

## Equity Considerations for Budgetary Decisions

### Department

Human Resources

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

HR is closing 5 of 19 PAR Mentor positions.

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

HR is eliminating the Executive Director of Human Capital and the Executive Director of HR Operations

### 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

Staff feedback; Research best-practice; Needs assessment; AC2020 priorities; District equity plan and policy; Student achievement; Staffing projections for SY 18

### 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

4. Effective teachers, school leaders and staff

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

HR does not anticipate harmful impacts due to the anticipated teacher projections for SY 18, which indicate that MPS will hire a much smaller percentage of new teachers. Over the last four years, MPS has hired 400-500 new teachers per year. This year, HR anticipates hiring closer to 100 teachers for SY 18 due to the reductions at the Davis Center and the cuts to the literacy and math specialist positions across the district. Given this, HR does not anticipate caseloads for mentors to increase from SY 17 to SY 18 and actually anticipates that caseloads will decrease, which will allow for deeper support for new teachers. This can include more support for second and third year teachers, as well as more support for teachers on non-traditional licenses, which are disproportionately teachers of color.

There is the potential for the perception from stakeholders, including new teachers, that the reduction of PAR Mentor positions indicates a lack of support for new teachers.

**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

NA

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

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

HR does not anticipate a negative impact to students or staff but will closely monitor caseloads for new teachers and will adjust caseloads and mentoring support as needed.

The Executive Director positions have been replaced with a single Chief of HR to improve alignment.