



Professional Development

Annual BSEP Plan 2023-24

1st Reading

Planning and Oversight Committee Meeting 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



BSEP Measure E1

Purpose

“Reducing class sizes at all District-operated K-12 schools, and may also be allocated to provide funding for professional development, classroom support, program evaluation, and expanded course offerings.”

Program Summary

In order to support district goals for excellence, equity, engagement and enrichment in all classrooms, professional development for teachers and staff is designed to improve teaching practice and support strategies that improve student outcomes. Teachers on Special Assignment (TSA) and Teacher Leaders with subject area expertise are essential facilitators and contributors toward professional development goals.

K-8 Staffing

Change for 2023-24: The professional Development Coordinator position has been changed to:

Literacy Coordinator 1.00 FTE

This position has changed for 2023-24 so that we can continue to emphasize the improvement of reading and literacy for students PK-8 and ensure vertical alignment with grades 9-12. This includes taking a leadership role in cross-departmental efforts to facilitate professional development, instructional support and implementation of district plans and initiatives related to literacy.

Other positions remain consistent:

K-8 Lead Literacy Coach 0.70 FTE

Elementary Literacy Coaches 2.75 FTE

Middle School Literacy Coaches 2.2 FTE

K-5 Math Coach 1.0 FTE

K-8 Science TSA 0.40 FTE

K-8 Programming

K-8 Curriculum Teacher Leaders - Stipends

\$97,844

The recommendation is to continue funding an annual stipend for each participating Teacher Leader. The BSEP funding for 2022-23 will provide stipends for 32 Teacher Leaders, currently envisioned as 15 Math Teacher Leaders, 15 Equity Teacher Leaders, 1 TK Teacher Leader, and 1 K-5 PE Teacher Leader.

Culturally Responsive Teaching Workshops

\$40,000

Many of our BUSD teaching staff have participated in Culturally Responsive Teaching workshops and coaching in order to learn strategies which engage our African-American students in learning more effectively.

Teacher-Initiated Professional Development

\$50,000

The Educational Services Division will work with site principals to develop annual professional learning or collaboration goals for this funding.

Math Training

\$75,000

BUSD has worked with SVMl to support math professional development for several years.

K-8 Highlights For 2023-24

- Literacy Action Plan - continue to work in collaboration with site Literacy Coaches, RTI teachers, and administrators to; revise our Scope and Sequence to reflect data driven instruction and phonics lessons.
- Primary source of data - Diebels assessments administered three times a year for students in K-2. Star assessment for grades 3-8 administered three times a year.
- Professional Development will continue to focus on Early Literacy and professional development will be provided by CORE Reading that is aligned to the Science of Reading.
- Benchmark assessment data is an area for growth and we need to be able to analyze data based on grade level standards in order to know if we are meeting the needs of our underserved populations.
- Elementary Math leads will engage in collaboration to revise our district pacing guides to ensure standards alignment and the integration of specific Fluency/Number Sense making routines that teach, reinforce, assess key concepts for the grade level. In addition, our middle school English and Math educators will be implementing the state's Interim Assessment Blocks at least twice during the 2023-24 school year and the Professional Development team in collaboration with the BREA team will facilitate the implementation and analysis of this assessment tool.

Berkeley High School Staffing and Programming

BHS Professional Development Leaders

4.4 FTE

Berkeley High School will continue to focus its professional development efforts on professional learning communities school-wide, as well as within learning communities and departments. Teacher-led teams from learning communities and the departments participate in this collaborative structure and the presence of this teacher leadership model ensures that a consistent and collaborative focus remains on instruction.

BHS Instructional Technology Teacher TSA

1.00 FTE

The BHS position supports both the development and expansion of basic or foundational instructional technology use, as well as more advanced support in developing specific lesson plans that are complemented by technology. In addition, the TSAs support the entire school staff of over 250 with needs in hardware, chrome carts/book management, zoom, and email, and software issues. They support classroom instructors with technology-based classroom support functions like polling software, gradebook efficiency, and communication tools.

Social-Emotional Learning K-12

\$50,000

These funds are for BHS to provide professional development for teachers and training, assemblies and presentations for students on consent education.

District Wide Staffing and programming

Ethnic Studies Program Development TSA

1.0 FTE

Supports the District's efforts to expand Ethnic Studies to a K-12 curriculum, responsive to the State's Ethnic Studies framework, designing into the school day. Funds to support a 1.0 TSA and materials budget, conference participation.

Ethnic Studies Program Development

\$35,000

Continue to facilitate the Ethnic Studies Committee. Support the implementation of the five year BUSD Ethnic Studies Plan. Support Teacher Collective teachers and other piloting 2nd and 3rd grade teachers with the curriculum implementation. Expand the Teacher Collectives to include 4th and 5th grade.

K-8 Instructional Technology TSA

0.50 FTE

Since 2010-11, a TSA for Instructional Technology has been co-funded by BSEP Technology and BSEP Professional Development. The TSA will increase staff and student use of technology to support instruction and learning by providing trainings, coaching and professional development.

Integrated ELD Training and Support - Constructing Meaning

\$70,000

Funding provides essential training for support of academic language and writing across all three middle schools and Berkeley High School. Constructing Meaning provides teachers with the process and tools for weaving explicit language instruction into content area teaching. Lesson planning is driven by the content and academic language demands of discipline specific learning. In 2023-2024, training and support for Integrated ELD strategies would extend to K-5 classroom teachers by developing specific pedagogical strategies for use in the Tier 1 classroom that provide access for English Language Learners.

Draft 04/25/2023

Budget Summary for Professional Development 202

1st Reading 4-25-23

BSEP Measure E1 Resource 0741

		2023-24	
		DRAFT	
		4-24-23	
Expense			
Staffing	14.95 FTE	\$	1,863,348
Stipends		\$	97,844
Workshops		\$	90,000
Initiatives		\$	230,000
Reserve for Personnel Variance		\$	58,836
Subtotal Expense		\$	2,340,028

2023-24 HQI Update

HQI PROGRAM AREA	2022/23 Adopted Budget as of 07/01/22	2022/23 1st Interim as of 10/31/2022	2023/24 4.9% COLA	2024/25 Projected
<i>Figures for discussion purposes 4/25/23 P&O Finance Subcommittee</i>				
<i>Assumptions in blue font</i>				
		<i>includes 6% raise</i>	<i>includes 6% raise</i>	<i>Proj. S+C+B at 1%</i>
REVENUE	<i>COLA @ 4.2%</i>		<i>COLA @ 4.9%</i>	<i>COLA Proj. @ 2%</i>
Parcel Tax Revenue	22,158,906	22,158,906	23,622,430	24,094,879
BSEP Contribution	(15,152,600)	(16,061,700)	(16,610,100)	(16,776,201)
BSEP Direct Support	(584,900)	(584,900)	(570,600)	(570,600)
BSEP Substitute Contribution	(279,600)	(296,400)	(306,500)	(306,500)
Parcel Tax Revenue-Prior Year				
Net Revenue	6,141,806	5,215,906	6,135,230	6,441,578
EXPENDITURES		<i>includes 6% raise</i>	<i>includes 6% raise</i>	<i>proj. 1% increase S+C</i>
Professional Development	2,331,940	2,374,194	2,340,028	2,516,567
Program Evaluation	770,975	929,381	840,626	848,350
Expanded Course Offerings	920,374	920,374	980,560	990,366
Classroom Support	1,866,420	1,874,819	2,013,127	2,033,258
Indirect Costs	1,427,424	1,410,627	1,462,346	1,486,368
TOTAL EXPENDITURES	7,317,133	7,509,395	7,636,687	7,874,909
NET INCREASE (DECREASE)	(1,175,327)	(2,293,489)	(1,501,457)	(1,433,331)
FUND BALANCE ANALYSIS				
Beginning Fund Balance	6,382,708	5,407,649	3,114,160	1,612,703
Net Increase (Decrease) in Fund Balance	(1,175,327)	(2,293,489)	(1,501,457)	(1,433,331)
Ending Fund Balance	5,207,381	3,114,160	1,612,703	179,372
<i>Figures Updated 4/25/23</i>				