



Midland Public Schools

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PUBLIC SCHOOL EQUITY AUDIT REQUEST FOR PROPOSAL

January 2021

Background: The Midland Public Schools (MPS), located in Midland, Michigan is a high performing school district serving over 7,600 students. The district ranks in the top 5% academically in the state and nation. The student body is currently made up of 2.4% of students that identify as Black, 4.03% Asian, 4.26% Hispanic/Latin, .35% Indigenous/American Indian/Alaskan, .23% Native Hawaiian or other Pacific Islander, 2.69% identify as two or more ethnicities, and 86.03% as White. Our district-wide student body includes 34.67% economically disadvantaged students and 15.44% students with disabilities.

Local, regional, and national race related events actuated MPS staff to more closely examine district operations from a lens of equity. The examination prompted a partnership with community stakeholders to develop a comprehensive Diversity, Equity, and Inclusion strategic plan that was adopted by the Board of Education in May 2020.

Link to Plan:

<https://documentcloud.adobe.com/link/track?uri=urn:aaid:scds:US:d6fe2802-2ecf-4dc5-bc3c-1ea274e9f331>

During the summer of 2020, the Midland Public Schools Board of Education further enhanced their existing Diversity, Equity, and Inclusion strategy with a resolution explicitly declaring an intent to ‘Change the System, Eliminate Racism and Create More Equitable and Inclusive Schools for all.’

Full Resolution:

<https://www.midlandps.org/docs/district/depts/10/DEI/FinalRacismBoarddeclarationBOEApproved080320.pdf>

A component of action items (*subsection 3*) includes the following commitment:

3. The Board charges the Superintendent and Administrative Team to implement the Diversity, Equity and Inclusion Strategy including an equity audit to examine policy, practices, culture, curriculum, and instruction, increasing the diversity of our staff, and the ways in which the district can center the needs of our students and the experiences of those who have been historically marginalized.

Scope of Work: MPS is seeking an experienced professional, firm, and/or university team who has worked with educational institutions to assess the components listed in subsection #3 above. Once material, data, and information are collected and analyzed, the contractor will prepare a detailed written report and presentation containing objective based areas of strength and opportunities for improvement coupled with research based best-practice recommendations. The district requests a preliminary report midway through the project timeline that outlines the work completed and findings to that point.

Deliverables:

- Conduct focus groups with students, families, teachers, administrators, other applicable employee groups, and community partners.
 - Provide a detailed report on common themes that emerge.
- Complete a review of Midland Public Schools' policies and practices as outlined in Board of Education Policy, MPS Employee Handbooks and the Student Handbooks.
- Assess distribution of financial resources across the district (human capital, departmental and building funding, etc.) and the underlying processes for determining distribution.
- Provide a detailed analysis on district data relative to student success (e.g., academic performance, discipline, attendance, wellbeing, dropout and graduation rates, involvement in extracurricular activities). Highlight trends in the aggregated and disaggregated data. Identify areas of improvement as supported by the data. Make recommendations based on research based best practices targeting data identified areas of improvement.
- Review current efforts to recruit and retain staff. Provide recommendations on how to improve staff recruitment and strategies to support a diverse workforce by creating a welcoming, bias free, and equitable work environment. Recommend strategies used by other districts/organizations who have successfully increased the diversity of their workforce. Strategies should cover recruitment, onboarding, cohort development, affinity groups (ERG's), leadership development, staff retention, pay equity, and engaging stakeholders such as labor unions and community organizations.
- Review district curriculum and related resources to ensure it is representative of many dimensions of diversity, culturally responsive, and equitable. Provide a detailed gap analysis of curriculum that includes representation of dimensions of diversity; cultural themes and expression; exploration of culturally relevant and/or sensitive topics. Recommend supports to increase representation in advanced courses for students who have been historically marginalized and underrepresented.
- Review family and community engagement practices and provide recommendations on strategies for creating a safe and welcoming environment for families from historically marginalized backgrounds, including socio economic marginalization.
- Final report that recommends strategies supported by researched based best practices.

Project Timeline:

- All proposals are due to the Midland Public Schools by March 15, 2021
- Submitting entities may be requested to present their bids to a selection team
- April 19, 2021: Project awarded at Board of Education meeting
- May 1, 2021: Start date of equity audit
- December 1, 2021: Conclusion of audit and reporting to Board of Education
 - *Start and end dates are negotiable*

Proposal Submission Requirements:

- A work plan describing methodologies, approaches, and roles and responsibilities for how the work will be accomplished
- Detailed description of deliverables and outcomes
- Timeline
- Estimated costs
- Experience providing desired services, including audits or assessments related to racial equity/diversity/inclusion and/or cultural competency
- Relevant experience in the education/nonprofit and philanthropic sectors
- Professional biography and/or curriculum vitae for each of the proposed project team members
- A sample list of past and current clients in the public sector, preferably public schools
- Contact information for a minimum of two relevant references
- Proposal should be limited to four pages (excluding supplemental attachments) and be emailed to MillerPM@midlandps.org
- Any questions regarding this proposal should be directed to MillerPM@midlandps.org
Alternate contact: 989-923-5081

Note: The Midland Public Schools would like to acknowledge the work of Mr. Joseph Corazzini and the Framingham Public Schools. With their permission, portions of the language of this Request for Proposal were utilized from their work performed in 2018. Their collaboration on these efforts is appreciated.