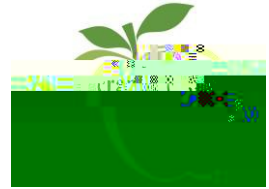


# Board of Education Executive Summary

Business Services



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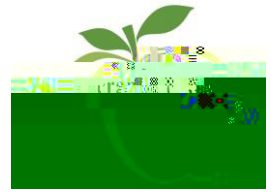
## Business Services

Educator Effectiveness Block Grant

November 18, 2021



5. 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 school site's culture to one that values diverse cultural and ethnic background

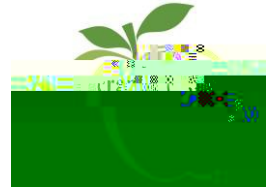


# Board of Education Executive Summary

Business Services

Educator Effectiveness Block Grant

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**Educator Effectiveness Block Grant Proposal  
11/18/21**

**Educator Effectiveness Grant Proposal to Support Category 1**

(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.

Action	Focus & Total Allocation	Areas of Focus
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		admmaking (SIR Action 2C)	Academic Office Human Resources Health Services Business Office
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2	Recruitment & Retention  \$1,000,000	<p><u>Deferred Action for Childhood Arrivals (DACA) Pathway to Teaching</u></p> <p>- Build upon the already strong relationships with local universities; this would allow the District to develop and implement a DACA focused pathway to the teaching profession.</p> <hr/> <p><u>Current Employees</u></p> <p>- The continued focus on recruiting and retaining diverse staff is paramount. Having the ability to provide current and prospective employees with visa support will assist in providing needed support.</p>	Human Resources Legal Services
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		- The ability to effectively advertise and utilize social media will assist in expanding the scope of reaching top candidates.	
5	Recruitment \$1,250,000	<u>Career Pathways for Administrators and Teachers</u> - Building off past successful programs and expanding with a focus on diversity and sustainability, this would allow for the development and extension of pathways for	

		<p>into alignment with SCUSD's core value, guiding principle, LCAP and instructional priorities of MTSS, High Quality Instruction through Universal Design for Learning, anti-racism and equity. Funding will be applied to improve the quality, rigor, assessment and measurement of the Teacher Induction Program (CCTC's Induction Program Accreditation for SCUSD).</p>	
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