REQUEST FOR PROPOSAL

INDIANAPOLIS AFRICAN AMERICAN QUALITY OF LIFE INITIATIVE
FOR EDUCATION

Improving Educational Outcomes for Black Youth

ISSUED:
MARCH 15, 2022

RESPONSES DUE:
APRIL 22, 2022
11:59 PM (Eastern Time)

For Submission Requirements see www.iaaqli.org
INTRODUCTION

Indianapolis Urban League (IUL), with support and in partnership with National Urban League (NUL), the African American Coalition of Indianapolis (AACI), its member organizations, community groups, faith-based organizations, corporations, foundations, local and state public agencies and individuals, is implementing the Indianapolis African American Quality of Life Initiative (IAAQLI). Funded through a $100 million grant to NUL from Lilly Endowment, the IAAQLI is mobilizing African American resources while also building collaborations and partnerships to elevate the quality of life of African Americans in Indianapolis/Marion County.

IAAQLI focuses on five priority issue areas affecting the quality of life of African Americans in Indianapolis: Business & Entrepreneurship, Education, Employment, Health and Wellness, and Housing and Homeownership. This Request for Proposal addresses the issue of Education. IAAQLI invites eligible applicants to submit projects/programs that address the strategies to Improve Educational Outcomes for Black Students in Marion County.

BACKGROUND:

NEED: IMPROVE EDUCATIONAL OUTCOMES FOR BLACK STUDENTS IN MARION COUNTY

Research on the education of African American students in the state of Indiana indicates over-enrollment in schools performing at the “D” and “F” levels, student performance scores and graduation rates far below their white peers, over-enrollment in special education and lower participation in accelerated and talented and gifted programs, and higher suspension and expulsion rates than their white peers. These disparities, among other factors such as poverty, funding inequities for urban schools, the existence of public policies that fail to meet the needs of diverse learners, the impact of COVID-19, and systemic and institutional barriers, all create significant impediments to student achievement. These conditions are often coupled with an administrative and teaching force that lacks training in the development and maintenance of a culturally responsive learning environment with high expectations for student achievement. Such inequities contribute to a shortage of school leaders and teachers of color. Research indicates the significantly positive impact on academic achievement of Black students when there are concerned Black teachers teaching and serving as role models in their schools.
SUMMARY OF EXPECTED OUTCOMES

IAAQLI priorities for Education, in their totality, are meant to address the outcomes of the education journey for Black students including the following benchmarks:

a) Participation in high-quality Pre-K
b) Achieve 3rd-grade reading proficiency
c) Achieve 4th-grade math proficiency
d) Achieve 8th-grade math proficiency
e) Complete Algebra 1 by 8th grade
f) Participate in & Successfully Complete 21st Century Scholars Program
g) Enter 9th grade on track for graduation
h) Complete Free Application for Federal Student Aid (FAFSA®)
i) Graduate with Core 40 or Honors Diploma, and Enter career/Matriculate through college

INITIATIVE GOALS AND SCOPE

IAAQLI STRATEGY TO RESPOND TO THE NEED

One of IAAQLI’s goals is to strategically employ grant funds to increase access to and receipt of culturally relevant, equitable instruction, highly trained and effective educational structures and resources, and social support for optimal outcomes for African American students in Marion County, both academic and social.

Under IAAQLI, NUL has committed $3,000,000 in funding for this strategy with grants ranging from $75,000 up to $400,000 for up to three (3) years.

Award amounts are subject to change.

IAAQLI has identified three strategies to respond to the need:

Strategy 1: Development of Teachers, Administrative, and Curriculum Leaders
Strategy 2: Recruiting and Retaining Teachers and Leaders of Color
Strategy 3: Promoting Early Childhood Education for Black Children

The goal of each strategy is to accomplish the following:

STRATEGY 1: Development of Teachers, Administrative, and Curriculum Leaders

Invest in the development and implementation of programs, initiatives, and organizations with goals to strengthen both pre-service and practicing PK-12 teacher training to develop skills in delivering culturally responsive pedagogy, discipline practices, and consciousness of and the ability to engage learners suffering from childhood trauma and/or toxic stress.
STATEMENT OF PURPOSE FOR STRATEGY 1: DEVELOPING TEACHERS AND LEADERS

a) Investments will target organizations that address capacity building in pre-service educators, educators in the field, and current and future leaders in areas of cultural responsiveness, child and brain development, restorative and trauma-sensitive practices, culturally relevant pedagogy, including the restoration of standards of excellence, high achievement and personal responsibility. Social justice instruction, self-advocacy and educational transformation are important topics for educators’ knowledge and development of their skills in conveying important concepts to students.

b) Funding priority will be given to institutions with innovative strategies to improve teacher and leader practice, and administrative policies that improve educational outcomes (academic and social) for students of color, especially African Americans.

STRATEGY 2: RECRUITING AND RETAINING TEACHERS AND LEADERS OF COLOR

Invest in approaches that result in the recruitment and retention of teachers and leaders of color, especially Black and male teachers, in educational institutions with high populations of students of color, especially African Americans.

STATEMENT OF PURPOSE FOR STRATEGY 2: RETAINING TEACHERS AND LEADERS OF COLOR

a) Investments will target initiatives, institutions, and programs which aim to address the minority teacher shortage, burnout rates of minority teachers, and dearth of leadership opportunities in K-12 education for persons of color, especially Black/African Americans and African American males.

b) Funding will be available to not-for-profits, technical assistance organizations, universities/colleges, and community agencies with articulated programs to address these gaps in the field, especially where formalized and institutional partnerships between groups enhance recruitment, hiring and retention.

STRATEGY 3: EARLY CHILDHOOD EDUCATION FOR BLACK CHILDREN

Invest in the development and implementation of programs, organizations, and efforts that increase access to and increased participation in high-quality universal Pre-K for Black/African American 3-and 4-year-olds.
STATEMENT OF PURPOSE FOR STRATEGY 3: EARLY CHILDHOOD EDUCATION FOR BLACK CHILDREN

a) Investments will target community-based organizations, churches, schools, and programs focused on providing highly rigorous, culturally responsive, and developmentally relevant early-learning experiences for children 3-4 years of age.

b) Funding priority will be given to programs demonstrating the following:
   1. A capacity to provide full-day services and evidence-based programming that offers academic, social, and emotional development and racial socialization, and
   2. Capacity to address adverse childhood experiences and exposure to trauma and toxic stress, especially for low-income Black/African American children.
   3. Special preference is for high quality programs as identified by Levels 4 & 5 Paths to Quality.

ELIGIBILITY REQUIREMENTS

ELIGIBLE APPLICANTS

Funding is restricted to organizations that are public charities described in Section 501(c)(3) of the Internal Revenue Code (Code). To be eligible for a grant award through this RFP, preference will be given to organizations that are African American-led and that is embedded in communities serving African American residents in Marion County, Indiana. In reviewing applications, preference will be given to organizations that include a plan for measurable milestones, outcome reporting, and collaborative project/program teams.

These organizations may apply independently or decide to collaborate with other organizations to deliver project/program activities. If applying with a collaborating organization or with a consortium of organizations, the applicant must include a letter(s) of support from those collaborators (signed by their authorized official) in the application. A letter of support should outline the collaborator’s roles and contributions in delivering the required project/program, experience, expertise, and knowledge. It is preferred that collaborating organizations are based in Indiana and preferably, reside in Indianapolis. Collaborating organizations may or may not be African American-led or not-for-profit.
ELEMENTS OF PROPOSAL

APPLICATION REQUIREMENTS

1. The application form is available online at https://app.smarterselect.com/programs/77221-iaaqli.
2. All applications will be reviewed and screened by IUL and its IAAQLI partners. Criteria will include certification of Code section 501(c)3 public charity status (including a Letter of IRS Determination), the 990 of the organization, and clear identification of the IAAQLI strategy your organization plans to address, and adherence to other program requirements.

IAAQLI GRANT APPLICATION

The following section provides a general overview of questions grant seekers will need to answer in the application process. Applications, like the Letter of Intent, will be submitted through the IAAQLI Smarter Select system. Applications should address or include the following:

a) The target audience for the proposed project/program, including the geographic location served and points of service (including where the services will be offered and how the Black community will be able to access the services).

b) A detailed project/program budget to accompany the applicant's grant request material. The budget must be completed on the IAAQLI Budget Template.

c) How the project/program activities will meet the eligibility criteria of the proposed funding strategy.

d) A description of the project/program team and the management structure for the project/program; a description of the organization's leadership and staffing.

e) How the project/program will address the gaps in the education ecosystem for African American residents and how it will contribute towards the achievement of the proposal's objectives and expected results. (The information should describe what you are offering, how you will deliver, your proven track record, past experiences and your level of expertise related to entrepreneurship. If your project/program includes collaborations with other organizations, please also describe their role, track record, experience, and expertise).

f) Key activities you will undertake in this project/program and the proposed length of the project/program.

g) Plans for future sustainability after the grant funds are exhausted.

h) A statement of Revenue and Expense for the organization's most recently completed fiscal year.
i) A commitment that IUL will receive a certificate of insurance ("COI") naming NUL as an additional insured from each individual or organization receiving funding from NUL under IAAQLI.

PROCEDURE FOR PROSPECTIVE GRANT APPLICANTS

1. Applicants must submit responses to this RFP online by the indicated due date.
2. You should expect to receive notification of awards/declines by the end of May 2022. Please note, awards and grant agreement letters will come from National Urban League.
3. Grant Agreements are sent to funded organizations and must be signed by an officer of the organization and returned by the due date indicated.
4. Funds are delivered after award approval and receipt of a signed Grant Agreement unless requested later.
5. Grant recipients are required to submit Grant Summary Reports at six-month intervals. Reports should update us on the progress of your funded project/program. A final report will be required at the conclusion of the award period. Reporting requirements and dates are included in the Grant Agreement. Please be sure to put the due dates on your calendar. If you do not submit your reports on a timely basis, we will not be able to provide scheduled future funding until those reports are made current.

SELECTION & EVALUATION PROCESS

Each submitted proposal will be reviewed by a team of evaluators. An IAAQLI staff representative will oversee the proposal evaluation process. Each proposal will be evaluated based on the following criteria, among others:

- Eligibility: The extent to which the organization meets the criteria regarding who can apply.
- Alignment: The extent to which the organization demonstrates how it will address gaps and challenges in the housing ecosystem (focusing on racial equity within that ecosystem), in alignment with this strategy’s stated objectives and expected results.
- Experience and capacity: The ability of the organization to deliver on the proposed project activities and the applicant's and/or collaborator's technical and financial management capacity. Organizations are highly encouraged to leverage resources by fostering partnerships and by demonstrating economies of scale.
- Feasibility: The extent to which the project is sound and financially feasible.
**ANTICIPATED RFP TIMELINE**

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<tr>
<th>Event</th>
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<tr>
<td>RFP Date of Issue</td>
<td>March 15, 2022</td>
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<tr>
<td>Written Questions from Q&amp;A session</td>
<td>March 28, 2022</td>
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<tr>
<td>Due to Email: <a href="mailto:info@iaaqli.org">info@iaaqli.org</a></td>
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<tr>
<td>IUL Posts Answers to Questions</td>
<td>April 2, 2022</td>
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<tr>
<td>RFP Proposals Due to Smarter Select</td>
<td>April 22, 2022, 11:59 pm</td>
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<tr>
<td>Anticipated Proposal Awards</td>
<td>June 2022</td>
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**QUESTIONS AND INQUIRY PROCESS**

All questions/inquiries regarding this RFP must be submitted in writing by the deadline of March 28, 2022. Questions/Inquiries should be submitted electronically via email to info@iaaqli.org and must be received by the date indicated above. Following the question/inquiry due date, IAAQLI will compile a list of the questions/inquiries submitted by applicants. Only answers posted on Smarter Select will be considered official and valid. No applicant shall rely upon, take any action, or make any decision based upon any verbal communication.

NUL and its IAAQLI partners reserve the right to publish clarifications on information submitted in response to this RFP and to conduct discussions, either oral or written, with applicants separately or in groups. These discussions could include requests for additional information, requests for cost information or technical requirements, response attachment revisions, etc. Additionally, in conducting discussions, NUL and its IAAQLI partners may use information derived from the responses submitted by competing applicants, making reasonable efforts to preserve the identity of applicants when communicating with others.

Neither NUL, its IAAQLI partners, nor any of their representatives shall be liable for any expenses incurred in connection with the preparation of a response to this RFP. Applicants understand that this RFP does not constitute an offer to enter into an agreement or a contract between any applicant and NUL, or any of their IAAQLI partners.

This document is for information purposes only. All applicants are required to complete a full application to be considered for funding. Eligible applicants are invited to apply through the Smarter Select grants management system available on at www.iaaqli.org.