

**Memorandum of Understanding  
Between Our Transformation of Education, R. Tolteka Cuauhtin  
and Salinas Union High School District  
for facilitating professional development for Ethnic Studies**

*This Memorandum of Understanding (MOU) sets forth the terms by which R. Tolteka Cuauhtin and the Salinas Union High School District (SUHSD) will work together to provide high quality and effective professional development for teachers and administrators in preparation and support of our district-wide implementation of offering Ethnic Studies as a graduation requirement to all students in the academic school year of 2021-2022.*

**Overview of the Partnership**

SUHSD is committed to providing educators and administrators with the support needed to effectively begin implementation of our district's Ethnic Studies Initiative, in partnership with Our Transformation of Education which began in the Summer of 2021 and is continuing through the 2021-22 academic school year.

**Stage 1.** The first stage of this partnership for the 2021-22 school year will consist of collaborative preparation and implementation of Ethnic Studies scope and sequence development for SUHSD Curriculum, Instruction, and Assessment (CIA) week (July 15th, 16th, 19th, 20th). This work will consist of the following:

- Collaboration with HSS curriculum specialist and Ethnic Studies Curriculum Committee on the planning and facilitation of a virtual CIA week, working with identified teachers from each site that will be teaching sections of Ethnic Studies in the 2021-22 academic year.
- Clarifying the scope and sequence of the semester-long Intro to Ethnic Studies Course and how it aligns to both local learning outcomes and the broader Ethnic Studies movement in the state.
- Collecting, developing, and curating curricular resources that will assist teachers in building a comprehensive and rigorous course of study
- Developing assessment and grading practices to include more equitable and liberatory design.
- Continuing to develop ethnic studies pedagogical practices for all of the teachers in person Pd or virtual formats.
- Developing a second iteration of our ethnic studies course reader that refines our core essential readings with interactive activities as well as better emphasizes local histories, the history of ethnic studies movement (struggle and victories), and examples of our four themes
  - Indigeneity and active ancestral roots
  - coloniality, dehumanization, and genocide
  - hegemony and normalization
  - transformative resistance and regeneration

**Stage 2.** The second stage of this partnership will consist of co-designing a 2 day professional development (in person or virtually) for the 2021-22 school year, and may also include continued support in the following areas:

- Ethnic Studies Framing and Contextualizing
- Curriculum Development, Guidance & Support
- Pedagogical Training (Evidence Based Best Classroom Practices)
- PLC Community Building & Networking
- Statewide Policy Updates and Advocacy

### **Responsibilities & Timeline**

SUSHD will contract Our Transformation of Education to provide professional development to teachers and administrators, grounding them in the Ethnic Studies Framework, alignment to HSS framework and state standards, research and evidenced based best practices. SUHSD will provide both space and opportunities for staff to participate, as well as collaborate in the design of the PD offerings, communicating both district and site needs as they relate to the overall Ethnic Studies Initiative.

Our Transformation of Education will collaborate to ensure that the PD offerings address the needs of participants, that the outcomes align with the district initiatives, and that PD offerings are effectively facilitated and responsive to SUHSD staff.

### **Projected Costs:**

#### *Stage 1: CIA Week, Collaborative Preparation, Consultation, and Facilitation*

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| ● 4 hours Consultation and Co-Preparation                | included |
| ● 4 hours Co-Facilitation with Educators During CIA Week | \$6,000  |

#### *Stage 2: Professional Development*

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|---|----------------|
| ● Hourly Rate for Professional Learning (up to 26 participants)         | \$1500 an hour |
| ● Promotional Daily Rate for Professional Learning (2 to 5 days series) | \$3750         |
| ○ 2 days  | \$7500         |

### **Review of Memorandum of Understanding**

This MOU will be in effect from June 2021 through May 2022. Should either Our Transformation of Education or SUHSD determine that one of the parties is not fulfilling the terms of this agreement, either can ask for a meeting to discuss concerns. At such a meeting, it is agreed that the concerned party will notify the other that a concern exists and the meeting to discuss the concern will include, as appropriate, Our Transformation of Education staff, the SUHSD Coordinator of the project, the key Ethnic Studies staff, and district administration. Each organization may bring additional people, as they deem necessary.

**Accepted and Agreed:**



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R. Tolteka Cuauhtin, Consultant,  
Our Transformation of Education

04/23/2021

Date

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Antonio Garcia, Director of Educational Services,  
Salinas Union High School District

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Date