



# Educator Effectiveness Block Grant

Board Meeting  
January 16, 2025  
Agenda Item No. 9.1

**Presented by:**

Yvonne Wright - Chief Academic Officer

Cancy McArn - Chief Human Resources Officer

Tiffany Smith-Simmons - Director, Talent Management

Erin Findley - Assistant Superintendent, Curriculum & Instruction

Hillary Harrell - Director, Professional Learning, Educator & Leadership Development

# SCUSD Core Value and Guiding Principle

## CORE VALUE

We recognize that our system is inequitable by design and we vigilantly work to confront and interrupt inequities that exist to level the playing field and provide opportunities for everyone to learn, grow and reach their greatness.

## SCUSD GUIDING PRINCIPLE

All students are given an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options

# Agenda

- Educator Effectiveness Block Grant Overview
- 2022-2024 Highlights
- 2024-2026 Adjustments & Revised Budget
- Board Discussion & Action

# Educator Effectiveness Block Grant 2021-2026

**Purpose:** Provide funds for professional learning and to promote educator equity, quality, and effectiveness.

**Board Role & Responsibilities:** The local plan must be heard in a public meeting of the governing board of the school district before its adoption in a subsequent public meeting. Revisions to the budget must also be approved by the governing board.

In December 2021, the Board heard, and then approved, the Educator Effectiveness Plan with a focus on Recruitment, Retention & New Teacher Development by way of supports for **Administrators, New Educators** and **New Employees**.

# Educator Effectiveness Block Grant 2021-2026

**Total Allocation:** \$8.9 million over five years to be jointly managed by Human Resources and Curriculum & Instruction.

**Board Action:** Approve revised 2024-2026 Educator Effectiveness Block Grant Budget (2024-2026)

# 2022-2024 Highlights

- Administrator Professional Learning & Supports
- Enhanced Recruitment & Retention
- Career Pathways for All Educators
- Classified Coaching & Partnerships
- Professional Learning Supports for Substitutes
- New Teacher Development

# Administrator Support & Coaching

## Professional Learning

- **2022-23** Just-in-time supports for all new principals
- **2023-24** Just-in-time supports for all site principals with less than three years in SCUSD; anti-bias/anti-racist/trauma-informed professional learning offered to all site administrators
- **2024-25** Learning/collaboration sequences for new principals on essential leadership topics; coaching and site visits; Leadership Academy for assistant principals and site instruction coordinators

## Admin Mentors

- One:One mentors for each new site leader (principals and assistant principals)

# Enhanced Recruitment & Retention

## Increased Community Presence

- **Retention Efforts**

- Any Way You Slice It, Espresso Yourself at DRiP
- Listening Sessions facilitated by Sac State to hear, learn and grow

## Increased Recruitment Events

- Make the Leap (Leap Day 2024)
- Regional Job Fairs at all Comprehensive High Schools
- Community-Based Recruitment Events

## Provided Teacher Pathway Information Sessions

## Provided Job Application Support Sessions

## Implemented “[Husnain Academy](#)”

## Assigned mentors to our newest site leaders

Classification	Number of Hires
Certificated	1043
Classified	2351
Management	159



# Career Pathways for all Educators

## **Sacramento City Unified Leadership Program (SCULP 1.0)**

- Three Cohorts
- Coordinators & Principals
- 83% representing BIPOC communities
- 92% of eligible participants accepted administrative positions

## **Sacramento City Unified Leadership Program (SCULP 2.0)**

- Clear credentials for Principals
- 30 administrators participated in this program

## **Residency Programs**

- Education Specialist (Special Education)
- Traditional Kindergarten
- The Bridge (increasing diversity at all levels)

# Classified Coaching & Partnerships

## Professional Learning

### Partnerships with Higher Education Institutions

- For classified staff seeing degrees and credentials
  - About 70 participants over the years
  - About 20 have become teachers
- Sacramento County Office of Education
- UMASS Global
- Pacific Oaks College

# New Teacher Development

## **Teacher Induction Program**

- Accredited by the California Commission on Teacher Credentialing
- Induction programming and support for more than 200 new teachers
- Professional Learning for Induction more than 100 Support Providers

## **Pre-Induction Program**

- Support more than 100 teachers working towards earning their preliminary credentials

## **Student Teacher Support**

- Collaboration with colleges and universities and SCUSD Cooperating Teachers to support more than 100 Student Teachers each year

## **Outreach**

- Expand pool of Cooperating Teachers and Support Providers to reflect the depth of experience and diversity of SCUSD

# New Teacher Development

## Professional Learning

- Summer Professional Learning Conference
- New Teacher Professional Learning Series
  - Self Care, Culture & Climate, Ed Tech, Instructional Best Practices
- Support Provider Training
- Office Hours

# 2024-26 Plan Adjustments

Reallocation of unspent funds from the 2021-22, 2022-23, and 2023-24 school years to fund the following in 2024-25 and 2025-26:

- New Teacher Development/Teacher Induction Program
- Visa Support
- Career Pathways
- Classified Coaching and Partnerships

# 2024-2026 Revised Budget

	2022-23	2023-24	2024-25	2025-26	Per Activity Total
1. Admin Coaching & Partnership Programs	\$150,000	\$150,000	\$150,000	\$150,000	\$600,000
2. Recruitment & Retention - Visa H1B, J1 Support	\$100,000	\$100,000	\$265,825	\$265,825	\$731,650
3. Recruitment - Advertising	\$50,000	\$50,000	\$50,000	\$50,000	\$200,000
4. Recruitment - Career Pathways	\$250,000	\$250,000	\$450,000	\$450,000	\$1,400,000
5. Retention - Classified Coaching & Partnership	\$125,000	\$125,000	\$325,000	\$325,000	\$900,000
6. Recruitment & Retention - PL for Subs	\$100,000	\$100,000	\$100,000	\$100,000	\$400,000
7. Recruitment & Retention - Dir II, Talent Management	\$154,386	\$154,386	\$154,386	\$154,386	\$617,544
8. New Teacher Development - Teacher Induction Program	\$827,018	\$1,112,253	\$1,040,915	\$1,094,321	\$4,074,507
<b>Per Year Total</b>	<b>\$1,756,404</b>	<b>\$2,041,639</b>	<b>\$2,536,126</b>	<b>\$2,589,532</b>	<b>\$8,923,701</b>

# **Board Discussion & Action to Approve Revised Plan**