

Buncombe Partnership for Children Leadership Course Proposal

Individual Name: Libby Kyles

Name of the Person Submitting Proposal: Libby Kyles

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1. Briefly describe the services to be provided, including the goals and focus of the cohort.

During this six month leadership course participants will explore leadership focusing on their individual identities as leaders and learning best practices to effectively communicate with all stakeholders. Cohort participants will participate in relationship building, creating a nurturing learning environment and working to honor each other's diversity in courageous, positive and constructive ways. Throughout this work participants will work collaboratively to address situations that occur naturally in their positions as teachers, administrators etc. During the last month of the cohorts time together, participants will develop their philosophy of leadership.

Session 1 and 2 - Leading from within- learning your identity as a leader.

- Leading in systems that are systemically racist
- Recognizing

Session 3 and 4 - Communication - how to be clear and collaborative with parents, teachers, and community.

Session 5 and 6 - Building Trusting Relationships

Session 7 and 8 - Honoring Diversity

Session 9 and 10 - Centering Children

Session 11 and 12- My Philosophy of Leadership

- Never stop learning
- Reflective Practitioner
- Advocate for Early Learning
- Strong Clear Vision
- Time Management
- Assertiveness and Delegation

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2. Describe the timeline of services to be rendered.

Program timeline has some flexibility. Understanding that most participants will be working full time two options will be available and participants will determine which as a cohort which would work best.

Option 1: Two group sessions a month, every other Saturday mornings from 9am-12pm.
One 90 minute session with each participant each month.

Option 2: Four 90 minute group sessions a month, once a week 6:00pm-7:30pm.
One 90 minute session with each participant each month.

Option 3: Four 90 minute group sessions, two sessions biweekly (Monday/Wednesday or Tuesday/Thursday, 6:00pm-7:30 pm).
One 90 minute session with each participant each month.

3. What are the qualifications of the individual(s) who will provide the services?

Resume attached

4. What is the proposed cost, not to exceed \$20,000?

Group Sessions x 12(3 hours per session at \$150 an hour)	\$5,400
Individual sessions x 60 (1.5 hours per month per participant) at \$125 an hour	\$7,500
Planning time 10 hours a month preparation for 2 group sessions and 10 individual sessions at \$100 an hour	\$6,000
Miscellaneous (book orders, supplies and incentives)	\$1,000
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Total	\$19,900

SUMMARY of QUALIFICATION

I am an outspoken and self-motivated, dynamic leader with strong organizing and program implementation skills, dedicated to improving conditions in my community. I am seeking to lead an organization which purposes to create equity, dismantle racism and racist practices, and provide opportunities for women, with a strong emphasis on Black and Brown women, and youth to be active in claiming their power. I am an accomplished educator/facilitator who has demonstrated the ability to teach, motivate, connect with and direct students while maintaining high expectations, interest and achievement. I am an effective communicator able to purposefully engage and interact with diverse populations.

SPECIAL ACHIEVEMENTS

- Named Teacher of the Year for Isaac Dickson Elementary School - 2005/2006
- Completed training in Reader's Workshop at Columbia University - 2008
- Facilitated four professional developments related to Reader's Workshop - 2008-2009
- Facilitated sessions at Closing the Gap Conference – Eliminating Bias in the Classroom as an individual presenter and Courageous Conversations as one of a group - 2010
- National Board Certification - 2011
- Asheville City Schools Foundation grant for a Writing to Change the World Project - 2011-2012
- Attended Professional Learning Communities Conference facilitated by the DuFour's - 2012
- Founded the nonprofit YTL Training Programs - Youth Transformed for Life - 2014
- Received CoThinkk Leadership Award - 2017
- Coach Diversity Institute Training -2020

EXPERIENCE

CEO of the YWCA of Asheville (June 2019 - September-2020)

- Managed Administrative Team of 4 and a staff of 100
- Implemented organization wide staff meetings with organization wide training
- Led the development of an Employee Advisory Council
- Led the development of a Community Advisory Council (process halted during COVID)
- Developed Mission Workshops to deal with internal cultural issues
 - Addressing issues of white supremacy in the structure and communication of the organization
 - Addressed “upstairs” downstairs dynamics that exists in the organization
 - Encourage and offered opportunities for frontline employees to lead initiatives
- Implemented Evaluation process throughout the organization
- Brought all employees up to a living wage
- Managed the closing fitness, aquatics programming in response to COVID 19 Pandemic and managed the reopening for both programs
- Reopened for Emergency Childcare for Essential and Critical Workers
- Made critical decisions that qualified the organization to receive state and federal funding to sustain through the pandemic.
- Worked collaboratively with Buncombe County, Manna Food Bank and other community organizations to support our community during the COVID-19 Pandemic
- Transitioned Women's Empowerment and Diabetes Wellness Program to Online
- Inherited a \$454,000 deficit and closed the fiscal year with no deficit and \$150,000 gain

- Raised \$120,000 in four months while leading the organization through COVID-19

YOUTH TRANSFORMED FOR LIFE (YTL) TRAINING PROGRAMS - ASHEVILLE, NC Executive Director (2014-June 2019)

- Collaboratively developed a vision and mission statement
- Created an organizational structure for daily operations
- Applied for and received 501c3 status (August 2015)
- Created intake process/developed YTL forms
- Established community partnerships in service for youth
- Responsible for grant writing and fundraising
- Supervise girls' group facilitators at Vance Elementary School and in the IRL Program at Asheville Middle School
- Supervised student advocates
- Developed and managed GRACE for Teens and ROSES summer programs
- Created GRACE for Teens After School and ROSES After School programs

ISAAC DICKSON ELEMENTARY SCHOOL - ASHEVILLE, NC 5TH Grade Teacher (2008-June 2019) 3rd Grade Teacher (2004-2008)

- Taught Common Core Course of Study for 5th grade with high expectations
- Facilitated the building of a classroom community of responsible students
- Collaborated With professional writers to mold students to Write to Change the World
- Facilitator of a school wide charge to close the achievement gap through Courageous Conversations, which seeks to eliminate teacher bias

LINCOLN MIDDLE SCHOOL - LINCOLNTON, NC 7th Grade Teacher (2000-2004)

- Taught the North Carolina Standard Course of Study for Language Arts
- Created an after school drama club

EDUCATION

Master's of Education (Educational Leadership) – 2013 East Tennessee State University, Johnson City, TN

Bachelor of Elementary Education, Minor in Psychology - 2000 Western Carolina University, Cullowhee, NC