

## Educator Effectiveness Fund Spending Plan

Local Educational Agency		Total Grant Allocation	
OFL- Capistrano, Inc.		\$65,565	
Contact Person		Contact Person Email	
Jessica Boucher		jboucher@ofschools.org	
School Year Grant Began		Grant End Date	
2021-2022		June 30, 2026	
Board Review Date of Plan: 3/28/23		Board Approval Date of Plan: 3/28/23	
		Board Approval Deadline: March 31, 2023	
2021-2022 Programs and Services	Allocated Amount	Description	Rationale (Allowable Use of Funds)
<b>EEF Funds were not spent in the 21-22 School Year</b>			
Total for Year	\$0.00		
2022-2023 Programs and Services	Allocated Amount	Description	Rationale (Allowable Use of Funds)
Learning Forward Conference	\$3,720.55	Learning Forward has supported leaders at all levels to transform their schools into true learning systems, where all educators engage in a measurable and scalable cycle of improvement. High-impact professional services help schools set an attainable vision for an effective and equitable system of professional learning that leads to improved leader, educator, and student outcomes. Learning Forward provides partners with tools to transform professional learning, increase educator capacity, and improve student achievement. The Learning Forward conference provides a professional learning experience that is standards-driven, job-embedded, and focused on improved instruction and better results for all students.	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.
Principal Leadership Conference	\$2,650.00	This conference will provide leadership development, motivational speakers, and networking opportunities with likeminded school leaders who work in the charter school setting. Opportunities to reflect and reconnect will provide the necessary tools for school leaders to return to their school sites ready to lead with passion and purpose.	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.
Coaching Conversation Event	\$1,104.00	This staff teambuilding experience offers space and time for staff to learn and practice strategies to coach students. Staff work in triad teams one as a coach, one as the coachee, and one as the timekeeper. Staff learned specific strategies to use like communication skills such as paraphrasing and pausing to allow the coachee to make their own connections. Staff practice each role with the use of rubrics and templates to help guide conversations. In between each round the coach gives instant feedback on their use of the strategies and how they can grow in such things like active listening or what they did great at, such as giving positive reinforcement. Staff then reflected as a group on what worked naturally and what they struggled on. Staff continue to practice in this role-playing model to help with common conversations they have with students and parents.	Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.
Professional Development through Higher Education Coursework/Programs	\$6,000.00	The school will provide tuition reimbursement for instructional staff to complete the necessary coursework or programs to become credentialed or fully credentialed for their assignment which may include but not limited to addition of an EL authorization, Autism authorization, or core single-subject credential. In addition, tuition reimbursement will be available for administrators to clear their administrative credentials.	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.
Content Specific Professional Development	\$3,000.00	Instructional staff will be able to attend conferences/workshops that support excellent teaching practices with a focus on curriculum content areas for 7-12th grade. These conferences/workshops/trainings will provide opportunities for professional development and offer time to network and share ideas with colleagues and experts in the field of education.	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.
College and Career/Post-Secondary Conferences	\$500.00	Staff will attend conference to get the most updated information regarding financial aid, academic preparation for student success and requirements for college acceptance. Staff will gain resources to help support families and students with life after high school.	Practices and strategies that reengage pupils and lead to accelerated learning.
<b>Total for Year</b>	<b>\$16,974.55</b>		
2023-2024 Programs and Services	Allocated Amount	Description	Rationale (Allowable Use of Funds)
School Climate and Safety Conferences/ Trainings	\$2,500.00	Research has demonstrated that meaningful learning happens when all members of a school community feel safe, respected, valued, cared for, and engaged. The school will enhance its efforts in cultivating a school environment with these attributes by providing professional development and trainings in the areas of school climate and safety.	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.
Social Emotional and Mental Health Professional Development	\$1,500.00	Professional development geared at providing strategies for a balanced work-home life and mental health wellness.	Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.
Content Specific Professional Development	\$10,000.00	Instructional staff will be able to attend conferences/workshops that support excellent teaching practices with a focus on curriculum content areas for 7-12th grade. These conferences/workshops/trainings will provide opportunities for professional development and offer time to network and share ideas with colleagues and experts in the field of education.	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.
Educational Equity and Inclusion Conferences/Trainings	\$2,500.00	Professional development that supports staff in helping all student groups fulfill their highest potential. Additionally, providing space and time for staff to advance the school's equity work while training on more focused topics and address critical needs.	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.
College and Career/Post-Secondary Conferences	\$1,000.00	Staff will attend conference to get the most updated information regarding financial aid, academic preparation for student success and requirements for college acceptance. Staff will gain resources to help support families and students with life after high school.	Practices and strategies that reengage pupils and lead to accelerated learning.

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School Leadership Professional Development	\$5,000.00	School leadership will attend conferences, workshops, and trainings geared at but not limited to building their leadership skills, increasing their knowledge of school reforms and other related topic applicable to their work, and fostering a safe learning environment for teaching & learning. Additionally, these professional development opportunities will provide networking opportunities and the ability to collaborate with other school leaders.	Practices and strategies that reengage pupils and lead to accelerated learning.
<b>Total for Year</b>	<b>\$24,500.00</b>		
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Social Emotional and Mental Health Professional Development	\$1,500.00	Professional development geared at providing strategies for a balanced school-home life and mental health wellness.	Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being
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<b>Total for Year</b>	<b>\$17,000.00</b>		
<b>2025-2026 Programs and Services</b>	<b>Allocated Amount</b>	<b>Description</b>	<b>Rationale (Allowable Use of Funds)</b>
Social Emotional and Mental Health Professional Development	\$1,000.00	Professional development geared at providing strategies for a balanced school-home life and mental health wellness.	Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being
Content Specific Professional Development	\$1,000.00	Instructional staff will be able to attend conferences/workshops that support excellent teaching practices with a focus on curriculum content areas for 7-12th grade. These conferences/workshops/trainings will provide opportunities for professional development and offer time to network and share ideas with colleagues and experts in the field of education.	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.
College and Career/Post-Secondary Conferences	\$500.00	Staff will attend conference to get the most updated information regarding financial aid, academic preparation for student success and requirements for college acceptance. Staff will gain resources to help support families and students with life after high school	Practices and strategies that reengage pupils and lead to accelerated learning.
School Leadership Professional Development	\$4,590.45	School leadership will attend conferences, workshops, and trainings geared at but not limited to building their leadership skills, increasing their knowledge of school reforms and other related topic applicable to their work, and fostering a safe learning environment for teaching & learning. Additionally, these professional development opportunities will provide networking opportunities and the ability to collaborate with other school leaders.	Practices and strategies that reengage pupils and lead to accelerated learning.
<b>Total for Year</b>	<b>\$7,090.45</b>		
<b>Total of Grant</b>	<b>\$65,565.00</b>		