

Memorandum of Understanding

Between
Inglewood Unified School District
Thelma Melendez de Santa Ana, P.h.D., State Administrator 401 S. Inglewood Avenue, Inglewood,
California 90301 (Partner A)
and
growURpotential
Mechelle Battiste, Founder
6535 Wilshire Blvd, Suite 207, Los Angeles, CA 90048 (Partner B)

This Memorandum of Understanding (MOU) sets forth the terms and understanding between (Partner A) and (Partner B) to deliver the *Resilient Teacher Program* to identified staff employed by Inglewood Unified School District.

Background

This *Resilient Teacher Program* is rooted in the theory and practice of trauma-informed care. It is intended to elevate self-regulation and perception of individual potential in underperforming staff. This program provides intensive experiential instruction that builds engagement, elevates collaboration skills, and enhances emotional intelligence. These services are anchored by research validated curriculum, delivered in small-group format.

Statement of Work

The Resilient Teacher Program will focus on elevating awareness, strengthening existing skills and inspiring investment in self-management and team building. As a result, staff will be better equipped through mindful practices and behavioral awareness to more effectively manage their own emotions and the emotions of others. These abilities will enhance psychological factors which lead to improved communication across the system.

By blending traditional listening and communications skills with the psycho-emotional underpinnings participants will be better equipped to remain focused on achieving and implementing IUSD Twelve Strategic Priorities of restoring and rebuilding the District as a distinguished learning institution via a set of conflict resolution, mediation and self - development tools.

Workshop Goals:

- Resolve Burnout: Improve self-care to more effectively tolerate stress
- Grow Motivation: Learn how to maximize mental focus and grit
- Master Emotions: Elevate positive emotions to resolve frustrations
- Fortify Connections: Create partnerships which increase personal strength

Purpose

This MOU will accomplish the delivery of the *Resilient Teacher Program* to 140 staff members employed by Inglewood Unified School District during the 2018-19 school year who meet the district's protocol for intensive intervention. To this end 100 have been identified at Monroe-Woodworth and 40 have been identified at Worthington.

The above goals will be accomplished by undertaking the following activities:

(Partner A) will facilitate curriculum-driven small-group meetings of no more than ten participants. These meetings will be two hours in length, centered in experiential activities and debate. The curriculum is outlined in an attachment to this MOU and the participants will meet school district's intensive intervention criteria.

(Partner A) will provide (Partner B) with reliable access to 100 participants across eight weeks by resolving ten small groups to be served at Monroe-Woodworth, Monday – Friday of each identified week for a total of 40 days of services.

In a separate eight-week period, following the above eight-week period, (Partner A) will provide (Partner B) with reliable access to 40 participants across 8 weeks by resolving four small groups to be served at Worthington, Monday and Tuesday of each identified week for a total of 16 days of service.

(Partner B) will dispatch David R. Brown, a clinician with extensive knowledge of the district and exceptional methods for building cohesion in workgroups. Mr. Brown holds a Master's Degree in Clinical Psychology, is a Registered Associate Marriage and Family Therapist with more than three years and 2500 hours clinical experience, who is supervised by a licensed Marriage and Family Therapist in compliance with the California Board of Behavioral Sciences.

(Partner B) will prioritize that participants receive individual access to Mr. Brown, as needed, to accomplish the goal of full integration into the program, providing written notification to (Partner A) when these meetings interrupt class coverage.

(Partner A) will provide space that protects confidentiality for all services delivered.

(Partner B) will maintain case notes for each group's progress, in compliance with the California Board of Behavioral Sciences requirements for client records.

(Partner B) will deliver an interview survey ahead of service delivery and again at the end of service delivery to each participant and all members of direct leadership at both schools. (Partner B) will deliver to (Partner A) analysis of all surveys.

(Partner B) will administer a survey of each participant's level of ease for utilizing resilience skills at program exit. (Partner B) will deliver to (Partner A) analysis two weeks after (Partner B) distributes this online, anonymous survey.

Funding

The program budget for the 2018-19 and 19-20 school years amounts to \$500.00 per service day, for a maximum of 45 service days for a total of 22,500.00.

(Partner A) will deliver funds that amount to \$22,500 of this program's budget to (Partner B) this year in a f o u r p a y m e n t disbursement as work is completed in April, June, September and December 2019. The balance of this budget, along with an itemized bill for actual hours spent in meetings will be payable December 31st, 2019.

Duration

This MOU is at-will and may be modified by mutual consent or written request by either partner. This MOU shall become effective upon signature by the authorized officials from both partners and will remain in effect until modified or terminated. In the absence of termination by the authorized officials, this MOU shall end on December 31st, 2019.

Contact Information

Partner name	Inglewood Unified School District
Partner representative	Thelma Melendez de Santa Ana, P.h.D.
Position	State Administrator
Address	401 S. Inglewood Avenue Inglewood, California 90301
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Partner name	growURpotential
Partner representative	Mechelle Battiste
Position	Founder
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_____Date:
Thelma Melendez de Santa Ana, P.h.D.
State Administrator
Inglewood Unified School District

_____Date:
Mechelle Battiste
Founder
GROWURPOTENTIAL

growURpotential: Resilient Teacher Program

PROGRAM OUTLINE

Meeting 1

Moving Forward Together to Transform our Schools
Connecting to the IUSD Twelve Strategic Priorities

Meeting 2

Self As a Starting Point
What Causes Conflict
Mindful Conflict Resolution

Meeting 3

Connecting to our Compass
Motivation: Becoming a Safe ADULT
Self-compassion as a Skill-set

Week 4

Identifying and Managing Emotional Feelings
Elevating Empathy and Compassion For Yourself and Others
Self-Reflection, Self-Talk, Self-Regulation

Week 5

The value of Principles
Engaging the Tired Muscles
Projection-Perception-Reality

Week 6

Why Perceptions and Context Matters
Cultural Context
Compassionate Responding vs. Reacting

Week 7

Environments that Nurture
Managing Disruptive Behavior
Being In-Charge vs In-Control

Meeting 8

Maintaining Healthy Relationships
Creativity, Imagination, Resourcefulness
Keeping the Lines of Communications Open and Connected