



Educator Effectiveness Grant Plan

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Educator Effectiveness Grant Plan (2021-2025)

- In October 2021, the California Department of Education released \$1.5 billion into the Educator Effectiveness program.
- This program provides funding to county offices of education, school districts, charter schools, and state special schools.
- This one one-time state funding is to provide professional learning for teachers, administrators, paraprofessional, and classified staff in order to promote educator equity, quality, and effectiveness.
- As a condition of receiving these Educator Effectiveness funds (EEF), LEAs are required to develop and adopt an expenditure plan by December 30, 2021.

Educator Effectiveness Grant Plan (2021-2025)

- The local plan for the Educator Effectiveness funds (EEF) needs to be heard in a public meeting of the governing board of the school district, before its adoption in a subsequent public meeting. This must take place on or before December 30, 2021
- The plan must detail the use of funds for the development of teachers, administrators, paraprofessionals, and classified staff.
- There are [10 allowable areas](#) for the use of funds
- Funds may be spent in any, or all the fiscal years from 2021-22 to 2025-26.

Allowable Uses of Funds

1. Coaching and mentoring of staff serving in an instructional setting
2. Programs that lead to effective, standards-aligned instruction and improve instruction across all subject areas, including English language arts, history-social science, science, technology, engineering, mathematics, and computer science.
3. Practices and strategies to 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, provide positive behavioral supports, multi-tiered system of supports, 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.

Allowable Uses of Funds (cont'd)

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.

Educator Effectiveness Grant Plan (2021-2025)

- Los Gatos Union School District's allocation = \$563,582
- LGUSD plan focuses on 3 of the 10 allowable areas, which also align to our LCAP goals and strategic plan:
 - Focus area 1: Coaching and mentoring of staff serving in an instructional setting
 - Focus area 2: Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas
 - Focus area 5: Practices to promote a positive school climate

Educator Effectiveness Grant Plan (2021-2025)

Focus area 1: Coaching and mentoring of staff serving in an instructional setting

- Allocation = **\$450,000** (1 teacher on special assignment for 3 years)
- LCAP alignment: Goal 2, action 5: Provide professional development opportunities to support Project-Based Learning for all LGUSD teachers.
- Strategic plan alignment: Objective #4: Academic Excellence/ Curriculum & Instruction
- Rationale: A district level teacher on special assignment (TOSA) will support the overall implementation of objective 4, with a specific focus on supporting teachers with PBL implementation.

Educator Effectiveness Grant Plan (2021-2025)

Focus area 2: Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas

- Allocation = **\$100,000** (Applied to overall budget for district partnership with PBLWorks - the gold standard for PBL implementation)
- LCAP alignment: Goal 2, action 5: Provide professional development opportunities to support Project-Based Learning for all LGUSD teachers.
- Strategic plan alignment: Objective #4: Academic Excellence/ Curriculum & Instruction
- Rationale: The partnership between LGUSD and PBLWorks will lead to high quality PBL implementation and sustainability.

Educator Effectiveness Grant Plan (2021-2025)

Focus area 5: Practices to promote a positive school climate

- Allocation = **\$13,582** (Used to support the Equity Action Team's focus on implicit bias)
- LCAP alignment: Goal 3, action 5: 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.
- Strategic plan alignment: Objective #1: Student wellness
- Rationale: The Equity Action Team is comprised on LGUSD certificated and classified staff. Their focus on implicit bias will include how to foster a safe and welcoming environment for each student and family.