



Mountain View  
Whisman  
School District

# Educator Effectiveness Block Grant

November 18, 2021





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# Alignment

# Alignment to Strategic Plan

## **Goal Area 1:**

- Effective and consistent instructional practices that meet the needs of all students

## **Goal Area 2:**

- Student social-emotional health

## **Goal Area 3:**

- Inclusive and welcoming culture

## **Goal Area 4:**

- Effective and engaged employees

## **Goal Area 5:**

- Equitable distribution of resources that support student success

# Educator Effectiveness Block Grant

- One-time funding to provide professional learning for teachers, administrators, paraprofessionals, and classified staff
- Grant is a product of Assembly Bill (AB) 130 and was further amended as a part of AB 167 which was signed into law at the end of September 2021
- Allocations based on the number of certificated and classified FTEs in 2021/22
  - Total Grant allocation for MVWSD: \$1,278,641.00



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# Grant Requirements

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- Districts are required to develop and adopt a plan, by December 30 , 2021, that outlines the expenditure of apportioned funds
- The plan shall be presented in a public meeting of the governing board before its adoption in a subsequent meeting.
- Districts must create their own template as the state will not be providing one
- Districts must report detailed data and expenditure information to CDE by September 30th of each year with a final report due on September 30, 2026 in a format that is To Be Determined
- Any funds not expended, must be returned



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# Allowable Uses of Block Grant Funding

# Allowable Uses of Funding

Educator Effectiveness funds can be expended for any of the following purposes:

- Coaching and mentoring of staff serving and beginning teacher or administrator induction
- Standards-aligned instruction and improved instruction in literacy
- Practices and strategies that re-engage pupils and lead to accelerated learning
- Social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being
- Practices to create a positive school climate
- Strategies to improve inclusive practices
- Effective language acquisition programs for English learners
- New professional learning networks
- Instruction, education, and strategies to incorporate ethnic studies curricula adopted
- Instruction, education, and strategies in early learning and childhood development





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# Planned Use of Funds

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- With a short amount of time to prepare a plan, the District reviewed current, long term initiatives that fit within the allowable uses of the funding.
- It was determined that the District's partnership with the Santa Cruz/Silicon Valley New Teacher Project meets the criteria for funding under area #1:
  - Coaching and mentoring of staff serving in an instructional setting and beginning teacher or administrator induction

# Planned Use of Funds

- After earning the Preliminary Teaching Credential, California law requires new teachers to complete a state-approved two-year induction program to receive a Clear Credential. The induction program must include:
  - Demonstration, application, and synthesis of knowledge and skills acquired in professional preparation
  - Integrated support provided by a qualified Mentor
    - Each participating teacher receives an average of not less than one hour per week of individualized support/mentoring coordinated and/or provided by the mentor.
  - Formative assessment system

# Planned Use of Funds

- MVWSD partners with the Santa Cruz/Silicon Valley New Teacher Project to provide a free induction program to all eligible teachers
- A free Induction program is an incentive for teachers to join our District especially when many teachers are retiring or leaving the area due to the high cost of living and there are less teachers entering/graduating from teacher preparation programs creating a smaller hiring pool
- The number of teachers in induction has remained fairly stable over the past three years although the District has seen declining enrollment which results needing to hire less teachers.
  - We anticipate that the number of teachers needing induction will remain fairly consistent over the next few years
    - 2019-20 - 39 teachers
    - 2020-21 - 40 teachers
    - 2021-22 - 32 teachers

# Program Costs

- Currently the District pays for Induction using a combination of Title II funds and the general fund.
- **Program Costs:**
  - \$2,000 per participating teacher per year
  - Cost of District hired mentors
    - Average salary and benefits per mentor - \$167, 491
    - Each mentor can support up to 18 teachers
- **2021-22 Estimated Costs**
  - \$398,982
- **Total Estimated Costs over 4 years**
  - \*\$1,587,928 (expenditures will vary depending on the number of teachers enrolled in Induction)
- By using the Educator Effectiveness Grant and pending any decreases to Title II funding and/or significant increases in the number of teachers needing induction, the District should be able to fully fund the Induction program for the next 4 years without encroaching on the general fund



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# Considerations

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- Districts were only notified of grant, allocations, and plan requirements on October 22nd with an informational meeting held on November 9th
- The requirement for two meetings for plan approval left MVWSD staff with less than 1 month to develop a plan ready for the 11/18 meeting of the Board of Trustees
- Both Associations will be convening professional development committees to discuss needs aligned to SP2027 and the LCAP, but not until January 2022
- This is one of many new plans/initiatives that staff has to create/implement this year based on new legislation signed into law for the 2021-22 school year
  - These plans are in addition to regular plans/initiatives including the Learning Recovery Plan, LCAP, Strategic Plan, etc.



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# Next Steps



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- Bring the plan back for final approval on December 9, 2021
- Create a system to log activities/expenditures in the plan in preparation for annual and final reporting requirements
- Continue to review and analyze data and collaborate with association committees and stakeholders to determine new professional development needs in alignment with SP2027 and the LCAP