



REQUEST FOR PROPOSALS: FY27 Consultant Support

About City Schools Collaborative

CitySchools Collaborative (CSC) catalyzes high-impact tutoring and school-based interventions to improve student well-being, accelerate academic growth, and strengthen school systems. Since 2021, CSC and our coalition of schools and partners have supported tutoring for more than 36,000 students. Our work includes direct implementation support for schools and tutoring providers, technical assistance and continuous improvement structures, and educator workforce pathway development.

CSC's work is grounded in the belief and consistent research findings that strong implementation matters in any education initiative. Effective interventions and service to students require thoughtful planning, strong partnerships, responsive support, and continuous improvement alongside schools and communities.

The Opportunity

Fiscal Year 27 (FY27) will be a year of growth and implementation for CSC. In addition to continuing and expanding existing programs and partnerships, CSC anticipates flexible consulting support across a range of programmatic areas, including:

- Design and facilitation of programming for school teams launching or strengthening high-impact tutoring programs aligned to HIT standards
- Design and facilitation of Communities of Practice, technical assistance workshops, and ongoing coaching for tutoring programs
- Conduct site visits and observations to inform continuous improvement
- Provide coaching and technical assistance for school leaders, school teams, and tutoring providers
- Provide district- or school-facing thought partnership and support
- Support designing or expanding tutor-to-teacher, grow-your-own, apprenticeship, or other educator workforce pathway programs for tutors and paraprofessionals to become classroom educators
- Provide strategic advising tied to emerging implementation opportunities, new partnerships, or geographic expansion

CSC is seeking consultants who can complement our internal team by bringing specialized expertise, strong facilitation and implementation skills, and deep contextual knowledge of the education systems and communities where we work.

Specific scopes of work may vary significantly depending on funding, partnership, and implementation needs. Some engagements may involve short-term, project-based work while others may involve ongoing coaching, facilitation, or advisory support over time.



Statement of Work

CSC anticipates engaging multiple consultants across FY27 to support distinct initiatives and scopes of work. Because programmatic needs, partnerships, and funding timelines are still evolving, the examples below are intended to illustrate priority areas of anticipated support rather than a defined single scope. Consultants may apply to support one or multiple strands of work.

I. DC High-Impact Tutoring Implementation Support

CSC is seeking to engage consultants to support implementation of existing and expanding tutoring partnerships in DC with a focus on math initiatives. Potential responsibilities may include:

- Designing and facilitating implementation workshops for school teams
- Designing and facilitating Communities of Practice and other adult learning experiences
- Providing coaching and technical assistance to school teams, school leaders, and tutoring providers
- Conducting tutoring observations using CSC's HIT Observation Tool and provide actionable feedback
- Supporting school teams in ensuring curricular coherence between Tier 1 curriculum materials and Tier 2/3 intervention materials for an aligned instructional program

DC consultants should bring deep familiarity with the local education landscape (including DC public schools and public charter school contexts), school-based implementation realities, commonly used Math and ELA curricula, and DC's tutoring ecosystem.

II. Virginia High-Impact Tutoring Implementation Support

CSC anticipates expanding high-impact tutoring partnerships in Virginia, with an initial focus on Fairfax County and surrounding jurisdictions. Potential responsibilities include:

- Facilitating design workshops and implementation planning for school and district partners
- Designing and facilitating Communities of Practice and other adult learning experiences
- Providing coaching and technical assistance to school teams, school leaders, and tutoring providers
- Conducting tutoring observations using CSC's HIT Observation Tool and provider actionable feedback
- Advising on regional implementation strategy and partnership development with schools, districts, nonprofits, colleges/universities, or other public sector stakeholders through supporting regional expansion strategy and local ecosystem navigation



Consultants should bring deep familiarity with Virginia education systems, the Virginia Literacy Act and the VA English Standards of Learning (SOL) as well as commonly used ELA curricula. Additionally, they should have knowledge of the VA SOL state assessment, interim assessments such as the VALLSS Reading Screener, DIBELS, MAP and i-Ready. They should also have strong contextual knowledge of and potentially established relationships with VDOE and/or the communities in Virginia that CSC is likely to serve – *particularly in Fairfax County, Alexandria City and Arlington County.*

III. Maryland High-Impact Tutoring Implementation Support

CSC anticipates expanding high-impact tutoring partnerships in Maryland, with an initial focus on Baltimore City. Potential responsibilities include:

- Facilitating design workshops and implementation planning for school and district partners
- Designing and facilitating Communities of Practice and other adult learning experiences
- Providing coaching and technical assistance to school teams, school leaders, and tutoring providers
- Conducting tutoring observations using CSC’s HIT Observation Tool and provider actionable feedback
- Advising on regional implementation strategy and partnership development with schools, districts, nonprofits, colleges/universities, or other public sector stakeholders through supporting regional expansion strategy and local ecosystem navigation

Consultants should bring deep familiarity with Maryland education systems, commonly used Math and ELA curricula and the MCAP state assessment as well as interim assessments such as DIBELS, MAP and i-Ready. They should also have strong contextual knowledge of the communities in Maryland CSC aims to serve.

IV. Tutor-to-Teacher/Educator Pathways Support

CSC is seeking consultants to support implementation and expansion of educator workforce initiatives with a particular focus on CSC’s [Tutor-to-Teacher Program](#) and emerging educator pathway efforts. Potential responsibilities include:

- Designing and facilitating virtual monthly cohort-based learning experiences for tutors
- Advising on grow-your-own, registered apprenticeship, residency, and other educator pathway strategies with a particular focus on DC, MD, and VA.
- Advising on partnerships with school systems, colleges and universities, workforce organizations, and other relevant partners



- Supporting implementation of grant-funded workforce development initiatives tied to tutoring and educator pipelines

Consultants should bring deep experience in new teacher development, educator workforce development, talent pathways, adult learning principles, and other related education workforce strategy.

V. Strategic Project–Based Programmatic Support

As CSC continues to grow, we anticipate pursuing strategic initiatives that build on our core work in school improvement, high-impact tutoring, educator workforce development, and innovation. We are seeking consultants with specialized expertise to support the design, implementation, and continuous improvement of projects in areas such as:

- **School Improvement:** Supporting schools and systems to strengthen instructional coherence, staffing models, attendance, assessment readiness, and other core conditions that drive school quality through Design Sprints and implementation support.
- **Educator Workforce:** Designing and implementing initiatives that strengthen educator pathways through tutoring, apprenticeship, grow-your-own strategies, workforce development, and career-connected learning.
- **Artificial Intelligence & School Innovation:** Supporting schools and systems in the thoughtful adoption of AI through educator learning, implementation planning, responsible use, and the integration of AI-enabled tools to strengthen teaching, learning, and school operations.
- **Strategic Initiatives & Partnerships:** Designing and launching new initiatives, cross-sector partnerships, and grant-funded projects that advance CSC's mission and respond to emerging opportunities.

Potential responsibilities may include:

- Designing and facilitating workshops, Design Sprints, communities of practice, and other professional learning experiences
- Providing strategic support to help schools and systems translate ideas into high-quality implementation
- Supporting implementation planning, continuous improvement, and evaluation
- Developing tools, resources, and implementation guidance for schools and systems
- Building partnerships with schools, districts, higher education institutions, nonprofits, philanthropy, and public agencies

Consultants should bring demonstrated expertise in one or more of these areas and experience partnering with schools and systems to translate strategy into meaningful improvements for students.



Submission Process

CSC welcomes proposals from experienced independent consultants and organizations with expertise aligned to one or more of the five focus areas outlined in this RFP. Applicants will submit a proposal narrative of no more than three pages that helps CSC understand the applicant's experience, expertise, and fit for this work. The proposal narrative should include:

1. Which focus area(s) of work the consultant seeks to support; and
2. Relevant experience aligned to one or more focus areas described in the Statement of Work; and
3. A description of the applicant's experience working with schools, districts, tutoring providers, colleges/universities, workforce organizations, and other relevant education partners; and
4. Geographic expertise and contextual knowledge of the regions the applicant is best positioned to support; and
5. Estimated availability during FY27, including any known geographic or scheduling.

Applicants should also submit the following supplemental materials:

- Current resume(s) or professional bios for all proposed consultants
- An optional work sample
- Proposed hourly and (if applicable) daily rates; if proposing an alternative pricing structure, detail on the pricing structure

CSC anticipates making multiple awards over time as programmatic needs, funding, and partnership opportunities evolve.

The proposal and all supplemental documents listed above will be accepted on a rolling basis through July 31, 2026 to dbailey@cityschoolscollab.org with the email subject line: CSC Consultant Support Proposal - [Organization/Individual Name]. Any questions should also be directed to Deidra Bailey at dbailey@cityschoolscollab.org

Fee Structure:

CSC anticipates engaging consultants across a range of scopes and timelines in FY27. Because project needs may vary significantly, CSC is open to a range of pricing structures. CSC's current available funding for consultants across these scopes is \$183,000.

All applicants should include their proposed fee structure as part of their submission, including:

- Hourly rates
- Daily rates (if applicable)



- Any alternative pricing models commonly used for project-based work, facilitation, coaching, or advisory support

Final scope, deliverables, timelines, and fee structure will be determined collaboratively with selected consultants based on CSC's evolving programmatic needs, available funding, and mutual fit.

Scoring and Selection Criteria:

Proposals will be reviewed and scored based on overall alignment with CSC's anticipated needs, demonstrated experience, and fit for the work described in this RFP. Key criteria for selection include:

- Demonstrated experience in one or more of the focus areas outlined in the Statement of Work
- Depth of experience working alongside schools, districts, tutoring providers, and other relevant partners, including but not limited to state assessments and curricular resources
- Strength of facilitation, coaching, technical assistance, implementation, or strategic advisory experience
- Depth of geographical and contextual knowledge in the regions CSC serves particularly DC, MD, and VA
- Alignment with CSC's mission, values, and partnership approach
- Competitiveness and reasonableness of proposed fee structure

Finalists will be interviewed by the CSC team.