

SCHOOL PARTNERSHIP INITIATIVE

# EdPolicy Lab 2026–28

## School Memorandum of Understanding (MOU)

Center for Equity, Effectiveness & Efficiency (C3E) · Chicago Public Schools

This Memorandum of Understanding (MOU) sets forth the commitments between the participating school and the EdPolicy Lab team (C3E) for the three-year **EdPolicy Lab 2026–28** program. By signing, the School agrees to the actions listed under "School Commitments," and C3E agrees to the actions listed under "C3E Commitments." Full benefit of the program is achieved only through complete three-year participation.

## Parties to This Agreement

### Participating School

School Name:

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Principal/AP:

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Network/District: Chicago Public Schools  
EdPolicy Lab Program: 3-Year Equity Cohort  
(2026–27, 2027–28, 2028–29)

### EdPolicy Lab / C3E

Organization: Center for Equity, Effectiveness & Efficiency (C3E)

Program Director: Liam R.F. Bird,  
Learning & Education Director

Contact: [lrfbird@c3elocalgov.org](mailto:lrfbird@c3elocalgov.org)  
Program: EdPolicy Lab 2026–28

## School Commitments

- ✓ **Program Duration:** School will participate in EdPolicy Lab for three consecutive school years (2026–27 through 2028–29).
- ✓ **Annual Fee:** School will pay an annual program fee determined by the school's CPS Opportunity Index. Fees range from **\$1,000 to \$10,000 per year**. Low opportunity schools pay on the lower end of this range; high opportunity schools pay on the higher end. Over the full three-year engagement, the total school financial contribution ranges from **\$3,000 to \$30,000** — compared to approximately **\$97,000–\$117,000** in program value delivered by C3E, representing a 10x or greater return on investment. Fees are invoiced annually each summer or fall and are due within 30 days of invoicing.
- ✓ **Leadership Team:** Each year, School will assemble and release for training a team of 10–15 staff members, including school leaders (e.g., principal or AP), teacher leaders, and other equity-focused instructional or support staff. A committed core will remain engaged across all three years.
- ✓ **Time Commitment:** School will support the team's participation by providing the necessary time and resources, including allowing team members to attend monthly on-site sessions (90 minutes) and cohort events, and to complete between-session project work.

✓ **Active Participation:** School will actively engage in all program activities, including on-site equity meetings, cohort learning sessions, and implementation of agreed equity pilot projects. School leadership will share data transparently and collaborate openly with C3E staff and fellow cohort schools.

## C3E / EdPolicy Lab Commitments

- ✓ **Facilitation & Training:** C3E will provide equity experts and facilitators — drawn from a women and BIPOC-led team with deep experience as CPS principals and Central Office leaders — to guide all EdPolicy Lab sessions, both on-site and cohort events.
- ✓ **Monthly On-Site Coaching:** C3E will conduct monthly 90-minute sessions at each school, using equity tools including the SEAT policy tool, equity rubrics, and the REDI and Community Co-Design frameworks.
- ✓ **Annual Institutes:** C3E will coordinate two in-person cohort institutes per school year: an August/September Kickoff Institute and a Spring Capstone Institute.
- ✓ **Program Resources:** C3E will supply all program resources including policy audit templates, equity rubrics, the REDI toolkit, and Community Co-Design for Equity guides.
- ✓ **Co-Design Support:** C3E will assist the School in engaging community stakeholders (students, families, and community partners) in pilot project design and review, following the Community Co-Design for Equity framework developed by Liam Bird.
- ✓ **Equity Certification:** C3E will provide each participating staff member the opportunity to earn stackable equity leadership certifications: Foundations (Year 1), Advanced (Year 2), and Expert (Year 3), upon meeting program milestones.
- ✓ **Communication:** C3E will maintain regular communication with School leadership and promptly address questions or concerns about the program.

## Program Frameworks

EdPolicy Lab is grounded in three integrated frameworks, each aligned with the CPS Equity Framework, the CPS Instructional Core, and the CPS Strategic 5-Year Plan: **CPS Equity Framework** — integrated in every meeting, decision, and pilot design, addressing racial and socioeconomic equity, opportunity gaps, and culturally responsive practice. **Community Co-Design for Equity** — developed by C3E Learning & Education Director **Liam Bird**. A structured, step-by-step roadmap for including student, family, and community voice at every stage of equity pilot design and implementation. **Reimagining Equity through Dynamic Inquiry (REDI)** — created by **Dr. Kathleen Yang-Clayton**. C3E's flagship methodology: an iterative, evidence-driven PDSA cycle sustaining dynamic inquiry and positive tension, building competency in education policy, public administration, and practice-based inquiry — rigorously applied across all three years.

## Term and Modification

This MOU is effective upon signing by both parties and will remain in effect through the end of the 2028–29 school year, unless otherwise amended. Either party may propose amendments in writing. If either party wishes to withdraw, they will provide written notice; however, withdrawal is discouraged because full benefit is achieved only through complete three-year participation. The MOU Deadline for the 2026–28 cohort is **July 15, 2026**, for an **August 2026 Launch**.

## Three-Year Financial Commitment Summary

Fee Tier (Opportunity Index)	Year 1	Year 2	Year 3	3-Year Total
Low Opportunity Schools	\$1,000	\$1,000	\$1,000	<b>\$3,000</b>
Mid Opportunity Schools	\$5,000	\$5,000	\$5,000	<b>\$15,000</b>
High Opportunity Schools	\$10,000	\$10,000	\$10,000	<b>\$30,000</b>
<b>Value of Services Delivered by C3E</b>	~\$32K–\$39K	~\$32K–\$39K	~\$33K–\$39K	<b>~\$97K–\$117K</b>

**About the CPS Opportunity Index:** From 2020 to 2024, CPS used a related Equity Index to direct \$2.7 billion toward schools in historically disinvested areas — narrowing funding disparities, supporting enrollment in underfunded schools, and improving program density and capital infrastructure where it was needed most. The Opportunity Index applies this same equity-centered logic: schools are assessed on indicators that reflect access to resources. Guided by the P<sup>3</sup> model — **People** (community voice and experience), **Place** (areas with legacies of disinvestment), and **Period** (reparative strategies in resource allocation) — **low opportunity schools pay less; high opportunity schools pay more.** Fees are invoiced each summer/fall and are due within 30 days. Philanthropic support from Chicago-area funders subsidises the full cost of program delivery.

## Signatures

By signing below, both parties agree to the commitments described in this MOU and affirm their intention to participate in good faith throughout the three-year EdPolicy Lab 2026–28 program.

School Representative	C3E / EdPolicy Lab Representative
<input type="text"/>	Liam R.F. Bird
<input type="text"/>	<input type="text"/>
<input type="text"/>	Learning & Education Director, C3E
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

### How to Submit This MOU

Download this MOU, complete the school representative signature block, and return the signed copy by email to [lrfbird@c3elocalgov.org](mailto:lrfbird@c3elocalgov.org). Scan the QR code or visit [bit.ly/4973b2d](https://bit.ly/4973b2d) to access the MOU document directly.

**MOU Deadline: July 15, 2026 · August 2026 Launch**

Questions? **Liam R.F. Bird** · [lrfbird@c3elocalgov.org](mailto:lrfbird@c3elocalgov.org)

