Positive Change Institute

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OVERVIEW

Recent results in Public Schools show that students (59% Proficient in Reading and 65% in Mathematics) have scored at or above proficiency levels on their state assessments, as noted *all* students (sub-groups) are not proficient.

Positive Change Institute is rooted in supporting school districts to improve their capacity and resulting in introspection and improved student outcomes. PCI has employed a scientific approach to the study of education, to combine qualitative research and observation of practice for the betterment of children, teachers, and other school/district stakeholders. PCI knows how to prepare teachers to do high quality work with children. We also know how to translate this deep knowledge and experience into professional development and strategic supports that positively impact learning outcomes.

GOALS

- To deepen team members' understanding of racial equity and how it impacts students.
- To explore and implement strategies to purposefully address racial inequities.
- Use Courageous Conversations About Race and other protocols as a strategy to identify and address issues of racial equity

APPROACH

To successfully achieve the goals above, the PCI proposed to partner with MCPS to:

- Facilitate Strategic Planning Meetings
    - On-going Support and Collaboration with the Professional Development Department to develop a strategy including but not limited to identifying short and long-term organization and structural shifts, defining instructional vision and priorities, and developing a strategic plan.

- Co-design and Facilitate School Leader Professional Learning Sessions
    - PCI collaborates with MCPS to create a team to build on the recommendations and next steps. The team will be made up of teachers, coaches, school leaders and district leaders. This cross-section of staff learning and growing across the district will work together, with support from MCPS, with the understanding that change can occur when staff build capacity and authority to influence policy and teaching practice work together to create a coherent system with aligned goals and a common vision of classroom quality.

    - PCI will leverage the existing structure to provide half-day professional learning experiences and develop a professional learning plan for school leaders that will deepen their knowledge and capacity in the following practice areas: Courageous Conversations About Race, relationship-

based interactions, responsive classroom environment, and developmentally meaningful content and experiences.

- PCI will work a subset staff to receive site visits and coaching aligned to the professional learning strand. The site visits will mirror the district school walk-through process/model.

Goals and Approaches are customizable to support your district's visions and theory of action.

Differentiated Adult Learning Method

- ❖ Half-day sessions
- ❖ Bi-Monthly Sessions
- ❖ Retreats
- ❖ Early release or Late Start Days
- ❖ After-School or Full- Day Workshop Series
- ❖ Summer Institutes
- ❖ Asynchronous or Synchronous Webinars
- ❖ Hybrids Online
- ❖ Face to Face
- ❖ Coaching

- Evaluate Project Impact
  - Project Check-ins and Reflection: The Center will facilitate regular check-ins with the MCPS leadership team to debrief the project, as well as identify any relevant implications for broader structures and systems.
  - Project Report: At the end of the professional development, PCI will conduct an analysis of the project, leveraging insights from any quantitative and qualitative data, and will create a report and facilitate a debrief meeting with key MCPS leadership to share any insights and recommendations for next steps.

<u>Costs and Procedures</u>

Professional Development Workshop Fees: $ 750 hour, 3-hour minimum

All rates are based on a 20-participant maximum (unless otherwise specified).

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Sample costs:

Half-Day Workshop/Live or Online (~3 hours): $ 2250

Full-Day Workshop/Live or Online (~6 hours): $ 4500

Workshop Series/Live or Online (15-Hour Course): $9000

Workshop Series/Live or Online (35-Hour Course): $20000

Full-Year Partnership (including Workshops, Demonstrations, and general consulting)/Live or Online: $25,000-45,000

General Consulting fees/Live or Online: $ 300/hour

General consulting includes curriculum writing, evaluation studies, mentoring or coaching, facilitating Professional Learning Communities, and similar activities, including meetings, online support, writing and research time.

Travel may result in additional charges

Note: Because of the Covid 19 outbreak, our focus is on the safety and well-being of your employees, who are vitally important to support you and your business, as well as the communities where you operate. Our second primary area of concern is the safety and continued service of our customers. We are requesting that you adhere to the Centers for Disease Control and Prevention (CDC) Covid 19 guidelines to limit virus spread and keep your employees healthy during our engagement. Our customers' business continuity is a key priority. We want to minimize service disruptions or impacts to your business. The PCI goal is to offer the level of quality, responsiveness and support that confirms our desire to maintain our standard of quality and excellence in service to you.

We are available to be reached 24/7 looking forward to hearing from you.

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