



# **Educator Effectiveness Plan Revision Overview**

Temple City Unified School District  
September 27, 2023



# Why have we updated the Educator Effectiveness Plan?

- Originally the plan was adopted in 2021.
- Due to the spending deadlines for other Covid one time monies and Title funds, only limited funds have been spent.
- Many items listed in the original plan were implemented with other types of COVID money and some are ongoing in our LCAP.
- The new plan reflects the current needs of TCUSD.

## Focus area 1: Coaching and Mentoring



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.

## Focus Area 1: Coaching and Mentoring \$263,421.82

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
Individual coaching for site and district administrators /leaders provided by a district contracted consultant serving as a mentor / leadership coach.	X	
Outside Trainings and workshops. Professional Development Training for teachers and staff.	X	X
Programs related to induction of new teachers and new administration		X

## Focus area 2: Standards Aligned Instruction



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.

## Focus Area 2: Standards Aligned Instruction **\$7,496.63**

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
Provide teachers with high quality professional development in the area of literacy training to support the discrepancy in student literacy expected as a result of the COVID pandemic.	X	
Provide teachers with standard-aligned instructional materials, equipment, and resources		X

## **Focus Area 3: Practices and Strategies that reengage pupils.**



- No Change to the plan in this area.
- Focus area covered by other plans and Title funds.

## Focus area 4: Pupil Well-Being



Strategies to implement social-emotion learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.



## Focus Area 4: Pupil Well-Being \$150,000

Major components	Included in Previous Plan	Included in New Plan for 23-26
Hire and train DIS counselor(s) to support the SEL needs of our students	X	
Hire and train staff to support the SEL needs of our students with a focus of <b>engaging students</b>		X

## Focus area 5: Positive School Climate



Practices to create a positive school climate, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multi-tiered systems of support, transforming a school site'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.

## Focus Area 5: Positive School Climate \$0

<b>Major components</b>	<b>Included in previous plan</b>	<b>Included in New Plan for 23-26</b>
This activity ensures all students are supported through a multi-tiered system of supports for behavioral, social, and emotional needs by providing coaching, mentoring, and expanded professional development opportunities for teachers, administrators, paraprofessionals, and classified staff (e.g., Conscious Discipline, Culturally and Linguistically Teaching and Learning, Adverse Childhood Experiences, Trauma-Informed Practices)	X	

## Focus area 6: Inclusive Practices



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.

## Focus Area 6: Inclusive Practices \$643,000

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
<b>Hire staff to provide*</b> trainings for staff that equips teachers with additional professional development and targets high-quality first instruction and a universal design for learning for students, including English learners, and students with exceptional needs.	X	X

\*New language

## Focus area 7: English Learner Programs



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.

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## Focus Area 7: English Learner Programs \$20,000

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
Provide training and materials to expand language programs offered such as (Dual Language Immersion, FLES, or FLEX)		X

## Focus area 8: Professional Learning Networks



New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision (c).



## Focus Area 8: Professional Learning Networks \$10,000

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
Costs related to Special Education Teachers participating in a SELPA Teacher Residency program as part of a professional learning network.		X

## Focus area 9: Ethnic Studies



Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to Section 51226.7 into pupil instruction for grades 7 to 12, inclusive.

## Focus Area 9: Ethnic Studies \$31,118.55

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
Materials and resources to support the adoption of ethnic studies within the social studies adoption.		X

## **Focus area 10: Early Childhood Development**



Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development

# Focus Area 10: Early Childhood Development \$0

<b>Major components</b>	<b>Included in Previous Plan</b>	<b>Included in New Plan for 23-26</b>
In support of and preparation for the implementation of Universal Transitional Kindergarten (Assembly Bill 1363), This activity provides professional learning focused on Early Childhood Education and Early Childhood Development for Preschool, Transitional Kindergarten, and Kindergarten teachers, inclusive of the implementation Of state-required Desired Results Developmental Profile (DRDP), vertical collaboration opportunities, and Learning Walks through 2022-2026.	X	

# Summary of Expenditures in the Plan

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Planned Activity	Budgeted 2021-22	Budgeted 2022-23	Budgeted 2023-24	Budgeted 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Subtotal Section (1)	9,582.78	6,339.04	82,500.00	82,500.00	82,500.00	263,421.82
Subtotal Section (2)	4,496.63	0.00	1,000.00	1,000.00	1,000.00	7,496.63
Subtotal Section (3)	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Section (4)	0.00	0.00	50,000.00	50,000.00	50,000.00	150,000.00
Subtotal Section (5)	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Section (6)	0.00	0.00	208,000.00	215,000.00	220,000.00	643,000.00
Subtotal Section (7)	0.00	0.00	2,000.00	8,000.00	10,000.00	20,000.00
Subtotal Section (8)	0.00	0.00	10,000.00	0.00	0.00	10,000.00
Subtotal Section (9)	0.00	0.00	15,000.00	16,118.55	0.00	31,118.55
Subtotal Section (10)	0.00	0.00	0.00	0.00	0.00	0.00
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<b>Totals by year</b>	<b>14,079.41</b>	<b>6,339.04</b>	<b>368,500.00</b>	<b>372,618.55</b>	<b>363,500.00</b>	<b>1,125,037.00</b>

<b>Total planned expenditures by the LEA:</b>
1,125,037.00