# Hatchuel Tabernik & Associates Inc

## Proposal

**Date:** November 14, 2011

**To:** Debbie Wong, Asst. Superintendent, Educational Services
San Leandro Unified School District

**From:** Dina Hatchuel, CEO

**RE:** Full Service Community Schools Planning

Hatchuel Tabernik and Associates (HTA) is pleased to submit the following proposal to San Leandro Unified School District (SLUSD) to support planning for Full Service Community Schools.

**Description of Firm and Experience:** Hatchuel Tabernik & Associates is an independent consulting firm dedicated to *providing cost effective, high quality services to our clients, thereby helping organizations to improve their effectiveness, expand their services, and target their resources to support and improve their communities, and create a more equitable and just society*. We are committed to building the capacity of the public and nonprofit sector, and to fostering collaboration, especially in the fields of health, social service, and education. To that end, we have helped numerous government agencies, schools, nonprofits, and coalitions develop strategic plans to address the needs of their communities.

The principals of HTA, Dina Hatchuel, LCSW, and Tim Tabernik, have more than 60 combined years of experience in behavioral health, health, child welfare, juvenile justice, and educational organizations. They also have substantial management, organizational development, training, planning, evaluation, and fund development experience in the private and public sectors. Our associates share a passion for the work of HTA. We employ a diverse, talented, and knowledgeable staff with proven expertise in a range of issues and fields, along with high levels of competence.

**Description of Project:** San Leandro High School faces several challenges which would be addressed by developing a full service community schools approach. We propose a planning process for this purpose and expect that focusing on the high school as SLUSD's first full service community school, we will in fact develop the foundation for a district-wide Community Schools strategy—involving the district, city, schools, parents, and community partners—that would enable other schools in the District to adopt this approach as well in subsequent years. This includes partnership and community engagement, creating the FSCS vision and guiding principles and creating governance and operational structures that meet student/family needs and promote academic success and community well-being.

**Scope of Work:** The following scope of work is divided into three phases and predicated on the assumption that SLUSD will be <u>significantly</u> engaged in the planning process.



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**Phase I**
Form a district-city Leadership Team (LT) to design the overall planning process for a FSCS approach. This plan will provide the steps and tasks to be accomplished in our journey to becoming a FSCS District.

**Phase II**
Educate and inform city and district personnel, teachers, principals, families, Board of Education, and F/CBOs about the community schools planning process and expand the LT to include key partners from all sectors with a particular focus on San Leandro High School.

**Phase III**
A SWOT analysis that reaches all constituents to ensure the viability of this approach and agree upon, with mutual accountability for results, Vision, Mission, Principles, Values, Core Elements, and Goals/Objectives for FSCS. Develop formal, deeply-held commitments, oversight, and shared governance approved by School Board and City Council.

Please see the spreadsheet below for a detailed scope of work and estimate. We anticipate working with SLUSD to raise additional funds in support of this project. We are happy to work with SLUSD to expand or reduce the scope of work based on changes in the work allocation.

Pricing of services is calculated based on:

| | |
|---|---|
| Principals | $150/hr |
| Senior Associate | $125/hr |
| Associate | $100/hr |
| Project Coordinator | $ 75/hr |
| Administrative/Project Assistant | $ 50/hr |

| | Total Hours | Total Cost |
|---|---|---|
| **Data Collection and Mapping** | | |
| District, Community, Student Level Data Collection | | |
| **Subtotal** | **9** | **640** |
| **Partnership Support** | | |
| Community School Partner Meetings (3 meetings) | | |
| Prep and Follow Up (3 meetings) | | |
| **Subtotal** | **48** | **7,200** |
| **Technical Assistance** | | |
| Bi Weekly Meetings (6 meetings) | | |
| Prep and Follow Up (6 meetings) | | |
| **Subtotal** | **24** | **3,000** |
| **Meeting / Facilitation** | | |
| Meetings with Key Stakeholders (3 meetings) | | |
| **Subtotal** | **5** | **750** |
| **Reporting** | | |
| PowerPoints for 3 different audiences | | |



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| | Total Hours | Total Cost |
|---|---|---|
| **Subtotal** | **12** | **1,800** |
| **Project Management** | | |
| Project Management | | Pro Bono |
| **Subtotal** | **16** | **Pro Bono** |
| **Travel to** | | |
| Bi-Weekly Meetings (6 meetings) | | Pro Bono |
| Community School Partner Meetings (5 meetings) | | Pro Bono |
| **Subtotal** | **11** | **Pro Bono** |
| **Total Cost** | **128** | **$13,390** |

**Proposed Project Staff:** HTA provides a team approach to our planning projects. Our CEO, Dina Hatchuel, will is the project lead and will work with SLUSD to plan and facilitate bi-weekly meetings, develop agendas, provide process management, and support SLUSD, and write reports as needed. Dina may be assisted by Lori Allio, Senior Associate or Chandreve Clay, Project Coordinator.

**Dina Hatchuel, LCSW,** HTA's Chief Executive Officer, has over 30 years of experience in designing, developing, and managing educational, social service, and mental health programs. She has served as an administrator, trainer, and evaluator in schools, hospitals, residential and day treatment centers, and community based organizations. She has broad expertise in planning, facilitation, training, business and agency operations, and program evaluation. Working with personnel of various disciplines, Ms. Hatchuel has provided training, mentorship, and hands-on technical assistance at both the operational and administrative levels of programs and organizations. Her areas of knowledge and expertise include: children and families, preschool, education, school reform, school-linked services, health and mental health, social services, business development, agency operations, and organizational development. Born and raised in Zimbabwe, Ms. Hatchuel earned her undergraduate degree in Social Work and Masters in Psychiatric/Clinical Social Work at the University of Cape Town, South Africa. She served as a lecturer at the University of Cape Town's School of Social Work from 1980 to 1983 and in 1985-86, she was an International Learning Exchange Fellow at the Center for Child and Youth Development and Research, University of Minnesota.

At HTA Ms. Hatchuel spent over five years as the Lead for the Bay Area Region 4's Afterschool Technical Assistance and Training Program. Prior to forming HTA, Ms. Hatchuel was Executive Director of Adult and Medical Psychiatry and Chemical Dependency Services at St. Mary's Medical Center in San Francisco. Ms. Hatchuel currently splits her time between HTA and the Center for Strategic Innovation (CSCI) where she is the Executive Director. The Community Schools Project (CSP) is CSCI's flagship initiative that mobilizes a regional Full Service Community Schools 'movement' in the San Francisco Bay Area.

**Lori Allio, PhD,** Senior Associate/Planning and Training Team Manager has more than 20 years of experience working with foundations, nonprofits, governments and multilateral organizations as a manager, planner, facilitator, trainer, and researcher. Her expertise encompasses several fields including health, workforce development, community development, neighborhood revitalization, migration, political economics, public policy, and evaluation. Her experience working with nonprofit



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organizations includes: managing a small bi-national sustainable community development organization in Veracruz, Mexico; supporting the African Democratization Program and the Conflict Resolution Program at the Carter Presidential Center; direct support for local, national, and international entities in various consultant capacities; and acting as a Research and Policy Manager for the California Endowment and the Rockefeller Foundation. Dr. Allio holds a BA in Economics and Political Science from U.C. Berkeley, an MA from the School of International Relations at the University of Southern California, and a Doctorate in Political Science from Emory University. She is a lecturer in international development, foreign policy, and international nonprofit practices and has published on a variety of topics related to non-governmental organizations, communities, policy, and development. Dr. Allio speaks excellent Spanish, good Polish, some Russian, and a bit of Italian.

**Chandreve Clay, MPA,** Planning, Training and Evaluation Coordinator, has over ten years experience in project management, data collection and analysis, and content knowledge in community health. Ms. Clay also acts as a co-facilitator for the training team and as project lead for the Planning and Evaluation Teams. Prior to assuming her current role, Ms. Clay was the Grants Coordinator at HTA. She is a founding member of Clear Creek Services, Inc, a non-profit providing aging-in-place housing for adults with developmental disabilities, and remains an active volunteer and current board member. She received her BS in Health Science and her MPA in public and non-profit administration from California State University East Bay.

We welcome the chance to work with SLUSD on this project, and thank you for the opportunity. Please feel free to give me a call to discuss any element of this proposal.

Best,

Dina Hatchuel

Dina Hatchuel
CEO, Hatchuel Tabernik & Associates



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