

EDUCATOR EFFECTIVENESS BLOCK GRANT

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Carmel Unified School District	Ted Knight, Ed.D. Superintendent	tknight@carmelunified.org

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

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. With the district currently engaging in Strategic Planning with outcomes yet to be determined, the expenditure plan is general in nature to allow for alignment to our subsequent strategic plan. The expenditure plan will be further delineated and updated at future Board of Education Meetings through 2026. The following plan provides a column of Allowable Uses delineated in AB 130 and AB 167. The second column provides a general description of how the funds may be used. The third column details our initial planned expenditures. The actions and planned expenditures will be adjusted and updated to align with the district’s forthcoming strategic plan at future Board meetings.

Total Educator Effectiveness Block Grant Funds allocated to the LEA

\$ 839,297

Allowable Use of Funds	Action Description	Planned Expenditures
<p>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>	<p>The district will use funds for staff induction supports and programming; Instructional Coaching; Social-Emotional Learning professional development, supports, and coaching; and personnel training and development.</p>	<p>\$ 250,000</p>
<p>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.</p>	<p>The district will utilize funds in this area for broad professional development across the subject areas which may be related to content standards, framework revisions, and instructional strategies and practices that promote literacy. This include release time, after school sessions, and summer training from our internal district coaches and external consultants including services provided by Monterey County Office of Education. Additionally, staff will have access to external professional development opportunities throughout the year related to these focus areas.</p>	<p>\$100,000</p>

<p>3. Practices and strategies that reengage pupils and lead to accelerated learning.</p>	<p>The district will focus on providing staff with professional development and materials focused on creating student engagement. In order to promote accelerated learning, staff will be provided professional development opportunities in some of the following areas: planning, prioritizing content (priority standards), curriculum implementation, assessments (formative, screeners, and diagnostics), intervention and progress monitoring, and foundational reading skills and practices.</p>	<p>\$50,000</p>
<p>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.</p>	<p>Social-emotional learning and student well being are key focuses of the district. The district will utilize funds provided here to provide staff development opportunities and programming across this broad ranging area. This may include work by our internal wellness center and mental health staff, internal coaching support, release time, after school or summer training opportunities, work with external consultants, and external professional development. Training may also include utilization of mental health management systems and screening and diagnostic tools and evidence-based interventions.</p>	<p>\$150,000</p>
<p>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'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,</p>	<p>Establishing and maintaining a positive school climate is a priority for the district. The district will use funds provided to continue work in this area through professional development and programming that may address the following: broad stakeholder engagement to assess our values and needs, continued focus on Multi-Tiered System of Support (MTSS) including</p>	<p>\$50,000</p>

<p>gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.</p>	<p>positive behavioral supports, and culturally responsive practices.</p>	
<p>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.</p>	<p>The district will utilize funding to build capacity in both our general education staff and special education around creating access for individuals with special needs including students on 504s and IEPs. Special education staff will also have access to professional development related to IEP development, implementation, and appropriate supports. This may also include training our classified staff who support students with disabilities under the supervision of the certificated staff.</p>	<p>\$75,000</p>
<p>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.</p>	<p>The district will utilize funding to continue to refine its programs, services, and instructional practices for English learners through staff development and training related to language acquisition through the use of our internal district coaches and staff, external consultants including services provided by Monterey County Office of Education, and external professional development opportunities.</p>	<p>\$75,000</p>
<p>8. New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision C.</p>	<p>Our staff will be encouraged to identify areas of need or growth and will be supported to participate in local area, regional, state, or national professional learning networks which will help to enhance or improve their knowledge, skills, and abilities to support student needs.</p>	<p>\$10,000</p>

<p>9. Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to Section 51226.7.</p>	<p>AB 101 has created a mandate to offer a one semester Ethnic Studies course at the high school level by 2024-2025 which will become a graduation requirement by 2029-2030. Staff will need time prior to the 2024-25 school year to examine existing course options, or develop a course that meets the needs of our diverse student body and community. Cost is the estimate of preparing one staff member to teach the course.</p>	<p>\$4,000</p>
<p>10. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development</p>	<p>Certificated and classified early childhood education staff will be supported in their professional development of best practices through continued learning and training related to the California Preschool Learning Foundations and Curriculum Framework, the California Collaboration on Social-Emotional Foundations of Early Learning - Teaching Pyramid, and Tools of the Mind developed out of the University of Denver, as well as other relevant child development learning opportunities. This will include release time, after school sessions, and summer training opportunities.</p>	<p>\$75,297</p>
	<p>Total</p>	<p>\$839,297</p>