



HQI: Professional Development



Annual Report FY 2020-21

Adelita Martinez, Coordinator of Professional Development

Professional Development

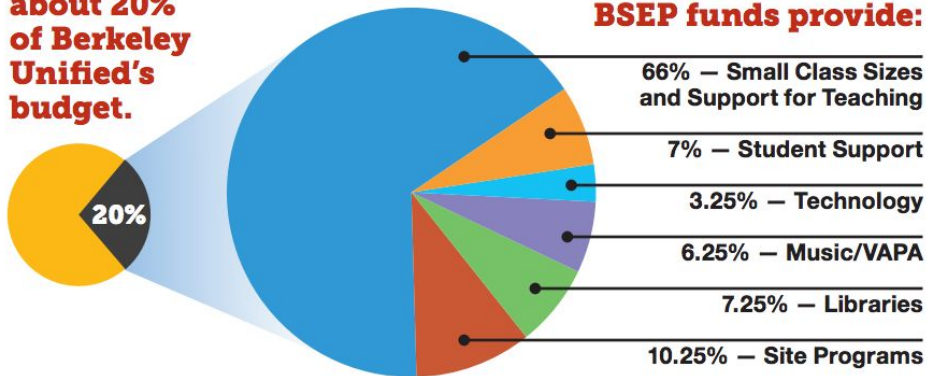
BSEP Measure E1 Purpose:

“Reducing class sizes at all District-operated K-12 schools, and may also be allocated to provide funding for professional development, classroom support, program evaluation, and expanded course offerings.”

Program Summary:

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.

BSEP is about 20% of Berkeley Unified's budget.



Professional Development is part of the **Support for Teaching Budget**. In 2020-21, The Professional development budget was \$1,812,400

Staffing and Resource Summary

Staffing

- K-5 Lead Literacy Coach 0.50 FTE
- Elementary Literacy Site Coaches 2.75 FTE
- Middle School Literacy Site Coaches 1.20 FTE
- BHS Professional Development Leaders 4.40
- BHS Instructional Technology TSA 1.00 FTE
- District K-5 Math Coach 1.00 FTE
- District K-8 Science TSA 0.40 FTE
- Professional Development Coordinator 1.00 FTE

Contracts and Expenses

- K-8 Curriculum Teacher Leaders: \$70,000
- Culturally Responsive Teaching Workshops: \$40,000
- Teacher-Initiated Professional Development (TIP): \$50,000
- Math Training: \$75,000
- Integrated ELD Training and Support: \$70,000

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July 2020 - June 2021

Accomplishments:

- All Pre-K-8th grade staff (certificated and classified) engaged in district-wide professional development and collaboration on abolitionist teaching through the lens of Gholdy Muhammad's Historically Responsive Literacy Framework
- We facilitated a universal screener adoption process for ELA and made a recommendation that was adopted by the district
- We supported the rollout of Board resolutions for Indigeneous Peoples Heritage Month, Black Lives Matter week, Cesar Chavez Day, and AAPI month
- We continued to support educators in deepening their understanding about effective instruction via distance learning through the work with site Math Leads, Equity Leads, RTI Leads, Literacy Coaches, and ongoing districtwide collaborations

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Challenges:

- Continuing with distance learning
- The “return” to school in person during late winter/early spring
- SVMJ changed their professional development to an after school and Saturday model

Fall 2021 Update

2021-22 Projects:

- Support of the implementation of our universal screener for ELA, including training on the science of reading
- Professional development focused on going deeper with Ghody Muhammad's Five Pursuits, Universal Design for Learning, and making meaning in the area of mathematics
- Rolling out of our Ethnic Studies work
- Culturally Responsive Committee (K-8)
- Grading for Equity Math Pilot (6-8)
- Continued work with Teacher Leads
- CCEIS support of Vision Schools and Vision Scholars

2021 -22 Planning Concerns:

- Covid's direct impact on:
 - Professional development
 - Sub shortages
 - Reassignments of district TSAs and district management

Measurable / Equity Outcomes:

- Qualitative Measures:
 - Inquiry work
- Lesson Study
 - Focal students for Grading for Equity
 - Teacher Collectives/Culturally Responsive Committee
 - Infinite Campus