



ILO Group

Investing in leaders. Invested in change.

# **Mountain View Whisman School District Leadership Development**

May 2023



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## **Mountain View Whisman Leadership Development**

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# Overview

## About ILO Group

Today's education leaders are facing unprecedented and increasingly complex challenges. At ILO Group, we believe in the power and importance of leaders in moving the needle as it relates to education outcomes. We also believe that for leaders to succeed, they must be supported in their work.

We're a proudly women-owned education strategy and policy firm. Founded by Dr. Julia Rafal-Baer (CEO), Cerena Parker (COO), and Rebecca Shah, ILO Group was built on a simple, shared mission: to roll up our sleeves and do whatever it takes to support K-12 system leaders' in creating sustainable solutions to move their visions forward. Our name, ILO Group, stands for In the Life Of: we work side-by-side with the country's leading educators, experts, and government partners to help solve the toughest challenges facing school systems and leaders today—because we've been in their shoes. That's why our seasoned team of experts partner in some of our nation's largest and highest-profile school districts and within state agencies.

## Why ILO Group

We firmly believe that districts require the right partner in order to operationalize and sustain a strong professional learning and implementation strategy. We are confident that ILO Group is the right choice for the following reasons:

- **We have served as trusted advisors for education superintendents and cabinet members across the country and deeply understand the challenges faced by district leaders.** We've supported leaders across 100+ school districts and 10 state agencies, serving over 10 million students, and have provided custom project management, coaching and/or professional learning services aligned to each system leader's strategic vision and goals.
- **Our team has expertise in delivering projects within school districts and state education agencies that "stick."** Our proposed project team comprises members with deep working experience within the K-12 education space, from district leaders to seasoned managers. We not only fully appreciate the critical importance of this work,

[info@ilogroup.com](mailto:info@ilogroup.com) | [ilogroup.com](http://ilogroup.com)



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but also understand how to navigate the district landscape to deliver solutions that have staying power and exceed the expectations of the project stakeholders.

- **We regularly partner with highly effective subject matter experts to produce high quality results.** ILO Group has extensive experience collaborating closely with subject matter experts who deeply understand the challenges faced by districts and leaders today. Whether it's leadership coaching, project execution, strategic advising, or competency creation, ILO Group has assembled a team of experts to partner with you and make sure you achieve the cutting edge results you are looking for.



## The Work Ahead

We are thrilled to offer the following proposal to continue supporting women leaders in Mountain View Whisman School District with executive leadership coaching and cohort sessions. The purpose of Leadership Development Coaching and Programming is to help ensure the success of school district leaders by providing experienced, trusted, knowledgeable, and confidential facilitators and coaches. Specifically for women leaders, this coaching is based on our rigorous and proven curriculum that encompasses topics like communication tactics, change management, decision making, and health and wellness. We will continue to offer our tried and true programming and coaching structures, while offering important updates in response to themes that have emerged over the last year. This scope of work will feature:

### One-on-one Executive Coaching

- One-on-one coaching for 12 women over 10 months, three times per month for an hour (8 central office members and 4 principals)

We are excited to continue with our roster of 12 women for executive coaching, and are happy to include additional cohort members at an incremental cost.

Each cohort member will be coached by an experienced educational leader, who will build off the individual needs of each cohort member and engage them in reflective thinking about the themes of their cohort sessions.

### Cohort Sessions

- Two-day in-person July retreat with Julia Rafal-Baer and Peter Gorman
- Two virtual central office cohort sessions and one in-person central office cohort session
- Three virtual principal cohort sessions
- Three virtual joint cohort guest speaker sessions focused on communications, feedback, and wellness with follow-up peer-to-peer and office hours supports



- Monthly reading curriculum with self-directed writing prompts
- Annual Women Leading Ed summit registration included for all cohort members

## Leadership Briefings

- Three progress briefings between Julia Rafal-Baer and Superintendent Ayindé Rudolph and final summary slides of the engagement

# Timeline

The following is a timeline of activities for the 2023-2024 coaching and leadership development cycle.

Activities	July 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	June 2024
<b>Cohort Sessions</b>												
July two-day retreat sessions	■											
Two virtual central office cohort sessions and one in-person central session			■				■				■	
Three virtual principal cohort sessions			■				■				■	
Three virtual joint cohort guest speaker sessions (peer to peer supports and office hours occur in subsequent months)				■				■		■		
<b>Executive Coaching</b>												



One-on-one coaching for 12 women and monthly curriculum and self-guided study												
<b>Ongoing Project Management and Leadership Briefings</b>												
Trimester Superintendent Updates												

## Pricing

Based on the activities and assumptions outlined in this proposal, ILO is pleased to share the following as the costs outlined in this statement of work for a total of \$296,895.