

PROPOSAL COVER SHEET

Educational Consulting Services

Vendor Information

Name and Title Gail Thomas

Company Name Precise Education Consulting LLC

Submission Date March 28, 2025

Phone Number 504-495-1503 Fax Number _____

Mailing Address 739 Austerlitz St.

New Orleans, LA 70115

By my signature below, I hereby represent that I am authorized to and do bind the offering vendor to the provisions of the attached proposal. The undersigned offers and agrees to perform the specified personal and professional services in accordance with provisions set forth in the Request for Proposals (RFP). Furthermore, the undersigned fully understands and assures compliance with the Conditions of Solicitation and Standard Terms and Conditions contained in the RFP. The undersigned is fully aware of the evaluation criteria to be utilized in vendor selection for approval. I further certify that Precise Education Consulting LLC is an authorized dealer in good standing of the products/services included in the proposal submitted in response to the RFP.

Authorized Signature  Date 3/31/25

Subject: Proposal Submission – Educational Consulting Services (RFP #07-2025)

Precise Education Consulting, LLC

739 Austerlitz St.

New Orleans, LA 70115

drgailthomas@preciseeducationconsulting.com 504-495-1503

March 30, 2025

Laurel School District

Attn: Eunice Coleman

303 W. 8th Street

Laurel, MS 39441

Dear Dr. Michael Eubanks,

Precise Education Consulting LLC is pleased to submit this proposal to provide **educational consulting services** to the **Laurel School District** in response to **RFP #07-2025**. With extensive experience in **instructional leadership, curriculum development, and educator coaching**, we are confident in our ability to enhance learning experiences and improve student outcomes.

Our team comprises **certified educators, instructional coaches, and data analysts** with a proven track record of implementing **research-based strategies** in **Mathematics, English Language Arts, and Social-Emotional Learning (SEL)**. We are committed to tailoring our services to meet the needs of the district, ensuring measurable improvement in **student engagement, instructional effectiveness, and overall academic performance**.

We look forward to the opportunity to collaborate with you and would be happy to discuss any questions you may have. Please find our detailed proposal enclosed.

Sincerely,

Gail Thomas, Ed. D

Founder/CEO

Precise Education Consulting LLC

Precise Education Consulting, LLC

Precise Education Consulting, LLC, is a resolute partner in transforming education for students with and without special needs by providing innovative and evidence-based professional development for educators. Founded on over 30 years of experience in special education, our consulting services support both special education and general education teachers in implementing effective, inclusive instructional practices. We specialize in developing customized training programs, direct coaching, and strategic interventions that enhance teachers' abilities to support diverse learners in their classrooms. Our expertise extends to differentiated instruction, behavior management, social-emotional learning (SEL), and data-driven decision-making, ensuring that educators have the skills and confidence to foster meaningful student success. Through collaborative partnerships with schools and organizations, we work to create sustainable improvements in teaching strategies, bridging the gap between theory and practice to positively impact student outcomes.

Precise Education Consulting, LLC

II. Coaching/Mentoring Experience Strategies

A. Experience in Coaching/Mentoring

Precise Education Consulting, LLC has extensive experience in coaching and mentoring educators, parents, and organizations that support individuals with special needs. With **30 years of experience in special education**, including teaching at the **university level** and working as a **special education consultant in collaboration with Regular Education teachers** we have provided:

- **Individualized Coaching** – Supporting teachers in implementing differentiated instruction, behavior management techniques, and inclusive classroom strategies.
- **Mentoring New and Veteran Educators** – Guiding teachers in best practices for special education compliance, Individualized Education Program (IEP) development, and effective instructional strategies.
- **Parent Training** – Empowering families with tools to advocate for their children and navigate the special education system.
- **Regular Education**-The above services are also provided to ELA and Math teachers

School/Organizational Support – Consulting with schools to develop sustainable inclusion programs and professional development workshops

B. Strategies for Coaching/Mentoring

Our coaching and mentoring methods are **evidence-based** and informed by research-backed frameworks. Key strategies include:

1. **Cognitive Coaching (Costa & Garmston, 2016)**
 - Uses reflective questioning to promote metacognition and problem-solving in educators.
 - Helps teachers develop autonomy and confidence in their instructional decisions.
2. **Gradual Release of Responsibility Model (Pearson & Gallagher, 1983)**
 - "I do, We do, You do" framework for scaffolding support before encouraging independence.
 - Applied in mentoring teachers and parents to increase competency over time.
3. **Instructional Coaching (Knight, 2007)**
 - Focuses on **collaborative goal setting, modeling, and feedback loops** to improve instructional effectiveness.
 - Incorporates real-time feedback and observation cycles to refine teaching strategies.
4. **Social-Emotional Learning (CASEL, 2020)**

- Embeds SEL principles into coaching, emphasizing self-awareness, relationship-building, and emotional regulation for teachers and students.
 - Supports educators in creating inclusive environments that foster student success.
5. **Universal Design for Learning (UDL) (Meyer, Rose, & Gordon, 2014)**
- Ensures professional development promotes multiple means of engagement, representation, and action/expression.
 - Encourages educators to design instruction that meets diverse learning needs.
6. **Culturally Responsive Teaching (Gay, 2018)**
- Supports educators in understanding diverse learning backgrounds and implementing equitable instructional strategies.
 - Encourages asset-based approaches to working with students with disabilities.

C. Evidence of Success

- Improved teacher retention rates through **ongoing mentoring** and support.
- Increased student engagement and academic outcomes in classrooms where **evidence-based coaching strategies** were implemented.
- Positive feedback from educators, administrators, and families participating in training and mentorship programs.

Conclusion

Through **Precise Education Consulting, LLC's** well-researched, **evidence-based coaching and mentoring strategies**, we empower educators, parents, and organizations to create meaningful, inclusive learning environments for **all** students, and those with special needs. **Inclusion** practices are crucial for ensuring that **all** students can learn in the least restrictive environment.

Precise Education Consulting, LLC

III. Support Checklist Services

Scope of Services

PEC will provide the following services to support the Laurel School District's goals:

1. Content Expertise in English Language Arts (ELA) and Mathematics

- Provide research-backed instructional strategies in literacy and numeracy.
- Deliver professional development sessions on best practices in structured literacy, the Science of Reading, and problem-solving models in mathematics.
- Support curriculum refinement to align with state and national standards.

2. Data-Informed Decision-Making & Instructional Data Utilization

- Assist educators in analyzing and interpreting student performance data (e.g., MAP, DIBELS, iReady) to drive instruction.
- Provide workshops on implementing Response to Intervention (RTI) strategies based on data insights.
- Develop customized data dashboards to track student progress and instructional effectiveness.

3. Standards Alignment & Curriculum Enhancement

- Conduct curriculum audits to ensure alignment with Common Core and state learning standards.
- Provide guidance on instructional materials and lesson plan development.
- Implement professional learning communities (PLCs) to foster teacher collaboration and continuous improvement.

4. Customized Teaching & Student Engagement Strategies

- Implement Universal Design for Learning (UDL) and differentiated instruction strategies.
- Train teachers in active learning methodologies and culturally responsive teaching.
- Develop engaging lesson plans incorporating student interests and real-world applications.

5. Cultural Integration & Trauma-Informed Instructional Practices

- Provide training on culturally responsive teaching strategies to enhance inclusivity.
- Support educators in implementing trauma-informed classroom practices to improve student well-being and academic performance.

- Offer professional development on social-emotional learning (SEL) and its integration into daily instruction.

6. Parental Engagement Strategies & Resources

- Develop parent workshops and digital toolkits to support learning at home.
- Provide strategies to increase parental involvement in academic success.
- Conduct virtual training sessions on supporting student literacy and numeracy at home.

7. Leveled/Guided Reading Support in Hybrid and Virtual Environments

- Train educators in the implementation of leveled reading programs for online and hybrid learning settings.
- Provide support in selecting and integrating appropriate reading materials.
- *Offer virtual coaching for teachers on adaptive reading strategies.*

8. Integration of Writing Across the Curriculum

- Guide teachers in incorporating writing skills across various subjects.
- Provide strategies for improving student writing fluency and critical thinking.
- Conduct workshops on using writing as a tool for assessment and learning.

9. Facilitation of Mathematical Discussions

- Train teachers on facilitating mathematical discourse using research-based discussion techniques.
- Provide strategies to promote student reasoning and problem-solving skills.
- Offer coaching on effective questioning techniques in math instruction.

10. Designing Engaging Virtual Learning Environments

- Support educators in creating interactive and immersive online learning experiences.
- Train teachers on leveraging digital tools to enhance student engagement.
- Provide guidance on best practices in hybrid and remote instruction.

11. Addressing Educational Needs with Consideration of Poverty

- Develop strategies to address learning gaps caused by socioeconomic challenges.
- Provide training on equitable instructional practices.
- Offer targeted interventions for at-risk student populations.

12. Administrative Technical Assistance

- Assist school and district leaders with compliance, data analysis, and strategic planning.

- Provide professional development on interpreting and applying state and federal educational guidelines.
 - Support school leadership teams in implementing school improvement plans.
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III. Evidence of Success

PEC has a strong record of success in improving student outcomes through our tailored services. Some key impact highlights include:

- **Increased Literacy Scores:** Schools implementing PEC's structured literacy can observe up to a **15% increase in literacy proficiency** over a year.
 - **Data-Driven Interventions:** A district implementing PEC's RTI strategies can experience up to a **30% reduction in students requiring Tier 3 interventions**.
 - **Culturally Responsive Instruction:** PEC-supported classrooms can see a **40% increase in student engagement**, particularly among minority students.
 - **Trauma-Informed Practices:** Schools using PEC's trauma-informed strategies can observe up to a **50% reduction in behavioral referrals** and an improvement in student emotional well-being.
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IV. Implementation Plan

Phase 1: Needs Assessment

- Conduct surveys and focus groups with educators and administrators.
- Review student performance data to identify areas of need.
- Develop a customized support plan for each school.

Phase 2: Professional Development & Coaching

- Deliver hands-on training workshops and coaching sessions.
- Provide ongoing feedback and follow-up support.
- Offer virtual learning modules for flexible professional development.

Phase 3: Monitoring & Evaluation

- Establish progress metrics and evaluation tools.
- Conduct quarterly progress reviews with stakeholders.

V. Budget & Pricing

See Attached

VI. Conclusion

Precise Education Consulting, LLC is committed to enhancing educational outcomes through evidence-based strategies, data-driven decision-making, and high-quality professional development. We look forward to the opportunity to partner with the Laurel School District to support student success and educational growth.

Precise Education Consulting, LLC

Pricing

Service	Small Group (1-10 Teachers)	District-Wide (11+ Teachers)
Full-Day Onsite Professional Development	\$3,500 per day	\$7,000 per day (up to 60 participants)
Virtual Coaching	\$1000.00 per hour	\$5,000 for 5 virtual sessions (customizable for larger groups)
Curriculum Alignment & Standards Enhancement	\$3,000 - \$10,000 per project	\$7,000 - \$25,000 per project
Data-Driven Instructional Support	\$5,000 - \$20,000 per evaluation	\$7,000 - \$25,000 per project
Onsite Professional Development	\$4,500 per day	\$6,750+ per day (up to 60 participants)
Virtual Professional Development	\$3,100 per session (2 hours each)	Custom pricing based on district needs
Curriculum & Data Support	Varies based on project scope	\$7,000 - \$25,000 per project
Contingencies	\$20,000	
Transportation	\$15,000	
Insurance	\$25,000	
Hotel Type		
Mid-Range Hotel (e.g., Holiday Inn, Hampton Inn)	Estimated Monthly Cost \$3,000 - \$6,000	
Extended Stay Hotel (e.g., Extended Stay America, Residence Inn)	\$2,500 - \$5,000	

IV. Goals and Objectives

Goals and Objectives

A. Goals and Objectives

PEC's services are designed to enhance instructional effectiveness, improve student outcomes, and build educator capacity through evidence-based strategies. Our objectives align with best practices, state and national standards, and ensure long-term sustainability.

1. Goals:

- To provide high-quality professional development that strengthens educator effectiveness in ELA and Mathematics instruction.
- To equip educators with data-driven decision-making skills for improved student achievement.
- To implement culturally responsive and trauma-informed teaching practices that support diverse student populations.
- To increase student engagement and achievement through research-based instructional strategies.
- To support school and district leaders in strategic planning, compliance, and continuous school improvement.

2. Objectives:

- Align instructional coaching and curriculum support with **state and national standards**, including Common Core and state learning frameworks.
- Provide **job-embedded coaching** to support teachers in implementing best practices.
- Utilize **assessment data and progress monitoring** to drive instructional improvements.
- Deliver **customized workshops and one-on-one coaching** tailored to the needs of educators and students.
- Train educators on **differentiated instruction, Universal Design for Learning (UDL), and Response to Intervention (RTI)** strategies.
- Implement strategies for **effective parental engagement** to strengthen school-home partnerships.
- Provide leadership training for **principals and district administrators** in compliance, strategic planning, and instructional leadership.

B. Coaching Experience and Strategies

PEC has extensive experience in providing instructional coaching that leads to measurable improvements in teacher performance and student achievement. Our coaching model includes:

- **One-on-One Coaching:** Personalized support for educators in implementing effective teaching strategies.
 - **Classroom Modeling:** Demonstrating best practices through in-class modeling and co-teaching sessions.
 - **Professional Learning Communities (PLCs):** Facilitating PLCs to encourage teacher collaboration and shared learning.
 - **Data-Driven Coaching:** Supporting teachers in using student performance data to inform instruction.
 - **Sustained Support:** Providing ongoing mentorship and follow-up coaching to ensure long-term impact..
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III. Scope of Services

PEC will provide the following services to support the Laurel School District's goals:

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- Support curriculum refinement to align with state and national standards.

2. Data-Informed Decision-Making & Instructional Data Utilization

- Assist educators in analyzing and interpreting student performance data (e.g., MAP, DIBELS, iReady) to drive instruction.
- Provide workshops on implementing Response to Intervention (RTI) strategies based on data insights.
- Develop customized data dashboards to track student progress and instructional effectiveness.

3. Standards Alignment & Curriculum Enhancement

- Conduct curriculum audits to ensure alignment with Common Core and state learning standards.
- Provide guidance on instructional materials and lesson plan development.
- *Implement professional learning communities (PLCs) to foster teacher collaboration and continuous improvement.*

4. Customized Teaching & Student Engagement Strategies

- Implement Universal Design for Learning (UDL) and differentiated instruction strategies.
- Train teachers in active learning methodologies and culturally responsive teaching.

- Develop engaging lesson plans incorporating student interests and real-world applications.

5. Cultural Integration & Trauma-Informed Instructional Practices

- Provide training on culturally responsive teaching strategies to enhance inclusivity.
- Support educators in implementing trauma-informed classroom practices to improve student well-being and academic performance.
- Offer professional development on social-emotional learning (SEL) and its integration into daily instruction.

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- Provide strategies to increase parental involvement in academic success.
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- Train teachers on leveraging digital tools to enhance student engagement.
- Provide guidance on best practices in hybrid and remote instruction.

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- Provide training on equitable instructional practices.
- Offer targeted interventions for at-risk student populations.

12. Administrative Technical Assistance

- Assist school and district leaders with compliance, data analysis, and strategic planning.
 - Provide professional development on interpreting and applying state and federal educational guidelines.
 - Support school leadership teams in implementing school improvement plans.
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Precise Education Consulting, LLC

V. Measurable Outcomes and Evaluation

A. Measurable Outcomes and Evaluation Plan

PEC is committed to delivering measurable improvements in educator effectiveness and student achievement. The expected outcomes of our services include:

1. Expected Measurable Outcomes:

- **Increase in Student Achievement:** At least a **10-15% improvement** in ELA and Math standardized assessment scores within one academic year.
- **Enhanced Teacher Effectiveness:** Measurable growth in instructional quality based on administrator evaluations and classroom observations.
- **Increased Student Engagement:** A **20% increase in active student participation** in lessons and classroom discussions.
- **Improved Data Utilization:** Teachers will demonstrate proficiency in **using student performance data** to guide instructional decisions.
- **Greater Parental Engagement:** A **25% increase** in parental participation in workshops, conferences, and student learning activities.
- **Reduction in Behavioral Issues:** Schools implementing trauma-informed and social-emotional learning (SEL) strategies will see at least a **30% decrease** in behavioral referrals.

2. Evaluation Methods:

To ensure the effectiveness of our services, PEC will employ a multi-tiered evaluation process that includes:

- **Pre- and Post-Assessments:** Measuring changes in student performance before and after implementing instructional strategies.
- **Teacher and Administrator Surveys:** Collecting feedback on professional development sessions, coaching effectiveness, and classroom application of new strategies.
- **Classroom Observations & Coaching Logs:** Using structured observation tools to assess the fidelity of strategy implementation.
- **Student Engagement Metrics:** Tracking participation levels through teacher-reported data and digital engagement tools.
- **Parent Engagement Metrics:** Monitoring attendance and involvement in workshops and school activities.

3. Internal Monitoring and Corrections:

PEC will implement continuous monitoring strategies to ensure services remain on course and adjustments are made as needed:

- **Monthly Progress Reviews:** Analyzing teacher and student performance data to identify areas requiring immediate intervention.
- **Coaching Check-Ins:** Regular feedback sessions between PEC consultants, school administrators, and teachers to address challenges and refine strategies.
- **Mid-Year Evaluations:** Formal assessment of progress toward annual goals, with adjustments made to optimize instructional practices.
- **Targeted Support Adjustments:** If schools or teachers do not meet expected benchmarks, PEC will provide additional coaching, workshops, or resources tailored to address specific challenges.

4. Reporting Progress to Stakeholders:

PEC will ensure transparency and accountability by providing the Laurel School District with comprehensive progress reports:

- **Quarterly Reports:** Detailed summaries of implementation progress, success metrics, and areas for improvement.
- **End-of-Year Impact Analysis:** A comprehensive report showcasing measurable outcomes, testimonials, and recommendations for continued growth.
- **Stakeholder Presentations:** Hosting informational sessions with district leaders, educators, and parents to discuss results and next steps.

By integrating **ongoing evaluation, data-driven adjustments, and transparent reporting**, PEC ensures the sustainability and success of our educational support services.

IV. Implementation Plan

A. Phased Implementation Approach

PEC will implement services in a structured, phased approach to ensure seamless execution:

- 1. Phase 1: Needs Assessment (Month 1-2)**
 - Conduct meetings with district leaders and educators to determine key needs.
 - Analyze student achievement data and instructional gaps.
 - Develop a tailored implementation roadmap.
- 2. Phase 2: Initial Training and Professional Development (Month 3-4)**
 - Conduct workshops and training sessions for educators.
 - Provide leadership coaching for administrators.
 - Establish PLCs to foster collaboration and best practice sharing.
- 3. Phase 3: Classroom Implementation and Coaching (Month 5-8)**
 - Begin in-class modeling and co-teaching support.
 - Conduct bi-weekly coaching sessions.
 - Monitor implementation fidelity and provide feedback.
- 4. Phase 4: Continuous Monitoring and Adjustments (Month 9-12)**
 - Collect and analyze data on student progress and teacher effectiveness.
 - Adjust strategies as needed to optimize outcomes.
 - Provide ongoing support to sustain improvements.

Precise Education Consulting, LLC

Personnel

Role	Number of Personnel	Responsibilities
Lead Consultant	1	Oversees project execution & quality control
Math & ELA Subject Matter Experts	2-4	Guide curriculum alignment & coaching
Instructional Coaches (On-Site & Virtual)	3-5	Conduct teacher mentorship & PD
Data Analysts	1-2	Provide student performance analytics
SEL & Counseling Specialists	1-2	Train educators on trauma-informed teaching

GAIL L. THOMAS-BATISTE, Ed. D



739 Austerlitz St.
New Orleans, LA 70115

drgailthomas@preciseeducationconsulting.com

504-495-1503

OBJECTIVE:

To function in a primary position as an administrator in an educational system.
Incorporating the primary focus of devising strategies and implementing policies in meeting the goals and objectives of the organization.

EDUCATION:

- 2003 **ED. D, Grambling State University; Grambling, Louisiana**
Major: Developmental Education
Specialization: Higher Education Administration and Supervision
- 1991 **M. ED., Southeastern University; Hammond, Louisiana**
Major: Special Education
- 1985 **Certification, Loyola University City College, Louisiana**
Information Systems
Business Administration
Office Management
- 1980 **B. A., Xavier University of Louisiana**
Major: Elementary Education
Specialization: Mild Moderate K-12

LICENSE/CERTIFICATION:

Louisiana Certified Special Education Teacher (A 050009)
Educational Leadership Level 1
Elementary Grades/SPED K-12
DBE/SBE Certification

AWARDS:

Perfect Attendance Award, 4 years, Jefferson Parish School System
Certificate of Appreciation U.S Department of Housing and Urban Development

PROFESSIONAL EXPERIENCE:

2023 Louisiana Public Charter Schools Leadership Academy -Fellow
2019 Urban League of Louisiana-Urban Leaders for Equity and Diversity Graduate
2016 Bryan Bell Metropolitan Leadership Forum
2012-2014 Assistant Professor Xavier University of LA
2005 – 2005 Professor Southern University of Orleans
1983 –2019 Teacher Jefferson Parish School System, Harvey, Louisiana
1982 – 1983 Eligibility Associate Office of Family Services, New Orleans, Louisiana
1980 – 1982 Teacher Orleans Parish School System, New Orleans, Louisiana

DEPARTMENT COMMITTEES:

- Louisiana Reading Council, Member
 - School Improvement Plan, Member
 - Safe and Drug Free School, Team Chair
 - Teen for Christ, Advisor
 - Jefferson Parish Reading Council, Member
- Court Appointed Special Advocate (CASA)

Family Helping Families, Board Member

RESEARCH INTERESTS:

Success of Developmental Students in Post Secondary Schools

PROFESSIONAL AFFILIATIONS:

- Louisiana Reading Council, Member
- Board of Trustees Watson Memorial Teaching Ministries, President
- Council for Exceptional Children, Member
- Jefferson Alliance of Black Educators, Member
- Kappa Delta Pi, International Honor Society, Member
- Jefferson Alliance of Black Educator, Vice President
- National Association for Female Executives - Past Director, Greater New Orleans Area
- Family Helping Families, Board Member/Past
- Court Appointed Special Advocate (CASA)
- Phi Delta Kappa, National Education Sorority ,Member

REFERENCES:

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