



# Educator Effectiveness Block Grant Proposal

Academics, Business & Human Resources

Board Meeting  
November 18, 2021  
Agenda Item No. 11.3

# Overview

-

# Requirements & Compliance

- Funds must be utilized in accordance with the requirements to provide professional learning for teachers, administrators, paraprofessionals, and classified staff that interact with pupils in order to promote educator equity, quality, and effectiveness
- Submit the annual data and expenditure reports on or before September 30 of each year to CDE
- On or before September 30, 2026, the District will submit a final report to CDE, with detailed final data and expenditure information including, but not limited to, specific purchases made and the number of teachers, administrators, paraprofessional educators, or classified staff that received professional development.

# Requirements & Compliance

Funds can be expended for any of the following 10 purposes:

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



# Requirements & Compliance

8. New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision (c).

# Proposed Budget Plan

**(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**

# Recruitment and Retention Focus

- Continue to develop cross-departmental collaborations in order to enhance recruitment efforts and grow retention focus
- Strategic focus on increasing diversity
- Strategic focus on increasing sustainability
- Build capacity to better utilize effective practices
- Classified, certificated, and administrative focus



# Administrator Coaching and Partnership Program

## Retention

- Increase retention of site and district administrators by providing them with professional learning and coaching opportunities to enhance their knowledge and skills to fulfill their roles and responsibilities as instructional leaders (SIR Action 8A2)
- Research and train school sites where student equity data reflects the highest priority and provide school leaders the opportunity to strengthen their ability to mobilize others, model inquiry and reflection, and data-based decision-making (SIR Action 2C)

# Deferred Action for Childhood Arrivals (DACA) Pathway to Teaching

## Recruitment and Retention

- Build upon the already strong relationships with local universities to allow the development and implementation of a DACA focused pathway to the teaching profession

# Visa H1B, J1 Support to Prospective and Current Employees

- The continued focus on recruiting and retaining diverse staff is

# Advertising

- Social media subscriptions for postings and recruitment (LinkedIn, etc.); QR Codes for back of business cards with link to our social media page, business cards
- To post in some proven and visible sites in search of key positions, some postings are as much as \$500 per posting
- Need to increase our digital presence to be more competitive

# Career Pathways for Administrators and Teachers

## Recruitment

- 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 teachers to become administrators, classified staff to become teachers, and Early Childhood Education teachers to become Transitional Kindergarten (TK) teachers through partnerships and support

# Classified Coaching and Partnership Programs

## Retention

- Increase retention of classified staff by providing them with professional learning and coaching opportunities to enhance their knowledge and skills to fulfill their roles and responsibilities
- Specific focus on those hard to fill positions or those with high turnover rates such as bus drivers, special education instructional aides, food service assistants, and child care attendants

# Professional Learning for Classified and Certificated Substitutes

## Recruitment and Retention

- Provide ongoing professional learning for both certificated and classified substitutes in alignment with district priorities to ensure success in assigned positions and encourage permanent employment with SCUSD

# Director II, Talent Management/Educator Effectiveness

## Recruitment and Retention

- This position will be responsible for implementing, monitoring and measuring EEBG-related activities and ensure cross-departmental collaboration to reach goals



# New Teacher Induction Program

## California Commission on Teacher Credentialing Accreditation Site Visit Findings: **"Accreditation with Stipulations"**

### Recommended Actions to Remove Stipulations:

- Immediately address Teacher Induction Preconditions
  - Assign mentors to new teachers within 30 days of service (Addressed via Revised HR Process)
  - Inform Site Leaders that no part of the Teacher Induction process & paperwork shall be used for evaluative purposes (Addressed via Academic Office Site Leader Updates)
- Actively involve a wider group of district personnel and partners in the organization, coordination and decision making for all educator preparation programs
- Ensure that educator preparation programs receive sufficient resources
- Implement a clear assessment and continuous improvement process to collect data and assess the impact of the program on candidate learning and competence and the effectiveness of the program to prepare candidates to enter professional practice
- Regularly assess the services and competency of mentors and retain only well-vetted, qualified teachers to provide support to candidates

# EEBG New Teacher Development

## **Expand & Improve New Teacher Induction Program**

- Based on the CTC's assessment, findings and recommendations, the Induction



# Proposed Budget Plan

## Summary of Expenditures

	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Section Totals						
Subtotal Section (1)	\$ 1,784,740.19	\$ 1,784,740.19	\$ 1,784,740.19	\$ 1,784,740.19	\$1,784,740.22	\$ 8,923,701.00
Totals By Year:	\$ 1,784,740.19	\$ 1,784,740.19	\$ 1,784,740.19	\$ 1,784,740.19	\$1,784,740.22	\$ 8,923,701.00
				Total Proposed Planned Expenditures SCUSD:		
				\$ 8,923,701.00		

# Summary and Q&A

# Q & A