



Midlothian ISD
Attn: Purchasing Department
100 Walter Stephenson Rd.
Midlothian, TX 76065

**REQUEST FOR PROPOSAL (RFP) NO. 2021-001
DIVERSITY, EQUITY AND INCLUSION CONSULTANT SERVICES**

Opening Time and Date
2:00 pm (CST) July 22, 2020

Addendum No. 2

The following Addendum is made pursuant to the Request for Proposal (RFP) No. 2021-001, Diversity, Equity and Inclusion Consultant Services. This Addendum shall be fully incorporated into the RFP and if any portion of this Addendum conflicts with the RFP or Attachments, the Addendum shall take precedence.

The following changes and/or clarifications are made in response to questions received from potential proposers:

1. Is this a continuation of work in place?

Yes, it is a continuation of our cultural proficiency work for the past two years. However, this consultant will help the district, in partnership with its Diversity Council, to develop a long-term plan to achieve council's goals. As part of the services, this consultant will help facilitate the goals, strategies, tactics and implementation plan for the entire district including campuses.

2. What is your time frame?

We recognize this will take a year, plus. However, this contract is for one year.

3. How many district leaders will receive training? How many school leaders? How many teachers?

As far as leadership, 40 including Board, cabinet, principals and department leadership. Additionally, we have about 800 employees to receive training.

4. What is your budget for this project?

Budget will be allocated according to the proposal.

5. What has been developed in connection with your cultural initiative to date?

You can review our district's cultural tenets on our website and review the information about our Diversity Council on the website.

6. Which grades and subjects will need to be audited as part of your curriculum audit?

All grades, all subjects.

7. Are you looking for in-person, online, or hybrid professional services?

Hybrid, due to COVID.

8. The scope of services states: The District will use the criteria specified within to review proposals, select qualified proposers to interview and will make a recommendation to the Board of Trustees based upon the RFP committee's scoring and review. Who from the District will make the recommendation to the Board of Trustees?

This will be a combination of district leadership and members of the Diversity Council.

9. The scope of service states: Partner with vendors to audit practices, policies, procedures related to hiring, retention, communication, curriculum, etc. to ensure we are culturally responsive to our students, staff, and parents. Please define who are said vendors?

Vendors will be organizations that are needed to achieve our diversity, inclusion, equity plan. For example, the district seeks curriculum/lesson auditing services and our consultant may not be able to do this with fidelity and the district has to partner with a firm to achieve this audit. We ask that our consultant be able to work with this vendor to help us put appropriate plans in place as part of the overall diversity plan.

10. What are the unique challenges that Midlothian ISD faces related to DEI?

We have many challenges including a growing population with changing demographics. As our district has shifted from a small to a suburban district, we are needing expertise in helping the district to develop a comprehensive plan, serve as a thought partner in implementation, evaluate our Diversity Council and structure, determine and provide appropriate training (unless we need to partner with a vendor) for leadership, teachers, staff, students and parent organizations.

11. What are Midlothian ISD's particular areas of interest or growth related to DEI?

Our areas of growth are to develop goals in the areas of understanding and celebrating diversity, inclusion and equity and ensure our educational practices are aligned to achieving these goals.

12. What is the expectation for Consultant to work with the Midlothian Project?

The Midlothian Project is a sub-community group and may interact with this team, but overall doesn't have a role within this group. The interaction may include gaining their input on behalf of the district.

13. The RFP states: The second year, the district started teacher and staff training in understanding culturally responsive classrooms and departments with a launch of a district Diversity Council. What specific training have teachers and staff completed, what percentage of staff and teachers in the district completed the training, what was the frequency and how long did the training last, who facilitated the training, and what was the related cost?

The culturally responsive training was provided to every staff member from August through September of 2019. Additionally, each teacher during iPlan (there were five of these days throughout the year) read literature or watched lectures on cultural proficiency topics and discussed these as a staff on how to shift thinking and practices in the classroom. The literature was also identified by our trainer last school year. The training for teachers took 3 hours and the training for auxiliary staff took about 1.5 hours. We divided the teachers into 4 sessions over two days and auxiliary staff had four rotations. The cost for this training was \$30,000.

14. The RFP states: This group is comprised of teachers, staff, parents, community representatives and students. The Diversity Council's goal this first year was to develop a mission and overarching goals for the district that focused on diversity, equity and inclusion. Due to COVID-19, our Diversity Council meetings halted until this summer and have resumed meeting via Zoom. Are meeting notes or recordings from these sessions available for public review?

At this time, the agendas and presentations are posted on our website, but the meetings were not recorded.

15. The Request for Proposal mentions one deliverable as providing additional counsel as needed, including sharing training resources or providing training to staff, students and parents. Does the proposal need to include pricing consideration for execution and implementation of all staff, student, and parent training, if needed?

Yes, that would be helpful to have a line item that provides an estimate.

16. What is Midlothian ISD's overall training and development budget at present, per year, per teacher, and per student? What was the training and development budget in the two years prior?

We have been aligning our budget to meet the training needs.

17. What is the current demographic makeup of the Midlothian ISD's faculty, leadership, staff, and students?

Teachers by Ethnicity as on TAPR Report from TEA:

African American 3.5%
Hispanic 6.6%
White 89.0%
American Indian 0.2%%
Asian 0.5%
Pacific Islander 0.2%
Two or More Races 0.0%

Student Demographics by Ethnicity as on TAPR Report from TEA:

African American 7.5%
Hispanic 21.8%
White 64.5%
American Indian 0.4%
Asian 1.1%
Pacific Islander 0.0%
Two or More Races 4.6%

Additional demographic information can be found on our website - <https://www.misd.gs/about/growth-management/demographic-reports>