

# CAMBRIDGE PUBLIC SCHOOLS

159 THORNDIKE STREET, CAMBRIDGE, MASSACHUSETTS 02141

17-02



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January 3, 2017

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

CONTRACT AWARD: Professional Development

RECOMMENDATION: That the School Committee award a contract to the following vendor for Professional Development; funds to be provided from the General Fund. Procurement procedures for this contract have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

<u>Contractor</u>	<u>Period of Contract</u>	<u>Amount</u>
EDCO Collaborative 36 Middlesex Turnpike Bedford, MA 01730	8/1/16 – 6/30/17	\$27,420.00

DESCRIPTION: This contract is for professional development for CRLS staff members in developing culturally proficient practices to promote equity, and support increased academic achievement of all students.

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

#### BUDGET REFERENCES:

ACCOUNT: 53107 Professional Development  
FUND: 15000 General Fund  
ORG: 830255 CRLS/Secondary School Improvement Plans  
PROJ:

Respectfully Submitted,

Kenneth N. Salim, Ed.D.  
Superintendent of Schools

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## SUPPLEMENTAL INFORMATION: EDCO Collaborative

**Purpose: Professional Development**

**Amount of Contract: \$27,420.00**

**Description/Scope of Services:** Cambridge Rindge and Latin School (CRLS) staff members will engage in a yearlong professional learning opportunity with the EDCO Collaborative and its Initiatives for Developing Equity and Achievement for Students (IDEAS) curriculum. IDEAS facilitators will carry out this initiative and will guide CRLS staff members in developing culturally proficient practices to promote equity, and support increased academic achievement of all students.

### Objectives

The over arching objectives for this year's efforts are consistent with the work CRLS started with EDCO in the SY 14-15. In various meeting structures throughout the school year, the IDEAS program will help the CRLS professional community to:

1. Identify, develop, and utilize culturally proficient practices to promote equity and achievement of all sudden groups in CRLS
2. Develop a deep understanding of cultural proficiency so that staff members can engage with colleagues, students, and families on issues of race, culture and socioeconomic status in order to enhance achievement.

### Meeting Structures

The CRLS Administrative Leadership Team engaged in a weeklong training with IDEAS facilitators at the end of the 15-16 school year. Following that experience, members of the CRLS administration met with facilitators in the beginning of August to plan after school staff meetings for the first and second semesters of the 16-17 school year.

Theses meeting will cover topics including:

- Continuing discussions on how group membership impacts school based relationships
- Micro-aggressions and unconscious bias and how they play out at CRLS
- Barriers to talking about race and racism, and other-isms
- Strategies to overcome barriers and turn difficult conversations into opportunities for learning and productive problem solving
- Practicing these strategies using concreted issues that impact school climate and culture at CRLS