



Partnership Overview

Center for Equity and Inclusion will embark upon a multi-year partnership with Beaverton School District to guide the District in cultivating an equitable, inclusive and anti-racist culture where staff and students thrive. Culture transformation takes time, so in our first year of partnership, CEI will engage an initial set of key stakeholders to build a foundation in which additional DEI efforts will grow.

Over the course of the year, CEI will support these stakeholder groups in building capacity and cultivating champions of equity throughout the district. Additional aspects of engagement will include:

- Building common language, framework, agreements and protocols
- Strengthening understanding and connection to diversity, equity, inclusion and anti-racism
- Application of an equity lens to problems of practice
- Initial development of a district wide equity plan (building from the BIPOC anti-racist plan that has been proposed)
- For teachers, cultivating leaders for equity in classrooms and supporting BIPOC students and families
- For principals, cultivating building leaders for equity

Each stakeholder group will be engaged in a series of learning sessions and the BSD Planning Team will work with CEI to connect the work between groups, support in logistics as well as collaborate on current and next steps. CEI serves not only as the facilitator of sessions, but in thought leadership, coaching, check-ins and targeted support for the many moments between sessions. CEI will be a dedicated partner to BSD in all aspects of our engagement.

With personal connection and ties to this district we are deeply invested in seeing BSD live into its values of equity and inclusion. We are ready to resource this project ensuring BSD has a team of facilitators who will provide the time and dedicated support needed and have reserved one of only four placeholders that a team will hold – (January – December, 2021).

What follows is the Year 1 Engagement Priorities - an outline of the key stakeholders and primary objectives of each group. Following that is a draft timeline and fee structure broken out into two phases.

Year 1: Engagement Priorities

Who	Time	Activity
Cabinet Engagement Series	Equity Foundations Training: 3 days, 5hrs each Follow Up Work Sessions: 6, 3hrs each	Accelerated learning process Building champions and co-creators of culture, becoming practitioners of equity - equity lens application, accountability to clear goals/outcomes, build common language, framework comfort, familiarity and value in DEI
District wide Equity Team	Equity Foundations Training: 3 days, 5 hrs. each Follow Up Work Sessions: 9, 3hrs each	Align/center and identify clear problems of practice within the BIPOC Anti-racist Action Plan, set goals and timeline. Inform Action Plan with multiple perspectives. Build common language, framework, capacity to inform and steward DEI efforts, align district/school buildings with common direction
Building Principal Engagement Series	Pilot Cohort of 30 Equity Foundations Training: 3 days, 5hrs each Follow Up Work Sessions: 3, 3hrs each	A DEI and anti-racist engagement series to engage building Principals in leading for equity across district and in schools
Planning Team	Sessions: 8-10 approx. 2hrs each. May meet more often as needed	Works with CEI to manage the progress and align on current needs and next steps. Critical planning body
School Board Engagement	Up to 12 hours of support Possibly 3, 4hr sessions	Ensuring alignment to district efforts, connection to DEI and equity lens application
Teacher Engagement / Ongoing Capacity Building	Equity Certificate - year long cohort for 15 participants from 5 schools Facilitator Intensive - week long intensive with follow ups for up to 24 staff	Building leaders for equity and building skill of teachers to support students of color. Facilitator training builds capacity to support ongoing training efforts in the district

Phase 1 & 2 Engagement Components

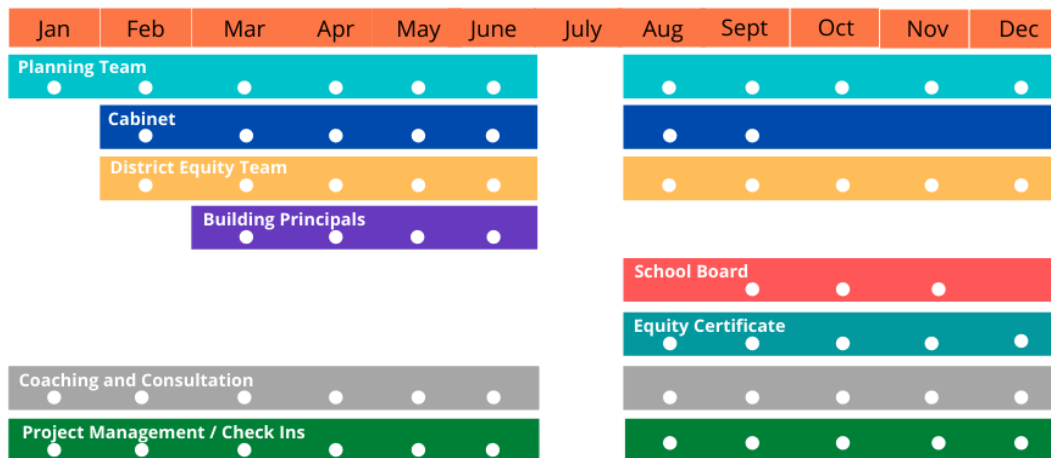
YEAR 1 ROADMAP

BEAVERTON
SCHOOL DISTRICT



Phase 1

Phase 2



CEI Fee Structure

Activity	Phase 1	Phase 2
Planning Team: Meets for 2/hrs. for 8-10 sessions spread across engagement	9600	9600
Cabinet Series P1: Equity Foundation Launch (3, 5hr sessions, followed by 4, 3hr sessions. P2: 2, 3hr sessions	39200	9600
District Equity Team Series P1: Equity Foundation Launch (3, 5hr sessions, followed by 5, 3hr sessions P2: 4, 3hr sessions	39200	24000
Building Principal Series (cohort up to 30) P1: Equity Foundations Launch (3, 5hr sessions followed by 3, 3hr sessions)	34400	0
School Board: P2: Up to 12 hours of support - potentially 3, 4hr sessions	0	19200
Coaching: Up to 20 hrs. of 1:1 coaching across engagement and regular progress check-ins with CEI	13750	13750
CEI Curriculum Development, Project Management Specific to CEI's support of BSD, including time spent with client between stated sessions	19750	19750
Equity Certificate (EC): P2: 3 schools with 5 participants from each (begins August - year long cohort)	0	82500
Subtotal	155900	178400
Admin	31180	19180 (EC excluded)
Total	\$187,080	\$197,580