PHASE I: Data Collection and Analysis (April 25, 2023 – June 30, 2023)

- **Develop introductory video** to set intentions and discuss Phase I goals
- **Facilitate six (6), 45-minute Secondary-level Student Advisory Committee (SAC) meetings** (a total of three per building)
- **Disseminate and assess a pre-survey** with purpose of SAC to identify strengths, opportunities, aspirations, results, relationships, and personal strengths to support a problem-solving model and reimagining of Falcon PRIDE (e.g., students co-construct acronym)
    - **Facilitate problem-posing** around a Strengths, Opportunities, Aspirations, and Results (SOAR) model to identify most urgent needs
    - **Ensure group is representative** of school community (e.g., regional)
- **Facilitate two (2), 90-minute Parent Advisory Committee (PAC) meetings**
    - **Disseminate and assess a pre-survey** with purpose of PAC to identify strengths, opportunities, aspirations, and results, resources, and personal strengths to support a problem-solving model
    - **Facilitate problem-posing** around a SOAR model to identify most urgent needs
    - **Ensure group is representative** of district community (e.g., regional)
- **Facilitate ten (10), 60-minute listening sessions** (i.e., District and building administrators, Pupil Services, LDHS, LDMS, Conewago, East Hanover, Londonderry, Nye, South Hanover, Price)
    - **Disseminate and assess a pre-survey** to identify SOAR, tiered resources, relationships, and personal strengths to support a problem-solving model and leverage support and build a "coalition of the willing"
    - **Facilitate problem-posing** around a SOAR model to identify most urgent needs
- **Maintain a continuous feedback loop through meeting minutes** with board, (interim) superintendent, student advisory, parent advisory, department, and building-level staff to make meaning from emerging themes from the SOAR model to promote transparency, trust, and co-construction of needs across all vested partners (i.e., facilitative administration)
- **Facilitate two (2), 60-minute Relationship Mapping session, one (1) at each secondary building** to support school staff in identifying students who do not currently have positive connections with school adults and provide targeted interventions (e.g., pairing with supportive school adult mentor)
- **Organize a resource map inventory** of available interventions and potential external partner resources
- **Analyze school climate survey and PAYS quantitative data with SAC, PAC, listening session, and other qualitative data** through cross sections and disaggregation to identify needs through root cause analysis (RCA). Data-informed recommendations will be presented to the board and administration to support the development of sustainable solutions in Phase II.

PHASE II: Initial Capacity Building (July 1, 2023 – April 30, 2024)

- **Coordinate Implementation Teams** from existing or repurposed/expanded team to ensure fidelity and sustain capacity with Implementation Drivers that build knowledge, skills, abilities, and systematize using innovative practices. Team collaborative and/or mind mapping software will be utilized to support team innovation
    - **Identify eight (8) building-level teams** consisting of building or district administration, teachers, and support staff. Teams should be between three (3) to 12 people with a team lead or co-leads.
        - **Conduct two (2) accountability check-ins**, two (2) per building-level team
    - **Facilitate monthly, 90-minute meetings with district-level team** consisting of team lead/co-leads, building administration, and district administration to identify internal barriers, promote effective solutions, and celebrate successes to stay focused on achieving the desired outcomes
    - **Facilitate a four-hour training prior to start of 2023-2024 school year** to develop team-building, problem analysis, value alignment, common definitions, and innovative practices
- **Develop Implementation Drivers** for competency and organization
    - **Collaborate with Human Resources** to ensure hiring, onboarding, retention, and accountability measures are aligned with vision, mission, and values
    - **Develop an Implementation Calendar** for identified staff and student trainings to develop, improve, and sustain ability to implement identified programs, practices, and external resources as intended. Based on needs and ESSER narratives, trainings are needed for "social emotional health" (e.g., QPR, Teen Mental Health First Aid, More Than Sad, Threat Assessment, Crisis Response) and therefore will most likely require additional funding.
        - **Collaborate with external partners** to secure the resources needed to sustain the practices (i.e., systems intervention)
    - **Create Implementation Scorecards within PDE's six (6) Equity Pillars of Practice** to coordinate the quality and timeliness of the capacity-building work needed and support the Implementation Team's leaders in their problem-solving challenges through RCA, precise problem statements, and SMARTIE goal development
    - **Coordinate coaching and/or leadership development training** for district and building administration (i.e., PIL Equitable Education for All Students: Why Leadership Matters)
- **Facilitate 36, 45-minute, bimonthly Secondary-level SAC meetings** (a total of 18 bimonthly meetings per building) to identify impact of implemented programs and practices on student well-being and maintain continuous improvement and sustainability of Falcon PRIDE and the SPIRIT program
- **Facilitate ten (10), 60-minute monthly PAC meetings** to identify impact of implemented programs and practices on student well-being and maintain continuous improvement
- **Facilitate ten (10), 60-minute monthly Insight Conversations** with the (interim) superintendent to maintain communication and support of system-wide culture change by identifying the emerging issues that arise from engagement. An accompanying **Leadership and Learning Reflection Guide** will be updated continuously to reflect on takeaways.
- **Maintain a continuous feedback loop through meeting minutes (where applicable) and monthly direct communication** with board, (interim) superintendent, student, parent, building, district, regional, and state-level teams to ensure fidelity (i.e., facilitative administration)
- **Analyze school climate survey and PAYS quantitative data with SAC, PAC, and other qualitative data** through cross sections and disaggregation to identify needs through RCA

PHASE III: Road Map/Strategic Plan Implementation (May 1, 2024 – May 1, 2025)

- **Develop Road Map** that creates a three to five-year strategic plan and Implementation Calendar (e.g., Wisconsin RtI Center Implementation Calendar) focused on district-wide self-awareness, culture work, and RCA all aligned with co-constructed core values
- **Coordinate/facilitate 1:1 leadership coaching** for district and building administration
- **Facilitate 45-minute, bimonthly Secondary-level SAC meetings** to identify impact of implemented programs and practices on student well-being and maintain continuous improvement and sustainability of Falcon PRIDE and the SPIRIT program
- **Facilitate 60-minute monthly PAC meetings** to identify impact of implemented programs and practices on student well-being and maintain continuous improvement
- **Facilitate 12, 60-minute monthly Insight Conversations** with the (interim) superintendent to maintain communication and support of system-wide culture change by identifying the emerging issues that arise from engagement. An accompanying **Leadership and Learning Reflection Guide** will be updated continuously to reflect on takeaways.
- **Maintain a continuous feedback loop through meeting minutes (where applicable) and monthly direct communication** with board, (interim) superintendent, student, parent, building, district, regional, and state-level teams to ensure fidelity (i.e., facilitative administration)
- **Analyze school climate survey and PAYS quantitative data with SAC, PAC, and other qualitative data** through cross sections and disaggregation to identify needs through RCA
- **Coordinate a 2024 Youth Summit/Convening** by leveraging partnerships with PAC, community, and external partners to support student well-being, leadership development, innovation, and community-building

Total Client Hours and Compensation

Natural Inclinations LLC will fulfill the scope of work as outlined in the Services Agreement. If, for any reason, the scope of work will exceed the contractual end date of April 30, 2024, Natural Inclinations LLC must inform the Lower Dauphin School District (LDSD) two weeks in advance to consider the best way to deliver the remainder of work. Additional services outside the scope of the agreed-upon deliverables will incur at an hourly rate of $400 per hour, with prior notice to the LDSD.

The LDSD will pay Natural Inclinations LLC a total of $72,000 for consultant services for the entire term outlined in the Services Agreement, unless the Services Agreement is terminated by either party per 9.b., in which case, payment will be limited by the LDSD for services up to the date of termination.

Natural Inclination LLC will invoice the LDSD at the end of each month of services. LDSD will render payment to Natural Inclination LLC within the first ten (10) days of the following month.