



EXHIBIT A

Memorandum of Understanding (MOU) for proposed School-based Services Recent Immigrant and Refugee Students



Refugee & Immigrant Transitions (RIT)
Business Address: 870 Market St # 558,
San Francisco, CA 94102
Tel: 415-989-2151
www.reftrans.org

Partnership to support Recent Immigrant and Refugee Students in MDUSD:

If approved, this agreement gives permission for Refugee Immigrant Transitions (RIT) staff members to provide support services for recent immigrant and refugee students who attend school in Mt. Diablo Unified School District (MDUSD) schools. This is based on the successful CalNew Grant Application, previously approved to apply by the MDUSD Board of Education. This agreement is not related to funding; for any funding to be exchanged with agencies, approval of a separate Independent Services Contract is required. This agreement will remain in effect from November 2022 thru November 2027. This document is used to describe information regarding proposed programs and/or services. A Memorandum of Understanding (MOU) is required for any agency to provide programs or services in district schools. Agency assures MDUSD that all RIT staff, interns and volunteers will be fingerprinted and cleared prior to interacting with students virtually or in person. Agency is responsible for all costs associated with fingerprinting and any health exams required to interact with students in public schools, for example, evidence of negative TB test.

Contracts and MOU's must be approved prior to offering services and support for MDUSD students at district schools.

Name of Agency:
Refugee & Immigrant Transitions (RIT)
Business Address: 870 Market St # 558, San Francisco, CA 94102
Tel: 415-989-2151
Website URL: www.reftrans.org

Description of Agency: (include mission statement if available):

Refugee & Immigrant Transitions (RIT) is a 501(c)3 nonprofit operating in the San Francisco Bay Area. Launched in 1982, RIT serves approx. 1,600 refugees and immigrants each year, through free Education, Family Engagement, and Community Leadership programs. Our programs are diverse yet united in their goal to welcome newcomer families & partners in their transitions to a new society. Our mission is to welcome and partner with people who have sought refuge, employing strengths-based educational approaches and community support so they may thrive in our shared communities. Last year RIT served approx. 800 youth through education, community navigation, socioemotional support/mentoring, and community navigation programs, in partnership with local schools and school districts in the San Francisco Bay Area.

Description: What services does the agency propose to offer in district schools?

Immediate:

- Enrollment support for newcomer students at MDUSD, including ongoing support for newly-arrived Afghan students and their families. Service may be expanded to newly-arrived students and their families from other places of origin per request and capacity.
- Outreach and referrals to health care related to COVID-19 pandemic.
- Education case management and assistance for recent immigrants families to navigate public education and local resources.
- Peer-to-peer facilitated support and youth leadership opportunities related to human rights and social justice. This is aligned with MDUSD goals related to equity.

At what school(s) is the program / services proposed?

This agreement authorizes the agency to provide services at all MDUD Schools. The plan for initial implementation is based upon current data and enrollment of recent immigrant students.

- Mt. Diablo High School (World Academy)
- Ygnacio Valley High School
- Concord High School
- Olympic High School

Purpose: What is the purpose of the proposed services? Intended outcomes?

- School Enrollment: support recent immigrant families to understand and navigate MDUSD enrollment practices, for the purpose of access to education.
- Enrollment assistance will include assistance for students to obtain immunizations to required for school enrollment, access to public health and other health care resources in the community, and education regarding covid safety as per Department of Public Health.

- Assist for families to access District community resources.

Target population:

- Recent immigrant and refugee students, i.e. Afghanistan, Central America, and Ukraine.
- Recent immigrant students who are legally homeless as unaccompanied minors
- Recent immigrant students with suspected disabilities will receive individualized support to connect with community providers and eligibility for district programs (i.e. Section 504 and IEP).

Service provider qualifications:

- Kajal Shahali, Youth Program Manager brings approximately 10 years of experience working with newly-arrived refugee communities and children, supporting them as they transition and navigate resources, programs and school systems. Her experience with schools range from managing RIT's three key youth grants in Oakland, managing RIT's partnerships with school-based programs at Oakland International High School and Fremont High School (including after-school and Youth Mentorship programs). Since the mass relocations of Afghans from Afghanistan to the United States in August 2021, Kajal has also been enrolling newly-arrived Afghan youth in schools and providing technical assistance to partners/resettlement agencies in this work. Kajal holds a BA in Peace and Conflict Studies from University of California, Berkeley and MA in International Child Studies from King's College London. She is fluent in Farsi, and also speaks Dari, Arabic and Spanish.
- Arzo Nassimi, Education and Wellness Coordinator brings teaching experience in English and Farsi in the United States and Afghanistan. She conducts Covid outreach and education to Afghan families in school districts in Contra Costa and Alameda counties. Arzo holds an Associate Degree in Business Administration from Kardan University, Kabul Afghanistan.
- Jane Pak, Co-Executive Director at RIT and Adjunct Professor in the Master in Migration Studies program at the University of San Francisco brings 20+ years of experience in education in various contexts across nonprofit, higher education, government, and business sectors where she has spent time building and growing sustainable practices through the development of resources, systems, and interdisciplinary teams; while always

prioritizing humanity dignity, community, and a commitment towards social justice. Jane holds a Doctorate in International & Multicultural Education from the University of San Francisco; MA in International Educational Administration and Policy Analysis from Stanford University; MBA from Clarkson University; and BMATH from the University of Waterloo, Canada.

- Agency is responsible to ensure that type of support services provided are within each staff member's scope of competency, training and experience.
- Services will be supervised by the RIT Youth Program Manager.

Curriculum: Any curriculum, written materials, or media to be used in the district schools require prior approval.

Collaboration / Beyond Co-Location: Proposed services will operate in collaboration with school personnel, district programs, and resources or providers in the community, With permission, RIT providers will collaborate with the Mt. Diablo Homeless Outreach Program for Education to serve recent immigrant students who are also legally homeless.

Use of surveys: District approval is required before distribution if any survey. Surveys may only be conducted with written permission on file from parent /legal guardian.

Informed consent: Informed consent by parent or guardian is required to provide professional services for district students, parents and guardians. Services offered by RIT are 100% voluntary and may be discontinued at any time.

Benefit to district / community:

RIT has been working in close partnership with other school districts in the Bay Area for many years, specifically with newcomer programs and has thus developed a strong understanding of related systems and challenges. RIT works with communities who have sought refuge from 50 countries around the world and has deep experience working with diverse populations who have experienced forced displacement, are learning a new language, transitioning into a new space, may have limited/no formal prior schooling, etc. RIT's staff speak 12+ languages and have deep experience in diverse, multicultural settings. This knowledge can benefit MDUSD as the district

navigates how best to support growing numbers of newcomer youth in the district, including but not limited to students from Afghanistan and Central America. RIT may provide support as needed due to influx of newly arrived students.

Responsibility / Indemnification:

Agency assumes full responsibility for programs and services provided by agency staff, interns and volunteers. Agency indemnifies, defends and holds harmless the school district and all employees of the school district. Information about liability insurance requirements is outlined in the Independent Services Contract. An agency may not enter into agreements or indemnify on behalf of another agency; this applies to agencies that operate as part of a consortium.

Summary Information / Data:

Agency will submit a mid-year and end-of-year summary that describes the services offered, the demographics of students who participated, and the outcomes of services. Mid-year summary information is due by January 15th of each school year. A more comprehensive summary of services offered is due no later than June 15 of each school year.

District contact:

James Wogan, LCSW
Assistant Director, School and Community Services
woganj@mdusd.org CC: hope@mdusd.org
925.682.8000; 3054
925.250.5500 (text/imessage)

Supervisor:

Felicia Stuckey-Smith, J.D.
Director, Student Services

MDUSD Superintendent:

Adam Clark, Ed.D.

Agency Liaison to MDUSD

Name: Kajal Shahali

Title: Youth Program Manager

Email: Kajal@refrans.org

Tel: 510-403-1290

Mobile: 510-403-1290

CalNew Grant written by: Kathryn Fireman, MDUSD English Language Programs, Monie Bohnsack, James Wogan, Kajal Shahali and Jane Pak.

Acknowledgement: Stephanie Roberts, Director of Partnership and MTSS

See Certificate of Insurance (COI) with MDUSD added as additionally insured.

See Independent Services Contract for Date of Review by MDUSD Board of Education and Authorized Signatures.

