



ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

EDUCATOR EFFECTIVENESS FUNDS PLAN

Educator Effectiveness Block Grant (EEBG) is a program providing funds to school districts to provide professional learning and to promote educator equity, quality and effectiveness for those working directly with children. This grant is spread out over 5 years. (through June 2026)

Educator Effectiveness funds may be used to support the professional learning for certificated teachers, administrators, paraprofessional educators, and certificated staff.

FOCUS	PLANNED ACTION	2021-22	2022-23	2023-24	2024-25	2025-26
<p>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>	<ol style="list-style-type: none"> 1. Mentoring- Develop and implement mentoring systems of support for beginning teachers and administrators - (New to Year 5) <i>(stipends, workshops, contracted services, substitutes)</i> 2. Provide administrators coaching support. 3. 1 BTSA / new teacher mentor -coordination and support 		100,000	100,000	100,000	
<p>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.</p>	<ol style="list-style-type: none"> 1. Provide Universal Design for Learning professional development at sites with inclusion <i>(consultant, workshops, substitutes, stipends)</i> 2. Professional Development in best practices for early identification, instructional support and differentiation. <i>(consultant, workshops, substitutes, stipends)</i> 		100,000	100,000	100,000	

<p>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.</p>	<ol style="list-style-type: none"> 1. Deliver a series of professional learning opportunities for teachers, para educators, substitutes and classified staff that work directly with students on classroom management and creating a positive school climate and SEL strategies. (<i>consultant, workshops, substitutes, stipends</i>) 	15,000	89,772	89,771	89,771	
<p>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.</p>	<ol style="list-style-type: none"> 1. Professional development for certificate and classified staff on standards aligned instruction and literacy instruction (contracted services, workshops, stipends, extended duty, materials) 2. Stipend for certificated & classified staff to complete online professional development on Alludo 3. Technology Basics and classroom integration for para educators, substitutes and certificated staff 	150,000	150,000	150,000	150,000	
<p>Subtotal \$1,994,314.00</p>		165,000	609,772	609,771	609,771	