

Ukiah USD Educator Effectiveness Funds Plan 2021-2026

Allowable Uses: Educator Effectiveness funds may be used to support professional learning for certificated teachers, administrators, paraprofessionals, certificated staff, and classified staff that interact with pupils. Funds may be expended during the 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26

EEF may be used to support professional learning for certificated teachers, administrators, paraprofessional educators, and certificated staff. Funds can be expended for any of the following 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 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.
2. Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas, including English language arts, history-social science, science, technology, engineering, mathematics, and computer science.
3. Practices and strategies that reengage pupils and lead to accelerated learning.
4. Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.
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's culture to one that values diverse cultural and ethnic backgrounds, and preventing discrimination, harassment, bullying, and intimidation based on actual or perceived characteristics, including disability, gender, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.
6. Strategies to improve inclusive practices, including, but not limited to, universal design for learning, best practices for early identification, and development of individualized education programs for individuals with exceptional needs.
7. Instruction and education to support implementing effective language acquisition programs for English learners, which may include integrated language development within and across content areas, and building and strengthening capacity to increase bilingual and biliterate proficiency.
8. New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision (c).
9. Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to *EC* Section 51226.7 into pupil instruction for grades 7 to 12, inclusive.
10. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development.

Total Educator Effectiveness Funds (EFF) awarded to the Ukiah USD: \$1,557,787

Plan Narrative: Ukiah Unified School District will allocate \$800 per certificated and paraprofessional staff from October 2020 CBEDS to each school site. School sites will generate a plan that is aligned to the Strategic Plan/LCAP initiatives and the allowable uses of Educator Effectiveness funds. The plan for the funds will be part of the School Plan for Student Achievement (SPSA). The actions in the SPSA will be reviewed during the approval process to ensure they are allowable. These funds must be expended by June 30, 2024 (Total \$515,867).

The additional funds, and any unspent site allocations, will be used to support allowable professional learning in the 2024-25 and 2025-26 school years (Total \$1,041,920). The specific plan for these funds will be created based on a needs assessment during the 2023-2024 school year.

The plan will be adjusted as circumstances change over the 5 years of the grant and will be brought back to the board for approval when needed.

Planned Site Allocations:

		Certificated FTE	Para FTE 20/21	Total FTE for allocation	Total at \$800
<i>Calpella</i>	<i>006</i>	30.707	22.57	53.277	\$42,622.00
<i>Eagle Peak</i>	<i>016</i>	31	18.76	49.76	\$39,808.00
<i>Frank Zeek</i>	<i>014</i>	25.429	19.86	45.289	\$36,231.00
<i>Grace Hudson</i>	<i>017</i>	25.43	16.18	41.61	\$33,288.00
<i>Nokomis</i>	<i>008</i>	26.857	23.13	49.987	\$39,990.00
<i>Oak Manor</i>	<i>009</i>	28.6	25.5	54.1	\$43,280.00
<i>Pomolita</i>	<i>003</i>	45.4	23.5	68.9	\$55,120.00
<i>South Valley</i>	<i>015</i>	10	4.63	14.63	\$11,704.00
<i>Ukiah High</i>	<i>001</i>	93.83	59	152.83	\$122,264.00
<i>UISA</i>	<i>012</i>	6.58	1.5	8.08	\$6,464.00
<i>District</i>	<i>000</i>	33.25	24.5	57.75	\$46,200.00
<i>Yokayo</i>	<i>013</i>	24	24.62	48.62	\$38,896.00
		381.083	263.75	644.833	\$515,867.00