



*Leadership Legacy Consulting, LLC* <sup>™</sup>  
*Courageous Leadership Development*

# **Contracted Services Proposal**

*Mt. Diablo Unified School District*  
*College Park High School*

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November 2023 to June 2025

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“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

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*Leadership Legacy Consulting, LLC* <sup>TM</sup>  
*Courageous Leadership Development*

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## 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

### **DISCLAIMER**

The information contained in this document is confidential, privileged and only for the intended recipient and may not be used, published or redistributed without the prior written consent of Leadership Legacy Consulting, LLC.



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# Mission, Vision, Core Values

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## 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 Always Comes First



# About us

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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  
College Park High School*

Equity Leadership Development  
& Support

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

-James Baldwin

# Concept

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Leadership Legacy Consulting, LLC  
Courageous Leadership Development

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 educational leaders and 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 of College Park High School on their 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 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 to Liberation



Enclosed in this proposal is the first phase of support and education for certificated faculty, classified staff and administrative leadership training and administrative/executive coaching support for select faculty leaders, teacher/staff workshop facilitation, voluntary involvement in a 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 plan to keep everyone involved and updated on progress.

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# 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/year Virtual or in-person</p> <p>5 days/year Coaching for Mr. Honey, personally in addition to site team</p>	<p>Principal/Site Administrator Leadership Coaching</p> <p>(Administrative Leadership Team)</p>	<p>Coaching is designed to provide customized support for the personal and professional equity leadership journey of the site leadership team, union partners and key leaders to help move the work. 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 (i.e. African Americans).</p>
<p>5 days/year Virtual or in-person</p> <p>(District MTSS support leader)</p>	<p>Administrative Support Leadership Coaching</p>	<p>Coaching is designed to provide customized support for the personal and professional equity leadership journey of the district support and key internal leaders to help move the work at the schools. 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 groups in the district. Development and support of systemic approach and personal development to lead change.</p>
<p>5 days Virtual or in-person (Ms. Tasha Dunn-Hicks, Partner)</p>	<p>Student Leadership Coaching</p> <p>(Ms. Segee)</p>	<p>Coaching is designed to provide customized support for the personal and professional equity leadership journey of the sole African American full time certificated educator on the school site as well as the new assistant principal. 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 school (i.e. students of African decent).</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
<p>9 days/Sessions</p> <p>4 for 2023-2024 5 for 2024-2025 (Can be half or full day sessions)</p> <p>December 2023 January 2024 March/April 2024 June 2024</p> <p>2024-2025 TBD</p> <p>In person</p>	<p>Courageous Leadership Development Seminar/Workshop Series with Facilitated Discussions</p> <p>(All Admin, Faculty and 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 workshops and facilitated discussions will provide for an inspiration and interactive session where participants will focus on serving students and staff through an equity lens and will have an opportunity to:</p> <ul style="list-style-type: none"> <li>• Cultivate safe space for brave action</li> <li>• Understand the purpose and impact of historical events on public education</li> <li>• Develop an awareness of common language, define equity, and understand terms used in the field</li> <li>• Define equity through data and student stories</li> <li>• Recognize the barriers to equity (implicit bias, stereotypes, racism)</li> <li>• Make connections to the current district initiatives</li> <li>• Reflect on their role as educators in perpetuating or ending educational gaps</li> <li>• Understand a system's approach to interrupting patterns of inequities within the school system</li> </ul> <p>8 Session Overview</p> <ol style="list-style-type: none"> <li>1. Agreements, Equity Overview, and Systemic Approach</li> <li>2. Introduction to the History of Public Education</li> <li>3. Common Language, Defining Equity, Understanding Systems</li> <li>4. Recognizing the Barriers to Equity</li> <li>5. Barriers to Equity part II</li> <li>6. Cultural Proficiency, Identity and Privilege</li> <li>7. Identifying Actions that Impact Equity and Perpetuate Inequities</li> <li>8. Get In Where You Fit In - An Approach to Equity</li> </ol>

# 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
5 days/9 half day sessions and one half day planning support  (virtual or In-person if combined with other service)	Equity Steering Committee	<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 site 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"><li>• Understanding the historical impact and purpose of public education</li><li>• Reflecting on the role of educators in interrupting inequities in schools</li><li>• Making connections to concepts of equity and our work in the district</li><li>• Introduction to strategic collaboration, planning, and application for systemic change</li><li>• Building capacity and trust of the team to lead the district work with an equity lens</li></ul> <p>Key Outcomes for the year:</p> <ul style="list-style-type: none"><li>• Evolve and align the current definition of equity across the district</li><li>• Collaboratively develop and evolve an equity impact plan in alignment with the district's strategic plan to systemically address equity gaps in district</li><li>• Collection and review of quantitative and qualitative data (listening sessions, voices of alumni, equity walks, grades, test scores, attendance, suspensions/referrals, course access, staffing)</li></ul>

# Your Investment - Year 1

*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
Site Leadership Team Coaching	\$5,000	5	\$25,000
Principal Coaching	\$5,000	5	\$25,000
Student Leadership Coaching - Social Work Specialist	\$5,000	5	\$25,000
District Support Person Coaching - MTSS	\$5,000	5	\$25,000
School Leadership Keynote and Facilitated Discussion	\$5,000	4	\$20,000
Total Investment - Year 1			\$120,000

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

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# Your Investment - Year 2

*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
Site Leadership Team Coaching	\$5,000	5	\$25,000
Principal Coaching	\$5,000	5	\$25,000
Student Leadership Coaching - Social Work	\$5,000	5	\$25,000
District Support Person Coaching - MTSS	\$5,000	5	\$25,000
School Leadership Keynote and Facilitated Discussion	\$5,000	5	\$25,000
Schoolwide Equity Task Force Facilitation _ Year 1	\$5,000	4	\$20,000
Total Investment - Year 2			\$145,000

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

\*Invoicing will be submitted in accordance with contract agreement. Payment should be submitted to:  
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*Leadership Legacy Consulting, LLC*  
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# 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.”



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*Career & Life Academy*



*Legacy Development & Management, LLC*



*Legacy Health Sports & Wellness, LLC*





# Our Services



*Leadership Legacy Consulting, LLC*  
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*Career & Life Academy*

## 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
- Cambrian School District
- Claremont Unified School District
- Corona-Norco Unified School District
- Evergreen School District
- Fresno Unified School District
- Mt Diablo Unified 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
- Ygnacio Valley High School

## *Government and Public Service Organizations*

- City of San Mateo, CA
- City of Vacaville, CA
- City of Albany, CA
- Jackson Network Collaborative - Jackson, MI
- 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)

## *Business and Non-Profit Organizations*

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

## *Colleges and Universities*

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



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# *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!*

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Thank you.



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