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June 14, 2017

To: Board of Education

From: Dr. Devin Dillon, Interim Superintendent

Subject: ~~Educator Effectiveness Grant 2016-2018 Spending Plan/Funds - Office of Talent~~

ACTION REQUESTED:

Approval by the Board of Education of District’s Educator Effectiveness Grant Spending Plan, to support District’s Educator Growth and Development Systems including the Teacher Growth and Development System, Leader Growth and Development System and New Teacher Support and Induction and for direct support and service to schools and educators to improve practice, as described in said Plan, incorporated herein by reference as though fully set forth, and acceptance from the California Department of Education, for School Years 2016-2018, an apportionment of \$3,450, 972.00, therefor.

BACKGROUND:

The CDE Educator Effectiveness Grant allocation of \$3,450,972.00 was received and approved for allocation by the Board at the August 15, 2016 Board meeting. Inadvertently the Spending Plan was not included in the acceptance document. The proposed foregoing action, of a 1st reading, at today’s meeting and a 2nd reading and action, at the June 28, 2017 Meeting, cures the omission.

DISCUSSION:

As a condition of receiving Educator Effectiveness funds, a school district, county office of education, charter school, or state special school is required to:

1. Develop and adopt a plan delineating how the Educator Effectiveness funds will be spent. The plan must be explained in a public meeting of the governing board of the school district or county board of education, or governing body of the charter school, before its adoption in a subsequent public meeting.

The documents provide include:

- Proposed Spending Plan: Outlining 16/17 & 17/18 spending plan
- Educator Effectiveness Budget Narrative: Providing narrative explanation for the personnel and operating budgeted presented the proposed spending plan

FISCAL IMPACT:

The total amount of the grants provided to OUSD from the funder:

- Grants valued at 3,450,972.00

RECOMMENDATION:

Approval by the Board of Education of District's Educator Effectiveness Grant Spending Plan, to support District's Educator Growth and Development Systems including the Teacher Growth and Development System, Leader Growth and Development System and New Teacher Support and Induction and for direct support and service to schools and educators to improve practice, as described in said Plan, incorporated herein by reference as though fully set forth, and acceptance from the California Department of Education, for School Years 2016-2018, an apportionment of \$3,450, 972.00, therefor.

Attachments:

- OUSD Educator Effectiveness Proposed Spending Plan
- Educator Effectiveness Budget Narrative

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Grant Purpose: To support our Educator Growth and Development Systems including the Teacher Growth and Development System, Leader Growth and Development System and New Teacher Support & Induction). Provide direct support and service to our schools and educators to improve practice.

2016-2017

- **GOAL:** Introduction, Implementation & Resource Building for Educator Growth and Development Systems (TGDS, LGDS, New Teacher Support)
- **Personnel Support:** TGDS Specialists, PAR Consulting Teachers

2017-2018

- **GOAL:** Development of Professional Learning Systems and Supports aligned to Educators Growth and Development Systems (TGDS, LGDS, New Teacher Support)
- **Personnel Support:** School Improvement Coaches, PAR Consulting Teachers, New Teacher Support Coordinator, TGDS Coordinator

Personnel Position/Title	Description
Teacher Growth and Development Specialists 2016/2017 (6FTE)	Provided direct support and coaching to school sites in the implementation of the OUSD evaluation pilot, the Teacher Growth and Development System (TGDS).
Peer Assistance Review Consulting Teacher (4FTE)	Provide intensive coaching for referred permanent and new teachers to improve effective teaching practice. Teachers receive one-one coaching from a Peer Consulting Teacher weekly in support of accelerating practice in line with vision of effective teaching presented in Oakland Effective Teaching Framework (OETF)
Coordinator, New Teacher Support (1FTE)	Supports the implementation of the current OUSD teacher evaluation pilot, Teacher Growth and Development System (TGDS). This system allows teachers to receive feedback from multiple observers with the goal of accelerating effective teaching practice.
Coordinator, Teacher Growth and Development (1 FTE)	Supports the OUSD Credentialing Programs for Preliminary, Intern and Emergency teachers to insure high quality supports for all new teachers in alignment with our vision for effective teaching practice, the Oakland Effective Teaching Framework.
School Improvement Coaches 2017/2018 (3.3 FTE)	Supports the successful design and implementation of professional learning systems at school sites to ensure that teachers receive comprehensive support including observation and feedback, coaching and mentoring, collaboration time, and professional skill building & input. Manages cohort of Instructional Teacher Leaders to support their efforts to support professional learning and new teacher support at sites.
Operating Expense	
Admin Induction Candidate Fees	Reimbursement for OUSD candidates pursuing school administrative clear

	credentials. Up to \$4000 reimbursement per candidate for fees included in 2015-2016 or 2016-2017.
Principal Induction Coaches	Stipend provided to Induction coaches supporting new administrators in fulfilling California state credential requirements to clear admin credential.
Principal Mentors	Stipend provided to administrators acting as mentors in support of new principals to OUSD.
Network Superintendent/Mentor Training	Facilitated Training provided to Network Superintendents and OUSD Induction Coaches & Principal Mentors to support effective coaching and support for new and developing principals.
TGDS Overage Observers	Conduct TGDS observation cycles to support teachers exceeding the 7 per admin caseload required by state guidelines.
TGDS Teacher & Observer Professional Learning	Professional learning trainings and related stipends for teachers in and teacher observers participating in the TGDS evaluation cycle to deepen understanding of the TGDS system and Oakland Effective Teaching Framework.
Teacher Leader Stipends	Teacher Leader Stipends provided to teachers engaged in producing tools and resources to deepen educator understanding of TGDS materials.
Effective Teaching Videography	Videographer costs and teacher stipends provide to capture effective teaching practice and provide video observations to enable system-wide OETF calibration.
Materials (Handbooks)	Printed TGDS and LGDS Handbooks to support evaluator and evaluatee's participation in the teacher and leader evaluation systems.

OUSD EDUCATOR EFFECTIVENESS PROPOSED SPENDING PLAN										
2016-2017 Expenditures				2017-2018 Expenditures				2016-2017	Total	OVERALL TOTAL
PERSONNEL Position/Title	Annual Salary	Benefits	TOTAL	PERSONNEL Position/Title	Annual Salary	Benefits				
Teacher Growth and Development Specialists (6FTE)	\$100,894	\$42,376	\$859,618	Peer Assistance Review Consulting Teacher (4FTE)	\$76,091.00	\$31,958	\$432,197			
Peer Assistance Review Consulting Teacher (4FTE)	\$76,091	\$31,958	\$432,197	Coordinator, New Teacher Support (1FTE)	\$110,633.13	\$44,253.25	\$154,886.38			
				Coordinator, Teacher Growth and Development (1 FTE)	\$110,633.13	\$44,253.25	\$154,886.38			
				School Improvement Coaches (3.3 FTE)	\$89,556.94	\$35,822.78	\$413,753.06			
TOTAL Personnel Subtotal			\$1,291,815				\$1,155,723			
Operating Expenses										
Admin Induction Candidate Fees			\$250,000							
Principal Induction Coaches			\$15,000							
Principal Mentors			\$100,000							
Network Superintendent Training			\$30,000							
TGDS Overage Observers			\$90,000							
Teacher/Observer Professional Learning			\$39,500							
Teacher Leader Stipends			\$10,000							
Effective Teaching Videography			\$25,000							
Materials (Handbooks)			\$15,000							
TeachBoost Contract			\$130,000							
New Leaders Contract			\$120,000							
Surplus			\$266							
TOTAL Operating Subtotal			\$824,766							
Personnel and Operating Subtotal			\$2,116,581				\$1,155,723			
Indirect Rate Percentage			5.46%				5.46%			
Indirect Cost			\$115,565				\$63,102			
TOTAL (Rounded to the nearest dollar)			\$2,232,147				\$1,218,825		\$3,450,972	
							Total Revenue		\$3,450,972	