

Equity Considerations for Budgetary Decisions

School

Kenwood Community School

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

SSW- 1.0 to .6

School Secretary 1.0 to .8

HSA .8 to .7

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

SSW- 1.0 to .6

School Secretary 1.0 to .8

HSA .8 to .7

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;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.

- 1) Instructional Support (Reading) and (Math)- Our Associate Educators served students in this capacity
- 2) Testing/Assessment - Our Associate Educator provided this service
- 3) Lunchroom and recess support (Associate Educators)

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.

I am anticipating that 1st grade will need the support of a teacher emeritus.

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

Hiring *Teacher Emeriti/Emeritus (testing/assessment support, instructional support

Hiring *SSW Emeritus- coverage when the SSW is not present

Hiring an additional *Community or *Family Liaison to support the office staff

* Employment Contracts