

# BERKELEY UNIFIED SCHOOL DISTRICT

**TO:** Board of Education  
**FROM:** Kathy Fleming, Director of Local Resources and Community Partnerships  
Danielle Perez, BSEP Program Specialist  
**DATE:** November 30, 2022  
**SUBJECT:** Election, Diversity and Activity Report for School Site Councils for the 2022-23 School Year

## **BACKGROUND INFORMATION:**

Each year the Board receives a report on the elections and membership of the School Site Councils (SSCs) for all BUSD schools, including the Pre-K Program, the TK-8 schools, Berkeley Technology Academy (BTA), the Independent Study (BIS) Program, and Berkeley High School. This report will also be reviewed by the BSEP Planning and Oversight Committee on December 13, 2022.

School Principals were surveyed to obtain a picture of the conduct of elections for each site, including candidate outreach, nominations, and election mechanisms, and School Site Council members were surveyed online to obtain feedback on what training materials they had accessed and to optionally provide racial/ethnic demographic information.

Candidate outreach and recruitment: Schools solicited parent candidates using digital and paper resources, including:

- Distributed digital and paper flyers with site and district committee information in both Spanish and English;
- Messages encouraging participation, with online nomination forms, via email, e-tree, and other educational communications apps;
- Direct individual recruitment and outreach by Principals, current, and/or former committee members, and Family Engagement Specialists.

Teacher and staff candidates were solicited by Principals using the following methods:

- Providing a description of the committee and requests for nominations at staff meetings;
- Sending requests for nominations through email messages to staff lists; and
- Through one-on-one conversations with potential candidates.

As has been true in the past, targeted and personal outreach continues to be most effective in recruiting new committee members, in both the parent/community and staff fields.

In an effort to give Principals useful tools in recruitment and election processes, the Office of Local Resources and provided standardized materials in 2022-23, including:

- With Director Estupin of Categorical and Special Projects, presented a Committee Recruitment, Nomination, and Election Workshop for Principals in late August;

- Distributed English/Spanish recruitment flyers describing the SSC and other common BUSD committees to Principals: digitally in July, with paper copies delivered to each site during the second week of school;
- Templates for digital nomination and voting forms in English and Spanish for parent, certificated, and classified staff SSC positions; and
- Template vote tally and results record documents.

Sites continue to utilize various committee and election structures to encourage increased participation in their committees, including slate voting and staggered 2-year membership terms. Also, several committees plan to make decisions by consensus in 2022-23, which allows all members, regardless of voting or alternate status, to participate in committee discussions until consensus is reached.

Parent/Guardian Voting: Most parent/guardian elections were held using digital ballots, which were distributed via direct email messages, as links from e-tree communications, and through notifications using educational apps like Remind. Paper ballots were also offered at some sites, in addition to the electronic ballots. The BSEP Program Specialist was available to assist with counting and recording ballots at sites that requested extra help. Most sites managed all aspects of vote counting independently and reported results back to district leadership via 2022-23 SSC roster documents.

Student representatives are elected to the Berkeley High SSC, in addition to parent/guardian and staff members. At BHS, student members were elected by the entire student body during the regular ASB elections in the Spring of 2022.

Staff Voting: Selection of staff SSC members was mainly conducted via voting during staff meetings and via online voting. The majority of principals engaged in one-on-one recruitment, and many solicited nominations during staff meetings in combination with reminders in staff newsletters.

District SSC Roster: Attached as Appendix A is a roster of the parents/guardians, students, teachers, Principals, and other staff members who have made the commitment to serve on their school's SSC in 2022-23.

SSC Member Diversity: Attached as Appendix B is a chart showing the available ethnic/racial composition of SSC members, as well as a comparison with the district student body. Committee member data was obtained through self-report, and the ethnic/racial categories offered to respondents match the federal and state categories which are used for the student CALPADS data. The results are summarized by grade levels: PreK-5, middle school, and high school (including BTA and BIS).

Consistently, SSC member respondents report that the use of the ethnic/racial categories is limited. Respondents note that race as a social construct fails to capture what they feel are more accurate identities, and others do not feel their ethnicities fit into the options provided. When asked to describe other identities and perspectives that they or their family hold, respondents provided a variety of additional information. Many note their nation of origin as preferred to a broad racial category. Respondents indicated representing LGBTQIA+ families, having gender non-binary students, being families of immigrants and refugees, being Multilingual Learners

themselves and/or having Multilingual Learner students, having students in Special Education, and having undocumented/DACA status.

Principals face an ongoing challenge in recruiting diverse SSC members, because they also must recruit parents for other vital committees that require specific representation. Principals are responsible for recruiting parents of unduplicated students to represent their schools on the LCAP Parent Advisory Committee, while also recruiting parents of English learners for their site English Learner Advisory Committees as well as representatives to the District English Learner Advisory Committee. This makes SSC coordination with the PAC, DELAC, and ELAC essential in ensuring that diverse perspectives in the site decision-making process are included.

Committee Member Education: The district's annual Committee Orientation event was held online via Zoom on October 20, 2022, with an attendance of 131 individuals. The Orientation was simultaneously interpreted into Spanish by professional interpreters on a dedicated Spanish-language channel within the Zoom meeting. District staff continue to increase the offerings of pre-recorded training videos available to all committee members before and after the Orientation. These are posted on BUSD's [committee training page](#), where members of any committee in the district can also access a recording of the online Orientation event, and the slides presented therein. Further, the training page features links to specific information for each school and program, including complete 2022-23 School Plans and Budget Summaries, a multi-year funding summary for each site containing student enrollment data and site budgets from the past eight years, and exercises to help committee members practice analyzing site historical data and evaluating site-funded budget items.

The training page features the [2022-23 Committee Handbook](#), which includes:

- Best Practices, updated suggested annual calendars, meeting documentation examples, and an updated dictionary of key BUSD acronyms and terms;
- Full K-8 and BHS SSC bylaws;
- Guides summarizing school committees and the various funds they oversee, including descriptions of BSEP, LCAP, and Title I resources;
- Guidelines and examples of the new SPSA Evaluation form for SSCs;
- In response to requests from SSC members, guidance about decision-making and deadlines related to site funding of staff salaries; and
- Examples from within BUSD of methods for sharing committee, school plan, and budget information with the broader school community.

In the committee member survey, 81% of respondents indicated that they had completed or started to review the district's committee training materials, and 89% indicated that they had attended the Orientation event.

SSCs were asked to hold their October meeting in conjunction with the Orientation event. Each principal hosted their own Zoom SSC meeting immediately following the district-wide presentation. Principals were asked in advance whether they would want brief visits from District Office staff during these meetings. The Director of Local Resources, Director of Categorical and Special Projects, and BSEP Program Specialist visited six separate SSCC meetings that evening, introducing themselves and observing the processes of the groups, and providing support and answering questions when requested.

Ongoing Support: The BSEP Program Specialist hosted an online SSC budget workshop on November 7th to provide an in-depth look at the structure of the site budgets for which the SSCs are responsible at each school. Another workshop, to focus on the SSC's role in developing the site budget for the coming school year, will be held in February of 2023. In 2022-23, BSEP/Local Resources staff plan to continue SSC and Principal support in partnership with the Director of Categorical and Special Projects.

**POLICY/CODE:**

California Education Code 65000-65001; BUSD School Site Council Bylaws, adopted by the Berkeley Board of Education September 12, 2018; BUSD Berkeley High School Site Council Bylaws, adopted by the Berkeley Board of Education February 19, 2020.

**FISCAL IMPACT:**

None.

**STAFF RECOMMENDATION:**

Receive this School Site Council Election, Diversity and Activity Report for 2022-23.

<b>Appendix A</b>		
<b>Berkeley Unified School District</b>		
<b>School Site Council Members</b>		
<b>for the 2022-23 School Year</b>		
as of 11/15/22		
<b>School</b>	<b>Parents</b>	<b>Staff</b>
Pre-K Program	Munkhzul Erdeneochir	Maria Carriedo (Principal)
	Jesse Schwartz	Bonita Walker
	Tiffany Singleton	Joni Miller
	Radha Kuwar (Alt.)	Erica Hicks (Alt.)
	Teona Campbell (Alt.)	
Arts Magnet	Brit Toven Lindsey	Rene Molina (Principal)
	Milani Pelley	Michele Ferrell
	Heather Gilbert	Karen Ferguson
	Melina Landry	Cory Potts
	Chilezie Nnadi	
Cragmont	Lizzie Haber-Barnard	Candyce Cannon (Principal)
	Lindsay Jean Nofelt	Kellie McElhaney
	Larez Davenport	Sheyla Flores
	Jumia Simmons	Jasmine McCrory
	Brent Blackaby	Pamela Diebel
	Aaron Atlas	Jocelyn Foreman
Emerson	Karla Schlags	Jana Holmes (Principal)
	Claude Potts	Morgan Powell
	Andres Bella	Christina Edwards
	Rose Lynn Abesamis-Bell	Anna Stuppi
	Jeffery Cross	Lily Howell
	Diana Gordon (Alt.)	Jeannie Wang
Ruth Acty	Peter Ross	Mary Cazden (Principal)
	Parul Batra	Beth Trevor
	Lee Bishop	Rick Kleine
	Robyn Shapiro	Bethany Lourie
	Wei-Bing Chen	Lisa Rossi
	Nikhila Pai (Alt.)	Abigail Rohr (Alt.)
John Muir	Angelica Macedon-Tisdale	Paco Furlan (Principal)
	Samantha Brown Olivieri	Athina Larson
	Michael Wallman	Andres Thomas
	Coleen Kantner	Lily Howell
	Evan Claudeanos	Michael Fowler Jessica Mejia-Smith



<b>King Middle School SSC</b>		
<b>Parents</b>	<b>Staff</b>	
Hollis Williams	Janet Levenson (Principal)	
Summer Britt	Bret Wallan	
Nicole Chabot	Christina Harb	
Weldon Bradstreet	Ron Chung	
Megan McQuaid	Ryan Keeley	
Aaron Katler		
Hannah Stone		
Mandisa Leachman		
Nancy Harris		
Mitch Wilks		
<b>Longfellow Middle School SSC</b>		
<b>Parents</b>	<b>Staff</b>	
Tesha Irving	Salita Mitchell (Principal)	
Kacy Robinson	Susannah Bell	
Vanessa Danielle Marrero	Forest Borie	
Alexandria Corneiro-Harris		
Humberto Reyes		
Amanda Hickman (Alt.)		
Sophina Jones (Alt.)		
<b>Willard Middle School SSC</b>		
<b>Parents</b>	<b>Staff</b>	
Sarah Herbelin	Chris Albeck (Principal)	
Monique Allen	Robert Chamberlin	
Daniel Frydman	Kira Jacob	
Sarah Jackson	Luis Reyna	
Ade Owodunni	Kimberly Wright	
<b>Berkeley Technology Academy SSC</b>		
<b>Parents</b>	<b>Students</b>	<b>Staff</b>
Mahangany Gilliam	Jhanai Dell	Heidi Weber (Principal)
Rochelle Vaughn	Neveah Dustyhorn	Sophina Jones
<b>Berkeley Independent Study SSC</b>		
<b>Parents</b>	<b>Students</b>	<b>Staff</b>
Tamara Mays	Jasiah Mays	Heidi Weber (Principal)
August Fern	Anjalayah Mays	Barry Harris
<b>Berkeley High SSC</b>		
<b>Parents</b>	<b>Students</b>	<b>Staff</b>
Emily Baldwin	Emma Kittredge	Juan Raygoza (Principal)
Debbie Taylor	Maya Cobb	Aaron Glimme
Peter Ross	Mariah Lillard-Richner (Alt.)	Karen Wells
Rebecca Levenson (Alt.)	Lenka Simon (Alt.)	Keldon Clegg
Vicki Davis (Alt.)	Skyler Rockmael (Alt.)	Shoshana O'Keefe

## Appendix B - SSC Member Demographics

### 2022-23 BUSD Student Demographic Data - Total Enrollment\*\*

Race/Ethnicity	Percent	Count
American Indian or Alaskan Native	0.3%	27
Asian	8.2%	745
Black or African-American	11.8%	1070
Hispanic/Latinx	21.8%	1982
Native Hawaiian or other Pacific Islander	1.0%	88
White	41.7%	3787
More than one race/ethnicity	15.1%	1369
Other or not reported	0.3%	23
	100.0%	9091

### 2022-23 Overall Committee Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	4.1%	8
Black or African-American	8.2%	16
Hispanic/Latinx	3.6%	7
Native Hawaiian or other Pacific Islander	0.0%	0
White	33.3%	65
More than one race/ethnicity	4.6%	9
Other or not reported	46.2%	90
TOTAL	100.0%	195

### 2022-23 Middle School Committee Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	5.7%	2
Black or African-American	8.6%	3
Hispanic/Latinx	2.9%	1
Native Hawaiian or other Pacific Islander	0.0%	0
White	31.4%	11
More than one race/ethnicity	0.0%	0
Other or not reported	51.4%	18
TOTAL	100.0%	35

### 2022-23 preK-5 Committee Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	4.5%	6
Black or African-American	9.0%	12
Hispanic/Latinx	3.8%	5
Native Hawaiian or other Pacific Islander	0.0%	0
White	30.8%	41
More than one race/ethnicity	5.3%	7
Other or not reported	46.6%	62
TOTAL	100.0%	133

### 2022-23 High School Committee Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	0.0%	0
Black or African-American	3.7%	1
Hispanic/Latinx	3.7%	1
Native Hawaiian or other Pacific Islander	0.0%	0
White	48.1%	13
More than one race/ethnicity	7.4%	2
Other or not reported	37.0%	10
TOTAL	100.0%	27

\*Committee member data is Self Reported \*\*Student data is derived from CALPADS



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Race/Ethnicity	Percent	Count
American Indian or Alaskan Native	0.3%	27
Asian	8.2%	745
Black or African-American	11.8%	1070
Hispanic/Latinx	21.8%	1982
Native Hawaiian or other Pacific Islander	1.0%	88
White	41.7%	3787
More than one race/ethnicity	15.1%	1369
Other or not reported	0.3%	23
	100.0%	9091

### 2022-23 Overall Committee Parent/Student Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	4.6%	5
Black or African-American	8.3%	9
Hispanic/Latinx	0.9%	1
Native Hawaiian or other Pacific Islander	0.0%	0
White	34.3%	37
More than one race/ethnicity	5.6%	6
Other or not reported	46.3%	50
TOTAL	100.0%	108

### 2022-23 Middle School Committee Parent Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	4.5%	1
Black or African-American	13.6%	3
Hispanic/Latinx	4.5%	1
Native Hawaiian or other Pacific Islander	0.0%	0
White	27.3%	6
More than one race/ethnicity	0.0%	0
Other or not reported	50.0%	11
TOTAL	100.0%	22

### 2022-23 PreK-5 Committee Parent Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	5.9%	4
Black or African-American	7.4%	5
Hispanic/Latinx	0.0%	0
Native Hawaiian or other Pacific Islander	0.0%	0
White	33.8%	23
More than one race/ethnicity	7.4%	5
Other or not reported	45.6%	31
TOTAL	100.0%	68

### 2022-23 High School Committee Parent/Student Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	0.0%	0
Black or African-American	5.6%	1
Hispanic/Latinx	0.0%	0
Native Hawaiian or other Pacific Islander	0.0%	0
White	44.4%	8
More than one race/ethnicity	5.6%	1
Other or not reported	44.4%	8
TOTAL	100.0%	18

\*Committee member data is Self Reported \*\*Student data is derived from CALPADS

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### 2022-23 BUSD Student Demographic Data - Total Enrollment\*\*

Race/Ethnicity	Percent	Count
American Indian or Alaskan Native	0.3%	27
Asian	8.2%	745
Black or African-American	11.8%	1070
Hispanic/Latinx	21.8%	1982
Native Hawaiian or other Pacific Islander	1.0%	88
White	41.7%	3787
More than one race/ethnicity	15.1%	1369
Other or not reported	0.3%	23
	100.0%	9091

### 2022-23 Overall Committee Staff Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	3.4%	3
Black or African-American	8.0%	7
Hispanic/Latinx	6.9%	6
Native Hawaiian or other Pacific Islander	0.0%	0
White	32.2%	28
More than one race/ethnicity	3.4%	3
Other or not reported	46.0%	40
TOTAL	100.0%	87

### 2022-23 Middle School Committee Staff Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	7.7%	1
Black or African-American	0.0%	0
Hispanic/Latinx	0.0%	0
Native Hawaiian or other Pacific Islander	0.0%	0
White	38.5%	5
More than one race/ethnicity	0.0%	0
Other or not reported	53.8%	7
TOTAL	100.0%	13

### 2022-23 PreK-5 Committee Staff Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	3.1%	2
Black or African-American	10.8%	7
Hispanic/Latinx	7.7%	5
Native Hawaiian or other Pacific Islander	0.0%	0
White	27.7%	18
More than one race/ethnicity	3.1%	2
Other or not reported	47.7%	31
TOTAL	100.0%	65

### 2022-23 High School Committee Staff Member Report\*

Race/Ethnicity	Response Percent	Response Count
American Indian or Alaskan Native	0.0%	0
Asian	0.0%	0
Black or African-American	0.0%	0
Hispanic/Latinx	11.1%	1
Native Hawaiian or other Pacific Islander	0.0%	0
White	55.6%	5
More than one race/ethnicity	11.1%	1
Other or not reported	22.2%	2
TOTAL	100.0%	9

\*Committee member data is Self Reported \*\*Student data is derived from CALPADS