

## Equity Considerations for Budgetary Decisions

### Department

AIR

### Based on budget reductions, what programs/ services/ positions will you reduce but not eliminate?

There will be a reduction of contracted services (EDIA, REAA). Those contracted service dollars will be reallocated to support full-time positions.

### Based on budget reductions, what programs/services/positions will you eliminate?

Excess Strategic Projects Coordinator  
Excess Integration Coordinator  
Excess Director of New Schools  
Excess Coordinator of New Schools

### What did you take into consideration when making these decisions?

- Family/ community feedback
- Staff feedback
- Student feedback
- Research best-practice
- Needs assessment
- AC2020 priorities
- District equity plan and policy
- Student achievement
- Contract restraints
- None
- Other

Family/ community feedback; Staff feedback; Research best-practice; AC2020 priorities; District equity plan and policy; Student achievement; Contract restraints

### What Acceleration 2020 goals did the programs/services/positions that are being reduced or eliminated work towards?

1. Improved student outcomes
2. Equity
3. Student, family and community engagement
4. Effective teachers, school leaders and staff

5. Stewardship
6. Resources for students and schools
7. None

1. Improved student outcomes; 2. Equity

**Please list anticipated or possible harmful impacts of the reductions and/or eliminations you plan to make.**

Perception that eliminated positions are indication of lack of commitment towards eliminated areas (Equity and Innovation). The Department of Equity and Diversity was eliminated in 2015-2016. There may still be residual effects (negative perception) from this action.

50% of eliminated positions are staff from protected classes. One position supported the EDIA process.

**Identify student groups that will be impacted.**

- African
- African American
- American Indian
- Asian/Pacific Islander
- Hispanic
- White
- Students receiving special education services ( SPED)
- Students receiving free or reduced price lunch ( FRL)
- Students considered homeless or highly mobile ( HHM)
- English Learners (EL)
- Advanced Learners (AL)
- Grade Level
- Males
- Females

**If students from a specific grade will be impacted, provide further detail.**

**Describe your initial ideas, plans, and approaches for mitigating harmful impacts of this proposed action.**

Communicate new department vision to various stakeholders (PACS, WBWF, EDIA). The Re-organization significantly adds supports to embed and measure equity within organizational practices. Two new EDIA coaches will ensure that the EDIA and Equity Framework moves from concept to practice. New positions will support and coach departments that engage in the EDIA process.

There will also be a renewed commitment to the equity framework. Specifically, the Chief of Accountability, Innovation and Research will identify areas of responsibility for each Chief area and document a plan of action to support their identified area. The Chief of Accountability will chair the EDIA committee as well as be present on the WMEP committee until a Manager of Equity and Innovation is hired.

The Innovation office will support schools that apply for CPS status. A pre-requisite for acceptance is that all applications must clearly demonstrate plans that contribute to system understanding of practices that reduce/eliminate disparities.

During the interview process, a commitment will be made to recruit and interview a diverse pool of candidates.