



Denver Public Schools Foundation Request for Proposal: Consultant for DPS Teacher Housing Initiative

Denver Public Schools Foundation believes that when our students and schools thrive, we all benefit. That's why DPS Foundation mobilizes our entire community to invest in crucial resources and programs that have the greatest impact on student well-being and success, while supporting families and educators. When we all join together in this work, our students become the leaders and societal contributors we need, and our city, and those who live in it, thrive.

The DPS Foundation helps ensure that investment in our schools is directed in the most effective, impactful and lasting way. Public funds simply are insufficient to provide the equitable education that every child deserves. That's why, leveraging our unique access to the district and our ability to fund students across Denver at scale, we serve as the trusted partner to steward, galvanize and mobilize our community to meaningfully support DPS in providing the best public education for every child.

The more than 86,000 students in DPS are our future leaders, innovators, contributors and change-makers. With your help, we can ensure they have the education they deserve. When we make their success a shared imperative, we create unity for families, schools and educators to know that we are in this together and we stand behind them in their tireless efforts to prepare our next generation for success and well-being. We strive to live by our [Core Values](#) and see them as a commitment to ourselves, to DPS, and to the students and families we have promised to serve.

Denver Public Schools Foundation (DPS Foundation) believes in the power of investing in students, educators, and schools to ensure a thriving community. As part of our commitment to educators, we aim to tackle one of their most pressing needs: affordable housing. By helping to address this challenge, we can recruit and retain excellent educators, directly benefiting our students and families.

For additional information about our organization, please visit www.dpsfoundation.org. Join us.

Introduction & Background

DPS Foundation is committed to supporting educators in Denver by addressing one of their most pressing needs: affordable housing to recruit and retain excellent educators for our students and families to thrive. With the rising cost of living in Denver, many teachers are struggling to find affordable housing options. DPS Foundation seeks a consultant to help explore and identify innovative solutions to this challenge, positioning DPS Foundation as a leader in teacher housing initiatives nationwide.

Project Overview

The consultant will play a pivotal role in helping DPS Foundation identify at least three innovative

solutions to provide affordable housing for teachers in Denver. This project will focus on five primary areas:

1. **Conduct a Feasibility Study** to evaluate the current state of educator housing in Denver and opportunities for the DPS Foundation to engage in this work.
2. **Partner with property developers and management companies** to secure free or reduced-cost housing for teachers.
3. **Explore legislative opportunities for tax incentives** to encourage housing support from property owners and developers.
4. **Identify philanthropic opportunities** for DPS Foundation to explore, including impact investing, down payment and financial assistance for housing for educators in DPS. This could also include opportunities for educators to have assistance with financial planning through philanthropic partners.
5. **Complete an Impact Assessment at the conclusion of the project** that highlights the work that has been completed and the impact to DPS educators. It should also include recommended strategies DPS Foundation is best suited to address and suggestions for moving the work forward.

Scope of Work

The consultant will work in partnership with the President & CEO of DPS Foundation, the Vice President of Development of DPS Foundation, and DPS district staff as needed. This will be a primarily external facing role, reporting back weekly to DPS Foundation as requested and needed. This role will be responsible for starting with a feasibility study and analysis to understand the current housing landscape for teachers in Denver, and will need to engage with local developers and property managers to explore potential partnerships. They will research and meet with legislators to explore opportunities to incentive teacher housing locally and statewide, and identify philanthropic opportunities that align with DPS Foundation's goals. To culminate the project, the consultant will provide DPS Foundation with a written Impact Assessment analyzing the work that has been completed and make recommendations for how DPS Foundation can continue to engage.

Deliverables:

Our ambitious goal is to provide 150 free or significantly reduced housing units for teachers by 2026 and have a philanthropic plan for rental or down payment assistance through the DPS Foundation by 2027. For both of these goals, we also want to track how this will positively impact our educators and their respective schools and students. The consultant's deliverables will be instrumental in moving us toward this target and should include:

- Feasibility study findings
- A comprehensive report outlining viable housing solutions and opportunities
- Introductions and relationships with developers, property management companies and legislators
- Strategic recommendations for partnerships, legislative efforts, and philanthropic initiatives

- Final report, including impact and recommendations

Qualifications

- Experience in affordable housing and/or education
- Strong connections within the Denver community
- Familiarity with city and county regulations regarding housing, lease concessions, rental agreements

Preferred qualifications:

- Experience with public-private partnerships in housing.
- Familiarity with affordable housing financing mechanisms
- Experience in community engagement and stakeholder management
- Experience securing philanthropic partnerships
- Experience with Impact Investing

Timeline

The consultant is expected to commit 15-20 hours per week over a period of 4-6 months. Key milestones include an initial assessment, a mid-project review, and the final report submission. Meeting these milestones on time is crucial for the success of this project.

Proposal Requirements

Proposals should be concise, with a maximum length of 5 pages, and submitted in PDF format. Please include:

- A detailed approach to the scope of work
- Qualifications and relevant experience
- A proposed timeline with milestones
- A detailed budget

Selection Criteria

Proposals will be evaluated based on experience, approach, cost-effectiveness, and references.

Submission Instructions

Proposals are due by October 1, 2024. Please send proposals to jobs@dpsfoundation.org. Questions about this RFP may be directed to the same email address no later than September 23, 2024.

At the Denver Public Schools Foundation, we recognize that systemic barriers often deter qualified candidates, particularly women and BIPOC individuals, from applying if they don't meet every listed qualification. We want to assure all potential applicants that we value diverse perspectives and experiences, and we actively encourage candidates from underrepresented backgrounds to apply. Your unique skills, perspectives, and lived experiences are assets that enrich our organization and contribute to our mission of equity in education. Don't hesitate to apply, even if you don't meet every requirement

listed. Your application will be considered with care and attention to the value you bring to our team.

COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING

In alignment with our [Core Values](#), DPS Foundation is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self expression, unique capabilities, and talent our team members invest in their work represents a significant part of not only our culture, but our reputation and organization's achievement as well. We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make individuals unique. DPS Foundation encourages all qualified candidates to apply. All employment is decided on the basis of job related factors such as qualifications, merit, and business need.