



changing with
the times



OUR MISSION

BATTI's mission is to provide the comprehensive preparation of aspiring independent and public school teachers and leaders. BATTI graduates educators with the capacity and the determination to:

- foster joyous, purposeful, and engaging learning for the full diversity of students
- build ever more inclusive, innovative, and inspiring classrooms and schools
- contribute to more just, equitable, and sustainable communities

Key BATTI features include:

- two-year combined MA and credential program designed for full-time working professionals
- personalized experiential learning in outstanding public, charter, and independent schools
- opportunities to pilot cutting-edge pedagogy and spark school change

HOLY NAMES UNIVERSITY

The mission of the School of Education at Holy Names University is to support teachers and researchers who view their work through a lens of equity and social justice. We achieve this mission by:

- engaging in solidarity with both LOCAL and global communities
- engaging in issues of race, language, and power
- supporting candidates in imagining and actualizing transformative educational practices
- holding high expectations while offering deep support, with the goal of high success and retention in both the program and the field
- providing transformative coaching of candidates within field placements
- connecting and maintaining an active community of alumni, students, faculty, and LOCAL community who value this shared vision

Please visit our website, www.ba-tti.org, to see our introductory videos produced by Portal A Interactive and Youth Beat

JOB FAIRS

We are holding two job fairs this year.

1. Fourth annual **ASSOCIATE TEACHER JOB FAIR** on February 11, from 6–7PM. Attendees will be applying to the Holy Names-BATTI program for entry in July 2021, and will be seeking residency positions at partner schools.
2. For our soon-to-be BATTI graduates on February 23, from 6–7PM, attendees will be seeking **LEAD OPPORTUNITIES** at local schools. (A few graduates may be seeking associate or co-teacher positions.)

We hope these fairs will help coalition schools reach out to potential new support and lead teachers, and that it will help our candidates learn about the great school choices.

INFORMATION SESSION

BATTI community, send your colleagues and friends! Have them join us on Thursday, February 25, 6–7PM PT to learn more about BATTI! Applicants should fill out an inquiry form on the BATTI website and will receive the Zoom link: <https://www.ba-tti.org/credential-apply>

LEGACY ENDOWMENT CAMPAIGN

The BATTI Board will make an announcement in the coming weeks about its plan to create the first-ever BATTI Endowment. Our goal is to raise \$100,000, and to use the income to attract and retain a more diverse student group.

ANNOUNCEMENTS

from the executive director

NEW HORIZONS

The experience of founding BATTI in 2002 and watching it grow and prosper has been the best experience of my life, other than meeting my wife sophomore year in college and having my two sons. But I think this year is the right time to say good-bye and welcome someone else to steer the ship into new waters. Ashlee Gutierrez is going to do a great job keeping what is right about BATTI, while thinking of ways to Build it even Better. And she is going to be lucky to have the continuing help of Raleigh Zwerin, Ana Zamost, the Board with its incoming Chair Kate Juergens (BATTI Cohort 4!) and instructors and supervisors to manage the ship.

Like everyone else in the educational world, we abruptly went completely online in the space of 3 days in March 2020—quite a shocker for the students and spring instructors. Imagine teaching Science and Math, full of so many hands-on experiments, on Zoom. We did it! And continued through the summer, usually full of field trips about Chinese history, and the fall, where students usually get to know each other over snacks and games of two truths and a lie. We met masked and socially distanced in a park once to see each other in real life!

We have 10 new schools and 91 students this year, counting our 17 new teachers in the Clear program that Ana runs so ably. Three new residents are lead teaching in Oakland Unified.

With the impetus of the Black Lives Matter movement, a Board initiative and faculty committee have joined forces to create a Diversity Policy statement, and are planning two Diversity Workshops for alumni and friends in February and May; it is the start of an important multi-year effort.

Spearheaded by Ana Zamost and outgoing Board Chair Miriam Phillips (thank you for your work!), we are undertaking an Endowment Campaign this spring. We hope to raise \$100,000 to bolster organizational sustainability. The income generated by this endowment will provide greater access and success for a more diverse student group.

One of the year's most exciting developments has been the success of the first year with our new partner, Holy Names University. From the inspired leadership of Dr. Kimberly Mayfield, to the first guidance provided candidates by Admissions Counselor Seema Gupta, to the continuing support in operations from Brad Henry, Raleigh and I have been so thankful for the good reception our residents have received. And one of these days they will actually get to step on the lovely campus!



Bob Houghteling
BATTI Executive Director



NEW LEADERSHIP

Writing Our Next Chapters...

After 18 years with founding director Bob Houghteling at the helm, BATTI will be guided through the next stage by **Ashlee Gutierrez**. Ashlee spoke with Ana Zamost about her own history, her passions, and her dreams for BATTI.

WHAT WAS YOUR MOST EXCITING TEACHING JOB?

The most exciting job I've ever had was my first year teaching in West Oakland. I had not quite mastered the concept of "classroom management" and it showed. There was one class in particular. My principal's boss came to do a walkthrough with our principal at the very time I had a student skateboarding in the middle of the classroom and another pulling the blinds up and down.

WHAT LESSONS FROM YOUR PREVIOUS EXPERIENCE WILL YOU CARRY WITH YOU TO BATTI?

Speaking on this Annual Report's theme of change, **navigating through change is the most significant experience I carry with me into this new role.** I learned this from my time at Caliber where I carried that school through changes in leadership, including my own, and changes as we refined our instructional model and examined what was at the core of what we stood for. From all of that, I know how important it is to understand the community. My focus in all of these experiences has been to understand the folks that were there and what their apprehension was rooted in then co-create a path forward that alleviated some of that concern. I know that organizations, as all things, have to ebb and flow, but there are humans who are doing that work and we have to hold each other's humanity throughout.

Welcome, Ashlee!

[right] Ashlee's graduation day at HNU
[below] Halloween... she was the LIFE (cereal) of the party; march against gun violence; assistant principal and Ashlee throwing water balloons at students from the school roof during the last day of the annual school water balloon fight; Escape Room holiday party; students get 2 thumbs up



WHAT ARE YOU MOST EXCITED ABOUT AS YOU MOVE INTO THE ED ROLE?

I'm most excited that there's a natural moment of thinking about what comes next. I think this happens whenever a new leader enters a space, but **there's something really interesting about doing that in this moment with all that's going on politically, culturally, and while we are in the midst of a global pandemic.** All of those aspects call upon us to nurture and support one another as a community and that calling will lead to really interesting communication. It's not just what I think is next for BATTI, but everyone. What does it look like for us to respond, not just personally, but as an entity?

WHAT DO YOU SEE AS BATTI'S GREATEST STRENGTHS?

There is a deep belief and investment in BATTI as an organization. There's something really powerful about the way folks habitually return to BATTI—students, supervisors, school leaders—there is a rich tradition of coming back to BATTI in new roles. It provides so much opportunity and if that is the cycle of BATTI, what is the way we can expand our offerings to accommodate that cycle? We do an excellent job of preparing teachers, how do we continue and extend that quality preparation to supervisors, instructors, and school leaders returning with a new lens?



WHO ARE THE MOST IMPORTANT PEOPLE IN YOUR LIFE?

First and foremost is my partner Tom—a career educator, like myself. We did our Master's together at Holy Names and now we're both working on our dissertation at SF State. I support Tom in raising his two children. I met Tom while we were teaching at St. John the Baptist and I was actually his son's teacher! When Tom and I started dating, it was quite a transition for Jordan to go from Ms. G. to "Ashlee". The kids lived with us full-time and have since graduated, both now serving in the Air Force—Jordan in Alaska and Haylee in Saudi Arabia.

I'm the oldest of four. My younger sister is a social worker in San Diego and my two much younger brothers are in college. My dad is also in San Diego and my mom and stepdad are in Arizona. My big, loud Cuban family is mostly in Los Angeles.

WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

Our quarantine project has been becoming urban gardeners, like so many others. We're growing tomatoes, kale, carrots, loads of stuff in raised beds in the backyard. I have to say, I didn't venture into breadmaking, but have gotten very into cupcake and cookie making!

For a brain break, we just purchased a Nintendo Switch and that is the perfect article-reading, dissertation-writing break for us.

I also love interior design. I'm constantly redecorating our house in my head. I don't actually make these changes, but it's fun to imagine!

WHAT ARE THE FIRST THINGS YOU'LL PRIORITIZE IN JULY?

I'm starting now by doing my homework. Even before July 1, I want to deeply embed myself in the history of BATTI, read back copies of the annual report, interview key stakeholders, like Bob and Terry. I plan to have a really robust knowledge base when I walk into July 1. My biggest priority on July 1 is to conduct stakeholder interviews and ask folks from all the different roles in BATTI what is working? Where are the points folks feel like we can iterate? What needs are being met? What needs are not being met? My biggest concern coming in is that I don't want anyone to feel like they have vision whiplash, that we started to go in a different direction that's not truly BATTI.

My role is to facilitate the space, use the right protocols and structures to surface what folks need and where they think we need to move. My job is to go through all those notes and conversations and extract and create an action plan.

Adult learning is my jam. It was my favorite part about being a school leader, which I miss most in my current role. In so many ways, BATTI is just the perfect fit for me. It takes everything I love about school leadership and eliminates phone calls from teachers at 5am requesting a sub. Professional development is the single most significant thing we can do to improve learning in schools and overall as an educational system. We do it so poorly. I really pride myself being prepared, treating adult learners like adults, and modeling strategies they can use with kids.

TRANSITION
BATTI 2.0

Last summer, as the 12M Recruiting team and I developed the opportunity statement to publicize BATTI's executive director opening, I interviewed dozens of constituents: students, faculty, staff, mentors, supervisors, and trustees. What struck me was how BATTI had changed so many people's lives in such impactful ways.

Impactful change equates to transformation. After six years as an executive search consultant, I would proffer that one consistently desired leadership trait is the ability to catalyze and oversee transformative change. What better way to do so than by drawing on past experience? Like a conductor who once played in a philharmonic orchestra, administrators who have been through a personal or professional metamorphosis often have the right skills and EQ to lead transformative school change.

And so I urge BATTI to continue its mission of not just training teachers, but more importantly changing lives. This begins by preparing people of diverse backgrounds for teaching posts while guiding them on a journey

of identity and self-discovery. It continues by graduating able instructors to work in public, private, and charter schools, empowering them to take their students on similar journeys. Finally, the mission comes full circle when those seasoned educators eventually assume executive leadership posts to help other schools make necessary and transformative change.

Under Bob, BATTI has orchestrated two decades of impactful change. The baton is about to pass to Ashlee. I can hardly wait for the next overture. —Gabriel Lucas



Gabriel Lucas is principal of 12M Recruiting www.12MRecruiting.com, an international search firm helping schools, nonprofits and mission-aligned organizations hire for chief executive officers and cabinet-level positions across all domains.

We started meeting last year as Bob was considering retirement. An early action was to recommend that BATTI hire a professional search consultant. Now our work is focused on how to support a seamless executive director transition, including a robust and loving farewell for Bob Houghteling, and an enthusiastic and supportive welcome to Ashlee Gutierrez.

Our list on how to support this transition consists primarily of prompting other people to take certain steps. Those steps include revising the BATTI by-laws; updating the employee handbook; crafting a Diversity, Equity and Inclusion Policy; strengthening both the DEI and public school preparation curriculum; documenting BATTI financial policies; and creating a calendar of executive director activities and deadlines

Looking forward, the Transition Team is prompting a Board review of the BATTI strategic priorities; a close look at instructor compensation and working conditions; a healthy system of feedback for Ashlee; and Bob's future support role. Most important to our seamless transition, Ashlee will be spending carefully crafted time with Bob and his team between now and July 1st.

It's not easy for us to say goodbye to Bob, and it's even more emotional for Bob to say goodbye to his BATTI creation! Watch for news about the Houghteling Family Legacy Endowment and of course, plan for a big, hopefully in-person, farewell party.

—The BATTI Transition Team (Terry Edeli, Miriam Phillips, Leslie Powell)

HNU NEWS

What's HNU with You?

INTERVIEW WITH BRAD HENRY AT HNU

BATTI: How long have you been at Holy Names? Please tell us about your professional background and what led you to this role.

BH: I have been at Holy Names University since May 2018. I have been in various education roles for about 11 years, including 6 years in operations for higher education (3.5 years at DeVry University and 2.5 years at HNU). I have also worked in recruitment and advising for international high school students through WANet (now WA Global Network), an organization that places international students at private American high schools across the country. I have also taught, both as a private high school J-Term teacher and an ESL Teacher in South Korea.

BATTI: What is the thing about your job that brings you the most joy?

BH: Without a doubt the amazing faculty and staff I work alongside. I am also very passionate at helping our students to be successful and feel supported throughout their academic journey.

BATTI: What about our new HNU/BATTI partnership brings you excitement and why?

BH: Helping students find their stride and reach their goals in our programs is always the goal. As a parent of two elementary aged children, nothing brings me more joy than seeing good people become good teachers that we so desperately need for our children. The BATTI/HNU partnership only strengthens those objectives and reaches a wider population of qualified and passionate aspiring teachers.



FIRST YEAR REPORT CARD FOR OUR HOLY NAMES PARTNERSHIP

This last year, to say the least, has been the most challenging one for BATTI residents and the BATTI organization because of the pandemic (and wildfires, and the political situation, and let's stop there.)

One of the bright spots of the past year has been our successful new partnership with Holy Names University. From the ease of our initial partner negotiations, to the smooth admissions process that yielded an outstanding, diverse first class of 36 students, to holding our first successful one-week boot camp in July—we give Holy Names high marks!

REPORT CARD	Scholastic Year: 2020 Fall Semester
A+	professionalism of everyone on campus, especially our go-to people Kimberly Mayfield, Brad Henry, Seema Gupta, Elizabeth O'Brien, and Barney Wong
A	free CSET classes that our students receive
A	Logan Scholarship available to BATTI residents
A	tech support to instructors, who are able to get Zoom accounts and help in setting up their courses on the online platform Canvas
I (Incomplete)	beautiful campus, which our students have yet to step foot on!

The Time of Our Lives

Cohort 1

ANNIE FUJIMOTO I've been surviving the pandemic year by teaching all the distance learning kids K-4 (at Prospect Sierra), helping my 2nd grade son complete his distance learning, and taking care of my 20 month old! It's been a hectic year (as I'm sure it's been for everyone), but I am happy to be able to be with my small daughter for an extra year and also experience a new role in education outside the world of teaching first grade!

CAEPHREN MCKENNA Currently in my 9th year of teaching first grade. Love my job and my students, even in the days of COVID.

Cohort 3

JESSICA KUMAR I'm learning to navigate the world of remote teaching, while also learning to teach multiple grade levels at once. I have learned to do math, writing, art, and singing online. When I'm

not thinking school, I do a bit of remote aikido as well.

Cohort 4

KATIA DUNKEL It was a fantastic treat when I opened my email from OUSD to read about four teachers that were honored for their outstanding work and Ms. Emily Rubin, BATTI Grad, and Glenview Elementary Teacher was one of the Honorees!

KATE JUERGENS I am especially proud of being a part of the BATTI board!

Cohort 5

SARAH DURANTINI My family and I moved to Southern California last July. I am excited to be living by the beach in Redondo Beach and to be working at the Brentwood School in Los Angeles. This year I am looking forward to finishing up my certificate in Educational Therapy through Holy Names University.

Cohort 6

BRITTANY (HALL) FINDLING I moved to Ann Arbor, MI in August of 2018, got a puppy named Sally soon after, got married in July of 2019 and welcomed Sierra Ruth Findling in June 2020.

Cohort 7

NOAH MARSH I have returned to schools, yet again. I will be graduating with my MSW and PPS credential this Spring and will be looking for a school-based clinical mental health position for the upcoming school year. Let me know when BATTI wants to expand to mental health training. :)

LISA RICE After my daughter was diagnosed with dyslexia, I went back to school to learn all about multi-

sensory education. I am now an Orton-Gillingham tutor for reading and have trained with Marilyn Zecher in multi-sensory math. It's fun to help kids who think differently!

Cohort 9

LEANNE DEVOL When I completed my thesis through BATTI's Masters program, I focused on mindfulness practices' impact in the classroom, specifically on self-regulation. I am now sharing that as the main tool in my tool box for supporting my diverse learners in my case load as a Learning Specialist.

CHRISTINE PARK My family and I moved to Seattle for one year while my husband finishes his training. I decided to take the year off from teaching and pursue a Master's in education with a focus on the mind, brain, and teaching. I plan on returning to the classroom in the fall.

MARY LINDSLEY I made the transition to administration, becoming a site principal at the beginning of the 2020-2021 year. It was a challenging year to start in this new role, but being part of an incredible team makes all the difference.

MALCOLM RICHARDS After 8 years teaching at Creative Arts Charter School in SF, I moved to Sacramento over the summer, and started a new position at an elementary school here. I also recently got engaged (Danielle Domenichelli is the lovely lady) and we will be getting married up in South Lake Tahoe next June!

Cohort 10

BRET TURNER I am now a kids' musician under the name The Tallest Kid In The Room. Most of my songs are about classroom life, informed by my 8 years of teaching.

Cohort 11

JOHN DESERIO After successfully managing the nonprofit status process of my late mother's beloved preschool, my sister (Iris DeSerio, BATTI Alum) and I are carrying on her Montessori legacy. My mother and the school have been a rock in the foundation of the Elmwood neighborhood of Berkeley. Here's to having the school around for another 40 plus years!

JORDAN DROSD I got engaged! My boyfriend, Malcolm, proposed in October and we plan on getting married when the world feels a little safer.

CAROLINE PIPER I had a daughter last January!

Cohort 12

LUCY CLARK I escaped the country in January 2020 and landed in Indonesia where I spent the last year living a life of adventure and personal growth. I fill my days with running, yoga, scuba diving, and spending time with friends from around the world. In 2021, I plan to step into the world of online teaching but in the meantime, you can probably find me at the beach!

Cohort 13

KHARA CORMIA This is my 5th year of teaching! I love teaching science with embedded language

arts. I had a baby in early spring and she has been the most amazing little human!

LAURA FARLEY My partner and I bought our first home this summer in Oakland! I'd also like to shout out fellow BATTI alums Dylan Brock, Maddy McGuire and Christina Herd for being awesome colleagues!

RENE PEACHY GALVEZ I'm especially proud of adapting to distance learning as well as expanding to middle school grades. I'd like to give a HUGE HUGE shout out to all BATTI alum who have collaborated with me throughout my role at Oakland Promise.

JULIANA ROSSI I am getting my Level 1 Wilson Reading System Certification.

Cohort 14

JESSIE BECK I've been "learning by doing" with distant teaching this year.

WILLIAM NADEL I enjoy running into Judy Gilson when out on walks in the neighborhood. With the same buoyant energy, she stops to chat with as big a smile as ever!

MELANIE WALSH (PROMES) I have a 1 year old son and my husband and I are in the process of trying to have another baby or babies through surrogacy. I am also taking classes right now (24 units over the past 3 semesters) for Early Childhood Education so I can teach Transitional Kindergarten in the Fall.

AUBREY YOUNG ELA lower school department chair and teaching kids in person as well as a few online using Swivl all at the same time. :) Also I still enjoy my students. :)

Cohort 15

CELENE ALVA This year I made the leap to start working on my next career goal of becoming a teacher of teachers. I'm looking forward to when we can all return to the classroom safely! I also just recently got engaged!!!!

LUKE BAILEY My partner Kelley O'Leary and I are engaged to be wed this July in Massachusetts.

ZACHARY BELL For the past 2 years, I worked as a founding member of Oakland SOL (School of Language), an experimental bilingual public school in East Oakland, now merged with Frick Middle School. Outside of teaching, I've begun a new passion project to support men in sharing vulnerably. Learn more at www.realmensshare.org.

MARIKAH BURNETT This year, I joined the Instructional Leadership Team and co-founded an Anti-Racist Task Force made up of teachers and staff! We are working to create sustainable systems that will help centralize the humanity, value, and joy of our Black and brown students.

KATY HILL In the height of spring quarantine, eyes bleary from the first endless days of Zoom school, I started a side project with the goal of connecting more with friends and peers offline. Enter "Still Learning," a podcast of conversations with people across the career spectrum. It is far from perfect, but has been fun to work on this as a project—very much, "learn by doing." :) The episodes released so far can be found here <https://open.spotify.com/show/26En30iZuqELDyNgbbcTw0?si=amvVBITuRSiK yKdRuRx68Q>

HANNAH MICHAELLES I will be leaving St. Paul's after five years of teaching kindergarten to pursue my

love of theater! I will be living in Berlin for a year and getting a Master's in Devised Theater at ArtHaus Berlin. When my studies and travels are complete, I hope to work full time as a theater teacher in the Bay Area.

BEVERLY SOTELO I miss my BATTI friends! I'm in my 3rd year at AVS and I miss teaching in an actual classroom! A nice milestone reached despite the pandemic is that my daughter is now enrolled in kindergarten and now we're on separate Zoom classrooms during the day, snuggling and playing at night. Virtual teaching has some perks. :)

Cohort 16

NATALIE BELL At the end of last school year, I completed my Wilson Dyslexia Practitioner certificate! I became a team coordinator in addition to a third grade teacher in my school. I am participating in BATTI's credential clearing program and it has been so helpful in promoting my growth as a teacher!

SEAN DELIZO This past year, Sean left the classroom and started a role as the Lead Educator at the California Museum. Sean has been developing curriculum on topics like immigration and student activism and teaching students across the state.

SOPHIE ECKERT I am proud to say I am halfway through clearing my teaching credential! I am most proud that I survived my first year teaching at a Title I school. I had some incredibly difficult behaviors in my classroom and 3 pretty violent boys (although I truly, dearly love them). Somehow, together my kids and I created a community that felt like a family in that classroom. And it completely and totally solidified my commitment to being a teacher.

COURTNEY RASMUSSEN (PARKIN) Halfway done with completing my credential clearing!

TANESHA WALKER I've started my own teaching blog.

Cohort 17

JESSICA BEATTY Recently, I completed my EQ Practitioner Certification (with Six Seconds) after 170+ hours of professional development. I have major shoutouts to Shelly Whittet, who I get to partner with at Synapse and has been my rock through this challenging start of a new school and hybrid school year.

CHRISTY KYONG My UoP diploma finally arrived last week, my BATTI baby turned one years old and I am enjoying lead teaching a kinder classroom both in-person and online.

JOSEPH MILLER Currently leading SEL, word study, and social studies curriculum planning and teaching in 2nd grade.

FOCUS ON DIVERSITY

All Voices Will Be Heard

In September 2020, BATTI surveyed our alumni regarding the ways BATTI both supported them to navigate and teach diversity in the classroom and ways BATTI can improve upon that support. We asked questions such as:

- *What are the three main ways in which BATTI could have supported you better to navigate and teach diversity in the classroom?*

We were gratified to receive nearly 50 responses from BATTI alums. Our thoughtful alumni suggestions ranged from changes in curricular content to scheduling to hiring and recruitment to more meaningful integration of our public school placements.

Our committee used these suggestions to kick off our meetings. The group consists of ten members of our BATTI community: instructors, supervisors, administrators, alumni, and board members who gather monthly, led by our committee chair and beloved BATTI Instructor, Dr. Marty Conrad.

“The Diversity Committee has identified three areas of initial focus: 1) Improving the public school portion of the BATTI program; 2) Broadening and developing the topic of diversity within BATTI coursework; and 3) Providing professional development in the area of diversity for BATTI instructors, supervisors and mentors. We see these three areas as interrelated, bringing depth and breadth to the area of diversity and anti-racist teaching.

BATTI strives to have an inclusive and diverse program but can improve in faculty, student, and board composition. The Diversity Committee has emphasized the need for more voices, not only to reflect the diversity of the Bay Area, but to contribute to the success of all BATTI residents to teach issues of diversity effectively.



“I see the potential impact as two-fold: one, in that BATTI residents will be more prepared to teach a broad spectrum of students, allowing for more successful teaching in public and independent schools. Secondly, the conversations that emerge from the work inside BATTI classrooms, will extend to include mentor teachers, resident supervisors, and fellow colleagues. The desire for a more inclusive BATTI involves an acknowledgement that we all learn from one another. In order to do so, especially where power imbalances exist, instructors and supervisors need to open up the conversation and invite the students in. Teachers always learn from their students; it is one of the true gifts of teaching.” —Marty Conrad, Committee Chair, Instructor, and Board Member



“BATTI has long been committed to values which recognize and help end the impact of racism in society and in our schools, and the Transformative Education/Educational Psychology class taken by our first year cohorts has always had a racial justice and educational equity component. But after last summer’s anti-Black violence and the groundswell of protests, I felt a deepened commitment to have anti-racism become the focus of my class. Each week, we engaged in critical reflection about our roles in combating structural and systemic racism. We dove into articles, podcasts, interviews, and book chapters about the Black experience in the U.S., White supremacy culture, explicit and implicit bias, and what it means to be an anti-racist educator. Our conversations were sometimes difficult and uncomfortable, but also authentic, spontaneous, and powerful. Our class culminated in an assignment where students were asked to reflect on how they plan to move forward as isolated allies to taking action as anti-racist educators.

Every year is a cycle of learning and growing. Already I am taking new learnings from this year to refine and improve the experience and syllabus for next year. Becoming an anti-racist educator is a lifelong journey.” —Lynna Tsou, Committee Member and Instructor



SIGN UP FOR OUR DIVERSITY WORKSHOPS

Interested in digging into this important work? Join BATTI for our virtual workshop series this spring! Both workshops will be facilitated by **Rosetta Lee**, diversity speaker, trainer, and Professional Outreach Specialist from the Seattle Girls School. Register for one or both on our [website!](#)

* **Implicit and Unconscious Bias: Bridging the Distance Between Professed Values and Daily Behaviors**

Saturday, February 27, 2021
10am – 1pm

* **Talking to Youth About Heated Topics**

Saturday, May 1, 2021
10am – 1pm

Forces for Change

Laura Aviles taught as a BATTI resident at the Head-Royce School in Oakland for two years. In August 2020 she began the second leg of her teaching career as a 1st grade teacher at Emerson Elementary in Oakland Unified.

“Throughout my two years in BATTI I frequently practiced looking at curriculum and adapting it to our students. Now as a first year teacher I feel very comfortable using new curriculum and making adjustments with my grade level team. My two years in BATTI also prepared me for creating a classroom community. It was extremely valuable to experience two different teachers set up their classrooms. The challenge this year has been how to create classroom community online! Amazingly, it’s been really positive; I have a great relationship with my students and their families which has been essential. I attribute my successful start this year to all of that hands-on experience. I took those same fundamentals into our online classroom—we came up with collective classroom agreements and I thought a lot about how to lead those conversations and how to make sure students feel included.

I’m happy to hear that BATTI is looking to do more anti-racist work. That’s definitely something that could be improved and is such a necessary part of the work as a teacher. It’s been so nice this fall to have my BATTI cohort of teachers, especially the teachers in OUSD. We are going through so many of the same things. We had such a strong cohort for the past two years, and we continue to support each other through the challenges of our first year.

It’s so exciting to be finally teaching. I’ve been waiting for years to have my own classroom and even though it’s not an ideal year, I have found joy. I love connecting with my students everyday, finding moments of laughter over Zoom. Emerson Elementary is such a wonderful school. I have colleagues reaching out to me during the week, checking on me, asking how they can support. I feel very fortunate to have jumped into a welcoming school community and to have success with creating my own classroom.”



*“I’ve been waiting for years to have my own classroom and even though it’s not an ideal year, I have found joy. I love connecting with my students everyday, finding moments of laughter over Zoom.”
—Laura Aviles*

Luis Hernandez taught for several years in 3rd grade at Prospect Sierra School in El Cerrito, the final two as a BATTI resident. This fall he moved his teaching self across the Bay to San Francisco Friends, still in his comfortable spot--third grade.

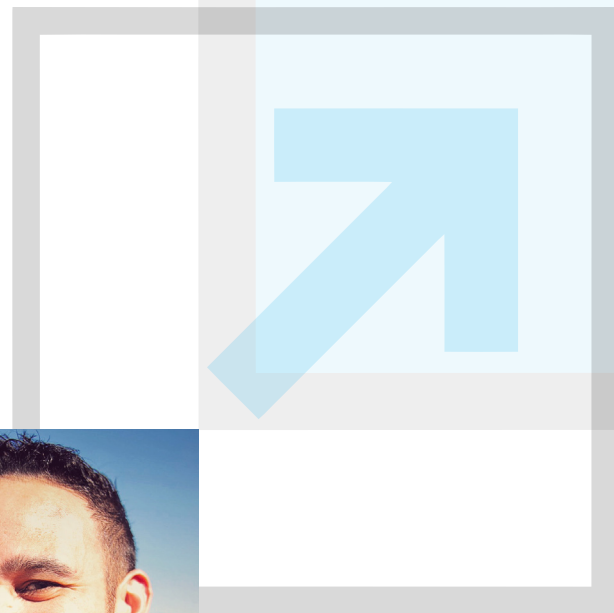
“A big piece of BATTI is the opportunity to practice flexibility. Yes, you can plan and you can conceive of iterations to those plans, but at the end of the day, going through BATTI, sometimes class didn’t happen the way we thought. Things change, the schedule is disrupted. This is teaching. BATTI was about actual practice, it wasn’t just theory. For me the content of a credential program is pretty straightforward. But the management, the logistics, the macro look, the apprenticeship model -- I was consistently forced to put things into practice, which was for me, the most valuable part.

It’s no surprise, but kind of ironic, that one of the BATTI courses I have come back to

the most is our technology class. While I was taking it, I couldn’t stand it. We took it right before the pandemic started and right smack in the middle of preparing for Task 4 (of the big final edTPA project) and Action Research (the Master’s paper), so the timing and the level of expectation was exhausting and even frustrating. But it has become THE class from which I draw the most information. We had to create a website that was our digital profile and a handful of hybrid lessons to prepare. The schedule that I use for my current class is actually the template I built for that class. All the information for shifting into pandemic was FRESH because of that class.

Lead teaching my first year in the pandemic, the map is being drawn while we travel. The crisis is uncovering things that needed to be uncovered. I have always felt strongly that much of the traditional ways of teaching have been isolating. This new way pushes us into much more collaboration. Now we’ve got a

TEAM of individuals who are contributing their best practices, their best skills. When you can combine people, now that entire grade is getting the best of the best from an entire team of teachers. I’m hoping that brings a shift to education so it’s not just individuals, but it’s a team of specialists.”



*“A big piece of BATTI is the opportunity to practice flexibility. Yes, you can plan and you can conceive of iterations... sometimes class didn’t happen the way we thought. Things change, the schedule is disrupted. This is teaching.”
—Luis Hernandez*

COHORT 17, CLEAR PROGRAM

Pumped Despite Our Circumstances



IN THE CLEAR! Congratulations for completing the Clear induction program: Delaney Lonergan, Tori Ulrich, Emily Riley, Priti Hulse, Jillian Bissel, Eva Imbsweiler, Tiphani Russell, Iris DeSerio, Christina Garbarino, Nora Roach. Be the change!

NAME	SCHOOL PLACEMENT	POSITION	GRADE
Jalen Allen	San Francisco School	Lead	2
Laura Aviles	Emerson Elem. OUSD	Lead	1
Jessica Beatty	Synapse, Palo Alto	Lead	MS
Hanin Benchohra	Carey, San Mateo	Lead	4
Andrew Birling	Hillcrest OUSD	Lead	K
Madelin Braun	Alta Vista School SF	Co-Teacher	1
William Crawford	San Francisco Day	Lead	7
Riti Dhesi	Prospect Sierra, El Cerrito	Co-Teacher	4
Hannah Do	The Hamlin School, SF	Lead	5
Ben Doyle	Bret Harte Middle OUSD	Lead	MS
Angie Gonzalez	Monroe Elem. SFUSD	Lead	2
Morgan Henderson	Alta Vista, SF	Lead	4
Luis Hernandez	San Francisco Friends School	Lead	3
Tom Hu	Marin Country Day	Lead	3
Jenny Huang	Urban Montessori Charter, Oakland	Lead	MS
Cassie Hughes	parenting new child	-	-
Christy Kyong	Fremont Christian	Lead	K
Joseph Miller	Carey School, San Mateo	AT	2
Siobhan Noble*	Escuela Bilingue Int'l, Emeryville	Associate	2
Kayla Nussbaum	Prospect Sierra, El Cerrito	Lead	7
Gavin Odabashian	Marin Horizon	Lead	4-5
Isaac Pasternack	REACH, OUSD	Lead	2
Chelsey Paulsen	Adda Clevenger, SF	Lead	K
Luu Phan	Caliber Beta Charter Academy, Richmond	Lead	5
Becky Raikow	Madera School, WCCUSD	Lead	3
Sadie Renjilian	private tutoring, SF	Private	-
Hannah Scharlin-Petee	Urban Montessori Charter, Oakland	Support	4-6
Ami Sciarrillo	Children's Day School, SF	Lead	K
Elena Stamatakos	Nueva School, Hillsborough	Lead	LS
Signe Van Slyke*	Prospect Sierra	Associate	1
Shelly Whittet	Synapse, Palo Alto	Lead	5-6
Allison Zimmerman	Marin Horizon	Lead	3

*Will finish all course work May 2021

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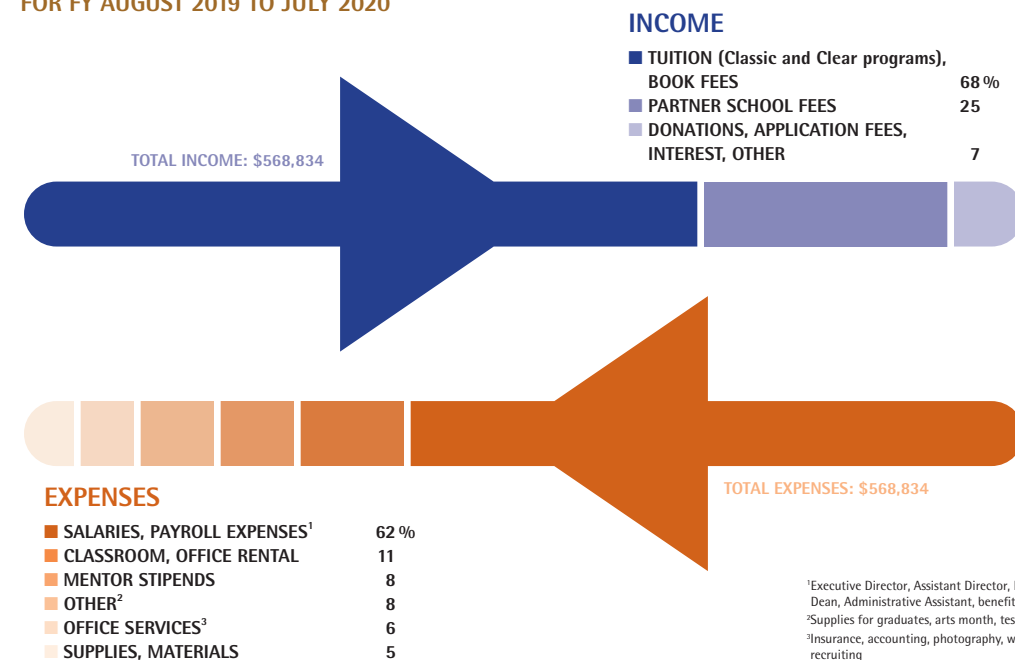


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FOR FY AUGUST 2019 TO JULY 2020



¹Executive Director, Assistant Director, Project Manager, Student Dean, Administrative Assistant, benefits, payroll taxes
²Supplies for graduates, arts month, test support, student assistants
³Insurance, accounting, photography, website development, recruiting



They always say time changes things, but you actually have to change them yourself. —Andy Warhol

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Bret Harte Elementary
Cesar Chavez School
Lawton Alternative School
Mission Education Center
Paul Revere
Sherman School
Washington Elementary (Burlingame)

ON THE FRONT COVER: [clockwise] Zoom teaching is a thing!; Jade Lewin masked up outside making art with her students; Shira Rothman, a first year teacher's assistant, with her 2nd graders at Head Royce School

