

Equity Considerations for Budgetary Decisions

School

Jefferson Community School

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

ASD prep .2

Deans (40 hours to 35 hours)

Transportation (40 to 35)

Office Assistant (40 to 35)

Translations (40 to 35)

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

APA

HHM Coordinator

3 Elementary teachers

1.5 ESL teacher

Media Specialist

SEA bilingual Spanish

2 -SEA

AE - bilingual Spanish

AE - bilingual Somali

AE

SSPA - behavior

AE - behavior

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;6. Resources for students and schools

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

The reductions and eliminations result from budget cuts and reduction in enrollment. The impact is proportionate based off the decrease in enrollment. The elimination of a bilingual spanish SEA will create an impact for our students that are spanish speaking and also have an IEP. The behavior AE and SSPA will impact some support with students who need immediate support processing behavioral concerns. HHM coordinator will impact the ability to support students and families with resources.

In order to decrease or eliminate the harm to our students and families we made decisions using our strategic plan on how to best support the academic, social, and emotional needs of our students. We tried to have the least impact on core instruction, SEL, and MTSS.

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.

We've reduced the number of classrooms in grades 1-3 as a result of our projected enrollment.

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

We're hiring three literacy teachers to support core instruction by co-teaching and co-planning balanced literacy; one math teacher to support 3-5 math core instruction; one SEL teacher to model and guide instructional practices to support RC, DD, and ENVoY implementation; a Playworks coach to support structured play and conflict resolution at recess; and .4 MTSS support to create coherence between tier 1, 2, and 3 interventions for academic and social emotional learning. These changes are aligned with the district's strategic plan and our site's vision to support our students' growth.

With a clear focus on core instruction, MTSS and SEL we believe the behavior needs will decrease and thus create no harm to our students with the elimination of the SSPA and AE behavior. We also believe that the number of licensed staff with specific training in literacy and math will support our student and the impact of less AEs will decrease. We will be using our family liaisons and transportation clerk to support our HHM families with resources. Our other bilingual staff will be strategically placed with students needing the most support and thus decreasing the impact on the elimination of those positions.