



Los Gatos Union School District

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Educator Effectiveness Block Grant

District Name	Los Gatos Union Elementary School District
Contact	Rhonda Beasley Director, Curriculum, Instruction, and Assessment (408) 335-2230 rbeasley@lgusd.org
Total Funds Received	\$563,582
Total Funds Allocated	\$563,582
Date of Public Meeting prior to adoption	11/18/21
Date of adoption at public meeting	12/14/21

Allowable Uses Per California Department of Education

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 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 schoolsite'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.

Implementation, Monitoring, LCAP Alignment and Funding Allocations

<i>Allowable Use</i>	<i>Programs that Lead to Effective, Standards-aligned Instruction and improve Instruction in Literacy Across All Subject Areas</i>
Implementation	<p>The Los Gatos Union School District (LGUSD) is committed to all students learning in an environment that promotes student engagement and prepares students to be successful. LGUSD has selected Project Based Learning (PBL) as a teaching method to engage all students in learning through engagement in real-world and personally meaningful projects.</p> <p>Through PBL, students will deepen content knowledge as well as critical thinking, collaboration, creativity, and communication skills. There will be authentic literacy instruction across all content areas.</p> <p>To support teachers with this student-centered approach, LGUSD will use this grant funding to become a district partner with <i>PBL Works</i>, beginning in Spring 2022. This partnership will include ongoing coaching and continuous improvement support.</p> <p>With these funds, we will strengthen tier 1 instruction to ensure student-centered lesson design and differentiated instruction to ensure students receive the support they need for tier 1 instruction.</p>
Monitoring	Teachers will receive professional development on how to design units that incorporate the unique needs of each student.
LCAP Alignment	Goal 2 Action 5 Provide professional development opportunities to support Project-Based Learning for all LGUSD teachers.
Allocation	\$100,000
<i>Allowable Use</i>	<i>Training around implicit bias</i>
Implementation	In the 2020-2021 school year, Los Gatos Union School District (LGUSD) created an Equity Action Team (EAT) consisting of LGUSD certificated and classified staff to focus on equity within LGUSD. For the 2021-2022 school year, the EAT members will focus on learning about implicit bias and its impact on student

	<p>academic and social-emotional well-being.</p> <p>These funds will be used to hire a consultant (\$10,000) and training materials and supplies (\$3,582) to support professional development on implicit bias. The training will begin Spring 2022 and will continue through the end of the 2022-23 school year.</p>
Monitoring	The EAT will examine district policies to ensure they are not biased against specific student groups.
LCAP Alignment	<p>Goal 3</p> <p>Action 8 Promote equity and inclusivity practices at all campuses. This includes professional development opportunities for staff, community conversations, and or/book studies, as well as training of an Equity Action Team with representatives from all school sites. This will support learning environments to improve academic outcomes for all students.</p>
Allocation	\$13,582
<i>Allowable Use</i>	<i>Coaching and Mentoring</i>
Implementation	<p>Los Gatos Union School District (LGUSD) has provided math specialists and an English Language Development (ELD) Teacher of Special Assignment (TOSA) during the 2021-2022 school year to provide direct Tier II services to students with minimal coaching support to teachers.</p> <p>Per a study completed by Sanders and Rivers in 1996, implementation rates of strategies transfer beyond 90% when coaching is implemented compared to workshops alone in which transfer occurs at a rate of 10%.</p> <p>For the 2022-2025 school years, LGUSD has committed to providing a STEAM TOSA as part of the strategic plan to support the district's implementation of STEAM labs. This TOSA will support teachers in the lesson planning and use of the STEAM labs as part of tier I instruction.</p> <p>To further support ongoing coaching and mentoring in literacy, student-centered lesson design, and PBL, these funds will be used to provide a district level TOSA for 3 years (2022-23, 2023-24, and 2024-25). This TOSA will support the implementation of Tier I literacy, including reading, writing and the integration of English</p>

	Learner strategies throughout all content areas. In combination with student data, the TOSA will support teachers by modeling strategies that help inform instructional practice. These strategies allow improvement to target efforts in closing achievement gaps. As a classroom-embedded support, this targeted professional development strategy directly responds to student and teacher needs within the environment in which students learn.
Monitoring	The number of teachers that the TOSA is able to coach and the topics addressed will be recorded and monitored annually.
LCAP Alignment	Goal 2 Action 5 Provide professional development opportunities to support Project-Based Learning for all LGUSD teachers
Allocation	\$450,000