



BERRA Recruitment, Retention and Development 2021-22 Annual Report

Planning and Oversight Committee
2-07-22

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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Excellence

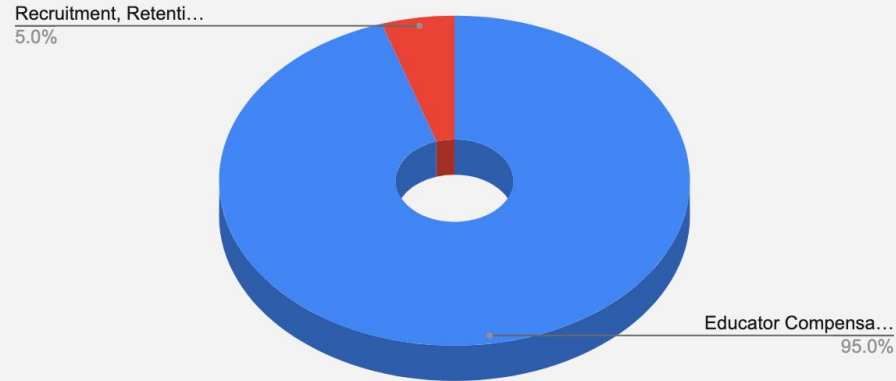
Equity

Engagement

Enrichment

Recruitment, Retention and Development - 5% of available revenues are allocated to BUSD programs designed to recruit staff for hard-to-fill positions such as Special Education, STEM, and increase staff development and pathways.

BERRA Measure E of 2020



95% of available revenues allocated to educator compensation.



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
Classified Employee Teacher Pathway Coordinator (BPACT)	0.2 FTE
TSA for Recruitment, Retention, & Support	0.6 FTE

Programming

Materials, Supplies, Contracts	\$30,000
Recruitment and Retention Stipends	\$50,000

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

2021-22 Highlights:

- Strengthened University partnerships including codify Special Education program relationships
- Provided 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
- 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
- Formalized partnership with Alameda County Office of Education/Alder Graduate School to secure three resident teachers in 2023-2024
- Codified ongoing collaboration with Educational Services departments (Local Resources, State, Federal & Special Projects, and Equity, Achievement and Belonging) and Human Resources
- Coordinated and facilitated BUSD recruitment event in March 2022

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 spring recruitment event

Recruitment, Retention, and Diversity

Fall 2022 - [Data Update](#)

Recruitment and Retention Data *Updated February 2023	2020-21	2021-22	2022-23
Percentage of New Hires Who Identify as BiPOC	47.6%	48.3%	53.9%
Percentage of Overall Teachers Who Identify as BiPOC	NA	34.1%	41%
Percentage of Special Education Provider Positions filled			87.5%



Berkeley Pathway to Achieve Credentialed Teachers (BPACT) DATA

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 As of February 2023	2020-21	2021-22	2022-23
Number of Participants making academic progress	12	12	13
Number of New Participants	N/A	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).	7	9	9
Number of Participants who earned a preliminary credential	3	0	0
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 SpEd with an intern credential	N/A	1	3

2021-22 Budget and Expenditures

	Adopted Budget 2020/21 as of 07/01/20	Unaudited Actuals 2020/21 as of 06/30/21	Adopted Budget 2021/22 as of 07/01/21	Unaudited Actuals 2021/22 as of 06/30/22	Adopted Budget vs. Unaudited Actuals 2021/22	Adopted Budget 2022/23 as of 07/01/22	1st Interim 2022/23 as of 10/31/2022
REVENUE							
Parcel Tax Revenue	467,900	477,188	493,312	514,715	21,403	515,346	515,346
Parcel Tax Revenue-Prior Year	0	0	0	5,828	5,828	0	0
Interest	0	0	0	0	0	0	0
Net Revenue	467,900	477,188	493,312	520,543	27,231	515,346	515,346
EXPENDITURES							
Certificated Salaries	154,000	53,592	226,362	199,735	26,627	319,406	322,671
Classified Salaries	116,000	72,328	84,427	115,510	(31,083)	91,698	97,200
Employee Benefits		37,307	92,276	97,232	(4,956)	111,610	116,753
Books & Supplies	0	0	1,000	99	901	0	9,710
Unallocated Reserve and Carryover	25,000	0	11,388	0	11,388	22,806	0
Contracted Services	135,000	0	30,000	20,504	9,496	30,000	35,290
Indirect Costs	22,575	7,770	25,527	23,472	2,055	37,064	37,064
TOTAL EXPENDITURES	452,575	170,997	470,980	456,553	14,427	612,584	618,688
NET INCREASE (DECREASE)	15,325	306,191	22,332	63,990	41,658	(97,238)	(103,342)
FUND BALANCE ANALYSIS							
Beginning Fund Balance	0	0	29,496	306,190	276,694	328,522	370,180
Net Increase (Decrease) in Fund Balance	15,325	306,191	22,332	63,990	41,658	(97,238)	(103,342)
Ending Fund Balance	15,325	306,191	51,828	370,180	318,352	231,284	266,838