

BERKELEY UNIFIED SCHOOL DISTRICT

TO: Board of Education
FROM: Kathy Fleming, Director of Local Resources and Community Partnerships
Danielle Perez, BSEP Program Specialist
DATE: January 19, 2022
SUBJECT: Election, Diversity and Activity Report for School Site Councils for the 2021-22 School Year

BACKGROUND INFORMATION:

Each year the Board receives a report on the elections and membership of the School Site Councils (SSCs) for all BUSD schools, including the Pre-K Program, the TK-8 schools, Berkeley Technology Academy (BTA), the Independent Study (BIS) Program, and Berkeley High School. This report was reviewed by the BSEP Planning and Oversight Committee on January 11, 2022.

School Site Council members were surveyed online to obtain a picture of the conduct of elections for each site, including candidate outreach, nominations, election mechanisms, and members' racial/ethnic identities.

Candidate outreach and recruitment: Schools solicited parent candidates using digital and paper resources, including:

- Digital and paper flyers with committee information in both Spanish and English;
- Messages encouraging participation, with online nomination forms, via email, e-tree, and other educational communications apps;
- Direct individual recruitment and outreach by the Principal, current, and/or former committee members, and Family Engagement Specialists.

Teacher and staff candidates were solicited by Principals using the following methods:

- Providing a description of the committee and requests for nominations at staff meetings;
- Sending requests for nominations through email messages to staff lists; and
- Through one-on-one conversations with potential candidates.

As has been true in the past, targeted and personal outreach continues to be most effective in recruiting new committee members. In 2021, fewer Principals are in their first or second year of the position than have been in recent years. However, the effects of a year spent in distance learning, in addition to the rules prohibiting parents from being on campus this school year, continued to impact recruitment. Principals reported that they continue to work to forge and/or rebuild individual relationships and connections with families in this year of transition.

Recruitment of staff representatives can be challenging given the demands upon staff members, particularly during the pandemic. Many Principals reported that this was

the hardest year ever to recruit staff members, as the level of staff exhaustion and burnout is at an all-time high.

In an effort to give Principals useful tools in recruitment and election processes, the BSEP Office provided standardized materials in 2021-22, including:

- English/Spanish recruitment flyers describing common BUSD committees, including the SSC;
- Templates for digital nomination and voting forms in English and Spanish; and
- Template vote tally and results record documents.

Sites continue to utilize creative committee and election structures to encourage increased participation in their committees. Overall nine schools held slate elections, up from eight last year and only two the year before that. Further, as of this writing, at least five school committees plan to make decisions by consensus in 2021-22, which allows members regardless of alternate status to participate in discussions until consensus is reached.

Parent/Guardian Voting: Most parent/guardian elections were held using digital ballots this year, which were distributed via direct email messages, as links from e-tree communications, and through notifications using educational apps like Remind. With the return to in-person learning, two sites returned to using paper balloting for community elections. The BSEP Program Specialist was available to assist with counting and recording ballots at sites that requested extra help. Most sites managed all aspects of vote counting independently and reported results back to the BSEP Office using the provided voting record form.

Student representatives are elected to the Berkeley High SSC, in addition to parent/guardian and staff members. At BHS, students were elected through an online ballot distributed to the entire BHS student body.

Staff Voting: Selection of staff SSC members was mainly conducted through online voting, though six schools held a vote during staff meetings (down from seven schools last year). The majority of principals engaged in one-on-one recruitment, and many solicited nominations during staff meetings in combination with reminders in staff newsletters.

District SSC Roster: Attached as Appendix A is a roster of the parents/guardians, students, teachers, principals, and other staff members who have made the commitment to serve on their school's SSC in 2021-22.

SSC Member Diversity: Attached as Appendix B is a chart showing the available ethnic/racial composition of SSC members, as well as a comparison with the district student body. Committee member data was obtained through self-report, and the ethnic/racial categories offered to respondents match the federal and state categories which are used for the student CALPADS data. The results are summarized by grade levels: PreK-5, middle school, and high school (including BTA and BIS).

Overall, 29.4 % of responding committee members identify as white (up from 27.4%

last year, but still lower than the 36.4% of 2019-20). Additionally, 6.7% of committee members identify as Asian, an increase from last year's 3.6%; 8.9% of members identify as Black or African-American, an increase from 4.6% in '20-21; 6.7% identify as Hispanic/Latinx, an increase over 6.1% last year; and 4.4% identify as more than one race/ethnicity, a decrease from last year's 4.6%. A total of 43.9% of committee members did not respond to the member survey, and/or chose not to indicate any race or ethnicity in their responses.

Some SSC members have reported that the use of the ethnic/racial categories is problematic. Respondents have noted that race as a social construct fails to capture what they feel are more accurate identities, and others do not feel their ethnicities fit into the options provided. When asked to describe other identities and perspectives that they or their family hold, respondents provided a variety of additional information. Many respondents indicated representing LGBTQIA+ families, multi-racial families, single-parent families, families with special education needs, families of immigrants, and low-income households.

Principals face an ongoing challenge in recruiting diverse SSC members, because they also must recruit parents for other vital committees that require specific representation. Principals are responsible for recruiting parents of unduplicated students to represent their schools on the LCAP Parent Advisory Committee, while also recruiting parents of English learners for their site English Learner Advisory Committees as well as representatives to the District English Learner Advisory Committee. This makes SSC coordination with the PAC, DELAC, and ELAC essential in ensuring that diverse perspectives in the site decision-making process are included.

Committee Member Education: The district's annual Committee Orientation event was held online via Zoom on October 21, 2021, with an attendance of 120 individuals. District staff were able to increase the offerings of pre-recorded training videos on topics that would usually be covered by in-person workshops. These are posted on BUSD's [committee training page](#), where members of any committee in the district can also access the updated digital [2021-22 Committee Handbook](#). Additionally, this training page contains a recording of the online Orientation event, slides presented therein, and answers to attendee questions posed during the Orientation. Further, the training page features links to specific information for each school and program, including complete 2021-22 School Plans and Budget Summaries, a multi-year funding summary containing student enrollment data and site budgets from the past six years, and exercises to help committee members practice analyzing site historical data and evaluating site-funded budget items.

The Committee Handbook includes:

- Updated "Best Practices," suggested annual calendars, meeting documentation examples, and an updated dictionary of key BUSD acronyms and terms;
- Full K-8 and BHS SSC bylaws;
- Guides summarizing school committees and the various funds they oversee, including descriptions of BSEP, LCAP, and Title I resources;
- New guidelines and examples of the SPSA Evaluation form for SSCs;
- In response to requests from SSC members, guidance about decision-making and deadlines related to site funding of staff salaries; and

- Examples from within BUSD of methods for sharing committee, school plan, and budget information with the broader school community.

SSCs were asked to hold their October meeting in conjunction with the Orientation event. Each principal hosted their own Zoom SSC meeting immediately following the district-wide presentation. Recognizing the challenges of the all-virtual event, principals were asked in advance whether they would want brief visits from BSEP Office staff during these meetings. The BSEP Director and Program Specialist visited four meetings that evening based on principal preference, providing support and answering questions when needed, or introducing themselves and observing the processes of the groups.

Ongoing Support: In 2020-21, with the ever-evolving demands of operating remotely, BSEP staff provided ongoing support remotely for online SSC business, including a significant increase in one-on-one support to principals. In 2021-22, BSEP staff plan to continue this support in partnership with the Director of Programs and Special Projects.

POLICY/CODE:

California Education Code 52852-52855; BUSD School Site Council Bylaws, adopted by the Berkeley Board of Education September 12, 2018; BUSD Berkeley High School Site Council Bylaws, adopted by the Berkeley Board of Education February 19, 2020.

FISCAL IMPACT:

None

STAFF RECOMMENDATION:

Receive this School Site Council Election, Diversity and Activity Report for 2021-22.

| Appendix A | | |
|---|--------------------------------|----------------------------|
| Berkeley Unified School District | | |
| School Site Council Members | | |
| for the 2021-22 School Year | | |
| as of 12/15/21 | | |
| School | Parents | Staff |
| Pre-K Program | Leilani Ison | Maria Carriedo (Principal) |
| | Jesse Schwartz | Josh Reed |
| | Benicia Rush | Bonita Walker |
| | Tiffany Singleton | Joni Miller |
| | Jennifer Dungan-Moseley (Alt.) | |
| Arts Magnet | Brit Toven Lindsey | Rene Molina (Principal) |
| | Milani Pelley | Michele Ferrell |
| | Lidia Gaitan | Karen Ferguson |
| | Melina Landry | Allie McMurdo |
| | Joel Tranter | |
| Cragmont | Nimota Abina | Candyce Cannon (Principal) |
| | Lindsay Jean Nofelt | Kellie McElhaney |
| | Larez Davenport | Sheyla Flores |
| | Jumia Simmons | Jocelyn Foreman |
| Emerson | Karla Crowley Schlags | Jana Holmes (Principal) |
| | Claude Potts | Taylor Totten |
| | Jeffrey Cross | Anna Stuppi |
| | Betsy Hayes | Lily Howell |
| | Christina Edwards | Jeannie Wang |
| | Shawna Matilla (Alt.) | |
| Sue Sharp (Alt.) | | |
| Ruth Acty | Peter Ross | Mary Cazden (Principal) |
| | Carrie Friesen-Meyers | Beth Trevor |
| | Shereen Katrak | Rick Kleine |
| | Elisa Frozena | Lisa Rossi |
| | Nikhila Pai | Celia Flores Delgado |
| | Anne Scheele (Alt.) | |
| John Muir | Peter Butler | Marco Taylor (Principal) |
| | Nicola McClung | Athina Larson |
| | Angelica Macedon-Tisdale | Andres Thomas |
| | Samantha Brown Olivieri | Lily Howell |
| | Michael Wallman | |
| Malcolm X | Jerry Liang | Alex Hunt (Principal) |
| | Gina Morris | Martha Boero |
| | Monica Jones | Kathryn Mapps |
| | Mary Lee Kimber Smith | Linda Morgan |
| | Heather Ball | Jocelyn Foreman |
| | Gina Morris | |

| King Middle School SSC | | |
|--|----------------------------|--------------------------|
| Parents | Staff | |
| Heather Gilbert | Janet Levenson (Principal) | |
| Chetan Kamdar | Christina Freschl | |
| Nicole Chabot | Ember Kelly | |
| Weldon Bradstreet | Jeff Selk | |
| Tom Nishioka | Ron Chung | |
| | Sara Dieli (Alt.) | |
| | | |
| Longfellow Middle School SSC | | |
| Parents | Staff | |
| Laila Shamszad | Paco Furlan (Principal) | |
| Kacy Robinson | Gretchen Montoya | |
| Olivia Lim | Forest Borie | |
| Hans Abramson | Denelle Cyrus | |
| Humberto Reyes | | |
| Erin Holland | | |
| Kristin Snyder | | |
| Maria Frausto | | |
| Cherise Martinez McBride | | |
| Edward Bade | | |
| | | |
| | | |
| Willard Middle School SSC | | |
| Parents | Staff | |
| Rob Grimes | Chris Albeck (Principal) | |
| Sarah Jackson | Rayna Steffl | |
| Natasha Thomas Hawkins | Zabed Monika | |
| Jade H. Thomas | Chloe Smith | |
| Monique Allen | | |
| | | |
| | | |
| Berkeley Technology Academy SSC | | |
| Parents | Students | Staff |
| Jade Burnett | Sarah Burnett | Heidi Weber (Principal) |
| | Tabias Marshall | Ramal Lamar-el |
| | | |
| | | |
| Berkeley Independent Study SSC | | |
| Parents | Students | Staff |
| Tamara Mays | Jasiah Mays | Heidi Weber (Principal) |
| | Anjalayah Mays | Barry Harris |
| | | |
| | | |
| Berkeley High SSC | | |
| Parents | Students | Staff |
| Ari Krakowski | Emma Lynch | Juan Raygoza (Principal) |
| Dana Gerstein | John McAllister | Aaron Glimme |
| Peter Ross | Nikola Simon | Maribel Quiroz |
| Susan Siber (Alt.) | Miles Fleisher (Alt.) | Mary Dougherty |
| Sowmya Swaminathan (Alt.) | Tenzing Chosang (Alt.) | Daniella Maaze |
| | | Shoshana O'Keefe |

Appendix B: School Site Council 2021-22 Member Demographics

| | | | | | |
|---|----------|----------|---|----------|----------|
| 2021-22 preK-5 Committee Member Report* | | | 2021-22 Overall Committee Member Report* | | |
| Race/Ethnicity | Response | Response | Race/Ethnicity | Response | Response |
| American Indian or Alaskan Native | 0.0% | 0 | American Indian or Alaskan Native | 0.0% | 0 |
| Asian | 6.7% | 8 | Asian | 6.7% | 12 |
| Black or African-American | 10.8% | 13 | Black or African-American | 8.9% | 16 |
| Hispanic/Latinx | 7.5% | 9 | Hispanic/Latinx | 6.7% | 12 |
| Native Hawaiian or other Pacific | 0.0% | 0 | Native Hawaiian or other Pacific | 0.0% | 0 |
| White | 27.5% | 33 | White | 29.4% | 53 |
| More than one race/ethnicity | 5.0% | 6 | More than one race/ethnicity | 4.4% | 8 |
| Other or not reported | 42.5% | 51 | Other or not reported | 43.9% | 79 |
| TOTAL | 100.0% | 120 | TOTAL | 100.0% | 180 |
| 2021-22 Middle School Committee Member Report* | | | 2021-22 BUSD Student Demographic Data** | | |
| Race/Ethnicity | Response | Response | Race/Ethnicity | Percent | Count |
| American Indian or Alaskan Native | 0.0% | 0 | American Indian or Alaskan Native | 0.28% | 26 |
| Asian | 8.8% | 3 | Asian | 7.90% | 725 |
| Black or African-American | 8.8% | 3 | Black or African-American | 12.47% | 1144 |
| Hispanic/Latinx | 0.0% | 0 | Hispanic/Latinx | 21.88% | 2008 |
| Native Hawaiian or other Pacific | 0.0% | 0 | Native Hawaiian or other Pacific | 1.02% | 94 |
| White | 38.2% | 13 | White | 41.44% | 3803 |
| More than one race/ethnicity | 5.9% | 2 | More than one race/ethnicity | 14.81% | 1359 |
| Other or not reported | 38.2% | 13 | Other or not reported | 0.20% | 18 |
| TOTAL | 100.0% | 34 | TOTAL | 100.0% | 9177 |
| 2021-22 High School Committee Member Report* | | | *Committee member data is Self Reported **Student data is derived from CALPADS | | |
| Race/Ethnicity | Response | Response | | | |
| American Indian or Alaskan Native | 0.0% | 0 | | | |
| Asian | 3.8% | 1 | | | |
| Black or African-American | 0.0% | 0 | | | |
| Hispanic/Latinx | 11.5% | 3 | | | |
| Native Hawaiian or other Pacific | 0.0% | 0 | | | |
| White | 26.9% | 7 | | | |
| More than one race/ethnicity | 0.0% | 0 | | | |
| Other or not reported | 57.7% | 15 | | | |
| TOTAL | 100.0% | 26 | | | |
| 2021-22 Overall Committee Parent/Student Member Report* | | | 2021-22 Overall Committee Staff Member Report* | | |
| Race/Ethnicity | Response | Response | Race/Ethnicity | Response | Response |
| American Indian or Alaskan Native | 0.0% | 0 | American Indian or Alaskan Native | 0.0% | 0 |
| Asian | 9.0% | 9 | Asian | 3.8% | 3 |
| Black or African-American | 9.0% | 9 | Black or African-American | 8.8% | 7 |
| Hispanic/Latinx | 2.0% | 2 | Hispanic/Latinx | 12.5% | 10 |
| Native Hawaiian or other Pacific | 0.0% | 0 | Native Hawaiian or other Pacific | 0.0% | 0 |
| White | 25.0% | 25 | White | 32.5% | 26 |
| More than one race/ethnicity | 4.0% | 4 | More than one race/ethnicity | 5.0% | 4 |
| Other or not reported | 51.0% | 51 | Other or not reported | 37.5% | 30 |
| TOTAL | 100.0% | 100 | TOTAL | 100.0% | 80 |
| 2021-22 PreK-5 Committee Parent Member Report* | | | 2021-22 PreK-5 Committee Staff Member Report* | | |
| Race/Ethnicity | Response | Response | Race/Ethnicity | Response | Response |
| American Indian or Alaskan Native | 0.0% | 0 | American Indian or Alaskan Native | 0.0% | 0 |
| Asian | 9.4% | 6 | Asian | 3.6% | 2 |
| Black or African-American | 9.4% | 6 | Black or African-American | 12.5% | 7 |
| Hispanic/Latinx | 3.1% | 2 | Hispanic/Latinx | 12.5% | 7 |
| Native Hawaiian or other Pacific | 0.0% | 0 | Native Hawaiian or other Pacific | 0.0% | 0 |
| White | 29.7% | 19 | White | 23.2% | 13 |
| More than one race/ethnicity | 3.1% | 2 | More than one race/ethnicity | 7.1% | 4 |
| Other or not reported | 45.3% | 29 | Other or not reported | 41.1% | 23 |
| TOTAL | 100.0% | 64 | TOTAL | 100.0% | 56 |
| 2021-22 Middle School Committee Parent Member Report* | | | 2021-22 Middle School Committee Staff Member Report* | | |
| Race/Ethnicity | Response | Response | Race/Ethnicity | Response | Response |
| American Indian or Alaskan Native | 0.0% | 0 | American Indian or Alaskan Native | 0.0% | 0 |
| Asian | 10.0% | 2 | Asian | 7.1% | 1 |
| Black or African-American | 15.0% | 3 | Black or African-American | 0.0% | 0 |
| Hispanic/Latinx | 0.0% | 0 | Hispanic/Latinx | 0.0% | 0 |
| Native Hawaiian or other Pacific | 0.0% | 0 | Native Hawaiian or other Pacific | 0.0% | 0 |
| White | 20.0% | 4 | White | 64.3% | 9 |
| More than one race/ethnicity | 10.0% | 2 | More than one race/ethnicity | 0.0% | 0 |
| Other or not reported | 45.0% | 9 | Other or not reported | 28.6% | 4 |
| TOTAL | 100.0% | 20 | TOTAL | 100.0% | 14 |
| 2021-22 High School Committee Parent/Student Member Report* | | | 2021-22 High School Committee Staff Member Report* | | |
| Race/Ethnicity | Response | Response | Race/Ethnicity | Response | Response |
| American Indian or Alaskan Native | 0.0% | 0 | American Indian or Alaskan Native | 0.0% | 0 |
| Asian | 6.3% | 1 | Asian | 0.0% | 0 |
| Black or African-American | 0.0% | 0 | Black or African-American | 0.0% | 0 |
| Hispanic/Latinx | 0.0% | 0 | Hispanic/Latinx | 30.0% | 3 |
| Native Hawaiian or other Pacific | 0.0% | 0 | Native Hawaiian or other Pacific | 0.0% | 0 |
| White | 12.5% | 2 | White | 40.0% | 4 |
| More than one race/ethnicity | 0.0% | 0 | More than one race/ethnicity | 0.0% | 0 |
| Other or not reported | 81.3% | 13 | Other or not reported | 30.0% | 3 |
| TOTAL | 100.0% | 16 | TOTAL | 100.0% | 10 |