

Leading for Student Success/Think Together: Proposal for Redlands Unified School District

To: Juan J. Cabral
Superintendent
Redlands Unified School District
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From: Dr. Paul Gothold
President
Leading for Student Success
Paul.Gothold@thinktogether.org

Date: 6/10/2023

BACKGROUND

Leading for Student Success partners with K-12 educational leaders to build strong governance and leadership systems that prioritize student learning and well-being. Our team of experienced district and school leaders works closely with superintendents and boards to establish common goals, create tailored action plans, and implement the necessary supports to achieve educational excellence. Our proven approach has helped numerous districts strengthen their leadership capacity and improve outcomes for all students.

Thank you for the opportunity to submit this proposal for leadership services with the Redlands Unified School District. We are excited about the potential opportunity to partner with you and the honorable board members of RUSD.

PROPOSED SCOPE OF WORK

In collaboration with Board and Superintendent of RUSD, Leading for Student Success will provide comprehensive leadership development services focused on student-centered leadership development and student-centered board governance in accordance with existing governance systems and practice, while enhancing and providing team building to the leadership team both individually and collectively during, but not limited to, June 10, 2025 – July 1, 2026.

Some deliverables and outcomes from this agreement include, but are not limited to:

1. Student-Centered Leadership & Governance Development
 - o Work with the Superintendent and Board to strengthen governance and team structures focused on student learning and well-being

- Plan and facilitate 4 Student-Centered Leadership workshops/retreats with the Superintendent and Board
- Timeline: to be determined
- 2. Option: Executive Superintendent Consultation
 - Provide one-on-one consultation services to Superintendent
 - Available via phone, in-person, or virtual appointments throughout the agreement period
 - Frequency: 1x/month
- 3. Option: Leadership Team Development
 - Provide executive leadership coaching for cabinet/upper management
 - Plan and facilitate leadership team meetings to maximize student growth through the district's strategic plan
 - Timeline: Quarterly coaching sessions
- 4. Option: Superintendent Evaluation
 - Conduct comprehensive, growth-oriented superintendent evaluation to strengthen leadership and drive district success.
 - Timeline: June 10, 2025 – July 1, 2026

All professional services will be delivered through a combination of in-person, virtual, and phone consultations, with in-person services occurring as needed.

PROFESSIONAL FEES

Service	Description	Fee
Student-Centered Leadership & Governance Development	[Brief description]	\$25,000
Total Fee		\$25,000

Total Monthly Fee

Professional services to be billed at TBD per month.

This fee excludes travel, hotel accommodations, and meals, which will be billed separately as incurred.

TERMS OF PAYMENT

Unless otherwise agreed, Leading for Student Success will invoice Redlands Unified School District in equal monthly installments of \$[Amount] during [time period]. The invoicing schedule is designed for ease of payment processing and may not correspond to the timing of services delivered.

SCOPE OF WORK AND ROLE AGREEMENT

Leading for Student Success values your partnership and will make every effort to complete services in the agreed timeframe. We rely on the collaboration of our partners to ensure scheduling and information needs are met, and we will communicate promptly to develop alternatives if availability becomes a concern. From time to time, the proposed services and timeline outlined in this scope of work may need to be adjusted to meet the needs on the ground.

Signature by an authorized representative indicates agreement to the scope of work.

	Partner	Leading for Student Success
By:		Paul Gothold, President
Date:		
Signature:		