



Gomo Educational Services
2645 South Broad Street, Suite C2, Unit 4205
Trenton, NJ 08610

Email: josue@gomoedservices.com
Phone: 609-542-0544
Website: www.gomoedservices.com

Memorandum of Agreement
2020-2021 School Year

This memorandum of agreement for the 2020-2021 school year for services between Gomo Educational Services and the Township of Union School District.

I. Introduction:

While the school district is in full compliance according to Quality Single Accountability Continuum (QSAC) requirements for Union county, the leadership seeks to become aware and delve deeper into issues of inequalities that contribute to educational inequity and cultural incompetence. The district indicated the following areas of opportunity: equity, equity in policies, restorative practices, trauma and morale. They have performed a series of actions like ensure that the textbooks and authors represent people of diverse backgrounds and populations. Additionally, they have also performed modifications of the PK -12 curriculum to increase interventions for academically at-risk students. From the iReady and culture and climate surveys data collected, the administration and school-wide meetings are centered around interpreting and analyzing the results to inform next steps towards becoming a district implementing equitable practices in all functions.

The district partnered with the Rutgers Institute for Improving Student Achievement (RIISA) at the start of the 2019 – 2020 school year for the convocation on Student Voice and attended the Equity Leadership Network: Designing Equitable and Sustainable Learning Systems. Since the services, offerings and leadership of RIISA has transitioned to Gomo Educational Services, we seek to continue this partnership in pursuit of developing a system of equity leaders.

II. Theme:

Building and Sustaining a Culturally Proficient School System

III. Goal:

1. Evolve into an equitable and sustainable learning system
2. Build capacity of school administration to operate with an equity lens
3. Encourage healthy relationships from the district leadership to the students
4. Increase student agency, voice, engagement and learning

IV: Objectives:

1. Reducing educational and systemic barriers for students
2. Reviewing pre-existing data and provoking courageous conversations
3. Disincentivize, discourage and resist exclusionary practices
4. Develop healthy relationships between adults to adults, students to adults and students to students
5. Establish restorative approaches that offer options in the form of methods and approaches towards maintaining healthy relationships
6. Cause reflection amongst educators and students when implementing behavioral interventions to imbed the use of restorative practice across the entire district

V. Measurable Outcomes:

1. Develop systems of shared power and responsibilities with varied stakeholders towards anti oppressive behaviors and practices
2. Deeper analysis into district and school (multiple measures) level data towards peer and self-reflection leading to culturally responsive structures
3. Identify one or two critical areas from an equity audit to center equity to drive or modify district level policy
4. Shaping leadership behaviors that foster culturally responsive curricula and teaching practices



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VI. Plan – Partner with Gomo Educational Services over three consecutive years

A. Year 1

Description	Quantity	Unit Price	Line Total
District Administrative Meetings/Training			
Implicit Bias and Microaggressions - October 7, 2020	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Culturally Responsive School Leadership - December 2, 2020	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Culturally Responsive School Leadership - February 3, 2021	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Culturally Responsive School Leadership - April 7, 2021	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Designing 2021-2022 Culturally Responsive Action Plan/Commitments & Assessing Impact - June 2, 2021	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
District Equity Leadership Team Training			
Gauging Equity & Equity Audit - October 21, 2020	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Equity with Curriculum & Instruction - December 9, 2020	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Equity with Curriculum & Instruction - January 6, 2021	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Equity in Recruiting, Retaining and Developing Personnel - February 10, 2021	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Equity in Recruiting, Retaining and Developing Personnel - March 10, 2021	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Community Talks			



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Presentation to the Community and Board - Town hall session to involve multiple stakeholders. Share findings/outcomes of Community-based action research. Get input of community members for future priorities. Communicate the district initiatives focused on social justice, diversity, inclusion and multiculturalism	2 sessions at 2 hours (each)	\$2000	\$4000
Total			\$44,000

B. Year 2

Description	Quantity	Unit Price	Line Total
District Administrative Meetings/Training			
Introduction to Restorative Practices (Part 1) - October 2021	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Introduction to Restorative Practices (Part 3) - December 2021	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Restorative Justice and Policy - February 2022	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Restorative Justice and Policy - April 2022	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Designing 2022-2023 Restorative Justice Plan/Commitments & Assessing Impact - June 2022	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
District Equity Leadership Team Training			
The Purpose and Power of Restorative Circles - October 2021	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Understanding Restorative Justice Policies - December 2021	1 Half Day session (12pm – 4pm)	\$3500	\$3500



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Restorative Justice Policy Comparisons and Review - January 2022	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Critiquing Restorative Justice Policy- February 2022	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Critiquing Restorative Justice Policy - March 2022	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Total			\$40,000

C. *Year 3*

Description	Quantity	Unit Price	Line Total
District Administrative Meetings/Training			
Importance of Education Policies and Equity- October 2022	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Reviewing and Critiquing District Policies with an Equity Lens (Part 2) - December 2022	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Revising and Designing Equitable District Policies (Part 2) - February 2023	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Bridging Equitable Policies to District Regulations (Part 2) - April 2023	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
Bridging Equitable Policies to Practice and Developing Strategies (Part 2) - June 2023	1 Full Day = Two Half Day sessions- (9:30 AM & 1 PM)	\$4500	\$4500
District Equity Leadership Team Training			
Educational Policies - October 2022	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Reviewing and Critiquing District Regulations with an Equity Lens- December 2022	1 Half Day session (12pm – 4pm)	\$3500	\$3500



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Revising and Designing Equitable and Inclusive Policies - January 2023	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Bridging Equitable Policies to Implement Equitable Practice - February 2023	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Bridging Equitable Policies to Implement Equitable Practice - March 10, 2023	1 Half Day session (12pm – 4pm)	\$3500	\$3500
Community Talks			
Presentation to the Community and Board - Town hall session to involve multiple stakeholders. Share comprehensive findings/outcomes and initiatives over the last three school year social justice, diversity, inclusion and cultural proficiency based on research on future recommendations to sustain the impact and ultimately improve student learning and achievement.	1 session at 2 hours	\$2000	\$2000
Total			\$60,000

V. Timeline:

September 2020 – June 2021 [Year 1]
 July 2021- June 2022 [Year 2]
 July 2022 – June 2023 [Year 3]

VI. Pricing

Description	Quantity	Unit Price	Line Total
Year 1 (In-Person or Virtual Trainings)			
Administrative Meetings/Trainings	5	\$4500	\$22,500
District Equity Leadership Team Trainings	5	\$3500	\$17,500
Community Talk	2	\$2000	4,000
		Total Year 1	\$44,000
Year 2 (In-Person or Virtual Trainings)			
Administrative Meetings/Trainings	5	\$4500	\$22,500
District Equity Leadership Team Trainings	5	\$3500	\$17,500
		Total Year 2	\$40,000
Year 3 (In-Person or Virtual Trainings)			
Administrative Meetings/Trainings	5	\$4500	\$22,500
District Equity Leadership Team Trainings	5	\$3500	\$17,500
Community Talk	1	\$2000	\$2000
		Total Year 3	\$42,000
Total			\$126,000



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Signatures:

Josue B. Falaise

Josue Falaise, Ed. D., Director
Rutgers Institute for Improving Student Achievement

Gregory Tatum, Superintendent of Schools
Township of Union School District