

February 26, 2021

SOLICITATION ADDENDUM NO. 1

RFP 20-0027

**Developing and Providing a Program to Cultivate an Equitable, Inclusive and Antiracist District
Operational Culture**

THE FOLLOWING CHANGES/ADDITIONS TO THE ABOVE CITED SOLICITATION ARE ANNOUNCED:

This Addendum modifies the Request For Proposal (RFP) document(s) only to the extent indicated herein. All other areas not changed or otherwise modified by this Addendum shall remain in full force and effect. This Addendum is hereby made an integral part of the RFP document. Proposers must be responsive to any requirements of this Addendum as if the requirements were set forth in the RFP. Failure to do so may result in Proposal rejection. See the RFP regarding requests for clarification or change and protests of this Addendum, and the deadlines for the foregoing.

This addendum is to be acknowledged in the space provided on the Bidder Certification form supplied in the solicitation document. Failure to acknowledge receipt of this addendum may be cause to reject your offer.

The closing date **REMAINS UNCHANGED:**
March 4, 2021 at 2:00 PM Pacific Time

CLARIFICATIONS:

Question: Does Beaverton School District have a D&I council or other group or person(s) who lead D&I initiatives?

Answer: Our collective DEI work has historically been driven by a grass-roots effort by staff and community members and has recently been embraced as a key initiative of our district leadership. Past initiatives included voluntary groups of educators engaging in the Pacific Education Group's *Courageous Conversations Around Race* text and curriculum.

Question: Is there an openness or desire to include students directly in any stage of the project?

Answer: While student voice, identity, and experience is the key driver of our DEI work, this specific project is not aimed directly at including students, it is focused on leadership and other staff.

Question: What initiatives have already been run and what was the response?

Answer: We are in the 14th iteration of our district Equity Leadership Teams (ELT). The ELT was first launched in June of 2006 with the goal of developing leadership capacity at the individual and building level to promote equitable student outcomes. Through participating in a learning community focused on equity, ELT participants have developed their culturally relevant knowledge and skills. They have served as leaders in their own building and/or department and throughout the district in the areas of staff development, data analysis, implementation of culturally relevant curriculum, instruction, assessment

and intervention, data team/PLC/building level leadership team facilitation, and family/community engagement. There have been fourteen cohorts of ELTs, representing 54 schools/departments, with a total of over 215 members.

We have embraced and employed system-wide efforts around assessment (proficiency/standards-based) and support and intervention (AVID, SEL, TIC, RP).

We are beginning a partnership with the Oregon Center for Educational Equity to provide intensive professional development for all staff around Oregon's history of racism, how it impacts our schools and current reality, and how we must work as a service to interrupt, repair, and sustain our students, staff, and communities in all of their intersectional identities.

Response to all efforts can be characterized as having moved from initially limited support with voluntary buy-in to leadership-supported expectations with widespread buy-in and limited staff and community resistance.

Question: With an understanding that focus groups will be a primary objective, is Beaverton School District open to additionally engaging with and incorporating wider faculty/staff sentiment through the use of AI technologies?

Answer: Open to, yes, with an emphasis on in-person interaction and engagement if possible given health and safety conditions.

Question: Similarly, with the understanding that training is targeted primarily to leadership groups - is Beaverton School District open to providing virtual education/training materials for wider faculty/staff?

Answer: Open to, yes, with an emphasis on in-person interaction and engagement if possible given health and safety conditions.

Question: Is there a budget earmarked for the program?

Answer: Not specifically, BSD is considering various proposals with the goal of developing a rigorous program that will deliver the best value to our District and its stakeholders. As this program is expected to span more than one Budget Cycle, funding will need to be authorized each Fiscal Year.

Question: Is the program expected to be onsite, virtual or a combination of both?

Answer: Onsite to the extent possible given current and on-going health and safety conditions.

Question: Do you have a current learning and development program provider?

Answer: No

Question: I could not locate the dollar amount that the project plan must not exceed.

Answer: See answer above concerning Budgeting and Funding