

**Berkeley High School Site Council (SSC)**  
**Minutes**  
**March 17, 2015**  
**4:00-6:00 PM**  
**Community Theater Lobby**

**SSC Committee Members Present:**

**Parents:**

Elena Condes, *Parent of 9th grader in CAS, Co-Chair*  
Marcus Jamal Fields, *Parent of 9th grader, BIHS*  
Rani Marx, *Parent of 10th grader, AC*

**Students:**

Sophie Andrews: *Senior, AC*  
Nava Bearson, *Junior, BIHS*  
Cleo Osheroff, *Junior, CAS*

**Staff:**

Dwayne Byndloss, *Counseling*  
Beatriz Ferrer-Castro, *World Languages*  
Kristin Glenchur, *Principal*

**Guests:**

Lee Baechles, *Parent*  
Natasha Beery, *Director of BSEP and Community Relations*  
Rolf Bell, *Safety Committee*  
Evelyn Bradley, *Director, Personnel Services*  
Enid Camps, *Safety Committee Co-Chair*  
Ardarius McDonald, *Dean of Students*  
Pat Saddler, *Director of Programs and Special Projects*  
Toni Stein, *BSEP Committee Member and Safety Committee Member*

**SSC Committee Members Absent:**

**Parents:**

Lady Dandie, *Parent of 12th grader, AHA*  
Peace Esonwune, *Parent of 12th grader, BIHS*  
Isaac Richard, *Alternate, Parent, 9<sup>th</sup> grader, AC*

**Students:**

Ally Cao, *Junior, BIHS*  
Kevin Flood- Bryzman, *Senior, CAS*

**Staff:**

Russell Campisi, *BIHS, Co-Chair*  
Carol Dorf, *Mathematics*  
David Kirwin, *Classified, Facilities Manager*  
Wyn Skeels, *AMPS and Intervention*  
Minutes Submitted by Mary Jacobs, *BHS Clerical Assistant*

**Beginning Business Items:**

1. Meeting called to order at 4:25 PM
2. No quorum with 8 voting members
3. Minutes from 3-2-15 must be approved on 4-7-15

**Public Comments:**

1. Margit Roos-Collins' comments re: safety plan were distributed as a handout per Roos-Collins' request and absence.

**Report to hire and retain teachers of color: Pat Saddler, Director of Programs and Special Projects and Evelyn Bradley, Director, Personnel Services**

1. BUSD engaged the services of National Equity Project using \$36,000 LCAP allocation. National Equity Project will help BUSD to develop recruitment strategies.
2. Conducted first focus group to gather input from BUSD, especially at BHS. Input also includes information from diverse staffs at Oakland Unified School District and West Contra Costa Unified School District, including use of internships.
3. BUSD will look at systems in place to make connections and face challenges. For example, BHS teachers are recruiting at grass roots with student teachers and classified staff and at local universities and colleges. Saddler reported that information regarding hazing and other difficult situations that teachers of color faced while at BUSD is being collected. These factors have impacted decisions for new teachers of color to leave BUSD.
4. Timeline is mid-April to begin hiring.
5. Strong need for teachers of math, science, special ed., and world languages.
6. Principal Glenchur will share spreadsheet with BUSD of site level list of applicants and recruits.
7. Discussed job fairs and Bradley reported that BUSD has participated in job fairs in the past with little success. Will consider another job fair in partnership with other districts and much earlier in the year.
8. Saddler answered questions about mentoring for new teachers and explained that each new teacher is paired with a mentor – 64 new teachers mentored by 52 internal mentors with some retired teachers and Contra Costa County mentors. Berkeley Peer and Review Systems are also used as mentors.
9. Byndloss suggested outreach to undergraduate classes at local colleges and universities, especially in Chicano Studies and African American Depts.
10. Saddler informed the group of a partnership with Berkeley City College with emphasis on a pre-education major. BCC has relationships with CSU-EB and UC-B for degrees and credentials. BCC is offering stipends for books and transportation.
11. Fields suggested the program Teach Tomorrow to help prepare classified staff to continue their education for teaching credentials. Fields also discussed opportunity for high school students to work as “teacher aides.”

**SSC Opening Comments:**

Marx: Clarified that student surveys of classes go directly to individual teachers only, not to department chairs or administrators. The purpose of surveys is to inform instruction. Marx also distributed a handout of comments related to the safety plan.

Glenchur: Confirmed that the tripod survey went to teacher leadership for review. Berkeley Federation of Teachers (BFT) supports the surveys and will add its logo to the survey. BFT encourages voluntary participation in May. The results will go directly to the teacher. Added that there will be another survey with school wide issues about school culture.

Bearson: Met with new Restorative Justice Coordinator, Yari Sandel. Ms. Sandel and the Berkeley Law students plan to reshape the program.

Condes: Condes met David Luu, Coordinator of OCI, to learn about the referral process to Student Court. She also contacted SEEDS who suggested a training program for teachers of freshman students. Condes reported that the restorative justice subcommittee discussed funding issues- first priority is to fund a coordinator position and then to find outside funding (i.e. grants) to fund more training. Glenchur suggested an invitation to Mr. McDonald to discuss restorative justice further.

Osheroff: Reported positive feedback on the College and Career Day. The event sparked conversations about career choices in many of her classes.

Byndloss: Byndloss is teaching a BCC class. He asked about mental health consideration in the Safety Plan.

Ferrer-Castro: Reported that the College & Career Day was a well- organized event. She had 3 speakers that the students really learned from and enjoyed. Ferrer-Castro also requested that busses park at the end of Milvia because their present position is right outside the M building classrooms. The noise is very disruptive to teaching and learning.

**BSEP Report: Toni Stein**

1. 20 applications were submitted for an available budget of \$738,000. The 20 applications total approx. \$975,000 in requests.
2. Discussions about LCAP considerations for funding projects.
3. Half of applications have been evaluated and the final decisions and recommendations after the spring break. Many applications are repeat apps.
4. The link to the applications will be made available with criteria for rating. To be sent to Jana Jandra and then shared with SSC.

**Principal's Report:**

1. Shared positive feedback on College & Career activities that were organized by Career & Technical Education Coordinator, Kate Trimlett Rennie. Rennie is working with a

consortium to develop academic pathways to careers. Refer to the BHS CCC website for list of jobs, internships, and volunteer opportunities: [goo.gl/ml37iO](http://goo.gl/ml37iO).

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2. Reported that Career Locker is being used by 800-900 students and staff would like to increase the number of users.
3. WASC Committee will visit from 3/22-24/15.
4. Refer to Handbook page 57 for Significant Development and page 75 for the 5 goals.

#### **Subcommittee Report:**

1. A-G: Reported by Elena Condes: Group discussed who are the students not meeting a-g requirements. CDOE does not accurately reflect data from BHS. The 2012 transcripts were reviewed and 38% of African American students at BHS were UC and CSU eligible.
2. BHS is working with the company Transcript Evaluation Service. Goal is to look at every 10<sup>th</sup> grader to identify those on track for a-g completion and UC, CSU eligibility. Then, send information to students and their families on the a-g progress.
3. Byndloss shared concern about trend to enroll in AP classes- “above and beyond a-g”.
4. Condes discussed vocational classes. Glenchur clarified that the ROP classes are a-g approved.
5. Discussed other paths, discrepancy between college bound and non-college bound paths.

#### **Safety Plan:**

1. Chair Condes thanked the Safety Committee for the time and dedication to create a new plan.
2. Byndloss wanted to include mention of mental health needs in the plan.
3. Bell stated that mental health needs may be incorporated in the bullying section of the plan.
4. Stein and McDonald added that the Health Center, OCI, and BPD services on campus may address mental health issues.
5. Camps reported that the Harold Way project will add more noise and traffic and has alerted Facilities Manager, David Kirwin. Camps would like BHS to work with the builder for the EIR.
6. McDonald and Glenchur revised the Safety Plan with previous comments from the SSC and the public.
7. The next emergency drill will reflect some changes (i.e. evacuation route)
8. Bell described the different levels of disaster and BHS must be ready (e.g. fire on south side obviously changes the evacuation route). Must develop alternate plans.
9. Marx asked about the “Columbine “locks for shooter on campus incidents. Must have locks from the inside of doors.
10. Condes was concerned about criminal labels for juveniles. Also wants to change the section in the Safety Plan on p. 68 about Child Abuse, Sexual Activity for reportable and

nonreportable differentiation between consensual activity for heterosexual and homosexual activity. Current language is biased against gay individuals.

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11. The policy for sexual harassment will go to the BUSD Governing Board soon; the newest copy of the policy will be included in the Safety Plan
12. Glenchur proposed that the SSC formally review Safety Plan and vote for approval on 4-17-15.
13. Marx requested that the changes be highlighted for easier reading.

Next Meeting is 4-7-15.

Meeting adjourned at 5:57 PM.