

REQUEST FOR PROPOSAL

**Raytown
Quality
Schools**

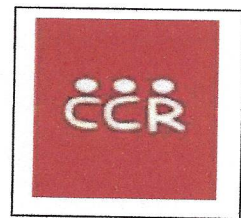
Expect the Exceptional

RESTORATIVE PRACTICES

**Beginning January 1, 2022
Submittal Deadline: October 27, 2021**

Proposal from:

Center for Conflict Resolution
6285 Paseo Blvd., Kansas City, MO



ACKNOWLEDGMENT

By signing this Acknowledgement, the Company is hereby agreeing to the terms and expectations outlined in this proposal package.

Signature Annette Lantz-Simmons

Print Name Annette Lantz-Simmons

Title Executive Director

Entity Name Center for Conflict Resolution

Date 10.27.2021

Restorative Practices
RFP Attachment #1

COMPANY: Center for Conflict Resolution

ADDRESS: 6385 Paseo Blvd., Kansas City, MO 64110

PHONE: 816-461-8255

EMAIL: alantz@ccrkc.org

FED ID #: 43-1890891

WEB SITE: www.ccrkc.org

ADDITIONAL INFORMATION: Incorporated in 1999.

AUTHORIZED SIGNATURE: Annette Lantz-Simmons, M.A.

AUTHORIZED SIGNATURE: _____



DATE: October 26, 2021

NARRATIVE

The Center for conflict Resolution (CCR) has been in the Kansas City area for more than 20 years. CCR serves people in 3 areas: in the community through referrals from neighborhoods, police and courts; in prisons, probation and parole and reentry processes; in schools with adult and student education in restorative practices and conflict resolution.

CCR's work is based on the principles of human dignity, where the worth of every human being is valued, and restorative justice, where everyone who is effected by harm is involved in conversation and solutions to make as right as possible the harm that occurred.

CCR's theory of change revolves around the Human Needs Theory of Change that purports that conflict is caused by unmet or frustrated basic human needs – physical, psychological and social. Unmet needs can involve security, identity, recognition, participation, autonomy and more. The goals of work based on Human Needs Theory are to assist conflicting parties to identify and share their unmet needs, to generate

options for meeting those needs and then to help people reach agreements that meet the basic human needs of everyone involved.

CCR has a history of recognizing the needs of a community, school or group of people and then applying evidence based and academically inspired processes to address those needs. CCR continues to enhance services based on feedback from participants, and qualitative and quantitative research both internal and external.

CCR staff members come from diverse backgrounds. We strive to match practitioners with participants that we serve and to bring meaningful experience to training with those in conflict and those who are learning new ways to deal with conflict.

One of the known protective factors for youth and adults who struggle with conflict is having positive role models. Several trained and experienced staff members are near peers for youth in schools and three of our staff members live in Raytown. One staff member went through the Raytown Public School System and has a vested interest in seeing inclusion and well-being increased for students of color.

Several staff members have been justice involved individuals in the past and bring a unique and impactful perspective to the work of conflict transformation. CCR has been working in Raytown for many years, in schools and with youth who are at a high risk for unresolved conflict that can lead to alienation, suspension from school and a cycle of violence that can last for a lifetime.

Please visit our website at www.ccrkc.org for more information about CCR. Thank you for this opportunity to serve the Raytown School District to bring restorative practices district-wide.

Restorative Practices
Attachment #2

The following is a list of CCR staff members who will be working to fulfill commitments to Raytown SD. All staff business location is 6285 Paseo Blvd., Kansas City, Missouri. Business phone number 816-461-8255.

1. Gregory Winship, M.A. – Primary contact. gwinship@ccrkc.org Restorative Justice Strategist and Training Manager. Adult training organization and delivery.
2. Annette Lantz, M.A. – Executive Director. alantz@ccrkc.org Adult trainer.
3. Debbie Bayless, M.A. – Community Program Manager. dbayless@ccrkc.org Adult trainer.
4. Tyrone Anderson, M.A. – School Program Manager. tanderson@ccrkc.org Adult trainer. Organize and schedule student classes and restorative justice coordinators in the schools
5. Allie Woods – School Program Administrator. awoods@ccrkc.org Adult trainer. Student Trainer. Restorative Justice Coordinator
6. Jaylon Verser, M.A. – Adult trainer. Student trainer. Restorative Justice Coordinator.
7. Kyle Dixon – Student trainer. Restorative Justice Facilitator.
8. Larry Wilkins – Adult trainer. Student trainer. Restorative Justice Coordinator.
9. Liam Collins – Student trainer.
10. Maddie Herrington, M.A. – Adult trainer. Student Trainer. Restorative Justice Facilitator

Restorative Practices

Attachment #3

School District Experience:

1. Kansas City Public Schools, Kansas City, Missouri – Full Service Contract. 2015-present.
Instructional program: Adult Discipline That Restores, Applied Restorative Practices, Facilitated Dialogue Training, Student Conflict Resolution Workshops, Student/Staff/Family Mediations and CCR staff in schools.
Contact: Travanna Alexander, Behavioral Health Manager, tal Alexandertoney@kcpublicschools.org 816-723-1355
2. Hickman Mills School District, Kansas City, Missouri – Full Services at select schools. 2015-present.
Instructional program: Adult Discipline That Restores Training, Student Conflict Resolution Workshops, Family Mediation and CCR staff in schools. Work is school specific with the support of district administration.
Contact: Danyca Singleton, Student Services Specialist, danycas@hickmanmills.org 816-316-7085
3. Center School District, Kansas City, Missouri – Partial Services. 2015-present.
Instructional program: School and Family Mediation referred by district office
Contact: Dr. Stacey King, sking@center.k12.mo.us 816-349-3311
4. Raytown School District, Raytown, Missouri – Full Services at Success Academy with support of district administration. 2017-19.
Instructional program: Adult Discipline That Restores Training, Student Conflict Resolution Workshops and CCR staff in schools.
Contact: Brad Drace, brad.drace@raytownschools.org 816-335-5419
5. Grandview High School, Grandview, Missouri – Partial Services. 2021-present.
Instructional program: Student Conflict Resolution Workshops and CCR staff in schools.
Contact: Venita Thurman 816-316-5888

Charter Schools in Missouri

1. Brookside Charter, Kansas City, Missouri – Full Contract. 2019-20.
Instructional program: Adult Discipline That Restores Training, Applied Restorative Practices Training, Student Training and CCR staff in school.
Contact: James Smith, jsmith@brooksidecharter.org 816-531-2192
2. DeLaSalle, Kansas City, Missouri – Full Contract. 2020-present.
Instructional program: Adult Discipline That Restores Training, Student Conflict

Resolution Workshops and CCR staff in school.

Contact: Dr. Sean Stallings, stallings@delasallecenter.org 816-561-4445

3. KIPP Academy, Kansas City, Missouri – Full Contract. 2019-20.

Instructional program: Adult Discipline That Restores Training, Student Conflict Resolution Workshops and CCR staff in school.

Contact: Rachel Phelps, rphelps@kippendeavor.org 816-616-0271

Private Schools in Missouri

1. Sion Middle School, Kansas City, Missouri – Partial Services. 2021-present.

Instructional program: Adult Discipline That Restores Training.

Contact: Patricia Gray. 816-301-7094

2. Kansas City Academy, Kansas City, Missouri – Partial, planning Full Services. 2021-22.

Instructional program: Adult Discipline That Restores Training.

Contact: Ellen Ritchie, 816-444-5225

School Districts outside of Missouri

1. Kansas City, KS Public Schools – Partial Services. 2018-present.

Instructional program: Adult Discipline That Restores Training. Mediation Training.

Contact: Anastasia Linebach, 913-226-7407

Examples of evidence of positive change from CCR implemented restorative practices training and processes:

- Hope Leadership Academy reduced office referrals for behavior by 60% within the first 3 months of implementation.
- Southwest High School found that students were able to solve their differences through facilitated dialogue 90% of the time in situations that would have otherwise resulted in suspension.

Restorative Practices are about more than reducing suspensions. Kathy Evans, associate professor of education at Eastern Mennonite University and co-author of 'The Little Book of Restorative Justice in Education' sees three central priorities at the movement's core: relationship-building, repairing harm and creating more equitable environment. Whereas traditional school discipline emphasizes managing bad behaviors, restorative approaches encourage students and teachers to embrace the idea that all members of the school community should be treated with dignity and fairness.

Researchers found that the more teachers immersed themselves in restorative practices, the better students rated their relationships with these teachers. Strong relationships are linked to a greater sense of respect and fewer disciplinary referrals.

<https://www.kqed.org/mindshift/51686/how-restorative-justice-is-about-more-than-just-reducing-suspension>

Evidence of positive change through implementation of restorative practices (RP) from West Philadelphia High School:

- Before RP – 46 assaults on student during one semester. After RP – 18.
- Before RP – 25 assaults on teacher/admin. After RP – 6.
- Before RP – 43 disorderly conduct. After RP – 12.
- “Before implementing restorative practices, we had a lot of issues of violence, fires, kids misbehaving in class, disrespect. What restorative practices does is change the emotional atmosphere of the school. You can stop guns, but you can’t stop them from bringing fists or a poor attitude. A metal detector won’t detect that.” – *Russell Gallagher, assistant principal*

With cooperation from school and district personnel, CCR will gather and analyze data pertaining to the fidelity of the Restorative Practices project with the Raytown School District. CCR agrees to all stipulated confidentiality statements and will share results of program evaluation only to entities acceptable to the district. CCR acknowledges the district’s data governance expectations and agrees to uphold them.



Raytown School District - 5 Year Plan

1/22 - 6/22
6 mo
planning

7/22 - 6/23
Year 1

7/23 - 6/24
Year 2

CONSULTATION FEE

Expert Consultation

Consultation billed at \$75/hr *

*Estimated at 8 hours per week for 26 week

\$15,600.00

STAFF TRAININGS

Discipline That Restores (DTR) - 2 days

DTR Training (2 days) @ \$3800 (up to 25 participants)*

* Estimated at 34 Trainings over 4 years for 850 staff

Material / Tech cost = \$30 per person *

* Estimated at 850 staff

10

\$ 38,000.00

10

\$ 38,000.00

Applied Restorative Practices (ARP) - 1 day

ARP Training (1 day) @ \$1900 (up to 40 participants)*

* Estimated at 22 Trainings over 4 years

Material / Tech cost = \$30 pp *

* Estimated for 850 staff

\$ 7,500.00

\$ 7,500.00

3

\$ 5,700.00

7

\$ 13,300.00

Restorative Facilitated Dialogue (RFD) - 3 days

RFD Training (3 days) @ \$5700 (up to 25 participants)*

* Estimated at 6 Trainings over 3 years

Material / Tech Costs = \$30 pp *

* Estimated for 850 staff

\$ 3,600.00


\$ 8,400.00

0

2

\$ 11,400.00

\$ 2,010.00

	7/24 - 6/25 Year 3	7/25 - 6/26 Year 4	7/26 - 12/26 6 mo follow up	 Totals
			\$15,600.00	\$ 31,200.00
10	\$ 38,000.00	4 \$ 15,200.00	\$ 129,200.00	
	\$ 7,500.00	\$ 3,000.00	\$ 25,500.00	
7	\$ 13,300.00	5 \$ 9,500.00	\$ 41,800.00	
	\$ 8,400.00	\$ 6,000.00	\$ 26,400.00	
2	\$ 11,400.00	2 \$ 11,400.00	\$ 34,200.00	
	\$ 2,010.00	\$ 2,010.00	\$ 6,030.00	



Raytown School District - 5 Year Plan

STUDENT SERVICES

Conflict Resolution Workshops (CRW)

1 Classroom session @ \$60 (6 session minimum)*

* Estimated for ES - 14(Schools) 2(Classrooms) 6(Sessions) @ \$60

* Estimated MS/HS/RAS - 6(Schools) 5(Classrooms) for 6 Weeks @ \$60

Peer Mediation Training (PMT) - 2 days

1 PMT 2 days @ 1900 (up to 20 students)*

* Estimated for 1 PMT at 20 Schools @ \$1900

Materials / Tech cost = \$30 pp*

* Estimated for 400 students

SCHOOL SERVICES

Restorative Practices Coordinator (RPC)

1 RPC per school 1 day per week @ \$360 per day*

* Estimated at 20 schools - 1 RPC for 2 days per week for 36 weeks

Mediation Services (MED)

1 Mediation (up to 2 hours) for 2 participants (students/staff) @ \$200*

Pre-conference meetings with each party @ \$100 per hour

* Estimated at 10 per year (mediation and 2 30 minute pre-conferences)


Family Group Conferences (FGC)

1 FGC (up to 2 hours) for multi-family conference @ \$200

Pre-conference meetings with each party @ \$100 per hour

* Estimated at 5 per year (FGC and pre-conference meetings)

	1/22 - 6/22 6 mo planning	7/22 - 6/23 Year 1	7/23 - 6/24 Year 2
Conflict Resolution Workshops (CRW)			
1 Classroom session @ \$60 (6 session minimum)*			
* Estimated for ES - 14(Schools) 2(Classrooms) 6(Sessions) @ \$60			
* Estimated MS/HS/RAS - 6(Schools) 5(Classrooms) for 6 Weeks @ \$60			
Peer Mediation Training (PMT) - 2 days			
1 PMT 2 days @ 1900 (up to 20 students)*			
* Estimated for 1 PMT at 20 Schools @ \$1900			
Materials / Tech cost = \$30 pp*			
* Estimated for 400 students			
SCHOOL SERVICES			
Restorative Practices Coordinator (RPC)			
1 RPC per school 1 day per week @ \$360 per day*			
* Estimated at 20 schools - 1 RPC for 2 days per week for 36 weeks			
Mediation Services (MED)			
1 Mediation (up to 2 hours) for 2 participants (students/staff) @ \$200*			
Pre-conference meetings with each party @ \$100 per hour			
* Estimated at 10 per year (mediation and 2 30 minute pre-conferences)			
Family Group Conferences (FGC)			
1 FGC (up to 2 hours) for multi-family conference @ \$200			
Pre-conference meetings with each party @ \$100 per hour			
* Estimated at 5 per year (FGC and pre-conference meetings)			
	6	7	6
	\$155,520.00	\$181,440.00	\$11,400.00
	10	10	5
	\$4,000	\$4,000.00	\$2,500.00
	5	5	5
	\$2,500.00	\$2,500.00	\$3,600.00

	7/24 - 6/25 Year 3	7/25 - 6/26 Year 4	7/26 - 12/26 6 mo follow up	 Totals
7	\$ 5,040.00			\$ 10,080.00
				\$ 10,800.00
7	\$ 13,300.00	7 \$ 13,300.00		\$ 38,000.00
				\$ 12,000.00
7	\$ 4,200.00	\$ 4,200.00		\$ 12,000.00
7	\$181,440.00	6 \$ 155,520.00		\$ 673,920.00
10	\$ 4,000.00	10 \$ 4,000.00		\$ 16,000.00
5	\$ 2,500.00	5 \$ 2,500.00		\$ 10,000.00



Raytown School District - 5 Year Plan

	1/22 - 6/22 6 mo planning	7/22 - 6/23 Year 1	7/23 - 6/24 Year 2
PARENT WORKSHOPS			
Parent/Guardian Workshop (PGW)			
1 PGW @ \$350* (up to 90 minutes)		7	7
*Estimated 20 PGW (1 per school) for up to 50 participants each		\$ 2,450.00	\$ 2,450.00
Indirect Administrative Fee (7%)	\$ 1,092.00	\$ 16,104.90	\$ 20,372.80
Baseline Projections**:	\$16,692.00	\$246,174.90	\$311,412.80

**It is understood by all parties that these projections may vary depending on the actual number of trainings, classes or other services offered and the actual number of Raytown SD employees/participants/students who participate in the trainings, classes or services. When a training maximum capacity is listed, a per person rate of \$20 per person (plus any Materials / Tech cost) will be added for every person over the maximum number listed.

	7/24 - 6/25 Year 3	7/25 - 6/26 Year 4	7/26 - 12/26 6 mo follow up	 Totals
6	\$ 2,100.00			\$ 7,000.00
	\$ 20,523.30 Year 3	\$ 15,864.10 Year 4	\$ 1,092.00 6 months	\$ 75,049.10 5 year Total
	\$313,713.30	\$242,494.10	\$16,692.00	\$ 1,147,179.10