



135 Berkshire Street, Cambridge, Massachusetts 02141

March 5, 2024

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

CONTRACT: Professional Development

RECOMMENDATION:

That the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

<u>Contractor</u>	<u>Period of Contract</u>	<u>Amount</u>
DLAJ Consulting 4201 Fireside Drive Liverpool, NA 13090	2/1/24 – 6/30/24	\$25,200.00

DESCRIPTION: This contract is for professional development services for the Superintendent’s Executive Leadership Team (ELT).

ADDITIONAL INFORMATION

See the attached supplemental information for additional details.

SUPPORTING DATA, RULES OF THE SCHOOL COMMITTEE: Chapter II, Section 12...” motions calling for the appropriation or expenditure of money require the affirmative vote of four members.”

BUDGET REFERENCE:

Fund		Account		Dept.	
15000	General Fund	53107	Professional Development	896660	Superintendent/Professional Development

Respectfully Submitted,

  
 Victoria L. Greer, PhD  
 Superintendent of Schools

## SUPPLEMENTAL INFORMATION: DLAJ Consulting

**Purpose:** Professional Development Services for Superintendent and the Executive Leadership Team (ELT)

**Amount of Contract:** \$25,200.00

### **Description/Scope of Services:**

DLAJ Consulting LLC, led by Dr. Darnisa Amante-Jackson, is pleased to present this proposal to the Cambridge Public Schools (CPS) to support executive coaching; and group coaching in the best practices of Diversity, Belonging, Inclusion and Equity (DBIE) for Superintendent, Dr. Victoria Greer and Cambridge's Executive Leadership Team (ELT).

### **Goals**

CPS is committed to creating an environment where all of its leaders, most especially its Executive and Instructional leaders, are normalized in the best practices of DBIE, and continuing to support a systemic culture of Belonging and Inclusion.

### **Phase I**

11 hours of coaching, Dr. Amante-Jackson, in seven coaching sessions (90 minutes), and one (1 hour session) each on the following topics:

- **Leading Long Term Change**
  - Continued support in ideation, next steps and follow up around increased accountability to Cambridge leaders (principals, administrators, support staff) and ELT as they advance equity.
- **Collaborative Leadership and Accountability**
  - Learning and understanding the multiple forms of accountability for leaders that is not solely about check-lists, and compliance.
  - Building value across ELT leaders to share equity-based work, with defined success and milestones for collaboration.
    - Supporting leaders in finding collaborative opportunities, using tools such as RACI charts to define ownership; shared successes and goals.
- **Adaptive Communication**
  - Learning and practicing best practices in adaptive community to key leaders in Cambridge.
    - Communication in building value/advance/co-own CPS Belonging/Equity visions with ELT.
    - Stakeholders groups that are included for communication coaching include: School Committee, ELT, Teachers and Cambridge's broader community.
- **Visioning**
  - Ideation, brainstorming and next steps on advancing Cambridge's strategic plan in collaboration with ELT and Instructional leaders.

## SUPPLEMENTAL INFORMATION: DLAJ Consulting

### **Phase II**

10 hours of coaching, for ELT leaders (up to 10), in five coaching sessions (2 hours) each on the following topics; with the following outcomes:

- **Systemic Visioning/Planning/Equitable Roll Outs**
  - ELT members will return to CPS' equity audit and Strategic Vision, using a Root Cause Analysis, to develop their own individual theories of leadership/management as they drive equitable change.
  - ELT members will work together to define co-goals in visioning for collaborative success.
  
- **Cohering ELT Departments for Impact (OEIB + Academics Retreat)**
  - Support ELT members in training to make collaborative connections; defined shared success; and shared ownership of CPS' Strategic plan.
  - Create opportunities to strengthen partnership, through conversations and goal setting, with ELT members who own Equity, Family Engagement, and Academics.
  - Support leaders in understanding and implementing best practices in communicating equity/Belonging trends to different stakeholders.