

Different  
is Good



THE EXECUTIVE  
LEARNING LAB

**ASPIRE.  
ASCEND.  
TRANSFORM.**

Buncombe Partnership  
for Children's Leadership  
Development Program  
for BIPOC



# PROGRAM PROPOSAL

Prepared for:

Caroline Rodier,  
Assistant Director  
Buncombe Partnership  
for Children  
2229 Riverside Drive,  
Asheville, NC 28804

Prepared by:

Patricia Morgan, Ph.D.,  
Owner/Lead Consultant  
The Executive Learning Lab  
P: (404) 452-3600  
E: [info@TheExecutiveLearningLab.com](mailto:info@TheExecutiveLearningLab.com)  
W: [www.TheExecutiveLearningLab.com](http://www.TheExecutiveLearningLab.com)



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# Overview & Services To Be Provided

## Background:



Dr. Morgan is an innovative and passionate educator, leader, and life-long learner with a heart for equity, access, inclusion, and social justice. She has conducted numerous studies and presentations on Diversity, Equity, and Inclusion (DEI). Specifically, she has focused on Culturally Responsive Organizations, Culturally Relevant Pedagogy, Barriers and Access to STEM, and Critical Race Issues at local, national, and international conferences, including Metro RESA, National Science Teachers Association, American Educational Research Association, and the International Conference on Mathematics, Science, and Technology. Her latest blog is [Navigating Negative Narratives for Change](#). Also, her latest publications include [Decoding Careers in DNA: Genetic Coding Lesson Brings Computational Biology and STEM Careers to Life](#), and [Negotiating White Science in a Racially and Ethnically Diverse United States](#).

She has also hosted several keynotes, plenary sessions, and learning series on DEI for educational and nonprofit organizations, through her company, [The Executive Learning Lab, LLC](#). Participants of her learning series often describe her as authentic, passionate, engaging, and funny. Additionally, they say “Dr. Morgan will help you self-evaluate personal perceptions and biases in order to be culturally sensitive and proficient.” See her in action here: [youtu.be/H9qAXbod3\\_8](https://youtu.be/H9qAXbod3_8).

## Project Overview:

The Aspire. Ascend. Transform (AAT) Program is a six-month teaching and leadership development program for Black, Indigenous, and People of Color (BIPOC) early education teachers and program administrators in Buncombe County, NC. AAT will assist candidates in developing the agency to identify and disrupt inequities and systemic oppression and become change agents and leaders. AAT will help BIPOC unpack their cultural identities to understand the value of their unique cultural lens and how to highlight their under-represented and diverse talents. AAT participants will also unpack the specific issues that BIPOC face today in the workplace and as teachers and leaders (i.e., implicit and explicit biases, microaggressions, systemic and institutional racism, etc.). They will develop tools to support and grow with each other to become effective leaders with an unapologetic focus on racial and social justice.

## Services to be Provided:

AAT participants will engage in six monthly modules from November 2020 through April 2021 to support program participants’ development of leadership skills and strategic diversity and inclusion management skills. Each module will require five hours of synchronous work/meetings and one - five hours of asynchronous independent study and practice (i.e., readings, videos, etc.). Cohort participants will engage in interactive synchronous sessions, self-reflections, offline readings and discussions, case studies, affinity circles, and individual/group coaching, and feedback conferences to successfully acquire and navigate leadership positions.



# Project Goals, Timelines, & Evaluation

## **Project Goals:**

AAT will support emerging and established BIPOC leaders as they develop core competencies in leadership principles, organizational leadership, and strategic diversity and inclusion management using their unique cultural lens. The ATT program is designed to give participants the skills needed to promote their diverse talents as underrepresented members of the organization. Cohort participants will collaborate and discuss ways they can transcend to leadership positions where their voices are valued, heard, and sought after. AAT cohort participants will engage in six monthly theme-based modules. The goal for each module is below.

### **Module 1 - Nov 2020 - Unpacking Our Unique Cultural Identities**

AAT participants will explore the various aspects of cultural identity by unpacking culture, ethnicity, racial identity, and nationality. They will review the tenets of Culturally Relevant/Responsive Teaching and Leading in theory and practice and operationalize cultural competency. They will develop the leadership skills to communicate cultural responsiveness and excellence to diverse students, colleagues, communities, stakeholders, and hiring committees.

### **Module 2 - Dec 2020 - Confronting & Addressing Implicit Biases, Isms, and Microaggressions as a Leader**

AAT participants will explore and address the biases and microaggressions they face as leaders. They will be provided culturally-relevant strategies to confront these biases and isms and develop skills to promote the value of BIPOC influence and inclusion.

### **Modules 3 & 4 - Jan - Feb 2021 - BIPOC Leadership and Transformational Leadership - Parts 1/2**

AAT participants will develop skills to inspire, motivate, and grow using transparency and authenticity through their unique stories. They will unpack their beliefs and values. They will examine leadership practices that extend beyond organizational management to transformational leadership. They will learn how to spot excellence and lead collaborative teams where diversity and inclusion are valued, and positively impact their work.

### **Module 5 - Mar 2021 Critical Consciousness and Agency**

AAT participants will unpack critical consciousness by recognizing oppressive forces, identifying how it shapes society, and developing tools to take action against them. They will develop skills to become critical conscious and influential change agents/leaders who can align their company's initiatives with social justice. Lastly, they will use this knowledge to develop their "why" statements.

### **Module 6 - Apr 2021 - Branding & Career Aspirations**

AAT participants will develop their personal brands by establishing themselves as authentic and credible leaders, with a focus on excellence. They will develop short and long-term career goals and prepare and implement personal leadership development plans.

## **Evaluation/Progress Monitoring:**

ATT Participants will evaluate each module using a 10-question Likert and open response survey for program effectiveness and to inform the next steps.



# Professional Services Fee Schedule

**From: Patricia Morgan, Ph.D.**  
**The Executive Learning Lab, LLC**  
190 Buckhorn Trl  
Fayetteville, GA 30214  
Office: (404) 452-3600  
Email: [info@TheExecutiveLearningLab.com](mailto:info@TheExecutiveLearningLab.com)

DESCRIPTION	AMOUNT
Aspire. Ascend. Transform. (AAT) Program Development, Training, and Monitoring. Five hours of synchronous meetings with program participants and the development and assessment of asynchronous work.	\$20,000.00
Instructional handouts, workshop workbooks, electronic resources (i.e., presentations)	\$0.00
Monthly conference calls with program administrators to prepare/debrief.	\$0.00
<b>SUBTOTAL:</b>	\$20,000.00
<b>TAX RATE:</b>	EXEMPT
<b>TOTAL AMOUNT DUE:</b>	\$20,000.00
<b>Terms:</b>	Net30

## Disclaimers

The price and services enclosed are confidential and valid for 30 days. The fee for the leadership development program includes instructional handouts, workshop workbooks and handouts, electronic resources (i.e., presentations), participant evaluations, and course evaluations. Travel and per diem are an additional cost if in-person services are requested outside of the metropolitan Atlanta, Georgia area.

## Authorization

10/01/2020

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**Dr. Patricia Morgan**  
Owner/Lead Consultant  
The Executive Learning Lab, LLC

**Date**

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**Signature**

**Date**

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**Name / Title**



# Qualifications of Service Provider

## Patricia Dunac Morgan, Ph.D.

<p><b>Introduction</b></p>	<p>Below, you will find relevant information highlighting my professional and educational experiences. I will also include relevant conference presentations and publications. What is not highlighted is my extensive training in Leadership and Administration. Much like the program you are developing, I went through extensive training in Educational Leadership and Management at Georgia State University. I am dual certified in both School and System Performance-Based Leadership. I took a plethora of courses in ed leadership, such as Organizational Culture; Law, Policy, and Governance; Curriculum, Design, and Analysis; Psychological Aspects of Leadership; and Leadership for Change in a Diverse Society. Additionally, I studied critical race issues in education. I am currently teaching a five-part culturally responsive teaching and leading series for teachers and building administrators. My diverse background coupled with my BIPOC status gives me a unique perspective on issues in education and educational leadership.</p>
<p><b>Education</b></p>	<p><b>Doctor of Philosophy, Georgia State University</b></p> <ul style="list-style-type: none"> <li>• Science Education, Educational Leadership, and Qualitative Research Methods</li> </ul> <p><b>Master of Education, Georgia State University</b></p> <ul style="list-style-type: none"> <li>• Secondary Science Education</li> </ul> <p><b>Bachelor of Science, University of Miami</b></p> <ul style="list-style-type: none"> <li>• Biology, Chemistry, and Business Management</li> </ul>
<p><b>Professional Qualification</b></p>	<p><b>Harvard University, Graduate School of Education - Professional Education Programs</b></p> <ul style="list-style-type: none"> <li>• Schooling for Critical Consciousness (Fall, 2020)</li> <li>• Ensuring Success for All: Tools and Practices for Inclusive Schools Certificate (Spring, 2018)</li> <li>• Race, Equity, and Leadership in Schools Program Participant Certificate (Spring, 2017)</li> </ul> <p><b>Georgia State University, Department of Educational Policy Studies</b></p> <ul style="list-style-type: none"> <li>• Postgraduate Certificate in Qualitative Research in Education</li> </ul> <p><b>Georgia Professional Standards Commission</b></p> <ul style="list-style-type: none"> <li>• Performance-Based Educational Leadership System/School Level (P-12)</li> <li>• Broad-field Science (6-12), Reading (P-12), Gifted In-Field (P-12), and Earth/Space Science (6-12)</li> </ul>

## Relevant Publications

- Morgan, P.S.** (2020). Navigating Negative Narratives for Change [Georgia Science Teachers Association](#). (practitioner's audience)
- Morgan, P.S.** (2019). Capitalizing on Cultural Competency [Blog]. [US Soccer Foundation](#). (national audience)
- King, N., Wade, K. & **Dunac Morgan, P.S.** (2018). Decoding Careers in DNA: Genetic Coding Lesson Brings Computational Biology and STEM Careers to Life. [The Science Teacher](#). (practitioner's audience; refereed journal; national audience)
- Dunac, P.S.** & Demir, K. (2016). Negotiating White Science in a Racially and Ethnically Diverse United States. [Educational Review](#). (empirical; refereed journal; international audience)
- Morgan, P.S.** & Demir, K. (2015). Speaking Up for ALL Students in Science. [Georgia Science Teachers Association eObservations](#). (practitioner's audience; national audience)
- Dunac, P.S.** & Demir, K. (2013). Stacking up Against Alternative Conceptions: Using Uno Cards to Introduce Discourse and Argumentation. [The Physics Teacher](#). (empirical; refereed journal; international audience)

## Relevant Presentations

- International & National (Peer Reviewed)**
- Dunac-Morgan, P.S.** & Demir, K. (2018, Apr). *Examining the Culturally Responsive Practices of White Female Secondary Science Teachers Through Critical Race Theory*. Paper presentation at the American Educational Research Association, New York, NY.
- Dunac-Morgan, P.S.** (2018, Mar). *Implementing Culturally Responsive Pedagogy to Improve Access in Science*. Presentation at the National Science Teachers Association, Atlanta, GA.
- King, N., Wade, K. & **Dunac-Morgan, P.S.** (2018, Jan). *Providing Access to STEM Careers Through STEM Gems™: A Community and University Partnership Approach*. Paper presentation at the Association for Science Teacher Education Conference, Baltimore, MD.
- Dunac-Morgan, P.S.** & Demir, K. (2016, June). *Negotiating White Science in a Racially and Ethnically Diverse United States*. Paper presentation at The International Conference on Mathematics, Science, and Technology, Bodrum, Turkey.
- Dunac-Morgan, P.S.** & Demir, K. (2016, Apr). *Towards a Race-Based Understanding of Culturally Relevant Pedagogy in the Science Classroom*. Paper presentations at the American Educational Research Association, Washington, DC.
- Dunac, P.S.** & Demir, K. (2013, Apr). *STEM Undergraduate Service Learning Interns' Perceptions of Inquiry-Based Activities for Urban Students*. Paper presentation at the American Educational Research Association, San Francisco, CA.

**Dunac, P.S.,** Demir, K., Esposito, J. (2012, July). *Discourse and Argumentation in an Urban Science Classroom*. Paper presentation at the World Conference on Physics Education, Istanbul, Turkey.

**Dunac, P.S.** (2012, Mar). *Alternatively Certified Science Teachers' Perceptions of Their Preparedness to Teach Urban Minority Students*. Poster presentation at the National Association of Research in Science Teaching Annual International Conference, Indianapolis, IN.

**Dunac, P.S.** & Puvirajah, A. (2010, Oct). *Undergraduate Students' Perceptions of STEM Teaching as a Career Path*. Paper presentation at the Southeastern Association for Science Teacher Education Annual Meeting, Atlanta, GA.

**Regional & State (Peer Reviewed)**

**Morgan, P.S.** (Current). *Wow, That Escalated Quickly! Culturally Proficient Practices for Inclusive Communities: A Job-Embedded Learning Series*. Learning series for teachers, counselors, and school administrators, Atlanta, GA.

**Morgan, P.S.** (2019, Feb). *Culturally Proficient Teaching Practices to Engage ALL Students in Science*. Georgia Science Teachers Association Annual Conference, Columbus, GA.

**Morgan, P.S.** (2018, Dec). *Culturally Responsive Practices to Address Today's Issues*. Presentation at the High Impact Practices to Engage and Challenge All Learners Drive-In Conference, Griffin, GA.

**Morgan, P.S.** (2018, Nov). *Rethinking Relationships: Leveraging Technology in a Culturally Responsive Classroom*. Presentation at the Georgia Educational Technology Conference, Atlanta, GA.

**Morgan, P.S.** (2018, Sept). *I Can't Believe You Just Said That – Transformational Cultural Proficiency Practices to Reach All Students*. Presentation at the Georgia Association of Curriculum and Instructional Supervisors Fall Conference, Athens, GA.

**Morgan, P.S.** (2017, Dec). *Not Your Everyday Culturally Responsive Workshop*. Presentation at the High Impact Practices to Engage and Challenge All Learners Drive-In Conference, Griffin, GA.

**Dunac, P.S.** & Puvirajah, A. (2010, Oct). *Students' perceptions of science and mathematics teaching as a career path: Survey of select undergraduate STEM classes*. Paper presentation at the 35th Annual Meeting of the Georgia Educational Research Association, Savannah, GA.





## References & Testimonials

**Dr. Reagan Biwott**, *K-12 Science Instructional Supervisor & K-5 Science Endorsement Coordinator*  
Metro RESA, 1870 Teasley Dr, Smyrna, GA 30080

**Phone:** (404) 273-3494

**Email:** [reagan.biwott@mresa.org](mailto:reagan.biwott@mresa.org)

**Relationship:** Currently conducting a five-part job-embedded culturally responsive teaching and leading learning series for their organization. I've also conducted other DEI workshops for them since 2014. The link to the course is here: [Cohort 1](#) and [Cohort 2](#)

**Testimonials:**

- All I can say is WOW. I am so impressed with everything that you presented and just you! Period! Your energy and passion is contagious and I am so grateful for the opportunity to learn from you. Thank you so much for sharing your wisdom and expertise. I look forward to the next sessions and can't wait to share everything within the communities I work in.
- Dr. Morgan did an outstanding job breaking concepts down. The presentation was extremely engaging and there were many activities that I can apply when training others. Great presentation. I look forward to the next session!
- Dr. Morgan that so much for your willingness to share your knowledge in a way that inspires others to learn and grow!
- The session gave me a lot of good resources to start my research in order to implement these strategies with fidelity.

**Dr. Abby May**, *Principal*

RM Moore Elementary School, 1375 Puckett Rd, Waleska, GA 30183

**Phone:** (770) 704-1212

**Email:** [abby.may@cherokeek12.net](mailto:abby.may@cherokeek12.net)

**Relationship:** Conducted a three-part culturally responsive teaching series for all staff and administrators.

**Testimonials:**

- Dr. Morgan facilitated professional learning with my staff at RM Moore ES STEM Academy centered on Culture Competence. She led a three-part series that included resources and activities that were relevant and engaging for our staff in addressing cultural norms, understandings, and topics critical to our success as a school of diverse learners. Dr. Morgan provided great examples, meaningful conversations, and a safe environment with which our teachers and staff could participate freely. She catered her resources to our needs and made them available for our use after each session to continue our work. We continue our relationship with her as we grow in our competence on the cultural continuum. Dr. Morgan is a wonderful resource and professional!
- I have been teaching in a culturally diverse setting for many years. I have also been through many cultural and diversity training. This was the best one I have ever attended. The trainer was exceptionally knowledgeable and culturally sensitive. I would highly recommend this training to everyone.
- This was the most well presented and useful material I've ever received in a training. The presenter is engaging and truly passionate about the material presented.

**Shaina Ross**, *Program Director*

**U.S. Soccer Foundation**, 1140 Connecticut Ave NW Suite 1200, Washington, DC 20036

**Phone:** (202) 872-9277

**Email:** [sross@ussoccerfoundation.org](mailto:sross@ussoccerfoundation.org)

**Relationship:** Conducted an all-staff diversity and inclusion training. Also, conducted a plenary session for their soccer coach leaders and staff.

**Testimonials:**

- As a black woman navigating even the most “progressive” of places, implicit biases and racist undertones run deep - especially on less diverse teams and departments. Dr. Morgan has such a way of speaking and there was definitely a productive ripple that I saw through my co-workers. I feel confident in advocating for myself and our mission using the technique she spoke on.
- Patricia Morgan approaches what can be tough topics, in both a professional and light-hearted way. Her desire to discover, learn, and grow alongside her peers is contagious.
- Dr. Patricia Morgan was a very motivating speaker and presenter. She was transparent and open throughout the workshop to ensure that everyone felt safe and welcomed. The workshop was very engaging and we learned a lot! Thank you!

You can find additional testimonials here → <https://theexecutivelearninglab.com/reviews>



## Closing

Patricia Morgan  
Owner/Lead Consultant  
The Executive Learning Lab  
190 Buckhorn Trl  
Fayetteville, GA 30214

October 1, 2020

Caroline Rodier  
Assistant Director  
Buncombe Partnership for Children  
2229 Riverside Drive  
Asheville, NC 28804

RE: RFP - BIPOC Leadership Development for Early Childhood Educators

Thank you for taking the time to review the “Aspire. Ascend. Transform. Buncombe Partnership for Children’s Leadership Development Program for BIPOC” proposal. With my vast content and pedagogical knowledge in educational leadership, diversity, equity, and inclusion, and culturally relevant pedagogy, I am confident that I possess the qualifications that you seek for this contract.

I strongly believe that my content knowledge, experience working with school and district leaders, and pedagogical knowledge will be an asset to your team and this cohort of budding leaders.

Thank you for your time and consideration. Please let me know if you have any questions. I may be contacted via email [info@TheExecutiveLearningLab.com](mailto:info@TheExecutiveLearningLab.com) or phone 404-452-3600.

Sincerely,

**Patricia Morgan, Ph.D.**  
*Owner & Lead Consultant*  
The Executive Learning Lab, LLC  
W: [www.TheExecutiveLearningLab.com](http://www.TheExecutiveLearningLab.com)  
E: [info@TheExecutiveLearningLab.com](mailto:info@TheExecutiveLearningLab.com)