

EXECUTIVE SUMMARY

Recommendation to Approve Agreement FY20-170 – Professional Development Software to Enhance Equity in Schools

Introduction

Responsible: Procurement & Warehousing Services (PWS)

This request is to approve the Agreement between Public Consulting Group, Inc. (PCG), and The School Board of Broward County, Florida (SBBC), for one (1) year, commencing upon execution of both parties through January 21, 2021. The agreement will provide online professional development for district staff members that reflects the priorities and needs of Broward County Public Schools (BCPS) to support educational practitioners in creating cultures in schools that promote equity in education and ensure that all children reach their full potential.

The previous agreement 58-122E started on February 14, 2018 through June 30, 2019, with an approved spending authority of \$627,500.

The spending authority being requested is \$492,500.

Goods/Services Description

Responsible: Equity & Academic Diversity

PCG will provide online professional development for school-based and District equity liaisons on “Courageous Conversations About Race,” as part of its professional development as an equity liaison. This course will help to set the foundation for the work that will be completed to help in developing both District and individual school-based equity plans that examine school data through the eyes of equity and access. The online course was designed to provide educators with the tools and strategies needed to examine the impact of race, competently address persistent educational and opportunity gaps faced by students, and to improve academic achievement for all.

The Courageous Conversations About Race course is an eight (8) week online course that is a personal, racial journey. Participants receive sixty (60) in-service points upon completion of the course. To date, eight hundred and fifty (850) BCPS staff have completed this course, which includes all equity liaisons and five hundred (500) assistant principals and principals. This course is the foundation course that establishes common language and parameters for having a racial conversation about equity in schools.

Background:

Prior to the start of the 2017-2018 school year, SBBC received a renewable federal block grant entitled Title IV, Part A of Every Student Succeed Act. The online course, **Courageous Conversations About Race**, is funded by Title IV, Part A.

Every Student Succeeds Act (ESSA) reauthorizes the Elementary and Secondary Education Act of 1965 (ESEA). ESSA reflects the civil rights tradition of ESEA, which reflects our nation’s longstanding commitment to the equity of opportunity for all students. The law has a clear goal of ensuring that SBBC’s education system prepares every child to graduate from high school, ready to thrive in college and careers. The ESEA includes several provisions that promote equitable access to educational opportunity, including holding all students to high academic standards, ensuring meaningful action is taken to improve the lowest-performing schools and schools with underperforming student groups as well as providing more children with access to high-quality pre-schools.

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Title IV, Part A of the ESEA, the Student Support and Academic Enrichment (SSAE) program is intended to help meet these goals by increasing the capacity of State educational agencies (SEAs), local educational agencies (LEAs), schools and local communities to:

1. Provide students with access to a well-rounded education,
2. Improve safe and healthy school conditions for student learning, and
3. Improve the use of technology, improve the academic achievement and digital literacy of all students. (ESEA section 4101).

Overview of Allowable SSAE Program Activities

Well-Rounded Educational Opportunities (ESEA section 4107)	Safe and Healthy Schools (ESEA section 4108)	Effective Use of Technology (ESEA section 4109)
<ul style="list-style-type: none"> • Improving access to foreign language instruction, arts, and music education. • Supporting college and career counseling, including providing information on opportunities for financial aid through the early FAFSA. • Providing programming to improve instruction and student engagement in science, technology, engineering, and mathematics (STEM), including access to these subjects for underrepresented groups. • Promoting access to accelerated learning opportunities, including Advanced Placement (AP) and International Baccalaureate (IB) programs, dual or concurrent enrollment programs and early college high schools. • Strengthening instruction in American history, civics, economics, geography, government education, and environmental education. 	<ul style="list-style-type: none"> • Promoting community and parent involvement in schools. • Providing school-based mental health services and counseling. • Promoting supportive school climates to reduce the use of exclusionary discipline and promoting supportive school discipline. • Establishing or improving dropout prevention. • Supporting the re-entry programs and transition services for justice-involved youth. • Implementing programs that support a healthy, active lifestyle (nutritional and physical education). • Implementing systems and practices to prevent bullying and harassment. • Developing relationship building to help improve safety through the recognition and prevention of coercion, violence, or abuse. • Establishing community partnerships. 	<ul style="list-style-type: none"> • Supporting high-quality professional development for educators, school leaders, and administrators to personalize learning and improve academic achievement. • Building technological capacity and infrastructure. • Carrying out innovative blended learning projects. • Providing students in rural, remote, and underserved areas with the resources to benefit from high-quality digital learning opportunities. • Delivering specialized or rigorous academic courses and curricula using technology, including digital learning technologies and assistive technology.

The Florida Department of Education (FDOE) has developed and implemented a document entitled, **General Terms, Assurances, and Conditions for Participation in Federal and State Programs**, to comply with prior to releasing funds to the District. The implementation of this plan must be inclusive of both Charter and Private Schools.

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SBBC implemented a teacher-led initiative called the Equity Liaison Program. Teachers requested professional development that not only focused on academics but also on the social and emotional needs of students, particularly some of our most fragile students in the District. Teachers asked for more strategies, resources, and tools that can be used to better engage and connect with students, improve time on task and create safe spaces for both students and teachers to have positive forms of communication.

This incentive-based Equity Liaison program provides important professional learning in the following areas:

1. Courageous Conversations about Race; Culturally Responsive Teaching, Cultural Competence; Diversity, Equity & Inclusion.
2. Youth Mental Health Training; Social-Emotional Learning.
3. State Mandate Training on African American History, Hispanic Heritage, Holocaust & Women's History as well as adding LGBTQ training for teachers.
4. Positive Behavior interventions, support, training & resources.
5. Participation in Broward County School District Equity Conference.

During the school year 2017-2018 & 2018-2019, each school is provided with a stipend of \$3,200 for a teacher to participate in professional development and facilitate the development and completion of a school-wide equity plan. There is an Equity Committee that is inclusive of a variety of stakeholders that developed priorities for professional learning and other initiatives as part of the Equity Liaison program. The 2019-2020 school year is the 3rd year of the Equity Liaison Program.

The 2019-2020 school year will be the third year that teachers will have the opportunity to participate in the “**Courageous Conversations About Race**” online course. This course is unique in that it guides participants through opportunities for research-based instruction, coaching, and practice. The course features high-quality videos, authentic practices, documentary-style interviews with subject matter experts, educator perspectives, and resources to enhance the effectiveness of the equity practices in the District. Teachers are challenged in each unit to reflect on current practices and apply learning through reflection, questions and application activities. Personalized coaching from an online coach is a key element to participant learning. Building a common language with protocols, conditions of engagement and norms to engage many people in this work in a relatively short amount of time. This online course is the foundational framework from which the other Equity & Diversity courses are taught.

This online course is unique because it has the online platform, articles, resources, videos on the platform as part of the program; paid professional coaches/instructors that facilitate the course through the online platform and textbooks all bundled in one (1) course program.

Instructional staff receives sixty (60) in-service hours that can be used towards the renewal of their teaching certificate. For the 2019-2020 school year, all participants receive a stipend of \$500 upon completion of the course. The course is a self-paced forty-five (45) hour program and is open to all teachers and staff up to the first five hundred (500) participants.

Outcomes:

1. More than seven hundred (700) participants successfully completed the course in school years 2017-2018 and 2018-2019.
2. Broward School District received the Robert Wood Johnson Foundation, 2020 Culture of Health Prize.
3. The Florida Department of Education, Department of Title IV, Part A, identified this initiative as a best practice in the state and invited Broward to share how SBBC implemented this course and others into our Title IV, Part A grant in January of 2020.

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4. The FDOE, Equal Education Opportunity (EEO), identified this initiative as a best practice and invited Broward School District to share this work with EEO directors from around the state of Florida in December of 2019.
5. The success of the Broward County School District Equity Liaison program and partnership with Courageous Conversations About Race online course has been featured in several publications around the country.

Attached is an Equity Program Final Report for the school year 2017-2018 & 2018-2019.

Procurement Method
Responsible: PWS

Pursuant to Purchasing Policy 3320 and the Department of Education, Rule 6A-1.012, 11(b), Florida Administrative Code as authorized by Section 1010.04(4) (a), Florida Statutes, and Purchasing Policy 3320, Section II, H, the requirement for requesting competitive solicitation for commodities or contractual services from three (3) or more sources is hereby waived as for SBBC, purchase of educational services.

Financial Impact
Responsible: PWS & Equity & Academic Diversity

The spending authority being requested is \$492,500 which will be taken from Title IV Part A Grant as demonstrated below:

Service	Fees	Units	Total
Course seat (with online coaching)	\$529	500	\$264,500
Textbook fee (per user)	\$36	500	\$ 18,000
PLP implementation and ongoing support (Setup)	\$25,000	1	\$ 25,000
PLP (annual license per seat)	\$50	500	\$ 25,000
Program support & management	\$160,000	1	\$160,000
Total			\$492,500

The financial impact amount represents an estimated contract value; however, the amount authorized will not exceed the contract award amount.