

Purchase Order # 230636



Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, CA 94519

Amendment No. _____ to

- Independent Service Contract
- Master Contract

This Amendment is entered into between the Mt. Diablo Unified School District (MDUSD) and _____ (CONTRACTOR). MDUSD entered into an Agreement with CONTRACTOR for professional services on _____, 20 22 and the parties agree to amend that Agreement as follows.

1. Services: (Check and complete ONE of the options below).

- CONTRACTOR agrees to provide the following amended services. (Provide full description of expected final results, such as services, materials, products, and/or reports; attach additional pages as necessary).

- The scope of work is attached as Exhibit A (incorporated by reference to the extent that it is subordinate to and not inconsistent with this Agreement).
- The scope of work is unchanged.

2. Terms: (Check and complete ONE of the options below).

- The contract term is extended by an additional _____ (days/weeks/months), and the amended expiration date is _____, 20 _____.
- The contract term is unchanged.

3. Compensation: (Check and complete ONE of the options below. This provision may only be changed if there is also a change to the above Services OR Terms of the Contract).

- The rate is amended by an increase of decrease of \$ _____ for _____
type of service
- The contract amount is amended by an increase of decrease of \$ 182,100 to original contract amount.

The amended contract amount rate is now \$ 207,000

4. Remaining Provisions: All other provisions of the Agreement, and prior Amendment(s) if any, shall remain unchanged and in full force and effect as originally stated.

5. Amendment History: This contract has previously been amended as follows:

No.	Date	General Description of Reason for Amendment	Amount of Increase/Decrease
			\$
			\$
			\$

6. Approval: This Agreement is not effective and no payment shall be made to Contractor until it is approved. Approval requires signature by the Superintendent (or his designee).

Mt. Diablo USD	Mt. Diablo USD	Contractor	Board Approval (if needed)
By: _____ <i>Budget Administrator/Principal</i>	By: _____ <i>Superintendent or Designee</i>	By: _____	Docket Number: _____ <i>Agenda Item Number</i>
Date: _____	Date: _____	Date: _____	Date: <u>8/24/2022</u>



Leadership Legacy Consulting, LLC
Educational and Racial Equity Leadership Support

Contracted Services Proposal

Mt. Diablo Secondary

Administrative Support Team

August 2022 to June 2024



“In order for people to feel comfortable being their true authentic selves at school, at work and at home, we need to engage in uncomfortable learning in a safe environment for brave action, together.”

Dr. Shelley Jones-Holt

Prepared for: Samantha Allen
Director of Secondary Education
allens@mdusd.org

Prepared By:

Dr. Shelley Jones-Holt, Founder/CEO
Info@LeadershipLegacyConsulting.com
916.800.4308

PO Box 1563, Belleville, MI 48112
www.LeadershipLegacyConsulting.com



Leadership Legacy Consulting, LLC
Educational and Racial Equity Leadership Support

Intro

Your Vision, Your Leadership, Your Legacy, Our Support

In order to close equity gaps seen in organizational systems, it is essential that professionals at all levels build personal and professional capacity to shift the culture of the organization to foster a healthy, productive, and culturally proficient working environment. We have designed a rich and comprehensive program with a systems approach to support organizational leaders and their teams in the development of deep belief systems and an understanding of diversity that empowers them to be proactive and responsive to the diverse needs of the students, staff and families they serve.

It is our belief and experience at Leadership Legacy Consulting, LLC that eliminating organizational and systemic inequities requires getting comfortable with being in uncomfortable conversations about historically controversial topics. We cannot fix what we struggle to face. Facing these challenges is only possible when we fully and authentically engage in a learning journey that begins with collectively studying history, building cultural proficiency and developing an understanding of equity in action, together.

Dr. Shelley Jones-Holt,
CEO/Founder



Leadership Legacy Consulting, LLC
Educational & Racial Equity

Table of Contents

04 Leadership Legacy Consulting, LLC

06 Proposed Scope of Work

13 Investment

*14 Our Story, Our Founder &
The Holt Legacy Group*

18 Our Clients

Mission, Vision, Core Values



Leadership Legacy Consulting, LLC
Educational & Racial Equity

Our Mission

Eliminate the systemic and organizational inequities that have created the school to prison pipeline and perpetuated glass ceilings by creating pipelines that provide equitable access to opportunities for career and life success.

Our Vision

To inspire, educate and support people and teams to achieve their personal leadership goals, develop cultural proficiency and experience liberation through the development of their individual and collective equity leadership skills and strategies.

Core Values (I-LEAD Family First)

- Integrity
- Literacy (Racial, Historical, Academic)
- Empathy
- Agency, Advocacy, Accountability
- Developing Opportunity in Service to Others and Community
- Family First

About us



Leadership Legacy Consulting, LLC
Educational & Racial Equity

Leadership Legacy Consulting, LLC is designed to build leadership skills, strategies and connections for individuals, teams, companies, organizations and families desiring to eliminate systemic inequities through increased knowledge, understanding and appreciation of diversity. Utilizing the foundational concepts of Educational Impact Anthropology (EIA) and a Systemic Change Framework, it is our contention that as individuals, families and communities we cannot know where we are going collectively, if we don't have a deep collective historical context for where we have each been separately. The most impactful and successful leaders of our rapidly shifting future will be those who have a command of how the leadership decisions of the past were made and be able to quickly analyze the successes, challenges and shortcomings of those decisions on all factions of constituents. Equity driven leaders use historical information, qualitative and quantitative data and understanding of the impacts of cultural identity to shape future forward trajectory in brave spaces free of shame, blame or victimization. Leaders of the future understand themselves, their roles in their workplaces, homes and families as well as how to be an impactful positive force in their workplaces, local communities, families and beyond.

Founder and lead facilitator Dr. Shelley Jones-Holt has served in various roles in education for over 20 years around the United States. With a Bachelors degree in Psychology with minors in Integrated Biology and Organizational Business from the University of California at Berkeley, a Multiple Subject Teaching Credential from California State University, Hayward (now East Bay), a Master of Arts degree in Urban Educational Leadership from California State University, Sacramento and a doctoral degree in Educational Leadership from the University of Southern California, Dr. Jones-Holt has utilized her knowledge, expertise and influence to be a relentless advocate for anti-racist policies and practices throughout the United States of America. She is a highly qualified professional developer and facilitator of adult learning services as well as a dedicated advocate for educational equity work. She believes that equity work is a based in cultural proficiency and must live everywhere!





Proposed Scope of Work

Mt. Diablo Unified School District

Secondary Administrative Team
Equity Leadership Support

"Not everything that is faced can be changed.
But nothing can be changed until it is faced."

-James Baldwin

Concept

In order to close racial equity gaps seen in schools, it is essential that educational leaders build capacity and shift the paradigm of a school system that was not designed to yield successful outcomes for all students. We have designed a rich and comprehensive program with a systems approach to support secondary educational leaders and their support teams from all educational levels to assist in the development of deep belief systems and understanding of diversity that empowers them to be proactive and responsive to the diverse needs of the communities they serve.

This proposal for contracted service is designed to support the leadership, faculty, staff, students and community at Mt. Diablo Unified School District Secondary Schools with their Courageous Equity Leadership journey. This journey involves creating safe space for brave action by first understanding and defining equity, examining the individual and systemic barriers to equity and developing sustainable actions to address specific data based equity gaps in the school community. In full transparency, this process is one that must begin slowly and methodically in order to collectively educate all stakeholders and alleviate the majority of fears that can be barriers to sustainable progress for everyone. We do this by ensuring that all parts of the school and district community are able to engage at their own pace without shame, blame or victimization recognizing that every person is in a different place on their journey.

Equity Leadership Journey

Cultural Historical Literacy -> Cultural Proficiency -> Equity ->
Anti-Racism/Anti-Oppression -> Liberation

Enclosed in this proposal is the first phase of support and education for school leadership and district level support team training through an **Equity Leadership Institute** with **coaching support, teacher/staff workshop facilitation, a Cultural Proficiency book study, creation and support of an Equity Steering Committee** to create a fluid Equity Impact Action Plan, **facilitation of listening sessions** and **administrative coaching support** for a communication and strategy plan to keep everyone involved and updated on progress.

Scope of Work

A "Day" constitutes a full 6 hour day session or 2 3 hour half day sessions, unless otherwise noted

Days/Dates	Service (Audience)	Summary of Purpose and Outcomes
<p>10 days/20 half day Sessions Years 1 and 2</p> <p>(virtual or In-person if combined with other service)</p>	<p>Principals Equity Leadership Workshop Series</p>	<p>The purpose of the Equity Leadership Institute sessions is to build capacity of Principals, site leadership teams, as well as lead teachers/staff in leading for equity through taking a deep dive into concepts learned as well as develop the equity action plan through collaboration and coaching. Content is centered around mindset work while creating a parallel between adaptive and technical work in the school system to interrupt racist practices and close equity gaps.</p> <p>Topics and outcomes include:</p> <ul style="list-style-type: none"> • Understand the purpose and impact of historical events on public education • Develop an awareness of common language, define equity, and understand terms used in the field to guide conversations around the work • Define equity through data and student stories • Recognize the barriers to equity and cultural proficiency (i.e. implicit bias, stereotypes, and institutional racism) • Reflect on the role of educators in perpetuating or ending educational gaps • Understand a system’s approach to interrupting patterns of inequities within the school system • Strategically develop an equity impact plan to effectively facilitate equity work and realize the sustained closure of equity gaps <p>Overarching Outcomes:</p> <ul style="list-style-type: none"> • Alignment of Equity Leadership across District departments • Developing a common definition of equity across the district • Strategic Collaboration, Planning, and Application for Systemic Change <p>This workshop series will provide for interactive sessions where participants will focus on serving students through an equity lens across departments and will have an opportunity to:</p> <ul style="list-style-type: none"> • Define equity through data and student stories • Recognize the barriers to equity and cultural proficiency • Understand a system’s approach to interrupting patterns of inequities within the school system • Understand and begin to develop an equity impact plan through a consultancy protocol with colleagues <p>*A google folder will be updated throughout the year to include documents and resources to support educators in leading for Equity.</p>

Scope of Work

A "Day" constitutes a full 6 hour day session or 2 3 hour half day sessions, unless otherwise noted

Days/Dates	Service (Audience)	Summary of Purpose and Outcomes
1.5 days per year Virtual or in-person Years 1 & 2	Executive Leadership Coaching (District Leadership Team)	Coaching is designed to provide customized support for the personal and professional equity leadership journey. This entails support with various aspects of internal and external strategic facilitation and equity impact action planning focused on strategically identifying, implementing, and monitoring actions that impact the closure of equity gaps for identified target student groups in the district
1 day per school site (10 days total) 1 day per school Year 2	Principal/Site Administrator Coaching Sessions	Customized support is designed to provide differentiated professional services to individual Principals and Site Equity/Leadership Teams based on their equity leadership journey. This entails a focus on capacity building at the site level through various aspects of equity impact action planning in strategically identifying, implementing, and monitoring actions that impact the closure of equity gaps for identified target student groups. The content will be grounded in research around cultural proficiency, the equity leadership framework, implementation science, and the 6 conditions of systems change. Activities can include coaching, facilitation/co-facilitation of staff pd sessions, equity walks, data collection, student/parent

Scope of Work

A "Day" constitutes a full 6 hour day session or 2 3 hour half day sessions, unless otherwise noted

Days/Dates	Service (Audience)	Summary of Purpose and Outcomes
<p>5 days (10 half day sessions) In-Person</p> <p>3 per year with at least 1 for planning</p>	<p>Secondary Leadership Keynote and Facilitated Discussions</p> <p>(All Staff)</p>	<p>Educational data has historically revealed numerous equity gaps for our students. This is true not only for our English language learners, students of color, and students with disabilities, but also for our most affluent students. Educational equity is centered around what our students' needs, thus we must understand the importance of supporting their educational success not only for academic performance but also for their social- emotional well-being. As educators, we must increase our awareness of equity issues through deepening our own belief systems, recognizing our biases, and understanding the diversity of others in order to develop an equity lens in our daily practice. Our changed hearts and mindsets are essential to leading for equity in effectively serving our students and school communities.</p> <p>This keynotes and facilitated discussions will provide for an inspiration and interactive session where participants will focus on serving students through an equity lens and will have an opportunity to:</p> <ul style="list-style-type: none"> • Understand the purpose and impact of historical events on public education • Develop an awareness of common language, define equity, and understand terms used in the field • Define equity through data and student stories • Recognize the barriers to equity (implicit bias, stereotypes, racism) • Make connections to the current district initiatives • Reflect on their role as educators in perpetuating or ending educational gaps • Understand a system's approach to interrupting patterns of inequities within the school system <p>9 Session Overview</p> <ol style="list-style-type: none"> 1. Equity Overview, Systemic Approach and Introduction to the History of Public Education 2. Common Language, Defining Equity and Recognizing the Barriers to Equity 3. Looking at data with an equity lens 4. Cultural Proficiency, Identity and Privilege 5. Districtwide Equity Fishbowl 6. Identifying Actions that Impact Equity and Perpetuate Inequities 7. Get In Where You Fit In - A school-wide Approach to Equity 8. Joint Equity Impact Action Planning Collaboration 9. Equity Impact Action Planning Consultancy

Scope of Work

A "Day" constitutes a full 6 hour day session or 2 3 hour half day sessions, unless otherwise noted

Days/Dates	Service	Summary of Purpose and Outcomes
<p>5 days 2 hour sessions</p> <p>September to June (Virtual) Splitting the groups Leadership Year 1 Select Staff Year 2</p>	<p>Cultural Proficiency Book Study</p>	<p>Monthly voluntary webinars to serve as interactive sessions to provide ongoing coaching and support in building capacity to lead for equity at the site level. Sessions will include time for content delivery, discussion, reflection, and sharing of best practices. Participants will have the opportunity to utilize this platform to better understand and support the development and monitoring of their equity action plans, dive deeper into concepts learned, as well as engage in book study discussion around <u>Cultural Proficiency: Manual for School Leaders</u>.</p>
<p>4 days (8 half day sessions) 4 community or parent sessions 4 student or faculty/staff forums Years 1 and 2</p>	<p>Community/ Student/Parent Forum</p>	<p>In light of current and ongoing concerns around the impact of institutional racism on the district and community, it is an opportune time to listen to the voice of various stakeholders who have expressed needs centered around educational equity. These forums provide for the following:</p> <p>Purpose:</p> <ul style="list-style-type: none"> • Provide a safe space for students, families, and community members to be heard and heal alongside the district leadership • Align and deepen the district and community partnership around equity work through community input and perspective • Demonstrate a transparent and sincere commitment to community based educational equity work <p>Outcomes:</p> <ul style="list-style-type: none"> • Gain understanding of the diverse perspectives of the community to inform current and future district/community partnership work • Listen to and learn of the needs of the community • Clearly communicate the commitment and key focus areas of educational equity work • Create space to develop a deep and meaningful district/community partnership <p>*forums can be aligned with other compliance stakeholder forums</p>

Scope of Work

A "Day" constitutes a full 6 hour day session or 2 3 hour half day sessions, unless otherwise noted

Days/Dates	Service	Summary of Purpose and Outcomes
<p>10 days/18 half day sessions and one day planning support</p> <p>(virtual or In-person if combined with other service)</p> <p>Years 1 and 2</p>	<p>Secondary Equity Steering Committee</p>	<p>Designed for the Equity Steering Committee to provide a safe space for collaboration and diving deeper into strategic planning for equity with a systemic lens. The purpose of this space is to provide input and recommendations to district leadership to inform decisions that impact historically marginalized student groups and stakeholders. Is also provides guidance on strategic implementation of equity driven practices.</p> <p>Content awareness outcomes include :</p> <ul style="list-style-type: none"> • Understanding the historical impact and purpose of public education • Reflecting on the role of educators in interrupting inequities in schools • Making connections to concepts of equity and our work in the district • Introduction to strategic collaboration, planning, and application for systemic change • Building capacity and trust of the team to lead the district work with an equity lens <p>Key Outcomes for the year:</p> <ul style="list-style-type: none"> • Evolve and align the current definition of equity across the district • Collaboratively develop and evolve an equity impact plan in alignment with the district's strategic plan to systemically address equity gaps in district • Collection and review of quantitative and qualitative data (listening sessions, voices of alumni, equity walks, grades, test scores, attendance, suspensions/referrals, course access, staffing)



Your Investment

Below is the estimated budget based on the scope of services outlined above. Daily rate includes administrative costs, preparation, travel, accommodations and expenses due to combination of in-person and virtual supports.

Description	Rate	Qty	Price
Principal Equity Leadership Workshop Series	\$5,000	10	\$50,000
Executive Leadership Coaching	\$4,000	3	\$12,000
Principal Leadership Coaching*	\$5,000	10	\$50,000
Cultural Proficiency Book Study	\$5,000	5	\$25,000
Secondary Equity Steering Committee*	\$5,000	10	\$50,000
Community/ Student/ Parent Forum*	\$5,000	4	\$20,000
Total 2 Year Investment Year 1 - \$78,500; Year 2* - \$128,500		52	\$207,000

*W9, insurance certificate, contract, and other relevant documents will be generated and submitted upon proposal approval
(email: Info@LeadershipLegacyConsulting.com)

*Invoicing will be submitted in accordance with contract agreement. Payment should be submitted to:
Leadership Legacy Consulting, LLC
PO Box 1563, Belleville, MI 48112



Leadership Legacy Consulting, LLC
Educational and Racial Equity Leadership Support

Leadership Legacy Story

Leadership Legacy Consulting, LLC has been in operation since 2004 focused on eliminating the school to prison pipeline and all its contributing factors through intentionally creating pipelines to career and life success. Educational family owned and operated, we are a seasoned team of instructional and community leaders with over 150 years of combined leadership and educational experience spanning most of Northern America. By keeping up with the latest trends in education related to supporting the educators called to do the most important work of our time: the effective social, emotional, behavioral, and academic achievement of our children to eliminate the pipeline to prison and all of its factors. We understand our students and the work as well as the various challenges of our educational professional navigating an ever-changing environment while desiring nothing more than the ultimate in success for each of their students. From personal to professional growth, Legacy Leadership Consulting, LLC wants to help you overcome your personal and professional struggles in order to create the successful future of your dreams. When you have your needs met, it is much more tangible to be able to meet the needs of others.

The Career and Life Academy is the signature creation of Family Legacy 5, a 501c3 non-profit dedicated to providing underserved, underprivileged, racially and ethnically marginalized groups including those descendants of enslaved Africans and survivors of systemic oppression with opportunities for entrepreneurial, educational, family, professional and personal success through instruction, mentorship and support. Based on the 5 Pillars of Leadership Legacy, the premise is that by providing young people and families with support, education and opportunities for success through supporting apprenticeships, homeownership, and entrepreneurship we can begin to eliminate the cycles of generational poverty by creating conditions and knowledge for generational wealth.

Whether you are in a public school or private organization we are here to support your efforts to improve working conditions for our educators and the educational experiences of our students and their families. Help us make our mission to eliminate the prison pipeline and all of the institutional, trauma related and societal factors related to it, your reality!



The Story

Dr. Holt has utilized her knowledge, expertise, and influence to be a relentless advocate for underserved youth throughout the United States of America. She began honing her skills and passion for youth to bridge the gap between high school and adulthood for youth in the summer of 2018 as it became clear there were few support options for young people who wanted to go into the vocational fields or skilled trades. But, it was the near tragedy of her own child and trauma to her immediate family in early 2019 at the hands of well intentioned yet grossly misguided public educators that was the ultimate catalyst to uniquely craft the Career and Life Academy. The goal was to teach and mentor the 5 Pillars of Leadership Legacy for young people and families who want to be successful navigating a balanced life. To support families, regardless of educational level, financial status or composition to bring the skills that they teach their children to the forefront and empower them to take charge of the aspects of their children's educational experience upon which they have the most influence.

The Career and Life Academy is the signature creation of Family Legacy 5, a 501c3 non-profit dedicated to providing underserved, underprivileged, racially and ethnically marginalized groups including those descendants of enslaved Africans and survivors of systemic oppression with opportunities for entrepreneurial, educational, family, professional and personal success through instruction, mentorship and support. Based on the 5 Pillars of Leadership Legacy, the premise is that by providing young people and families with support, education and opportunities for success through supporting apprenticeships, homeownership, and entrepreneurship we can begin to eliminate the cycles of generational poverty by creating conditions and knowledge for generational wealth. Meanwhile return the primary role of education to its rightful owners: parents, families and communities.

Whether you are in a public school, service organization or private company we are here to support your efforts to improve working conditions for our educators and the educational experiences of our students and their families. Help us make our mission to eliminate the prison pipeline and all of the institutional, trauma related and societal factors related to it, your reality!



Family Legacy 5
A Community & Family Nonprofit Foundation

Dr. Shelley Jones-Holt

Dr. Shelley Jones-Holt is an educational and racial impact anthropologist that studies the effects of professional learning, instruction, leadership, programs, policies and legislation on society, communities and culture in schools, workplaces, public service agencies and families. She is a passionate and straight-talking leader who is devoted to transparently sharing her career and life experiences to develop leaders and teams to strategically approach and eliminate the systemic inequities for underrepresented populations.

Being a classroom educator first, she is committed to NEVER FORGET her roots in the classroom or in public schools. Starting in Oakland Unified School District in the early 2000s, she had the honor and privilege to serve with some of the most brilliant educational minds focused on two major facets: mathematics literacy for all students as a gateway out of poverty and the culturally proficient, equitable and eventually anti-racist systems for underrepresented students that validates their home language & culture then intentionally uses it as a tool, as opposed to an excuse, to further their academic progress. Over the years this has developed into an understanding of trauma-informed practices, restorative practices, race relations in schools and workplaces, an appreciation for the role of law enforcement in schools and a commitment to support educators, leaders and workers in one of the most difficult times we have seen in the world as we knew it. She presents information and facilitates discussions in a safe way so that it can be used to help educators, leaders, politicians/legislators, police officers and community agencies make decisions that solve systemic problems for the benefit of all children, families, employees, communities, and the servant leaders charged with their care and development.

Having been a first several times in her career (First African American Administrator, First African American Superintendent, First Woman in an Executive Role, First Bilingual Educational Leader), she understands the unique challenges that present themselves when individuals or organizations want to hire the best and most qualified, yet their communities may not be prepared for non-traditional (i.e. non-white, middle aged male) leadership. Preparing individuals and organizations to understand and accept diverse leaders and leadership styles is a necessary, yet often overlooked, part of the process that she provides support in addressing. Dr. Jones-Holt has dedicated her life and career to helping people achieve their fullest potential under the support and guidance of a team of mentors, advisers and community leaders dedicated to the success of tomorrows leaders in an anti-racist world with equitable access to opportunities.



Founder and CEO

Experienced K-12 Superintendent, Educator, Keynote Speaker, Author, College Professor and Facilitator of Adult Learning.

Dr. Jones-Holt prides herself on distinguishing between comfort and safety and supporting people to get comfortable with uncomfortable topics and situations because “the equity leadership and positive change we seek is on the other side of the discomfort we avoid.”



Leadership Legacy Consulting, LLC
Educational and Racial Equity Leadership Support



Our Services



Leadership Legacy Consulting, LLC
Educational & Racial Equity



Presenting and Keynote Speaking

- Motivation and Inspiration
- Cultural Proficiency
- Equity Leadership
- Anti-Racism and Anti-Oppression
- 5 Pillars of Generational Family Leadership

Workshop and Network Facilitation

- Equity Task Force Development and Facilitation
- School Board Equity Leadership Development
- Executive, Cabinet, Department and Site Level Equity Leadership Development
- Equity Action Plan Development
- Equity Walks
- Instructional Rounds Training, Facilitation and Support
- Multi-Tiered System of Support for Adults and Students Training, Facilitation and Support
- Restorative Practices Facilitation and Training

Coaching and Support

- Equity Leader Coaching, Mentoring and Networking
- Educational Equity Data and Research Support
- Site Principal and District Cabinet Level Training and Coaching
- County Office Training, Coaching and Network Development
- City Level Equity Training, Coaching and Network Development
- Police Department and Public Service Organizational Training and Coaching for Equity
- Superintendent Search and Executive Recruitment

Support & Experiences

Community, Student and Parent Forum Facilitation

Parent and Family Workshops

Equity Leadership Retreats

Family Leadership and Development Retreats

Culturally Proficiency Family Leadership Training, Facilitation, Mentorship and Support

Course Offerings

Homeownership and Entrepreneurship Courses for Youth and Families

Family Leadership Development Courses for Youth and Families

Cultural Proficiency Development Courses for Executives, Organizations, Families and Community Leaders

Vocational and Skilled Trades Apprenticeships for youth and community development

Our clients

We are honored to lock arms with clients who are intentionally engaging in the work to close opportunity gaps in the school system, governmental processes, institutions and families. Our clients have received customized services provided in the form of executive, administrative and staff training; equity networks; school board workshops; parent, student and community stakeholder support; keynote speeches, equity focused coaching and mentoring; personalized equity and cultural proficiency development workshops, book study discussions, and a variety of other services to advance equity driven work. Some of these current and past clients include:

Districts, Schools and County Offices

- Alameda County Office of Education
- Albany Unified School District
- Alhambra High School
- American Indian Public Charter School
- Boston Public Schools
- Claremont Unified School District
- Corona-Norco Unified School District
- Moreland School District
- Pleasanton Unified School District
- Redlands Unified School District
- Sacramento City Unified School District
- San Mateo Foster City School District
- Seaford School District
- Soquel Union Elementary School District
- South San Francisco School District
- St. Francis High School
- Stockton Unified School District
- Sycamore Academy Charter
- Temecula Valley Unified School District
- Vacaville Unified School District
- Ypsilanti Community Schools

Government and Public Service Organizations

- City of San Mateo
- City of Vacaville
- City of Albany
- San Mateo - NAACP
- Association of California School Administrators (ACSA)
- Association for the Supervision of Curriculum Development (ASCD)
- National School Boards Association (NSBA)
- National Association of Black School Educators (NABSE)
- California Association of African American Superintendents and Administrators (CAAASA)
- American Association of Superintendents and Administrators (AASA)
- California School Boards Association (CSBA)
- Wayne County College Access Network (WCCAN)
- Council for Leaders in Alabama Schools (CLAS)

Colleges and Universities

- Alder University
- California State University, Sacramento (CSUS)
- California State University, San Bernardino (CSUSB)
- Grand Canyon University
- Cambridge College
- Tuskegee University

Business and Non-Profit Organizations

- Elk Grove Catholic Diocese
- Girl Scouts of San Geronio Council
- Learning Focused Solutions
- Microsoft Corporation
- Good Shepherd Catholic Church
- New Leaders, New Schools
- Zuda Yoga East - Folsom and Roseville



Leadership Legacy Consulting, LLC
Educational and Racial Equity Leadership Support

Your Vision, Your Leadership, Your legacy, Our Support



"The equity leadership we seek is on the other side of the discomfort we avoid. The only way to bring people along is to intentionally create safe spaces for brave action free of shame, blame or victimization"

-Dr. Shelley Jones-Holt

Thank YOU for the opportunity to propose locking arms on the equity leadership journey!

Thank you.



Leadership Legacy

Supporting Educational & Racial Equity