

## Equity Considerations for Budgetary Decisions

### School

Harrison

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

Reading: The Literacy Specialist time has been reduced from a 1.0 FTE to a .3 FTE.

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

Nothing is eliminated

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

- Family/ community feedback
- Staff feedback
- Student feedback
- AC2020 priorities
- District equity plan and policy
- Student achievement

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

1. Improved student outcomes
2. Equity
3. Effective teachers, school leaders and staff
4. Resources for students and schools

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

- Dedicated time to ensure all students have up to date curriculum that mirrors the real world.
- Dedicated time for formative assessment delivery
- Dedicated time for expertise in both Instructional Leadership Team and Professional Learning Communities.

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

- 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.**

The position impacts all students.

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

- Increase Instructional Specialist time in the building.
- Instructional specialist will take over literacy assessment planning and delivery
- The Instructional Leadership Team will take ownership of reviewing literacy curriculum needs and instructional strategies. Support will also be provided through the Special Education Department and the Professional Instruction Center..
- Harrison has hired both an English Language Arts Teacher and dedicated Reading Teacher will provide expertise to the ILT and PLC groups. The teams will also reach out to teaching and Learning staff for support.
- Implementation of the STEM Read It and Game It program.