

**PROFESSIONAL DEVELOPMENT**  
BSEP Measure E1, Resource 0741- 000/019  
BSEP Measure A, Resource 0855

**ANNUAL REPORT: FY 2020-21**  
**UPDATE: FY 2021-22**

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**Measure E1 Purpose**

*After the District meets the Average Class Size goals as described in 3.A.i., funding may be allocated to provide additional support for teaching and learning, such as professional development, classroom support, program evaluation, and expanded course offerings.<sup>1</sup>*

**Budget Manager:     Ruben Aurelio, Associate Superintendent for Educational Services,  
                                 Adelita Martinez, Coordinator of Professional Development**

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**BACKGROUND**

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.

**Approved Professional Development Staffing Funded Through BSEP:**

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|--|----------|
| ● K-5 Lead Literacy Coach              | 0.50 FTE |
| ● Elementary Literacy Coaches          | 2.75 FTE |
| ● Middle School Literacy Coaches       | 1.20 FTE |
| ● BHS Professional Development Leaders | 4.40 FTE |
| ● 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 |

**Staffing Summary**

All positions were filled

**Program Expenditures 2020-21**

**Site Allocations for Teacher-Initiated Professional Development**

The Educational Services Division works with site principals and site leadership teams to develop annual professional learning or collaboration goals for this funding.

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<sup>1</sup> BSEP Measure E1 Section 3.a.iv

### **Stipends for K-8 Curriculum Teacher Leaders**

The BSEP funding for 2020-21 funding was provided for 15 Equity Teacher Leaders, 15 Teacher Leaders for Math, and 1 Transitional Kindergarten (TK) Teacher Leader, for a total of 31 Teacher Leader stipends. 3 of the Equity Lead stipends were not used. Additionally, not all funding was provided by BSEP, as a math grant and LCAP funds augmented this resource.

### **Culturally Responsive Teaching Workshops**

The district has been engaging in strategic and intentional learning on abolitionist teaching specifically through the work and research of Gholdy Muhammad. She was the district's keynote speaker at the district wide January PD day.

### **Professional Development Initiatives**

The district has been engaging in strategic and intentional learning on abolitionist teaching specifically through the work and research of Gholdy Muhammad. She was the district's keynote speaker at the district wide January PD day.

#### **Math Training**

BUSD has worked with SVMII to support math professional development for several years. K-8 Math coaches and teacher leads have attended their summer institute in order to provide excellent professional development for our district-wide staff development days. During the 2020-2021 school year, K-5 Math Teacher Leaders attended the five SVMII follow up days with great impact to their Tier 1 instruction, as well as their ability to lead site Professional Development to support Common Core State Standards.

#### **Integrated ELD Training and Support**

Funding would provide essential training for support of academic language and writing across all three middle schools and Berkeley High School. Constructing Meaning provides teachers with the process and tools for weaving explicit language instruction into content area teaching. Lesson planning is driven by the content and academic language demands of discipline specific learning, Funds were used to send leads to EL Achieve's annual symposium so that they can continue to be district trainers.

### **PROGRAM HIGHLIGHTS 2020-21**

- All Pre-K-8th grade staff (certificated and classified) were included in district-wide professional development and collaboration on abolitionist teaching through the lens of Gholdy Muhammad's Historically Responsive Literacy Framework. 25 teachers (TK-8) also engaged in a book study of Gholdy Muhammad's book *Cultivating Genius*.
- A group of administrators attended AAREA (African American Regional Educational Alliances) Professional Development Summit. Administrators also attended Silicon Valley Math Initiative trainings, and those were wrapped into our PD contract with them.

- Literacy Coaches supported district-wide professional development on Analyzing Student Writing and Planning for Writing Instruction in Distance Learning. They also engaged in a book study with Gholdy Muhammad's book , *Cultivating Genius* , and implemented site based professional development in addition to district wide PD on the 5 pursuits, shared best practices around supporting teachers and students during distance learning and engaged in problems of practice with coach colleagues.
- The district's Elementary Literacy TSA and Professional Development Coordinator facilitated the Universal Screener for Literacy adoption process with a recommendation from the committee in May 2021.
- District Teachers on Special Assignment (TSA's) planned and presented to all new BUSD teachers at our New Teacher Orientation days. They trained on core district initiatives: Equity Strategies, Social Emotional Curricula, Engage New York (Math), FOSS (Science), and our Literacy Programs: TCRWP, Fast Track Phonics, and Inquiry by Design.
- Teachers were supported in using *Teacher College Reading and Writing Project (TCRWP)*, *A Story of Units Elementary Math*, and *A Story of Ratios* Middle School Math curriculum to meet the diverse needs of K-8 students.
- Math Elementary Teacher Leaders met twice a month and focused on implementation of cycles of inquiry, implementation of the Standards for Math Practice, increasing student to student discourse, and math talks. They engaged in collaboration and PD on the following: How to transfer math instruction to distance learning to ensure that students are engaged, making meaning, and the effective use of asynchronous and synchronous instruction, Progression of mathematical properties within content standards across grade levels, the 5 Pursuits of *Cultivating Genius*, and Attended Silicon Valley Math Initiative Trainings. Additionally, they collaborated with Math RtI teachers at sites to develop and deliver PD focused on: Levels of Cognitive Demand, assessment, and understanding how students are making meaning and they collaboratively developed a district Math vision with Math RtI teachers.
- Math Middle School Teacher Leaders met twice a month and led collaboration days around feedback and collaboration practices in Distance Learning. They supported the implementation of our supplemental curriculum (Desmos) for distance learning. Additionally, they provided input on the creation of our district math vision.
- K-8 Equity Teacher Leaders met twice a month and engaged in deepening their learning on Gholdy Muhammad's 5 Pursuits, planned and presented at sites on equity needs and supported Black Lives Matter week.

### **Budget Summary:**

The year closed with savings in this budget, primarily due to the changes to plans necessitated distance learning.

### **Professional Development Update FY 2021-22**

This year, Professional Development has included:

#### August 8 and 9th, 2021, New Teacher Orientation and Professional Development

New teachers engaged in orientation training and how to effectively implement the adopted curriculum to meet the needs of all learners.

#### August 11th 2021, TK-5 Science of Reading Professional Development

All classroom teachers, ELD teachers, and interventionists engaged in training on the science of reading in preparation for our newly adopted universal screener.

#### September 8th 2021, K-2 DIBELS Training

All K-2 classroom teachers, ELD teachers, and interventionists engaged in training on how to administer the newly adopted universal screener (DIBELS).

#### October 11, 2021 Staff Development Day

All TK-8 classroom teachers, specialists, and interventionists engaged in professional development focused on going deeper with Gholdy Muhammad's Five Pursuits and Universal Design for Learning in all content areas. Additionally, TK-5 classroom teachers and interventionists engaged in professional development in the area of mathematics with a focus on meaning making and math identity. K-5 classroom teachers, ELD teachers, and interventionists received DIBELS (K-2) and STAR (3-5) training on how to analyze the assessment reports and the impact the data has on instruction.

All TK-8 staff engaged in Title IX training.

#### Upcoming January 31, 2022, Staff Development Day

All TK-5 classroom teachers, specialists, and interventionists will engage in deepening our work around math identity and making meaning. Additionally, classroom teachers will engage in deepening their understanding of the following in order to improve instruction for all students and specifically our marginalized populations:

(K-2) How to use DIBELS data to strategically and intentionally plan for whole and small group instruction with a focus on marginalized students, using the district's adopted curriculum- *Fast Track Phonics and TCRWP* and the role that Universal Design for Learning takes in planning with all students in mind.

(3-5) How to effectively use formative assessment to intentionally and strategically plan for whole and small group instruction with a focus on marginalized students, using the adopted curriculum- *TCRWP* and the role that Universal Design for Learning takes in planning with all students in mind.

All 6-8th grade teachers will engage in deepening our understanding of Gholdy Muhammad's 5 Pursuits with a focus on the pursuits of intellect and criticality. Additionally, we will continue to deepen our learning and implementation of Universal Design for Learning.

Ongoing Support:

Elementary District-wide Collaboration: October 13, 2021 February 2nd, 2021 and April 20, 2022

- Collaborate and reflect on student writing through three of the Abolitionist Teaching pursuits: Identity, Joy, and Skills
- Calibrate on the writing assessment and score writing
- Monthly across-site grade level optional collaboration

Middle School District Wide Collaboration: September 22nd, 2021, January 19th, 2022, February 23, 2022, March 16th, 2022, and May 18, 2022

- Continue to deepen understanding and collaborate on implementation of the five Abolitionist Teaching pursuits
- Deepen our learning and implementation of the Instructional Core with a focus on cognitively demanding tasks and how to scaffold appropriately through Universal Design for Learning so that we are meeting the needs of all students with a focus on our marginalized populations

The district's Professional Development Coordinator and district TSAs are facilitating the following ongoing opportunities:

- Culturally Responsive Committee (K-8)
- Grading for Equity Math Pilot (6-8)
- Teacher Ethnic Studies Collectives (2nd and 3rd grade)
- Ethnic Studies Professional Development
- Ethnic Studies Listening Sessions with students, families, community, and organizations
- ELD Teacher Collective (3-5)
- RTI Team Leaders
- Lesson Study with Elementary Math Leads
- CCEIS support of Vision Schools and Vision Scholars

**BERKELEY UNIFIED SCHOOL DISTRICT**  
**BERKELEY SCHOOLS EXCELLENCE PROGRAM (BSEP)**  
**HIGH QUALITY INSTRUCTION (Measure E1, Resource 0741)**  
**PROFESSIONAL DEVELOPMENT**  
**Revenue and Expenditures**  
**Comparison Report FY 2020-21**

**Purpose:**

*Sixty-six percent (66%) of the available Revenues shall be dedicated annually to 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*

**Budget Managers:** Rubén Aurelio, Associate Superintendent of Education Services  
 Adelita Martinez, Coordinator of Professional Development

	<b>Audited Actuals 2019/20 As of 6/30/20</b>	<b>Adopted Budget 2020/21 As of 7/1/20</b>	<b>2nd Interim Budget 2020/21 As of 1/31/21</b>	<b>Unaudited Actuals 2020/21 As of 6/30/21</b>	<b>2nd Interim Budget vs. Unaudited Actuals 2020/21</b>
<b>EXPENDITURES</b>					
Certificated Salaries	1,029,721	949,958	1,032,871	1,108,398	75,527
Employee Benefits	285,366	266,051	283,138	289,099	5,961
Materials and Supplies	7,932	0	0	3,420	3,420
Services & Other Operating Expenses	15,503	225,000	165,000	23,916	<b>(141,084)</b>
<b>TOTAL EXPENDITURES</b>	<b>1,338,522</b>	<b>1,441,009</b>	<b>1,481,009</b>	<b>1,424,832</b>	<b>(56,177)</b>