

BSEP PLANNING & OVERSIGHT COMMITTEE MINUTES
June 2, 2015

BUSD Offices –Technology Room 126
2020 Bonar Street, Berkeley, CA 94702

P&O Committee Members Present:!

Lily Howell, *Pre-K (Alt)/Malcolm X*
Madhu Marchesini, *Arts Magnet*
Dawn Paxson, *Emerson/Willard*
Terry Pastika, *Jefferson (Alt)*
Shauna Rabinowitz, *Jefferson*
Danielle Perez, *John Muir (co-Chair)*
Lea Baechler-Brabo, *Oxford*
Mimi Leinbach, *Washington*

Marian Bradley-Kohr, *King (Alt)*
Bruce Simon, *King (co-Chair)*
Elisabeth Hensley, *King*
Catherine Lazio, *Berkeley High*
Christine Staples, *Berkeley High (Alt)*
Louise Harm, *Independent Study*
Laura Babitt, *Rosa Parks !*

P&O Committee Members Absent: !

Moshe Cohen, *Pre-K/Malcolm X (Alt)*
Bill Fleig, *Cragmont*
Martin de Mucha Flores, *Cragmont (Alt)*
Shilen Patel, *Cragmont (Alt)*
Octavio Munist, *LeConte (Alt)*
Molly Jo Alaimo, *Oxford (Alt)*
Patrick Hamill, *Thousand Oaks*
Radha Seshagiri, *Thousand Oaks (Alt)*
Juliet Bashore, *Longfellow*
Jenny Orland, *Longfellow*

Alma Prins, *Longfellow (Alt)*
Kim Sanders, *Longfellow (Alt)*
Catherine Huchting, *Willard*
Aaron Glimme, *Berkeley High*
Larry Gordon, *Berkeley High (Alt)*
John Lavine, *Berkeley High*
Rhonda Jefferson, *Berkeley High (Alt)*
Max Cramer, *Berkeley High Student Rep*
John Fike, *BTA/B-Tech!*

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more students than it did 3 or 4 years ago, but he would have to confirm those numbers. Beery stated that BUSD was seeing growth in enrollment across the board.

- Lazio asked if the Literacy Coaches were serving the same population and was there a difference between the resources for them, because the combined amount of site money looks to add up to about \$150K. She noted that it had not always been this way and thought they had been absorbed by BSEP during the time of restricted funding during 2008-2010. She also asked that with the increase in LCAP funding (noting \$750K), whether it was the district's intention to absorb these Literacy Coaches? Scuderi responded that there is a discussion now about "Page 2" funding forcing this issue and having to address offloading/transferring expenses for that portion of "Page 2" at least for next year as they look for more solid funding. Lazio, as a representative to the Superintendent's Budget Advisory Committee/SBAC, stated that they are rejecting increases for 2016-17 and of the extra \$750K LCAP money that could be allocated, only \$20K goes to more Literacy Coaching. The following year, there is nothing, and this year there was only \$10K. LCAP has only picked up \$218K of the Literacy Coaches (according to a document from the SBAC). Lazio added that at BHS, it was difficult to know what was going on with the LCAP and how to advocate for some of the positions BHS felt LCAP would be well-suited to support. In terms of the process, the interest and the amount of man-hours that have gone into LCAP, there needs to be a reminder that BSEP has been funding these very same objectives and initiatives for years. School sites all agree that they are important, but because funding has been institutionalized, it limits the choices that you have on those oversight committees when you have to choose and fund the existing positions that are necessary. How would SGCs go about interfacing better with LCAP? Scuderi noted that Ed Services team proposes to find a way to integrate discussions about all of these major budgets areas. This year they talked about Common Core and LCAP a lot and had multiple conversations about BSEP. Those things don't happen in a way that you can look at those resources together. Scuderi was not sure how to get that information to SGCs for decision-making and advocacy purposes earlier than they are now, because they are still figuring out how to integrate the discussion around all three of these funding resources and the Mandated Cost Reimbursement (which the Governor recommended using for Common Core). They have

sponded that it was the responsibility of the SGCs every year to collect information about how to best use the funds to serve the needs of the students at those schools. He noted that the Literacy Coaches have in effect become a mandated cost over the past couple of years because the District has required that the schools pick up a portion of the cost. All of the other expenses listed under the Budget Item column were under the discretion of the site administrator and the School Governance Council. Although he had been very vocal at his SGCs over the years about the difficulty of using the data that they are provided to make those decisions, it was the responsibility of the SGS to make those decisions. Gross added that as a teacher herself, she thought the Literacy Coaches played a different role than any contracted employee could play, unless the contracted employee could be guaranteed a contract year after year, because they build relationships with students over an extended period of time. They know the students as readers over a long period much better than she did and stated that had a lot of value. She felt it was hard to envision a contract worker playing exactly the same role. Babitt added that she felt that there was not much comparative analysis, it has always been Route A or Route B and it seemed that we always looked at what was put in front of us as to what gets approved. She felt that from the District level on down, we should look outside of the box as to how to stretch the dollars. Hensley stated that she would love to see the P&O and the SGCs speak to what would be the alternative vision for the dollars. What do WE think they should be doing, doing differently, and what outcomes are we expecting from that. She felt we did not get to that enough and that has to be heard in order for people to know there is another "box." Paxson noted that at Willard, even though they hadn't come up with the answers, those were the questions they had been asking. She was grateful they had been asking those questions, because there are not a lot of dollars available and for the past few years, a huge portion went to Cooking and Gardening as a site decision. They thought about what they needed, what they wanted, what they had, and got creative. She noted that it was a hard conversation to have but it helped clarify what the principal wanted to see and it went beyond their identity as a school to what the kids really needed. Paxson added that there were things the principal and the teachers wanted to see to support the students. She felt they were able to make huge changes in the last three years with the same dollars, and it was a big turnaround. Lazio said the BSEP Committee was presenting a multi-year history for people to see how the money has historically been spent. That, in conjunction with the questions the committee members could feel free to ask may serve as an entre to sites where that may not be happening and to use it as a tool. Beery stated there is a matrix/rubric used at Berkeley High for evaluating proposals and wondered if those questions could be pulled out of the matrix as a tool that could be used at other sites. She stated that was used to ensure that whatever was being looked at aligned with what the goals were for that school. Lazio affirmed that the rubric could be used as a basis for questions at a starting point. She added that other school sites may have suggestions for the way they open their conversation, and the fact that there were teachers and administrators at the table may be intimidating for a parent. Sometimes

Natasha Beery, *BSEP Director*

Beery provided the following handout:

- *Best Practices for School Site Committees* (6 pages)

Beery noted that some ideas about the SGC process were already being shared (see previous item above). She noted that given where we were with recent changes and grappling with LCAP, we should use the P&O Committee as a forum to reflect about going forward in October and planning the orientation next year. One of the functions of the BSEP office is to help support recruitment, elections, election reporting, supporting the management of the SGC meetings, give templates, take minutes throughout the year. We often hear from the SGCs when there is a challenge or something that the BSEP office is asked to weigh in on. Beery has been tracked all of these instances and sent out a memo after the elections and more recently noted to the BUSD School Board Policy Subcommittee that there were things that the SGCs needed clarification on or wanted to change. The Board Policy Subcommittee was willing to look at any possible changes that might need to happen around the bylaws, maybe in August. A lot of what is being talked about is more about process and not necessarily about bylaws.

Beery wanted to review the *Best Practices for School Site Committees* that was handed out at orientations and built on over the years based on conversations like these. She intends to follow up on a BHS request for a survey on their thoughts.

- Recruitment: Beery wanted to hear thoughts on timing, method of candidate recruitment, making sure there is a diverse and representative group of people, a balance of new and historic voices, once the candidates are selected how they are presented to the rest of the site's community, and how elections are conducted.
- Simon shared two practices that King Middle School used that were effective in recruitment. They have an event on Saturday for the incoming 6th grade and an SGC member is sent to that event to recruit incoming parents. Both he and Hensley both spoke at the Back-to-School Night and had nomination forms available for people to nominate themselves or others on the spot. Hensley added that it was important to go to the event for incoming 6th graders because you only have those families at the school for a few years. She felt that it was important to plant the seed for engaging in this kind of work early. Perez noted that John Muir Elementary holds summer playdates for incoming kindergarteners, and they plan to send an SGC representative to have informal conversations with parents. Charney-Sirott, Rosa Parks parent, noted that they had a success and a challenge that she wanted to get the group's input on. Rosa Parks uses a lot of direct outreach to special interest parent groups (ELAC, ADAC, Parents of students with special needs) and got a lot more people running. The problems came from the voting piece, as the same population that typically votes continued to vote, and if the people running are not "known", the same people get elected each year. She noted that they had more votes this year but the newer people that ran did not get elected. Charney-Sirott said that although everyone could be included, it was a big commitment to make the evening meetings. Even if child-care was provided, there was less commitment from alternates. She stated that even though they recruited people, they became alternates and they couldn't sustain their participation in the SGC. She felt that they needed more support for the election

piece and wondered if there could be 2-3 at-large seats and some for special committees like ELAC, ADAC, etc. so that those committees could run their own mini-election for special committee seats. They are trying to think outside the box to get the voices of all the parents. Beery said it was unfortunate that the State-written rules for the SGCs are that you cannot reserve seats for particular groups. She added that they do something similarly Berkeley High for the different small schools but not particular groups. They tried having non-voting members, but that was like being an alternate. Baechler-Brabo noted that she had been a part of these groups for many years and realized that she didn't have to vote in order to participate in the conversation. She stated that she often became the alternate so that someone new could participate. It was also nice to have people who had experience participate to have conversations that you want to get at, how you can question, how you can be a parent at the table and not feel intimidated. Sometimes they didn't even share the voting numbers so that new people could participate and the older members could be the alternates. Simon said they tried something similar this year. They had nominees on the ballot, and all the nominees were invited to the first SGC meeting, and the results were not announced prior to that meeting. Hensley stated that all the people who ran were

dening program. It was tough and required a lot of outside conversation. What was challenging this year at Willard was having parents ask how things work and getting different levels of feedback from the teachers, administrators and the district. The parents care about programs and want them to work out. In middle school, she went to the principal to talk with them about things that were coming up.

bers are voted in for two years. A clarification in the bylaws would be helpful because they could not find it anywhere. Beery stated that it is not in the district bylaws and every school is doing it differently. Pastika stated that item needed to be documented and knowing where to find it would be helpful, because it took three meetings to get an answer to that question when it should have been resolved in 10 minutes. Pastika stated that having the budget template would be helpful to have at the orientation again because she tried to get a copy of another school's SGC budget just to see how they were spending their money and could not get one. She stated that it would be helpful for the best practices to have a PTA-SGC liaison. Pastika stated regarding data, parents had been asking for a teacher list of priorities with a dollar amount so that there could be a discussion based on facts rather than being afraid to hurt other people's feelings, etc.

- Lazio stated that having the budget template would be useful in planning for the next Measure. She gave the example of seeing other schools needing more counseling services.

9. BSEP Measure Planning Update & Discussion

Natasha Beery, *BSEP Director*

Nitschke provided the following handouts:

- *BSEP Measure Planning and New BSEP Measure*, (2) slides on a single page dated 6/2/15

Beery and Tay presented the committee members with an appreciation for their work this year.

Beery had the committee test the cell phone poll that she used for the BUSD Management Team to raise awareness of the BSEP Measure. This poll quizzed people on the history, budget, and various programs pro ET Q q 1 0 0 1 108 1 0 0 1 10 0 0 (e)0.2 (a) 0.2 (

- Fiscal Planning: Before we start launching into a wish list that BSEP might pay for, staff will see what various options might be, update costs and find possible options

input, and feeding back to the Superintendent. The P&O subcommittees should also be meeting to discuss. All of this input comes eventually to the Board in the spring of 2016. Babitt had a BSEP awareness idea: pictures of student groups that would be graduating that year: BSEP Babies.

10. Election of Steering Committee

Co-chair Perez asked if there were 5 members of the committee who would volunteer to serve as members of the summer BSEP P&O Steering Committee, in addition to the Co-Chairs. The steering committee would be a 7-member committee. Beery confirmed that the Steering Committee's function would be to follow up on anything that needed to be discussed over the summer. No action would be taken and the Steering Committee would make a report to the full P&O Committee when it reconvenes in September of 2015.

MOTION CARRIED (Lazio/Howell): To approve the members of **the BSEP P&O Steering Committee which would include Co-chairs Perez and Simon, Shauna Ra-**