

Equity Considerations for Budgetary Decisions

School

Hmong International Academy

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

TOSA translator for DDL,

Family Liaison part time

Literacy and Math TOSA's and Middle School TOSA are all reduced

Instructional Specialist was also reduced

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

TOSA translator for DDL,

Family Liaison part time

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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;Student achievement;Contract restraints;Enhanced vision for the HIA program

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;3. Student, family and community engagement;4. Effective teachers, school leaders and staff;6. Resources for students and schools

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

Immediate availability of resources in Hmong,
larger class sizes
Quality of professional development
Decreased supervision impacts safety for all students

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;Hmong

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

All students in grades will be impacted by the change in the Hmong language program design because all students will have decrease support in the DDL and Hmong Studies program.

AE support to grade levels is now decreased because the AE support must cov

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

To work with the St. Paul School District to tap into available resources for literacy in the DDL program because students are being taught Hmong based on the balanced literacy program,

just in Hmong. To have the classroom teacher prepare materials to teach the Hmong studies/world language prep which incorporates cultural literacy and language acquisition . To work with the district to provide resources as they make the new literacy adoption that will support the Hmong Studies/WL program and DDL.

We also bought up .7 to reduce class size.

Professional resource support will now be provided part-time. TOSAs will need to teach as well as provide service to staff.