Leveraging New State and Federal Funds for Educator Diversity

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Welcome

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Agenda

- Welcome
- Overview of Project & Policy Brief
- National Board Certification
- Teacher Residencies
- ESSER/GEER Funds
- Classified Pathway
- Q&A
- Closing

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Geetha Lakshminarayanan
Director, Stanford National Board Resource Center (NBRC)

Dr. Karen Escalante
Assistant Professor, CSU San Bernardino
Board of Directors, California Council on Teacher Education (CCTE)

Dr. Gina Potter
Superintendent, San Ysidro School District
Vice President, Legislative Policy, ACSA

Carl Williams
President, Council of Classified Employees
California Federation of Teachers (CFT)

Leveraging New State and Federal Funds for Educator Diversity
Overview of Project & Policy Brief

Dr. Kai Mathews
Project Director, CA Educator Diversity Project
UCLA Center for the Transformation of Schools

Leveraging New State and Federal Funds for Educator Diversity
About the Project

- 2-Year Landscape Study
- Examine the equity challenges and equity opportunities for people of color within California’s educator pipeline
- Highlight promising models & efforts
- Policy & practice recommendations for short and long-term efforts
About the Policy Brief

- [Link to the brief]
- Highlights 11 funding opportunities at the state and federal level
- Provides relevant research of on the effectiveness and impact of each expenditure
- Local, state and federal recommendations
National Board Certification

Geetha Lakshminarayanan
Director, Stanford National Board Resource Center (NBRC)
How does National Board certification support and retain teachers of color?

- Certification often reinvigorates teachers’ passion and enthusiasm for the craft, especially when undertaken in collaboration with others.
- Certification offers personalized professional development for any teaching context.
- Certification offers “official” validation of teacher quality.
- NB certified teachers are often tapped for leadership roles in schools and districts.
- Salary stipends may make it more feasible to stay in lower-paying districts.
National Board funding opportunities

CA National Board Certification Incentive Program
Funding for teachers in “high priority schools” (>55% FRL, foster youth, and/or English learners):

• Funding for certification costs
• $5K stipend per year for up to 5 years for NB certified teachers

ESSER and American Rescue Plan funding
Can be used to:

• Defray costs of certification
• Provide support for certification or maintenance of certification
• Offer stipends or incentives for NBCTs to lead professional learning, mentorship, or other teacher support activities
• Provide professional learning based on National Board standards
### Leveraging National Board certification funds

<table>
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<th>Common barriers to certification</th>
<th>Ways to address those barriers</th>
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<td>Lack of awareness</td>
<td>Advertise NB certification, especially for teachers in less common content areas</td>
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| Impostor syndrome / fear of the challenge of certification | “Shoulder tap” potential candidates  
Connect candidates with current NBCTs in the area |
| Financial concerns, especially with the initial cost of certification | Help candidates understand the financial costs and incentives of certification  
Provide information, check-ins, etc. to make sure candidates can access available funding |
| Challenges of the certification process | Connect candidates with [support programs](#) and/or create support groups in your area  
Provide release time and/or alternatives to mandated professional learning time  
Connect candidates with others who understand their needs (racial affinity groups, content-area groups)  
Be sensitive to and flexible with emotional and personal challenges |
Retaining & Leveraging NBCTs

- Find NBCTs in your area, and tap them for leadership, input, etc.
- Communicate about and provide updates on accessing and applying for the CA stipend
- Fund “Maintenance of Certification” costs and support (not covered by CA incentive program)
- Source local NBCTs to mentor and support current candidates
Teacher Residencies

Dr. Karen Escalante
Assistant Professor, CSU San Bernardino
Board of Directors, California Council on Teacher Education (CCTE)

Leveraging New State and Federal Funds for Educator Diversity
California Teacher Residency Grant

- An alternate pathway to earn a teaching credential.
- Allows for year long clinical practice experience, followed by a commitment to remain at the school site for an additional 4 years.
- Candidates are paid up to $25,000 to teach.
- Credential coursework is completed with partnering University.

Establishing the Partnership

- The CA Teacher Residency Grant begins with an authentic relationship between a University Credential Program and a school district.
- Universities will want to consider which districts need this residency partnership.
- Grants are awarded for high need disciplines and to diversify the teaching force.
Formally establishing a Teacher Residency Program:

- State your intent to apply for the grant to CTC by Dec. 13th, 2021
- CSUB (who runs a very successful Teacher Residency Program) recommends the LEA completes the RFP.
- Create a committee from the Teacher Preparation Program and LEA to establish the partnership (equal numbers from both organizations).
- Identify how you can continue this partnership once grant funds are no longer available.
- Due date for applications is Feb. 14th, 2022. Late applications will not be accepted. Applications are submitted to CTC.
- Applications available at ctc.ca.gov
- TeacherResGrants@ctc.ca.gov = email with Q’s before Dec. 6th
ESSER/GEER Funds

Dr. Gina Potter
Superintendent, San Ysidro School District
Vice President, Legislative Action, ACSA
Elementary & Secondary School Emergency Relief (ESSER) I, II & III Funds

Allowable Expenditures

• Strategies for Continuous Safe In-Person Learning
• Address the Impact of Lost Instructional Time
• Supporting Students’ Academic, Social-Emotional, & Mental Health Needs
• Ensure Interventions Address Student Needs

Information

CA Allocations & Expiration Dates:

• ESSER I: $1.6B/9-30-22
• ESSER II: $6.7B/9-30-22
• ESSER III: $13.57B/9-30-24
Educator Effectiveness Grant (EEG)

CA Allocation: $1.5B; Expiration: 9-30-26

Allowable Expenditures

- Teacher or administrator induction, mentoring, & retention which may address local need for teachers that can serve all pupil populations
- Standards-aligned instruction & improved literacy
- Re-engagement of pupils & accelerated learning
- Social-emotional learning, trauma-informed practices, & mental health
- School climate that values diverse cultural & ethnic backgrounds
- Inclusive practices
- Effective language acquisition programs for ELLs
- Professional learning networks
- Ethnic studies curricula (grades 7-12)
- Early childhood education
Governor’s Emergency Education Relief (GEER) Funds

CA Allocation: $355M; Expiration: 9-30-22

Allowable Expenditures

• Address learning loss or accelerate progress
• Extend instructional school year
• Additional academic services, intensive instruction, technology, & instructional materials
• Integrated pupil supports: health, counseling, mental health, distance learning, meals, social-emotional learning
• Health & safety concerns
Ideas to Support Educator Diversity with K-12 ESSER I, II, III, EFG & GEER One-Time COVID Relief Funds

- **Continuous, Safe In-Person Learning** (ex. Professional development focused on Diversity & Staff Hiring Practices)
- **Increase Staffing** (i.e. BCLAD certification, GLAD trained, ELD focus)
- Independent Study Programs: Virtual Learning Academies, etc.
- Academic Tutoring
- Support for Special Education, Homeless & Foster Youth
- Multi-Tiered System of Support & Interventions
- Equitable Access to Technology (Laptops, Chromebooks & Internet)
- Meal Service
- Mental Health Support Staff & Social Emotional Curriculum
Classified Pathway

Carl Williams
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California Federation of Teachers (CFT)
Thank You

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