



Paramount Unified School District

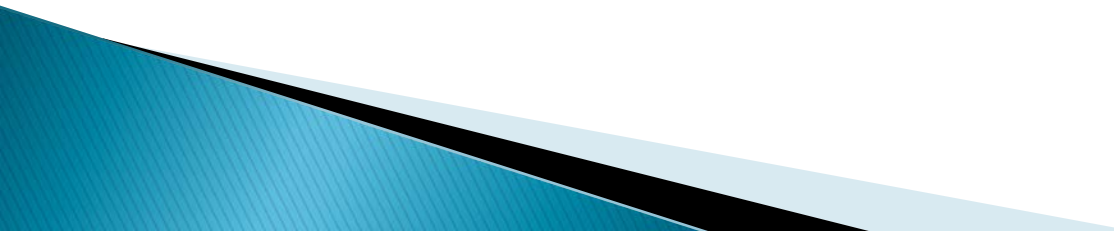
Educator Effectiveness Funds: PUSD's Plan

Board of Education Meeting
November 18, 2015

David J. Verdugo, Ed.D, Co-Interim Superintendent
Delores Stephens, Co-Interim Superintendent
Deborah Stark, Assistant Superintendent

Educator Effectiveness Funds

California allocated \$490,000,000 to provide:

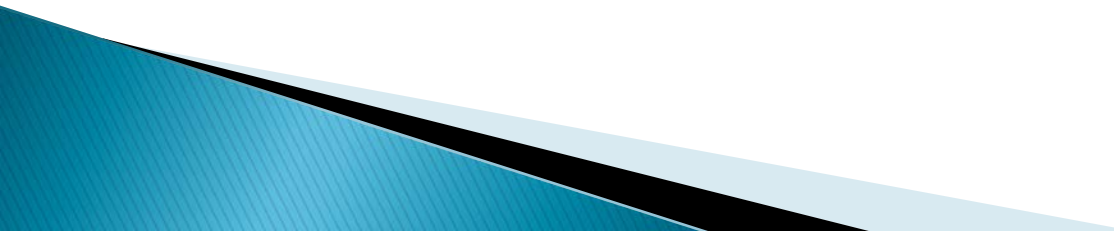
- ▶ Beginning teacher and administrator support and mentoring that support the ability to teach and lead effectively and meet induction requirements.
 - ▶ Professional development, coaching and support services for teachers identified as needing improvement.
 - ▶ Professional development aligned to state content standards.
 - ▶ Educator quality and effectiveness including but not limited to training on mentoring and coaching certificated staff and training certificated staff to support teaching and learning.
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Allocation and Use

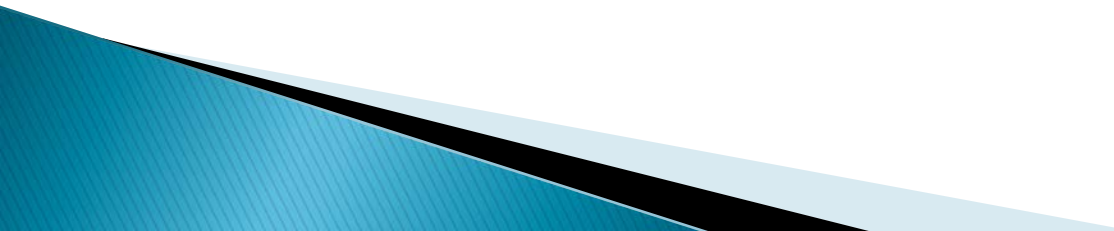
- ▶ Funds are allocated at approximately \$1,466 per for all certificated staff as reported in CalPADS in 2014-15. PUSD will receive \$1,054,667.
- ▶ Funds will be distributed beginning in December, 2015 and must be spent by June, 2018 (one time only).

Developing a Plan

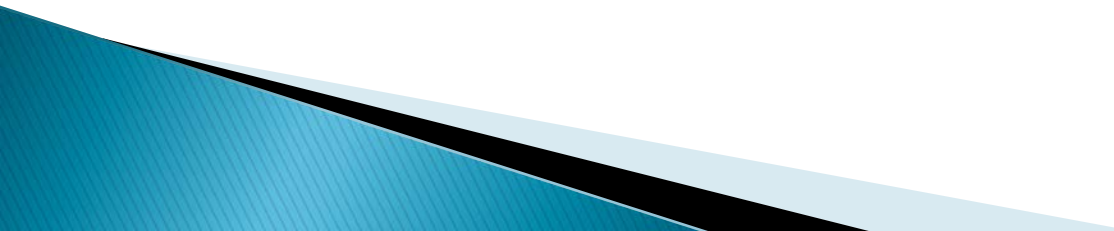
The following questions were discussed to develop the plan:

- ▶ How many new teachers and administrators do we currently have in PUSD?
 - ▶ How do we currently provide new teachers, teachers needing support and administrators professional development, coaching, mentoring?
 - ▶ In the ideal district, how would we provide professional development and coaching/mentoring to new teachers, teachers needing support and administrators?
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Four Focus Areas Addressed

- ▶ New Principal/Administrator Coaching
 - ▶ New Teacher Institute
 - ▶ Support for Teachers Needing Improvement
 - ▶ Professional Development for New Academic Coaches, Special Education Aides, Substitute Teachers
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Planning Year: 2015-16

- ▶ Due to the fact that funds are not received until January, 2016 this year will focus on planning activities and services, with minimal funds expended.
 - ▶ Full implementation will begin in fall, 2016.
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Support for Effective Implementation

To support effective implementation, two certificated positions are funded in the grant:

Position	Duties
Curriculum Specialist	<ul style="list-style-type: none">• Plan and facilitate summer new teacher institute.• Implement BTSA program.• Support and provide resources to teachers needing improvement.
CHAMPS Classroom Coach	<ul style="list-style-type: none">• Teacher trained in CHAMPS, a Safe and Civil Schools classroom management system.• Coach will model, co-teach with teachers needing support in classroom management.• Focus on grades 6-12.

Activities and Budget

	Jan.-June 2016 Planning	2016-17 Implementation	2017-18 Implementation
New Principal/Administrator Coaching, Induction	Plan program	Professional development Stipend for coaches Contract with ACSA Materials, supplies	Professional development Stipend for coaches Contract with ACSA Materials, supplies
		\$75,000	\$50,000
New Teacher Institute • Year 1 Institute • Year 2 Institute	Plan program	Curriculum Specialist Substitutes, extra hourly Materials	Curriculum Specialist Substitutes, extra hourly Materials
	\$15,000	\$131,000	\$131,000
Professional Development For New Academic Coaches (K-12)		Consultant contract Materials	Consultant contract Materials
		\$55,000	\$55,000
Support for Teachers Needing Improvement	Plan program	CHAMPS Classroom Coach Substitutes, extra hourly Materials , consultant	CHAMPS Classroom Coach Substitutes , extra hourly Materials
	\$15,000	\$117,000	\$117,000

Activities and Budget

	January-June 2016 Planning	2016-17 Implementation	2017-18 Implementation
Professional Development for Special Ed. Aides Substitute Teachers	Plan program	Professional Development for new Special Education Aides	Professional development for Aides and substitute teachers
	\$15,000	\$15,000	\$15,000
Professional Development, teachers and Administrators		Substitutes, extra hourly Conferences Materials, supplies	Substitutes, extra hourly Conferences Materials, supplies
	\$15,000	\$75,661	\$100,000
Indirect Cost @ 5.5%	\$58,006		
Total by Year	\$118,006	\$468,661	\$468,000
Grand Total	\$1,054,667		

Next Steps

- ▶ Educator Effectiveness Grant will be presented as an Action Item at the December 9 Board of Education meeting.
 - ▶ When approved, implement use of funds as outlined.
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