

CONSULTING SERVICES FOR THE NEWPORT INDEPENDENT SCHOOLS

AGREEMENT between THE NEWPORT INDEPENDENT SCHOOL DISTRICT (hereinafter "Newport and/or District," 30 W. 8th Street Newport, Kentucky 41071), and Linda Rains (hereinafter "Consultant").

ARTICLE I – RECITALS

1.01 Newport is an Independent School District organized under the laws of the Commonwealth of Kentucky, providing public education to the residents of the City of Newport and the defined school district.

1.02 Consultant is a person possessing certain skills, training and/or professional expertise to provide consulting services to Newport to assist with the education of the District's students.

1.03 The minimum educational qualifications for this person needed to conduct the training for Newport Independent Schools are:

Must have knowledge and experience of excellence in leadership, along with knowledge of how to develop a growth mindset in constituents, and an understanding of Systems Thinking approach to create sustainable improvements. Must have the ability to communicate this knowledge effectively to educational leaders.

ARTICLE II – TERM OF EMPLOYMENT

2.01 Newport agrees to retain, and Consultant agrees to provide services to the District for a period beginning January 2021 – June 2021, regardless of the date this agreement is executed.

ARTICLE III – SERVICES TO BE PROVIDED

3.01 Consultant shall work in close coordination and communication with the District's Superintendent and/or any other person(s) designated by the Superintendent.

3.02 Consultant shall provide services as set forth as follows:

Twelve Hour Professional Development: Each Leadership Department will receive the following:

- 1) 12 Hours of Professional Learning (in-service) "Leadership Excellence; Creating, Implementing and Monitoring Systems Driving School Success and Student Achievement"
 - Instructional leadership practices
 - Identifying highest-leverage priorities
 - Establish Mission, Vision and Core Beliefs for identifying parameters of your leadership system.

Six Hours of Team Goal Setting and 4-Part Planning: Each Leadership Department will receive the following:

- 2) Facilitation of establishing team goals and using data to drive improved systems, processes, and procedures.
 - Establishing leadership systems and determining current state
 - Establishing a desired state of leadership systems
 - Establish Goals, Strategies, Action-Steps, and a process to progress monitor success (4-Part Planning)

Five Hours of 1:1 Leadership Coaching Leaders of Systems

- 3) Develop leadership capacity.
 - Reflecting on personal leadership (theory, styles, skills)
 - Using data points to drive staffing and resources.
 - Illuminating vision, mission to reach goals for system success.

ARTICLE VI – FEE

4.01 As compensation for services rendered under this agreement, Consultant shall be entitled to a fee not to exceed \$25,000.

ARTICLE V – NO BENEFITS

5.01 Consultant is an independent contractor and therefore not entitled to any benefits provided by the District.

ARTICLE VI – TERMINATION

6.01 This agreement may be terminated by either party on the following terms. Consultant can terminate this agreement by giving 30 days written notice of termination to the District. Newport may terminate this agreement at any time by giving 30 days written notice of termination to Consultant. Termination pursuant to this provision shall not prejudice any other remedy that either party may have either at law, in equity, or under this agreement.

NEWPORT INDEPENDENT SCHOOL DISTRICT

BY _____
Tony Watts

CONSULTANT

BY _____
Linda Rains