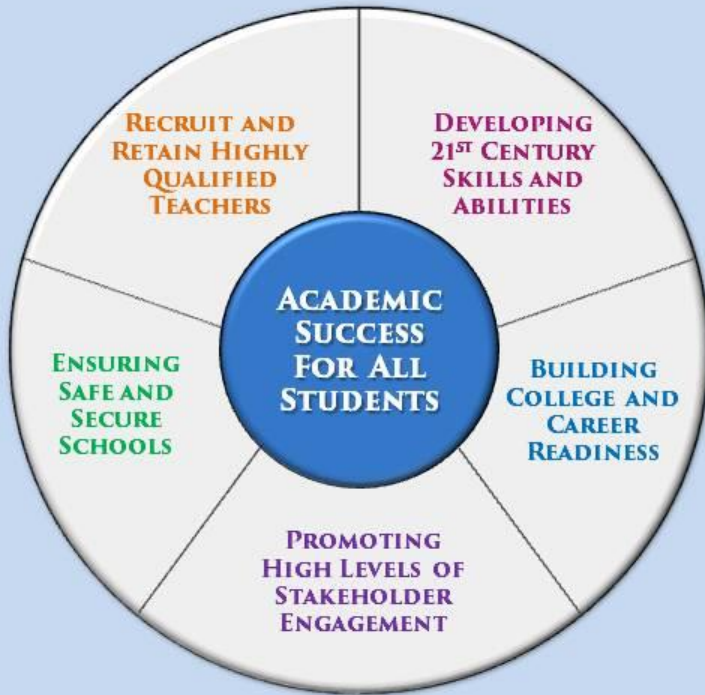


Educator Effectiveness Funds

PGUSD - January 21, 2016

LOCAL CONTROL ACCOUNTABILITY PLAN - LCAP

PACIFIC GROVE UNIFIED SCHOOL DISTRICT



2015-16 LCAP GOALS

GOAL 1 All Students demonstrate progress towards developing 21st Century Skills.
• Communication • Collaboration • Critical Thinking • Creativity

GOAL 2 All Students have increased access to a broad course of study leading to college and career readiness.

GOAL 3 Stakeholder engagement and decision-making about instructional programs significantly increases.

GOAL 4 All schools are safer and more secure while providing an environment focused on student learning.

GOAL 5 All staff is highly qualified with respect to credentials, training, and experience to effectively teach all programs, and all learners.



Our Mission: In partnership with the community, we challenge every student by providing a quality instructional program in a positive, safe and stimulating environment. We ensure opportunities for students to acquire and apply the knowledge and skills that develop the insight and character necessary for a productive and rewarding life.

CDE Requirements

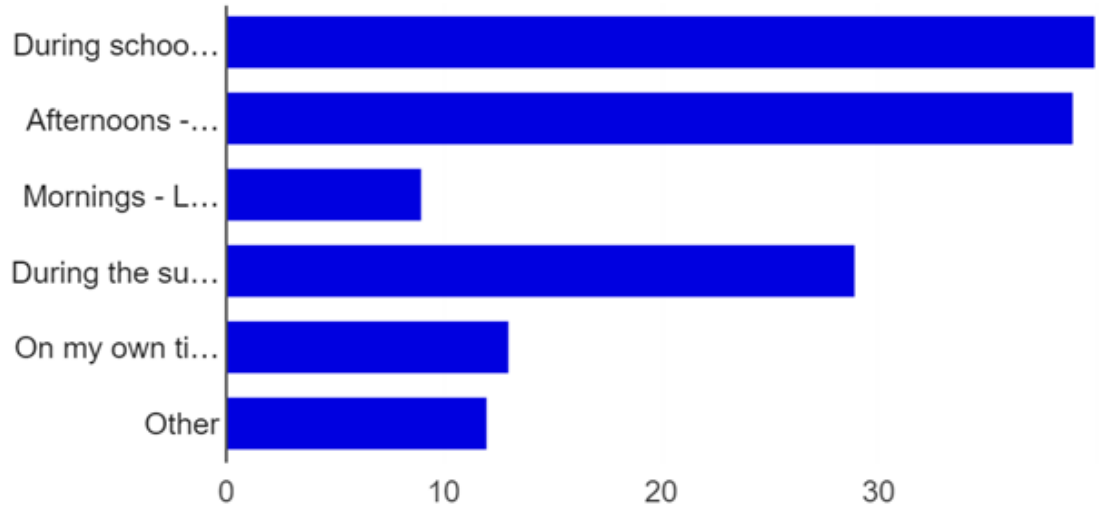
- Develop and adopt an expenditure plan, which must be explained during a public meeting of the governing board prior to its adoption at a subsequent meeting
- Provide a detailed expenditure report to the CDE on or before July 1, 2018
- LEAs are authorized to spend Educator Effectiveness funds over three fiscal years beginning in 2015-16 through 2017-18.
- LEAs are allowed to expend or encumber the funds prior to board approval of a plan pending two conditions:
 - ★ The expenditures or encumbrances are for goods or services that occurred during the 2015-16 fiscal year
 - ★ The expenditures are included in the final board-approved plan
- Amount is based on number of full time certificated teachers and administrators during the 2014-2015 school year for a total of \$178,036. (\$1466 per full time equivalent)

Purpose for Funding

- Beginning teacher and administrator support and mentoring
- Professional development, coaching, and support services for teachers who have been identified as needing improvement
- Professional development for teachers and administrators that is aligned to state-adopted content standards
- To promote educator quality and effectiveness that may include training on mentoring and coaching certificated staff to support effective teaching and learning.

Teacher Survey of Professional Learning:

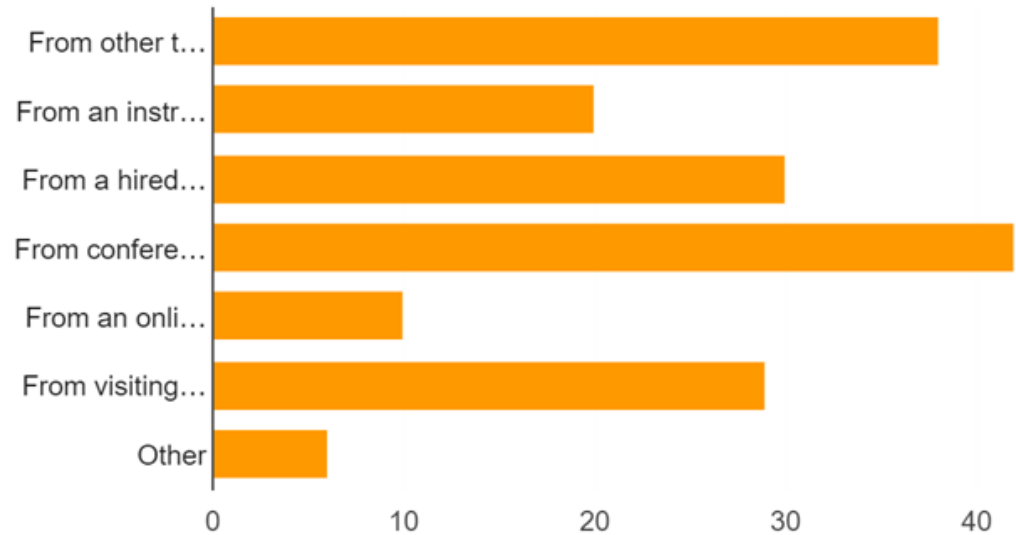
“When do you mostly prefer to participate in professional learning activities?”



During school hours as release time	40	58%
Afternoons - Early Release	39	56.5%
Mornings - Late Start	9	13%
During the summer (paid)	29	42%
On my own time	13	18.8%
Other	12	17.4%

Teacher Survey of Professional Learning:

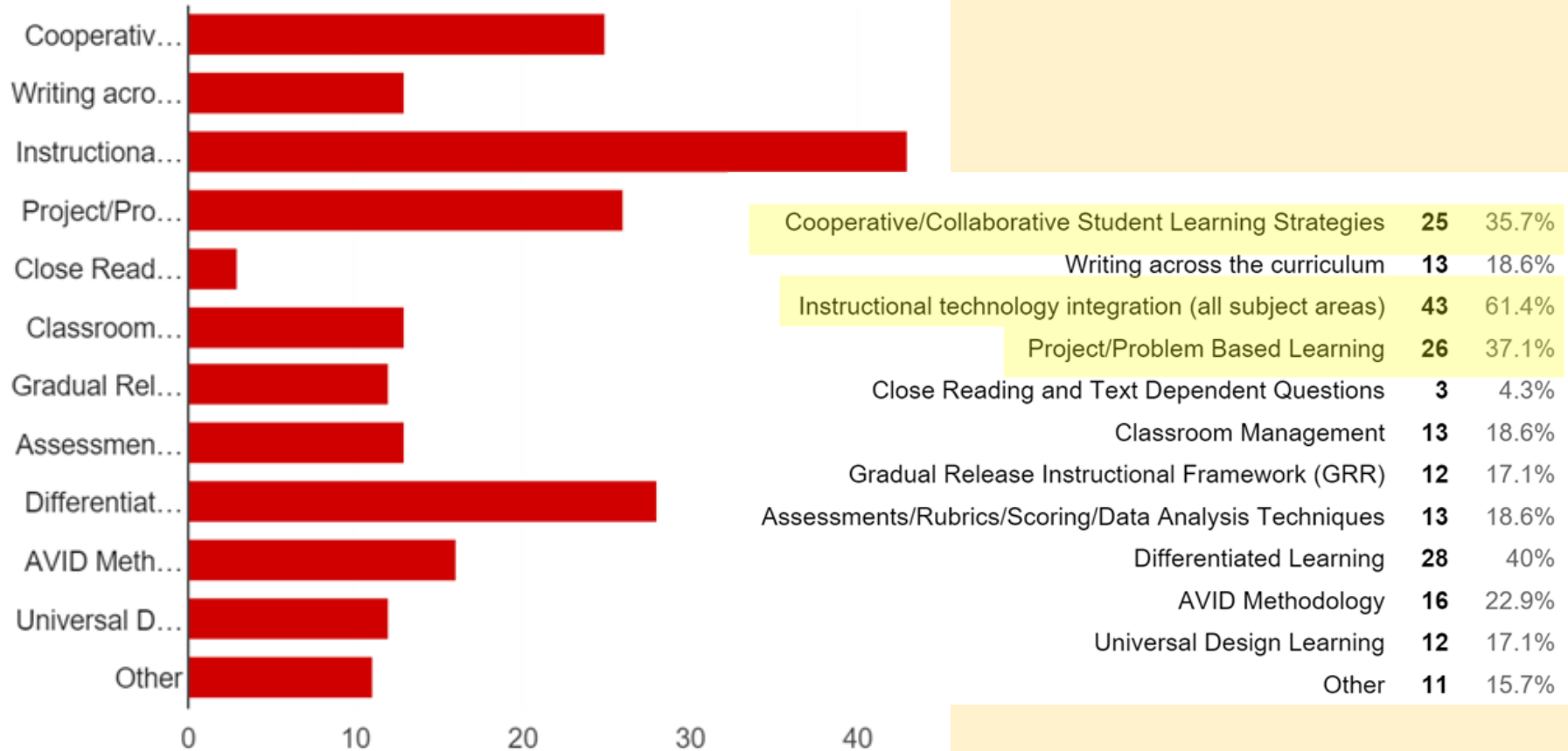
“In what manner do you prefer to participate in professional learning?”



From other teachers (from my colleagues)	38	55.1%
From an instructional coach	20	29%
From a hired consultant/guest trainer	30	43.5%
From conference/workshop presenters	42	60.9%
From an online resources (independent study)	10	14.5%
From visiting other schools (within or outside PGUSD)	29	42%
Other	6	8.7%

Teacher Survey of Professional Learning:

“Which areas of professional learning are you most interested in?” (Choose your top 3)



“Effective professional learning provides teachers opportunities to learn together, practice new instructional strategies, observe model lessons, and receive coaching and feedback on the use of new practice”

Bradley, Denise, Munger, Linda, Hord, Shirley. “Activities VS. Outcomes: The Difference Makes All the Difference” JSD The Learning Forward Journal Volume 36. No. 5 (2015): 48-53. Print.

Breakdown of Expenditures

2015-16 Expenditures
(\$81,757)

***Professional Learning:**

- release time (substitute cost)
- travel and registration costs for workshops, and District level teacher workshops.

2016-17 Expenditures
(\$82,891)

***Curriculum Planning:**

- release time (substitute costs) to plan and develop units of study and align assessments to measure student learning outcomes.

****These are projected expenditures for each year and are subject to change depending on actual costs.**

Professional Development Focus Areas	2015-16 Expenditures	2016-17 Expenditures
<u>Instructional Leadership Teams (ILT)</u> <ul style="list-style-type: none"> ● Student Writing ● Leadership Training ● Student Data Analysis and Instruction <u>Dr. Bonnie McGrath</u> <ul style="list-style-type: none"> ● Facilitation ● 2.5 day ILT training/site 	<ul style="list-style-type: none"> ● Professional Learning: \$8760 ● Stipends: \$28,314 ● Consultant: \$14,100 <p>(writing across all content areas)</p>	<ul style="list-style-type: none"> ● Professional Learning:\$3,650 ● Stipends: \$22,377 ● Consultant: \$10,800 <p>(Data analysis and instruction)</p>
<u>English Language Arts</u> English Language Development <ul style="list-style-type: none"> ● Student writing calibration ● ELD Standards alignment 	<ul style="list-style-type: none"> ● Professional learning: \$4,380 ● Curriculum planning: \$2,044 	<ul style="list-style-type: none"> ● Curriculum planning: Paid out of Curriculum Budget/Site allocations
<u>Mathematics</u> <ul style="list-style-type: none"> ● Curriculum planning 	<ul style="list-style-type: none"> ● Professional learning: \$3,066 ● Curriculum planning: \$730. 	<ul style="list-style-type: none"> ● Curriculum planning: Paid out of Curriculum Budget/Site allocations
<u>Next Generation Science</u> <ul style="list-style-type: none"> ● Professional learning ● Curriculum planning 	<ul style="list-style-type: none"> ● Professional learning: \$8,694 ● Curriculum planning:\$5,256 	<ul style="list-style-type: none"> ● Professional Learning:\$3,568 ● Curriculum planning:\$8,760
<u>Educational Technology</u> <ul style="list-style-type: none"> ● Ed-tech training ● Data systems and analysis ● Digital Citizenship 	<ul style="list-style-type: none"> ● Professional learning: \$6,413 	<ul style="list-style-type: none"> ● Professional learning: \$7,776 ● Add Digital Learning Coaches (Elementary): (\$25,958)
District indirect cost: \$13,388	\$81,757	\$82,891

Distribution Curriculum Planning and Professional Learning Expenditures - 2015-2017

