

BSEP PLANNING & OVERSIGHT COMMITTEE MINUTES
April 13, 2021

P&O Committee Members Present

Jerry Liang, *Pre-K Program*
Nimota Abina, *Cragmont (co-Rep)*
Jonathan Weissglass, *Emerson*
Nikhila Pai, *Ruth Acty (co-Rep)*
Heather Ball, *Malcolm X*
Weldon Bradstreet, *Rosa Parks*
Justin Randall, *Sylvia Mendez*
Heather Flett, *Washington*
Chetan Kamdar, *King Middle School*

Olivia Lim, *Longfellow Middle School*
Kate Jordan, *Willard Middle School*
Sarah Cline, *Berkeley High*
Aaron Glimme, *Berkeley High*
Esfandiar Imani, *Berkeley High (Alt)*
Josh Irwin, *Berkeley High*
Terry Pastika, *Berkeley High (Alt)*
Shauna Rabinowitz, *Berkeley High*

P&O Committee Members Absent*:

Nicole Chabot, *Berkeley Arts Magnet*
Vanessa Garza, *John Muir*
Carla Bryant, *Oxford*

Prashant Jawalikar, *King Middle School*
Martin de Mucha Flores, *Independent Study*

**Alternates and co-reps are not marked absent if another rep is present. Currently there is no representation from BTA or Thousand Oaks Elementary, and only one representative each from Longfellow and Willard Middle Schools.*

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

Laura Babitt, *School Board Director*

BUSD Staff:

Brent Stephens, *Superintendent of Schools*
Natasha Beery, *Director of BSEP and Communications*
Max Eissler, *Director of Technology*
Pete Gidlund, *Visual and Performing Arts Supervisor*
Jessica Lee, *District Library Coordinator*
Thom Reinhardt, *BREA Coordinator*
Danielle Perez, *BSEP Program Specialist*

1. Call to Order and Roll Call

The meeting was held online via Zoom. At 6:35 p.m. Chairperson Bradstreet called the meeting to order.

2. Establish the Quorum/Approve the Agenda

The quorum was established with 15 voting members present.

Chair Bradstreet asked for a motion to approve the revised agenda. Rep. Irwin moved to approve the agenda, Rep. Weissglass seconded; the agenda was approved by unanimous consent.

3. Chairperson's Comments

Weldon Bradstreet

Chair Bradstreet welcomed everyone back from Spring Break. He explained that co-Chair Chabot was unable to attend this evening.

4. BSEP Director's Comments

Natasha Beery, Director of BSEP & Community Relations

Director Beery expressed appreciation for everyone attending on the Tuesday after Spring Break, particularly because this agenda contains so many action items that require a quorum for plans to be approved in time to be presented to the Board the following Wednesday. This evening will focus on any changes from previous plan drafts, on multi-year projections for High Quality Instruction (HQI), and discussion of overall sustainability of BSEP budgets for all plans under consideration. She reminded the committee that the P&O is advisory to the School Board, who take P&O considerations very seriously; however in a moment like this when much of the district's budget is still in flux, the Board may choose to revise some plans due to interlocking decisions between BSEP, LCAP, the General Fund, and COVID funds.

5. Superintendent's Report

Dr. Brent Stephens, Superintendent of Schools

Dr. Stephens thanked the committee members for their ongoing presence and guidance. He shared that the last two weeks have been momentous, welcoming thousands of students back to school. For staff, teachers, and parents it has been a restoring experience to see people back in the context of school, and children back on campuses. He recognized that we would not be here if not for the patience, generosity and compassion of our community and the hard work of staff, teachers, and principals. He encouraged everyone to think of this time as a two-month step into the full reopening that we plan for in August.

6. Approval of Minutes

March 23, 2021

Rep. Imani moved to approve the March 23, 2021 Draft Minutes, Rep. Kamdar seconded; the minutes were approved by unanimous consent.

7. Public Comment

There was no public comment.

8. BUSD 2021-22 Budget Overview

Dr. Brent Stephens, Superintendent of Schools

Dr. Stephens presented a truncated version of the slides that he will bring to the School Board the following evening. These provide background context updates on the broader BUSD budget, and attempt to summarize the many moving parts of the coming fiscal year. The information includes an interesting mix of reasons to be both optimistic and cautious. He explained that decisions for BSEP budgets are made in the context of this broader district situation. Generally speaking, looking ahead there is lots of capacity for one-time investments and very little capacity for ongoing new investments. See slides for details.

Rep. Pastika asked at what points in the year student enrollment is counted for its impact on the district's fiscal situation. She also asked if the upcoming reopening of labor negotiations could change the conditions for school reopening in the Fall. Dr. Stephens answered that the district goes through multiple rounds of enrollment counting, through the close of the school year and through summer, increasing the overall count of participating families at each point. Regarding negotiations, for the last 15 months negotiations has become synonymous with school reopening issues, but in May the work to be done will be back to bread and butter tasks like reviewing existing articles and negotiating compensation. This process should not impact reopening plans. The Board has made it clear that they are not intending to refresh MOUs from the pandemic, but will fall back to pre-pandemic agreements. He hopes to use the month of May to come to agreements that where possible, then focus on the start of the 2021-22 school year and pick the labor negotiation process up again next year.

Rep. Imani asked about the factors contributing to the totals shown in the '21-22 budget scorecard slide. Dr. Stephens clarified that not all of the factors leading to the totals shown are reflected in this slide. The totals take into account two years of budget situations from '20-21 and '21-22, and show how the district is paying for enrollment declines across two fiscal years.

Rep. Irwin asked about the decrease in student population, whether it is expected to persist after the pandemic, and how that impacts the approach to drafting the next BSEP measure. Dr. Stephens replied that in the enrollment decline we see two very different things happening: one part is attributable to pandemic, in which we like many many other districts have experienced a decline through last school year into the current year. These students we expect to come back at a normal rate or close to it. Separately, the unduplicated student count [low income, English Learner, foster youth] has been in decline in Berkeley for the past 10 years, a result of gentrification within Berkeley. In this, the district needs to continue to make a robust effort to make sure that displaced families still feel at home here, despite our inability to influence the larger societal pressures forcing them to leave the city. Rep. Irwin observed that the numbers seem to show that when these students leave the district, they aren't being replaced at the same rate even with other students. He asked if there are families in Oakland or Richmond who could be allowed to attend BUSD schools, both relieving pressure on their home districts and helping to maintain BUSD's populations. Dr. Stephens explained that it is under the School Board's purview to establish interdistrict transfer policy, and to decide how to advertise "open" spaces.

9. Recommendation for BSEP Funds in FY 2021-22: High Quality Instruction: Professional Development, Program Evaluation, Classroom Support and Expanded Course Offerings; HQI Budget Trajectory

Natasha Beery, Director of BSEP & Community Relations; Dr. Brent Stephens, Superintendent of Schools

Director Beery presented the revised [2021-22 Professional Development Annual Plan](#). She explained that there is one new change to this document from the version that was emailed out to the committee late last week. There has been an exchange of the proposed Gender and Equity TSA position with an Ethnic Studies TSA position. The overall costs of this budget are contextualized in the HQI multi-year scenarios presented later in the meeting.

Director Beery presented the [2021-22 Program Evaluation Annual Plan](#). She highlighted the possible changes to this budget for the coming year. See document for details.

Director Beery presented the [2021-22 Expanded Course Offerings and Classroom Support Annual Plan](#). Rep. Randall asked for clarification about which campuses house Two Way Immersion (TWI) programs. Director Beery explained that in addition to TWI programs at Sylvia Mendez and Longfellow, Thousand Oaks used to have a bilingual program, and though it's been phased out in stages the district still supports a significant cohort at that campus. Rep. Randall asked which grades are being served at Sylvia Mendez and Thousand Oaks. Director Beery responded that the intention of this funding of .2 FTE at each site is to support grades 4-5 at both schools. She also mentioned that there is .6 FTE for Mendez specifically to support its global TWI program. Rep. Randall added that requests from the Sylvia Mendez community for more support for their TWI program and students are coming.

Rep. Irwin asked, regarding the proposed BREA [Research, Evaluation, and Assessment] reorganization, what circumstances prompted the district to pursue this, and if these changes would impact what BREA does or is able to do for BSEP-funded programs. Dr. Stephens answered that BREA has been through several historical phases, and right now is quite small in a rebuilding phase. This is also true of the district's ability to leverage data both in schools and for program evaluation. Every committee in the district is hungry for program evaluation work, and this change would increase available skilled staff commensurate to the work we want done for sites and to achieve program evaluation. He added that data-based Professional Learning Communities are a powerful practice, and we also want to think about use of observational data, like light-touch observational rubrics. There are promising practices that lots of districts have used to leverage growth that we would like to emulate in BUSD with a more robust program.

Rep. Liang expressed concern about the metrics included in the Plans, asking for more details about how the programs are impacting students or what has been accomplished by this funding in the current year, observing that the information included is very general, and it is hard to approve large budgets when it's unclear if the programs have made an impact on students. Director Beery responded that the committee tends to talk about impact more in the reporting phase, rather than in this planning phase. Reporting focuses on whether the plans were implemented as presented and what was accomplished in the previous year. She added that for new investments, that data may not be available yet at the time that the Plans are presented. Dr. Stephens referred back to the general appetite for use of program evaluation data across all BUSD committees, and this investment in BREA and a classified analyst will help us identify those metrics and evaluate them. Rep. Liang presented the Dean of Attendance position at BHS as an example, asking if there is any data showing an improvement in attendance rates. With so many positions being funded, it would be helpful to see how many students access these programs. Director Beery noted that sometimes BSEP simply takes on a position because it has funding available and applicable to the need; The Dean of Attendance had been funded by BHS, and when budget reductions were necessary in other budgets, the cost was shifted into BSEP where there were more resources available and because the measure language specifically allows expenditures of this type. Program and Budget Managers are trying to measure what we can and contextualize what we can, along with all the moving pieces that the P&O does not see because it falls outside of this committee's purview.

Rep. Pastika appreciated the additions to the Plan templates, making some aspects more clear. On a general level, she pointed out that the committee has been concerned for quite some time along this theme of metrics and accountability. Including the section on data and outcomes in the Plan templates is a first step, and now we need to get to where the information around data and metrics is made more substantial. Given the funding shortfalls and possible upcoming enrollment cliff, we should be able to come up with general metrics to assess if these programs are effective. She asked, as the BREA office is being reenvisioned, if there is a district that we could emulate rather than building our program from the ground up. Dr. Stephens answered that Oakland has a great data department, as does San Francisco, which incorporate continuous staff development in their work. We do have counterparts that can show us directions, from which to build a Berkeley version. Director Beery added that an ongoing challenge will be how to do that in Berkeley when we are a third or a fifth of the size of those districts we wish we could emulate. She recognized that all district leaders need to be accountable to what is said in these Plans, so that we can report back on those outcomes in the reporting phase.

Rep. Imani supported the concerns and requests of Reps. Liang and Pastika, agreeing that it would be nice to have more detailed information for planning and decision-making.

Director Beery presented the [2021-22 High Quality Instruction Cover Memo](#). She explained that the current budgets represent deficit spending, which isn't advisable for ongoing expenses. As noted in meetings earlier this year, the district should not be going back to taxpayers asking for an increase in rates at the next BSEP renewal. Our last BSEP measure had a significant rate increase, and the district has also since added on the BERRA measure to support teacher and staff pay. The net expense to our taxpayers is quite large, and we should probably not request to increase again. To address this concern, she created two multi-year projection scenarios to be reviewed by the committee. These have differing possible scenarios for Cost of Living Adjustments (COLAs). See [HQI Scenario A](#) document and [HQI Scenario B](#) document. She explained that we do in fact need to end with our current measure with a fund balance, not only because we don't want to run out of funds before this measure ends, but because we also need to start the 2024 measure with the required 3% reserve set aside for economic uncertainty.

Rep. Kamdar noted that it will become critical to know how we evaluate the programs, if we're anticipating cuts in the coming years. Director Beery agreed, and explained that she has also talked to the BSEP managers to make sure that any expenses added this year when budgets are robust are items that they are ready to let go of again in two or three years. Staffing is the hardest expenditure to reduce once instated, but there are ways to bring on temporary teachers on special assignment (TSA) positions to help build out a program in a short-term capacity. The committee will see an example of another one-time expense in the VAPA budget later in this meeting.

Rep. Pastika appreciated having the multi-year projections as had been requested, and Director Beery expressed appreciation that the P&O takes its oversight responsibilities so seriously.

Chair Bradstreet asked for a motion to approve the 2021-22 Professional Development, Program Evaluation, Expanded Course Offerings, and Classroom Support Annual Plans. Rep. Jordan moved to approve the above budgets, Rep. Kamdar seconded; the Plans were approved with one objection.

10. Recommendation for BSEP Funds in FY 2021-22: Student Support: Student Achievement Strategies and Counseling

Natasha Beery, Director of BSEP & Community Relations; Dr. Brent Stephens, Superintendent of Schools

Director Beery presented the [2021-22 Student Achievement Strategies Annual Plan](#). She reviewed changes from the last draft presented to the committee. She noted that the Puente program will run at Longfellow and BHS. This budget does have its own allocation within the broader BSEP budget, so the fund balance is shown in the budget section of this Plan. We do see some deficit spending but only from short-term expenses. See document for details.

Director Beery presented the [2021-22 Counseling Annual Plan](#). This program has more substantial deficit spending from increased costs, and it's noted that this will not be sustainable unless staffing is reduced. As it stands, the staffing for counseling is rounded out with other site funds at the middle schools. It will likely be necessary to do some shuffling within BSEP, and allocate a bit less to the Student Achievement budget and a bit more to Counseling, which then would prompt a cut to something in Student Achievement. This is a decision that Ed Services will need to take a hard look at, to determine how to support these programs with the available BSEP funds.

Rep. Rabinowitz asked for more details about the proposed addition of African American Studies FTE at BHS. Particularly because there is also a request for additional funding from BHS site funds to increase positions in that department at this same moment. Dr. Stephens explained that in most departments at BHS, teacher leaders receive release time for leadership duties and course development, but the African American Studies department doesn't have comparable release time. This additional funding provides .2 FTE each to two teachers, to allow release time for this work. He is working directly with Principal Raygoza on this proposal to grow the department.

Rep. Lim asked for a high-level overview of the PUENTE program: for example will this budget fund class time, after school work, staffing, is it one-time or ongoing, etc. Dr. Stephens answered that the program has been around for quite a while and is derived from higher ed settings, Berkeley City College has this program. It is designed to target Latinx students from a variety of profiles, and consists of 2 components; the first is a PUENTE-specific English Language Arts (ELA) class that brings teachers to the Cal campus for training in the PUENTE model. It then provides FTE for PUENTE ELA courses to be taught by these teachers. The program trains counselors as well, to grow a college-going culture in the classes and in cohorts of students. He currently envisions single cohorts at grade 6 and 9, each meant to grow in size over time. The program is intended to specifically target Latinx students, drawing on an affinity-based design to inspire students to aspire to and achieve college. At Longfellow this should be available both to TWI students and those in General Ed. Principal Furlan has not yet designated the section, but we're setting aside enough for two ELA sections at Longfellow and BHS, and are also setting aside funds for counselor training.

Rep. Lim asked how new programs are handled procedurally, in light of Longfellow's discussion of a 7-period day. Director Beery answered that for BSEP programs, revisions can be brought by the program managers to the relevant oversight groups. BSEP plans come to P&O and LCAP plans to the PAC, each to recommend the plans or not to the Board. At some point there may be

revisions at the Board level, as all these come together, for example last year some BSEP pieces were put on hold. Or, later in the year a change may be proposed, and if it's for a BSEP-funded program and it's small it's practice to inform the P&O committee, if it's a larger change then a revised Plan is brought to the P&O for a vote of recommendation.

Rep. Pastika commented that it can be confusing to read about proposed funding elements in district-wide BSEP Plans and attempt to cross reference them against proposals for funding at individual SSCs. It seems there may be overlap between district-wide and site funds. Rep. Glimme noted that his experience is that this happens all over the district. There are a lot of problems that need attacks from many directions, site efforts in conjunction with district-level efforts. We see this at elementary, middle and high school levels, with many programs addressing the same needs; they're not taking away from each other but are working together to be supportive of student needs.

Chair Bradstreet asked for a motion to approve the Student Achievement and Counseling Annual Plans. Rep. Kamdar moved to approve the above budgets, Rep. Glimme seconded; the Plans were approved unanimously.

11. Recommendation for BSEP Funds in FY 2021-22: Essentials For Excellence: Libraries, Music/VAPA, Instructional Technology

Jessica Lee, Libraries Coordinator; Pete Gidlund, Visual and Performing Arts Supervisor; Max Eissler, Director of Technology

Mr. Gidlund presented the [2021-22 BSEP Music and Visual and Performing Arts Plan](#). There have been no changes to this plan from its last draft.

Ms. Lee presented the [2021-22 BSEP Libraries Plan](#). There have been no changes to this plan from its last draft. In response to Randall's earlier question, Ms. Lee shared that there are 24,965 books currently checked out from BUSD libraries, not counting the many electronic resources like ebooks and audiobooks, that are also being utilized by students through the school libraries. Rep. Rabinowitz asked for clarification on the library position at BHS, one page says 1.0 and another says .8 FTE. Ms. Lee explained that this position is currently .8 at BHS only, and the proposal is to expand that same position next year to work 1.0, adding support for BIS and BTA utilizing a newly renovated space on that campus from which to distribute materials and books to students at that site.

Director Beery presented the [2021-22 BSEP Instructional Technology Plan](#). She highlighted changes from the previous draft.

Chair Bradstreet asked for a motion to approve the VAPA, Libraries, and Technology Annual Plans. Rep. Jordan moved to approve the above plans, Rep. Rabinowitz seconded; the Plans were approved unanimously.

12. For the Good of the Order

Rep. Pastika, for the coming School Board meeting, provided a brief overview of the summary she would present to the Board of the P&O's items of discussion and related questions. The

summary overview was approved by unanimous consent.

Director Babitt thanked Rep. Pastika for providing the P&O updates at Board meetings, she appreciates the time and thorough reporting.

Rep. Lim, providing feedback on the new Annual Plan template, observed that the data sections for various departments contain descriptions of what could be measured, but isn't actually data itself. She wondered how the committee should assess student impact without data there. Director Beery explained that, after this first year with this format, the expectation is that we will see the through-lines moving forward from these Plans to the reports in the coming Fall, and into the next Plans where we can flesh out these touchpoints. We don't have the capacity to do that retrospectively, in part because we are still working on agreement about what should be evaluated. We also don't have current capacity in BREA, as mentioned in the reorganization proposed for the coming year, which will hopefully be addressed moving forward. This committee is helping us to build toward that outcome in the Plans, helping us identify what components we want to track and consistently report on moving forward.

13. Adjournment

The meeting was adjourned by acclamation at 8:39 p.m.