

## Equity Considerations for Budgetary Decisions

### School

Bethune

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

We are reducing our ESP staff by 3.

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

#### **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

Staff feedback;Needs assessment;District equity plan and policy;Student achievement;Contract restraints;These were positions created from a vacant position's converted funds.

#### **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;6. Resources for students and schools

#### **Please list anticipated or possible harmful impacts of the reductions**

## **and/or eliminations you plan to make.**

The positions were used to cover daily staff absences within ESP staff in the building. On a daily basis we have 2-3 Special Education Assistants and/or Associate Educators absent. Classroom academic support is impacted by these absences. The loss of our additional support staff eliminates the building's ability to cover this student 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 American;American Indian;Hispanic;White;SPED;FRL;HHM;EL;Grade Level;Males;Females

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

When we have non-licensed staff absences, there are no reserves to cover their responsibilities. Although these positions have strengthened our programming, we have covered these absences in past years and will be able to do so without these additional staff members.

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

ILT looked at school needs and determined priorities with our budget allocation. We decided to fund licensed positions and provide grade level associate educator support to support academics. We analyzed student safety coverage (recess/lunch) and determined that we could provide a safe learning environment that supports increasing student outcomes with the budget decisions made.