

RED BLUFF JOINT UNION HIGH SCHOOL DISTRICT

REQUEST FOR PROPOSALS (RFP)

Inclusive Instructional Practices, Co-Teaching Implementation Support, Professional Development, Coaching, and Program Evaluation Services

I. NOTICE INVITING PROPOSALS

The Red Bluff Joint Union High School District (RBJUHSD) is soliciting proposals from qualified firms, organizations, or educational consultants to provide comprehensive professional development, coaching, implementation support, and program evaluation services related to inclusive instructional practices and co-teaching implementation.

The District is seeking a three-year implementation partnership designed to strengthen instructional fidelity, improve staff support systems, increase consistency in inclusive instructional practices, and improve student outcomes for students with disabilities and all learners in co-taught classroom environments.

The selected vendor will provide support beginning in the 2026–2027 school year.

II. DISTRICT BACKGROUND

Red Bluff Joint Union High School District serves students in Northern California through comprehensive high school and alternative education programs.

The District is currently in Year 6 of implementing co-teaching and inclusive instructional practices at the secondary level. During the initial implementation period, the District expanded co-taught course offerings to increase access to general education curriculum and improve inclusive educational opportunities for students with disabilities.

Through ongoing review and staff feedback, the District has identified several implementation priorities, including:

- Strengthening implementation fidelity across co-taught classrooms;
- Improving collaborative instructional practices;
- Providing additional support and coaching for staff;
- Refining scheduling and class composition practices;
- Improving consistency of instructional delivery;

- Improving measurable student outcomes.

The District recognizes that many co-taught classes exceeded recommended best-practice ratios for students with disabilities during the early implementation period. Beginning in the 2026–2027 school year, the District will adjust co-taught class composition targets to maintain student composition below 40% students with disabilities while continuing to evaluate implementation effectiveness and instructional access.

The District seeks an experienced implementation partner capable of supporting sustainable systems-level improvement focused on inclusive instructional practices, secondary co-teaching, and measurable student outcomes.

Because the District is entering the refinement and sustainability phase of implementation rather than initial program adoption, vendors should demonstrate experience supporting districts with established co-teaching systems that are focused on improving implementation fidelity, strengthening instructional practice, and producing measurable student outcomes.

III. PURPOSE OF THE RFP

The purpose of this Request for Proposals is to identify a qualified vendor to:

1. Assess current co-teaching implementation practices;
 2. Provide professional development and coaching support;
 3. Strengthen inclusive instructional practices;
 4. Support administrators and teacher teams;
 5. Develop sustainable implementation systems;
 6. Collect and analyze implementation and student outcome data;
 7. Assist the District in evaluating program effectiveness over a three-year implementation period.
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IV. CONTRACT TERM

The District anticipates awarding a three-year contract beginning July 1, 2026 and concluding June 30, 2029.

The contract may include annual review checkpoints and performance expectations.

V. SCOPE OF SERVICES

The selected vendor shall provide services in the following areas:

A. Program Assessment and Needs Analysis

The vendor shall:

- Conduct a review of current co-teaching implementation structures;
- Review scheduling and class composition practices;
- Assess implementation fidelity;
- Facilitate staff and administrator input sessions;
- Identify strengths, challenges, and implementation barriers;
- Provide baseline recommendations for implementation improvement.

Deliverables may include:

- Baseline implementation report;
 - Program strengths and needs summary;
 - Recommendations for instructional systems improvement.
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B. Professional Development

The vendor shall provide professional development designed specifically for secondary educators and administrators.

Training topics may include:

- Co-teaching instructional models;
- Collaborative planning structures;
- Universal Design for Learning (UDL);
- Differentiation and scaffolding;
- Inclusive instructional strategies;
- Classroom management in co-taught settings;
- Student engagement strategies;
- Grading and assessment practices;
- Accommodation and modification systems;
- High school scheduling considerations;
- Effective paraprofessional utilization;
- MTSS alignment;
- Special education and 504 compliance considerations.

Professional development shall include:

- In-person training opportunities;
 - Administrator-specific training;
 - Teacher collaboration support;
 - Optional virtual support opportunities.
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C. Coaching and Implementation Support

The vendor shall provide ongoing implementation support including:

- Classroom observations and walkthroughs;
- Coaching cycles for teacher teams;
- Demonstration lessons and modeling;
- Collaborative planning facilitation;
- PLC support;
- Administrator calibration support;
- Feedback and reflection protocols.

The District strongly prefers a coaching model that emphasizes practical classroom implementation and sustainable instructional systems.

D. Program Evaluation and Data Collection

The vendor shall assist the District in evaluating implementation effectiveness and student outcomes.

The proposal shall describe methods for collecting and analyzing implementation and outcome data, which may include:

- Student achievement data;
- D/F rates;
- Attendance;
- Discipline referrals;
- Graduation indicators;
- Student engagement data;
- Teacher efficacy surveys;
- Classroom implementation rubrics;
- Fidelity measures;
- Access to core instruction;

- LRE indicators;
- Formative/summative assessments.

The vendor shall provide periodic reports and recommendations for continuous improvement.

E. Sustainability and Capacity Building

The vendor shall provide recommendations and support for sustaining implementation beyond the contract term.

Proposals should address:

- Internal leadership development;
 - Train-the-trainer opportunities;
 - Administrator capacity building;
 - Long-term implementation systems;
 - Sustainability planning.
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VI. SUCCESS MEASURES

The District anticipates that successful implementation may include evidence of:

- Improved implementation fidelity in co-taught classrooms.
- Increased teacher confidence and efficacy.
- Improved collaborative planning practices.
- Increased access to grade-level curriculum for students with disabilities.
- Reduced D/F rates for students with disabilities.
- Improved attendance and engagement.
- Increased LRE percentages, where appropriate.
- Demonstrated improvement in student academic outcomes.

The District seeks a partner committed to measurable continuous improvement. While recognizing that multiple factors influence student outcomes, the District expects the selected vendor to support measurable improvements in instructional practice, implementation fidelity, educator capacity, and student outcomes throughout the three-year implementation period. Vendors should describe how their proposed services will contribute to these outcomes and how progress will be measured.

VII. EXPECTED DELIVERABLES

Deliverables may include:

- Annual implementation plans;
 - Professional development calendar;
 - Coaching schedules;
 - Observation tools and rubrics;
 - Mid-year progress reports;
 - Annual evaluation reports;
 - Recommendations for improvement;
 - Sustainability planning documents.
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VIII. DESIRED QUALIFICATIONS

The District seeks vendors with demonstrated experience in:

- Secondary co-teaching implementation;
- Inclusive instructional practices;
- California public school systems;
- Professional development and coaching;
- Systems-level implementation support;
- Data analysis and program evaluation;
- Working with comprehensive high school settings.

Preference may be given to vendors with:

- California-specific implementation experience;
 - Experience supporting high school inclusion initiatives;
 - Experience supporting districts in implementation refinement phases;
 - Demonstrated measurable student outcomes.
 - Demonstrated success supporting districts in the refinement, continuous improvement, or sustainability phase of secondary co-teaching implementation, including measurable improvements in implementation fidelity and student outcomes.
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IX. PROPOSAL REQUIREMENTS

Proposals shall include:

A. Cover Letter

Including:

- Organization name;
 - Primary contact information;
 - Brief summary of qualifications;
 - Signature of authorized representative.
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B. Organizational Background

Including:

- Organizational overview;
 - Years of experience;
 - Relevant experience with secondary schools;
 - Experience with co-teaching and inclusion initiatives.
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C. Proposed Service Model

Including:

- Description of implementation approach;
 - Coaching and support structures;
 - Professional development model;
 - Program evaluation methods;
 - Proposed implementation timeline;
 - Sample deliverables or reports;
 - Description of how success measure will be monitored and reported;
 - Sustainability strategies.
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D. Project Team

Including:

- Names and qualifications of proposed personnel;
 - Relevant experience;
 - Roles and responsibilities.
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E. References

Provide at least three references from districts or educational agencies for similar work and include one sample implementation report, coaching report, or executive summary from a previous district engagement (redacted if necessary).

F. Cost Proposal

Include:

- Three-year cost structure;
 - Daily/hourly rates;
 - Travel costs;
 - Optional services;
 - Payment schedule.
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X. EVALUATION CRITERIA

Proposals will be evaluated using the following criteria:

Criteria	Points
Experience Supporting Secondary Co-Teaching Implementation and Refinement	20
Quality of Implementation Approach	15
Quality of Professional Development and Coaching Model	15
California Inclusive Practices Expertise	15
Program Evaluation and Data Collection	15
Sustainability and Capacity Building	10
References and Demonstrated Success	5
Cost Effectiveness	5
Total	100

Preference will be given to proposals demonstrating successful support of districts that have moved beyond initial implementation and are engaged in refining instructional practices, strengthening implementation fidelity, and sustaining long-term inclusive systems.

XI. INTERVIEW QUESTIONS (OPTIONAL FINALIST ROUND)

The District may invite finalists to participate in interviews.

Potential interview topics include:

- Supporting districts already in implementation;
 - Addressing implementation inconsistency;
 - Secondary scheduling and class composition;
 - Building staff buy-in and collaboration;
 - Measuring implementation fidelity;
 - Supporting administrator calibration;
 - Long-term sustainability planning.
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XII. PROJECT TIMELINE

Activity	Timeline
RFP Released	August 2026
Questions Due	September 2026
Proposals Due	October 2026
Proposal Review	October 2026
Finalist Interviews	November 2026
Board Approval	December 2026
Contract Start	January 2027

XIII. THREE-YEAR IMPLEMENTATION TIMELINE

YEAR 1 – ASSESSMENT & IMPLEMENTATION STRENGTHENING

Focus Areas

- Program assessment;
- Baseline data collection;
- Staff training;
- Coaching launch;
- Administrator calibration;
- Co-planning structures.

Deliverables

- Baseline implementation report;
 - PD calendar;
 - Coaching schedule;
 - Mid-year implementation report;
 - End-of-year evaluation report.
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YEAR 2 – DEEP IMPLEMENTATION & CONSISTENCY

Focus Areas

- Strengthening implementation fidelity;
- Expanding coaching cycles;
- Improving collaborative planning;
- Data analysis and progress monitoring;
- Classroom walkthrough calibration.

Deliverables

- Updated implementation analysis;
 - Staff feedback surveys;
 - Student outcome review;
 - Implementation fidelity reports.
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YEAR 3 – SUSTAINABILITY & INTERNAL CAPACITY

Focus Areas

- Internal leadership development;
- Train-the-trainer systems;
- Sustainability planning;
- Long-term implementation structures;
- Program evaluation.

Deliverables

- Sustainability framework;
 - Internal trainer recommendations;
 - Final implementation report;
 - Three-year outcome analysis.
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XIV. PROPOSAL SUBMISSION

Proposals shall be submitted electronically to:

Todd Brose, Superintendent
Red Bluff Joint Union High School District
1525 Douglass Street
PO Box 1507
Red Bluff, CA 96080

All proposals must be received no later than:

October 2, 2026

XV. DISTRICT RIGHTS

The District reserves the right to:

- Reject any or all proposals;
 - Request clarification or additional information;
 - Negotiate terms and conditions;
 - Award all or portions of the services described;
 - Cancel or amend the RFP process.
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XVI. NON-DISCRIMINATION

The District does not discriminate on the basis of race, color, national origin, sex, disability, religion, gender identity, sexual orientation, or any other protected classification in any of its programs or activities.