Building a Culture of Equitable Social-Emotional Learning in Education

Si necesita ayuda para traducir este paquete de información al Español, por favor contacte a Maria Torres vía correo electrónico mtorres@rcfdenver.org.

Overview

Rose Community Foundation is pleased to announce an open funding opportunity for nonprofit organizations in the Greater Denver region. This opportunity is intended to help build practices and environments for social and emotional learning that equitably integrate efforts to strengthen both social and emotional needs and academic learning for students PreK-12, with a focus on the teachers and administrators that create and contribute to classroom culture.

The national Collaborative for Academic, Social and Emotional Learning (CASEL) defines social-emotional learning (SEL) as "an integral part of education and human development. SEL is the process through which all young people and adults acquire and apply the knowledge, skills and attitudes to develop healthy identities, manage emotions, achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions. SEL advances educational equity and excellence through authentic school-family-community partnerships to establish learning environments and experiences that feature trusting and collaborative relationships, rigorous and meaningful curriculum and instruction, and ongoing evaluation. SEL can help address various forms of inequity and empower young people and adults to co-create thriving schools and contribute to safe, healthy and just communities."

Social-emotional learning experiences play a meaningful and important role in helping young people recover from the impacts of the COVID-19 pandemic and in promoting educational equity. The well-being of young people is a key part of the conversation around pandemic recovery, with trauma-informed social-emotional learning emerging as a top priority for schools.[1] Teachers and other adults within school systems need to be supported to help children succeed and to build their own resiliency after two years of pandemic-related challenges in the classroom.

Purpose

To support programs or projects that seek to build a culture of social-emotional learning and that equitably integrate efforts to strengthen social and emotional needs and academic learning for students, addressing adult mindsets and skills as well as school and district policies.

Eligibility

- o This opportunity is open to nonprofit organizations, schools/school districts, government agencies or fiscally sponsored projects in the seven-county Greater Denver region: Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas and Jefferson counties.

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[1] https://www.wallacefoundation.org/knowledge-center/Documents/Wallace-Foundation-Brief-Importance-Adult-Skills-SEL-w-Annotated-Bib-March-2021.pdf

- Organizations funded through donor-advised funds, Rose Youth Foundation, Roots and Branches, or other giving circles at Rose Community Foundation are eligible for this opportunity, as long as other eligibility requirements are met.
- Organizations that house endowments at Rose Community Foundation are eligible to apply.
- **Organizations that have current funding through Rose Community Foundation's discretionary grantmaking are not eligible to apply for this opportunity.** If you have questions about whether you have current funding through Rose Community Foundation and which department it comes from, please reach out to Chen-Pin Hu (she/her), grants associate, at chu@rcfdenver.org.

Who and where do we want to impact?

This opportunity focuses on adults in school systems changing behaviors, practices and/or systems in support of creating a culture of social-emotional learning. We are interested in hearing from applicants serving populations furthest from opportunity, especially low-income students and students/educators of color, and that can build on previous work and momentum in this space and demonstrate deep collaboration in/with school systems. Although we fund in the seven-county Greater Denver region, priority will be given to applications focused on Adams, Arapahoe and Denver counties, or specific neighborhoods in Boulder, Broomfield, Douglas and Jefferson counties with demonstrated need established through data.

We are interested in seeing proposals that:

- Shift the focus away from "fixing kids" and toward addressing adult mindsets and skills as well as school and district policies to create an equitable learning environment.[2]
- Consider and engage the context in which students live. Societal realities (e.g., racism, sexism, homophobia), individual realities (e.g., socioeconomic status, family dynamics, experiences in schools, access to opportunities), and cultural backgrounds that influence social-emotional learning and academic development.
- Recognize and support the link between educators' (and other trusted adults') well-being and staff and student social and emotional skills.
- Develop social and emotional skill-building by focusing first on the adults to ensure they can model positive social and emotional skills and competencies for students
- Demonstrate strategies that focus on providing guidance to educators and staff on how to integrate SEL instruction into school-day academics and out-of-school time activities.
- Can leverage this opportunity to amplify other financial resources and grants (i.e. matching funds, accessing state or federal dollars).

What else do we consider when making funding decisions?

- Collaborative approach (district/group of schools and provider)
- Commitment to advancing equity across gender, race, sexual orientation, income, ability and geography
- Organization or project includes diverse perspectives and experiences, and diverse populations are engaged in leadership, design and implementation
- Executive leadership, board and staff are representative of communities the organization serves
- Community engagement and participation informs the organization's work
- Financial picture of the organization

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[2] https://edtrust.org/social-emotional-and-academic-development-through-an-equity-lens/

How much and what type of funding is available?

Total funding available: $1.5 million. We anticipate making between 20-30 grants and expect this to be a highly competitive process.

- o **Grant duration**: One year
- o **Types of support**: Program or Project Support
- o **Funding amounts** will be determined based on the program or project budget, number of staff engaged, and number of students impacted. We seek to fund organizations with programs across the spectrum of budgets.
  - Program/project budget of $250,000 and below: up to $25,000
  - Program/project budget of $250,001 – $750,000: up to $50,000
  - Program/project budget of $750,001 – $1,000,000: up to $75,000
  - Program/project budget above $1,000,000: up to $100,000
  - Collaborative projects are strongly encouraged to apply; please use the funding amount range listed for the overall program or project budget, noting that not all grant requests will be funded and those that are may not all be funding at the full amount requested.

What are the grantee reporting expectations?

Organizations receiving grant funds will be asked to submit a short narrative report of final progress and financial reporting on grant funds in the online grants portal within 30 days of the end of the grant period.

Timeline

April 15 – May 16, 2022	Letter of Intent (LOI) process open. LOI questions are included at the end of this document. Not all organizations that submit an LOI will be invited to submit a full application. **
May 16, 2022	LOI process closes.
May 31, 2022	LOI decisions. Selected organizations will be invited to submit the full application. Organizations will be notified whether they are invited to submit a full application or are declined for this opportunity.
June 1 – June 28, 2022	Application opens for invited organizations. Application questions are included at the end of this document.
June 28, 2022	Application closes.
June 29 – July 29, 2022	Review period. Organizations may be contacted for additional information or for site visits.
August 26, 2022	Grant decisions made. All organizations will be notified of funding decisions.
September 1, 2022 – August 31, 2023	Grant period for funded projects.

*** We have elected to use an LOI approach because, as a community foundation, we seek to maintain an open door for nonprofits in the Greater Denver region. Asking nonprofits to submit LOIs before full applications is a less time-consuming way for them to share information about their work and is a way for them to determine if this opportunity is the right fit or if they will be competitive before completing a more detailed application. We want to be respectful of people's time and efforts. LOIs are also a simpler format to share with our community of donors.*

How do I apply?

- o Sign in or create your account at rcfdenver.org/grantsapply. Click on the Apply icon at the top of the screen. Locate the opportunity for Social Emotional Learning in Education and click the blue Apply button to start an LOI.
- o If you have questions about the grants portal or need assistance with access, please contact grants manager Kelly Costello (he/him/his) at kcostello@rcfdenver.org.

For questions about this opportunity

Please review the Funding Opportunity FAQs. You may sign up for a 20-minute session to talk with a program officer. Staff will be available for questions about the application for invited applicants from June 1–28. Click here to set up a meeting with Maria Torres (she/her/ella). For questions about the online grants portal or application, please contact Chen-Pin Hu (she/her), grants associate, at chu@rcfdenver.org.

About Rose Community Foundation

In addition to grantmaking, Rose Community Foundation utilizes advocacy and philanthropic services to advance thriving Greater Denver communities. Our staff works closely with individual and family donors to define and achieve their philanthropic goals and support the causes they care about most. Our philanthropic services team also brings together diverse groups of teens, young adults and women from across the Greater Denver community for collaborative giving circles. Additionally, the Foundation has supported nearly 70 nonprofit organizations in creating and growing endowments to sustain their vital work into the future. Through the Nonprofit Endowment Cohort, we offer incentive grants and coaching on all aspects of an endowment campaign. Contact us to learn more about how we support nonprofits beyond programmatic grantmaking.

LOI Questions

The following questions will be available in the online grants portal and are provided here for your reference only. Please submit your responses via the online grants portal.

o **Project Name**

o **Core Counties**: What are the three core counties in which you do most of your work (majority of people served live within these three counties) within the seven-county Greater Denver area? If you only work in one or two counties, please select the one or two counties in which you do your work.

o **Policy and Advocacy**: Does the proposed project address policy and advocacy issues? If yes: Please describe how policy and advocacy plays a role in your proposed project. (1000 characters, ~250 words)

o **Mission Statement**

o **Current Fiscal Year Operating Budget** (numeric)

o **Opportunity and Outcomes**: Please share the opportunity your proposed project seeks to address. How does it relate to building a culture of social-emotional learning that equitably integrates efforts to strengthen social and emotional needs and academic learning for students, addressing adult mindsets and skills as well as school and district policies? What results and outcomes do you hope to accomplish in the next year, if awarded grant funding? (2000 characters, ~500 words)

o **Community Served**: Please describe the community you serve. (1000 characters, ~250 words)

o **Community Participation**: To what extent does teacher, student and/or family input guide your work? This scale has been adapted from the ladder of participation model developed by Sherry Arnstein – you may see a breakdown of the ladder developed by Catalytic Communities here.

    Scale:
    1 – no participation
    2 – teachers/students/families are made aware of the organization's work
    3 – teachers/students/families are consulted via surveys or other data-gathering tools
    4 – teachers/students/families have some representation at staff, board or advisory levels
    5 – teachers/students/families have equal representation at board or advisory level
    6 – teachers/students/families hold majority of decision-making power
    7 – organization/institution is led by members of impacted community

o **Information Sharing**: One of our goals as a community foundation is to find alignment between donors' interests and the important work happening in our communities. In the event Rose Community Foundation fundholders are interested in funding organizations or projects in the space in which you are working, may we share with them the programmatic information you provide as part of this application process? Your LOI and, if invited, full application may be shared in part or in whole. Your answer will not influence the Foundation's funding decision for this request. (Yes/No)

o **Nondiscrimination Policy**: Rose Community Foundation will not fund organizations that discriminate on the basis of race, creed, color, ethnicity, national origin, religion, language, sex, sexual orientation, gender identity, gender expression, age, height, weight, physical or mental ability, veteran status, military obligations, socioeconomic status, marital status, genetic information, political views, or belief systems. Does your organization practice nondiscrimination policies in line with these views? (Yes, in full; Yes, in part; No) *If you answer "Yes, in part" or "No," you will be provided with space to explain.*

Application Questions

The following questions will be available in the online grants portal for those who are invited to apply after the LOI process. Questions are provided here for your reference only. Please note that not all questions below are applicable to all applicants.

- o **Name, Pronouns and Title of Primary Contact**: Provide the name, gender pronouns and title of the person we should contact to discuss this grant request.
- o **Primary Contact's Email Address**
- o **Primary Contact's Phone Number**
- o **Executive Director/President/CEO's Name, Pronouns and Title**
- o **Fiscal Sponsor**: Is there a fiscal sponsor organization for this project that is different from the applicant organization listed on this application?
- o **Fiscal Sponsor Contact Information**: If applicable, please provide the legal organization name and contact information (name, pronouns, title, email address, phone number and mailing address) for your primary point of contact with the fiscal sponsor for this project.
- o **Project Name**
- o **Total Amount Requested –** Please see the eligible request ranges, based on the program budget:
  - • Program/project budget of $250,000 and below: up to $25,000
  - • Program/project budget of $250,001 - $750,000: up to $50,000
  - • Program/project budget of $750,001 - $1,000,000: up to $75,000
  - • Program/project budget above $1,000,000: up to $100,000
  - • Collaborative projects are strongly encouraged to apply; please use the funding amount range listed for the overall program or project budget, noting that not all grant requests will be funded and those that are may not all be funding at the full amount requested.
- o **Short Description** – Please provide a concise description of this grant request's specific charitable purpose. This summary will inform the description of this grant, if approved, in any agreement and in Rose Community Foundation communications about this work. (300 characters)
- o **Intended Goals, Results or Outcomes**: Please share the intended goals, results or outcomes in support of shifting the focus away from "fixing kids" and toward addressing adult mindsets and skills as well as school and district policies to create an equitable learning environment. Recognizing that long-term wins may take years to enact, please share what positive changes you realistically hope to achieve in a one-year grant period related to the goals of this RFP. Identify specific qualitative and/or quantitative results you expect to achieve in this grant period, including the sources of data you will rely on to measure your results. In your answer, we are looking for the results and outcomes you hope to achieve, not the activities or outputs you plan to use to achieve them. Click here for more information about results and outcomes.
- o **Community Impacted:** Specify the areas of Greater Denver that the project will impact if successful. Please include counties, cities, neighborhoods and/or zip codes, as applicable. Also specify the populations your organization intends to serve through your work and the number of people you anticipate serving.
- o **Key Activities:** What are the most important activities you will undertake to achieve your intended outcomes in this one-year grant period? If you have a specific set of activities, communication strategies or actions you hope to achieve, please include them here.
- o **Community Engagement:** In what ways does the community you serve lead, direct, and/or inform the design and implementation of your work and programs?
- o **Leadership Diversity:** We are committed to building and supporting organizations led by and representative of those who are the most impacted and least represented by existing systems. To that end, please describe what steps your organization is taking

to ensure leadership at all levels of your organization is reflective of the community you serve. By leadership we mean executive directors, senior staff and boards of directors, as well as core members who are leading the work. This could include leadership pipeline, hiring practices, staff transition planning and other explicit strategies that strive to increase diversity at all levels of the organization.

o **Partnership:** Does your organization work in close partnership with other organizations or groups in carrying out your goals for this project/request? If yes, describe the nature of the partnership and the roles and responsibilities of partners. Please describe how you will work with teachers, administrators and/or schools (and the organization's history of doing so). *Guidance: Please provide detailed information about any relevant organizations you collaborate with and how you collaborate with them to achieve your work for this specific project. Please do not provide only a list of partners. What role do each of these partner organizations play to support your efforts? If you do not collaborate with any partners for this work, please state that.*

o **Community Needs**: What are the pressing issues you are seeing in the communities you serve, whether within or outside the scope of services your organization provides?

o **Financial Model**: Describe your organization's financial model. Describe how your organization is supported, including a description of the typical sources of income and the percentages of revenue from each type of source. How likely is each source to be reliable and repeatable?

o **Operating Budget**: Please upload your current fiscal year organizational budget or fiscal budget and actuals to date.

o **Program Budget**: Please upload a program budget for the activities for which you are requesting funding, with both revenue and expenses represented.

o **Explanation of Deficit (if applicable)**: If your organization experienced or is expecting to experience a deficit, please provide details on how the deficit was managed or plans to address it. Please also provide comments explaining any major changes or unusual occurrences in your budget(s). (Program budgets at or above $100,000 only)