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## **Request for Proposals: *P-3 Expert Facilitator***

GEEARS: Georgia Early Education Alliance for Ready Students is a state-wide nonprofit focused on research and advocacy for the healthy development and education of children ages birth through five. To accomplish this mission, GEEARS champions policies, promotes evidence-based practices, and builds public will through innovative projects and outreach efforts. One such initiative is the Preschool to 3<sup>rd</sup> Grade (P-3) Leaders Fellowship, where early learning program directors, elementary school administrators, and school district leaders engage in several joint trainings on the P-3 system. For this initiative, GEEARS seeks an experienced, engaging adult learning facilitator to lead effective training and development for the 2025 P-3 Leaders Fellowship cohorts.

Experiences across the early childhood and elementary spaces are often significantly different, which can have negative consequences for students' educational and social-emotional outcomes and may be confusing to families and educators. It is possible to align these years into an interlocking system of quality education experiences for children, families, and educators. Site-level leaders are in unique positions to make immediate changes to strengthen our P-3 system. The P-3 Leaders Fellowship is the scaffolded space for these leaders to learn with each other, build relationships, and plan for future joint P-3 projects.

The P-3 Expert Trainer will conduct a series of four (4) four-hour training sessions for each total cohort. The facilitator will focus on leadership development by helping fellows build relationships, strengthen institutional bonds, and practice collaborative skills. GEEARS, along with partners from the Department of Early Care and Learning (DECAL), local school districts, early learning providers, and facilitation experts have developed the content for these trainings, including slide decks, agendas, activities, and projects for the fellowship. The successful candidate will be able to take these materials and use them in engaging sessions.

To accommodate the varying schedules of participants, in-person and virtual trainings will be available. A successful candidate will show the ability to facilitate effective, interactive sessions in person and online. GEEARS will provide the necessary resources to host the virtual sessions. The candidate will facilitate these sessions while GEEARS will act as the convening partner responsible for finding spaces, bringing in guest speakers, and approving changes to the content.

### **We hope to work with a consultant who:**

- Has worked with elementary schools and/or early learning programs, or related educational settings
- Has experience developing content for professional trainings, especially in educational settings
- Has the ability to build inclusive environments that maximize individual and collective strengths
- Is or has been a recognized expert trainer by DECAL or GAPSC
- Has experience facilitating professional trainings both in person and online

### **Our scope of work and timeline:**

- September '24: Proposals with credentials, and costs, accepted through late September
- October '24: Proposals reviewed, candidates interviewed, and one or more finalists contracted by late October
- November '24: Selected facilitators welcomed to GEEARS offices (or online) to meet with GEEARS P-3 Manager to review materials and tools
- December '24: Having reviewed materials and training plans, facilitators meet with GEEARS P-3 Manager to resolve final questions, as necessary
- January '25 – March '25: P-3 Sessions of four (4) four-hour morning sessions per cohort

### **Available cohorts for facilitation this year:**

- City of Atlanta (Hybrid, first and final sessions in-person, middle two sessions via Zoom)
- Clayton County (Hybrid, virtual sessions can be combined with Atlanta cohort)
- Gwinnett County (Four in-person sessions)

**Interested consultants should send proposals with budget and timeline included, and resume with relevant qualifications to our form here: <https://geears.org/p3/request-for-proposals-p-3-expert-trainer/>**

