

## Equity Considerations for Budgetary Decisions

### School

Hiawatha Community School

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

AE time (losing 1-2 hours/week), Social Work Time (.6 to .4) ,Math Specialist time(.5 to .4) HSA (30 hours to 25 hours)

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

Talent Development Teacher- .5 to 0

### 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;Student feedback;Research best-practice;Needs assessment;AC2020 priorities;District equity plan and policy;Student achievement;Contract restraints;How do you decide between what is best for students and what is be

### 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.**

Parent and students are greatly impacted by the loss of our Talent development teacher. Families will not feel that their children's needs are being met that have been identified as our Advanced Learners (resulting in families leaving our schools) once again, more work for teachers to try and fill this gap left. With loss of AE time- support will look different- less time for interventions and individual academic 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;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.**

ALL GRADES-All Students

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

The impact will be felt at the classroom level and the teachers will need to fill these holes and be accountable for parents. Administration will also be needed to field questions from parents about how we are meeting the needs of our Advanced Learners and all students. Additionally, teachers will be doing more with small group targeted instruction in the areas of reading and math.

Teachers will not have as much support in the classroom with additional staff.