



PROFESSIONAL
SERVICES
PROPOSAL

Prepared by:
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Educational Consulting Services: RFP #: 07-2025

March 31, 2025

Proposal of Services for

Laurel School District

Educational Consulting Services

(RFP #: 07-2025)

Coaching/mentoring Experience and Strategies

Over the past three years, The Academic Allies Consulting Firm has delivered a comprehensive suite of professional services designed to support diverse educational needs, including core ELA and Math instruction, special education, leadership development, and holistic student support.

These services include, but are not limited to:

- **Professional Development and Training:** Designed and facilitated workshops for educators, focusing on evidence-based instructional strategies for ELA and Math, classroom management, and inclusive teaching practices.
- **IEP Development and Implementation:** Guided teachers in developing and executing individualized education programs (IEPs) that incorporate ELA and Math objectives to meet the diverse learning needs of students.
- **Leadership Coaching:** Provided coaching for school leaders to enhance instructional effectiveness, foster staff collaboration, and implement strategic planning to improve student outcomes in ELA, Math, and special education.
- **Comprehensive Instructional Strategies:** Delivered targeted training in differentiated instruction and behavioral interventions within core ELA and Math, equipping teachers with the skills to support diverse K-5 learners effectively.
- **Curriculum Alignment and Implementation:** Assisted schools in aligning curricula with state and national standards, ensuring effective integration of literacy, numeracy, and critical thinking skills.

Our coaching and mentoring approach is grounded in evidence-based research, integrating best practices in instructional leadership, differentiated learning, and behavioral psychology. We utilize strategies such as:

- **Data-Driven Instruction:** Training educators on how to analyze student performance data to personalize instruction, close achievement gaps, and enhance student engagement.
- **Structured Literacy and Math Interventions:** Implementing research-based literacy frameworks such as the Science of Reading and structured phonics instruction, as well as conceptual math strategies that promote problem-solving and real-world application.
- **Cognitive Coaching:** Encouraging reflective practices to enhance educators' problem-solving and decision-making skills, fostering a culture of continuous improvement.
- **Gradual Release of Responsibility Model:** Supporting teachers through modeling, guided practice, and independent implementation of instructional strategies in reading comprehension, writing development, mathematical reasoning, and problem-solving.
- **Multi-Tiered Systems of Support (MTSS) and Response to Intervention (RTI):** Training teachers in tiered intervention strategies to support struggling students in core subjects through scaffolding, small-group instruction, and formative assessments.
- **Technology-Enhanced Learning:** Incorporating digital tools and platforms to enhance engagement in core subjects, including adaptive learning programs for literacy and numeracy skill development.
- **Trauma-Informed and Culturally Responsive Teaching:** Ensuring that instructional methods and interventions are inclusive, equitable, and responsive to the diverse needs of students, particularly in reading and math instruction.

Our collective expertise ensures a holistic, responsive approach to ELA, Math, and special education, empowering educators and school leaders to achieve their instructional and professional goals while fostering student success in core subject areas.

Support Checklist of Services

The Academic Allies Consulting Firm is committed to providing comprehensive support to empower elementary and secondary educators, counselors, and school leaders in Mathematics, English Language Arts (ELA), Instructional Leadership, and Social-Emotional Support. Our tailored approach ensures the effective implementation of evidence-based strategies to enhance student achievement, instructional quality, and holistic educator development.

Our services include, but are not limited to:

Content Expertise

- Providing specialized knowledge in ELA and Mathematics to strengthen instructional practices and improve student outcomes.
- Offering targeted professional development to deepen educators' understanding of literacy and numeracy concepts.

Data-Informed Decision-Making

- Analyzing student achievement data to drive instructional improvements and intervention strategies.
- Training educators on formative and summative assessment utilization to inform teaching and learning.

Standards Alignment

- Aligning curriculum, instruction, and assessments with state and national academic standards.
- Ensuring consistency in instructional practices to meet grade-level expectations.

Instructional Data Utilization

- Supporting educators in effectively using student performance data to differentiate instruction.
- Implementing data-driven instructional coaching to refine teaching methods.

Customized Teaching

- Designing differentiated instructional strategies to address diverse learning needs, including special education and gifted students.
- Implementing culturally responsive teaching practices to promote equity and inclusion.

Curriculum Enhancement

- Developing and refining curricula to align with best practices in literacy and mathematics instruction.
- Incorporating interdisciplinary approaches to foster critical thinking and problem-solving.

Cultural Integration

- Embedding culturally relevant pedagogy into instructional content to ensure inclusivity and representation.
- Supporting educators in fostering a culturally responsive classroom environment.

Student Engagement Strategies

- Providing training on active learning techniques to increase student participation in ELA and Math.
- Implementing research-based approaches to improve student motivation and classroom interaction.

Instructional Delivery and Lesson Design

- Offering guidance on effective instructional delivery methods tailored to diverse learning styles.
- Assisting educators in designing engaging, standards-based lesson plans.

Parental Engagement Strategies and Resources

- Developing resources and strategies to enhance parental involvement in student learning.
- Hosting workshops to equip families with tools to support literacy and numeracy at home.

Integration of Writing Across the Curriculum

- Training educators on best practices for incorporating writing skills in all subject areas.
- Enhancing student literacy through structured writing frameworks and interdisciplinary writing applications.

Facilitation of Mathematical Discussions

- Supporting teachers in fostering rich mathematical discourse to deepen conceptual understanding.
- Training educators in effective questioning techniques to guide student exploration of mathematical concepts.

Implementation of Trauma-Informed Instructional Practices

- Equipping educators with strategies to support students affected by trauma and adverse childhood experiences (ACEs).
- Promoting social-emotional learning (SEL) integration to create supportive learning environments.

Addressing Educational Needs with Consideration of Poverty

- Developing targeted interventions to support students facing economic challenges.
- Training educators on strategies to mitigate the impact of poverty on learning outcomes.

Administrative Technical Assistance

- Providing school and district leaders with support in compliance, data analysis, strategic planning, and the implementation of state and federal guidelines.
- Offering leadership coaching to enhance school improvement efforts and promote systemic change.

Our expertise in instructional design, leadership development, and student-centered learning ensures that educators, administrators, and support staff receive high-quality, research-based professional development. The Academic Allies Consulting Firm is dedicated to fostering sustainable educational improvements that lead to long-term success for both students and educators.

Project Description

The Academic Allies Consulting Firm will provide targeted support to teachers, administrators, and counselors to build instructional capacity and enhance student achievement in alignment with the Mississippi Academic Assessment Program (MAAP) standards. Our consultants will deliver high-quality, job-embedded professional development, focusing on data-driven instruction, formative and summative assessment creation, differentiated instruction, standards-based curriculum alignment, and improving school climate. This support aims to empower elementary and secondary educators and counselors in Mathematics, English Language Arts, Instructional Leadership, and Counseling/Social Emotional Support. The goal is to provide educators with the tools and strategies needed to elevate student performance on state and district assessment and foster a positive school environment.

Project Goals

1. Align instruction with state and district assessment focus standards to improve student achievement.
2. Develop teacher and counselor capacity in data analysis and evidence-based instructional practices.
3. Enhance teachers' ability to create and implement formative and summative assessments.

4. Support differentiation of instruction to address the diverse learning needs of students.
5. Improve school climate and student engagement for academic success.
6. Provide extended learning and test preparation for students in the lowest 25%.

Project Objectives / Scope of Work

1. Professional Development & Coaching

- Provide individualized professional growth plans for teachers and counselors, focusing on the analysis and application of assessment data to guide instruction.
- Offer monthly coaching sessions for teachers and counselors on lesson planning, instructional delivery, school climate, and formative/summative assessment creation.

2. Data-Driven Instruction

- Support teachers and counselors in analyzing and utilizing data from MAAP, progress monitoring, and benchmark assessments to differentiate instruction, address standards, and improve student outcomes.
- Model effective data analysis methods to guide instruction and adapt strategies based on student performance.

3. Differentiated Instruction

- Assist teachers in implementing differentiated strategies in alignment with grade-level expectations and individual student performance on MAAP assessments.
- Provide targeted support and extended learning strategies for the lowest 25% of students.

4. Curriculum Alignment & Lesson Planning

- Align pacing guides and curriculum with MS College and Career-Ready Standards to ensure instruction meets state expectations.
- Guide teachers in lesson planning, focusing on instructional delivery, higher-order questioning, problem-solving, critical thinking, and student engagement strategies.

5. School Climate & Student Engagement

- Provide support in building a positive school climate to improve student engagement and academic success.
- Offer technical assistance for addressing behavior issues and creating supportive learning environments for all students, including students in need of emotional support.

6. Instructional Support

- Offer direct classroom support, including co-teaching, modeling, and observing instruction, to reinforce effective teaching practices.
- Conduct "Boot Camps" before MAAP testing for additional student preparation.

7. Evaluation & Feedback

- Submit detailed work reports after each coaching session, with debriefings to principals and district designees.
- Participate in monthly evaluations with district personnel to assess service impact, adjust strategies as needed, and track student engagement and performance outcomes.

Goals and Objectives

- **Goal 1:** Align classroom instruction with MAAP standards to raise student achievement.
 - **Objective:** Implement data-driven strategies that focus on areas of high student need identified in the MAAP standards.
 - **Objective:** Increase student proficiency on targeted MAAP assessment items by 10%.
- **Goal 2:** Equip teachers and counselors with the skills and strategies necessary for effective data analysis, differentiation in instruction, and fostering positive school climate.
 - **Objective:** Provide ongoing coaching that results in a 90% teacher and counselor satisfaction rate regarding coaching effectiveness.
 - **Objective:** Increase teacher and counselor confidence in using data to differentiate instruction and in creating supportive, engaging learning environments as measured by pre- and post-coaching surveys.
- **Goal 3:** Foster the creation and use of effective formative and summative assessments and standards-based instruction in every classroom.
 - **Objective:** Teachers will design and implement at least two new formative assessments per quarter, focusing on MAAP standards.
- **Goal 4:** Enhance student engagement and the overall school climate.
 - **Objective:** Create and support school-wide strategies for increasing student engagement, as measured by student surveys and classroom participation.

Measurable Outcomes and Evaluation

- Teacher and counselor professional development will be evaluated through pre- and post-training assessments, tracking improvements in instructional strategies, data use, and climate-building practices.
- Student achievement will be measured using MAAP test scores, with a target of a 10% increase in student proficiency in areas identified for improvement.
- Monthly feedback from teachers, counselors, principals, and district designees will be gathered to ensure continuous improvement and to assess the alignment of professional development with classroom needs and school climate.
- Final evaluation will include a comprehensive report summarizing teacher and counselor progress, student achievement, school climate improvements, and recommendations for future initiatives.

Implementation Plan (July 1, 2025 – May 29, 2026)

Phase 1: July 1 – September 30, 2025

- **Needs Assessment & Initial Training:**
 - Conduct comprehensive needs assessments with schools to identify specific instructional challenges, school climate issues, and data utilization needs.
 - Begin professional development focused on data analysis, deconstructing standards, and formative assessment creation.

- Deliver training on the importance of using data to inform decisions and instruction, setting the foundation for ongoing improvement.
- **Classroom Coaching & Initial Support:**
 - Start individualized coaching sessions for teachers and counselors, focusing on differentiated instruction and creating standards-based, engaging lessons.
 - Provide guidance on aligning instructional practices with MAAP standards and utilizing data for lesson planning.
 - Offer initial support for building a positive school climate, including strategies for student engagement and emotional support.

Phase 2: October 1 – December 31, 2025

- **Ongoing Professional Development & Coaching:**
 - Continue monthly coaching sessions for teachers and counselors, reinforcing the application of data-driven instruction and assessment creation.
 - Begin focus on school climate improvement strategies and social-emotional learning support, targeting areas identified in the needs assessment.
- **"Boot Camps" & Targeted Student Support:**
 - Implement "Boot Camps" for students in the lowest 25%, focusing on test preparation and strengthening key content areas identified by the teachers.
 - Provide specific strategies for teachers to engage these students and address their academic and emotional needs.
- **Progress Monitoring & Feedback:**
 - Submit detailed monthly work reports and participate in feedback sessions with school leadership to evaluate progress.
 - Adjust strategies and focus areas based on feedback and observed challenges in classroom instruction and student engagement.

Phase 3: January 1 – March 31, 2026

- **Advanced Data-Driven Instruction & Standards Application:**
 - Deepen the use of data in instructional practices, helping teachers analyze assessment results to refine lesson plans and address gaps in student performance.
 - Assist teachers in designing high-quality summative assessments that align with MAAP standards and provide insights into student mastery.
- **Differentiation & Student Engagement Focus:**
 - Continue supporting teachers with differentiation strategies to meet the needs of diverse learners, particularly those in the lowest 25%.
 - Provide additional support in student engagement, helping teachers create a more dynamic and interactive learning environment.
- **School Climate & Emotional Support Integration:**
 - Conduct workshops for teachers and counselors focused on enhancing student engagement and providing effective emotional and social support.
 - Implement strategies to improve classroom culture, discipline management, and emotional safety for students.

Phase 4: April 1 – May 29, 2026

- **Final Coaching & Support:**
 - Provide final rounds of classroom coaching, revisiting previously identified areas of need and addressing any remaining gaps in instruction, assessment, and school climate.
 - Conduct additional "Boot Camp" sessions to reinforce test preparation for students in the lowest 25%, focusing on critical areas for MAAP success.
- **Evaluation & Reporting:**
 - Conduct comprehensive evaluations with district personnel to assess the effectiveness of the project, focusing on measurable outcomes such as student achievement, teacher/counselor performance, and school climate improvements.
 - Submit a final end-of-project report summarizing teacher and counselor progress, student outcomes, school climate data, and recommendations for continued improvement beyond the project.

By the end of May 29, 2026, all objectives should be met, with clear data showing improvements in student achievement, teacher capacity, school climate, and student engagement in alignment with MAAP standards.

*Revisions may be made based on the district's needs.

Resume and References:

Jammieca Godfrey and The Academic Allies Consulting Firm bring a wealth of expertise and a robust track record in the field of special education. With a comprehensive suite of services tailored to enhance educational outcomes for students with disabilities, our firm is uniquely positioned to meet the demands of the project. Below, we outline our qualifications and relevant experience to substantiate our capability to deliver exceptional special education job-embedded professional development, training, program evaluation, and other critical services.

Lead Contractor: Jammieca Godfrey

Leading our team with vast experience and dedication to education, Jammieca Godfrey is an accomplished expert in both general and special education, particularly within early grades and leadership coaching. Her qualifications include:

- **Special Education Professor at the University of Southern Mississippi:** Ms. Godfrey taught courses in special education and served as a practicum instructor, directly mentoring future educators. This role provided her with an in-depth knowledge of teaching methodologies and the latest research in both ELA and Math instruction.
- **ELA and Math Instruction Specialist:** With her extensive experience in foundational literacy and numeracy, Ms. Godfrey has developed targeted strategies for supporting student learning in core ELA and Math from Kindergarten through Grade 5. Her approach emphasizes aligning instruction with student needs and fostering a supportive, standards-based classroom environment.

- **Special Education Advocate and Consultant:** Having worked in multiple states, Ms. Godfrey has a deep understanding of the challenges facing students with disabilities and the essential practices needed to support their success. Her advocacy has equipped her to design inclusive ELA and Math curriculums, ensuring that all students receive appropriate supports.
- **Leadership Coaching and Professional Development:** Ms. Godfrey has conducted numerous training sessions, focusing on empowering teachers and educational leaders. Her leadership coaching emphasizes best practices in classroom management, differentiation, and instructional planning to foster both academic and professional growth.
- **15+ Years in Education:** With over 15 years as a teacher and disability specialist, Ms. Godfrey has a wealth of experience in individualized learning strategies, especially within core subjects like ELA and Math, and supporting educators in implementing effective teaching methods.

Lead Behavior Consultant: Shonda Burre

- **Experience:** Shonda Burre is a seasoned mental health therapist with over 15 years of experience working with individuals with disabilities. She has provided her expertise in a variety of settings, including schools, private practices, and community organizations.
- **Therapeutic and Educational Expertise:** Shonda's background as a mental health therapist provides her with a unique perspective on the intersection of mental health and education. She excels in creating supportive, therapeutic educational environments for students with diverse needs.
- **Behavior Specialist Role:** In her role as a behavior specialist, Shonda has conducted numerous FBAs and developed BIPs that address both the educational and mental health needs of students. Her holistic approach ensures that interventions are comprehensive and effective.
- **IEP/BIP and Training Involvement:** Over the past year, Shonda has been instrumental as a mental health professional and behavior specialist. She has actively participated in IEP meetings, contributing her insights to the development and implementation of individualized plans. Additionally, she has provided extensive behavior management training to educators, helping them to implement strategies that foster positive behavioral outcomes in the classroom.

The Academic Allies Consulting Firm

Our firm brings together a team of specialized professionals with a shared commitment to advancing educational quality in both general and special education. Our team includes **ELA, Mathematics, Early Childhood Development, and Child Nutrition Curriculum Specialists; Counseling and Health Education Professionals; Special Education Teachers; Behavior Specialists; Leadership Coaches; and Program Evaluators.**

Relevant Experience

The Academic Allies Consulting Firm has delivered a comprehensive suite of professional services designed to support diverse educational needs, including core ELA and Math instruction, special education, leadership development, and holistic student support. With more than 20 years of collective experience, our staff brings a wealth of expertise to address a wide range of educational challenges. These services include, but are not limited to:

- **Professional Development and Training:** Conducted workshops for teachers focused on evidence-based instructional strategies for core ELA and Math, classroom management, and inclusive practices.
- **IEP Development and Implementation:** Supported teachers in creating and implementing individualized education programs (IEPs) that integrate core ELA and Math goals for students with diverse learning needs.
- **Leadership Coaching:** Delivered coaching for school leaders, emphasizing effective instructional practices, staff collaboration, and strategic planning to improve teaching outcomes in ELA, Math, and special education.
- **Comprehensive Instructional Strategies:** Provided targeted training in differentiated instruction and behavioral interventions within core ELA and Math, enabling teachers to support diverse K-5 learners effectively.

Our collective expertise ensures a holistic, responsive approach to the ELA, Math, and special education needs of students and educators, empowering both teachers and leaders to achieve their instructional and professional goals.

References:

Natchez-Adams County School District

Kishara Wiley

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STEM Education Curriculum Specialist

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PRVO Head Start

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Budget

Service Delivered	Educational Consulting Services
Service Days	Based on school needs
Professional Fee	\$1,325.00 Daily Rate per Consultant
Total Fee	(Includes all travel cost) Copies and Materials are the responsibility of the school system

Proposal Submitted By:

The Academic Allies Consulting Firm


Jammieca Godfrey

03/31/2024

Date

Proposal Accepted by:

Laurel School District

Date