

**JESSE BACON, SUPERINTENDENT**

ADRIENNE USHER, ASSISTANT SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent

FROM: Dr. Adrienne Usher, Deputy Superintendent  
Dr. Brandy Howard, Chief Academic Officer  
Dr. Amy Compton, Director of Secondary Education

DATE: September 8, 2025

RE: Kids First Education, LLC Services Agreement: SAT Support

The attached is a services agreement between Kids First Education and Bullitt County Public Schools, to enhance our students' preparedness for the SAT exam. As Kentucky transitions from requiring high school juniors to take the ACT to the SAT, effective August 2025, it is crucial that we provide targeted resources and support to ensure our students succeed. Kids First, with its expertise in SAT connected to professional development and coaching, will play a key role in this initiative, ensuring high-quality, tailored preparation for our students. In response to Kentucky's shift to requiring the SAT as the state-funded college entrance exam, we propose launching a comprehensive support program to help students navigate this transition. Kids First will provide professional development for our educators, along with coaching to improve instruction in SAT-related content areas. This collaboration will provide our students with the necessary resources and test-taking strategies to improve their performance and increase college readiness. Teachers will receive training and coaching from Kids First to help integrate SAT preparation strategies into their classrooms. In addition, Kids First will provide hands-on workshops with students in the high schools and help facilitate family nights at each high school.

Your approval will ensure that our students are well-prepared for the SAT and positioned for success in their college applications. Approval is requested for the services agreement between Kids First Education, LLC. and Bullitt County Public Schools. The cost is \$46,400.00 and will come through the curriculum, instruction, and assessment general fund. This agreement has been reviewed by Dinsmore & Shohl, LLP.

**BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION**

# **Customized Proposal for Partnership Services:**

High-Quality Professional Development  
Student Support and Parent Engagement

Bullitt County Public Schools  
Kentucky

September 5, 2025



**KIDS FIRST EDUCATION, LLC**

601-765-KIDS

P.O. Box 6512

Laurel, MS 39441

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## **ABOUT KIDS FIRST'S CO-FOUNDERS**

**Mr. Chuck Poer** has gained national recognition for his work as an instructional leader in data analysis, data-driven decision making, and school improvement. Chuck has over 30 years of experience in education and was named Mississippi's Administrator of the Year in 2007 by the Mississippi Department of Education. He successfully led Bailey Education Group, LLC from 2008 through 2019, leading the company to prominence as Mississippi's premier service provider during his leadership. In addition to Chuck's current role with Kids First Education, he is the author of his motivational book *Heart to Heart*.

**Mrs. Cellie Scoggin** brings more than 25 years of experience in education including twelve years of experience in school improvement. She is a former elementary and middle school teacher and elementary principal. Cellie led the teacher, leadership, English learner, and special education coaches with Bailey Education Group from 2009 through 2019. She leads the Kids First Education, LLC Head Coaches and Content Support Leaders working in Mississippi, Alabama, and Tennessee districts to ensure the Kids First Education, LLC services impact teaching and learning.

Chuck and Cellie have now taken their innovative ideas and talents to exciting new levels with the formation of Kids First Education, LLC. Free of autocracy and fueled by collaboration, the company is led exclusively by educators for educators and focused on placing Kids First.

Kids First Education, LLC is domiciled at 510 Springhill Road, Laurel, MS, 39443. Chuck and Cellie co-founded the company on May 1<sup>st</sup>, 2020. They are joined by a team of coaches and specialists who have successfully worked with them for over a decade. This stellar team is passionate and committed to making a difference for kids. Kids First was founded out of a sincere desire to improve teaching and learning. The company's low overhead and research-based efficiency ensures high quality teaching and learning solutions with competitive pricing.

## OUR QUALIFICATIONS TO SERVE

### **Jennifer K. Weeks**, *Vice-President of Educational Services*

Jennifer Weeks is a lifelong educator committed to serving students and teachers. She has previously served Kids First Education as a head coach and Integrated Support Team Manager. Jennifer is an instructional leader with knowledge and experience in various areas. She is a former teacher, psychometrist, and district administrator who has served districts in numerous leadership roles, including Assistant Superintendent of Academic Education, Director of Accountability and Research, and Director of Special Education.

### **Kristie Ezzell**, *Vice-President of Sales and Marketing*

Kristie Ezzell has a lifelong passion for serving children. She has served Kids First Education as a head coach and, most recently, as the Alabama Director of Sales and Marketing. Kristie is an accomplished leader with knowledge and experience in various instructional models. As the principal of a school with a high EL population, she led her school to become a CLAS School of Distinction, one of eight CLAS Banner Schools, and one of 12 Alabama Reading Initiative "Spotlight Schools" for the Science of Reading.

### **Renee Carter**, *Executive Director of Educational Services, Alabama Division*

Renee Carter has over three decades of dedicated service in education and a wealth of practical experience. Her professional journey includes foundational roles as a classroom teacher and an ARI Reading Specialist, providing her with invaluable insights into student learning and literacy development. Building on this, she advanced through progressively responsible leadership positions. Notably, Renee served as a K-12 administrator, Special Educator Coordinator, Dean of Academics, and ultimately Assistant Superintendent for the Baldwin County Public School System (BCPSS), Alabama's third-largest school system. This high-level role gave her a comprehensive understanding of systemic educational operations and improvement strategies within a large, diverse district.

A significant focus throughout Renee's career has been empowering fellow educators. For over 30 years, she has been a driving force in designing and delivering impactful professional development and growth opportunities for leaders, teachers, and support staff, contributing to enhanced educator effectiveness.

**Kat Bir, Executive Director of Educational Services, Arkansas Division**

For the past 19 years, Kat Bir has devoted her time and energy to ensuring the success of every student and teacher she works with. Mrs. Bir has an energetic, fun-loving approach to serving the educational needs of all children. Her enthusiasm and determination aid in helping teachers find inventive ways to help their students feel successful. She has experience optimizing classroom instruction, successfully implementing school-wide programs and initiatives, supporting teachers, leading staff professional development, and promoting a safe learning environment. Throughout her educational career, Mrs. Bir has worked as a Classroom Teacher, Math Curriculum Team Lead, Instructional Facilitator, and Administrator. Each of these positions has played an integral part in her understanding of the learning process. Mrs. Bir has a proven record of exceeding expectations through high-quality instruction, best practices, and communication. She has a firm commitment to data-driven, student-centered learning for all students. Mrs. Bir is highly respected by those she has worked with due to her empathy and deep understanding of all aspects of elementary education. Her dedication is unparalleled, as she genuinely prioritizes students, putting Kids First always. While working for Kids First, Mrs. Bir has served as Head Coach for multiple districts and cooperatives across the state of Arkansas. She now manages the Arkansas Division as Executive Director.

**Shawnese Herrington, Ph.D., Executive Director of Educational Services, Mississippi Division**

Dr. Shawnese Herrington has been an educator for over a decade. Her expertise lies in sharing successful teaching strategies and analyzing data to implement quality lessons that are aligned with Mississippi College and Career Readiness Standards. Dr. Herrington offers teachers and students extensive support through co-teaching, modeling, and feedback in both virtual and traditional classroom settings. She is efficient with utilizing various learning management systems and is knowledgeable of web-based sites and tools that promote student engagement, critical thinking, and interactive learning. Dr. Herrington's data driven results and strong knowledge of English Language Arts have afforded her opportunities to present at conferences on the local, state, and regional levels. She has researched and published work on culturally relevant pedagogy to improve minority adolescent literacy achievement in Mississippi Schools. While working with Kids First, Dr. Herrington has served as an ELA Content Team Lead, Head Coach for multiple large districts in Mississippi, and an instructional coach, and now manages the Mississippi Division as Executive Director.

**Marvin W. Lishman, Ph.D., Executive Director of Educational Services, Independent Schools**

Dr. Marvin Lishman is the Executive Director for Educational Services for Independent Schools and is responsible for communicating all products and services Kids First, LLC offers to independent schools and their staff. Dr. Lishman has spent his entire career, 48 years, in independent school education, with the last 41 years as head of school. Additionally, he has served as an adjunct instructor for both Delta State University and Mississippi College, teaching educational leadership classes. Dr. Lishman received his Ph.D. from the University of Mississippi in 1989.

Kids First Education, LLC is committed to placing Kids First and to providing the highest quality of teaching and learning solutions in the industry. Our team consists of over 40 employees and over 350 education consultants who are committed to 100% client satisfaction. To learn more about the Kids First Team, **[click here](#)** or access the QR code below.



## **Arkansas Division**

Director of Educational  
Services:  
Kat Bir

Sales:  
Shannon Uptain, Manager  
Jamie Rowland, Associate

Head Coaches:  
Maddy Barker  
LeDonnis Norwood  
Carol Smith

## **Louisiana Division**

Head Coach:  
Carl Michael Day

## **Georgia Division**

Head Coach:  
Lenora Patterson

## **Alabama Division**

Director of Educational Services:  
Renee Carter

Area Coordinator:  
Karen Carr

Sales:  
Shannon Uptain, Manager

Head Coaches:  
Jamie Burton | Karen Carr  
Renee Carter | Erika Clark  
Lisa Comer | Lynn Faulk  
Donna Harper | Mark Head  
Aaron Hightower | Cindy Klages  
Michele Parker  
Jennifer Warhurst  
Shondra Whitaker | Patrice Wolfe

## **Kentucky Division**

Head Coaches:  
Andy Dotson  
Norma Gerrell



Owners:  
Chuck Poer &  
Cellie Scoggin

Vice President of  
Educational Services:  
Jennifer Weeks

Vice President of  
Sales and Marketing:  
Kristie Ezzell

Vice President of  
Operations:  
Patrick Scoggin

Over 450  
Independent Coaches

## **Tennessee Division**

Sales:  
Shannon Uptain, Manager  
Jamie Rowland, Associate

Head Coaches:  
Norma Gerrell  
Riki Jackson  
Corey Kelly  
Andi Terry

## **Mississippi Division**

Educational Services

Area Coordinators:  
Cynthia Gabbert  
Rachel Wooten

## **Mississippi Division**

Director of Sales:  
Sue Anne Boatman

Area Sales Coordinators:  
Stephanie Allen  
Misty Hanna  
Mary Ruth Wright

Head Coaches:  
Penny Allen | Stephanie Allen  
Natalie Breithaupt  
Stephanie Brewer | Kayla Calcote  
Tamara Cerrito | Tiffani Chandler  
Melissa Fayard | Jessica Flynt  
Lillian Johnson | Misty Hanna  
Katie McDonald | Gidget Morton  
Shanna Nesser | Amber Palmer  
Carol Smith | Shemeka Ware  
Mary Ruth Wright



**Regional Director of  
Educational Services:  
Shawnese Herrington**

**Project Support Specialist:  
Kayla Calcote**

**Major Accounts Manager:  
Cassandra Williams**

**Regional Partnership Specialists:**

**Reeda Betts**

**Katy Boyd**

**Phyllis Hicks**

**Regional Sales Associate:  
Kim Britton**



**Owners:**

**Chuck Poer &  
Cellie Scoggin**

**Vice President of  
Educational Services:**

**Jennifer Weeks**

**Vice President of  
Sales and Marketing:**

**Kristie Ezzell**

**Vice President of  
Operations:**

**Patrick Scoggin**

**Over 450  
Independent Coaches**

**Director of State Initiatives &  
Comprehensive Support:  
Jared Myracle**

**RFP Manager:  
Dori Hansen**

**Research, Development, &  
Publication Manager:  
Nicole Cooley**

**Content Managers:  
Amber Palmer, Math  
Michele Parker, ELA**

**Accountability Manager:  
Ken Byars**

**Mental Health Manager:  
Shannon Fleming**

## OUR TEAM QUALIFICATIONS

The Kids First Team reviews each school's historical demographic and student data and determines what our current processes support and which areas will require new personalization for the new school year. Through this analysis, the Kids First Team corroborates a solid understanding of the proposed scope of work that will fulfill the district's needs.

The Kids First Team is the most suitable contender to provide services and support for the following reasons:

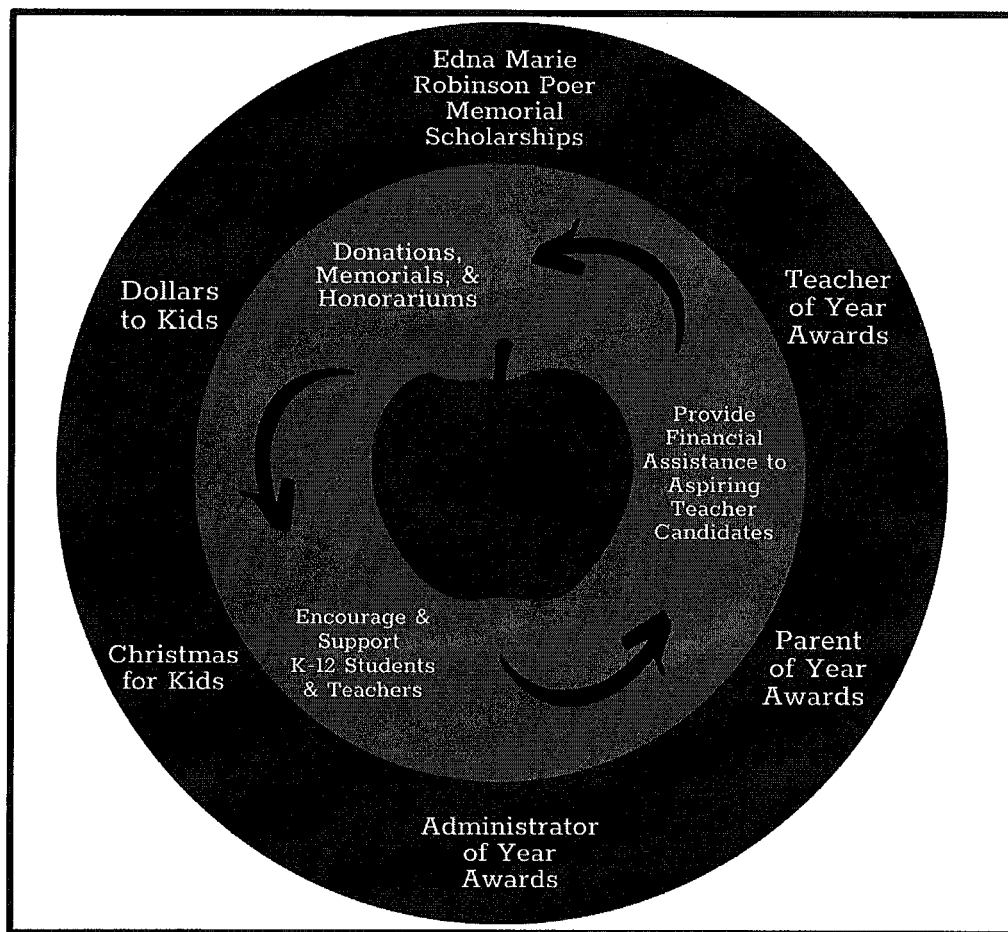
- ✧ The Kids First Curriculum Teams have developed High-Quality Instructional Resources that support coaching services, build teacher capacity, and accelerate student learning. Visit **our website** for our High-Quality Instructional Tools.
- ✧ The Kids First Team members have successfully provided job embedded professional development and consultation since 2007.
- ✧ The Kids First Team is currently partnered with over 200 districts, systems, and cooperatives. Over 60 full-time employees and over 400 independent coaches provide these comprehensive, integrated services.
- ✧ The Kids First Team members have a proven track record of designing and implementing **effective, sustainable solutions**.
- ✧ The Kids First **personalized solutions** will address the individual needs of each school or school subgroup.
- ✧ The Kids First company began the approval process in 2021 and was approved by Rivet Education to be included in Rivet's Professional Learning Partner Guide (PLPG). Kids First was re-approved in 2024, going through an even more rigorous approval process. The PLPG is a list of organizations that provide best-in-class curriculum-aligned professional learning services in the country. With multiple HQIM on its list, Kids First Education is approved for partnering with schools and districts in launching an initial implementation of chosen curriculum materials, providing ongoing support for teachers, and providing leadership support in the implementation of those materials to ensure student growth and mastery
- ✧ The **Arkansas State Department of Education** recently approved Kids First Education as a 1003 Vendor of Choice to support School Improvement plans across the state of Arkansas. This recognition positions Kids First Education as a pivotal resource for schools seeking to implement effective instructional strategies to increase student achievement.
- ✧ The **Arkansas State Department of Education** recently approved Kids First Education as a Professional Learning Communities Support Vendor. Kids First is approved in ALL FOUR support areas, including Foundational Literacy and the Science of Reading, Strengthening Career Pathways, Strengthening Instructional Quality, and Multi-Tiered System of Supports for Behavioral and Mental Health Services. Kids First is THE ONLY approved vendor for ALL FOUR areas of support.
- ✧ Kids First's high-quality professional learning opportunities and services have been placed on approved vendor lists in the **South Texas Independent School District** and the **Mesa Arizona Public School District**.



## KIDS FIRST GIVES BACK-THE KIDS FIRST SCHOLARSHIP FOUNDATION

The Kids First Education Scholarship Foundation is in the business of improving lives in each state we serve. In those states, poverty has eroded the well-being for many, impacting education, health systems, and financial security. At the same time, the teacher shortage continues to exacerbate, with fewer students enrolling in teacher education programs. If not addressed, these conditions will worsen and deny opportunities for a complete and fulfilling life for present and future generations. Education is critical to making a difference in these communities.

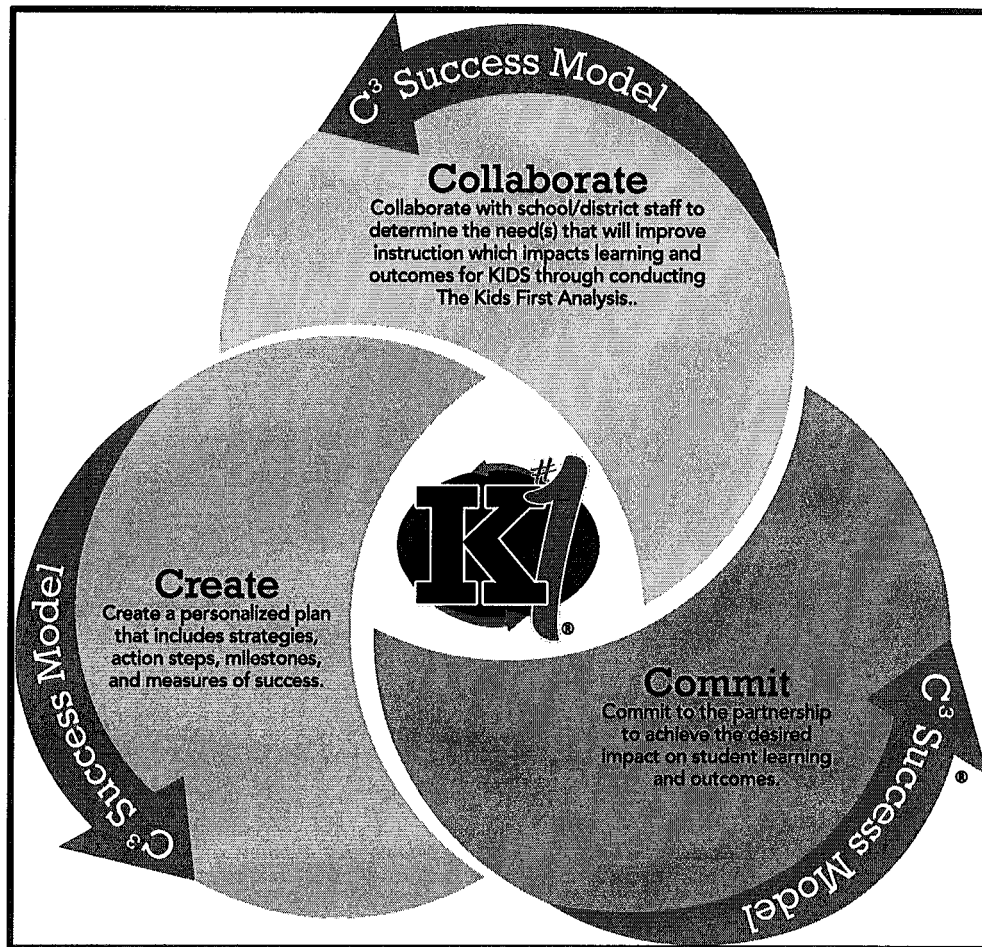
The Kids First Education Scholarship Foundation was established to generate funding and resources to help address the teacher shortages in the states we serve. Our approach is straightforward and long term: 1) encourage K-12 students to consider teaching as a career, 2) provide financial assistance to aspiring teachers enrolled in K-12 teacher education programs, and 3) serve as a mentor to Kids First teacher candidates on their journey to a degree and licensure. To learn more about Kids First Giving Back from Regina Ginn, Executive Director of the Kids First Foundation, view [this short video](#) or click the QR code below.



## HOW WE WORK

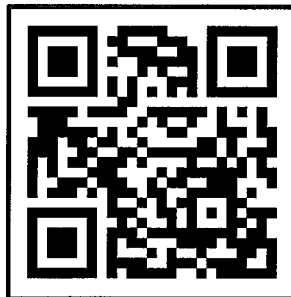
### KIDS FIRST C<sup>3</sup> SUCCESS MODEL®

The common threads of our work are the KIDS (students) we serve and our commitment to personalized learning. Our work with KIDS, teachers, and school and district level leadership begins and ends with KIDS in mind. Our C<sup>3</sup> Success Model® is a KIDS First trademark and remains constant throughout our teaching and learning solutions.



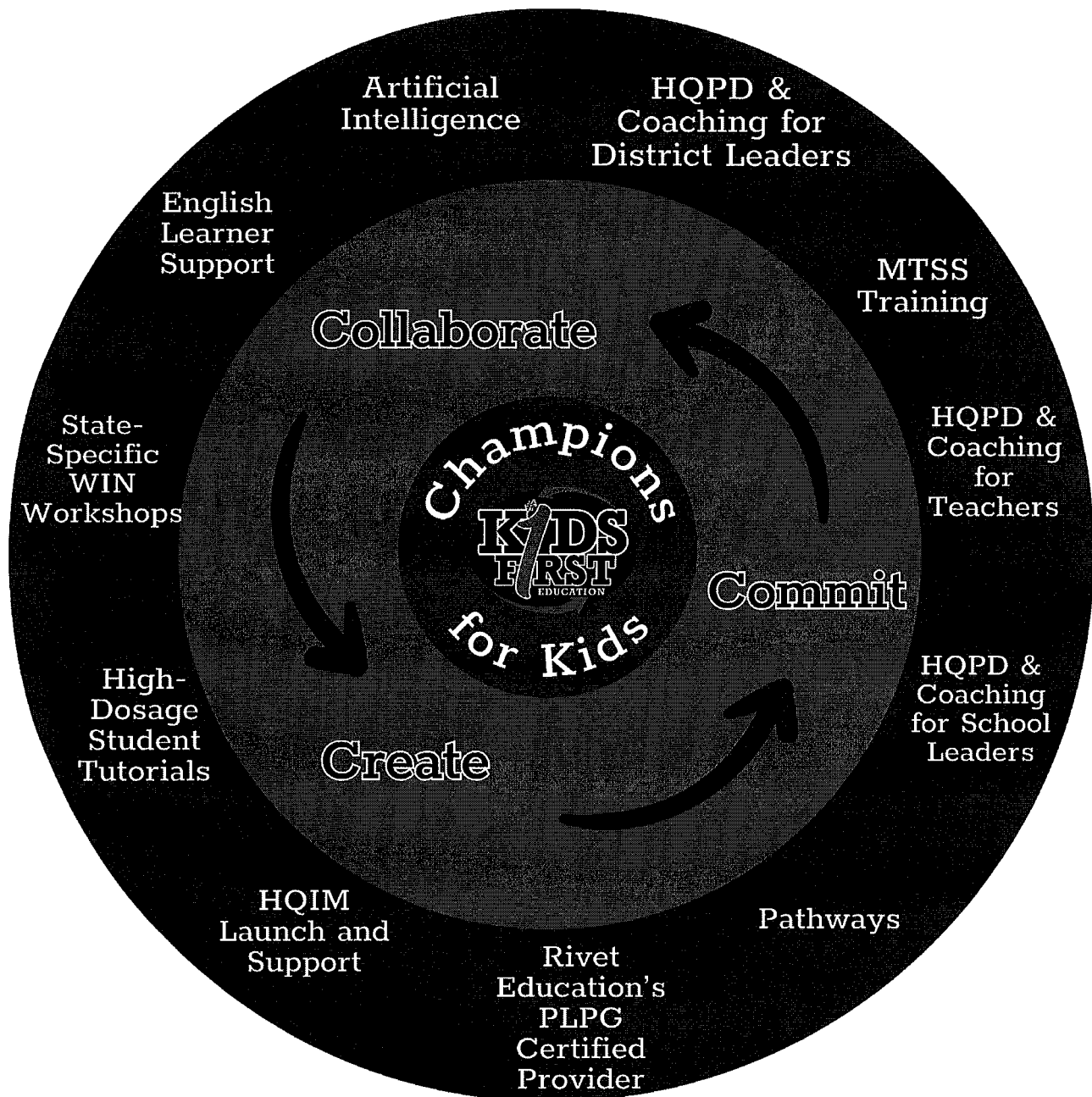
To learn more about Kids First Education, LLC services, scan the QR code:

Kids First Services



## KIDS FIRST WINNER'S CIRCLE

At the center of our work is our Mission and Vision, which is putting KIDS FIRST in all circumstances. Using our C<sup>3</sup> Success Model®, we collaborate to create and commit to the services, tools, and resources we provide to our partnering districts/systems. While those services, tools, and resources may evolve based on the K-12 educational landscape, our Mission, Vision, and Success Model will remain at the center of what we do.



## **KIDS FIRST TRUST FOUNDATIONS**

The foundation of our work within our team and with our partnering districts and systems is trust. Without trust, communication falters and vulnerability cannot be expressed freely. Our C<sup>3</sup> Visible Coaching Cycle, Professional Learning sessions, and side-by-side support would not be possible without each stakeholder trusting to work in tandem with the other(s).



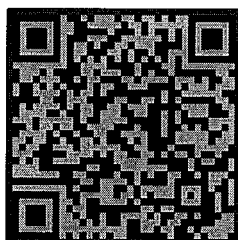
### **Kids First Team Trust Foundations**

- **Freely express concerns knowing they will be heard and addressed without mockery or sarcasm.**
- **Freely express personal misconceptions, misunderstandings, skill deficits, and supposed weaknesses knowing they will be accepted with grace and discussed.**
- **Openly communicate.**
- **Back up words with consistent action.**
- **Verbally acknowledge when vulnerability is expressed and support the team member who made the decision to be vulnerable.**

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## OUR RESEARCH

**Visible Learning Research:** With over 250+ Influences on Student Achievement, John Hattie's *Visible Learning* research on effect sizes is prominent within Kids First Education's training, coaching, modeling, and co-teaching. Our coaches ensure teachers are aware of, understand, and know how to implement the influences that accelerate student learning, such as the Jigsaw method, and meta-cognitive strategies to help in students' and teacher' self-efficacy. Service reports written for a contractual day's work will also include Hattie's Influences with the effect sizes to further emphasize the research-based focus of Kids First coaching. For more information, watch:



**The Science of Reading:** While “the science of reading” has become more popular in recent years, the research behind it has been around for decades. Multiple studies have provided evidence that students who leave grade 3 having transitioned from learning to read to reading to learn have a higher success rate of graduating high school and entering some type of post-secondary education. Kids First High-Impact Coaches embed the Science of Reading research into professional learning experiences, side-by-side teacher coaching, planning and preparing meetings, and analysis of multiple forms of assessments. By integrating research behind The Simple View of Reading and Scarborough's Reading Rope, our coaches build capacity in teachers and their leaders to consistently identify areas where literacy can be strengthened and how to deliver instruction using Structured Literacy to ensure that ALL learners can grow.

**The Adolescent Brain and Brain Research:** Adolescence is a challenging time both personally and academically. With the growing popularity of social media and video games, these challenges have risen exponentially. Many of our professional learning sessions begin by using the behavioral research of Simon Sinek to understand the need of knowing the “why” of education. Works of Eric Jensen, William Glasser and other educational researchers provide the connection of biology, psychology, and social variables to the educational challenges in today's world for adolescents and their teachers. John Hattie and Robert Marzano's research is then used to provide educators with strategies to engage adolescents and improve learning outcomes.

**Professional Learning/Development:** Our professional development sessions are hands-on, engaging “work” sessions wherein the participants not only receive information but then immediately collaborate with each other and/or work independently to engage in the cognitive process to implement for specific classrooms and students. Whole group, small group, and one-on-one collaborative sharing during sessions is a formative assessment strategy our High-Impact Professional Learning Facilitators and Instructional Coaches use to provide immediate, actionable feedback to participants to clarify any misunderstandings, close any skill deficits, and increase participant self-efficacy with the topic/subject prior to implementing in the district and/or school building.

## OUR INNOVATIVE CYCLICAL APPROACH

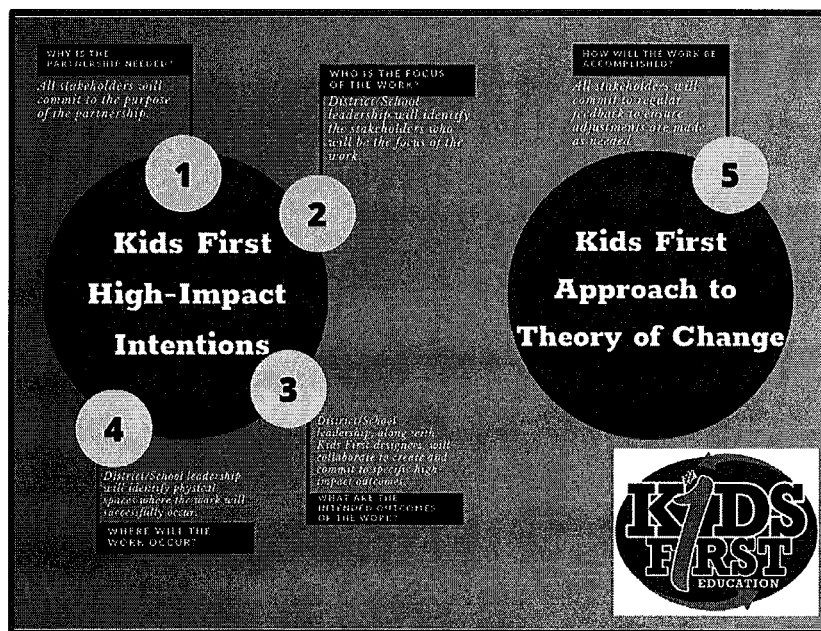
Based on the latest research through Northwest Evaluation Association, educators across the United States have determined top priorities as addressing both the equity, achievement gap and social emotional learning and providing services with a clear purpose and measurable impact for teachers and students.

Our innovative approach has improved:

- Student acceleration,
- Learning loss,
- Social emotional learning, and
- Instructional continuity.

Kids First has a proven formula of identifying the specific High-Impact Intentions that lead to our cyclical approach to the theory of change, which necessitates adjustments based on analysis of given evidence.

1. All stakeholders will first commit to the partnership's purpose. The purpose begins with the district or school and is then solidified through collaboration and discussion with Kids First designees.
2. The district/school leadership team then identifies the stakeholders who will be the focus of the work, receiving the services needed to impact the purpose of the project. Kids First designees are available to collaborate and create the focus stakeholders, if needed.
3. Next, high-impact outcomes are either created by district or school leadership at the outset and discussed with Kids First designees, or they are collaboratively created by shared stakeholders from both parties.
4. District/school leadership will identify the physical space(s) where the services will occur. These spaces will effectively ensure the quality of the partnership's purpose and outcomes.
5. After logistics are determined and the services begin, Kids First commits to obtaining continuous feedback throughout the project's scope to ensure that any necessary adjustments are based on quantitative and qualitative evidence and data. Once the evidence and data are analyzed, adjustments will be discussed with all stakeholders on both sides to ensure the changes are implemented effectively.





## PROPOSED SCOPE OF WORK

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### SCOPE OF SERVICES

#### **Personalized Plan: Kids First C<sup>3</sup> Success Model®**

Through the Kids First Education **C<sup>3</sup> Success Model®**, Kids First coaches will support teaching and learning by **collaborating** with the Bullitt County Public Schools team to **create** personalized plans for administrators, teachers, and the community. Our coaching model emphasizes:

- **Training:** Equipping staff with content knowledge and procedural understanding.
- **Modeling:** Demonstrating best practices and instructional techniques.
- **Coaching:** Providing real-time feedback and sustained support.
- **Support:** Offering embedded assistance as educators implement strategies in their settings.

Throughout the project, our team will conduct regular debriefs with district leadership, building principals, or designated personnel to assess progress and revise the scope of work as necessary. The Kids First team will remain fully **committed** to delivering high-quality, adaptive support in alignment with district goals.

#### **Leadership and Community Support**

Kids First Education will provide targeted leadership training and family/community engagement opportunities designed to strengthen districtwide instructional leadership and build stronger school–community partnerships as Bullitt County School District transitions to the SAT®.

#### **District & School Leader Training**

- Facilitate professional learning for district and school leaders on:
  - Data-driven decision-making and monitoring systems.
  - Coaching and feedback loops to improve instructional practice for SAT® preparation.
  - Aligning leadership actions with district instructional priorities.
  - Strategies for teacher and student support;

#### **High School Community Nights**

- Host interactive family and community events at each high school.
- Provide parents and community members with strategies to support student success, including test preparation strategies and college and career readiness pathways.
- Share district instructional priorities, highlighting how families can partner with schools to improve student outcomes.
- Facilitate student panels and Q&A sessions to build trust and community engagement.

Kids First Education will provide comprehensive SAT® preparation services designed to strengthen both teacher capacity and student performance. Through a combination of professional learning, direct student support, and data-driven strategies, our program ensures that students are equipped with the skills, knowledge, and confidence to succeed on the SAT®.

## **Teacher and Student Support**

Kids First coaches will provide targeted support for both teachers and students, focusing on building familiarity with the SAT® structure, strengthening content knowledge, and developing test-taking strategies.

## **Instructional Focus Areas**

### **1. Understanding the SAT® Structure**

- Training on the format of each content-specific section and the modules of the assessment.
- Alignment to testing blueprints and standards.

### **2. Content Mastery**

- **Reading and Writing:** Information and Ideas, Craft and Structure, Expression of Ideas, Standard English Conventions.
- **Math:** Algebra, Advanced Math, Problem Solving and Data Analysis, Geometry, and Trigonometry.

### **3. Skill-Building and Remediation**

- Use of content-specific “mini-lessons” and modules to reinforce core skills.
- Goal setting for mastery in each content area.

### **4. Test-Taking Strategies**

- Modeling and practice of evidence-based strategies for approaching different item types.
- Training in time management and critical reasoning skills.

### **5. Review and Tutorials**

- Structured student tutorials and/or boot camps for intensive preparation.
- Opportunities for targeted remediation based on identified skill gaps.

### **6. Data and Feedback**

- Guidance on interpreting score reports and scaling.
- Use of prior test data to personalize instruction and preparation plans.

## **Program Delivery**

- Interactive Professional Learning for teachers to align classroom instruction with SAT® expectations.
- Student Workshops and Boot Camps to reinforce skills and prepare students for test day.
- Side-by-Side Coaching and Modeling to connect test preparation strategies directly to classroom practice.
- Ongoing Data Review Cycles to track student progress and adjust instructional support.

## **Expected Outcomes**

- Increased teacher capacity to embed SAT®-aligned instruction into daily lessons.
- Improved student mastery of core reading, writing, and math skills.
- Enhanced student confidence and readiness for the SAT®.
- Measurable gains on SAT® scores, with targeted improvement in identified areas of need.

## **Outline of Services**

**Leadership and Community - 5 days**

1 day for District and School Leader Training

4 days for Community Nights for each HS and Specialized Programs

**Instructional Support (one day for math teachers and one day for ELA) - 6 days**

2 days - Bullitt Central HS

2 days - Bullitt East HS

2 days - North Bullitt HS

**Student Support - 18 days**

6 days BCHS (2 days for freshmen, 2 days for sophomores, and 2 days for juniors)

6 days BEHS (2 days for freshmen, 2 days for sophomores, and 2 days for juniors)

6 days NBHS (2 days for freshmen, 2 days for sophomores, and 2 days for juniors)

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## **SERVICE REPORTS AND COMMUNICATION**

Kids First Education will:

- Prepare service reports that reflect daily services, outlining actions taken and recommendations to be submitted to district and school teams,
- Meet with the district leadership to review the progress of the project,
- Deliver service reports every week, and
- Contact the district leadership in the event of an interruption of traditional school to ensure services are continued.

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## **CONFIDENTIALITY**

Kids First Education agrees to maintain the confidentiality of any records obtained from any district or school, as required by state and federal laws regarding privacy. No information, documents, or other materials provided to or created by Kids First Education that are considered confidential by Bullitt County Public Schools in accordance with state and federal privacy laws shall be shared with any person or organization without prior approval from the Bullitt County Public Schools. Any liability resulting from the wrongful disclosure of confidential information by Kids First Education shall rest with Kids First Education.

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## **SUSTAINABILITY**

Kids First prioritizes the development of sustainable instructional frameworks for the professional growth and coaching of administrators and teachers. Given that these frameworks are systematically implemented within a research-based coaching cycle, instructional leaders and teachers are able to continue utilizing them beyond the conclusion of formal services. All presentations, activities, and materials employed during professional learning and coaching sessions will be disseminated to the district or school to facilitate continuous improvement and replication.

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## **PROFESSIONAL ETHICS**

Kids First Education ensures that consultants, trainers, presenters, and speakers are qualified to work with teachers, staff, students, and parents, and agree to perform the specified services described above in a proper, workmanlike, and dignified manner. They warrant that they can and will deliver such services in a manner acceptable to Bullitt County Public Schools and agree to make any necessary additions, deletions, or changes requested by the district, as a condition for accepting the services. Kids First Education also agrees that at all times, its employees performing any services under this agreement will do so in a proper, workmanlike, and dignified manner, in accordance with the Bullitt County Public Schools Code of Conduct. All consultants working through this bid are expected to conduct themselves professionally. Kids First Education will:

- Ensure all trainers and coaches have professional credentials to work with administrators, instructional leaders, and teachers.
- Ensure all consultants/trainers/presenters/speakers are expected to follow the District's Code of Ethics as it applies to their role.
- Ensure that any consultant performing services specified in this partnership agreement does so in a professional manner.
- Ensure all consultants have completed a criminal background check and a child abuse registry check.
- Ensure consultants do not use coarse language, wear inappropriate attire, or express personal political or religious beliefs.

## REFERENCES

### **DeSoto County Schools, Mississippi**

Cory Uselton, Superintendent

662-429-5271

[cory.uselton@dcsms.org](mailto:cory.uselton@dcsms.org)

Kids First provides professional development, job-embedded coaching, and support for College-and Career-Readiness, teacher effectiveness in all grades and subjects, HQIM support at the elementary level, tutoring support, AP support, and boot camps to prepare for high stakes testing.

### **Arch Ford Education Service Cooperative, Arkansas**

Julie Workman

817-694-6475

[julie.workman@archford.org](mailto:julie.workman@archford.org)

Kids First provides professional development and side-by-side coaching this school year to leaders and teachers for content areas and the launching/re-launching of their HQIM, accelerating learning, and standards-based teaching.

### **Tuscaloosa City Schools, Alabama**

Dr. Mike Daria, Superintendent

205-759-3700 ext. 1022

[tbyrts@tusc.k12.al.us](mailto:tbyrts@tusc.k12.al.us)

Kids First provides professional development and job-embedded coaching to teachers and instructional leaders for content areas, data-to-instruction, and College and Career Readiness.

### **Arkansas River Education Service Cooperative, Arkansas**

Michael D. Walker

870-730-2927

[walkerm@aresc.k12.ar.us](mailto:walkerm@aresc.k12.ar.us)

Kids First provides professional development and side-by-side coaching this school year to leaders and teachers for content areas and the launching/re-launching of their HQIM, accelerating learning, and standards-based teaching.

### **Hardin County Schools, Tennessee**

Greg Wyatt

731-607-0903

[greg.wyatt@hctnschools.com](mailto:greg.wyatt@hctnschools.com)

Kids First provided professional development and side-by-side coaching to leaders and teachers in data-to-instruction at Northside Elementary School in the spring of 2024.

### **Dayton City Schools, Tennessee**

Trish Newsom

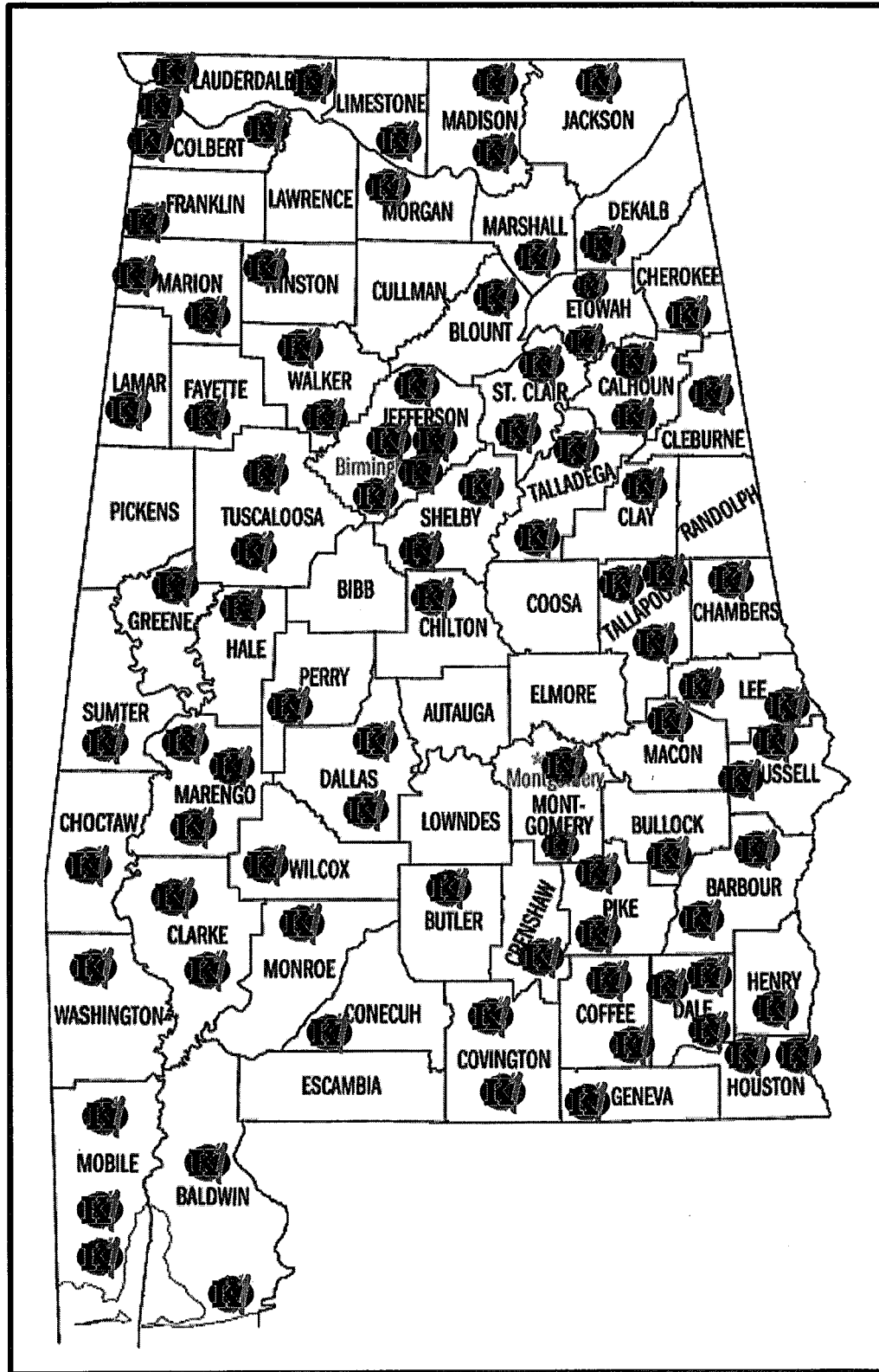
423-774-2251

[newsomtr@daytoncity.net](mailto:newsomtr@daytoncity.net)

Kids First provides professional development and side-by-side coaching this school year to leaders in Dayton City Schools. This model is hybrid with both virtual and in-person delivery utilized each month. Topics include creating a culture of learning, instructional and managerial leadership strategies, and building leadership capacity in administrators and school leaders

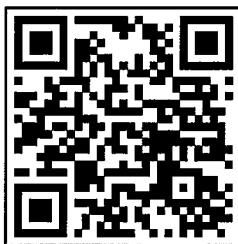
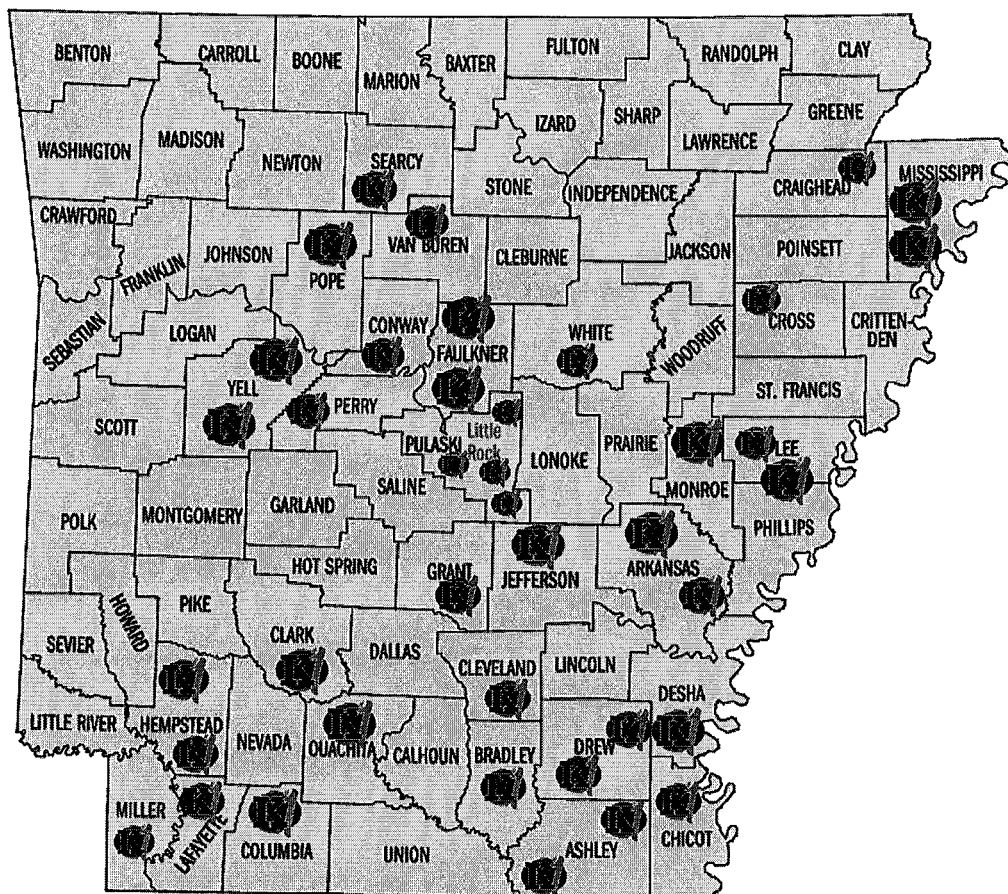
## OUR PARTNERS AND KIDS FIRST SCOPE OF WORK

### ALABAMA



Click on the QR Code for a comprehensive listing of District Partners and Kids First Scope of Work.

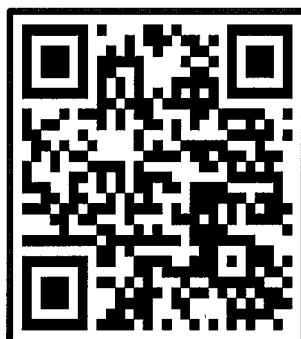
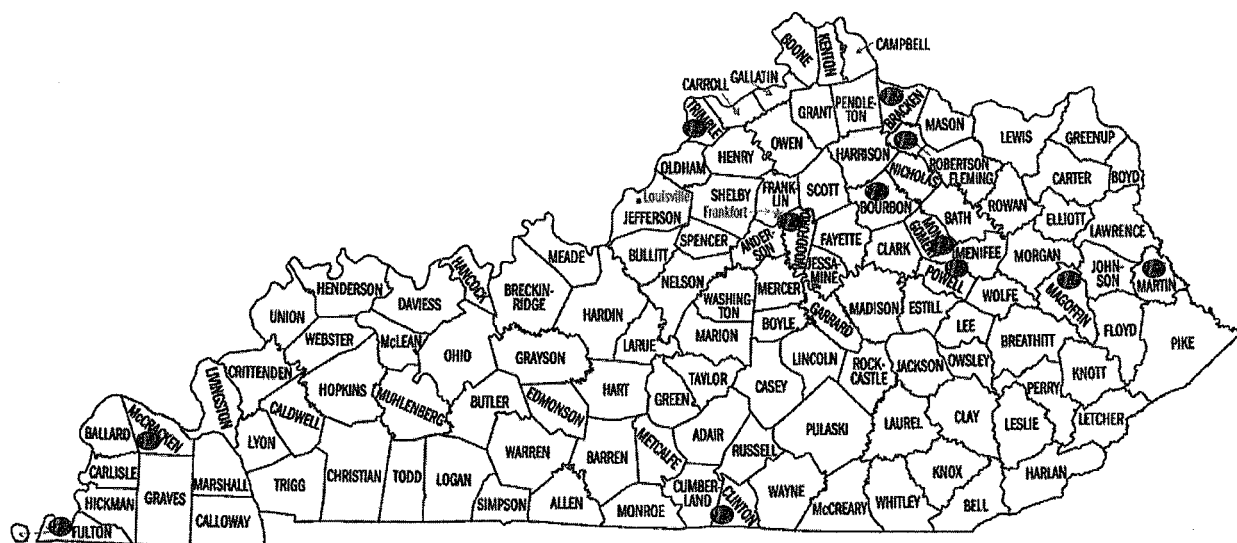
## ARKANSAS



Click on the QR Code for a comprehensive listing  
of District Partners and Kids First Scope of Work.

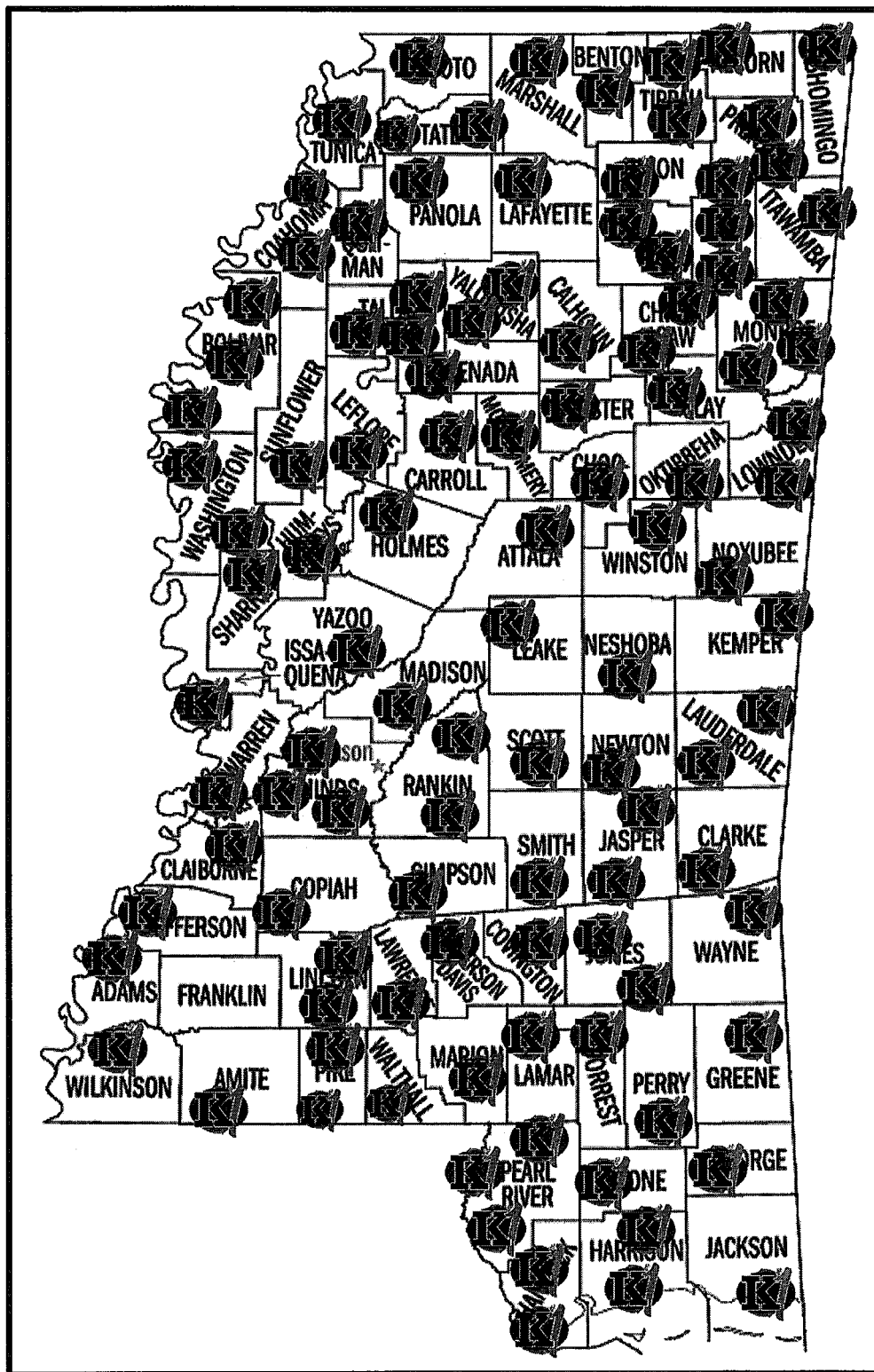


# KENTUCKY



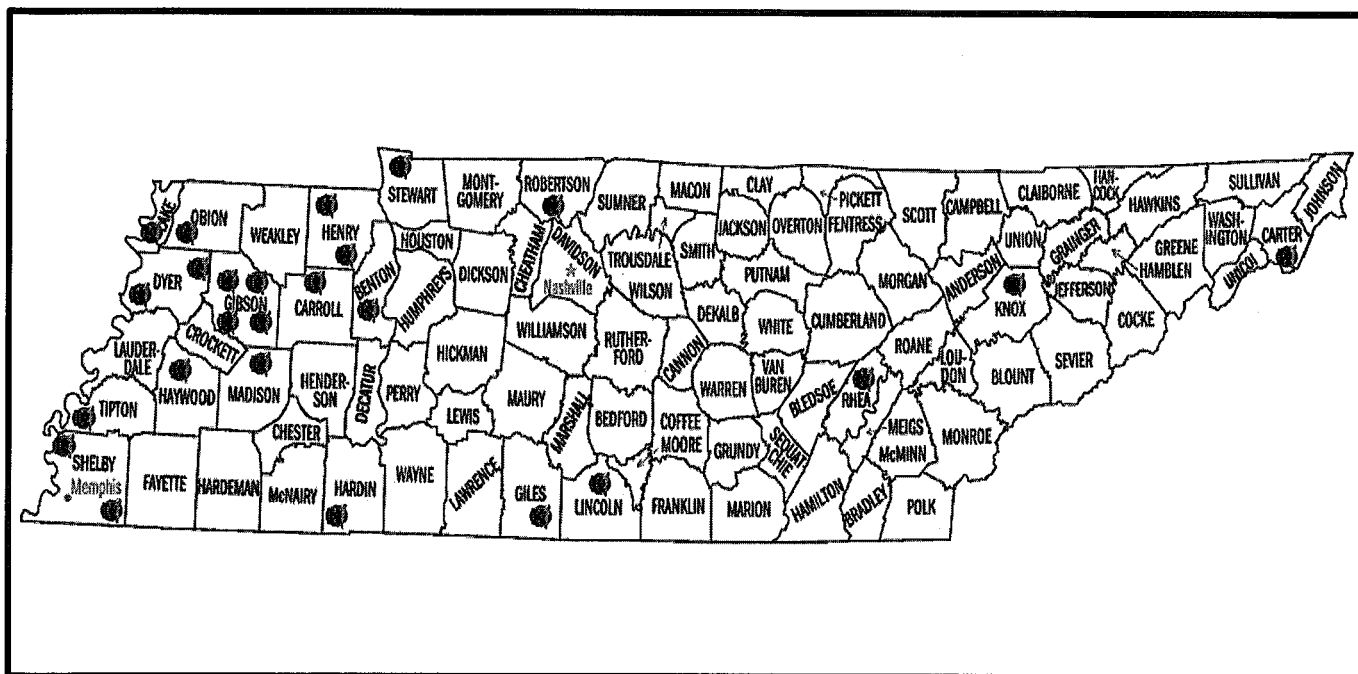
Click on the QR Code for a comprehensive listing of District Partners and Kids First Scope of Work.

# MISSISSIPPI



Click on the QR Code for a comprehensive listing of District Partners and Kids First Scope of Work.

## TENNESSEE



**Click on the QR Code for a comprehensive listing of District Partners and Kids First Scope of Work.**

## BUDGET

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### DEBARMENT STATUS

Kids First Education's DUNS number is 117514649.

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### UNIQUE ENTITY ID

Unique Entity ID: YTZCKBYE87Q6

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### CONSULTANT COST

Kids First Education, LLC will provide services at a daily rate of \$1,600 per day per consultant. This rate includes all expenses and travel costs. Materials and instructional deliverables provided to the district during the project's duration will be made available to the district via electronic copies.

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### TOTAL COST OF PROJECT

Kids First Education Service	Cost
Professional Development, Student Support, Parent Engagement 29 days	\$46,400.00
<b>Total Cost of Project</b>	<b>\$46,400.00</b>

The proposed daily rate for services rendered by Kids First Education is subject to negotiation based on the scope of work, project duration, and specific client needs. We are committed to offering competitive and flexible pricing arrangements that align with each project's objectives and budgetary considerations.

#### Proposal for Services Submitted by:

**Kids First Education, LLC**

  
**Cellie Scoggin**

September 5, 2025

**Date**

#### Proposal Accepted By:

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**Bullitt County Public Schools**

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**Date**