



## **BERRA Recruitment, Retention and Development 2023-24 Annual Plan**

Planning and Oversight Committee  
4-25-23

Excellence • Equity • Engagement • Enrichment

# Our Mission

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

Excellence

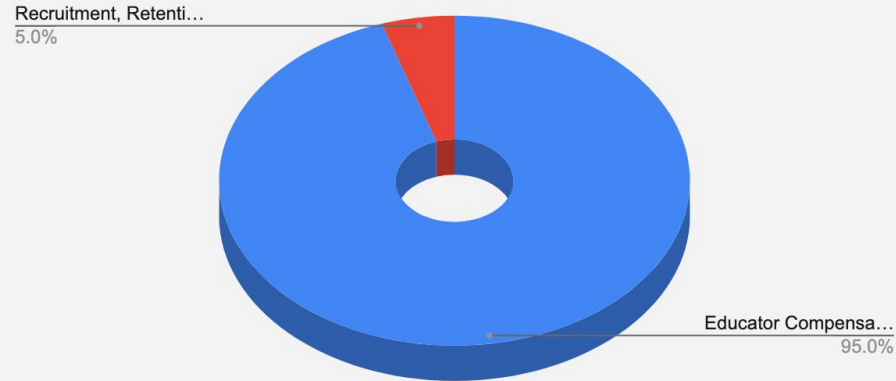
Equity

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 (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	\$69,000
Materials, Supplies, Contracts	\$30,000
Recruitment and Retention Stipends	\$50,000

# Highlights of the 2023-24 Plan

- The Teacher Residency Program through Alameda County Office of Education/Alder Graduate School partnership with BUSD will retain residents in our hard-to-fill areas (special education, physics, math, etc.) to partner with a seasoned BUSD educator.
- The Classified Employee Teacher Pathway Coordinator manages a renewed grant awarded by the State of California. The grant funds the Berkeley Pathway to Achieve Credentialed Teachers (BPACT) program, so that classified employees receive tuition assistance toward earning a teaching credential.
- 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
- Contract with UCB to Provide leadership coaching and support for BUSD's Certificated and Classified Leaders of Color Network.

# 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



# 2023-24 Revenue and Expenses

**Budget Summary for Educator Recruitment, Retention, & Development  
Measure E, Resource 0615**

**April 25, 2023**

**1st Reading P&O**

**DRAFT**

2023-24

<b>Revenue</b>	546,084
<b>Expense</b>	
Staffing	499,335
Recruitment Support (Materials, Contracts)	30,000
Recruitment & Retention Stipends	50,000
Teacher Residency Program	69,000
Unallocated Reserves	14,980
Indirect Costs	40,728
<b>Total Expenditures</b>	<u>704,043</u>
<b>Net Change to Fund Balance</b>	<b>(157,959)</b>
<b>Beginning Fund Balance</b>	266,837
Net Increase/(Decrease) in Fund Balance	<b>(157,959)</b>
<b>Ending Fund Balance</b>	<u>108,878</u>