

Equity Considerations for Budgetary Decisions

School

Howe

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

Associate Educator reduction, SW (.9 to .4), Health Service Assistant (26 hours to 24 hours of Health Service Assistant support)

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

Talent Development Teacher (.3 to 0 FTEs).

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

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.

First possible impact that I am expecting comes from families of some of our talent development students feeling a lack of service and choosing other programs. Secondly, through the reductions we are also significantly reducing our ability to help students with targeted reading needs.

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 students will feel some of the impacts.

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

The bulk of the slack for programs being cut will fall to the classroom teachers to make up. Teachers will need to focus on targeted reading strategies (Rtl), advanced differentiation (talent development), and individual conferencing in reading, writing and math. Administration will be responsible for communicating with families how we are meeting the needs of all learners in our program.