

Equity Considerations for Budgetary Decisions

School

Lake Harriet Upper

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

At the building level our budget did not get cut. We made some changes, but it was not because of building budget cuts. At the district level, the Differentiation Specialist was eliminated from our building.

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

The differentiation specialist position was cut from the district budget and that person will no longer service our teachers.

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;Student achievement; District equity plan and policy.

What Acceleration 2020 goals did the programs/services/positions that are being reduced or eliminated work towards?

1. Improved student outcomes
2. Student, family and community engagement
3. Effective teachers, school leaders and staff

**Please list anticipated or possible harmful impacts of the reductions and/or eliminations you plan to make.
Identify student groups that will be impacted.**

- Advanced Learners (AL) - primary impact.
- African
- African American
- American Indian
- Asian/Pacific Islander
- Hispanic
- White
- Males
- Females

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.

Our teachers have been working for several years on differentiating for instruction. To continue this process we will be having two staff meeting a month next year, one of which will be devoted to ongoing professional development which we will create ourselves.