

Consulting Contract with Dr. Carmel Saad – Implicit Bias Training

Background

Dr. Carmel Saad has provided training for our certificated staff over the last two years about addressing implicit bias. This aligns with our core value of equity and cultural proficiency. The board report on April 2, 2019 summarized the work accomplished over the first two years and the positive experiences of our staff. Dr. Saad will continue to partner with Just Communities Central Cost and Mr. Jarrod Schwartz on the design and delivery of this training in the 2019-2020 school year. She will continue to collect data to measure the impact of implicit bias training for our district and upon collection of a third year of data, she will prepare and report summary findings in spring 2020.

Participants

To date, we have trained 433 people about implicit bias using a one-day training model. We will continue to offer this voluntary training to all certificated staff in our district. All new administrators will participate in the training and we will make a special invitation to our guidance counselors as they have been busy with other trainings the last two years.

Next year we plan to add classified staff who have high levels of contact with students and parents. Our preliminary list of classified positions include:

- Campus security staff (secondary)
- Office managers
- Attendance clerks
- Administrative assistants
- Nurses

Participation for any classified staff will be voluntary.

Budget

The cost of this contract is \$61,950 which will be paid out supplement funds, 0790. This represents a modest reduction in her contract from the prior year which was \$63,500.