since 2012 and has been personally trained by Brene Brown as a Certified Dare to Lead™ Facilitator to train others in courageous leadership with a lens of inclusion and belonging. All that said, the very best leadership training she ever received was the 17 years she spent as a principal. Tovi co-founded ACSA's Equity Leaders Academy. She is a founding adjunct professor of Trauma-Informed Leadership at Mills College and is the National President for Coalition for Schools Educating Mindfully. She is also the visionary behind "Racial Healing Allies," a movement to create equitable and inclusive schools and organizations. Skillfully, Tovi creates interactive, reflective learning experiences that transform both mindsets and behaviors that lead to more peaceful, healthy, and inclusive schools and organizations where outcomes are measurably improved and interactions are more whole-hearted. Tovi cultivates conscious, connected, and courageous leaders world-wide. www.ticiess.com

RACIAL HEALING ALLIES
WWW.TICIESS.COM



Nicole Lusiani Elliott is an author and educator with 20 years of classroom teaching experience, in addition to the 10 years she has been a teacher educator working for the Center to Support Excellence in Teaching at Stanford University, the Stanford Teacher Education Program, and the Center for Culturally Responsive Teaching and Learning (CCRTL). Nicole has supported the growth of hundreds of teachers with a focus on equitable

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instruction in Hong Kong, Moscow, Melbourne, and all over the United States. Drawing on her extensive experience as an

instructional coach, Nicole is also active in building and supporting communities of women who are seeking places where they can be seen, heard, and encouraged to get honest, reflect deeply, and take action in service to themselves and others. Nicole lives and works guided by the knowing that we belong to one another. www.nicolelusiani.com

Tovi and Nicole's partnership began back in 1994 as first-year teachers under the guidance of the same mentor teacher, a woman who continues to guide them personally and professionally to this day. They've remained friends and colleagues who share many passions, most notably the passion of serving our students in ways that honor their cultural and linguistic assets. Tovi and Nicole are teaming to support teachers in stepping into their role as leaders of their classrooms with the intention and courage necessary to create a learning community that truly serves all students.

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