



“Our impact widens and deepens when we engage in the work as a collective.” OCI

Our Invitation for Partnership

Our Collective Impact (OCI) seeks to partner with administrators, teachers, and school communities to engage in collaborative inquiry, research, and design work to build diverse, equitable, and inclusive communities in which all students, families, educators, and administrators thrive. *OCI’s mission is to build structures that result in equitable achievement and wellness outcomes for all students, especially those from the Global Majority¹.*

Utilizing our collective skills, tools, and resources, we provide consultation and coaching to new and veteran school leaders and leadership teams. We deeply listen so that we may define the emerging needs of the community, identify root causes, and strategize solutions together. Based on our partners’ growth goals, we employ action research tactics to co-create the strategy to achieve their desired outcomes. All of our services are driven by our core values of **Community Building**; **Intersectional Justice**; **Authenticity**; and the belief that our work is most effective when **Everyone Thrives**. OCI knows that those who work most intimately with the community are directly connected to the solutions. We see ourselves as catalysts; we support the emergence of the vision and offer project management support so that your goals are actualized.



¹ “The term ‘people of the global majority’ makes space for multi-faceted, pluralistic narratives of the fight against racial oppression by non-white people around the world. It enables global solidarity against white supremacy without cultural erasure.” Daniel Lim



Our Core Values:

- 1) **Community Building** - Martin Luther King, Jr. stated, “We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.” Your work is also our work. Our commitment to our partners is to facilitate deep collaboration and community building among your stakeholders, so that we cultivate a school culture characterized by love, joy, safety and wellness.
- 2) **Intersectional Justice** - Our “why” is grounded in liberation. OCI designs solutions informed by the experiences and voices of those most impacted by the myriad, intersecting forms of marginalization. We render visible the needs of your most resistant and unconnected learners, so that we may create policies, practices and programming that serve them and all students well.
- 3) **Everyone Thrives** - We believe that teaching is a vocation, and the classroom is a sacred space. Thus we know that within the school community, adults and children are able to heal, develop, flourish, and make progress toward their fullest potential.
- 4) **Authenticity** - We vow to show up as we are. We bring our unique ways of knowing, lived experiences, and creativity to each partnership, knowing that when we operate from our core values and convictions, we demonstrate to our partners that they are safe to do the same. We create environments in which everyone can show up as they are.

Overview of Program Offerings

We offer three main programs and services: **A.B.E.L. (Administrators Becoming Effective Leaders); Our Community, Our Collective;** and **Educational Leadership Solutions.**

#1) A.B.E.L. (Administrators Becoming Effective Leaders)

Description:

We aim to build capacity in educators, school leaders, and aspiring leaders through intentional professional learning communities designed as spaces for introspection and the cultivation of new habits, understandings, and practices. We create holding spaces in which participants are invited to show up as their full selves, and be fully heard and seen. This experience will nourish



each educator, so that they return to their classroom or office able to pour into their students' lives from a full cup.

This offering includes a series of workshops and/or ongoing coaching sessions. The workshop topics listed below are available as single sessions, in which you may select as many as you like to create the series. We also offer deeper dives, and one topic can be more thoroughly explored over the course of the sessions. As we discover your school's needs, we partner with you to customize your participants' learning experience.

Session Topics

1. The Role of an Administrator: Vision setting, Coaching, Reflective Leadership
2. Project Management: Setting Tasks
3. Vision Planning and Goal Setting for Departments
4. Designing and Implementing Equity-Centered Programs
5. Evaluating Co-Curricular Programs
6. Institutionalizing Care and Wellness
7. Critical Thinking and Problem Solving
8. Developing Authentic Partnerships with Youth
9. Learning, Communication & Collaboration: How to Run Effective Meetings and Obtain Consensus
10. Cultural Responsiveness
11. Diversity, Equity, Inclusion, and Belonging
12. Organizational Change, Action Research
13. Agency & Efficacy
14. Reimagining Discipline - Discipline Systems Review
15. Classroom and Behavior Management
16. Problem Based Learning (*We can run professional learning communities for a small group or your whole staff. Participants bring problems of practice they are currently addressing: Ideas around Covid, lockdowns/school safety, fights, IEPs, instruction, dress code, DEI topics, etc.*)

#2) Our Community, Our Collective: Organizational Analysis + Solutions

Description:

As former administrators, we understand the demand on your time and the limited human and material resources available. Our Collective Impact listens to your greatest needs and strategizes with you to create an action plan that prioritizes the implementation of your annual goals and multi-year vision. You provide us access to the stakeholders in your community and we do the heavy lifting for you. We provide you with a comprehensive



organizational analysis that identifies your school's strengths and areas for growth. We offer tools to help you refine and share your vision, operationalize and track your progress towards goals, train and coach your teachers, engage families and members of your wider community, and make space for student voice and leadership.



Our work with you will progress in the following five phases:

Phase 1: *Discovery*: We begin with **empathy work to understand your school's current context** and realities within which you are operating. We seek to engage as many stakeholders to understand the structures and dynamics at play in your school system, and your community's pressing needs.

Phase 2: *Recommendations*: Synthesizing your stakeholder's concerns and needs, we **recommend a series of initiatives** aimed at adjusting or introducing school practices, policies, and/or programming.

Phase 3: *Implementation*: We partner with you to actualize the interventions, and **support you through the change management process.**

Phase 4: *Evaluation + Results*: We monitor and evaluate progress towards goals and **offer a mid-point analysis and final impact story.**

Phase 5: *Follow Up*: As needed, we are available for ongoing coaching, troubleshooting, and supportive services to ensure the fidelity of the new initiatives.

#3) Educational Leadership Solutions: Customizable Programming

Description:

Based on our collective experience serving youth and families in schools and community based organizations, we bring a range of skills, expertise, and community connections. We



collaborate with your leadership team to design an offering that fits your particular context, timeline, and budget needs.

Our Path to Partnership

Discovery Process — We begin by learning about your school or organization’s needs and sharing all programming options that address your desired outcomes. We clarify the stakeholders, preferred timeline, and relevant logistics.

Proposal — We submit a draft proposal that outlines your programming options with the phases, timeline, and associated costs explained.

Work Agreement — You select the program that meets your needs and both parties sign a work agreement. Our partnership commences.

Consistent Check Ins/Status Updates — Throughout our partnership, we hold regular check-in sessions with an administrator or their designee to share learnings, progress, and next steps.

Final Report — At the conclusion of our work agreement, we provide a written report outlining the partnership and impact.

Our Consultants

Sharifa Washington, M.Ed. has served in various leadership roles within public, charter, and alternative education and has worked with middle and high school students and families. For the past 15 years, equity and inclusion has guided her work, understanding the urgency to ensure that students are prioritized through learning environments that foster educational opportunities, intervention support, wellness, and leadership growth. Her goal has been to provide all stakeholders with equitable experiences being inclusive with diversity of voice and support that is collaborative and restorative. Sharifa received a B.A. in Communications with an emphasis in Public Relations from California State University, Los Angeles and an M.A. in Educational Teaching from Alliant International University. Sharifa is a published author, podcast host, entrepreneur, and mother.

Kendra Carr, Ed.D. is deeply committed to transformative programming that addresses the needs of all students, especially those at the margins of society. Love, community, humility, equity, and a commitment to liberating action are the values that guide her work with youth,



educators and administrators. For the last 15 years, Kendra has served as a teacher, dean of students, assistant principal, and principal, and has worked with elementary, middle, high school, and community college students, families, faculty, and staff. Kendra received a B.S. in Political Science with a minor in Ethnic Studies from Santa Clara University and an M.A. in Education with a concentration in Equity and Social Justice from San Francisco State University. She received her Doctorate in Educational Leadership from Saint Mary's College of CA.

Our Collective Impact:

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| <ul style="list-style-type: none">➤ Combined 32 years of Educational experience➤ 15 years combined Admin Experience➤ Student Support Services➤ Classroom Teaching Experience➤ PD Design and Facilitation➤ Coaching➤ MTSS Intervention Support➤ C-Level Leadership | <ul style="list-style-type: none">➤ Change Management➤ Service Learning➤ After School programing (National/International)➤ Student Activities/Government➤ Org./Leadership Theory➤ Public Relations➤ Media Relations➤ Communications➤ Alternative Schools➤ Charter/District/Non-profit | <ul style="list-style-type: none">➤ Restorative Practices➤ PBIS➤ Discipline Systems➤ Transformational Leadership➤ Collaborative Leadership➤ Social & Emotional Learning➤ Diversity, Equity, & Inclusion |
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For more information please email us at ourcollectiveimpactllc@gmail.com