



**THE SCHOOL DISTRICT OF PALM BEACH COUNTY
Consultant Evaluation**

PO NUMBER
B-408403

School/Department Department of Instructional Enhancement
 Name of Consultant The People's Institute for Survival and Beyond
 Contract Period From November 19, 2003 To June 30, 2004

Rating: 5 - Superior 4 - Satisfactory Plus 3 - Satisfactory 2 - Satisfactory Minus 1 - Unsatisfactory

JOB KNOWLEDGE AND SKILL

	5	4	3	2	1
1. Technical and procedural know-how to complete the project			✓		
2. Knowledge of his/her specialty area	✓				
3. Ingenuity, creativity, and innovation			✓		
4. General quality of the work performed			✓		
5. Student Assessment			✓		

PRODUCTIVITY

1. Services provided matched the specifications of the contract		✓			
2. Results produced		✓			
3. Ability to meet goals as scheduled		✓			
4. Success of the project		✓			

COMMUNICATION

1. Listening skills			✓		
2. Returned phone calls, follow-up information, etc. In a timely manner			✓		
3. Overall communication skills			✓		
4. Overall accessibility/availability			✓		

INTERACTION

1. Working relationships with teachers and/or students		✓			
2. Ability to work as part of a team	✓				
3. Status updates and information received as the project progressed			✓		

Rating: A - Agree D - Disagree N/A - Not Applicable

	A	D	N/A
1. Demonstrates dependability	✓		
2. Demonstrates ingenuity/creativity/innovation	✓		
3. Performs well under pressure	✓		
4. Effective when presenting ideas orally	✓		
5. Expresses ideas clearly and uses correct grammar in written communication	✓		
6. Listens effectively	✓		
7. Provides feedback in a constructive and timely manner	✓		
8. Is self-reliant and requires little or no supervision	✓		
9. Treats staff and/or students with fairness, respect and integrity.	✓		

I would hire this consultant again. Yes No

Esther Coleman
SIGNATURE OF EVALUATOR

7/04
DATE

Esther B. Coleman
PRINT NAME OF EVALUATOR

Exhibit "A"**CONSULTANT EVALUATION**

Participants will complete an evaluation form, and the Director of Instructional Enhancement will write a summative statement based on the participants' responses to substantiate the extent to which the consultant(s) fulfilled the following goals:

- To present the root causes of racism and how they impact educational objectives and goals in the school district
- To facilitate the understanding of internal and external factors and implications associated with racism among the participants

Based on participants' evaluations, the facilitators did an exceptional job of presenting the root causes of racism and the history of the racist paradigm in the country. There was some controversy regarding the definition of the term "racist" with a good number of participants disagreeing with the facilitators' definition. However, there was overall agreement regarding the dire implications of the racism for certain groups and a broad understanding of how white privilege favors some and harms others.

While participants generally applauded the presentation, many expressed that they would have liked to have learned how the implications of racism impact educational objectives and district goals. In other words, many questioned how what they learned can transfer into the classroom and improve student achievement among all groups of students. Internal and external factors were well developed and explored. However, participants would have benefited from follow-up projects and action research to determine how the negative effects of racism can indeed be 'undone.'

- To facilitate the group in creating solutions to racism results and negative effects in school district operations

As discussed in previous paragraphs, the facilitators from the Peoples' Institute were experts who very effectively presented the curriculum. However, there is no adequate follow-up and workplace transfer component in the curriculum. Therefore, the extent to which the outstanding presentation corrected the effects of racism in schools is an unanswered question.