

# **BERRA Plan**

# **Recruitment & Retention**

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**April 15, 2020**

# 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 for paraprofessionals
  - c. educator career pathways for high school students
  - d. enhanced induction programs for new teachers

# BUDGET PROPOSAL for 2020-21

## Staffing

\$270,000

- Classified Professional Development Support 1.0 FTE
- Individualized Education Plan (IEP) Coach 1.0 FTE
- District Induction Coach\* 0.4 FTE
- Peer Assistance and Review Coach\* 0.2 FTE
- Classified Employee Teacher Pathway Coach\* 0.2 FTE

## Program Support

\$135,000

- Recruitment Support \$25,000
- Attract & Retain Teachers of Color\* \$60,000
- Teachers of Color Network Support \$30,000
- Special Education Residency Program \$20,000

## Classified Staff Pathways and Professional Development

\$116,000

- Classified Professional Development Coordinator 1.0 FTE
- Classified Employee Teacher Pathway Coach\* 0.2 FTE

Goal: By April 2021, provide professional development opportunities to 100% of our classified staff that addresses building their capacity, and learning about District initiatives throughout the school year.

Objective: By November 2020, assemble and convene a monthly Classified Professional Development Committee to provide input on the topics, scheduling, and model for professional development opportunities for classified staff. The committee will meet the guidelines of the BCCE contract with equal members chosen by the union and by the district up to 8 total members including the Coordinator.

Objective: Throughout the 2020-2021 school year, continue to support our classified staff on the path to becoming credentialed teachers, by maintaining the current grant and continuing to provide guidance to the participants.

## Enhanced Induction and Teaching Support Programs

\$154.000

- District Induction Coach\* 0.4 FTE
- Peer Assistance and Review Coach\* 0.2 FTE
- Individualized Education Plan Coach 1.0 FTE

Goal: By April 2021, continue to provide support for our new and veteran teachers so that they can provide the highest quality instruction to the students of Berkeley Unified.

Objective: By November 2020, implement an IEP Coach position to build the skills of our new and veteran special education providers in writing accurate, compliant, and meaningful individualized education plan for our BUSD students.

Objective: Throughout the 2020-2021 school year, continue to provide direct support for new and veteran teachers that are struggling that is outside of the evaluation process and offer guidance from other BUSD exceptional educators.

<u>Recruitment and Support for Hard to Fill Positions</u>	<u>\$135,000</u>
● Recruitment Support	\$25,000
● Attract & Retain Teachers of Color*	\$60,000
● Educators of Color Network Support	\$30,000
● Special Education Residency Program	\$20,000

Goal: By April 2021, demonstrate a noticeable gain in the percentage of high quality educators of color who work for BUSD through recruitment and retention efforts.

Objective: By November 2020, in collaboration with the existing Teachers of Color Network create a plan to increase the participation of our teachers in supporting each other, provide support to build capacity within our current staff, and a recruitment plan to hire more high quality educators of color in Spring 2021.

Objective: Throughout the 2020-2021 school year, implement technology, change processes, and seek grants to improve the recruitment of staff into hard to fill positions and hire a more diverse staff.

# New Budget Requests

Create Budget Line for Recruitment Costs (\$25,000)

- Pay for Admin & Teachers to attend hiring events (CABE)
- Advertise beyond edjoin, neogov, and our website (EDCAL, College Events)
- Recruitment materials/technology (Tablets, Paperless Processing)

Support for Changes in Practice - Be Proactive

- Advertising Early
- Communicating with Candidates
- Early Offers
- Standardize Interview Processes
- Hold Our Own Hiring Event

# Additional Budget Request

Add to current budget to Attract & Retain Educators of Color (\$30,000)

- Continue work to recruit high quality teachers of color
  - Evaluate Interview Questions/Process for Bias
  - Actively recruit certain populations
  - Include Teacher of Color Network input in updating hiring practices
- Create a robust network of supports for teachers of color
  - Reduce isolation and turnover
    - Create Support Cohorts
    - Empower teachers through mentorship, pathways to leadership, and professional development

# State Grants Supporting Recruitment

- Continue support for BPACT (Expires in 2022)
  - Increase/Continue recruitment of Classified to Certificated Pathway
- Partner with other districts to apply for Special Education Residency Program Grant with connection to local colleges (St. Mary's) - app deadline is June 1
  - New program to support new Special Ed Teachers while in school and through their internship (\$20,000 in matching funds per participant)

# New Positions

## Classified

- Professional Development Coordinator (1.0 FTE)
  - To Build Capacity
    - Work with Adult Ed to provide classes for future hires
  - Training for Current Position and Build Skills for Promotion
    - Relevant
    - Effective

## Certificated

- IEP Compliance Coach (1.0 FTE)
  - Training/Support for New & Veteran Teachers

# Budget Transfers

- Existing Positions - in General Fund
  - District Induction Coach - Required support for new teachers to clear credentials (0.4 FTE)
  - Peer Assistance & Review - Support for veteran teachers in a rough patch (0.2 FTE)
- Existing Position - in LCAP
  - BPACT Classified Employee Teacher Pathway Coach - Support for current classified staff to become credentialed teachers (0.2 FTE)
- Existing Budgets - in LCAP
  - Attract & Retain Teachers of Color - funding to support recruitment of and retention of teachers of color (\$60,000)

# RESOURCE SUMMARY

Revenue: \$467,900

Budget: \$405,000

Indirect Costs: \$22,575

Personnel Variance \$25,000

Fund Balance: \$15,325

Staffing:	\$270,000
<u>Program Support:</u>	<u>+\$135,000</u>
Budget Subtotal:	\$405,000