Educator Effectiveness Grant

IUSD Plan May, 2016

What Is The Educator Effectiveness Grant?

One-time grant of \$500 million

Budget Act of 2015 (SB103 and AB104)

Intention

Improve effectiveness and quality of instruction

Allocation

Based on number of certificated FTE in the 2014 California Longitudinal Pupil Achievement Data System (CALPADS) not adjusted for growth

\$2.1 million

IUSD to be expend by the end of the 2017-18 school year

REQUIREMENTS?

Develop Plan
Plan developed and approved by June 30, 2016

School Board Approval

Plan must be approved at a public meeting

Final report of expenditures
Submit to CDE before July 1, 2018

Expenditure of Funds

May be expended in 4 categories or types of activity

GRANT USE?

Induction

New Teacher and Administrator Programs

Additional Support

Support for teachers in need of extra help to be effective

Professional Development

Aligned to State Content

Professional Learning for Staff

Promote Educator Quality and Effectiveness

WHAT ARE GRANT ACTIONS BASED ON?

Evaluation and Feedback
Professional Learning Evaluations and Needs Assessment

Teacher Advisory Forum

Discussion with TAF Members and Site Representatives

Continuous Improvement Council
Recommended Actions to Improve Educational Program

PLC Survey Results

Recommendations from both teachers and administrators

Attract and Retain High Quality Staff

HOW WILL IUSD LEVERAGE THE GRANT?

Build Capacity

4 goal areas to extend the impact of funds beyond 2017-2018

Augment & Supplement

Enhance what is already happening within IUSD

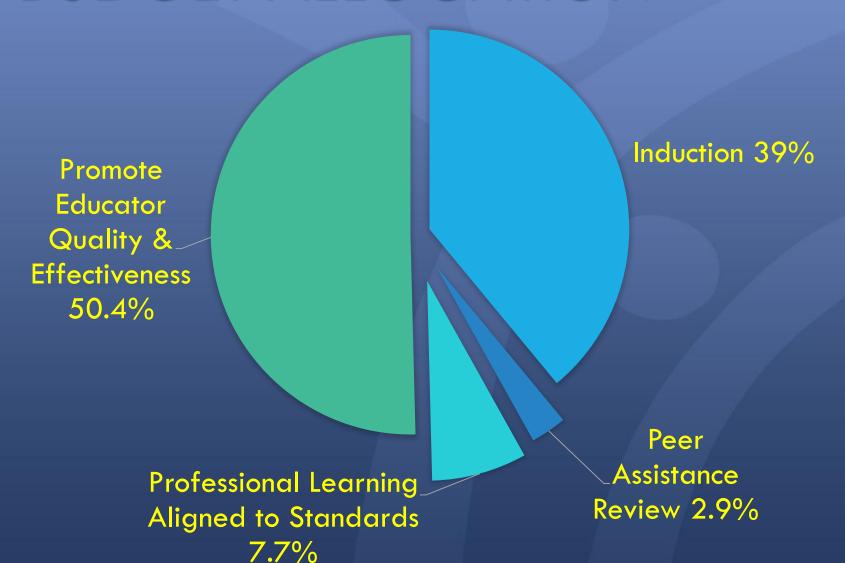
Provide Time & Support

Time for teachers to collaborate and apply learning

Peer Coaching

Leverage the expertise of teachers within our district

BUDGET ALLOCATION



INDUCTION Activity Area #1

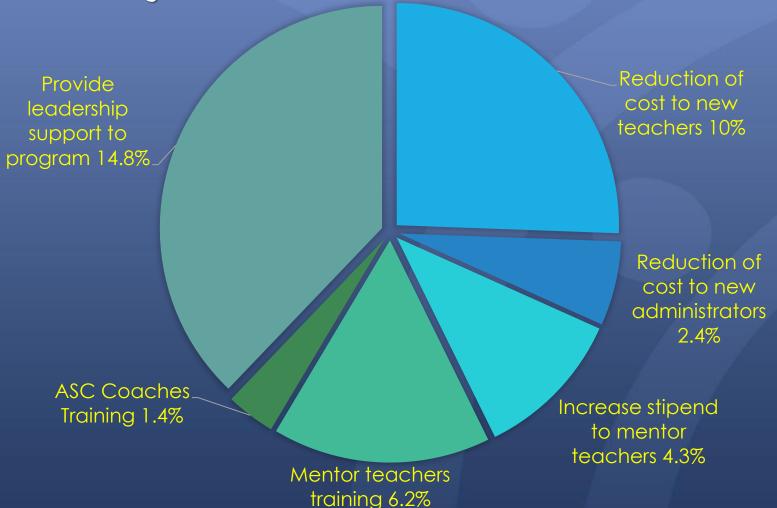
Build Capacity in 3 Induction Programs

- General Education Clear
- Education Specialist Clear
- Administrators Services Clear

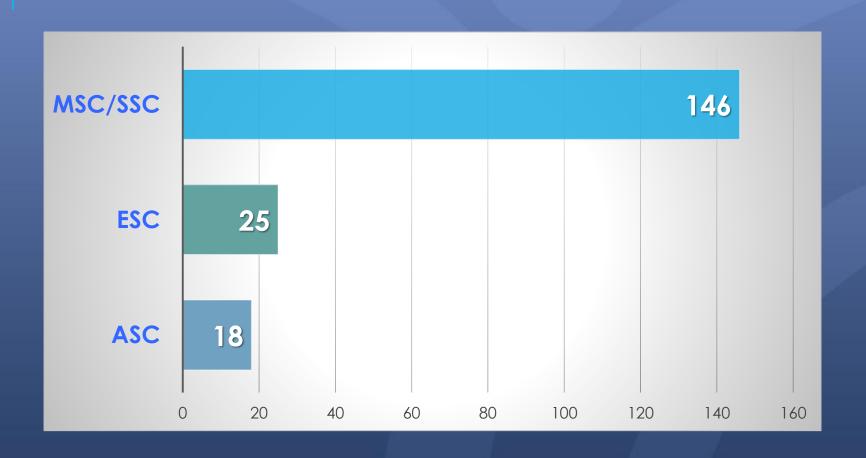
Goals

- Support for Beginning Teachers
- Enhance experience for Support Providers & Coaches
- Enhance Curriculum of Induction

INDUCTION Activity Area #1



Induction Participants



PEER ASSISTANCE & REVIEW Activity Area #2

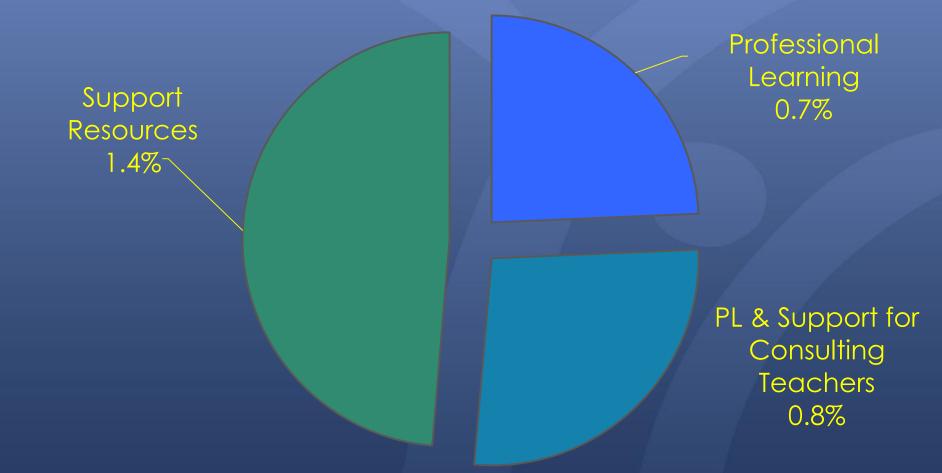
Current PAR Program

- Average 4-6 teachers per year
- •Intensive support for teachers
- Peer coaching model

Goals

- Augment Peer Assistance Review Costs
- Build Capacity
- Provide Professional Learning for PAR Consulting Teachers

PEER ASSISTANCE & REVIEW Activity Area #2



PROFESSIONAL DEVELOPMENT ALIGNED TO STANDARDS Activity Area #3

Peer Observation & Coaching 3.6%

Summer Curriculum Work 1.2%

> Professional Conference 2.9%

Provide Opportunities for Teacher Directed Professional Learning

- **Professional Conferences**
- Summer Curriculum Academies
- Peer Observation

Goals

- Meet the unique needs of sites
- Teacher autonomy and choice
- Leverage the teacher expertise within the district

PROMOTE EDUCATOR QUALITY & EFFECTIVENESS Activity Area #4

Paraprofessional Training 7.7%

Student Observation 9.6%

PLC Team Development 31%

Educator Training and Collaboration

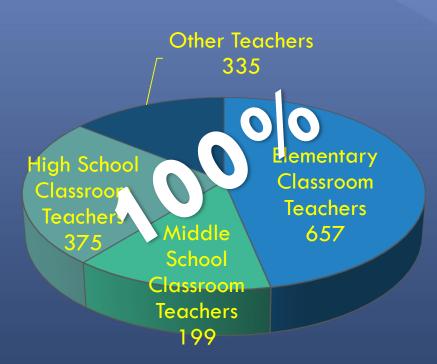
- PLC Team Effectiveness
- On-Demand Professional Learning
- Collaboration Time

Goals

- Personalized learning opportunities
- •Increased instructional agility
- Increase effectiveness and impact of support staff

On-demand **Professional** Learning 1.0%

WHO IS IMPACTED?



Teachers

Paraprofessionals



HOW DOES THE GRANT PROMOTE TEACHER EFFECTIVENESS?

- Provides for support for Induction and Professional Learning
- Enhances and augments existing support for educators
- Builds capacity of staff to support initiatives beyond the 2 years of the grant
- Provides funding for innovative pilot programs for teacher effectiveness