

## Equity Considerations for Budgetary Decisions

### School

Webster Elementary

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

LSN was reduced from 0.5 to 0.4 (based on allocated position)

P/HD position was reduced from 1.0 to 0.5 (based on allocated position)

Spanish was reduced from 1.0 to 0.8 (based on school choice)

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

Nothing was completely eliminated.

#### **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; Though there were slight changes made in our position decreases, the work is shifted to other people (not a loss of commitment to practices).

#### **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
4. Effective teachers, school leaders and staff

#### **Please list anticipated or possible harmful impacts of the reductions**

### **and/or eliminations you plan to make.**

The key change was loss of the Literacy Specialist. This will impact our staff due to reduced access to Literacy focus/specialization support, including coaching and literacy professional development.

### **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

I don't perceive that specific groups will be affected. Our hope is that we will maintain the service to students that we have had this past year (and actually improve it with more academic supports in place).

### **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.**

With a new curriculum being integrated next school year, this responsibility will fall on the principal and one of our teacher coaching roles. We will likely use some of our Q-comp funds to make sure that the literacy support/PD we need will be available to staff. As we have done for math without having a math specialist, a teacher takes the lead in this regard and we do PLC work around math.