

Equity Considerations for Budgetary Decisions

School

Andersen

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

AE bilingual support to classrooms, social work support, reduced special education service to both setting 2 and setting 3 programs, reduced behavior support for students.

Social Work was reduced from 5.8 to 5.0.FTEs. AE support was decreased. Support for Behavior was reduced by 20 hours. Moving forward AE support will be dedicated to K and 1st grade. We prioritized keeping licensed staff to provide MTSS interventions.

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

AE bilingual support to classrooms, social work support, reduced special education service to both setting 2 and setting 3 programs, reduced behavior support for students.

5, 31 hour a week Associate Educator positions were closed.

The lead teacher position for City Wide Setting 3 Special education was closed.

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;Needs assessment;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; 3. Student, family and community engagement

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

School climate always is impacted with reductions. The adult climate and morale impacts student climate and culture. Reducing SSW time and student support team impacts our ability and time for restorative practices.

Anytime we are telling people they don't have a job, the climate of the school is impacted because the adults have empathy for each other. With the loss of social work time, behavior support and lead teacher for setting 3 there will be less staff to do provide social emotional support for some of our most needy students.

We will have less staff to provide targeted interventions (AE classroom support).

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

African; African American; American Indian; Hispanic; SPED; FRL; HHM; EL; Males; Females

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

The students from the citywide special education (SPAN) will be significantly impacted with the reduction in SSW time and the TOSA position.

We reduced the number of city wide setting 3 classrooms by 2. So there should be less oversight and coordination work to do. However, the oversight and coordination of special education programs responsibilities will have to be redistributed to others in the building. There will be less back up support for struggling in the EBD program. There will be less time for interventions because the because the student to SSW ratio is higher with city wide special education. She is going to provide social work services to the Autism Program and the SPAN

program rather than EBD only.

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

We kept two Admin TOSA positions to mitigate the loss of the sped. ed. TOSA and SSW time. So now the roles will include more than just oversight of programs. We feel this will work because of the impact across the school rather than focus on city wide spec. ed.

One of the TOSA will oversee building wide behavior intervention support including the city wide special education programs. One of the SSWs will now take on coordination of special education across the building in addition to her social work duties. We also reduced our IS position so each TOSA will have more SOEI observations to complete.