

**BSEP PLANNING & OVERSIGHT COMMITTEE MINUTES**

**May 8, 2018**

BUSD Offices –Technology Room 126

2020 Bonar Street, Berkeley, CA 94702

**P&O Committee Members Present:**

Nicole Chabot, *Arts Magnet (Co)*  
Liz Fox, *Cragmont*  
Dawn Paxson, *Emerson*  
Jesse Schwartzberg, *John Muir*  
Lucero Lupercio, *LeConte (Co)*  
Jane Tunks Demel, *Malcolm X*  
Weldon Bradstreet, *Rosa Parks*  
Stephen Murphy, *Thousand Oaks (Co)*

Stephanie Upp, *Washington*  
Terry Pastika, *King*  
Rita Gaber, *Willard*  
Aaron Glimme, *Berkeley High*  
Josh Irwin, *Berkeley High*  
Shauna Rabinowitz, *Berkeley High*  
Bruce Simon, *Berkeley High (co-Chair)*

**P&O Committee Members Absent\*:**

Carla Bryant, *Oxford (Alt)*  
John Eknoian, *Oxford*  
Jennifer Sitkin Morgan, *Willard*

Sean Poremba, *Longfellow*  
Angela Gallegos-Castillo, *Longfellow*

*\*Alternates and co-reps are not marked absent if another rep is present. Currently there is not representation from the stand-alone T-K, Pre-K, BIS or BTA.*

**Visitors, School Board Directors, Union Reps, and Guests:**

Donald Evans, *Superintendent of Schools*  
Lea Baechler-Brabo, *Communications Consultant*

**BSEP Staff:**

Natasha Beery, *Director, BSEP and Community Relations*  
Danielle Perez, *BSEP Program Specialist*

**1. Call to Order, Introductions & Site Reports**

At 7:16 pm, Chairperson Bruce Simon called the meeting to order by welcoming attendees. Introductions and site reports were given by each member. Rep. Glimme shared that the BHS SSC committee approved the BSEP Committee plan and budget this evening. Rep. Lupercio updated that the LeConte advocacy for a bilingual sub was successful, and the details are now being worked out. The LeConte advisory committee has also narrowed down to three new school name possibilities that will be announced Friday. Rep. Fox shared that the Cragmont SGC will review and approve its plan at the upcoming meeting Thursday. She has been exploring safety and prevention issues, specifically the “Sandy Hook Promise” program that offers teacher trainings. She noted that safety is not a school-specific problem but district-wide, and she looks forward to working on it next year. Rep. Tunks-Demel said the Malcolm X SGC discussed possible uses of carryover funds. Rep. Paxson shared that the Emerson SGC approved its budget, with most of the funds going towards an ELD teacher. She also attends PTA meetings at this time of year to see how it fills in monies for PE, Art, etc. in combination with BSEP and district funds to make a full budget. Rep. Chabot shared that the BAM SGC approved a safety plan and continued discussions around the decision to invest in a half-time math coach last year. They discussed how to measure success to evaluate what the second year would look like. Because this purpose dips a lot into the SGC budget, they are looking to the PTA to fund things like counseling hours. Rep. Bradstreet shared that his site, Rosa Parks, had their last meeting for the year the previous night and that the PTA funded an extra \$20k in asks, mainly for after-school programming. The majority of the meeting centered around what will happen when the Counseling-Enriched Program moves to Rosa Parks from Cragmont at the beginning of next year. He noted that Principal Furlan did a great job leading the discussion and giving information. Rep. Schwartzberg shared that John Muir passed their budget earlier that evening. Rep. Pastika shared that King MS passed their budget.

**2. Establish the Quorum & Approve Agenda**

The quorum was established with 12 committee members present. Chair Simon asked for a motion to approve the agenda with proposed amendments.

Bradstreet moved to approve the amended agenda; Glimme seconded. The agenda was approved unanimously.

**3. Chairperson’s Comments**

*Bruce Simon, Chair Planning and Oversight Committee*

Chair Simon shared that he and previous Co-chair Danielle Perez found mutual interest in supporting the Oakland A’s, and would like to organize a P&O group outing to attend a baseball game before the end of the year. Any interested P&O members should contact Danielle for more information. He also offered to speak with and answer any questions from committee members who are considering taking on the co-Chair role for the P&O, as he and BSEP staff are actively recruiting for new leadership.

**4. BSEP Director’s Comments**

*Natasha Beery, Director BSEP & Community Relations*

Director Beery shared that the meeting will be relatively light with only one plan to review, a presentation by Lea Baechler-Brabo around communication in the district, and a discussion led by Perez around SGC planning looking ahead to next year's training. The next Board meeting will probably have all the remaining BSEP plans on consent and will focus on the LeConte renaming presentation. Along with the LeConte renaming, in her role as Director of Community Relations, Beery has also been working on revising Board policies and district protocols protecting undocumented students and families. She is also working on moving the SGC bylaws forward and will also talk with the PTA council next Monday about a variety of issues.

**5. Superintendent's Report**

*Dr. Donald Evans, Superintendent of Schools*

Dr. Evans shared that the district is in the process of hiring a Special Ed Director, Facilities Director, and a Title IX Coordinator for the district. It has been a bit of a struggle to find really good candidates for these positions, but he is hopeful the district will be successful in doing so. The next Board meeting tomorrow night will have an LCAP summary, an update on Special Ed, and discussion on the Governor's May Revise.

**7. Approval of Minutes**

Chair Simon asked members to review the minutes from the April 24 meeting and suggest any corrections or changes.

Rep. Paxson moved to approve the minutes from the April 24 meeting; Rep. Pastika seconded. The minutes were approved unanimously.

**8. Public Comment**

Chair Simon wanted to share a less-discussed corner of BUSD; his son is participating in the BHS Club Mountain Bike Team, a national movement founded by a BUSD teacher 20 years ago, which now has 80 athletes at the high school. He wanted the Committee to know what a really wonderful experience it is. Behind the gentleman who comes to Board meetings speaking aggressively about mountain biking, are students showing grit and support for one another. One athlete, he recounted, managed to finish third in her race despite a broken chain and crash, ultimately carrying her bike at a run over the finish line. Another athlete got two flat tires during the final race, knew he couldn't win the race, but chose to ride along a slower athlete and provide positive company and support. He wanted to share how positive the group of athletes is and that the group deserves recognition.

**9. Recommendation for BSEP Funds in FY 18-19: Communication, Translation, and Community Engagement**

*Natasha Beery, Director of BSEP and Community Relations*

Ms. Beery provided the following handouts:

- *Recommendation for Expenditure of BSEP Funds for Communications, Translation, and Community Engagement in FY 2018-19*

Director Beery introduced the budget as the one that does not directly involve Ed Services and is managed by herself and Dr. Evans. She explained the funding as coming from 2% of annual BSEP revenue allocations. The main change from her previous presentations comes in response to a concern raised by the P&O at the last meeting and also in previous years, that the PIO position handles compliance tasks and public records requests mandatory to the district, but yet is fully BSEP-funded. Director Beery met with the PIO and the Translator to gather the work breakdown for each for district compliance tasks such as IEP translations or public records requests. She proposed a re-alignment of the funding of the PIO and translator positions to better reflect this work, so that the PIO position would no longer be fully BSEP funded - instead the GF would pick up 15% of the cost, whereas the translator position would see an increased proportion of BSEP funding, a net change that will not make much of a difference financially (perhaps \$2,000 more to the GF).

As with other departments, most of the budget goes toward staffing (including ever-increasing benefits costs). There are some contracted services for website work and for interpretation, printing and mailing costs for the annual report, cell phone and professional development costs. The proposed budget will not be spending more than its allocation, Director Beery proposes using the fund balance legacy from Measure A for special projects to address needs that have been on the back burner for some time. There are some projects that are still evolving, and if there are any major revisions to these estimates, they will be brought back to the P&O. The suggested projects include a family resource guide and making the parent-student handbook friendlier, website improvements, and district-wide events and community workshops.

Ms. Baechler-Brabo introduced some ideas behind the workshop project, one being to identify best practices in teaching and doing so with an equity lens. The goal is to engage the community – inform it of the thinking behind recent changes as well as help members participate in the conversations. The goal is to meet the needs of parent/guardians and reach out at many different levels. There are opportunities for the OFEE to do more focused work to serve the target families. More work could also be done with the afterschool program providers. She will also brainstorm with the group around improvements to the A-plus News.

There was discussion around a Community Engagement Speaker Series that aligns with the 2020 vision and brings to light for the community some of the goals – reading by 3<sup>rd</sup> grade, 8<sup>th</sup> grade math proficiency, kindergarten readiness, college and career preparation. The idea is to go to various workgroups within the District and City, partners, and UC to discuss these topics and then have a speaker series to bring parents into this process and conversation. Ms. Baechler-Brabo asked for thoughts or topics around the 2020 Vision (which calls for equity in academic outcomes regardless of race), and what it might look like when we engage families. She suggested to break out suggestions by K-5, 6-8, and 9-12.

The following thoughts and suggestions were offered by committee members:

- It would be beneficial at the K-5 level to have parenting coaches to help parents see transitions and how to support students as learners instead of doing things for them.
- It would be helpful to get information on how technology affects brain development. We know our kids are on the computer at school, and mostly we balance that with a battle to keep them off it at home. Desire to look at the issue more deeply, note links between technology and ADD symptoms, the question of how it affects social development.
- In response to hearing that other districts provide the same technology education to students, parents, and staff, members liked the idea of building a common language around the issue and the recognition of technology as a social avenue.
- Having a Toolbox presentation for parents at the K-5 level.
- Providing parent training around reading and understanding the report card format and criteria, and particular support for non-english speaking parents.
- Discussions around math anxiety, which starts at a young age and is often reinforced by parents' own anxieties. Look into work being done to give parents tools to be less frustrated and anxious when helping their kids.
- A desire to address the lack of materials for parents to reference when trying to help students with work, particularly Common Core math, for which textbooks do not exist. Parents can only access materials online meant for teachers' use, which is also an equity issue. Also acknowledge that this situation is due to a pedagogy choice.
- Reference that collective achievement can also assist individual students to excel, "rising tides raise all ships." Recognize different types of intelligence (including in students with IEPs who may not be at grade level), reevaluate how we quantify success in schools, highlight benefit of diversity. All could help ease parents' anxieties.
- Teaching parents how teenagers are communicating via internet and social media, recognizing appropriate and inappropriate methods of communication and recognizing when power and control become mechanisms and oppressive.
- Kinder parent education in particular around TWI program, where 50% of the students are learning a completely new language.
- To have a true community conversation, the district also needs to talk about how grades and report cards are being used and how that affects how students are doing. Need to have a dialogue with the district.
- A desire to know what the current district topics around equity are, what is out there to serve all kids and what does the district want to try? How is the district addressing learning differences, social-emotional development, mental health, identifying students in need of extra support?
- Would like to see information around trauma and trauma-informed care.
- How can the district provide differentiation, particularly around GATE?
- A desire for the district to collect and share more cohort data that tracks groups of students between grades and from one school to another, looking for sustained improvement and evaluating actual results.
- If it seems like we won't reach the 2020 Vision goals, it may be time to talk about where the community goes from there.

Ms. Baechler-Brabo asked for input on the A+ news.

- The information included is good, but would benefit from more graphs and visuals; information presented visually is easier to remember.
- There is a need for further cultural competency for translation within the district, could benefit from being proof-read by multiple people.
- It would be nice to hear about positive aspects of district programs and groups that the general public may not hear about often, such as the mountain bike team referenced earlier in the meeting. Hearing about “hidden gems” of the district, to look forward to.

Chair Simon brought everyone’s attention back to the Communications and Community Engagement plan in front of the group, and asked if there were more questions about it for Natasha before a vote. There were none.

Rep. Glimme moved to approve the plan for Communication, Translation, and Community Engagement; Bradstreet seconded. The plan was approved unanimously.

#### **10. Discussion: Site Plans, SSC Processes, Outreach**

*Natasha Beery, Director of BSEP and Community Relations and Danielle Perez, BSEP Program Specialist*

The Committee held a roundtable discussion about the SSC and site plan process, with recommendations for changes based upon their experiences. The members also provided suggestions for community outreach and methods to boost participation. Some thoughts and suggestions from members included:

- Praise for the January workshop, and desire to see more topics for deeper understanding.
- A desire for more best practices sharing, to reduce feeling that there is very little input from committee members, or “rubber stamping.”
- Checking up on standards of practice, particularly around the timing, frequency, and publicizing of SSC meetings.
- Concern about the power imbalance that comes from staff on committees inherently having more knowledge about school site and district practices than parent members.
- Looking for specific training to tasks that must be completed by the committees, creating resources to integrate into that training. Also incorporating more visuals and explaining how types of data and other sources are brought into the discussions and decision making.
- The need to clarify the process and timeline around when in the year certain decisions have to be made, for example around changing funding for staff and when staff must be notified of changes for the coming year.
- The question of how parent members are being educated, figuring out what information parents need to engage in a substantive conversation.
- The need to keep in mind the lowest common denominator, how to communicate around levels of power and how much impact it can have to do so.
- Possibly having different sites present on processes that yielded different results.
- The desire for a really concise, bullet-pointed or otherwise visually-focused handout clearly explaining exactly what the SSCs are responsible for.

- Concerns in the shift of power dynamics, particularly since the shift of SSCs not having control over the family survey process; as well as concern about the survey only being electronically available. A question of whether it would be possible to get template questions from BREAs staff for sites to create their own surveys.
- A request for recruitment flyers that can be used at the upcoming elementary school open house events, to recruit new SSC members for 2018-19.

**11. For the Good of the Order**

No items.

**12. Adjournment**

The meeting was adjourned at 9:13 pm.