

# ESSER 3.0

## Priority 2: Effective Educators

### Implementation Updates

2022 | May



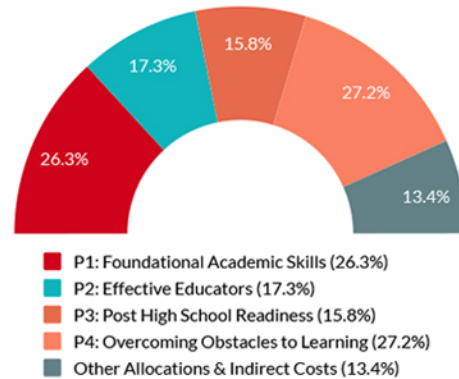
## Budget Breakdown

KCS has used the stakeholder engagement process to define the following investment priorities for ESSER 3.0 Funding:

Total ESSER 3.0 Allocation, \$114M

Percentage of ESSER 3.0 Allocation to Priorities

- Priority 1: Foundational Academic Skills, \$30M
- Priority 2: Effective Educators, \$19.7M
- Priority 3: Post High School Readiness, \$18.0M
- Priority 4: Overcoming Obstacles to Learning, \$31M
- Other Allocations & Indirect Cost, \$15.3M



## Priority 2: Effective Educators Implementation Updates

### Administrator & Teacher-Leader Supports

**Strategy 5A - Instructional Priorities:** Supporting Effective Instructional Practices

- Key Updates**
  - Piloting instructional walkthrough feedback tool at two school sites to maximize support
  - Tailoring professional learning and teacher coaching support at our two pilot schools based on instructional feedback information

**Strategy 5B - New Teacher & Admin. Supports:** Enhance new teacher and new administrator supports

- Key Updates**
  - Schools are engaging in NIET (National Institute for Excellence in Teaching) support and Cognitive Coaching training opportunities for TIGER Teacher Evaluation Model Mentors in order to promote teacher growth and to ensure all teachers provide quality instruction that aligns with district goals and curriculum
  - Planning is complete for a Fall 2022 launch of the Year-long new administrator mentoring program aimed at building capacity and developing a deeper knowledge of instructional leadership in order for school leaders to support teachers and students across the school district

**Strategy 5C - Teacher-leader Supports:** Enhance teacher-leader supports

- Key Updates**
  - Planning complete for a Spring 2023 launch of Cognitive Coaching training for 200 administrators and teacher-leaders, serving as a mediator of thinking for teachers
  - Built capacity in KCS district-level trainers to serve as district-based Cognitive Coaching trainers

### Recruitment & Retention of High Quality Educators

**Strategy 6A - Incentives for hard-to-staff schools:** Create incentives for hard-to-staff schools

- Key Updates**
  - Designed and conducted a needs assessment with the Tennessee Educators of Color Alliance (TECA) on the perceptions of the District's educators of color - specifically identifying what we are doing well and areas in need of improvement
  - Will use TECA findings to create an action plan designed to attract and retain educators of color

**Strategy 6B - Grow-Your-Own Program:** Continue development and expansion of Grow Your Own Program

- Key Updates**
  - Established a "Grow-Your-Own" Program for students in the Knox County Schools at the University of Tennessee's flagship High Schools called the UTK/KCS Youth Educator Program
  - Set to begin offering classes to high school students through the University of Tennessee, Knoxville (UTK), which will provide college credit

**Strategy 6C - Permanent Substitutes:** Create a cadre of permanent substitutes to fill staffing voids

- Key Updates**
  - Permanent Substitute flyer created and distributed throughout the community advertising available positions
  - Permanent Substitute positions will be posted at the end of April 2022 for all schools

**Strategy 6D - Extended Contract:** Add a 216-day teacher contract for all state-designated schools for improvement

- Key Updates**
  - Additional teacher contract time has been added for two new state-designated schools for the upcoming 2022-2023 school year
  - The additional contract time gives teachers an opportunity for additional professional development and growth