

Board of Education Executive Summary

Business Services



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Educator Effectiveness Block Grant

November 18, 2021



5. Practices to create a positive school climate, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multitiered systems of support, transforming a school site's culture to one that values diverse cultural and ethnic background



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Educator Effectiveness Block Grant Proposal
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Educator Effectiveness Grant Proposal to Support Category 1

(1) Coaching and mentoring of staff serving in an instructional setting and beginning teacher or administrator induction, including, but not limited to, coaching and mentoring solutions that address a local need for teachers that can serve all pupil populations with a focus on retaining teachers, and offering structured feedback and coaching systems organized around social-emotional learning, including, but not limited to, promoting teacher self-awareness, self-management, social awareness, relationships, and responsible decision-making skills, improving teacher attitudes and beliefs about one's self and others, and supporting learning communities for educators to engage in a meaningful classroom teaching experience.

Action	Focus & Total Allocation	Areas of Focus
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		admmaking (SIR Action 2C)	Academic Office Human Resources Health Services Business Office
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2	Recruitment & Retention \$1,000,000	<u>Deferred Action for Childhood Arrivals (DACA) Pathway to Teaching</u> - Build upon the already strong relationships with local universities; this would allow the District to develop and implement a DACA focused pathway to the teaching profession.	
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	Current
<u>Employees</u> - The continued focus on recruiting and retaining diverse staff is paramount. Having the ability to provide current and prospective employees with visa support will assist in providing needed support.	Human Resources Legal Services

		- The ability to effectively advertise and utilize social media will assist in expanding the scope of reaching top candidates.	
5	Recruitment \$1,250,000	<u>Career Pathways for Administrators and Teachers</u> - Building off past successful programs and expanding with a focus on diversity and sustainability, this would allow for the development and extension of pathways for	

		<p>into alignment with SCUSD's core value, guiding principle, LCAP and instructional priorities of MTSS, High Quality Instruction through Universal Design for Learning, anti-racism and equity. Funding will be applied to improve the quality, rigor, assessment and measurement of the Teacher Induction Program (CCTC's Induction Program Accreditation for SCUSD).</p>	
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