

## Equity Considerations for Budgetary Decisions

### School

Pratt Community School

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

ELL services will be reduced by 0.4 FTE and literacy interventions will be moved from a Literacy Specialist to a trained associate educator. (This staff member was previously a licensed teacher.)

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

One EL position that was a job share will be eliminated by the reduction in FTE. Instead of three teachers (1.0, 0.5, 0.5,) we will have two teachers. (1.0 and 0.6). We have eliminated the 0.5 FTE Literacy Specialist position.

#### **What did you take into consideration when making these decisions?**

- Family/ community feedback
- Staff feedback
- Research best-practice
- Needs assessment
- AC2020 priorities
- District equity plan and policy
- Student achievement

Family/ community feedback;Staff feedback;Needs assessment

#### **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

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

Eliminating the literacy specialist and reducing the literacy interventionist could impact our ability to quickly identify the appropriate literacy interventions for students who are academically behind.

## 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;FRL;HHM;EL;Advanced Learners;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.

Literacy interventions will be delivered by an associate educator who is a former licensed teacher. The classroom teachers will need to play a more direct role in this than they have in the past. We will also use our Instructional Specialist to help coordinate the associate educators who support the students in small groups throughout the day. Finally, our PLC data cycles have begun to focus on literacy and the hope is that this work will provide a foundation for our work next year.