

Equity Considerations for Budgetary Decisions

School

Bryn Mawr Community School

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

- SSPA
 - Reduction of hours - 40 to 35 hours
- Engagement Deans
 - 4 Deans to 3 Deans
 - Dean hours from 35 hours to 32.5
- AE - Academic
 - Reduction from 6 AEs to support academics to 4 AEs with different responsibilities
- SEA - RIS Support
 - Reduction of 3 SEAs to 2 SEAs
- Physical Education
 - from 2 PE teachers to 1 PE teacher

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

- Parent Liaison
 - Eliminated 1 position
- Engagement Deans
 - Eliminated 1 position
- AE - Academic
 - Eliminated 2 positions
- SEA - RIS Support
 - Eliminated 1 position
- Physical Education
 - Eliminated 1 position
- AP
 - Eliminated 1 position

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;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;4. Effective teachers, school leaders and staff;5. Stewardship;6. Resources for students and schools

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

IMPACT for RIS: Decrease the amount of push-in time for special education student support in classroom

PARENT LIAISON: coordination of parent/school collaboration

AP: Increase workload for Principal, Coaching for teachers may decrease (from an Administrative lens)

AEs - Academic and Engagement Deans: Less support for classroom teachers and students, decrease in student achievement, less people to support learning and engagement through positive relationships.

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;Asian/ Pacific
Islander;Hispanic;White;SPED;FRL;HHM;EL;Advanced Learners;Grade Level;Males;Females

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

The reductions and eliminations may impact all grade levels as well as parent/family partnership between home and school.

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

Created a specific plan with roles and responsibilities identified for each position. The decrease in ESP will require us to create an "academic intervention team" which will work with students in Tier 2 and Tier 3. We have created a strong vision for MTSS to support our core and address our identified student needs both academic and SEL. The plan for filling the void of Parent Liaison is to increase office clerk hours to complete more of the administrative duties and be available to our parents. Currently the Clerk works with our Hmong families as she speaks Hmong. For CPEO or Family Nights/Planning, we have allocated funding for extended time for staff members to be the ones to lead and support. To support the work that the AP brought to Bryn Mawr: A TOSA will be hired, and the actual logistics of this are still being figured out. This will be based upon the strengths of the new hire.