

Equity Considerations for Budgetary Decisions

School

Sanford Middle

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

TOSA Coaches; Special Ed Lead; Program Coordinator time

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

TOSA Coaches reduced by 2.6 FTE; Special Ed Lead 1.0 FTE eliminated; Program Coordinator time reduced from 40 hours to 10 hours (combined with 30-hr Testing Lead to create new 40 hr position.)

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;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;4. Effective teachers, school leaders and staff

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

Less coaching support for teachers around curriculum development & instructional strategies.

Less support for Special Ed teachers so more work back on their plates: initial evals, bus supervision, scheduling students, scheduling IEP meetings, parent communication with incoming students, etc.

More work for teachers on field trips with the elimination of the program coordinator function in that area.

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

SPED;ALL

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.

These are straight losses that will be unmitigated for the coming year. Our community feels that supports for students are more critical this year than supports for teachers. We are not happy about it, but this is how we are managing our share of the cuts.