



Office of the City Manager

**2 X 2 COMMITTEE MEETING
BERKELEY CITY COUNCIL SPECIAL MEETING**

Friday, April 22, 2022
8:30 – 10:00 a.m.

PUBLIC ADVISORY: THIS MEETING WILL BE CONDUCTED EXCLUSIVELY THROUGH VIDEOCONFERENCE AND TELECONFERENCE

Pursuant to Government Code Section 54953(e) and the state declared emergency, this meeting of the 2x2 Committee will be conducted exclusively through teleconference and Zoom videoconference. The COVID-19 state of emergency continues to directly impact the ability of the members to meet safely in person and presents imminent risks to the health of attendees. Therefore, no physical meeting location will be available.

To access the meeting remotely: Join from a PC, Mac, iPad, iPhone, or Android device: Please use this URL <https://us02web.zoom.us/j/83637501564>

If you do not wish for your name to appear on the screen, then use the drop down menu and click on "rename" to rename yourself to be anonymous. To request to speak, use the "raise hand" icon by rolling over the bottom of the screen.

*To join by phone: Dial 1-669-900-9128 and enter Meeting ID: 836 3750 1564. If you wish to comment during the public comment portion of the agenda, Press *9 and wait to be recognized by the Chair.*

Please be mindful that the teleconference will be recorded, and all other rules of procedure and decorum will apply for meetings conducted by teleconference or videoconference.

This is a meeting of the 2 x2 Committee of the Berkeley City Council and the Berkeley Unified School District. Since a quorum of the Berkeley City Council may actually be present to discuss matters with the 2 x 2 Committee, this meeting is being noticed as a special meeting of the Berkeley City Council as well as the 2 x 2 Committee meeting.

Committee Members:

Councilmember Sophie Hahn	Laura Babitt, VicePresident, BUSD Board
Councilmember Lori Droste	Ana Vasudeo, Director, BUSD Board

This meeting will be conducted in accordance with the Brown Act, Government Code Section 54653. Any member of the public may attend this meeting. Questions regarding this matter may be addressed to Dee Williams-Ridley, City Manager, at 510-981-7000.

A G E N D A

1. Comments from the Public
2. Approval of Notes – October 13, 2021 (Attachment 1)
3. BUSD Update on Superintendent Search (Attachments 2 and 3)
4. Commission Restructure, specifically as it relates to the Peace and Justice Commission
5. Plan for updating or better integrating 2020 Vision initiatives within BUSD
6. Summer and after-school support and alignment
7. Vision Zero check-in near schools and follow up on implementation of the Request for Street Evaluation form (which is linked to Councilmember Hahn's Bright Streets to Schools item #17 from November 9, 2021 City Council agenda)
8. Request to return to pre-pandemic drop-off and pick-up procedures at campuses
9. Joint COB and BUSD public health campaign for vaccine hesitant students
10. Adjournment and Date of Next Meeting

**Notes of 2 x 2 Council Committee Meeting
October 13, 2021**

Present:

City of Berkeley (COB)

Councilmember Sophie Hahn
Mayor Jesse Arreguin

Berkeley Unified School District (BUSD)

Ana Vasuedeo, Director, BUSD Board
Laura Babitt, Director, BUSD Board

Others present:

Dee Williams-Ridley, City Manager
Scott Ferris, Parks, Recreation & Waterfront Director, COB
Mark Numainville, City Clerk, COB
Dr. Lisa Warhuus, Director of Health, Housing & Community Services (HHCS), COB
Farid Javandel, Deputy Director, Public Works, COB
Yvette Gan, Secretary to the City Manager, COB
Dr. Brent Stephens, Superintendent, BUSD
John Calise, Executive Director of Facilities, BUSD

1. Call to Order

The meeting was called to order at 4:05 pm, with Councilmember Sophie Hahn chairing the meeting.

2. Approval of Meeting Agenda

Mayor Arreguin noted that he would need to leave at 5:00 pm to attend another meeting, and asked that if he was needed to speak on any of the agenda items, that those items be moved up in the agenda. Items 5.3 and 5.4 were moved up accordingly.

M/S/P to re-order the agenda (Vasuedeo, Arreguin).

3. Approval of Notes – September 11, 2020

M/S/P to approve notes of September 11, 2020 (Vasuedeo, Arreguin, with Babitt abstaining).

4. Public Comment

A member of the public invited the 2x2 Committee to attend a play, "Our Town".

10 members of the public commented on parking issues near schools, additional parking permits for school staff, safety issues for students travelling to and from school, infrastructure (signage, curb painting for zones, etc.).

5. Discussion items

5.3 Pedestrian and Bike Safety

5.4 Transportation Issues with Schools (COB and BUSD)

Director Vasuedeo noted that there were many different transportation issues related to schools (safety, painting curbs, crossing guards, etc). In San Francisco, the City staff use a form for requests specifically for school issues. She and Councilmember Kesarwani have been discussing a process to address these requests.

Councilmember Hahn mentioned she will be submitting a new item to ask that staff review the transportation issues for a two-block radius around every public school, and do touch-up work (painting curbs and crosswalks, etc.) before the school year starts.

Mayor Arreguin asked if the number of parking permits for school use had been increased. Mr. Javandel responded that permits had increased from 60% to 70% for those schools that are outside the half-mile radius of a BART station or more than a quarter-mile from a Rapid Transit Stop, or from two major transit lines.

Mayor Arreguin asked if BUSD had a program to encourage its staff to use public transit, and if there isn't one, that he would strongly recommend it. There may be grants available to support such a program. In terms of "Safe Routes To Schools" projects, he asked if BUSD prioritized the schools, and was informed that individual schools apply for these projects.

Director Vasuedeo proposed that staff create a form that school principals would complete and submit to City Transportation staff about their needs. Director Babitt asked if there was information on which transportation modes students and staff use. Councilmember Hahn asked how the parking permits for schools were distributed, and whether part-time employees also received them. Supt. Stephens said that principals at each school distributes those passes, but there is no set criteria for the process.

Councilmember Hahn also raised the idea of having a system in which any requests from schools could be easily distinguished from the multitude of requests received by Transportation, along with the form for principals to use for larger concerns. City Manager Williams-Ridley said she could envision many such requests coming in and felt that a prioritization system was needed. Deputy Director of Public Works Farid Javandel felt that the information on how students and staff travel to school would be very useful in creating

safety plans, and having principals as point of contacts would be ideal. About 40% of school staff drive alone. The number of competing priorities increase every year, leading to both Transportation staff and funding being stretched thin.

Councilmember Hahn noted she would work with Director Vasuedeo and City of Berkeley staff on this issue. BUSD will work on gathering data around transportation modes. Supt. Stephens will be the point person regarding an incentive program for public transportation use for school staff. Director Vasuedeo asked that Transportation staff provide input on the type of information needed on the forms.

5.2 Student Vaccination and Public Health Campaign (COB and BUSD)

Councilmember Hahn asked permission of the Committee to have this agenda item be discussed next.

Health, Housing & Community Services (HHCS) Director Lisa Warhuus shared information about the achievements of BUSD and COB in the area of COVID-19 vaccinations. Berkeley's population has a very high rate (93%) of vaccinations. In schools, transmission has essentially flat-lined; infections are happening at home or during activities outside school. COB staff have provided support to schools by providing teachers with vaccines as soon as they became available, with site visits, coordinating outreach efforts, and vaccination clinics at Berkeley High, Longfellow School, and behind City hall. Staff are continuing their work with students at B-Tech, Rosa Parks, Sylvia Mendez and Malcolm X schools.

HHCS staff noticed disparities in vaccination rates among various groups, and so have contracted with 3 non-profit organizations to do targeted outreach. They now have a communications partner to do outreach to the community as well. BUSD has also co-funded an outreach person who will work with BUSD staff.

Councilmember Hahn expressed her thanks for the outstanding work of HHCS staff, not just with the schools, but during the entire time since the pandemic began. Dr. Stephens was also grateful for the on-going partnership with the City, including a new youth-led targeted vaccination campaign.

Director Babitt asked if there were any concerns about supplies, and Dr. Warhuus confirmed that there is no shortage of the supplies of vaccines or booster shots. She was very glad to hear about the youth-led campaign, and noted that youth workers at the BHS Health Center could also be involved with that work.

5.1 Update on the Board Room

Dr. Stephens informed the committee that both COB and BUSD staff have been working together on plans for return to in-person or hybrid meetings in the BUSD Board Room. New hardware has been purchased, and the technology staff from both organizations are working to make it seamless. Due to the current COVID-19 emergency, Zoom meetings will be the norm for some months into the future.

City Clerk Mark Numainville has been meeting onsite with BUSD's Executive Director of Facilities, John Calise, and new IT Director. They still need to work on the physical changes for the dais area and the Board Room in general. There is limited physical space on the dais, there needs to be further work done regarding ventilation, air circulation, cleaning and sanitizing the areas. There will be an overflow area in the gym for the public if many attendees come to a meeting. Since the Board Room is also used by the Zoning Adjustment and Rent Boards, the staff from those departments are also involved in the discussion. He felt that the collaboration has been very positive so far.

6. Adjournment

M/S/P to adjourn the meeting at 5:41 pm (Vasuedeo, Babitt).



Information for Applicants for the Position of
SUPERINTENDENT
Berkeley Unified SCHOOL DISTRICT

THE POSITION

The Board of Education of the Berkeley Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The Berkeley Unified School District seeks a superintendent who:

- Is an instructional leader who has a proven track record of demonstrating the ability to:
 - Address the needs of all students based upon the whole child model of teaching and learning
 - Articulate the District's vision for teaching and learning with parents, employees and the community, especially as it relates to closing the achievement/opportunity gap
 - Develop and implement multi-faceted and challenging instructional programs to meet the needs of all students with a particular focus on underperforming students
 - Identify evidenced-based best practices both internal and external to the District and support consistent implementation district wide
 - Negotiate the tensions between the use of instructional time for the core curriculum standards and enrichment classes
 - Use data to inform instruction, identify priorities, and measure the success of programs
 - Understand curriculum, instruction, and successful practices in Pre-Kindergarten through Adult Education Programs
- Is an effective communicator who will:
 - Articulate deeply held passionate beliefs about inequalities and closing the achievement/opportunity gap
 - Address competing interests effectively without losing sight of the District's goals
 - Make specific efforts to develop a strong ongoing relationship and communicate with the African-American, Latino and immigrant communities
 - Model excellent communication skills that include the ability to listen respectfully
 - Lead development of a Strategic Plan for the District
- Is a Manager who:
 - Aligns and will marshal resources in support of the District's vision for student learning
 - Expects all members of the district staff to achieve high performance
 - Fosters communication district-wide to enhance coordinated services among the various departments
 - Implements and monitors accountability systems to improve employee and overall system performance
 - Understands the dynamics of an organization and is able to organize, delegate, supervise and hold individuals and groups accountable while working as part of a team
 - Values the role technology serves to improve student outcomes and improve the overall functionality of the District
 - Has experience negotiating complicated bargaining agreements with multiple labor associations
 - Has experience containing special education costs while maintaining quality of service

PERSONAL PROFILE

The Berkeley Unified School District seeks a superintendent who:

- Understands the unique qualities of the Berkeley community and schools and is eager to become an active member of the community
- Develops and expands strong and healthy working relationships and partnerships with organizations both within and outside of the District that benefit the educational success of all students
- Inspires a love of learning and promotes the value of life-long learning through instructional leadership
- Interacts positively with the cultural and political nuances of Berkeley and maintains and expands community-wide support for the School District

- Inspires, motivates, coaches, and mentors others
- Is receptive to change initiatives and evidences ability to lead change
- Is innovative and willing to take calculated risks

QUALIFICATIONS

- Experienced in the U.S. public education system (Required)
- Experience as a superintendent in a CA K-12 district (Preferred)
- As a condition of employment at the time of signing the contract, the successful candidate must be eligible for California superintendency (Required)
- Experienced in a district with local tax measure support and/or has actively advocated for the passage of local tax measures. (Preferred)
- Experienced or familiar with a personnel commission (merit district) system (Preferred)

SELECTION PROCESS

The Board of Education has retained Consultants Eric Andrew and David Verdugo of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

A competitive salary, and excellent comprehensive benefits package will be offered based upon experience, qualifications, and profile criteria.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Berkeley Unified School District is located in the City of Berkeley in Alameda County.

Berkeley Unified is responsible for educating more than 9,400 individual students in 11 public elementary schools, 3 middle schools, one comprehensive high school, an alternative high school, and a Tech Academy High School. In addition, the district has 3 preschools, two after-school programs, and an Adult School serving several thousand students each year. With a tradition of excellence rooted in a vibrant community, Berkeley Unified alumni have become national and international leaders in business, civic society, politics, academia, sports, and the arts. Students and staff in Berkeley Unified come from a wide variety of ethnic and socioeconomic backgrounds, surrounded by one of the most intellectually and culturally rich regions in the United States.

Since the founding of the University of California, Berkeley in 1868 and the establishment of Berkeley's first high school in 1879, Berkeley's community has been proud to be a leader in public education. In 1968, the Berkeley Unified School District was the nation's first school district to desegregate without a court order.

Mission, Vision and Values

The Mission, Vision, Values, and Goals of Berkeley Unified are encapsulated in the four E's:

- Excellence in Learning, in Teaching, and in Service to our Students and Families
- Equity in Access, in Resource Allocation, and Educational Outcomes
- Engagement with Parents, Guardians, Families, and Community
- Enrichment with parents, guardians, families, and community

Mission

The Mission of the Berkeley Unified School District is to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world.

Vision

Our Students are curious and creative learners who succeed through personal initiative and sustained effort to reach high academic goals. They are critical thinkers who seek knowledge and possess technological competence and collaborative skills. Our students embrace diversity, act responsibly, and contribute to our community.

Our Educators believe that all students can meet or exceed rigorous academic standards. Teachers, staff, and administrators together form a rich professional learning community where all are supported to hone our professional craft and improve our effectiveness. Through the examination of our instructional practices and data, we adjust our teaching and operational systems in order to continuously improve. We are responsible for the stewardship of our fiscal resources and fair and equitable in their distribution.

Our Families and Community are integral to the success of our students and schools. Families are active, engaged and welcomed partners in their child's education, who give valued input and participate in making important decisions about our academic and enrichment programs. Our diverse community is passionate about equitable educational outcomes for all students. Our civic and community organizations partner with us to promote family engagement and the well-being and success of our students.

Our Schools are vital centers of community life enriched by the diversity of our city and welcoming to all families. Each classroom offers an engaging and culturally relevant curriculum that builds on students' interests and abilities. Student needs, as identified by regular assessment, inform our teaching and guide appropriate and effective intervention services. We offer an enriched learning environment and a comprehensive system of support to address the needs of the whole child.

Values and Beliefs

- Students are our priority.
- We take pride in our diversity.
- We hold high expectations for ourselves and our students.
- We treat each other with respect and act with integrity.

Learn more about BUSD: <https://www.berkeleyschools.net/>

THE BOARD OF EDUCATION

Ka' Dijah Brown, President
Laura Babitt, Vice President
Ana Vasudeo, Director/ Clerk
Ty Alper, Director
Julie Sinai, Director

The Berkeley Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Berkeley Unified Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. on April 1, 2022.

Consultants:
Eric Andrew, Ed.D.
David Verdugo, Ed.D.

Leadership Associates
3905 State Street, #7-407
Santa Barbara, CA 93105
www.leadershipassociates.org

For general information, contact:
Becky Banning, Executive Assistant, Search Services
bbanning@leadershipassociates.org



OFFICIAL TIMELINE

(Flexible based on Board direction)

Berkeley Unified School District Superintendent Search

Note: *Blue italicized text* indicates Board Participation

FEBRUARY 2022 Preliminary Phase	February 23-28	District receives contract
MARCH 2022 Community Engagement	March 10 (Special Mtg)	<i>Initial Meeting with the Board; Board determines characteristics, skills & qualities desired in new superintendent; publicly announces timeline and procedures (Open and Closed Session; approx 3 hrs total)</i>
	March 16 - 25	Online survey dates
	March 18	Consultants confer with staff and community designated by the Board to receive input
MARCH - APRIL 2022 Advertisement and Recruitment	March -April	Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
	March 21 & 28	Advertising and active recruitment; Ad appears in <u>EdCal</u> , (Two consecutive publications)
	April 1, 5:00 PM	Deadline for applications
APRIL - MAY 2022 Interviews and Selection	April - May	Consultants complete comprehensive reference and background checks on applicants
	April 19, 5:00 PM (Special Mtg)	<i>Board confers with consultants, reviews all applications and selects candidates to be interviewed (Closed Session; approx 3 hrs)</i>
	April 30 -May 1 (Special Mtg)	<i>Board interviews candidates; selects finalist(s) (Closed Session; all-day meeting)</i>
MAY - JUNE 2022	Week of May 9-13 (as needed)	<i>Board completes the validation process of the leading candidate and makes final determination</i>
	June 1 or 15	<i>Board approves superintendent contract at a regularly scheduled board meeting</i>
JULY 2022 Start Date	July 1 (as mutually agreed)	New superintendent begins

Approved: March 10, 2022