

**WOODFORD COUNTY BOARD OF EDUCATION
AGENDA ITEM**

ITEM #: IX J **DATE:** January 13, 2020

TOPIC/TITLE: Equity Team Coaching: Whatever It Takes, Inc.

PRESENTER: D. Scott Hawkins

ORIGIN:

- ☐ TOPIC PRESENTED FOR INFORMATION ONLY (No board action required.)
- ☒ ACTION REQUESTED AT THIS MEETING
- ☐ ITEM IS ON THE CONSENT AGENDA FOR APPROVAL
- ☐ ACTION REQUESTED AT FUTURE MEETING: (DATE)
- ☐ BOARD REVIEW REQUIRED BY

- ☐ STATE OR FEDERAL LAW OR REGULATION
- ☐ BOARD OF EDUCATION POLICY
- ☐ OTHER:

PREVIOUS REVIEW, DISCUSSION OR ACTION:

- ☐ NO PREVIOUS BOARD REVIEW, DISCUSSION OR ACTION
- ☐ PREVIOUS REVIEW OR ACTION

- ☐ DATE:
- ☐ ACTION:

BACKGROUND INFORMATION:

Contracts are required to be approved by the Board of Education.

SUMMARY OF MAJOR ELEMENTS:

Attached contract(s) recommended for approval: WIT will work with District Equity Team to support the development of internal capacity to implement the Action Plan. WIT will conduct Equity Team coaching in monthly sessions over the course of 6 months, February through July 2020.

IMPACT ON RESOURCES:

TIMETABLE FOR FURTHER REVIEW OR ACTION:

SUPERINTENDENT'S RECOMMENDATION: ☒ Recommended ☐ Not Recommended



Proposal For Services

Equity Team Coaching *Need Po*



Dr. Jamyce Curtis Banks
1389 W. 86th Street, Suite 130
Indianapolis, Indiana 46260
jamyce@witconsultinginc.com
www.whateverittakesconsulting.com
(317) 297-5882 (Office) * (317) 292-5989 (Cell)

Prepared For
Mr. Jimmy Brehm
Chief Academic Officer
Woodford County Public Schools



Table of Contents

Whatever It Takes, Inc. – Organizational Overview.....	4
Executive Leadership Coaching	5

Mr. Jimmy Brehm
Chief Academic Officer
Woodford County Public Schools
330 Pisgah Pike
Versailles, Kentucky 40383

Mr. Brehm,

Whatever It Takes Consulting, Inc. (WIT) appreciates the opportunity to continue to serve Woodford County Public Schools on its journey towards implementing the strategic processes represented in the Action Plan developed by the District Equity Team. To support implementation, WIT will facilitate formal evaluation of Action Plan implementation to ensure the team continues to build expertise and the plan is being implemented as designed. WIT will continue to facilitate the strategic process as well as address cultural needs, concerns and priorities previously established by the Equity Team including to:

- *Provide strategies for meeting immediate cultural climate needs*
- *Maintain a strategic process for implementing identified priorities*
- *Monitor measurement of objectives based on identified Action Plan priorities*
- *Support communication of strategies to all stakeholders*

Per our conversation, please find included a proposal for your review. I am happy to answer any questions you may have. WIT looks forward to the opportunity to continue to work with the Woodford County Equity Team.


Janyce Curtis Banks
President & CEO

Whatever It Takes, Inc. – Organizational Overview

Whatever It Takes, Inc. (WIT) is a certified woman and minority owned consulting company. WIT focuses primarily on organizational development and transformation through a non-judgmental approach to the development of culturally responsive environments.

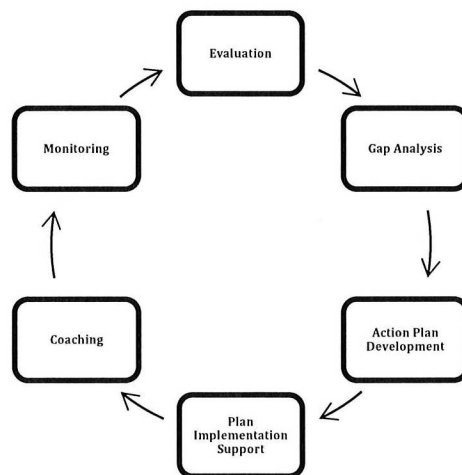
WIT has the capability to help organizations create sustainable change by utilizing a variety of tools and supports, as well as coaching, to meet organizational goals for inclusiveness and performance.

WIT has a collaborative approach with clients and provides customized training, strategies and solutions for organizations, teams and individuals. WIT helps organizations maximize business relationships with employees, vendors and customers by exploring “unconscious bias” and a variety of other factors, which have the potential to keep business relationships from meeting their full potential.

WIT has a mission of commitment to:

- Provide customized development support;
- Provide training that is highly engaging, interactive and immediately applicable; and
- Assist with the development of culturally responsive individuals and organizations

This commitment is the philosophy of WIT and is provided through a continuous developmental model. WIT uses this continuous improvement model to meet the needs of its clients and conducts training and coaching to support goal setting, skill development and sustainability.



WIT Continuous Improvement Model

Equity Team Coaching

The goal of the Woodford County equity initiative is to impact student performance and stakeholder relationships through culturally responsive practices. The identification of a District Equity team, and subsequent development and implementation of a district equity Action Plan, will facilitate accomplishment of this goal. Whatever It Takes Consulting, Inc. (WIT) will work with the District Equity Team to support the development of internal capacity to implement the Action Plan. WIT will conduct Equity Team coaching in monthly sessions, over the course of 6 months, February through July 2020. As a result of coaching, the Equity Team will be able to:

- *Provide strategic leadership in the area of equity, keeping diversity, culturally responsive practices and equity at the forefront of the minds of all stakeholders;*
- *Bring awareness, supporting the application of skills that change behavior and enhance cultural responsiveness in relationships, academics and policies and procedures;*
- *Serve as an agent of diversity, equity and inclusion for students, staff, parents, and community members;*
- *Progress monitor, revise and update the equity Action Plan*

Equity Team coaching will be deployed through the facilitation of the components listed below.

- I. Equity Team Training and Development** – WIT will conduct coaching and training sessions with the District Equity Team to support enculturation of equity goals and a transition to district lead implementation support. Coaching sessions will provide resources to support implementation and facilitate self-reflection, skill development and professional growth. Coaching and training will be aligned with Equity Team capacity and will prepare the team to facilitate sustained equity work in the district.
- II. Action Plan Implementation Support** – WIT will facilitate Action Plan progress monitoring, updates and modifications. This includes ensuring SMART strategies are maintained, timelines are monitored, progress is measured as identified and team members have supports necessary to address responsibilities. Reports will be provided to the Superintendent to support progress monitoring.

As part of the WIT Continuous Growth Model, the components of coaching facilitate the development of cultural responsiveness and provide for the development of practices and systems that support continued growth and sustainability.

BUDGET

DESCRIPTION	AMOUNT
6 Coaching Sessions – \$1,500 x 6 days (3 onsite, 3 virtual) = \$9,000 - less 20% continued services discount	\$7,200.00
Housing/Meals – \$ 150 per night/ \$50 per day = \$200 x 3 days	600.00
Mileage – 808 @ \$.55 = 444.40 x 3 days	\$1,333.20
TOTAL	\$9,133.20