

High Quality Instruction Support for Teaching: Professional Development

Plan Overview: FY 2018-19

Budget Managers:

Pasquale Scuderi, Associate Superintendent for Educational Services
Susanne Reed, Coordinator of Professional Development

Program Objectives

In order to support district goals for excellence, equity, engagement and enrichment in all classrooms, professional development for teachers and staff is designed to improve teaching practice and support strategies that improve student outcomes. Teachers on Special Assignment (TSA) and Teacher Leaders with subject area expertise are essential facilitators and contributors toward professional development goals.

PROGRAM SUMMARY

Staffing

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| ● Elementary Literacy Coaches | 2.75 FTE |
| ● K-5 Lead Literacy Coach | 0.60 FTE |
| ● BHS Professional Development Leaders | 4.40 FTE |
| ● K-12 Instructional Technology TSA | 0.50 FTE |
| ● BHS Instructional Technology TSA | 1.00 FTE |
| ● Professional Development Coordinator | 1.00 FTE |

Elementary Literacy Coaches **2.75 FTE**

Each elementary school has had the equivalent of one full-time literacy coach to address the specific literacy needs of its students and staff by providing intervention for students and coaching for teachers. The literacy coaches support teachers in implementing the Columbia University Teachers' College Reading and Writing Project (TCRWP), the District's elementary school English Language Arts program. For 2018-19, the plan is to continue to fund 0.25 FTE for Literacy Coaches at 11 elementary school sites through BSEP Professional Development funds. The remaining FTE is provided through a combination of BSEP Student Support funds, LCAP, and Site funds.

K-5 Lead Literacy Coach **0.60 FTE**

This position facilitates the work of the elementary school literacy coaches, providing training in coaching as well as in effective strategies for teaching literacy skills. In addition to these workshops for site literacy coaches, the position leads professional development for classroom teachers and facilitates the administration of district reading, writing and spelling assessments in grades K-5. For 2018-19, the recommendation is to continue this position at .60 FTE with other resources providing funding for this position at 1.0 FTE.

BHS Professional Development Leaders

4.4 FTE

Berkeley High School will continue to focus its professional development efforts on professional learning communities school-wide, as well as within learning communities and departments. Teacher-led teams from learning communities and the departments participate in this collaborative structure and the presence of this teacher leadership model ensures that a consistent and collaborative focus remains on instruction. While administrators are ultimately responsible for instructional leadership and supervision of teaching and learning, this current teacher leadership structure ensures that relevant and peer-led staff development remains consistent in the face of the many operational, behavioral, and structural challenges that regularly pull administrators away from an instructional focus. *This reflects an increase from 2.0 FTE from 2017-18; the additional 2.4 FTE was previously funded through the General Fund.*

Instructional Technology Teachers (TSA)

1.50 FTE

The K-12 TSA position helps teachers across the district utilize existing web-based tools to support classroom instruction using Google Applications for Education. Much of the district's curricula now include web-based and electronic support materials for teachers, students, and parents. Technology and digital tools can help meet the dual needs of both curriculum content development and sharing, and the collaboration needed in professional development learning. At BHS this position, *previously funded through the General Fund*, supports both the development and expansion of basic or foundational instructional technology use, as well as more advanced support in developing specific lesson plans that are complemented by technology. In addition, the TSAs support classroom instructors with technology-based classroom support functions like polling software, gradebook efficiency, and communication tools.

Coordinator of Professional Development

1.00 FTE

This position ensures that the professional development outlined in this proposal is well-organized and provided as outlined. *This reflects an increase from 0.4 FTE from 2017-18; the additional 0.6 FTE was previously funded through the General Fund.*

Program Expenditures

Teaching Workshops & Consultants

\$90,000

Many of our BUSD teaching staff have participated in Culturally Responsive Teaching workshops and coaching in order to learn strategies which engage our African-American students in learning more effectively. This fund would enable more staff to attend relevant workshops and engage consultants who would work in conjunction with the District staff members leading this initiative in BUSD.

Staff will also use funds to continue to develop the core set of equity-based instructional practices that teachers have been working on over the past two years.

Additionally this fund will continue to support the development of a grades 6 through 12 academic language teaching framework.

These funds will also support staff development in the use of classroom and school-based data systems.

Another area where these funds may be applied is toward the District's developing commitment to a structured literacy program in our elementary schools; a program that requires expanded competency in the areas of explicit phonics instruction, specialized reading instruction, and the ability to screen students for potential dyslexia challenges.

Teacher-Initiated Professional Development **\$50,000**

Research has shown that teacher or peer directed professional development is one of the most effective strategies for improving classroom instruction or professional practice. The Educational Services Division will work with site principals to develop annual professional learning or collaboration goals for this funding. Priority consideration will be given to subject areas or skill areas that have not recently received major allocations for professional learning; specifically, world languages, visual and performing arts, special education, special education instructional assistants, and K-8 mathematics.

K-8 Curriculum Teacher Leaders **\$60,000**

The recommendation is to continue funding an annual stipend for each participating Teacher Leader. The BSEP funding will provide 17 Teacher Leaders for Equity, as well as 4 Teacher Leaders for middle school math, 4 for middle school ELA, and 2 for Next Generation Science Standards.

2018-19 SMART Goals Include:

A. Cultural Competency Goal:

By the end of the 2017-18 school year the BUSD Professional Development Department will provide two Cultural Competency Academies with up to 60 teachers participating.

B. Structured Literacy Training Goal:

By the end of the 2018-19 school year, at least 60 teachers grades K through 8 will receive higher level training in explicit reading instruction. This means a deeper understanding and ability to apply supports in areas like phonics, morphology, sound/symbol recognition, and syntax.

RESOURCE SUMMARY

Budget Summary for Professional Development in 2018-19 BSEP Measure E1, Resource 0741

Expense

Staff	1,122,700
Workshops and Consultants	90,000
Collaboration/Professional Learning Support (TIP)	50,000
Stipends K-8 Curriculum Eacher Leaders	60,000
Reserve for Personnel Variance	35,000
Total Expense	1,357,700

Measure A Funds for Professional Development

In addition to the expenditure of funds from BSEP Measure E1, the remaining fund balance from the BSEP Measure A resource for Professional Development (Resource 0855) is sufficient to provide for these program needs for 2018-19:

Staffing

- DigiTech TSA 0.40 FTE
- Middle School Lead Literacy Coach 0.60 FTE

DigiTech TSA

This position provides professional development workshops and individual coaching for delivery of Digital Citizenship curriculum, maintains and updates the Digital Citizenship curriculum for 3rd-5th grades, Liaisons with the 6th-8th Digital Citizenship curriculum development and coordination, Coordinates BUSD's application to be a Digital Citizenship Certified District, and provides professional development workshops and individual coaching for integration of main instructional technology tools of BUSD such as the G-Suite of tools.

Middle School Lead Literacy Coach

0.60 FTE

The middle school literacy coach will support full implementation of the new middle school ELA curriculum: Inquiry By Design. This position will play a key role in a middle school ELA working group that will design the scope and sequence for ELA to include: Inquiry By Design, Constructing Meaning, Notice and Note, key differentiation strategies and practices, and programming and integration for students with learning disabilities, including dyslexia in Tier One and Tier Two classroom settings. This position coaches new and veteran teachers, coordinate and facilitate professional development for 6-8 ELA teaches. This year with the launch of new curriculum this position to ensure that all staff are fully versed in Inquiry by Design, understand and implement the scope and sequence and address the learning of all students.

**Budget Summary for Professional Development in 2018-19
BSEP Measure A, Resource 0855**

Expense

Staffing	119,400
Indirect Cost	<u>7,080</u>
Total Expense	126,480

Fund Balance

Beginning Fund Balance (Measure A)	209,786
Net Increase/(Decrease)	<u>(126,480)</u>
Ending Fund Balance	83,306