

Board Office Use: Legislative File Info.	
File ID Number:	14-0460
Introduction Date:	04/09/2014
Enactment Number:	
Enactment Date:	



Memo

To: Board of Education

From: GARY YEE, EdD, ACTING SUPERINTENDENT; By: MARIA SANTOS, Deputy Superintendent

Board Meeting Date: 04/09/2014

Subject: Professional Service Contract

Contractor: Tamara Dukes of Oakland, CA

Services for: 157-THORNHILL

Board Action Requested and Recommendation: Ratification by the Board of Education of a Professional Services Contract between the District and Tamara Dukes, Oakland, CA, for the latter to provide: Contractor will provide assistance to Thornhill Elementary and to ELA teacher leads, in order to develop and facilitate professional development sessions that increase Thornhill's certificated staff's ability to implement and integrate Common Core standards and instructional practices into their curricular units. Contractor will also provide executive coaching to Principal Steve Daubenspeck in order to support alignment of Common Core professional development sessions to the school's vision, in particular to its commitment to equitable practices and results in all classrooms and all areas of the school. for the period of 08/26/2013 through 06/30/2014 in an amount not to exceed \$5,000.00.

Background:
(A one paragraph explanation of why the consultant's services are needed.)

These services are needed because Thornhill does not have sufficient in-house resources and expertise to provide teachers with Common Core professional development support that is aligned with the school's vision and that increases its ability to create equitable results for all Thornhill students.

Discussion:
(QUANTIFY what is being purchased.)

Contractor will provide assistance to Thornhill Elementary and to ELA teacher leads, in order to develop and facilitate professional development sessions that increase Thornhill's certificated staff's ability to implement and integrate Common Core standards and instructional practices into their curricular units. Contractor will also provide executive coaching to Principal Steve Daubenspeck in order to support alignment of Common Core professional development sessions to the school's vision, in particular to its commitment to equitable practices and results in all classrooms and all areas of the school.

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Fiscal Impact: Funding resources below not to exceed \$5,000.00
\$5,000.00 General Purpose-Unrestricted

Attachments: Professional Services Contract including Scope of Work
Waiver Summary
Resume / Statement of Qualifications
EPLS Search Results Page
Insurance Certification (if no Waiver was granted)

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OAKLAND UNIFIED SCHOOL DISTRICT

PROFESSIONAL SERVICES CONTRACT 2013-2014

This Agreement is entered into between Tamara Dukes (CONTRACTOR) and Oakland Unified School District (OUSD). OUSD is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal, and administrative matters with persons specially trained, experienced, and competent to perform such services. CONTRACTOR warrants it is specially trained, experienced, and competent to provide such services. The parties agree as follows:

- Services:** CONTRACTOR shall provide the ("Services" or "Work") as described in **Exhibit "A,"** attached hereto and incorporated herein by reference.
- Terms:** CONTRACTOR shall commence work on 08/26/2013, or the day immediately following approval by the Superintendent if the aggregate amount CONTRACTOR has contracted with the District is below \$84,100.00 in the current fiscal year; or, approval by the Board of Education if the total contract(s) exceed \$84,100.00, whichever is later. The work shall be completed no later than 06/30/2014.
- Compensation:** OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement. The compensation under this Contract shall not exceed Five Thousand Dollars (\$5,000.00) [per fiscal year], at an hourly billing rate not to exceed \$100.00 per hour. This sum shall be for full performance of this Agreement and includes all fees, costs, and expenses incurred by Contractor including, but not limited to, labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs, and other costs.

If CONTRACTOR will be compensated hourly for services provided under this Contract, CONTRACTOR shall describe in Exhibit "A," attached hereto, the specific scope of services to be delivered on an hourly basis to OUSD.

OUSD shall not be liable to CONTRACTOR for any costs or expenses paid or incurred by CONTRACTOR in performing services for OUSD, except as follows: No Reimbursements.

Payment for Work shall be made for all undisputed amounts in monthly installment payments within forty-five (45) days after CONTRACTOR submits an invoice to OUSD for Work actually completed and after OUSD's written approval of the Work, or the portion of the Work for which payment is to be made.

The granting of any payment by OUSD, or the receipt thereof by CONTRACTOR, shall in no way lessen the liability of CONTRACTOR to correct unsatisfactory work, although the unsatisfactory character of that work may not have been apparent or detected at the time a payment was made. Work, which does not conform to the requirements of this Agreement, may be rejected by the District and in that case must be replaced by CONTRACTOR without delay.

- Equipment and Materials:** CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement *except:* NONE, which shall not exceed a total cost of \$0.00.
- CONTRACTOR Qualifications / Performance of Services:**
CONTRACTOR Qualifications: CONTRACTOR warrants it is specially trained, experienced, competent and fully licensed to provide the Services required by this Agreement in conformity with the laws and regulations of the State of California, the United States of America, and all local laws, ordinances and/or regulations, as they may apply.
Standard of Care: CONTRACTOR warrants that CONTRACTOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of OUSD. CONTRACTOR's services will be performed, findings obtained, reports and recommendations prepared in accordance with generally and currently accepted principles and practices of its profession for services to California school districts.
- Invoicing:** Invoices furnished by CONTRACTOR under this Agreement must be in a form acceptable to OUSD. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, but not be limited to: Contractor name, Contractor address, invoice date, invoice number, purchase order number, name of school or department service was provided to, period of service, name of the person performing the service, date service was rendered, brief description of services provided, number of hours of service, hourly rate, total payment requested.
- Notices:** All notices and invoices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

OUSD Representative:

Name: STEVEN DAUBENSPECK
Site /Dept.: 157-THORNHILL
Address: 5880 Thornhill Drive
Oakland, CA 94611
Phone: 510-339-6800

CONTRACTOR:

Name: Tamara Dukes
Title: Owner
Address: 1939 5th Avenue
Oakland, CA 94606
Phone: 510-435-8292

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party must give written notice of a change of address.

8. **Status of Contractor:** This is not an employment contract. CONTRACTOR, in the performance of this Agreement, shall be and act as an independent contractor. CONTRACTOR understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. CONTRACTOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to CONTRACTOR's employees. In the performance of the work herein contemplated, CONTRACTOR is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the details of the work, OUSD being interested only in the results obtained.

9. **Insurance:**

1. Unless specifically waived by OUSD, the following insurance is required:

i. If CONTRACTOR employs any person to perform work in connection with this Agreement, CONTRACTOR shall procure and maintain at all times during the performance of such work, Workers' Compensation Insurance in conformance with the laws of the State of California and Federal laws when applicable. Employers' Liability Insurance shall not be less than One Million Dollars (\$1,000,000) per accident or disease.

Check one of the boxes below:

CONTRACTOR is aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and will comply with such provisions before commencing the performance of the Work of this Contract.

CONTRACTOR does not employ anyone in the manner subject to the workers' compensation laws of California.

ii. CONTRACTOR shall maintain Commercial General Liability insurance, including automobile coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured. Evidence of insurance must be attached. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against CONTRACTOR. The policy shall protect CONTRACTOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.

iii. If CONTRACTOR is offering OUSD professional advice under this Contract, CONTRACTOR shall maintain Errors and Omissions insurance or Professional Liability insurance with coverage limits of One Million Dollars (\$1,000,000) per claim.

OR

iv. CONTRACTOR is not required to maintain any insurance under this agreement. (Completed and approved Waiver of Insurance Form is required.) Waiver of insurance does not release CONTRACTOR from responsibility for any claim or demand.

10. **Licenses and Permits:** CONTRACTOR shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.

11. **Assignment:** The obligations of CONTRACTOR under this Agreement shall not be assigned by CONTRACTOR without the express prior written consent of OUSD.

12. **Non-Discrimination:** It is the policy of OUSD that in connection with all work performed under Contracts there be no discrimination because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age; therefore, CONTRACTOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and OUSD policy. In addition, CONTRACTOR agrees to require like compliance by all its subcontractor(s). CONTRACTOR shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation.

13. **Drug-Free / Smoke Free Policy:** No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, CONTRACTORS, or subcontractors are to use controlled substances, alcohol or tobacco on these sites.
 14. **Indemnification:** CONTRACTOR agrees to hold harmless, indemnify, and defend OUSD and its officers, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation in connection with the performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify, and defend OUSD and its elective board, officers, agents, and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services, or materials to CONTRACTOR in connection with the performance of this Agreement. This provision survives termination of this Agreement.
 15. **Copyright/Trademark/Patent/Ownership:** CONTRACTOR understands and agrees that all matters produced under this Agreement shall become the property of OUSD and cannot be used without OUSD's express written permission. OUSD shall have all right, title and interest in said matters, including the right to secure and maintain the copyright, trademark, and/or patent of said matter in the name of OUSD. CONTRACTOR consents to use of CONTRACTOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents prepared by CONTRACTOR or its Sub-CONTRACTORS in connection with the Services performed under this Agreement. All works shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD.
 16. **Waiver:** No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
 17. **Termination:** OUSD may at any time terminate this Agreement upon written notice to CONTRACTOR. OUSD shall compensate CONTRACTOR for services satisfactorily provided through the date of termination. In addition, OUSD may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, OUSD may secure the required services from another contractor. If the cost to OUSD exceeds the cost of providing the services pursuant to this Agreement, CONTRACTOR shall pay the additional cost.
 18. **Conduct of CONTRACTOR:** CONTRACTOR will adhere to the following staff requirements and provide OUSD with evidence of staff qualifications, which include:
 1. **Tuberculosis Screening:** CONTRACTOR is required to screen employees who will be working at OUSD sites for more than six hours. CONTRACTOR affirms that each employee has current proof of negative TB testing on file and TB results are monitored.
 2. **Fingerprinting of Employees and Agents.** The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to CONTRACTOR's services under this Agreement and CONTRACTOR certifies its compliance with these provisions as follows: "CONTRACTOR certifies that CONTRACTOR has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all CONTRACTOR's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by OUSD, or acting as independent contractors of CONTRACTOR, who may have contact with OUSD pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. Contractor further certifies that it has received and reviewed fingerprint results for each of its Employees and Contractor has requested and reviews subsequent arrest records for all Employees who may come into contract with OUSD pupils in providing services to the District under this Agreement.
- In the event that OUSD, in its sole discretion, at any time during the term of this contract, desires the removal of any CONTRACTOR related persons, employee, representative or agent from an OUSD school site and, or property, CONTRACTOR shall immediately, upon receiving notice from OUSD of such desire, cause the removal of such person or persons.
19. **No Rights in Third Parties:** This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
 20. **OUSD's Evaluation of CONTRACTOR and CONTRACTOR's Employees and/or Subcontractors.** OUSD may evaluate CONTRACTOR's work in any way that OUSD is entitled to do so pursuant to applicable law. The OUSD's evaluation may include, without limitation:
 1. Requesting that OUSD employee(s) evaluate the CONTRACTOR and the CONTRACTOR's employees and subcontractors and each of their performance.
 2. Announced and unannounced observance of CONTRACTOR, CONTRACTOR's employee(s), and/or subcontractor(s).
 21. **Limitation of OUSD Liability:** Other than as provided in this Agreement, OUSD's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall OUSD be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this Agreement for the services performed in connection with this Agreement.
 22. **Confidentiality:** CONTRACTOR and all CONTRACTOR's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. CONTRACTOR understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement. Contractors will be permitted

Professional Services Contract

access to student data only where permissible under state and federal law and only after executing OUSD's Confidentiality Agreement Regarding Student Data.

- 23. Conflict of Interest: CONTRACTOR shall abide by and be subject to all applicable OUSD policies, regulations, statutes or other laws regarding conflict of interest. CONTRACTOR shall not hire any officer or employee of OUSD to perform any service by this Agreement.

CONTRACTOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between CONTRACTOR's family, business or financial interest and the services provided under this Agreement, and in the event of change in either private interest or services under this Agreement, any question regarding possible conflict of interest which may arise as a result of such change will be brought to OUSD's attention in writing.

Through its execution of this Agreement, CONTRACTOR acknowledges that it is familiar with the provisions of section 1090 et seq. and section 87100 et seq. of the Government Code of the State of California, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event CONTRACTOR receives any information subsequent to execution of this Agreement which might constitute a violation of said provisions, CONTRACTOR agrees it shall notify OUSD in writing.

- 24. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion: CONTRACTOR certifies to the best of his/her/its knowledge and belief, that it and its principals: Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this contract, certifies that this vendor does not appear on the Excluded Parties List. (https://www.epls.gov/eplis/search.do)
25. Litigation: This Agreement shall be performed in Oakland, California and is governed by the laws of the State of California. The Alameda County Superior Court shall have jurisdiction over any state court litigation initiated to enforce or interpret this Agreement. If litigation is initiated, the prevailing party shall be entitled to reasonable attorney's fees and costs.
26. Incorporation of Recitals and Exhibits: The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.
27. Integration/Entire Agreement of Parties: This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties.
28. Counterparts: This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
29. Signature Authority: Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been given the proper authority and empowered to enter into this Agreement.
30. Contract Contingent on Governing Board Approval: OUSD shall not be bound by the terms of this Agreement until it has been formally approved by OUSD's Governing Board, and no payment shall be owed or made to CONTRACTOR absent formal approval. This Agreement shall be deemed to be approved when it has been signed by the Board of Education, and/or the Superintendent as its designee.

OAKLAND UNIFIED SCHOOL DISTRICT

MARIA SANTOS
[] President, Board of Education
[X] Superintendent or Designee

02/21/2014
Date

Secretary, Board of Education

Date

CONTRACTOR

Tamara Dukes
Contractor eSignature
02/26/2014
Date

Tamara Dukes, Owner
Print Name, Title

2. Specific Outcomes: What are the expected outcomes from the services of this Contract? Be specific. For example, as a result of the service(s): 1) How many more Oakland children are graduating from high school? 2) How many more Oakland children are attending school 95% or more? 3) How many more students have meaningful internships and/or paying jobs? 4) How many more Oakland children have access to, and use, the health services they need? Provide details of program participation (Students will...) and measurable outcomes (Participants will be able to...). NOT THE GOALS OF THE SITE OR DEPARTMENT.

As a result of this work, teachers will be able to plan Common Core units and develop instructional practices in the Common Core standards. Additionally teachers will learn how to work in professional learning communities using data to inform and plan instruction using the Common Core State standards.

3. Alignment with District Strategic Plan: Indicate the goals and visions supported by the services of this contract: (Check all that apply.)

- | | |
|---|---|
| <input checked="" type="checkbox"/> Ensure a high quality instructional core | <input checked="" type="checkbox"/> Prepare students for success in college and careers |
| <input checked="" type="checkbox"/> Develop social, emotional and physical health | <input checked="" type="checkbox"/> Safe, healthy and supportive schools |
| <input checked="" type="checkbox"/> Create equitable opportunities for learning | <input checked="" type="checkbox"/> Accountable for quality |
| <input checked="" type="checkbox"/> High quality and effective instruction | <input checked="" type="checkbox"/> Full service community district |

4. Alignment with Community School Strategic Site Plan – CSSSP (required if using State or Federal Funds):

Please select:

Action Item included in Board Approved CSSSP: (no additional documentation required)

– Item Number(s): Not Applicable
No Restricted Funds

Action Item added as modification to Board Approved CSSSP – Submit the following documents to the Resource Manager either electronically via email of scanned documents, fax or drop off.

1. Relevant page of CSSSP with action item highlighted. Page must include header with the word “Modified”, modification date, school site name, both principal and school site council chair initials and date.
2. Meeting announcement for meeting in which the CSSSP modification was approved.
3. Minutes for meeting in which the CSSSP modification was approved indicating approval of the modification.
4. Sign-in sheet for meeting in which the CSSSP modification was approved.

Tamara Dukes

Consulting Proposal and Scope of Work: August 2013-June 2014

Common Core Inquiry Professional Development and Executive Coaching

OVERVIEW

During the 2013-14 school year, Tamara Dukes will provide assistance to Thornhill Elementary School, as well as to lead teachers as appropriate, in order to develop and facilitate professional development sessions that support Thornhill's certificated staff's ability to integrate Common Core standards and practices into their curricular units. Tamara will also provide executive coaching to Principal Steve Daubenspeck in order to support alignment of professional development to the school's vision, and in order to improve school's commitment to equitable practices and outcomes.

SCOPE OF WORK

The consultant, Tamara Dukes, will work directly with Principal Steve Daubenspeck and Thornhill teachers to accomplish the following scope of work during August 2013 – June 2014:

Project Area	Services	Deliverables	TOTAL
Common Core Professional Development (CCPD)	<ul style="list-style-type: none">-Thought partnership with Principal and teacher leads to review current data, debrief previous PD experience, etc., determine next steps-Assessment of current and end state for CCPD- Draft CCPD agendas-Meet with Principal and teacher leads to gather feedback and tweak agendas accordingly.-Facilitate or provide facilitation support for monthly Common-Core focused professional development session	<ul style="list-style-type: none">-Five common-core focused Meeting agendas and materials-Facilitation for five Common-Core focused meetings-Two Common-Core presentations to families	\$4100
Equity-focused Executive Coaching	<ul style="list-style-type: none">-Thought partnership with Principal to support Principal's facilitative and	<ul style="list-style-type: none">- Executive Coaching sessions	\$900

	instructional leadership. - Provision of next steps and follow up from coaching sessions. Includes tools, protocols, research, etc.		
			\$5,000

ContractsOnline: Contract Waiver Summary

Site Number-Name: 157-THORNHILL

Principal / Department Head: STEVEN DAUBENSPECK

Contractor Name: Tamara Dukes

Business Name: Tamara Dukes

Contract Type: Standard

Anticipated Start Date: 08/26/2013

Contract End Date: 06/30/2014

Rate Type: HOURLY

Contract Amount: \$5,000.00

Applicable Waivers

Approved by Risk Management

Insurance-Reduction Waiver Status: WAIVED

Waiver-Reduction Type: WAIVED

Other Reduction Amount:

Approval Date: 02/07/2014

Approved by Deputy Superintendent

Billing Waiver Status: NA

Approval Date:

Fingerprint Waiver Status: NA

Approval Date:

TB Test Waiver Status: NA

Approval Date:

TAMARA R. DUKES

1939 5th Avenue, Oakland, CA 94606
Cell (510) 435-8292, Email: tamarushka67@yahoo.com

PROFESSIONAL EXPERIENCE

2012-2013

Director of Client Services

Oakland Schools Foundation, Oakland, CA

- Provide coaching and strategic support to school administrators at 30 Oakland schools in order to increase their ability to develop and sustain core programming, and to effectively engage and leverage community and funder engagement efforts.
- As member of internal Management Team, work to clarify organizational priorities, theory of change and theory of action in the service of increased internal efficiency and improved school and student outcomes.

2009-2012

Coach

National Equity Project, Oakland, CA

- Provided executive coaching to school principals to develop their instructional and facilitative leadership skills.
- Provided facilitative leadership coaching to teacher leaders.
- Developed and redesigned systems, structures and curricula for collaboration, adult learning, and instruction in multiple regions working with principals and Leadership teams. *In 2011-12, coached an elementary school principal to launch an Instructional Leadership Team (ILT), and facilitated that team's work throughout the year. Outcome: ILT identified school-wide equity goals and instructional focus for upcoming year.*
- Developed site-based teams that conducted inquiry into school conditions and instructional practices in order to interrupt inequitable student experiences and outcomes. *In 2011-12, developed and facilitated two elementary school teams that conducted literacy inquiry with focal students.*
- Used Experiential Learning Cycle principles to design and facilitate custom institutes and seminars to build leadership, coaching skills and content knowledge.

2004 - 2009

Director of Teens on Target

Youth ALIVE! Oakland, CA

- Provided program and curriculum development, oversight and evaluation for *Teens on Target (TNT)*, an after school youth leadership program that trains 40 high school students a year to be peer educators and advocates for violence prevention. Supervised three adult staff.
- Delivered youth development/violence prevention training and technical assistance to school staff, youth serving organizations, and institutions of higher education.
- Managed multiple government and foundation contracts for \$300,000 program budget.
- Wrote grant proposals and reports; successfully fundraised to increase program budget by 25%, which enabled program to hire two additional staff.
- Responsible for research, analysis and dissemination of local, state and national youth violence information and statistics.
- As primary agency spokesperson for the media, regularly responded to media requests and created media opportunities. In 2007, was a panelist on two public radio news shows with national syndication.

2001-2004

Teacher, Spanish for Native Speakers

Life Academy for Health and Bioscience, Oakland, CA

- Developed and implemented upper and lower level Spanish for Native Speakers (SNS) courses to 9th through 12th graders at a small autonomous High School within Oakland Unified School District, within an Expeditionary Learning and project-based learning framework. Integrated curriculum content standards into coursework and assessment.
- Supervised and mentored 10th and 12th grade advisory classes.
- Co-facilitated a 3-week, 5 credit “Intersession” course on camping and backpacking that was grounded in Expeditionary Learning principles.

1997-2000

Program Manager, Intimate Partner Violence Prevention Program

Planned Parenthood Mar Monte, Sacramento, CA

- Spearheaded the development and piloting of two teen dating violence prevention curricula for juvenile wards of the court and court and pregnant/parenting young women.
- Interfaced with funder (Centers for Disease Control and Prevention) to assure program adherence to grant contract, scientific and evaluation requirements, policies and procedures.
- Conducted trainings and presentations for staff and community agencies.
- Represented the program to the community as member of local collaboratives.

1993-1997

Instructor. Spanish Department

University of California, Davis, CA

- Designed and implemented curricula for nine (9) trimesters of *Spanish 2 and 3* (Beginning Spanish), *Spanish 21 and 22* (Intermediate Spanish). Evaluated students’ performance.

1995-1997

Teaching Assistant, Women's Studies, Spanish and Anthropology Departments

University of California, Davis, CA

- Prepared materials, lectured, facilitated discussion sessions, and evaluated students’ work for: *The History and Theory of Sexualities, Introduction to Women’s Studies, Spanish Culture, Introduction to Cultural Anthropology*.

1992-1993

Environmental Program Associate

Los Niños, Mexicali, Mexico

- Designed and conducted training workshops on community mobilization for women community leaders.
- Researched, wrote and presented educational materials on topics such as global warming, household toxins, and recycling to grade-school teachers in an environmental education program.

1990-1992

Teacher, English as a Second Language

Comessa, S.A., Madrid, Spain

- Developed curricula and taught English as a Second Language to groups and individuals of diverse age (children, adolescents and adults) and proficiency levels.

PROFESSIONAL COMMITTEES AND TRAININGS:

- Co-Chair, Alameda County Teen Dating Violence Task Force (2007-2009)
- Richmond Youth Center (RYSE) Program Committee Member (2006-2009)
- TEAMS/AmeriCorps Fellow for Multicultural Education and Service Learning (2002-2003)
- Sacramento Multicultural Violence Prevention Conference Planning Committee (1998-2000)
- Planned Parenthood Mar Monte Diversity Task Force Member (January-December 2000)
- Certified Crisis Line Counselor Training for Domestic Violence/Sexual Assault (April 2000)
- Planned Parenthood of America Diversity Training of Trainers 2-day workshop (October 2000)
- Anti-Oppression Training of Trainers 4-day Workshop, TODOS Institute, Oakland, CA (September-October 1999)
- Member/Trainer, UC Davis LGBT Speakers' Bureau (1994-2000)

PRESENTATIONS AND PUBLICATIONS

Panelist for "Forum with Michael Krasny: Violence Prevention Approaches and Strategies." KQED, 88.5 FM. July 9, 2007, 9-10 am.

Panelist for "KPFA Special Broadcast on Gun Violence, Hosted by Larry Benski." 94.1 FM, April 17, 2007, 8-9 am.

Opinion Editorial, The Oakland Tribune. "We Must Reduce Youth Violence." May 23, 2006.

Panelist for "Nuestros Niños Radio Show (Spanish-language parenting show). "Preteens: Struggles, Successes, Risks and Remedies." October 1st, 2006, 8-9 am.

Panelist for "Story Behind the Story: Reducing Gang Violence." Sponsored by the California Attorney General's Office/USC Annenberg Institute for Justice and Journalism. October 14th, 2005.

"Dating Violence Prevention with High-Risk Youth: Lessons Learned Working with Pregnant/Parenting Young Women and Male Juvenile Wards." Presented at the 4th Annual Multicultural Family Violence Prevention Conference, Sacramento, CA. March 2000.

"Beyond the Binary of Cuban Identity: Review Essay of Bridges to Cuba/Puentes a Cuba". Cultural Studies, 13(2). April 1999.

EDUCATION

- | | |
|------|--|
| 2003 | State of California Single Subject Teaching Credential (Spanish). San Francisco State University. |
| 1997 | Masters of Arts, University of California, Davis (Cultural Anthropology: Cuban and Latin American Studies and Gender and Sexuality; Multicultural and Cross-Cultural Perspectives) |
| 1990 | Masters of Arts, Middlebury College (Spanish: Contemporary Spanish Women Writers) |
| 1989 | Bachelor of Arts, Duke University (Philosophy and Spanish) |