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Who We Are

Based in Iowa City, West Wind Education Policy Inc. is ready to support you!

West Wind Education Policy (West Wind) was founded in 2001 to build the capacity of leaders to imagine and enact public K–12 education systems that overcome historic and persistent inequities and engage each and every child in learning.

Our services support public education advocates at the building, district, state, national, and community levels as they plan and implement education improvements. We have an expansive vision for equity centered first and foremost on **race** and **ethnicity**.

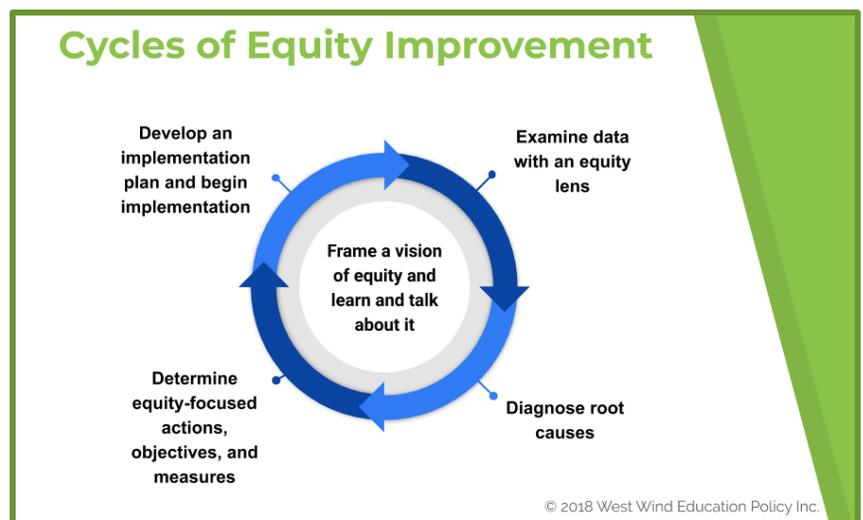
We design our programs using West Wind’s framework for **Systemic Equity LeadershipSM**, which draws on Adaptive LeadershipTM, learning organizations and systems change, Critical Race Theory, Glenn Singleton’s Courageous Conversations About Race, Improvement Science, and Implementation Science.

Our primary services include **professional development, equity leadership coaching, and policy analysis.**

The focus of our services is to help school staff develop their **Equity AgencySM**, which we define as an understanding of one's racial and cultural identity, the ways one is impacted by implicit bias, and one's ability to develop student identity and agency.

Our **Equity Improvement Cycle** is either a central organizing feature or a touchstone in all of our work.

We would be honored to support Iowa’s educators and education leaders in achieving a bold vision of equitable experiences and outcomes for all students. Will you join us? Please review our catalog of services inside.



West Wind Education Policy Inc.

Catalog of Equity Programs and Services

Focused Programs

Overcoming Implicit Bias

Implicit bias is a root cause of racial inequities in education. We help educators understand implicit bias as a cognitive process and examine narratives that inform our interpretations of events. We emphasize that (1) implicit biases generally are not an indication of our explicit beliefs and values and (2) they are malleable and—with research-based practices—we can overcome their influence.

Equity-Focused Instructional Rounds

Instructional rounds—a practice adapted to education from the field of medicine—helps educators work together to solve common problems and improve their practice. West Wind has worked in collaboration with Lee Teitel—one of the original designers of Harvard’s Instructional Rounds—to add an equity lens to the processes and to include students.

We are especially interested in working with schools ready to engage students in their Rounds work.

A teacher in one our Rounds sessions said it was, “the most powerful professional development I have ever attended,” while a student reported, “It was the first time I ever felt listened to by adults in this school.”

Recruitment and Retention

The percentage of students of color in districts across the U.S. is growing, yet schools have persistently struggled to reach demographic parity in the workforce. In Iowa, the number of students of color has doubled since the year 2000, comprising 20% of Iowa’s K-12 student body; however, teachers of color make up only 2.2% of teachers. The work needed to shift these demographics is different in Iowa than in larger urban settings, where most education research is conducted. West Wind helped develop a framework for both the recruitment *and the retention* of staff of color in Midwestern communities, which includes work with mentor teachers, teacher supervisors, and administrators; cohorts of teachers of color; school boards and other decision makers; and higher education.

Mathematics Equity Project

In this special project, we have applied our equity framework to the teaching of mathematics. We offer training, coaching, and materials to support the closing of achievement gaps in mathematics.

Educational Equity Resource Portal

In November, we will unveil a web-based Educational Equity Resource Portal. We are seeking subscribers for our 2019-20 beta year. Subscribers in the beta year receive a reduced subscription rate, allowing access to collated resources, monthly webinars, private consultations, an online community of practice, discounts on West Wind’s other services, and a subscription discount in Year Two.

Customizable Services

District Leadership Team Consultations and Coaching

Growing the cultural competency and Equity Agency of district decision makers; supporting strategic planning through an equity lens, and help with identifying and addressing problems of practice

Building Leadership Team Consultations and Coaching

Bringing School Improvement Plans in line with the *Every Student Succeeds Act* (ESSA), using Equity Improvement Cycles to pace the work and accelerate improvement

Teacher Leadership Equity Coaching and Support

Onboarding and support to mentor teachers, instructional coaches, cultural competency leads, and other teacher leaders as they develop their Equity AgencySM and specific skills in coaching for equitable outcomes

School Board Governance Through an Equity Lens

Workshops and coaching services for school boards built on our frameworks to grow Systemic Equity LeadershipSM and Equity AgencySM; analyzing data through an equity lens; strategic planning (creating a vision, mission, ambitious but achievable equity-focused goals, and implementation plans); self-assessments, using protocols with equity embedded features; board governance, progress monitoring tools, and sustainability plans aligned to equity; and understanding best practice and effective plans for eliminating achievement gaps

Equity Audits and Policy Reviews

Review data, policies, practices, and climate; provide actionable feedback on how to achieve equitable experiences and outcomes for all students

Affirmative Action and Equal Employment Opportunity

Help districts to develop compelling, actionable, and defensible plans, and coaching to achieve the plan's goals

Data Literacy for Equity

Supports to teachers and leaders to understand why and how data can support equity planning, to craft ambitious but achievable goals, and to develop actionable measures of equity improvements

Original Research

Help to understand research- and evidence-based practice and to determine how equity and inequity are present in our local contexts through best practice literature reviews, focus groups, and original research projects

Crisis Response

Support to districts through incidents of racial insensitivity or bias; provide an independent and respectful ear to local leaders sorting through challenges



*A woman-owned company, West Wind is a **Targeted Small Business** in the state of Iowa*

Want more information?

Contact Circe Stumbo, West Wind President, at circe@westwinded.com or (319) 530-7838 or visit www.westwinded.com

Our Team

Circe Stumbo, President

Circe founded West Wind Education Policy Inc. in 2001, where she oversees West Wind's work on equity, educator effectiveness, personalized learning, and improvement cycles. Circe has worked with fifty-seven states and territories through direct contracts and collaborations with national and regional advocacy organizations and federal centers. Prior to founding West Wind, Circe spent 15 years in Washington, DC, in K-12 education, higher ed, and agriculture policy. Circe has an Ed.M. from Harvard University, M.A. from the University of Maryland College Park, and B.A. from The University of Iowa.



Comfort Akwaji-Anderson, Ph.D., Consultant, Equity and Mathematics

While helping design West Wind's equity-focused mathematics instructional improvement program, Comfort also serves as Co-Lead for Access & Equity Driver for Iowa's Statewide Mathematics Leadership Team and serves on Iowa's statewide TLC Leadership Team. Previously, Comfort served as Director of K-12 Curriculum & Instruction for the Waterloo Community School District. She earned her Ph.D. in Education and M.S. in Family & Consumer Sciences from Iowa State University, B.S. Psychology, Minnesota State University, and B.A. Elementary Education from Government Teacher Training College in Bamenda, Cameroon.



Adrienne Bailey, Ph.D., Senior Consultant, School Board Equity and Governance

Adrienne is a senior consultant providing strategic coaching and equity solutions to school district leaders and boards of education. She previously served as senior consultant at the Panasonic Foundation and Senior Liaison at Stanford University's Center for Opportunity Policy in Education/LEADS; ExEL coach, Harvard University; and Program Manager, Stupski Foundation. Adrienne also held positions in the Consortium for School Research, University of Chicago; Council of Great City Schools; Chicago Public Schools, and the College Board. Adrienne holds a Ph.D. from Northwestern University, M.Ed. from Wayne State University, and B.A. from Mundelien College.



Mandi Bozarth, Project Director and Equity Leadership Coach

Mandi joined West Wind after serving as a policy director for Congressman Brad Carson and then as a political consultant at VR Research. Prior to this, she worked with special ed students in a middle school and as a program director at UC Berkeley, where she organized educational programming to foster and support diverse, multi-cultural and international families. Mandi earned her M.A. from the University of London and her B.A. from Oklahoma State University, and she has studied at the Open University of Great Britain.



Ellen Daye-Williams, Senior Leadership Facilitator

Ellen joined West Wind after retiring as Manager of Student Discipline and Attendance for the Cedar Rapids Community School District. Prior to that position, Ellen served 15 years as Elementary Principal and 23 years as a speech-language pathologist/consultant with Grant Wood AEA. Ellen earned her M.A. from The Ohio State University, her Master's in Education Administration from the University of Northern Iowa, and her B.A. from Shaw University. She is a certified presenter for ACEs and Trauma Informed Care.



DeeAnn Grove, Ph.D., Consultant and Equity Leadership Coach

DeeAnn is a lead consultant with West Wind and an experienced teacher educator. Both her research and teaching emphasize how the history of oppression in the United States continues to manifest itself in schools today. In addition to her work at West Wind, DeeAnn has been a lecturer at Cornell College in Mt. Vernon, IA. DeeAnn earned her Ph.D., M.A., and B.A. from The University of Iowa. DeeAnn is a trained circle keeper.



Isaiah McGee, Senior Equity Facilitator

In addition to his service as Senior Equity Facilitator with West Wind, Isaiah is an Equal Opportunity Specialist at Iowa State University. Isaiah previously served as Equity Coordinator and Human Resource Specialist for Diversity in the Des Moines Public Schools and as a policy and equity consultant for the Iowa Department of Education. Isaiah also spent six years as a special education, economics, history, and government teacher and assistant football coach. Isaiah is a Ph.D. candidate at Iowa State University, having earned his M.A. from Drake University and B.A. from Cornell College. Isaiah is a certified IDI Qualified Administrator.

