



3839 Cottage Grove Ave SE ▪ Cedar Rapids, IA 52403 ▪ (319) 530-7838 ▪ [www.westwinded.com](http://www.westwinded.com)

## Who We Are

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

**West Wind Education Policy Inc. 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. With deep expertise and experience in PK-12 education, we bring a commitment to rigorous and supportive learning environments and an expansive vision for equity centered first and foremost on race and ethnicity.

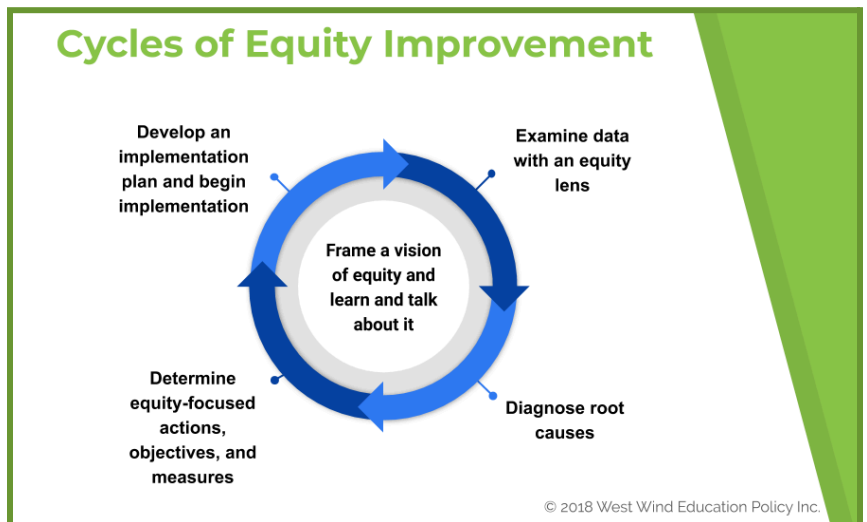
Our primary services include **professional development**, **leadership coaching**, and **policy analysis**.

We design our equity-focused 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. **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 catalog of services and let us know how we can help.



**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)

# West Wind Education Policy Inc.

## Catalog of Programs and Services

### Equity-Focused Programs

#### Equity Instructional Rounds

Equity Instructional Rounds—a practice adapted to education from the field of medicine—helps educators work together to identify and 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.”*

#### Equity Audits & Policy Reviews

West Wind reviews data, policies, practices, climate, and instruction for districts, providing actionable feedback on how to achieve equitable experiences and outcomes for all students.

#### Safe & Inclusive Learning Environments

West Wind supports districts to create and nurture learning environments that prioritize the security of students, staff, and educators and support everyone to thrive in connected learning communities. Our programming draws on research and best practices from leaders in school safety and from research about what students and educators need in order to learn together in equitable and supportive communities. We tailor our programming to a district’s unique context, rooted in strategies and practices that are equity-advancing, restorative, and healing-centered.

#### Recruitment & 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 26% of Iowa’s K-12 student body; however, teachers of color make up only 2.8% 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.

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



# Customizable Services

## Leadership Coaching

Research is clear about the need for coaching in order to bring new practices into use and to make new practices habitual. Training alone will not translate into the *use* of new competencies. As such, West Wind offers individual and group coaching services to educators and education leaders.

### District Leadership Team Consultations and Coaching

West Wind grows Systemic Equity Leadership<sup>SM</sup> capacity of district decision makers by supporting strategic planning and helping to identify and address problems of practice.

### Building Leadership Team Consultations and Coaching

We help bring 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

We provide 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 grow specific skills in coaching for equitable outcomes.

## Community-Based Advisory Groups

West Wind provides coaching and support to district staff who coordinate advisory groups and training to advisory groups themselves. We regularly join District Equity Committee meetings, helping members to understand systems, strategic plans, and the productive use of community voice. We design and facilitate advisory group retreats while coaching district-level staff with community engagement and helping them with principles of implementation science and Adaptive Leadership<sup>SM</sup>.

## Strategic Planning

Our strategic planning process centers collaborative inquiry to engage leaders and stakeholders in developing shared understandings, crafting a shared vision, and analyzing district strengths and challenges together. Our team of experienced leaders facilitate a process of looking at data, gathering information through interviews and focus groups, and drafting and implementing strategic plans that reflect and embrace the complexity of each unique district.

## School Board Governance

West Wind provides workshops and coaching services for school boards built on our frameworks. We support boards in analyzing data; engaging strategic planning (creating or revising a vision, mission, ambitious but achievable goals, and implementation plans); conducting self-assessments; reviewing board governance, progress monitoring tools, and sustainability plans; and understanding research-based best practice for improving learning, teaching, school culture, and districtwide outcomes.

## Pilot Initiative Implementation

Using principles of implementation science and improvement science, West Wind supports individual school buildings or districts as they pilot equity-focused initiatives or launch entirely new programs, annexes, or buildings. West Wind's supports can range from training and coaching building administrators or Building Leadership Teams all the way through to providing targeted building-wide professional development, conducting observations of implementation, and coaching of individual school staff or staff teams.

## Data Literacy

West Wind supports teachers and leaders to understand why and how data can support planning, how to craft ambitious but achievable goals, and how to develop actionable measures of improvement. We encourage educators to re-evaluate what constitutes data, incorporating both traditional forms of hard data and narratives of educators, students, and caregivers.

# Our Team

## Circe Stumbo, President



Circe founded West Wind Education Policy in 2001. 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 Ed.M from Harvard University and B.A. from University of California Berkeley.



## Sam Black, Leadership Facilitator



Sam serves as a consultant to education, human service, and justice system agencies. Sam served as a Division Manager in Iowa's Sixth Judicial District Department of Correctional Services (adult probation and parole department) prior to his retirement in 2020. Sam holds a B.A. in Criminal Justice

Administration from Mount Mercy College and an M.A. in Educational Policy and Leadership Studies from the University of Iowa.

## Jin Chang, Ph.D. Candidate, Consultant

Jin is a Ph.D. Candidate in the history of education at the University of Iowa. Their research focuses on the history of Asian American students and the history of student activism. Jin has experience creating oral history projects for libraries and supporting qualitative research efforts at nonprofits.



## Mandi Bozarth, Project Director



Mandi supports education leaders to create policies and practices that center students as learners. With more than a decade's experience supporting educators, Mandi earned her M.A. from the University of London, her B.A. from Oklahoma State University, and studied education at the Open University of Great Britain.

## Ana Clymer, Program Manager



Ana joined West Wind's team in November 2023 as a Program Manager. Ana previously served as the Cultural Equity Statewide Coordinator with Iowa State University's Child Welfare Research & Training Project in contract with the Iowa Department of Health & Human Services. She is co-founder and Board member of the Marion Alliance

for Racial Equity (MARE) in Marion, Iowa, and a member of the Cedar Rapids Branch of the NAACP and serves on the Linn-Mar District Diversity, Equity, and Inclusion Committee. Ana holds a B.A. in Social Work from The University of Iowa and an A.A. in Liberal Arts from Kirkwood Community College.

## DeeAnn Grove, Ph.D., Policy Fellow

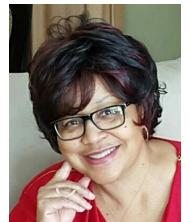


DeeAnn is an experienced teacher educator and an educational consultant in Iowa. In her research, DeeAnn studies how oppression in the United States manifests itself in schools today. In addition to her work at West Wind, DeeAnn is a lecturer at the University of Iowa and a trained circle keeper. DeeAnn earned her Ph.D.,

M.A., and B.A. from The University of Iowa.

## Ellen Daye-Williams, Sr Leadership Fellow

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 an 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.



## Christopher Johnson, Ph.D., Research Fellow

Chris is an Associate Professor of Education and African American Studies at Coe College, where he teaches Introduction to Educational Psychology, Sport and Black Culture, Introduction to African American Studies, Interracial Communication, and Tupac Shakur and the Hip Hop Revolution. His research focuses on racial identity, representation, and interracial interactions. Chris earned a Ph.D. and M.Ed. from the University of Georgia and a B.S. from Florida Agricultural & Mechanical University.

