Cover Sheet Text for Contract w/JCCC Agenda Item

The work of Just Communities with SB Unified in support of SBUSD's commitment to the priority of developing culturally proficient and equitable school communities is conducted through a Strategic Approach to Change. This approach is based on Just Communities' decades of experience in working with schools and other organizations on systems change efforts. In order to produce lasting and measurable systems change, 5 types of work must take place within the system concurrently:

- Developing Awareness & a Sense of Urgency: This work is designed to reach large groups of people within the system and to help those people develop an awareness about the issues at hand and feel that these issues are a vital priority.
- Relationship Building: Developing relationships between people of different backgrounds with a level of trust deep enough to have difficult conversations.
- Leadership Development: Developing a small but dedicated group of leaders with the passion, knowledge and skills to lead equity efforts.
- Strategic Planning: Developing strategies and plans for change.
- Mobilizing and Organizing: Orienting human, intellectual and financial resources towards implementing the change plans.

The proposed contract between Just Communities and SBUSD for 2018-2019 is grounded in this strategic approach to change and delineates specific programming and services in accordance with the District's ongoing commitment to prioritizing cultural proficiency and equity district-wide.