

Equity Considerations for Budgetary Decisions

School

Olson Middle School

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

reduces counselor .2, reduced behavior dean hours; we reduced one dean from 40 to 35 hours; we reduced one dean from 37.5 to 35 hours

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

we did not eliminate positions

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

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

We made a plan with Q Comp funding to ensure that each dean gets 37.5 hours per week; this will allow the deans to collaborate with teachers and administration and be there before and after the student contact day

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

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

With the QComp funding in place for extending the deans' time to 37.5 hours, there should be little or no impact on student equity-- each grade has a dean that works the same number of hours

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

the only duties that will be shifted will be that the scheduling will be done by our IB coordinator instead of our counselor