

REQUEST FOR PROPOSALS:

## **Consultant for Centering Parent and Practitioner Power**

The Alliance for Early Success is seeking a consultant to help manage a new Community of Practice (CoP) dedicated to Centering Parent and Practitioner Power (CPPP) in early childhood policy and advocacy work.

### **Background**

The Alliance is a 50-state network, committed to building a powerful community of diverse early childhood policy allies that informs, accelerates, and amplifies their effectiveness in achieving state actions necessary for each and every young child to thrive. We connect advocacy organizations working to improve early childhood policy at the state-level. These organizations are part of the Alliance community because of their history of effective policy and advocacy work in their respective state.

We are also committed to becoming an antiracist organization and believe the only way we'll achieve our vision – of every child in every state having what they need in the early years to realize their full potential for a lifetime – is through policy changes that dismantle the structural racism that drives disparities from the start.

Our current 50-state network of allies represent the more traditional approach to advocacy which relies heavily on quantitative data, published research, and leveraging relationships with elected officials, administrative policymakers, and their influencers. This approach, often described as “grasstops,” has proven to be effective in making significant incremental changes in early childhood policies and increased investments. However, to bring about transformative change, we believe state advocacy must evolve to include other voices (parents, practitioners) and their power, often described as “grassroots.”

We believe in the expertise that comes from lived experiences and in the collective power of a broader, in-state, advocacy community inclusive of parents, practitioners, and organizing groups. The authentic engagement of new voices – those who will benefit from the policies we advocate for – in the development of equitable and effective policies and investments will build the power to make early childhood and family issues enduring political priorities.

### **Vision for the Centering Parent and Practitioner Power Community of Practice**

We aspire to create a community for advocates within the Alliance's 50-state network to deepen their knowledge and skills to equitably center lived experiences and shared power in their policy and advocacy work.

This CoP will provide learning sessions where grantees can strengthen their capacity to engage in authentic and impactful partnerships rooted in the values of racial equity and shared power. It is through the recognition of one another's inherent value and power that stronger, enduring coalitions are built. Our hope is that this CoP plants seeds that will shift mindsets and ultimately transform the landscape for state policy and advocacy work.

### **Role of Consultant**

The Consultant will manage the Centering Parent and Practitioner Power Community of Practice. They will work closely with Alliance staff to shape and execute the Community of Practice as a safe space for ongoing, candid, peer-to-peer sharing, support, and learning that leads to professional and organizational growth. We estimate this contract role will require 20-25 hours each month. The CoP will meet monthly for up to 2 hours over the course of 9 months.

### *Responsibilities*

- **Project Planning**: Lead efforts to develop a CoP plan, curriculum, application, and evaluation process, with thought-partnership from Alliance staff
- **Project Management**: Manage project plan, tasks, and timeline
- **Community Building**: Build rapport and maintain relationships with CoP members and Alliance staff. Foster relationship building among CoP members so they see the group itself as a source of support
- **Meeting Design and Logistics**: Conduct planning calls with CoP members and Alliance staff, prepare and coordinate speakers, design meeting format, develop pre- and post-meeting materials, and maintain a platform for resource sharing Coordinate with Alliance staff to manage logistical details.
- **Facilitation**: Facilitate virtual (Zoom) discussion sessions, using best practices for large and small groups

### *Qualifications*

- Experience creating customized peer learning communities that provide opportunities for personal and professional growth
- Deep expertise navigating power dynamics between established, mainstream policy organizations and grassroots community groups and across race and ethnicity
- Extensive experience facilitating inclusive group discussions online using a broad range of virtual facilitation modalities
- Demonstrated experience building equitable, inclusive coalitions and navigating adaptive challenges
- Deep project management experience
- Excellent written communication and presentation skills
- Experience in state or federal advocacy, especially early childhood policy, preferred.

### **Compensation**

This is a contract role, which will be structured as a 12-month opportunity with an option for renewal. This role will require a **20-25 hours per month commitment**. An ideal contractor who meets all the required qualifications should expect to be compensated at a minimum rate of \$150 per hour.

### **How to Respond to RFP**

Please submit a proposal through the online portal at [www.earlysuccess.org/rfp-consultant-for-centering-parent-practitioner-power](http://www.earlysuccess.org/rfp-consultant-for-centering-parent-practitioner-power) that includes the following items:

- Resume or CV for project staff
- Letter explaining interest in the project and summary of proposed approach to creating a safe, learning space where traditional advocates can explore assumptions, build capacity, and ready their organizations to engage in transformative relationships with parents and practitioners. The length should be no more than two pages.
- Description of relevant experience on similar projects (applicants are welcome to submit work samples, but not required)
- Proposed fees

### **Selection Process**

The Alliance is committed to a fair and transparent selection process. The Alliance will host a webinar for interested applicants to learn more about the CPPP CoP scope of work. The Alliance will review all proposals as part of the selection process and conduct interviews (virtual) with the top submissions to discuss their proposal. A final decision will be made following these meetings. We will communicate the status of each submission throughout the process.

We encourage traditionally underrepresented communities to apply including people of color, people with disabilities, LGBTQ+, and people who speak a language in addition to English.

### **Selection Criteria**

Proposals submitted in response to this RFP will be evaluated on the basis of the following criteria.

1. Consultant's experience
2. Proposal content, including proposed strategies for building rapport within a Community of Practice
3. Proposed price/rate

### **RFP Key Dates**

March 29<sup>th</sup> – RFP Open for Submissions

April 7<sup>th</sup> – RFP Informational Webinar (register from the [submission portal](#))

April 21<sup>st</sup> – RFP Submission Deadline

By May 17<sup>th</sup> – RFP Awarded & Finalist Notified