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## Who We Are

**West Wind Education Policy Inc. is ready to support you!**

**West Wind Education Policy Inc. (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**.

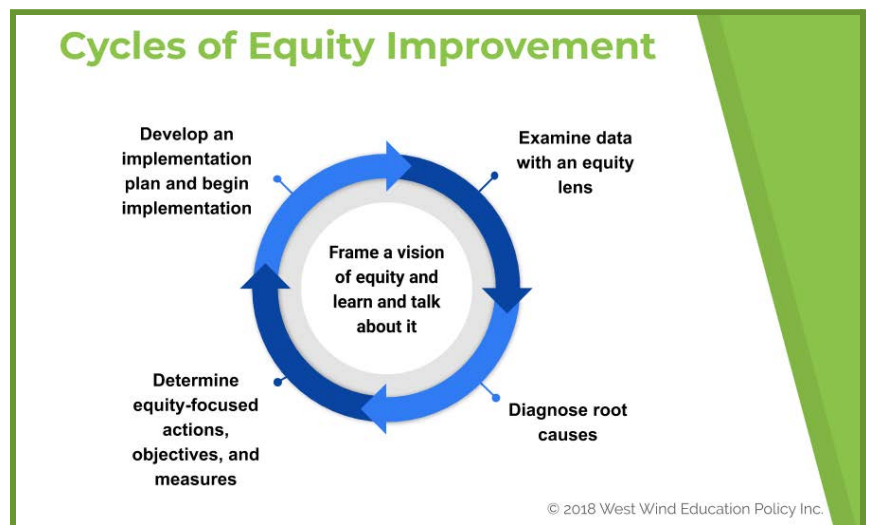
Our primary services include **professional development**, **leadership coaching**, and **policy analysis**.

We design our programs using West Wind’s frameworks for **Equity Agency<sup>SM</sup>** and **Systemic Equity Leadership<sup>SM</sup>**. **Equity Agency** is the ability to engage in equitable practices and to create equitable environments. A prerequisite for Equity Agency is an understanding of one's racial and cultural identities and the ways one is impacted by implicit bias. **Systemic Equity Leadership** is the ability to lead, facilitate, and coach others to make changes that result in more equitable outcomes and experiences for all. Systemic Equity Leadership draws together theories of organizations, leadership, implementation, improvement, and equity, and builds upon our professional and lived experiences.

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

*We would be pleased to customize programming to support your needs.*

Please review our catalogue of services and let us know how we can help.



# 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

Through our web-based Educational Equity Resource Portal, we offer resources and services curated to the needs of our subscribers. We invite subscribers for our 2020-21 beta year. Subscribers in the beta year receive a reduced subscription rate running through June 30, 2021, which allows 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 Agency<sup>SM</sup> 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 Leadership<sup>SM</sup> and Equity Agency<sup>SM</sup>; 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](mailto:circe@westwinded.com) or (319) 530-7838 or visit [www.westwinded.com](http://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, thirty

districts, and fifty schools 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.

## **Mary Antón, Ed.D., Equity Fellow**

A proud second generation Mexican American, Mary was a Massachusetts school principal for 17 years, taught about the intersection of race, language and education at Tufts University for 18 years, and served for ten years at Teachers21 engaged in strategic planning, program evaluation and professional development. Mary has an Ed.D. and an Ed.M from Harvard University, and a B.A. from the University of California Berkeley.



## **Adrienne Bailey, Ph.D., Sr. Consultant**

Prior to her consultancy, Adrienne was 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, multicultural and international families. Mandi earned her M.A. from the University of London, her B.A. from Oklahoma State University, and she has studied at the Open University of Great Britain.



## **Ellen Daye-Williams, Senior Leadership Facilitator**

A certified presenter for ACEs and Trauma Informed Care, Ellen joined West Wind after retiring as Manager of Student Discipline and Attendance for the Cedar Rapids Community School District. Previously, 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.

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

DeeAnn is an experienced teacher educator. She studies and teaches 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 is a lecturer at Cornell College in Mt. Vernon, IA, and a trained circle keeper. DeeAnn earned her Ph.D., M.A., and B.A. from The University of Iowa.



## **Christopher Johnson, Ph.D., Consultant and Equity Leadership Coach**

Chris is an Assistant Professor of Education and African American Studies at Coe College, where he teaches Sport and Black Culture, Interracial Communication and an Advanced Topics course. His research focuses on racial identity, representation and interracial interactions.

## **Isaiah McGee, Senior Equity Facilitator**

Prior to West Wind, Isaiah worked at Iowa State University, in the Des Moines Public Schools district office, at the Iowa Department of Education, and as a secondary teacher and assistant coach. Isaiah is a Ph.D. candidate at Iowa State University, with a M.A. from Drake University, and B.A. from Cornell College. Isaiah is a certified IDI® Qualified Administrator.



## **Adrian Mims, Ed.D., Consultant and Equity in Mathematics Lead**

Adrian is founder of The Calculus Project, increasing the number of Black, Latinx, and low income students enrolled and succeeding in Calculus Honors, AP Calculus, and AP Statistics. Adrian has a B.S. from the University of South Carolina, two M.A.s from Simmons College, and an Ed.D. from Boston College.