

Grand Rapids Leading Deep for Equity Proposal

Systems Design for Equity

Phase I, II & III (Ongoing)

Systems

- GVC, HR (interviews, job postings), finance, transportation
- Analysis of systems for bias and barriers
- All school approach
- Data and practice reflection system for monitoring school efforts
- Onboarding system for teachers, support principals, administrative staff
- Central Office creation of systems to support equity work

PHASE II (Year 2 or 3)

STRUCTURES

- External venues for communicating areas of success and growth
- Equity vision for organization and look-fors in the classroom
- Equity policy and audit of policies with an equity lens
- Clearly outlined TOA w/goals, metrics, strategies in strategic plan
- Every department focuses on equity and red-threading it through all systems/structures

Phase I (Year 1)

Culture and Shared Commitment to Equity

- Strong belief in the limitless potential of ALL students, and our ability to improve outcomes
- Establishing and broadly communicating the “WHY” of the work grounded in student outcomes
- Craft an equity vision that is co-constructed by district and building leaders and launched district wide
- Launch the equity vision with a Theory of Action statement that outlines how leaders will behave to achieve the vision for equity
- Modeling, signaling the importance of equity in all settings
- Reading, learning, 3-5 year professional development plan on race & equity at every level--classified, certificated, administrative, board/superintendent
- Shared community use of vocabulary, protocols, and knowledge of diversity, equity and inclusion content to normalize conversations about race and equity.

Leading for Equity

Systems Leadership for Racial Equity: Strategic Action and Policy

Dr. Tammy Campbell, Facilitator

2021-22 Proposal

Creating a Culture for Equity Across the District

Dr. Tammy Campbell—Former Superintendent, FWPS, Executive Coach and Organizational Strategist for Equity

June 24th, **August 4th**, September 15th, **October 20th**, November 17th, **December 15th**, January 19th, **February 16th**, March 16th, (4 in person and remote), May date TBD

Target Audience: Principals

Through multiple sessions participants will engage in reading, construction of a Equity Vision for both the district and the classroom, data analysis, problems of practice, artifacts sharing, to begin to build a shared culture focused on equity.

Nine 120 minutes sessions

Grand Rapids Public Schools Keynote for the Launch of School

Powerful session designed to ignite the “WHY” of our work and the larger purpose for our work with students with a focus on the why EQUITY work is all of our work.

August 18th—In person 3 hours

Equity Vision and Theory of Action Work with Cabinet/ District Equity Leaders, Central Office Leaders, and Superintendents (Maleika and Team)

6 sessions of focused coaching on the leading for equity 3 sessions (Cabinet) 3 sessions for District Equity Team plus 2 days of school walks with district leaders and principals to assess impact of the work.

6 60 minute Zoom/In person sessions focused on strategies to create a sustain culture of equity. In addition to this stream of work is 15 hours of Individual Coaching for Maleika and other groups that she identifies.

These sessions will be facilitated via Zoom/or in person and participants will expand what this might be (packages):

- Explore what a systems approach to equity looks like through shared readings of Courageous Conversation and Caste
- Co-construct a vision for equity in GRPS, Theory of Action, and success criteria for year 1
- Engage in a real problems of practice
- Identify clear next steps to champion as leaders for equity
- Engage in school walks for indicators of equity aligned with equity vision for classroom/schools

Services: Dr. Tammy Campbell, will provide coaching, consulting and professional development in partnership with Grand Rapids Public Schools. The focus of the services is equity driven leadership development in the following areas: building a culture for equity through common readings, crafting an equity vision, Theory of Action, with shared vocabulary, protocols, and tools to embed equity across the system.

Meetings: Consultant and District agree to participate in regular meetings to discuss strategies, timetables, implementations of services, and any other issues deemed relevant to the operation of Consultant’s performance of Services.

Compensation Terms: Proposal Cost: \$70,000 for the collection of sessions listed above, the professional learning focused on building capacity in the leadership team to establish a culture of equity and the planning sessions in between to customize the sessions. The district will be invoiced four times per year beginning July, October, December, and March. Finally, inclusive in this proposal is the planning and meeting time to refine the plan between sessions. Travel expenses will be covered in addition to the professional rate listed above.

Confidentiality I am ethically and legally bound to protect the confidentiality of our communications. I will only release information about our work to others with your written permission or in response to a court order.

Agreement You agree to the terms of this document, and future sessions will take place under the specifications and agreements herein.

Consultant Signature 

District Signature _____

Dr. Tammy Campbell, Educational Consultant, tammycampbel65@gmail.com, 253-569-3960

Strategic Leadership for Equity: How Effective Boards and Superintendents Lead to Ensure ALL Students Thrive.

Three hour session with superintendent and board teams focused on specific actions effective boards engage in to reach and teach ALL students.

3 hour session:

Target Audience: School Board and Superintendents (Cabinet & Leadership Teams)
Leadership Targets

Superintendents and District Leaders will:

- ✓ *Share a vision of what equity looks like in your district*
- ✓ *Reflect on board, superintendent best-practice in enacting policy and strategic actions for equity*
- ✓ *Probe select district policies through the lens of equity*
- ✓ *Share promising outcomes in FWPS as a result of systems leadership focused on equity*



Dr. Tammy Campbell, Former Superintendent, Federal Way Public Schools , Executive Coach, Organizational Strategist for Equity

Completing her sixth year as Superintendent of Federal Way Public Schools (FWPS), Dr. Tammy Campbell has led the district in positioning its scholars to seize very bright futures. Under her leadership, FWPS has realized both regional and state level accolades with the FWPS School Board of Directors named as the Large District Board of the Year by the Washington State School Directors' Association, and Dr. Campbell being recognized as one of the 25 most influential leaders in the Seattle Region by Seattle Magazine. However, her most impactful achievements include:

- Graduation rates have increased for the last eight consecutive years, currently at 88.2% for the class of 2020. This includes significant narrowing of graduation gaps for scholars of color.
- FWPS has received regional recognition for college going rates and attainment.
- As the most diverse district in the state, FWPS has some of the highest numbers of scholars enrolled in advanced placement courses and those who persist in college during their second year.
- Scholars in Career and Technical Education (CTE) courses are earning industry-recognized certifications and are participating in field trips and internships offered at Microsoft, Boeing, STEM companies, and more.
- Scholar Voice as a ubiquitous lever at all schools including every principal meeting with their scholar advisories every month to examine data, elicit strategies, and gather feedback on continuous improvement.
- In 2017, the community supported the passage of an unprecedented bond package of almost half a billion dollars — the largest bond measure in FWPS history and one of the largest in the region.
- A systems approach to racial equity where EVERY staff member engages in professional learning on dismantling systems that close doors for scholars of color and other scholars who are furthest away from educational justice — FWPS has a culture where we lead for equity throughout the organization.

Dr. Campbell's upbringing as a young girl in the Louisiana Delta, in a time of de facto segregation, convinced her schools are "game changers" for students and communities. That awareness led her to accomplish many firsts in her family including high school valedictorian, first college graduate, and first to receive her doctorate.

At every milestone, she would reflect on her journey and the key people who lifted her toward her dreams. Almost always without fail, they were the teachers who lifted her up and believed she could do incredible things. Dr. Campbell began her career in education as a classroom teacher and brings over 21 years of experience to her role as Superintendent of Federal Way Public Schools. She has served as a principal, executive director of teaching and learning, executive director of instructional programs, assistant superintendent of teaching and learning, and higher ed faculty.