



LEE'S SUMMIT  
R-7 SCHOOLS  
Learning for Life

Lee's Summit R-VII School District  
Purchasing and Distribution Services  
702 SE M-291 Highway  
Lee's Summit, MO 64063  
816-986-2190

June 7, 2021

EDUCATIONAL EQUITY CONSULTANTS  
DR PHIL HUNSBERGER  
8420 DELMAR BLVD #500 A  
ST LOUIS MO 63124

SUBJECT: Contract Renewal

<b>Bid/RFP # and Title</b>	<b>RFP No. 2019-34 Equity Based Consultant Work</b>
<b>Original Contract Term:</b>	<b>July 1, 2019 to June 30, 2020</b>
<b>Number of Renewals for Contract:</b>	<b>3</b>

Dear Dr. Hunsberger;

The current period on the contract referenced above is due to expire on June 30, 2021. There is a provision to renew this contract for an additional (1) one-year period. This renewal period shall be governed by the specifications, pricing, and the terms and conditions set forth per Year 2 EEC Training guide that is enclosed. I am inquiring to see if you would be interested in extending the contract for this additional period of time.


Please complete the appropriate section below indicating your response on renewing the contract no later than June 18, 2021. If pricing needs to be adjusted, please fill out the attached pricing sheet and include the manufacturer/supplier documentation that supports the price increase. The increase will be limited to the current Federal Price Index, "CPI-U, All Items" (Urban Consumers) index CPI rate.

Thanks for your consideration in this matter. If you have any questions, please feel free to contact me at 816.986.2190.

Sincerely,

Jennifer Lalumondier  
Purchasing and Distribution Services Administrative Assistant

- I agree to the renewal of RFP No. 2019-34 Equity Based Consultant Work for the period beginning July 1, 2021 to June 30, 2022. All terms and conditions of the original agreement will remain the same.
- I agree to the renewal of RFP No. 2019-34 Equity Based Consultant Work for the period beginning July 1, 2021 to June 30, 2022, but will require adjustments to the price that was included in the original contract. I have included the new price(s) along with the justification of the adjustment.
- No, I do not wish to renew the contract.

  
Authorized Signature

6/9/2021  
Date

CO-OWNER EEC  
Title





Educational Equity Consultants has been pleased to provide the district support in the efforts to create inclusive school environments for all student over the past two years. Our work has included professional development for all levels of the district organizational chart. We have provided evaluations for all this work over the past two years. We are pleased as well to share with the district the outstanding passion, commitment, and diligence that we have encountered with the instructional staff, administrative teams, school board members, and community participants for whom we have been engaged.

For this final year, we are once again proposing two more session of the Just Schools program. The budget for this proposal will only reflect the cost of one cohort, as a second cohort is a carry-over from the 2020-2021 proposal. The following chart examines, as in the past the activity, purpose, outcome, and budget for the Just School Cohort planned for the 2021-2022 school year.

## 2021-2022

### Instructional Staff

Cohorts developed for **Just Schools** are made upon of both certified and non-certified individuals

<u>Activity/Schedule</u>	<u>Purpose</u>	<u>Outcome</u>
<p>For each semester of the 2021-2022 School year, the district will select up to 40 instructional staff members to attend the <b>JUST SCHOOLS</b> program of Educational Equity Consultants</p> <p>Just Schools includes an introspective <b>two-day retreat</b> followed by <b>four days of diversity training</b> to improve policies and practices.</p> <p>Exact dates TBA</p>	<p><b>Just Schools</b> is designed as an approach to both an individual’s stance toward diversity and as well, the strategies that might be used to create an inclusive environment.</p> <p>Participants in this program are provided a number of interpersonal reflections regarding their own stance during the two-day retreat. This retreat will include a comprehensive examination of the architecture of oppressions with emphasis upon racism, but not at the exclusion of other “isms” that exist within a school setting. The work is designed for safe authentic conversations, reflections, and interactive activities.</p> <p>The following up sessions will provide participants with specific instructional strategies at both the classroom and school level to insure an inclusive environment for learning.</p>	<p>Research conducted by Dr. Phyllis Balcerzak, Washington University during a seven-year program period, rendered the following results:</p> <p><i>“The evidence from this study would indicate that the personal and public awareness and knowledge of racism created through the <b>Just Schools</b> program transferred to the educational setting as a desire among participants to act as change agents.</i></p> <p><i>Additionally, the strategies for change that are enacted vary from changing hiring practices, attending ally groups to share knowledge and practices, engaging colleagues in interpersonal conversation about racism in the setting and discovering ways to create learning.”</i></p>

**Proposed Budget  
Just School Program**

2-day retreat = \$14,000.00  
4 days of follow-up = \$14,000.00  
Total Cost of Just Schools = \$28,000

**Cultural Change for Equity & Cultural  
Inclusiveness**

<b>Instructional Staff - Just Schools</b>	<b>\$28,000.00</b>
<b>Total</b>	<b>\$28,000.00</b>

\*Lee Summit School district will reimburse Educational Equity Consultants upon receipt of travel and lodging expenses.

## **Partnership Agreement with Lee Summit R7 District**

Education Equity Consultants views this proposal as a partnership with the Lee Summit R7 District. Quality and effective partnerships are clear about the expectations of each party and are committed to reviewing the effectiveness of the partnership on a regular basis. The previous pages outline the expectations for Education Equity Consultants. Listed below are proposed expectations we would hope the Lee Summit R7 District would commit to providing. Certainly, this list is not all inclusive and may be adjusted based on conversations between the Executive Leadership Team of Lee Summit R7 District and Education Equity Consultants.

The Lee Summit R 7 District Executive Leadership Team will...

- Support the implementation of the plan.
- Provide support and hold the building leaders accountable for the implementation of identified strategies.
- Work with EEC to examine the evaluation tools for all categories of participants for inclusion of cultural competence and make adjustment as needed with the support of EEC.
- Assist principals in providing support and holding their staff accountable for the implementation of identified strategies for building staff.
- Use a portion of their regularly meetings with building leaders to continue their learning and focus on socially just school communities.
- Provide EEC with quarterly feedback and work with them to make adjustment as needed.
- Work with EEC to create and implement an evaluation tool for the ongoing professional development sessions.
- Provide substitutes to enable the full participation of identified staff.
- Provide the necessary technology and room setup for each professional learning session.
- Provide the copies needed for each professional learning session.
- Provide timely payment for services provided.
- Fully participate in the sessions for the Executive Leadership Team.

## **Tony Neal - President/CEO Educational Equity Consultants**

**Tony Neal** is currently President/CEO of Educational Equity Consultants and Executive Director of the Center for Educational Equity. He served as Director of Southern Illinois University East St. Louis Charter School for eleven years. In addition to this full-time position, Tony is adjunct professor for Webster University where he teaches in the Media Communications department. He is also a senior partner with Educational Equity Consultants. Tony has served as faculty and trainer for numerous Dismantling Racism Institutes of the National Conference for Community and Justice and has trained for the Anti-Defamation League/ A World of Difference and for the Coro Midwestern Leadership Center. In 1991, Tony received a United States Court Appointment to the Educational Monitoring Advisory Committee, St. Louis Desegregation Program. Tony has presented at the International Principals' conference in London, England and Toronto, Canada. Tony holds a B.A. degree from Morehouse College and a M.A. degree from Washington University. He is a 2000 graduate of the Focus St. Louis Leadership program, a 2003 graduate of the Harvard University Urban Principals' Institute, a 2006 graduate of the Vanderbilt University/ Peabody College Summer Fellows program, and a 2007 graduate of the National School Leaders Network Facilitator's training at Wellesley College. He served as regional facilitator for the St. Louis Metropolitan School Leaders Network for two years. He currently serves on numerous local and national boards.

## **Phil Hunsberger – Co-owner / Senior Facilitator**

**Phil Hunsberger** was formerly the Executive Director of the Metro East Consortium for Child Advocacy (MECCA), a partnership of six Illinois School Districts that included East St. Louis, Cahokia, Madison, Dupon, Venice and Brooklyn. MECCA provided professional development for these districts in the areas of literacy, school leadership, mentoring, and social justice advocacy for teaching and leading. Dr. Hunsberger also served as the Coordinator an Illinois State Board of Education RESPRO Region V grant. This initiative provided professional development for schools not reaching adequately yearly progress (AYP) in a sixteen-county area of southern Illinois. From 1971 until the 1998 assignment, Phil served as a teacher, principal and central office administrator in the Sterling Unit #5 School District. He received his Bachelor of Science in Education and his Master in Science

in Educational Administration from Northern Illinois University. His doctorate in Educational Leadership is from National-Louis University, Wheaton Campus. In 1994, the National Association of Elementary School Principals selected Phil as the National Distinguished Principal from Illinois. Most recently Phil served on the faculty for the National Conference for Community and Justice; Dismantling Racism Institute from 2002-2006. He has served as the Director of the International Network of Principals' Centers and has presented for school districts and leadership centers in the Chicago, Denver, New Orleans, Atlanta, Rochester, New York, Little Rock and Columbus, Ohio area

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X 

Phil Hunsberger  
Co-Owner/ Senior Facilitator

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Dr. Emily Miller  
Assistant Superintendent of Operational Se...