



Center for
& Equity
Inclusion

Beaverton School District

Partnership Vision



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.



Y1 Focus: Engagement Priorities

1

Cabinet Engagement Series

- Accelerated learning process
- Equity Foundations Training: 3 days, 5 hours each
- 6 follow up sessions, 3 hours each
- 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

2

District-wide Equity Team Engagement Series

- Equity Foundations Training: 3 days, 5 hours each
- 9 monthly sessions: 3 hours each
- Align/center and identify clear problems of practice within the BIPOC Anti-racist Action Plan, set goals, and timelines. Inform Action Plan with multiple perspectives. Build common language, framework, capacity to inform and steward DEI efforts, align district/school buildings with common direction

3

Building Principal Series

- Cohort based
- DEI training series to engage school building leaders
- Equity Foundation Training: 3 days, 5 hours each and 3 additional learning sessions

4

School Board Engagement

- Up to 12 hours of DEI learning and alignment on plan/strategy
- Sessions spread across engagement

5

Teacher Engagement

- Participation in CEI's Equity Certificate year long intensive, cohort model three school sites with 5 participants from each - begins August 2021
- Building internal capacity among teacher leaders to hold ongoing DEI work - consideration for 2022

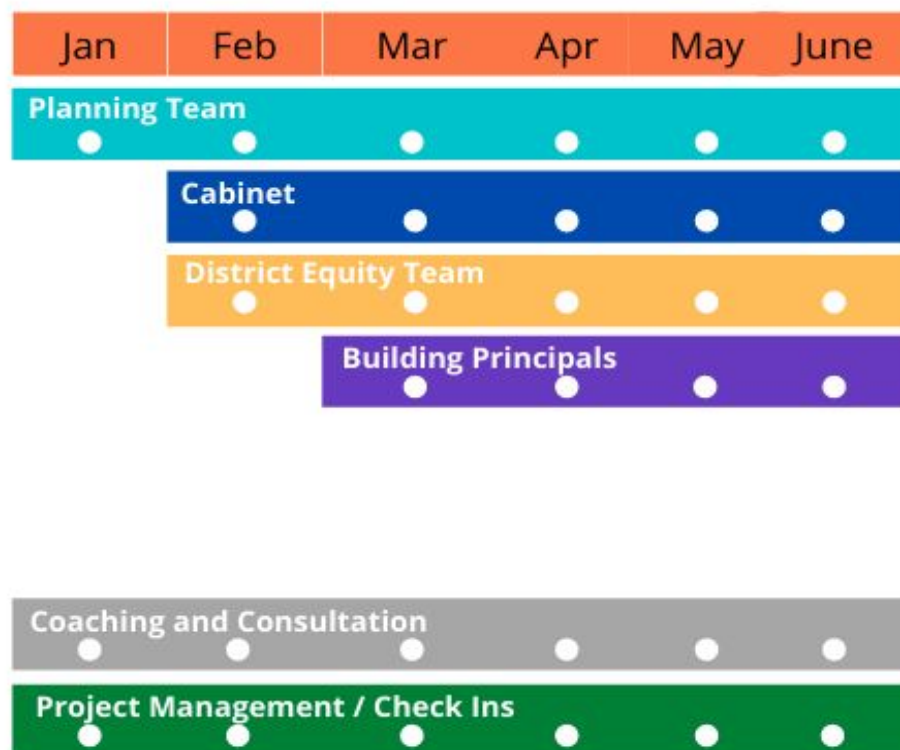
CEI will also work with a Planning Team for 2 hrs a month/8-10 months and provide up to 20 hours of 1:1 coaching to Superintendent and other stakeholders. Additionally, CEI anticipates meeting in between sessions with stakeholders to support the ongoing work.



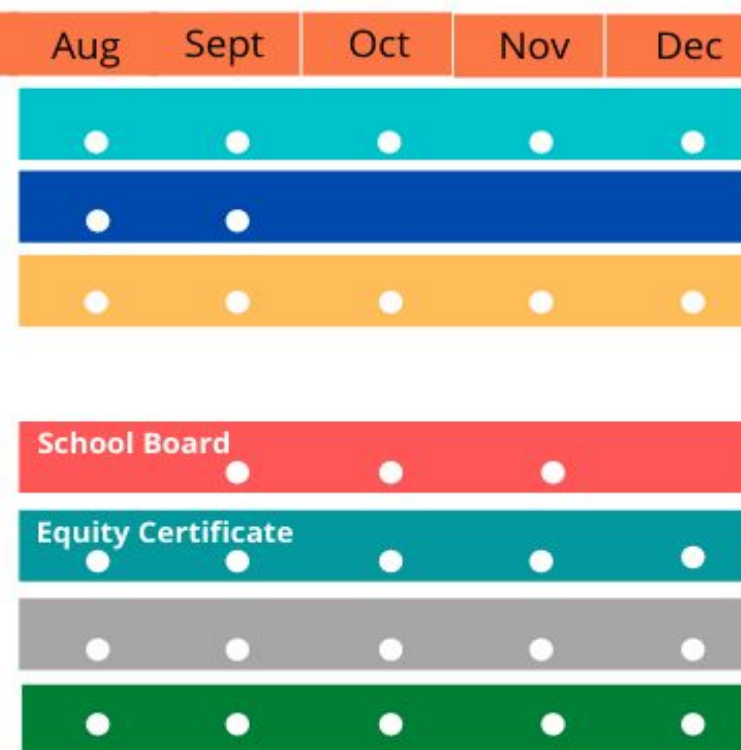
YEAR 1 ROADMAP

BEAVERTON
SCHOOL DISTRICT

Phase 1



Phase 2



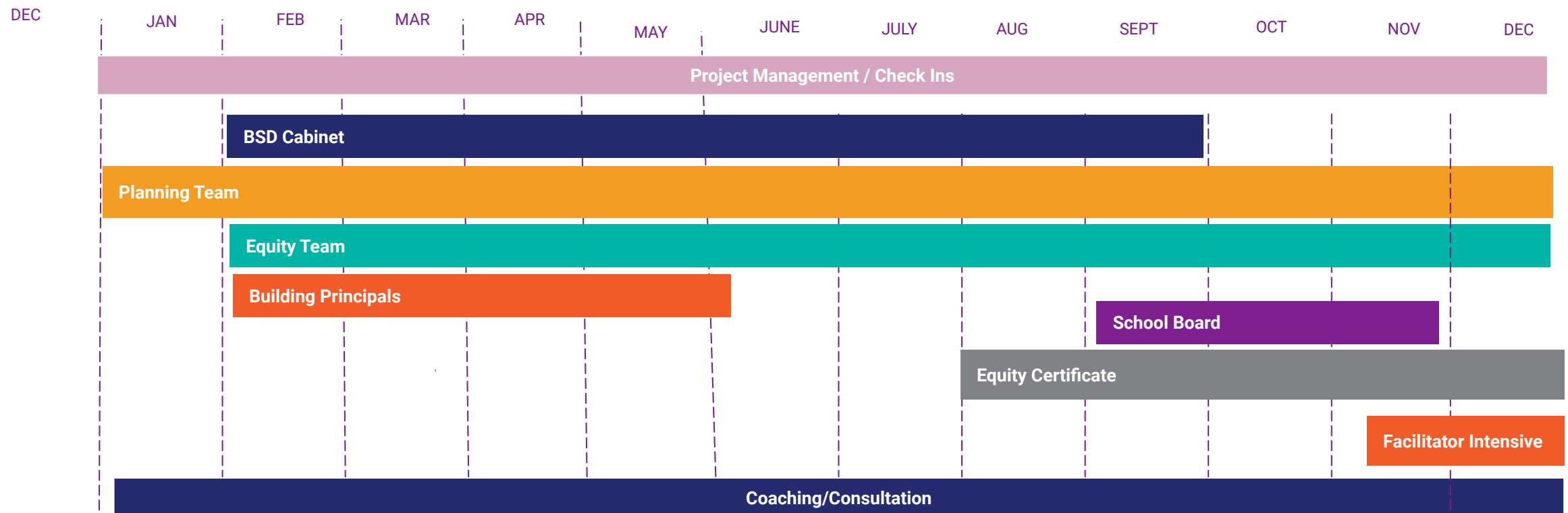
Dots represent monthly engagement



Beaverton School District

	BSD Cabinet (launch +6)		Building Principals (4)		Facilitator Intensive
	Planning Team (8-10)		School Board		Coaching/Consultation
	District Equity Team (launch +9)		Equity Certificate (2021-22)		Project Mgmt / Check Ins

Phase 1 Roadmap (another view)





Estimated Fees

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: P2: 3 schools with 5 participants from each (begins August - year long cohort)	0	82500
Subtotal	155900	178400
Admin	31180	19180 (EC excluded)
Total	187080	197580



Thank you!