



**WILLOWS UNIFIED SCHOOL DISTRICT
Office of the Superintendent**

Management Report

DATE: April 7, 2016

AGENDA TOPIC: Willows Unified School District Educator Effectiveness Implementation Plan

PRESENTER: Ellen Hamilton, Director of State & Federal Programs

BACKGROUND INFORMATION:

On September 22, 2015, Governor Brown signed SB103, the Education trailer Bill, into law, which contained revised appropriation language for the \$490 million to be disbursed to local educational agencies for purposes of enhancing the effectiveness of teachers and administrators. There are a number of activities that we have already undertaken, and continue to undertake, to improve teacher and administrator effectiveness. This new funding is provided specially to support these activities:

- Beginning teacher and administrator support and mentoring, including, but not limited to, programs that support new teacher and administrator ability to teach or lead effectively and to meet induction requirements adopted by the Commission on Teacher Credentialing and pursuant to Section 44259 of the Education Code.
- Professional Development, coaching, and support services for teachers who have been identified as needing improvement or additional support by local educational agencies
- Professional development for teachers and administrators that is aligned to the state content standards adopted pursuant to Sections 51226, 60605, 60605.1, 60605.2, 60605.3, 60605.08, 60605.11, 60605.85, as that section read on June 30, 2014, and 60811.3, as that section read on June 30, 2013, of the Education Code.
- To promote educator quality and effectiveness, including, but not limited to, training on mentoring and coaching certificated staff and training certificated staff to support effective teaching and learning.

The funds must be spent by July 1, 2018. As a condition of receiving the funds, a spending plan for the funds must be presented at a public meeting of the governing board and then approved at a subsequent public meeting of the governing board. What follows is the proposed spending implementation plan for the Educator Effectiveness funding that we will be receiving.

RECOMMENDATION:

Approval of the Educator Effectiveness Implementation Plan will help teachers and staff members improve professional development and to promote educator quality and effectiveness. Approval is required.



EDUCATOR EFFECTIVENESS IMPLEMENTATION PLAN

Plan is centered on 4 GOALS:

GOAL 1: Align programs practices with California State Standards for English Language Arts and Literacy in History/Social Studies, Science, and Mathematics.

- Objective 1.1: Train instructional leaders and faculty in all frameworks, practices, and requirements of the CA State Standards.
- Objective 1.2: Sustain professional growth in effective instruction and maximize student achievement.

GOAL 2: Support the integration of advanced technology applications to improve instruction, enhance student engagement and maximize learning in a 21st century classroom.

- Objective 2.1: Train instructional staff in the application of instructional technologies to enhance classroom instruction (ELMOs, projection systems, Google Apps, etc.).
- Objective 2.2: Support all staff in the use of current Student Management System.
- Objective 2.3: Provide professional development and student education designed to inform safe and responsible use of social media.

GOAL 3: Ensure that all members of the Willows Unified professional staff develop the skills, knowledge and strategies to effectively implement curriculum and best instructional practices.

- Objective 3.1: Promote literacy development K-12 in all content areas.
- Objective 3.2: Provide opportunities for staff to enhance their content knowledge and learn appropriate teaching strategies based upon CA State Standards as well as promote educator quality and effectiveness.
- Objective 3.3: Train and support instructional teams in design and application of a variety of high quality assessments as well as utilization of assessment data.
- Objective 3.4: Support new teacher and administrator ability to teach or lead effectively and to meet induction requirements adopted by the Commission on Teacher Credentialing.

GOAL 4: Establish a community focused on the promotion of educational measures meant to positively impact school culture and climate.

- Objective 4.1: Continue to provide professional development to help staff understand and follow all revisions to the District's Code of Conduct and pertinent Board policies regarding school culture and climate.
- Objective 4.2: Provide professional development to help staff understand student mental health issues and to develop skill sets for effectively instructing and supporting such students.
- Objective 4.3: Provide professional development to help staff identify student behaviors that warrant positive or negative consequences (e.g. rewards, praise, or discipline).



2015-2016	What are we going to do?	Who is going to be responsible?	When is it going to happen?	Resources Needed? (Personnel/Funding/ Other)	Does it align with our LCAP goals? Which one?
Goal 1: Aligning with CCSS	-CPM trainings -Everyday Math Training -NGSS Training -CAASPP Institute Training -Alignment of curriculum to CCSS	-WUSD Math Teachers/Support Staff -WUSD Elementary Teachers/Support Staff -Science Teachers/Support Staff -WUSD Admin, Counselors, Teachers, Support Staff -WUSD Admin, Teachers, Support Staff	-Ongoing -For 2015-2016 -Fall 2015 -Oct 2015 & Jan 2016 -Ongoing	-District Funds -District Funds -District Funds -District Funds -District Funds	-Yes, Goal 2, 7 -Yes, Goal 2, 7 -Yes, Goal 2, 7 -Yes, Goal 2, 4, 7 -Yes, Goal 2, 7
Goal 2: Technology	-Google Certification Workshop	-MES Admin, Teachers, Support Staff	-Spring 2016	-Site EE Funds	-Yes, Goal 2
Goal 3: Teacher Quality & Effectiveness	-Site Shared Google Professional Development Doc	-WUSD Admin, Counselors, Teachers, Support Staff	-Online- Jan 2016	-District Funds	-Yes, Goal 2



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EDUCATOR EFFECTIVENESS

	-PLC	-WUSD Admin, Counselors, Teachers, Support Staff	-Selected Wednesdays throughout the year	-Collaborative Time	-Yes, Goal 2, 4, 7
	-BTSA Training	-New teachers & mentors	-Throughout the year	-Tuition fees (District and/or EE Funds)	-Yes, Goal 2, 4, 7
	-Common to the Core Training	-WUSD Employees	-September 2015	-District Funds and/or EE Funds	-Yes, Goal 2, 4, 5, 7
Goal 4: Safe Schools	-Understanding & Managing Challenging Behaviors in Children	-WUSD Admin, Counselors, Teachers, Support Staff	-April 2016	-Site EE Funds (mileage, meals)	-Yes, Goal 5, 6



2016-2017	What are we going to do?	Who is going to be responsible?	When is it going to happen?	Resources Needed? (Personnel/Funding/Other)	Does it align with our LCAP goals? Which one?
<p>Goal 1: Aligning with CCSS</p>	<ul style="list-style-type: none"> -CPM trainings -Everyday Math Training -NGSS Training -Alignment of curriculum to CCSS 	<ul style="list-style-type: none"> -New WUSD Math Teachers/Support Staff -New WUSD Elementary Teachers/Support Staff -Science Teachers/Support Staff -WUSD Admin, Teachers, Support Staff 	<ul style="list-style-type: none"> -Ongoing -For 2016-2017 -Fall 2016 -Ongoing 	<ul style="list-style-type: none"> -District Funds -District Funds -District Funds -District Funds 	<ul style="list-style-type: none"> -Yes, Goal 2, 7 -Yes, Goal 2, 7 -Yes, Goal 2, 7 -Yes, Goal 2, 7
<p>Goal 2: Technology</p>	<ul style="list-style-type: none"> -Google Apps for Education Summit 	<ul style="list-style-type: none"> -WUSD Admin, Counselors, Teachers, Support Staff 	<ul style="list-style-type: none"> -September 2016 	<ul style="list-style-type: none"> -Site EE Funds 	<ul style="list-style-type: none"> -Yes, Goal 2
<p>Goal 3: Teacher Quality & Effectiveness</p>	<ul style="list-style-type: none"> -Site Shared Google Professional Development Doc -PLC 	<ul style="list-style-type: none"> -WUSD Admin, Counselors, Teachers, Support Staff -WUSD Admin, Counselors, Teachers, Support Staff 	<ul style="list-style-type: none"> -Online- August 2016 -Selected Wednesdays throughout the year 	<ul style="list-style-type: none"> -District Funds -Collaborative Time 	<ul style="list-style-type: none"> -Yes, Goal 2 -Yes, Goal 2, 4, 7



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	-Common to the Core Training	-WUSD Employees	-September 2016	-District Funds and/or EE Funds	-Yes, Goal 2, 4, 5, 7
Goal 4: Safe Schools	-Safe School Conference	-WUSD Admin, Counselors, Teachers, Support Staff	-Fall 2016	-Site EE Funds (mileage, meals)	-Yes, Goal 5, 6



2017-2018	What are we going to do?	Who is going to be responsible?	When is it going to happen?	Resources Needed? (Personnel/Funding/Other)	Does it align with our LCAP goals? Which one?
<p>Goal 1: Aligning with CCSS</p>	<p>-CPM trainings -Everyday Math Training -NGSS Training -Alignment of curriculum to CCSS</p>	<p>-New WUSD Math Teachers/Support Staff -New WUSD Elementary Teachers/Support Staff -New Science Teachers/Support Staff -WUSD Admin, Teachers, Support Staff</p>	<p>-Ongoing -For 2017-2018 -Fall 2017 -Ongoing</p>	<p>-District Funds -District Funds -District Funds -District Funds</p>	<p>-Yes, Goal 2, 7 -Yes, Goal 2, 7 -Yes, Goal 2, 7 -Yes, Goal 2, 7</p>
<p>Goal 2: Technology</p>	<p>-Google Apps for Education Summit</p>	<p>-WUSD Admin, Counselors, Teachers, Support Staff</p>	<p>-September 2017</p>	<p>-Site EE Funds</p>	<p>-Yes, Goal 2</p>
<p>Goal 3: Teacher Quality & Effectiveness</p>	<p>-Site Shared Google Professional Development Doc -PLC</p>	<p>-WUSD Admin, Counselors, Teachers, Support Staff -WUSD Admin, Counselors, Teachers, Support Staff</p>	<p>-Online- August 2017 -Selected Wednesdays throughout the year</p>	<p>-District Funds -Collaborative Time</p>	<p>-Yes, Goal 2 -Yes, Goal 2, 4, 7</p>



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