

***Oak Park and River Forest High School
District 200***

201 North Scoville Avenue • Oak Park, IL 60302-229

TO: Board of Education
FROM: Dr. Steven Isoye
DATE: September 23, 2014
RE: Pacific Educational Group (PEG) Contract

Background

District 200 has been consulting with the Pacific Educational Group (PEG) in regards to work about racial equity. Our work has centered on utilizing the Courageous Conversations about Race protocol to deepen our understanding about the impact of race while learning how to have more productive and effective conversations about race. Additionally, we have hosted Beyond Diversity workshops and we have engaged in leadership development.

As a part of our racial equity work, the district leadership is deliberate about our discussions about race and how it will guide us in identifying harmful systemic inhibitors embedded in our school. We are presenting a contract for Board approval about our work with PEG to assist us in the area of leadership, and more specifically, our District Equity Leadership Team (DELT). We have been focusing on our mindset towards race and how racial equity comes into our daily work and expanded the team. Our work is getting to the point of branching out. In order to do so, we will need to have a clear framework and plan. By continuing our partnership with PEG, our goal is to achieve this next step. I support this partnership because it will advance the overall work described in the strategic plan goal on equity.

We have commenced some PEG work this year. This is the third year of our racial equity learning strand and the third year that participants attended Beyond Diversity. The Beyond Diversity seminar is a foundational experience for learning strand participants. In the learning strand, participants engage in deeper knowledge development and understanding regarding the components that were discussed in Beyond Diversity. Based on our current model, 20% of the faculty and staff participate in the racial equity learning strand each year in our five year rotation. We recognize that strong leadership for racial equity is imperative in order to truly work to transform our school into a more racially equitable institution of learning. I believe that our racial equity work must be clearly defined for the Board, as we expand our efforts with this area of focus.

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Summary of Findings

Beyond Diversity is in its third year and is an integral part of our racial equity learning strand. This work will continue for two more years after this year. The Beyond Diversity professional development work for faculty and staff with PEG is \$10,800, which is under the \$25,000 threshold which would require BoE approval. This was a commitment made when the learning strands began the five-year cycle.

Additionally, the work of the DELT has been ongoing and we are to the point of developing and finalizing an equity framework. Although this work is under the guidance of PEG, the cost for this work, \$17,400, goes above and beyond the Beyond Diversity training. Last school year, we paid \$16,500 for the DELT work.

This additional work for 2014-2015 brings the total for PEG above \$25,000, for a total of \$28,200.

Recommendations

The Finance Community unanimously approved moving forward the contracts with Pacific Education Group to the Board of Education for approval at its September 23, 2014 meeting.



**Oak Park and River Forest High School/District 200
Contract for Professional Services**

Service Provider: **Pacific Educational Group, Inc. (PEG)**

Corporate Tax Identification Number: 77-0362992

Contract Service Period: July 1, 2014- June 30, 2015

PURPOSE:

Oak Park and River Forest High School/District 200 (the "District") has contracted with Pacific Educational Group, Inc. to provide the following services which is attached to this Contract and hereby incorporated herein:

Component 1: District Executive Equity Leadership Team (DELT) Development Training, coaching, and support focused on building executive capacity and accountability for leading and implementing racial equity transformation. PEG will partner with DELT to develop measurable equity goals and objectives, and processes and tools for assessing District progress.

Programming:

- 7 Virtual DELT supplementary meetings (60 min) with Luis Versalles (dates TBD)
- 2 Full-day DELT seminars with Luis Versalles (November 21, 2014 & February 6, 2015)

Consultant/Facilitators: Luis Versalles

Confirmed Dates:

Virtual DELT supplementary meetings TBD

November 21, 2014

February 6, 2015

Fee: \$17,400 District Executive Equity Leadership Team (DELT),

The Pacific Educational Group, Inc. *Professional Services Cancellation Policy* is attached. The Professional Services Cancellation Policy is hereby modified to provide that cancellation notices are to be calculated using calendar days rather than business days.

It is intended that Luis Versalles will provide the Professional Services pursuant to this Agreement. The District must agree to any change in personnel providing the Professional Services.

Pacific Education Group, Inc. agrees to indemnify and hold the District harmless against any and all liabilities, claims, causes of action, damages, losses, expenses, costs and fees, including attorney's fees, that the District incurs resulting from or arising out of Pacific Education Group, Inc.'s negligence or intentional misconduct.

Pacific Education Group shall maintain the following insurance coverage during the term of this Agreement:

Commercial General Insurance with minimum coverage of \$1 Million
Automobile Liability Insurance with minimum coverage of \$1 Million
Worker's Compensation Insurance with the statutorily required coverage.

Signatures:

Dr. Steven Isoye
Superintendent, Oak Park and River Forest High School

Date

Glenn Singleton, President
Pacific Educational Group

Date

Please send **signed copies of the Contract and Cancellation Policy** within 30 days to:
Maureen Benson
Chief Operations Officer
Pacific Educational Group, Inc.
795 Folsom Street, 1st Floor
San Francisco, CA 94107
A copy of the fully executed contract will be returned to the School District.