

Larchmont Charter School – Educator Effectiveness Plan

LCS intends to spread the use of these funds out over three years in order to ensure robust multi year continuous support for our teachers. We are allocating funds across the permitted categories targeting funds based on our identified needs.

Given that a number of our teachers are new and that we are aiming to grow our own teaching corps from among our instructional assistants and after school program staff, we are allocating \$10,000 annually (about 22%) to fund professional development and support for new teachers. This will include a variety of strategies including paying our experienced staff to serve as mentors providing targeted support and professional development to newer teachers, release time for them to observe high performing staff and for high performing staff to observe them, potentially helping to defray BTSA costs, bringing in outside experts in key areas such as classroom management, constructivism, project based learning, universal learning design, and backwards planning.

We intend to allocate \$5,000 annually to support struggling teachers. This would include, funding stipends for high performing staff to mentor/coach them, release time for them to observe high performing staff and for high performing staff to observe them, funds to send them to conferences and trainings in their areas of need, etc. The bulk of funds \$18,000 annually would go to support professional development for teachers and administrators that is aligned to state content standards. These would be targeted for areas like instructional technology integration, best practices in English Language Development and supporting English Learners, differentiation and UDL, readers and writers workshop, PBL, CGI, and more. These funds would also be targeted (especially year 1) to support the reconfiguration of teaching teams with the transition of which grades are taught at which campus.

Finally, we would target \$13,000 annually to promoting educator quality and effectiveness through a number of measures. These would include supporting the development of both our highest performing teachers and our administrators in strengthening their practice in instructional coaching and mentoring. It would also include deepening constructivist practice, project based learning training and more in alignment with common core standards.

Entitlements have been released for the Educator Effectiveness funding (\$1,466 per PY Cert FTE). We will add this to the forecast.

Entitlement: \$140,787

A report/work plan must be approved by the board after a public hearing at a prior meeting. Schools have 3 years to use these funds.

Funds may be used for:

- Beginning teacher and administrator support and mentoring
- Professional development, coaching and support services for teachers identified as needing improvement
- Professional development for teachers and administrators that is aligned to state-adopted content standards
- Promotion of educator quality and effectiveness

LEAs are required to do both of the following as a condition of receiving funds:

- 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; and
- Provide a detailed expenditure report to the CDE on or before July 1, 2018, that includes an accounting of specific purchases made and the number of teachers, administrators, and/or paraprofessionals who received professional development. The CDE will determine the format of this expenditure report.