

**BSEP PLANNING & OVERSIGHT COMMITTEE MINUTES  
December 14, 2021**

**P&O Committee Members Present**

Brit Toven-Lindsey, *Berkeley Arts Magnet*  
Nimota Abina, *Cragmont*  
Jonathan Weissglass, *Emerson*  
Heather Bradley Ball, *Malcolm X*  
Shirley Huang, *Oxford*  
Elisa Frozena, *Ruth Acty*

Chris Rauen, *Washington*  
Weldon Bradstreet, *King Middle School*  
Nicole Chabot, *King Middle School*  
Olivia Lim, *Longfellow Middle School*  
Esfandiar Imani, *Berkeley High*  
Shauna Rabinowitz, *Berkeley High*

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

Sophina Jones, *Sylvia Mendez*  
Erin Holland, *Longfellow Middle School*

Kate Jordan, *Willard Middle School*  
Terry Pastika, *Berkeley High*

*\*Alternates and co-reps are not marked absent if another rep is present. Currently there is no representation from BTA, BIS, John Muir, Rosa Parks, Thousand Oaks, or the Preschool Program, only one representative from Willard Middle School, and only three representatives from BHS.*

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

Ana Vasudeo, *School Board Director*  
Tse-Sung Wu, *PTA Council President*

**BUSD Staff:**

Brent Stephens, *Superintendent of Schools*  
Rubén Aurelio, *Associate Superintendent for Ed Services*  
Kathy Fleming, *Director of Local Partnerships*  
Max Eissler, *Director of Technology*  
Pete Gidlund, *VAPA Supervisor*  
Jessica Lee, *District Library Coordinator*  
Danielle Perez, *BSEP Program Specialist*

**1. Call to Order**

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

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

The quorum was established with 11 voting members present, later increased to 12.

The agenda was approved by unanimous consent.

**3. Chairperson's Comments**

*Nicole Chabot and Weldon Bradstreet*

Co-Chair Chabot extended gratitude to all the district staff, managers, and Directors who produced the new program overview videos, expressing that she learned a lot in watching them,

even as a long-standing P&O member. She found them very informative, and would love to see them used in other ways, too, as we come up for measure renewal. She was appreciative of the time it took to put them together, and that they were shared with the committee members well in advance of the meeting, so that members could dig into them. Co-Chair Bradstreet echoed those thanks, and also drew members' attention to the committee elections of Chair, Steering Committee, and SBAC representative positions to take place at the end of this meeting, asking members to consider nominating themselves for any of the roles they might be interested in.

#### **4. Public Comment**

There was no public comment.

#### **5. Director's Comments**

*Kathy Fleming, Director of Local Resources*

Director Fleming greeted everyone and welcomed the new members attending their first meeting. She thanked the staff and program managers for producing the new overview videos and for attending the meeting to present annual reports. She reminded members that the district is always looking for feedback on all agenda items, asking them to please share freely.

#### **6. Superintendent's Update**

*Dr. Brent Stephens, Superintendent of Schools*

Dr. Stephens provided updates on both the pandemic and notable milestones in the district. He shared that the district is working with counterparts in the City and are also in the first stage of implementing the Board's vaccine or test board policy. He and other leaders have been working to share information and organize vaccine clinics and resources, which are all detailed on a dedicated BUSD webpage. BUSD will be distributing 13,000 home testing kits for COVID, meant to be taken home by staff and students across the district and used in the final weekend before the end of winter break. This testing will not be mandatory but the state made the tests available and BUSD took advantage of the offer. He also reminded attendees of other testing options available in early January.

He explained that in transitioning to new board leadership, there will also be a number of new parent advisory committees. The district will send more information and recruit members as we head into a new year. Additionally, the City Council recently approved \$24 million dollars toward educator housing, and there are tentative plans to use the front parking lot of the Berkeley Adult School for this project, which is in very preliminary stages.

The district shared the final results of phase 2 of community engagement in the middle school assignment policy at last Wednesday's School Board meeting, all materials and the recording of that presentation are online. The district will publish a written report shortly, and will announce the 3rd phase of engagement activities with lots of time for folks to get involved.

He also shared that over the last several months the district welcomed Shafia Zaloom, a consent education contractor, to BHS. She has interacted with all BHS students on issues of consent, and will be back in the spring to work more directly with small classes of students. This is one of many action steps as a result of BHS student advocacy on this issue.

## **7. Board Update**

*Ana Vasudeo, School Board Director*

Director Vasudeo noted that the following day, the Board will approve a list of potential budget reductions at the county's request. At the macro level, a few Board Directors are meeting with Senator Pan, and are interested in presenting a legislative packet accounting for current and anticipated COVID expenses like independent study, the costs of implementing the vaccine mandate, etc.. This is an exciting opportunity to shape state funding. Larger efforts are ongoing to advocate for a larger base level of funding for all districts in the state, and also looking at funding districts by enrollment rather than by average daily attendance. She will update regularly on these items at general Board meetings as things solidify.

Rep. Chabot was happy to have this update added back to the agendas, and thanked Director Vasudeo for making the time to attend the meeting and provide this information. She asked if there is any reality of having state budget relief that could affect the cuts the district is currently working on, and if so what the likelihood might be. Director Vasudeo responded that she is feeling confident that we'll get something, but it's not clear what it will be. She explained that there is a large state surplus, and some experts expect the funding to be one-time. Accordingly, they are encouraging districts not to use it for ongoing staffing, but rather on one-time programs to address learning loss, mental health, implementing Transitional Kindergarten, etc. in a strategic way.

## **8. Approval of Minutes**

*November 9, 2021*

Chair Bradstreet asked if there were any corrections to the minutes, there were none offered. The 11.9.21 Minutes were approved by unanimous consent.

## **9. Superintendent's Budget Advisory Committee (SBAC) Report**

*Dr. Brent Stephens and P&O Rep. Nicole Chabot*

Dr. Stephens explained that the county asked BUSD to convene the SBAC early, in light of declining enrollment over the past two years, to take anticipatory steps around how that may impact funding if it holds steady into next school year. BUSD's overall loss is more than 600 students over the past 2 years. With vaccine availability, the enrollment at elementary schools may slowly recover. The state funds districts on a per-pupil basis, and a 6% enrollment drop equals a 6% general fund budget shortfall. This preliminary, non-binding list is to go to the School Board, and this will satisfy the county requirement. He noted that we don't know the state revenue yet, and what our enrollment will be next year, so this is all very early.

Rep. Chabot added that her impression from serving on SBAC for several years is that it's helpful to go through this exercise so early in the year, because each year there are small cuts and they get harder and harder to make. It is helpful that we at least started now, and if we do have to adjust there are hard deadlines in March that we're still on the right side of.

Rep. Toven-Lindsey asked for clarification of the potential cuts within Ed Services. Dr. Stephens explained that this includes four SpEd-related items that fall in service delivery, trying to move from contracted services to in-house services, particularly for adult transition, mental health support, and use of agency aides. Regarding Teachers on Special Assignment (TSAs), he hesitates to name programs here because it is so early. Generally, there are some points in the Unified 9th grade system (U9) at BHS where adjustments of intervention can be made, because they're currently as low as a 1:1 student to teacher ratio.

## **10. P&O Year Ahead**

*Kathy Fleming, Director of Local Resources*

Director Fleming presented [2021-22 P&O Year Ahead slides](#). She provided an overview of BSEP and BERRA information, resources, and description of the work of this year and into the coming years.

## **11. BSEP and BERRA Annual Reports**

*Ruben Aurelio, Associate Superintendent for Ed Services; Kathy Fleming, Director of Local Resources; Max Eissler, Director of Technology; Pete Gidlund, VAPA Supervisor; Jessica Lee, District Library Coordinator*

Mr. Gidlund presented [2020-21 Music/VAPA Annual Report Slides](#), and referred to the full [Music/VAPA 2020-21 Annual Report](#). Mr. Gidlund also shared a link to the VAPA [Equity Plan](#). See materials for details.

Rep. Chabot asked if the fund balance would be sufficient to maintain VAPA programs through the end of the BSEP measure despite the increased needs. She also asked if, as a part of the equity plan, VAPA tracks the number of students with IEPs or 504s who go from 5th grade into middle school who continue in a music or VAPA program. Mr. Gidlund answered that VAPA does track racial demographics, because that was the emphasis/hurdle when he took over the Supervisor position. But, he agreed this question is a good one and answered that they will engage BREA (Office of Research, Evaluation, and Assessment) in that sort of audit, and will be interested in adding this to those audits. Regarding deficit spending, he does believe that the VAPA funds will last to the end of the measure. He noted that last year VAPA took on the cost of sectional coaching from BHS, which is what is pushing the budget over the edge right now.

Rep. Weissglass shared that it is great to hear of progress on the equity front. He also asked if there will be recorders for 3rd graders given COVID issues. Mr. Gidlund answered that it doesn't look like that will be possible, because there isn't proper PPE to keep kids safe. He shared that his office is looking at other ways to help kids achieve fluidity with reading notes, and is trying a number of different ways to supplement or replace this.

Dr. Stephens noted, given the review of the work done in Music/VAPA in the 2020-21 school year, how much leadership Mr. Gidlund showed and appreciated how complicated a task it was. He praised what an accomplishment it was to do everything that was accomplished during that pandemic year.

Rep. Bradley Ball asked what year Mr. Gidlund began in his role, specifically in relation to his work to increase the number of people of color in the Music/VAPA department. Mr. Gidlund noted that a shift in staffing like this takes time, in a staff of 20-22 people, and his part in this work started as soon as he came into the position about seven years ago. He has been doing a lot of networking and relationship building. He speaks at colleges across state and country, building a network of people who know his name and our BUSD program. Particularly, how Berkeley does music is a unique and standalone program, and people know us for that. He also emphasized making this a friendly place for people of color to land, apply, and interview is the necessary step to achieving these goals. Since 2015-16, VAPA staff of color increased from 4% to 40% in spring of 2021.

Director Eissler presented [2020-21 BSEP Instructional Technology Annual Report slides](#) and referred to the full [2020-21 BSEP Instructional Technology Annual Report](#). He gave much credit to his team and to the previous Technology Director Jay Nitschke in achieving the accomplishments described in this report. See documents for details.

Rep. Rabinowitz asked when we might achieve a one-to-one computer to student situation for students at BHS. She noted that we have teacher shortages all the time and with subs stepping in, the curriculum is all online, and kids then have downtime if they can't access it on dedicated devices. At BHS the chromecarts aren't available in every classroom. Director Eissler answered that Associate Superintendent Aurelio and he needed to have further discussions about this, and that it has been brought up by Dr. Stephens as well. It is a very expensive thing to do, and there is a lot of work to achieve that. They are looking at other stopgap measures, such as a better bring-your-own-device methodology and better 1:1 device checkout from the BHS library to cover students who don't or can't bring their own. He shared he has used this type of system at other districts where it worked fairly well, though there are challenges with it. The summary is that we're looking at the situation but can't give a timeframe of when a solution will be a reality.

Ms. Lee presented [2020-21 BSEP Library Program Annual Report slides](#) and referred to the full [2020-21 Library Program Annual Report](#). See materials for details. Rep. Rabinowitz asked if funds to replace lost library books were also available to cover the cost of lost textbooks. Ms. Lee answered that no, the library program does not ever pay for textbooks, but that the GF or other resources purchase textbooks. Associate Superintendent Aurelio confirmed that GF and lottery funds pay for textbooks.

Rep. Lim shared that it feels that there is a struggle at Longfellow because library staff are not fluent Spanish speakers, and also because students need not just Spanish translations but books originally written in Spanish. She asked if there are ways, in terms of equity and diversity, that they can be better supported to source authentic, age-appropriate, Spanish literature. Ms. Lee responded that the Library budget for the current year does specifically have line items for Spanish language materials, and they are working with a new vendor out of LA that specializes in Spanish books for children. The program is definitely moving in the direction of increasing collections of multilingual books at all school sites. Regarding staffing, if a position becomes open their department could allocate more funding to hire a bilingual library position. She is working with the Personnel Commission to see if they would need to create a new position, or if some kind of differential could be applied to the current position in the case of a vacancy.

Associate Superintendent Aurelio presented [2020-21 Effective Student Support Annual Report slides](#) and referred to the full [2020-21 Effective Student Support Annual Report](#). See materials for details. Rep. Rauen asked if there is any opportunity to increase engagement with intervention, and if the district is putting as many resources as we realistically can into these efforts. Associate Superintendent Aurelio answered that while he never shies away from resources for this purpose, there is also significant work coming on board with the district's literacy action plan that will need time and resources. Also, data and assessment within this work is really critical, and having the new BREA Director position is really important in getting that culture up and running, getting teachers and principals involved in gathering and using data. The resources that kids are getting here are having a real impact, Berkeley is so fortunate to have these unparalleled resources, but we can also be smart in how we approach it to make the most of what we have.

Rep. Bradley Ball asked if accounting for the settlement of the recent class action lawsuit impacts this work or spending. Associate Superintendent Aurelio responded that the literacy action plan is in response to that settlement, and the district has a three-year clock to address 35 action items. We've hired a consultant to implement and lead the implementation team. That work has already begun, and we will continue and examine our approach and will partner with SpEd on it.

## **12. BSEP and BERRA Program Evaluation and Equity Measures**

*Kathy Fleming, Director of Local Resources*

Director Fleming referred to the last meeting's [slide presentation of the Program Evaluation and Equity Measures](#). Committee members had asked for time to digest the material and bring back thoughts for a discussion. She also noted that BERRA recruitment and retention also focuses on hard-to-fill positions such as those in SpEd, which was omitted from the relevant slide but has since been updated in materials moving forward.

Rep. Chabot stated that she loved the approach, and the work in proposing a path forward. She shared that she struggled with the concept of whether it's right to overlay the Local Control Accountability Plan (LCAP) goals onto BERRA and BSEP. LCAP was created for a specific and important function, and she wonders how much overlap there is between LCAP priorities and our local tax revenue spending, and specifically around the measure language. Director Fleming responded that we do need to identify how we evaluate our programs, and we can use the measure language as one approach. Other district initiatives drive what we invest in as well. It could be the mission of the district, though it is hard to identify exactly what the goals are and there are overlaps. Dr. Stephens appreciated the question, and noted that the LCAP itself has been approached by various district staff over the past six years. There was a period of time when it was very specific in reference to the state supplemental grant; for that period of time, LCAP and supplemental dollars were synonymous. Over the last year there has been more desire to expand the scope of the LCAP to include other revenue sources and to account for key projects coming from the General Fund, BSEP, and BERRA. This doesn't mean that every revenue source is included in the LCAP, but there are key BSEP-funded programs sitting in the LCAP plan. We went through this broadening process in an effort to show how more funding sources are supporting these broader district goals.

Rep. Toven-Lindsey expressed that she really likes the logic model approach, noting that this information is super complex and there is a lot going on. She was curious if in some ways it might be helpful to break out the logic model with some smaller goals specific to pieces like teacher recruitment, literacy and math proficiency, comparing where we are now and where we want to be/end up in 2-3 years. She wouldn't want to set goals that don't make sense, but making it more concrete in some areas could be really helpful. Director Fleming agreed, noting that while it is one approach and at the program level we can focus on the smaller objectives from different plans. There are challenges to looking at small investments and attributing gains to any one of many inputs, and also there may be multiple investments from different sources which can make it difficult to tease out causality.

Rep. Lim expressed that she also really likes the logic model, and was trying to determine where that intersects with the "one-pager" documents that were added to the Annual Plan format last year. She noted that the first iteration of those "one-pagers" included a section on data and outcomes that would touch on equity and diversity, in terms of stating how we're thinking about equity in this department or funding bucket. But, they didn't speak exactly to how you want to improve, or show a demonstrable change that we were able to achieve because of this program. She is hoping that's the direction the Annual Plans are trying to go in. She also appreciates the Music/VAPA presentation.

Rep. Lim also asked, in relation to Rep. Chabot's LCAP comments, what the difference is between language of the BSEP measure and that of LCAP. For example, is one broader, one more specific? Director Fleming responded that she believes the language of the measures is more specific with prescribed uses of funds. The measure languages outline programs and purposes, without goals outlined. Last year's efforts at revamping the Annual Plans were a beginning step to look at outcomes and equity, and different programs took different approaches, some had concrete goals while others may discuss approaches or strategies. However, that is one of the next steps that we want to take, to look at where they started last year and figure out our measures and how we'll track them in an ongoing way. There are challenges in doing this with programs with multiple funding sources, which is where we would look at more district-wide measures and indicators.

Dr. Stephens added that, having expanded the LCAP, it is now the broader of the two (as compared to the tax measure language) and is inclusive of overall district efforts. Coming into the renewal of BSEP, we are paying attention to how we demonstrate its value and to having metrics that are meaningful and that we can communicate to the public. Director Fleming continued that she is working to support managers to collect data where possible, and is working with BREA to understand what data they will be sharing publicly shortly. She is hoping that they will be able to utilize district-wide measures where it makes sense and is possible, while looking at what will resonate with the voters. We will need to be able to quantify what is the value of our investments, and determine if the way the measure is constructed is the best way to move forward in reauthorization. She is also interested in exploring other types of benefits such as the qualitative experiential approach to investment of funds, looking at small class sizes and caring adult relationships with small class sizes, for example. She hopes this can be a continued discussion, and we will see in the 2022-23 Annual Plans the next steps at the program level for equity measures, data, and outcomes.

Rep. Rabinowitz asked, referring to the classified pathway to teaching, if it is state-funded, or if it is something that BERRA will continue to fund. She noted that it seems like the applications for that program come out twice a year, and most recently the application this time around came out in an email on the 1st, with the deadline to return it on the 13th. This was all in one email, without any notification prior, which seems like an extremely tight turnaround. She wondered if that was a mistake, but hopes that some consideration is given to better notifications around the program either now or in the future. Director Fleming confirmed that BERRA does provide funding for the program, and stated that she will look into that and will bring more info and an update.

### **13. Committee Elections: Chair, Steering Committee, SBAC Representatives**

*Nicole Chabot and Weldon Bradstreet*

Co-Chair Bradstreet explained the co-Chair, Steering Committee, and SBAC Representative roles.

Rep. Weissglass nominated current co-Chairs Bradstreet and Chabot to continue serving; Rep. Toven-Lindsey seconded. Without any objections, the Co-Chairs were reelected by acclamation.

Chair Bradstreet noted that Rep. Pastika nominated herself to the Steering Committee via email in anticipation of her absence from this meeting. The current Chair or Co-Chairs are, by default, members of the Steering Committee each year. Reps Rabinowitz, Weissglass, Rauen, Abina, and Imani self-nominated as well. Co-Chair Bradstreet moved to approve the slate of Reps. Bradstreet, Chabot, Pastika, Rabinowitz, Weissglass, Rauen, Abina, and Imani for the P&O Steering Committee; Rep. Toven-Lindsey seconded. Without any objections, the slate was elected by acclamation.

Chair Bradstreet noted that Rep. Pastika also nominated herself as an SBAC rep via email in anticipation of her absence from this meeting, and Reps. Chabot and Rabinowitz self-nominated in the meeting. Co-Chair Bradstreet moved to approve the slate of Reps. Pastika, Chabot, and Rabinowitz as P&O representatives to the SBAC; Rep. Weissglass seconded. Without any objections, the slate was elected by acclamation.

### **14. For the Good of the Order**

Rep. Lim recalled Dr. Stephens's update around the list of preliminary district budget cuts, specifically the section of Ed Services/SpEd that have been filled by consultants but would be brought in-house as employees. She expressed concern that it's possible that these positions are posted, but given the current staffing challenges they may not be filled. Ultimately she has concerns that students may not end up being served.

Co-Chair Bradstreet proposed, for the regular update from the P&O committee to the Board, that the remarks be prepared based on Ms. Perez's meeting minutes notes, in Rep. Pastika's absence; Rep. Toven-Lindsey seconded. The proposal was approved by unanimous consent.

### **15. Adjournment**

The meeting was adjourned by acclamation at 9:14 p.m.