

SECTION 1 : AGENDA
MEETING OF THE CALIBER PUBLIC SCHOOLS BOARD OF DIRECTORS MEETING
Monday, November 15, 2021 from 4:00 PM to 5:00 PM

- 4:00 PM **Call to Order** J Moses
- Roll call, establish quorum and meeting norms
 - Review and approve the agenda for the meeting
- A. Discussion & Action Items** J Moses
- A1. Criteria for Conducting Business by Teleconference
Action Item: Teleconferencing during State of Emergency Declaration under AB 361
- A2. Public Hearing re: Educator Effectiveness Grant Plan
- B. Review/Approval of Consent Items** M.Mullarkey
- B1. Credential waivers
- 5:00 PM **Adjourn** J Moses

MEETING DETAILS:

Day and Time: Monday, November 15, 2021, at 4:00 PM to 5:00 PM (Pacific)

Dial-In: **Topic:** November Special Board Meeting
Join Zoom Meeting:
<https://caliberschools.zoom.us/j/89997088105?pwd=SlZhRFp3UXVCM1JodW1FTVA2aDlDUT09>

Meeting ID: 899 9708 8105

Password: 164523

Dial by your location: +16699006833

PRE-READING PACKET TABLE OF CONTENTS
Caliber Public Schools Board of Directors Meeting
November 15, 2021

SECTION 1 : MEETING DETAILS & AGENDA

| Item | Document | Description | Page |
|------|----------------------|-----------------------------------|------|
| | Meeting Presentation | Board meeting slide presentation. | |

SECTION 2 : ADVANCE DISCUSSION MATERIALS

These materials are related to specific discussion and decision items at the upcoming meeting.

| Item | Document | Description | Page |
|------|--|--|------|
| A1. | Criteria for Conducting Business by Teleconference | The Governor signed AB 361 that revises the requirements for conducting board meetings via teleconference, effective October 1, 2021, through January 1, 2024, provided that a State of Emergency has been declared by the Governor and the charter school board makes a finding during each teleconference meeting that conditions meeting the AB361 requirements continue to apply. This document provides background information related to the findings the Board is asked to adopt. | |
| A2. | Educator Effectiveness Grant Plan | Preliminary draft of the proposed plan for the expenditure of Educator Effectiveness Grant funds at Caliber: Beta Academy and Caliber: ChangeMakers Academy. Each school will eventually publish its own plan. At this time, both schools anticipate using funds in a comparable manner, so one draft plan is being presented for public input. | |

SECTION 3: CONSENT CALENDAR ITEMS FOR APPROVAL

These materials are proposed by staff for Board approval as a package. They will not be discussed and voted on individually unless the Board elects to take them up individually.

| Item | Document | Description | Page |
|------|--------------------|---|------|
| B1. | Credential waivers | As a result of staffing shortages and late hires, each of Caliber's schools have a small number of mostly non-core subject teachers that require waivers for their basic skills or subject matter credential requirements this year. The teachers included here are expected to serve on credential waivers during the 2021-22 school year. | |

SECTION 2 : ADVANCE DISCUSSION MATERIALS

A1.1 Criteria for Conducting Business by Teleconference



Criteria for Conducting Business by Teleconference

The Governor signed AB 361 that revises the requirements for conducting board meetings via teleconference, effective October 1, 2021, through January 1, 2024, provided that a State of Emergency has been declared by the Governor and the charter school board makes certain findings during each teleconference meeting.

AB 361 requires at least 1 of the following 3 conditions be met -

1. **state or local officials have imposed or recommended measures to promote social distancing;** or
2. the meeting is for the purpose of determining, by a majority vote, whether as a result of the state of emergency, meeting in person would present imminent risks to the health or safety of attendees; or
3. **the body has determined, by a majority vote, that, as a result of the state of emergency, meeting in person would present imminent risks to the health or safety of attendees.**

If one of the 3 conditions is met, the board may conduct meetings via teleconference so long as such meetings are held in compliance with certain procedural safeguards, including the following:

- Meet the standard notice and posting requirements contained in the Brown Act; and
- Allow the public to access the meeting and give notice for how the public can access the meeting and provide public comment; and
- Identify and include in the agenda an opportunity for all persons to attend via call-in or an internet-based service option; and
- Conduct teleconference meetings in a manner that protects the statutory and constitutional rights of the parties and the public appearing before the charter school board; and
- Provide a public comment period where the public can address the charter school board directly in real-time and allow for public comment up until the period is closed; and
Prohibition on any limitation of public comments to only those submitted in advance of the meeting; and
- In the event of a disruption that prevents the charter school from broadcasting the meeting or that prevents members of the public from offering public comment, the legislative body is prohibited from taking action on items appearing on the meeting agenda until public access to the meeting via the teleconferencing option is restored.

If a state of emergency remains in place, the charter school board must make the following findings every 30 days to conduct meetings via teleconference:

(A) The legislative body has reconsidered the circumstances of the emergency; and

(B) Either of the following circumstances exists:

(1) the state of emergency continues to directly impact the ability of board members to meet safely in person, or

(2) State or local officials continue to impose or recommend social distancing measures.

SECTION 2 : ADVANCE DISCUSSION MATERIALS

A2.1 Educator Effectiveness Grant Plan

Caliber



Educator Effectiveness Block Grant 2021

| Local Educational Agency (LEA) Name | Contact Name and Title | Email and Phone |
|-------------------------------------|--|-------------------------------------|
| Caliber: ChangeMakers Academy | Aisha Ford & Alesha Williams School Leaders | info@calibercma.org 707-563-9827 |

The Educator Effectiveness Block Grant (EEBG) is a program providing funds to county offices of education, school districts, charter schools, and state special schools to provide professional learning and to promote educator equity, quality, and effectiveness.

As a condition of receiving funds for educator effectiveness, LEAs shall develop and adopt a plan for expenditure of funds, which requires the plan to be explained in a public meeting of the governing board of the school district, county board of education, or governing body of the charter school before its adoption in a subsequent meeting. Funds may be expended for the purposes identified in [Assembly Bill 130, Chapter 44, Section 22](#) and [Assembly Bill 167, Chapter 252, Section 9](#) and mentioned below in the “Planned Use of Funds” section. These expenditures may take place over fiscal years 2021–22, 2022–23, 2023–24, 2024–25, and 2025–26. LEAs may use these allocated funds to provide professional learning for teachers, administrators,

paraprofessionals who work with students, and classified staff that interact with students in order to promote educator equity, quality, and effectiveness. The funding is distributed in an equal amount per unit of full-time equivalent certificated and classified staff as reported in California Longitudinal Pupil Achievement Data and California Basic Educational Data System for the 2020–21 fiscal year. This funding for certificated and classified staff shall not exceed the total certificated staff and classified staff count.

Expenditure Plan

| |
|--|
| Total Educator Effectiveness Block Grant funds awarded to the LEA |
| \$184,809 |

The following table provides the LEA’s expenditure plan for how it will use EEBG funds to provide professional learning for teachers, administrators, paraprofessionals who work with students, and classified staff that interact with students in order to promote educator equity, quality, and effectiveness. The allowable use categories are listed below.

| Allowable Use of Funds | Planned Use of Funds (Actions) | Planned Expenditures |
|---|--|-----------------------------|
| 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. | <p>Caliber plans to use the majority of its Educator Effectiveness funding to employ instructional coaches to coach and mentor Caliber’s certificated teachers as they serve the needs of the students. Caliber may use a portion of funds to hire outside consultants to support the instructional coaches’ efforts in working with teachers.</p> <p>The objectives of these efforts are to (i) provide teachers with structured feedback that improves their effectiveness with students, (ii) support teachers in managing their work in ways that are satisfying and sustainable, and (iii) promote teacher retention rates at Invictus.</p> | \$184,809 |
| 2. Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas, including English language arts, history-social science, science, technology, engineering, mathematics, and computer science. | | |

| Allowable Use of Funds | Planned Use of Funds (Actions) | Planned Expenditures |
|---|--------------------------------|----------------------|
| 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 positive school climate, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multitiered systems of support, transforming a schoolsite's culture to one that values diverse cultural and ethnic backgrounds, and preventing discrimination, harassment, bullying, and intimidation based on actual or perceived characteristics, including disability, gender, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation. | | |
| 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 languagedevelopment 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 Section 51226.7 into pupil instruction for grades 7 to 12, inclusive. | | |

| Allowable Use of Funds | Planned Use of Funds (Actions) | Planned Expenditures |
|--|--------------------------------|----------------------|
| 10. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development. | | |
| | Subtotal | 184,809.00 |

Educator Effectiveness Block Grant Plan Instructions

Introduction

A program providing funds to county offices of education, school districts, charter schools, and state special schools to provide professional learning and to promote educator equity, quality, and effectiveness.

For additional information regarding Educator Effectiveness Block Grant funding please see the web page at <https://www.cde.ca.gov/fg/aa/ca/educatoreffectiveness.asp>.

Purpose and Requirements

As noted in the Introduction, a program providing funds to county offices of education, school districts, charter schools, and state special schools to provide professional learning and to promote educator equity, quality, and effectiveness:

- To ensure professional development meets educator and pupil needs, local educational agencies are **encouraged to allow school site and content staff to identify the topic or topics of professional learning**. Professional learning provided pursuant to this section shall do both of the following:
 - Be **content focused**, incorporate **active learning**, support **collaboration**, use **models** of effective practice, provide **coaching** and **expert support**, offer **feedback** and **reflection**, and be of **sustained duration**.
 - As applicable, be aligned to the **academic content standards** adopted pursuant to Sections 51226, 60605, 60605.1, 60605.2, 60605.3, 60605.4, 60605.8, and 60605.11, and the model curriculum adopted pursuant to Section 51226.7, as those sections read on June 30, 2020, and former Section 60605.85, as that section read on June 30, 2014.

Areas that to be considered for funding as outlined in Education Code include:

(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.

(2) Programs that lead to effective, **standards-aligned instruction** and improve **instruction in literacy** across all subject areas, including English language arts, history-social science, science, technology, engineering, mathematics, and computer science.

(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 **positive school climate**, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multitiered systems of support, transforming a schoolsite's culture to one that values diverse cultural and ethnic backgrounds, and preventing discrimination, harassment, bullying, and intimidation based on actual or perceived characteristics, including disability, gender, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.

(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) - *see slide 12 for subdivision (c)*.

(9) Instruction, education, and strategies to incorporate **ethnic studies** curricula adopted pursuant to 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**.

Instructions to complete the template:

Total Educator Effectiveness Block Grant funds awarded to the LEA

Provide the total amount of Educator Effectiveness Block Grant funds the LEA is awarded.

Allowable Use of Funds Table

The table is in three parts, **Allowable Use of Funds**, **Planned Use of Funds (Actions)**, and **Planned Expenditures**. Data is only required in the **Planned Use of Funds** and **Planned Expenditures** columns.

(1) Allowable Use of Funds

The LEA must specify the amount of EEBG funds that it intends to use to implement a planned action. This column is prepopulated with the allowable uses of funds. There is no need to input additional information in this column.

(2) Planned Use of Funds (Actions)

- Provide a description of the action(s) the LEA will implement using EEBG funds. The description can be brief and/or in list form. Include the group that will receive the professional learning (teachers, administrators, paraprofessionals who work with students and classified staff that interact with students).

- An LEA has the flexibility to include planned use of funds/actions described in one or more areas list under **Allowable Use of Funds**. It is not required to include actions for every allowable use of funds listed.

(3) Planned Expenditures

Specify the amount of funds the LEA plans to expend to implement the action(s). The amount of funds included in this section should reflect the total funds planned to be expended over the life of the grant.

Fiscal Requirements

As a condition of receiving funds, a school district, COE, charter school, or state special school shall do **both** of the following:

- On or before **December 30, 2021**, develop and adopt a plan delineating the expenditure of funds apportioned pursuant to this section, including the professional development of teachers, administrators, paraprofessionals, and classified staff. The plan shall be **presented in a public meeting of the governing board** of the school district, county board of education, or governing body of the charter school, **before its adoption in a subsequent public meeting**.
- On or before **September 30, 2026**, report detailed expenditure information to CDE, including, but not limited to, specific **purchases** made and the **number of teachers, administrators, paraprofessional educators, or classified staff** that received professional development. The CDE shall determine the format for this report.

Funding apportioned pursuant to this section is subject to the **annual audits** required by Section 41020.

Caliber



Educator Effectiveness Block Grant 2021

| Local Educational Agency (LEA) Name | Contact Name and Title | Email and Phone |
|-------------------------------------|--|---|
| Caliber: Beta Academy | Tim Pruitt & Andrew Grossman School Leaders | info@caliberschools.org (510) 685-1768 |

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SECTION 3 : CONSENT CALENDAR ITEMS

Items For Approval

SECTION 3 : CONSENT CALENDAR ITEMS

B1. Credential waivers

Credentialing Waivers

Caliber is planning to apply for credential waivers for the following teachers. These waivers will ensure teachers are in compliance with state law during the school year while they complete requirements towards receiving their credential.

| Teacher | Placement Area | Waiver | Qualifications | Next Step |
|--|--|---------------------------------|---|-------------------------------------|
| Mariah Miller | Beta Middle School PE | Basic Skills Waiver | Bachelor's in Kinesiology | Pass CBEST |
| Louis Mathyas Habte Michael | CMA Middle School Computer Science | Basic Skills Waiver | Bachelor's in Communications | Pass CBEST |
| Humberto Ortiz-Silva | CMA Lower School Art | Variable Term Program Waiver | Six years of youth art instruction experience | Enroll in art credential program |
| Tania Perez | CMA Lower 1st Grade | Basic Skills Waiver | In certification program | Pass CBEST |

SECTION 4 : ADDITIONAL INFORMATION

There is no additional information for this meeting.