

**Office of Finance
Division of Procurement
MONTGOMERY COUNTY PUBLIC SCHOOLS
45 W. Gude Drive, Suite 3100
Rockville, Maryland 20850**

October 12, 2023

NOTICE TO OFFERORS

**The following are questions and answers regarding
RFP# 4977.2, Antiracist and Culturally Responsive Coaching for Learning and
Achievement Specialists, Equity Specialists and Staff Development Teachers**

NUMBER	QUESTION	ANSWER
1	Is MCPS selecting the same vendor for the principal training and learning specialists? Would it be important to apply to both RFPs?	They are two separate RFPs. If you would like to be considered for both, you must submit a proposal for both, separately.
2	Would you be willing to share a range or a cap amount for this coaching project? (E.g., the budget shall not exceed X amount of dollars.)	MCPS has a flexible budget for this project and will select a vendor who offers the greatest benefit to cost. MCPS is also open to bidders' proposing differing cost option packages within their proposals.
3	Is MCPS willing to consider creative, experiential learning?	Yes
4	Does MCPS prefer 1:1 coaching or small group or cohort coaching?	Both are great options and we'd like to see them both be considered in the proposal.
5	What is the time commitment for Train-the-Coaches? Would MCPS consider 1-5 half or full days of training for coaches? In other words, how many hours can participants dedicate to Train-the-Coaches?	We are open to proposals on how to divide up the time – generally – half days are best and we wouldn't want more than 3.
6	What educational content on the topics of racial equity, anti-racism, cultural competence, or other relevant educational content have the prospective participants completed?	The system recently completed an antiracist audit and we would encourage proposals to align with the overall findings. The participants have participated in Anti Racist Leadership training lead by MCPS' Office of Strategic Initiatives on how to be

		an antiracist and culturally responsive leader in general - who is able to lead a team through identifying racism, revising policies and practices that are racist and communicating the changes. They have received 12 hours of learning to date with 8 more hours lined up this school year.
7	Would participants be open to pre-work, independent work, and post-work? (E.g., workbook activities, readings, videos, self-scheduled meetings with accountability partners)	Yes
8	<p>Section (b) of the RFP states: Human resources and materials to provide a minimum of 10 hours of individual (in-person preferable and virtual hybrid) district-wide observation with follow-up coaching throughout the 2023-2024 school year, for these 60 school leaders.</p> <p>Does this mean the vendor will need to provide 10 hours total? Or, is it asking for 10 individual hours per person (60 people), so 600 hours?</p>	<p>10 hours of individual observation and coaching with the 15 principal supervisors. We are not asking to provide 10 individual hours per person for 60 people.</p> <p>The only individual coaching we anticipate will be for the principal supervisors (15 people).</p>

Angela McIntosh-Davis, Director
Division of Procurement

Please indicate your receipt of this notice by signing below and returning with your proposal or under a separate cover.

Accepted: _____
Name and Title

Company Name: _____