



BERRA Recruitment, Retention and Development Data Update

Planning and Oversight Committee

11-08-22

Our Mission

Enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world.

Excellence

Equity

Engagement

Enrichment



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BERRA

Berkeley

Educator

Recruitment &

Retention

Act

Educator Recruitment, Retention and Development Programs: Five percent (5%) of the Available Revenues shall be dedicated to providing programs designed to strengthen recruitment, retention and development strategies for certificated and classified District personnel, especially in hard-to-fill positions.

i. It is the intent of this sub-section of the Measure to provide funding for strategic programs and mechanisms to address needs in key positions that directly serve students in District-operated schools. These strategies may include, but are not limited to:

- a. salary differentials and/or recruitment pipelines for hard-to-staff positions
- b. classified staff professional development and pathways
- c. educator career pathways for high school students
- d. enhanced induction programs for new teachers

Staffing

Classified Professional Development Support	1.0 FTE
Special Education Development/IEP Coach	1.0 FTE
District Teacher Induction Coordinator	0.4 FTE
Teacher Peer Assistance and Review Coach	0.2 FTE (added 0.1 FTE fall 2022)
Classified Employee Teacher Pathway Coordinator (BPACT)	0.2 FTE
TSA for Recruitment, Retention, & Support	0.7 FTE

Programming

ACOE Teacher Residency Program	\$23,000 (updated fall 2022)
Materials, Supplies, Contracts	\$30,000
Recruitment and Retention Stipends	\$50,000

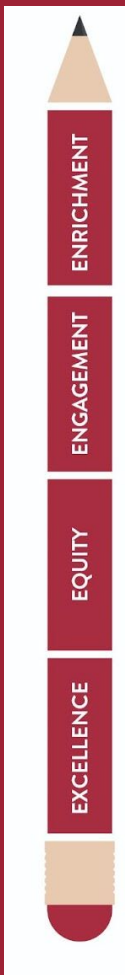
Fall 2022-23 Update:

- Increased TSA for Recruitment, Retention and Support by 0.1 FTE
- Strengthened University partnerships including codify Special Education program relationships
- Providing supports to current teacher interns to increase retention e.g., partnering with mentors
- Secured state funding for Berkeley Pathway to Achieve Credentialed Teachers (BPACT) program through June 2026, also secured Schools Fund Grant to support BPACT Fellows
- Rolled out BPACT Applications process, anticipated to have 13 BPACT Fellows for 2022-23
- Finalized Articulation Agreements with partnering University programs to strengthen teacher pipelines
- Working with Office of Equity, Achievement and Belonging to strengthen hiring practices for diverse staffing
- Partnering with our BUSD Teachers of Color Network to build and bolster relationships, by liaising between teachers, schools, and district to provide equitable support to our new and seasoned teachers of color, and solicit regular feedback from our teachers of color to inform continual improvement
- Contracting with UCB to Provide leadership coaching and support for BUSD's Certificated and Classified Leaders of Color Network
- Planning has begun for winter and spring recruitment events

Recruitment and Retention

Fall 2022 - Data Update

- Special Education Classroom Teachers - 84 positions filled out of 96, 87.5% filled (as of Oct 31, 2022)
- 26 new teachers of color hired out of 50 new hires = 52%
- 22-23 Overall percentage, teachers of color= 41%



Berkeley Pathway to Achieve Credentialed Teachers (BPACT)

The CA State Classified Grant funds the Berkeley Pathway to Achieve Credentialed Teachers (BPACT) program for classified employees receive tuition assistance toward earning a teaching credential.

Other funding for this program includes a grant from the Berkeley Schools Fund

Berkeley Pathway to Achieve Credentialed Teachers (BPACT) Participant and Outcome Data <i>*Data Updated - Fall 2022-23</i>	2020-21	2021-22	2022-23
Number of Active Participants	12	12	14*
Number of New Participants	NA	5	6*
Number of Participants who self-identify as BIPoC	10	11	13*
Number of Participants who desire to teach in hard-to-staff areas of education (special education, bilingual, math, science).	7*	9	9*
Number of Participants who earned a preliminary credential	3	0	TBD
Number of Past Participants who are teachers of record in BUSD with preliminary and/or clear credential	3*	6*	6*
Number of Participants who teach in BUSD with an intern credential	NA	1	3*

Questions and Discussion