

CAPISTRANO UNIFIED SCHOOL DISTRICT
BOARD REPORT

To: Board of Trustees

From: Gregory Merwin, Associate Superintendent, Education and Support Services

Prepared by: Dave Stewart, Assistant Superintendent, School Leadership and Instruction,
Elementary
Brad Shearer, Assistant Superintendent, School Leadership and Instruction,
Elementary
Jennifer Smalley, Assistant Superintendent, School Leadership and Instruction,
Secondary

Date: December 15, 2021

Board Item: Educator Effectiveness Block Grant

HISTORY

On December 8, 2021, staff presented the Educator Effectiveness Block Grant proposal for discussion. (Addendum #1)

The purpose of the Educator Effectiveness Block Grant is to support professional learning for teachers, administrators, and classified staff that interact with students. This funding is being made available by the California Department of Education (CDE) to all districts in California. Funding can be expended beginning in the 2021-2022 school year and through the 2025-2026 school year.

BACKGROUND INFORMATION

Per CDE's guidelines, allowable uses for the Educator Effectiveness Block Grant include:

1. Coaching and mentoring
2. Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas
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 proactive school climate
6. Strategies to improve inclusive practices
7. Instruction, education, and strategies to incorporate ethnic studies

8. Instruction and education to support implementing effective language acquisition programs for English learners
9. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development

CURRENT CONSIDERATIONS

Staff collaborated with principals, District staff, and labor leadership to gather feedback on proposed priorities for this one time funding. Staff also received feedback from Trustees at the December 8, 2021, Board meeting. The final plan emphasizes the value of **maintaining current Multi-tiered System of Supports (MTSS) plans** for addressing learning recovery beyond the 2022-2023 school year as well as **including new strategies that continue to support the current MTSS plans**. See Addendum #1 for the detailed list of components for the Educator Effectiveness Grant plan.

Professional Learning

One of the key components of the plan for the Educator Effectiveness Grant is professional learning for classified and certificated staff. The following chart provides the professional development for staff that is funded by the Educator Effectiveness Grant, including the specifics of who is being trained and the status of the training in following areas:

- Training for Elementary Leadership Teams (through Solution Tree)
- Training for Secondary Math instruction (Irvine Math Project)
- Training, coaching, and support for elementary implementation of MTSS Intervention structures (Leverage Learning)
- Training on explicit foundational reading instruction for MTSS Specialists, Education Specialists, and primary teachers (Orton-Gillingham Training)
- PLC days for Secondary content teams
- One hour per month of training for paraprofessionals
- Classified summer professional training
- Training for Physical Education instructors
- Cultural Proficiency

Name of Training	Employee Group	Status
Elementary Leadership Team Training through Solution Tree	Grade Level Lead Teachers, MTSS Specialists, Site Administrators	Day 1: August 5, 2021 Day 2: August 6, 2021 Day 3: January 3-6, 2022 Days 4-5 will be held before school starts in summer 2022

		Day 6 will be during the 22-23 school year
Secondary Math Training through Irvine Math Project	Middle School and High School Math Teachers that teach Math 6 through Algebra 2/Trigonometry	Day 1: August/September 2021 Day 2: October/November 2021 Day 3: February 2022 Additional Release Days for Secondary Teachers in the 22-23 and 23-24 school years
Coaching, Support for Elementary Schools through Leverage Learning	MTSS Specialists, Site Admins	Full Day Trainings August 17-20, 2021 November 1, 2021 January, February, May 2022 Additional Release Days will be calendared in the 22-23 school year On-site coaching 4 times per year during both the 21-22 and 22-23 school years
Orton Gillingham Reading Foundational Skills Training	MTSS Specialists, Elementary Ed Specialists Primary Teachers	Cohort 1: October 25-29, 2021 Cohort 2: November 29-December 3, 2021 Cohort 3: Summer and Fall 2022 (Dates TBD)
Secondary PLC Days for Content Teams	All middle and high school teachers within Math, Science, English Language Arts, World Language and History Social Science Content Teams	1 Fall Release Day held October/November 2021 1 Spring Release Day January-March 2022 2 additional days of release time during the 22-23 and 23-24 school years
One Hour per month of Training for Paraprofessionals Examples: <ul style="list-style-type: none"> site-based trainings 	Paraeducator I, II, III, and IV's	Ongoing throughout the 21-22 and 22-23 school years based on employee and site needs

<ul style="list-style-type: none"> ● CPI ● MTSS Training ● Mindfulness 		
<p>Classified Summer Professional Learning Trainings</p> <p>Examples from August 2021:</p> <ul style="list-style-type: none"> ● Canvas ● Sensory Processing Fine Motor Skill Development ● Autism 101 ● Medication Administration ● Immunization Requirements ● Epilepsy/Seizure ● Diabetes ● Handwriting ● At-Risk Students ● Mindfulness ● CPR ● CPI ● Youth Mental Health First Aid ● Instructional Strategies ● Ensuring Safety in the Classroom ● Playground Strategies 	<p>Paraeducator I, II, III, and IV, Campus Supervisors, Student Supervisors, Food Service Professionals, Support Staff</p>	<p>August 9-12, 2021</p> <p>Provide a full release day for Special Education Paraeducators in August through the 2024 school year in addition to the Summer Academy Trainings</p>
<p>Physical Education Teacher Training</p>	<p>K-8 PE Teachers, Occupational Therapists, Adaptive PE Teachers (special education)</p>	<p>November 1, 2021</p> <p>Additional Trainings on Professional Growth Days during the 22-23 and 23-24 school years</p>
<p>Cultural Proficiency</p> <ul style="list-style-type: none"> ● Anti-Defamation League (ADL) Training ● Unconscious Bias ● Access and Equity 	<p>ADL: All Capistrano Unified Management (CUMA) leaders, participating schools</p>	<p>Ongoing throughout the 21-22 school year with the opportunity for additional schools to sign up in subsequent years</p> <p>Cohort 1: October 2021</p>

	Unconscious Bias: Teachers, Nurses, Counselors, Psychologists, Classified Staff, Site and District Administrators	Cohort 2: March/April 2022 CTA is willing to continue to offer this training free of charge to CUSD in future years
	Access and Equity: Current Cohort includes Teachers, Site and District Administrators	Days 1-6 in 21-22 school year Days 7-10 in 22-23 school year Adding an additional cohorts in the 22-23, 23-24 and 24-25 school years

FINANCIAL IMPLICATIONS

It is anticipated that the District will receive an allocation of \$9,222,006. Allocations were based on the amount of full-time certificated and classified staff in October 2020 as submitted through the California Longitudinal Pupil Achievement Data System (CALPADS) and California Basic Educational Data System (CBEDS).

	Implementation	Educator Effectiveness funding
Classified Professional Learning one hour per month <i>(Trainings before/after school, for paraeducators and other classified staff, in MTSS, behavior support, mental health, social emotional learning, safety, and academic intervention strategies)</i>	2021-2022, 2022-2023	\$360,000
Classified Summer Professional Learning <i>(For all classified staff, trainings focusing on safety, student behavior, MTSS, supporting academic intervention, cultural proficiency, mental health, social emotional learning)</i>	2021-2022	\$17,000
Classified Preservice and Collaboration Day (Student Supervisors and Paras) <i>(Special education paraprofessionals are provided an additional day to collaborate at the start of the school year with the teachers they support in special education programs; student supervisors provided a day to get additional training and support from site admin)</i>	2022-2023, 2023-2024, 2024-2025	\$300,000
PK-5 Training and Coaching Elementary (Leverage	2021-2022, 2022-2023	\$560,000

Learning) <i>(Training and coaching for MTSS Specialists and Principals in establishing and continually improving the site's MTSS academic intervention plan)</i>		
Grades 6-12 Training and Coaching Secondary (Nick Stever, Principal, Bernice Ayer Middle School) <i>(Professional Learning Community and academic intervention coaching)</i>	2021-2022, 2022-2023	\$15,428
Elementary Foundational Reading (Orton-Gillingham) <i>(Training for all MTSS Specialists and Special Education Specialists on strategies and techniques for implementing a multi-sensory approach to foundational reading intervention)</i>	2021-2022, 2022-2023	\$328,050
Secondary Irvine Math Project <i>(On-going training for middle school and high school Math teachers)</i>	2021-2022, 2022-2023, 2023-2024	\$447,916
Solution Tree Elementary Consultants <i>(Consultants providing training for elementary site leadership teams in establishing and improving Professional Learning Community actions and strategies)</i>	2021-2022, 2022-2023	\$128,000
Days 1 and 2 Professional Learning Elementary Leadership Team August (Solution Tree) Teacher Additional Assignment <i>(Additional assignment hours for elementary leadership team members attending the Solution Tree trainings with the consultants above)</i>	2021-2022, 2022-2023	\$245,000
Sub Release Day for Days 3 and 4 (Solution Tree) <i>(Sub release days for elementary leadership teams attending the Solution Tree trainings with the consultants above)</i>	2021-2022, 2022-2023	\$67,824
Secondary 2 PLC Days for Content Teams <i>(Professional Learning Community collaboration time for middle school and high school teachers)</i>	2021-2022, 2022-2023, 2023-2024	\$1,133,226
Secondary voluntary summer hours for PLC work <i>(Additional hours for middle and high school</i>	2021-2022, 2022-2023	\$240,000

<i>teachers for Professional Learning Community collaboration)</i>		
Access and Equity Certification of Trainers <i>(10-day Cultural Proficiency certification training for teachers, site leaders, and district leaders)</i>	2021-2022, 2022-2023, 2023-2024, 2024-2025	\$114,000
Resource Books <i>(Cultural Proficiency resource books including Cultural Proficiency, A Manual for School Leaders and Opening Doors, An Implementation Template for Cultural Proficiency)</i>	2021-2022, 2022-2023	\$12,800
Secondary PLC Coaches, Full Time <i>(Middle school and high school teachers who provide coaching to support Professional Learning Communities and academic intervention work)</i>	2023-2024	\$1,800,000
Early Learning Coach <i>(Position will provide professional development training, on-site academic coaching and curricular expertise for preschool and transitional kindergarten teachers)</i>	2022-2023, 2023-2024, 2024-2025	\$400,000
K-12 Humanities Coordinator <i>(Similar to current K-12 STEM Coordinator, this position will provide curricular leadership and support in K-12 English Language Arts, History Social-Science, Visual and Performing Arts, World Language, and content literacy instruction)</i>	2021-2022, 2022-2023, 2023-2024, 2024-2025	\$490,000
Elementary PE - Teacher PLC Release <i>(Elementary PE program for all students grades TK-5, two sessions per week; teachers released to engage in Professional Learning Community collaboration during this time)</i>	2024-2025	\$2,025,000
Elementary and Secondary Professional Growth Day Content Expert Speakers <i>(For teachers, nurses, counselors, and itinerant staff development)</i>	2022-2023, 2023-2024, 2024-2025	\$98,504
Indirect Costs (estimated) <i>Based on State authorized indirect cost rate for administrative overhead costs</i>		\$439,258
Total		\$9,222,006

STAFF RECOMMENDATION

It is recommended the Board of Trustees approve the Educator Effectiveness Block Grant.

PREPARED BY: Dave Stewart, Assistant Superintendent, School Leadership and Instruction, Elementary
Brad Shearer, Assistant Superintendent, School Leadership and Instruction, Elementary
Jennifer Smalley, Assistant Superintendent, School Leadership and Instruction, Secondary

APPROVED BY: Gregory Merwin, Associate Superintendent, Education and Support Services

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Secondary

Date: December 8, 2021

Board Item: Educator Effectiveness Block Grant

HISTORY

This is a new item. The District received Educator Effectiveness one-time grant funding in 2015-2018 but it has not been available again until now.

BACKGROUND INFORMATION

The purpose of the Educator Effectiveness Block Grant is to support professional learning for teachers, administrators, and classified staff that interact with students. This funding is being made available by the California Department of Education (CDE) to all districts in California.

Per CDE's guidelines, allowable uses include:

1. Coaching and mentoring
2. Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas
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 proactive school climate
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8. Instruction and education to support implementing effective language acquisition programs for English learners
9. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development

Funding can be expended beginning in the 2021-2022 school year and through the 2025-2026 school year, a five year span. Districts that receive funding are required to develop and adopt a plan by December 30, 2021, that delineates the expenditure of funds apportioned. The plan shall be presented in a public meeting of the Governing Board before its adoption in a subsequent meeting.

Districts were provided training and information regarding these funds at a County meeting on October 21, 2021.

CURRENT CONSIDERATIONS

Staff collaborated with principals, District staff, and labor leadership to gather feedback on proposed priorities for this one time funding. The feedback emphasized the value of **maintaining current Multi-tiered System of Supports (MTSS) plans** for addressing learning recovery beyond the 2022-2023 school year. Included in the proposal are:

- Continue Elementary Multi-Tiered System of Support (MTSS) Specialist positions for one more year (2023-2024)
- Continue Elementary PE program for two more years (2023-2024, 2024-2025)
- Continue full-time Secondary PLC Coaches for one more year (2023-2024),
- Continue the MTSS Behavior Plan for one more year (2023-2024)
- Access and Equity Training/Resources for certificated and classified staff (2022-2023)
- Support continued professional learning for certificated and classified staff to include:
 - Training for Elementary Leadership Teams (through Solution Tree)
 - Training for Secondary Math instruction (Irvine Math Project)
 - Training, coaching, and support for elementary implementation of MTSS Intervention structures (Leverage Learning)
 - Training on explicit foundational reading instruction for MTSS Specialists, Education Specialists, and primary teachers (Orton-Gillingham Training)
 - Voluntary Summer PLC days for Secondary content teams
 - One hour per month of training for paraprofessionals
 - Classified summer professional training
 - Training for Physical Education instructors
 - Cultural Proficiency

Feedback also included **new strategies and expenditures that continue to support current MTSS plans**, including the following:

- Support K-12 ELA/History instruction by creating a K-12 Humanities Coordinator position that would be funded for the next 3.5 years (2022 to 2024-2025)
- Support Early Childhood professional development needs with an Early Learning Coach that can provide support and training for preschool and transitional kindergarten teachers for next three years (2022-23 to 2024-25)

- Classified preservice and collaboration day for paraprofessionals to work directly with their Education Specialists prior to the start of the year (2022-23 to 2024-25)
- Provide content expert presenters on Professional Growth Days for Elementary and Secondary (2022-23 to 2024-25) for teachers, nurses, counselors, etc.
- Provide training for the following:
 - to counselors in Aeries and Master Calendar for middle and high schools
 - on SEL Practices for staff and students
 - on Positive Behavior Intervention Supports (PBIS)
 - on MTSS for Student and Campus Supervisors, and other classified employees

The Educator Effectiveness Grant can be used on activities supporting the professional learning of teachers and other staff. Therefore, staff is recommending that some currently planned professional learning be moved to the Educator Effectiveness Grant, which will free up other one-time funding from the Elementary and Secondary School Emergency Relief (ESSER) funds and Expanded Learning Opportunity (ELO) funds to extend other current supports, such as the Elementary MTSS Specialist position for an additional year (2023-24), the MTSS Behavior Support plan for an additional year (2023-24), and funding the Elementary PE program in 2023-24.

Training to support educator effectiveness in the following topics is anticipated but do not have financial implications to the Educator Effectiveness Grant:

- Counselor Training in Aeries and Master Schedule for middle and high schools
- SEL Practices
- English Language Learner support
- Physical Education Training
- Cultural Proficiency
- PBIS and Restorative Practices
- MTSS training for Student and Campus Supervisors, and other classified employees

Additionally, data will be analyzed in collaboration with staff and leadership to determine specific adjustments and outcomes aligned to the proposed plan. After receiving feedback from Trustees, staff will bring this item back to the Board for approval at the December 15, 2021, Board meeting.

FINANCIAL IMPLICATIONS

It is anticipated that the District will receive an allocation of \$9,222,006. Allocations were based on the amount of full-time certificated and classified staff in the 2020-2021 school year submitted through the California Longitudinal Pupil Achievement Data System (CALPADS) and California Basic Educational Data System (CBEDS).

	Implementation	Educator Effectiveness funding
Classified Professional Learning one hour per month	2021-2022, 2022-2023	\$360,000
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(Student Supervisors and Paras)	2024-2025	
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Elementary and Secondary Professional Growth Day Content Expert Speakers (teachers, nurses, counselors, itinerant staff, etc.)	2022-2023, 2023-2024, 2024-2025	\$98,504

Indirect Costs (estimated)		\$439,258
Total		\$9,222,006

STAFF RECOMMENDATION

This is an informational item and no action is required.

PREPARED BY: Dave Stewart, Assistant Superintendent, School Leadership and Instruction, Elementary
Brad Shearer, Assistant Superintendent, School Leadership and Instruction, Elementary
Jennifer Smalley, Assistant Superintendent, School Leadership and Instruction, Secondary

APPROVED BY: Gregory Merwin, Associate Superintendent, Education and Support Services