

Local Plan for Educator Effectiveness Funds
Lodi Unified School District

The local plan for the Educator Effectiveness Funds (EEF) needs to be heard in a public meeting of the governing board of the school district before its adoption in a subsequent public meeting on or before December 30, 2021. Funds may be expended during the 2021–22, 2022–23, 2023–24, 2024–25 and 2025–26 fiscal years and are subject to the annual audits required by California Education Code.

The proposed plan identifies new and current activities intended to enhance educator effectiveness in Lodi USD schools. Some current activities are included to stabilize and ensure funding through 2026. New activities are included to enhance services and supports for teachers, administrators, student services staff, and paraprofessionals in both academic and social-emotional areas. The plan provides for additional staff as well as services for staff. Recognizing the need to adjust efforts over time, some funds are held in reserve in years three and four of the plan. The plan may be modified over time to adjust to needs. There are 10 allowable funding uses, not all are required, some are not identified as actions in the current plan but could be included at a later time. A budget summary is below with a detailed annual budget on pages 3 and 4.

Action/Service Budget Summary	Amount
Teacher Induction Program (TIP)	\$1,325,000
Permit teacher mentors	\$110,000
RBET Committee and Teacher Pathways Program	\$1,375,000
New teacher/para Coach	\$480,000
Administrator Induction	\$240,000
PBIS Coach	\$600,000
English Learner Coach	\$480,000
Paraprofessional PD	\$125,000
Math program PD	\$400,000
July Teacher Conference	\$400,000
Early Literacy PD	\$235,000
New Teacher Boot Camp	\$240,000
Site Tech/STEAM leads	\$300,000
Tiered intervention support	\$400,000
SEL/Mental Health PD	\$250,000
Reserve	\$127,687
Total Allocation	\$7,087,687

Allowable Uses of Funds

EEF may be used to support professional learning for certificated teachers, administrators, paraprofessional educators, and certificated staff. Funds can be expended for any of the following purposes:

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.
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.
3. Practices and strategies that reengage pupils and lead to accelerated learning.
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.
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 site'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, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.
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.
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.
8. New professional learning networks for educators not already engaged in an education-related professional learning network to support the requirements of subdivision (c).
9. Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to *EC* Section 51226.7 into pupil instruction for grades 7 to 12, inclusive.
10. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development.

Action/Service	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	expenditure
Teacher Induction Program (TIP) mentors - support for teachers working towards their clear credential to assist in recruitment and retention (Current activity)	\$250,000	\$250,000	\$275,000	\$275,000	\$275,000	stipends, time cards, subs
Permit teacher mentors - support to teachers working towards their preliminary credential to assist in recruitment and retention (New activity)	\$0	\$25,000	\$25,000	\$30,000	\$30,000	time cards
RBET Teacher Pathways Program and Committee (Secures funding, program started with one-time funds)	\$275,000	\$275,000	\$275,000	\$275,000	\$275,000	stipends, time cards, PD
Administrator Induction - support for administrators working towards their clear credential to assist in recruitment and retention (New activity)	\$48,000	\$48,000	\$48,000	\$48,000	\$48,000	program fees
New teacher/paraprofessional Support Coach - This position will help support new teachers of all credential types (preliminary, clear, permit, substitute), and provide PD opportunities for paraprofessionals. (New Activity)	\$0	\$120,000	\$120,000	\$120,000	\$120,000	FTE
PBIS Coach - Supports site implementation of PBIS (Secures funding, program started with one-time funds)	\$120,000	\$120,000	\$120,000	\$120,000	\$120,000	FTE
English Learner Coach - Position will work with teachers to implement mandatory ELD Training and support biliteracy programs (New Activity)	\$0	\$120,000	\$120,000	\$120,000	\$120,000	FTE
Paraprofessional PD - Formal training for paraprofessionals in how to best support students in the classroom, including small group instructional strategies, inquiry training, SEL supports, etc. (New Activity)	\$5,000	\$30,000	\$30,000	\$30,000	\$30,000	time cards

Math program PD - once curriculum is adopted, ongoing professional learning will help ensure a smooth transition to new curriculum with focus on supporting students at all levels. (New Activity)	\$75,000	\$150,000	\$100,000	\$50,000	\$25,000	publisher PD
July Teacher Conference - District Professional development days for teachers, administrators, counselors, and paraprofessionals. (Current Activity)	\$0	\$100,000	\$100,000	\$100,000	\$100,000	speakers/materials/time cards
Early Literacy PD - coaching and PD for early literacy development (Current Activity)	\$100,000	\$50,000	\$35,000	\$25,000	\$25,000	consultant/time cards
New Teacher Boot Camp - The three-day orientation covers district technology tools, introduction to curriculum, and overall support for how to be successful in the district. (Current Activity)	\$0	\$60,000	\$60,000	\$60,000	\$60,000	speakers/materials/pay
Site Tech/STEAM leads - Site Tech leads help staff with PD and trouble support for instructional technology on campus. STEAM Leads support STEAM resources on campuses such as Ozobots, Spheros, 3-D printers, etc. (Current Activity)	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	time cards
Tiered intervention support - support and/or consultation on how to provide necessary multiple tiers of intervention for academic, SEL and behavior supports. (Expand Current Activity)	\$0	\$100,000	\$100,000	\$100,000	\$100,000	consultant/time cards
SEL/Mental Health PD - Training and resources to be responsive to SEL and Mental Health needs (New Activity)	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	consultant/time cards
Reserve	\$0	\$0	\$0	\$50,000	\$77,687	TBD
Total for school year	\$983,000	\$1,558,000	\$1,518,000	\$1,513,000	\$1,515,687	\$7,087,687

November 16, 2021