

USHER-COLLIER ELEMENTARY SCHOOL



Budget Development Process



Strong Students | Strong Schools | Strong Staff | Strong System

JERRY PARKER, PRINCIPAL

NORMS



This is a meeting of the GO Team. Only members of the team may participate in the discussion. Any members of the public present are here to quietly observe.



We will follow the agenda as noticed to the public and stay on task.



We invite and welcome contributions of every member and listen to each other.

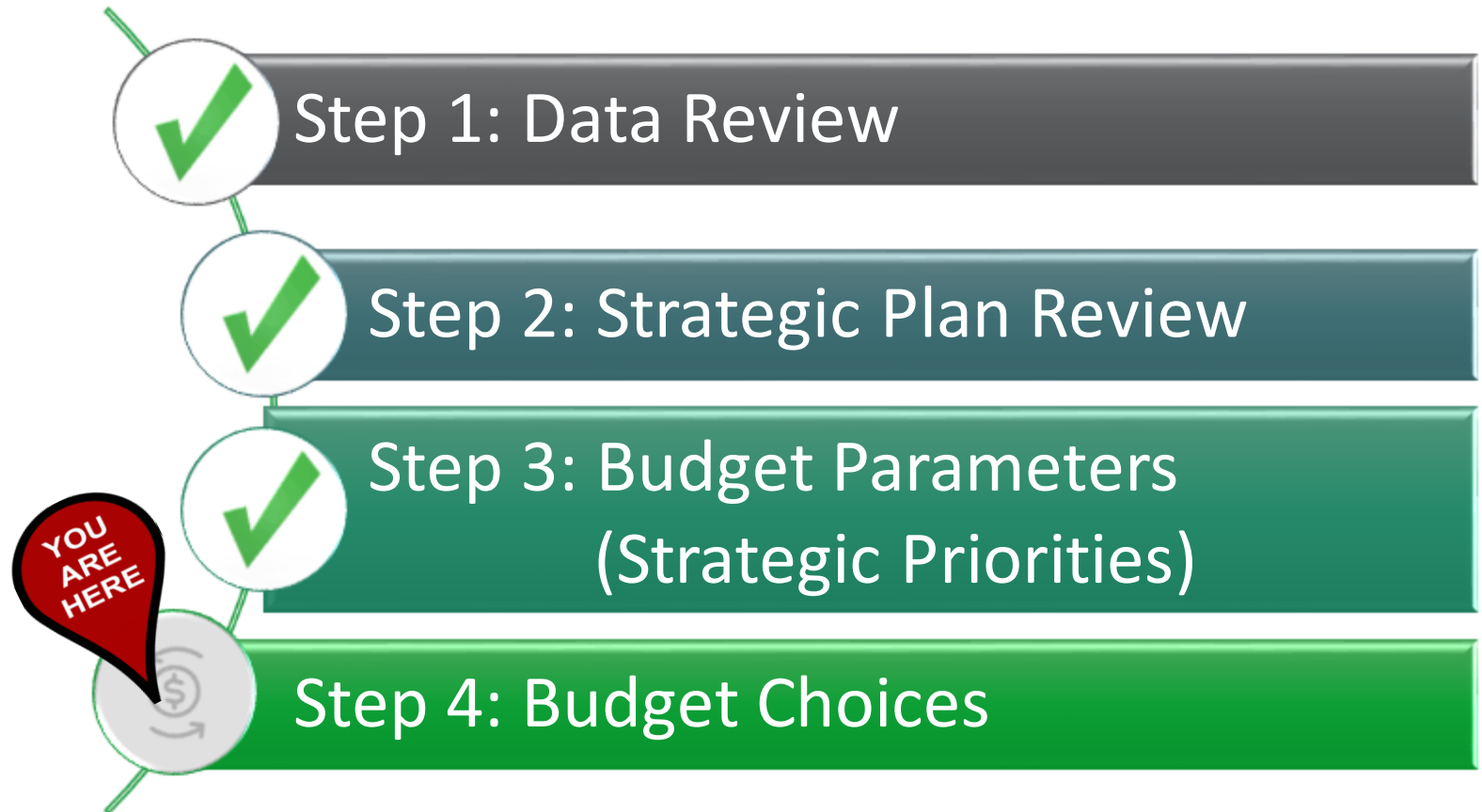


We will respect all ideas and assume good intentions.

GO TEAM BUDGET DEVELOPMENT PROCESS

YOUR SCHOOL STRATEGIC PLAN...

is your roadmap and your role.
It is your direction, your priorities, your vision, your present, your future.



Overview of FY '25 GO Team Budget Process

Step 1
Review and Update Strategic Plan

Step 2
Principals: Workshop FY 25 Budget
January 17

Step 3
GO Team Initial Budget Session
January 17 – early February

YOU ARE HERE

Step 4
Principals: Associate Supt. Discussions and Review
February (supports needed, specific challenges, coaching)

Step 5
GO Team Feedback Session
February – ongoing if necessary

YOU ARE HERE

Step 6
Principals: HR Staffing Conferences Begin
Late February – Early March

Step 7
GO Team Final Budget Approval Meeting
Budgets Approved by March 15



GO Teams are encouraged to have ongoing conversations



Budget Allocation Meeting

What

The first GO Team meeting is when the principal will provide an overview of the budget allocation for GO Team members and the general public.

Why

This meeting provides an opportunity for the principal and GO Team to ensure alignment on the school's key strategic priorities, gain a deeper understanding of the budget allocation, and provide input to drive the direction of the draft budget.

When

Meetings must be held in February **before staffing conferences**

EXECUTIVE SUMMARY



This budget represents an investment plan for our school's students, employees and the community as a whole.



The budget recommendations are tied directly to the school's strategic vision and direction.



The proposed budget for the general operations of the school are reflected at
\$7,113,655



This investment plan for **FY25** accommodates a student population that is projected to be **400** students, which is **an increase of 51** students from **FY24**.

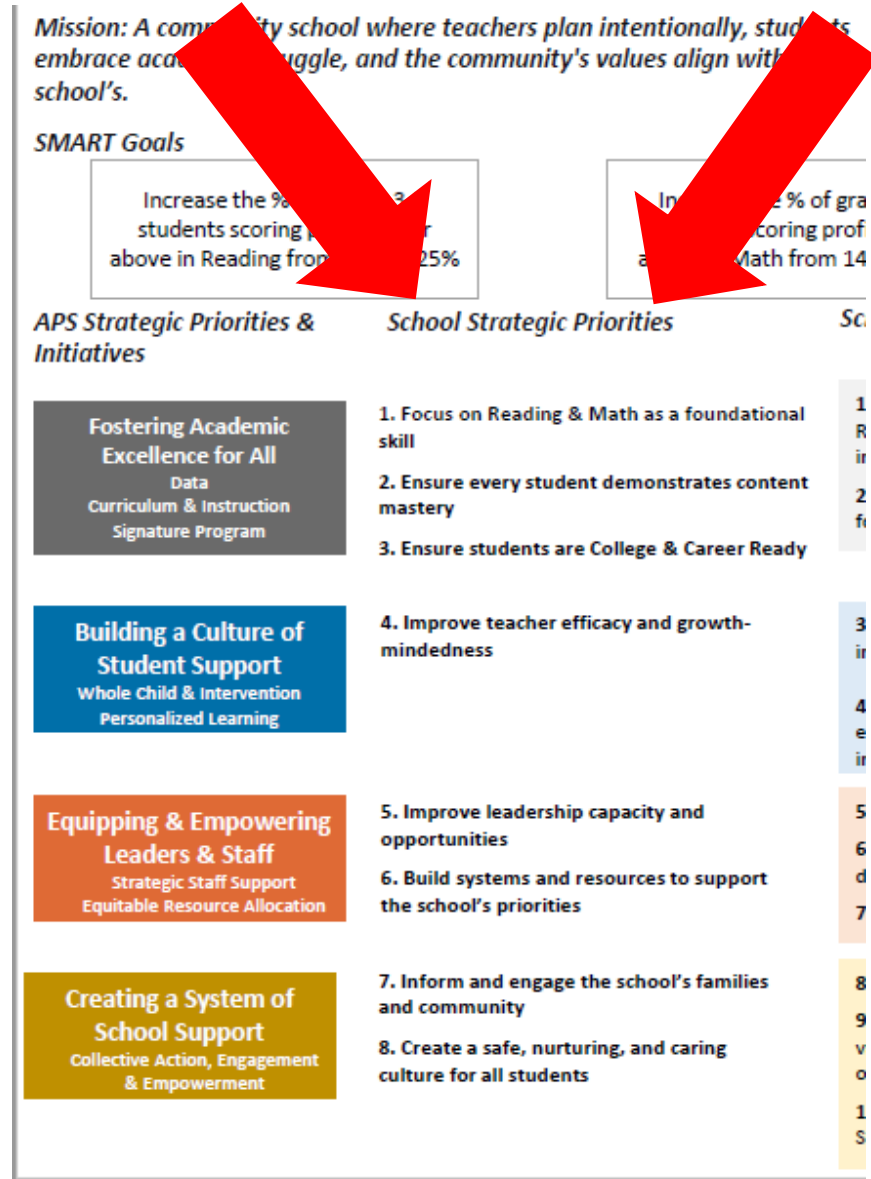
FY25 BUDGET DEVELOPMENT PROCESS

Principal's Role

- Design the budget and propose operational changes that can raise student achievement
- Flesh out strategies, implement and manage them at the school level
- Focus on the day-to-day operations
- Serve as the expert on the school
- Hire quality instructional and support personnel

The GO Team's Role

- Focus on the big picture (positions and resources, not people)
- Ensure that the budget is aligned to the school's mission and vision and that resources are allocated to support key strategic priorities



Mission: The staff at Usher-Collier will foster a caring and innovative environment where students are known by name and need in order to prepare future leaders

Vision: Usher-Collier Elementary is to inspire students to dream big and do the improbable through problem-solving, critical thinking, and decision-making skills.

SMART Goals

Increase the percent of students in grades 3-5 scoring in the proficient and above categories by at least 3 percentage points from 15% in SY 2023 to 18% in SY 2024 on the EOG ELA GMAS.

Increase the percent of students in grades 3-5 scoring in the proficient and above categories by at least 3 percentage points from 18% in SY 2023 to 21% in SY 2024 on the EOG Math GMAS.

Increase the percentage of students attending school 90% of the days enrolled by at least 3 percentage points from 57.3% to 60.3% in SY 2024 indicated by our CCRPI.

APS Strategic Priorities & Initiatives

Fostering Academic Excellence for All
Data
Curriculum & Instruction
Signature Program

Building a Culture of Student Support
Whole Child & Intervention
Personalized Learning

Equipping & Empowering Leaders & Staff
Strategic Staff Support
Equitable Resource Allocation

Creating a System of School Support
Strategic Staff Support
Equitable Resource Allocation

School Strategic Priorities

1. Increase the number of students scoring proficient or higher in reading and math
2. Strengthen teaching and learning experiences that support Small Group Instruction

1. Advance comprehensive wrap around support that increases parental engagement and student attendance
2. Provide enrichment opportunities that support the whole child

1. Provide personalized professional development to support high-leverage instructional practices

1. Develop and foster partnership that support staff wellness and student incentives

School Strategies

- 1A. Monitor the implementation of a data-driven protocol to inform the planning of Tier 1 instruction.
- 1B. Implement FUNDations daily with fidelity.
- 2A. Assess Lexile Reading Levels three times yearly using the MAP Reading Fluency (K-2) and Growth Reading (1-5) assessment and intervene as appropriate utilizing data
- 2B. Monitor the implementation of data-driven small group instruction using an observation tool.

- 1A. Monitor the effectiveness of the Whole Child Intervention Team's strategies in response to identified targeted student attendance needs.
- 2A: Implement daily SEL instruction through community gathering and Second Step lessons and embed within daily learning throughout the day.
- 2B: Utilize the BASC-3 data to identify urgent intervention students needing additional support.
- 2C: Collaborate with partners to provide support to the whole-child (P.A.S.T., 1 Mo Question, and L.E.A.D.)

- 1A. Strengthen the content, planning, and implementation of instructional training, support, and coaching through PLC and internal/external professional development
- 1B. Provide targeted professional learning for all teachers to improve early literacy and math instruction and assessment.
- 1C: Provide targeted professional learning for teachers as it relates to STEM
- 5C: Provide culturally responsive pedagogy training and training on trauma informed practices.

- 1A: Partner with local stakeholders to provide resources for staff and students as it relates to wellness
- 1B: Strengthen relationships with John Lewis Invictus Academy through the P.A.S.T program (Peer Assisted School Transition) Program.

FY25 Budget Parameters

FY25 School Priorities	Rationale
Maintain a daily “instructional” block to provide targeted instruction for intervention and enrichment	Dedicated time for students to receive specific interventions and/or enrichment. Teachers/Support Staff provide intentional support to students using specific instructional tools, materials, and/or personnel
Build the capacity of teachers, co-teachers, and paraprofessionals to implement SDI strategies in the classroom	Ensure DSE teachers receive the instructional support needed to meet the individual needs of SWD through ongoing professional development.
Fund a year long teacher tutor to maximize small group support instruction during reading and math (EIP, targeted small group instruction, and enrichment) at 1 st and 2 nd grade	Ensure personalized learning occurs for students in order to meet CIP goals

FY25 Budget Parameters

FY25 School Priorities	Rationale
<p>Maintain departmentalization in grades 3rd-5th by funding 4 teachers at each grade level</p>	<p>Teachers delivering instruction in their strongest content area allows for students to maximize their growth in reading and math. It allows for fidelity of each discipline as well as the maximizing the times for the Standards of Service</p>
<p>Maximize wrap around services i.e.: MTSS, SSW, Counseling to increase student attendance through incentives and celebrations</p>	<p>This continues to be a need for our students, but we need to look closely at maximizing our budget to make this work.</p>

Discussion of Budget Summary (Step 4: Budget Choices)

School Allocation

FY2025 TOTAL SCHOOL ALLOCATIONS	
School	-Collier Heights Elementary S
Location	0604
Level	ES
FY2025 Projected Enrollment	400
Per Pupil	\$17,784
Total Earned	\$7,113,655

SSF Category	Count	Weight	Allocation
Base Per Pupil	400	\$5,324.48	\$2,133,592
Grade Level			\$436,853
Poverty	308	0.47	\$772,147
Concentration of Poverty		0.03	\$37,766
EIP/REP	141	1.05	\$789,696
Special Education	59	0.05	\$15,735
Gifted	10	0.70	\$37,338
Gifted Supplement	10	0.70	\$37,786
ELL	4	0.20	\$4,267
Small School Supplement	50	0.25	\$66,675
Incoming Performance	0	0.10	\$0
Baseline Supplement			\$0
Transition Policy Supplement			\$0
Capacity		0.25	\$0
Total SSF Allocation			\$4,331,854

Additional Earnings			
Signature			\$255,810
Turnaround			\$0
Title I			\$264,726
Title I Holdback			-\$27,504
Title I Family Engagement			\$11,460
Title I School Improvement			\$0
Title I Behavior			\$0
Title IV Bridge			\$0
Field Trip Transportation			\$15,142
Dual Campus Supplement			\$0
District Funded Stipends			\$21,750
Flex (New!)			\$132,339
Total FTE Allotments	23.55		\$2,108,078
Total Additional Earnings			\$2,781,801
Total Allocation			\$7,113,655

QUESTIONS?





USHER-COLLIER ELEMENTARY SCHOOL BUDGET FEEDBACK DISCUSSION

*To be presented to GO Team **BEFORE** the school staffing
conference*



Budget Feedback Meetings

What

The GO Team feedback session(s) should be scheduled for the principal to provide an overview of the school's draft budget for the GO Team members and the general public.

Why

This meeting provides an opportunity for GO Teams to discuss how the school's budget has been allocated to support the programmatic needs and key strategic priorities.

When


Meetings must be held in February **before staffing conferences**. May be combined with the allocation meeting (*as needed*), if the GO Team has completed strategic plan updates and ranked strategic priorities.

Descriptions of Strategic Plan Breakout Categories

- 1. Priorities:** FY25 funding priorities from the school's strategic plan, ranked by the order of importance.
- 2. APS Five Focus Area:** What part of the APS Five is the priority aligned to?
- 3. Strategies:** Lays out specific objectives for school's improvement.
- 4. Request:** "The Ask" What needs to be funded in order to support the strategy?
- 5. Amount:** What is the cost associated with the Request?

Strategic Plan Priority Ranking

If your GO Team has not **taken Action** (i.e. – **VOTED**) on this, you will need to pause to discuss and vote on the ranking of your school's strategic plan priorities!

- 
- Higher
1. Improve student master of academic content
 2. Strengthen teaching and learning experiences that support Small Group Instruction
 3. Provide personalized professional development to support high-leverage instructional practices
 4. Retain and develop highly qualified teachers and staff for general and support classes
 5. Advance comprehensive wrap around support that increases parental engagement and student attendance
 6. Provide enrichment opportunities that support the whole child
 7. Develop and foster partnership that support staff wellness and student incentives
- Lower

FY25 Strategic Plan Break-out

Priorities	APS FIVE Focus Area	Strategies	Requests	Amount
Increase the number of students scoring proficient or higher in reading and math	Fostering Academic Excellence for All	<ul style="list-style-type: none"> Continue Intervention block to support students in need of remediation and acceleration Provide professional development specific to reading/writing and math Hire Teacher Tutors Provide personalized professional development for teachers 		\$55,000
Strengthen teaching and learning experiences that support Small Group Instruction	Fostering Academic Excellence for All	<ul style="list-style-type: none"> Hire Teacher Tutors Provide personalized professional development for teachers Contracted professional development Professional Development for Instructional Leadership Team 	Hire Teacher Tutors	\$37,800/Teacher Tutor (36 weeks/30 hours per week)
Provide personalized professional development to support high-leverage instructional practices	Equipping & Empowering Leaders & Staff	<ul style="list-style-type: none"> Provide personalized professional development for teachers Contracted professional development Professional Development for Instructional Leadership Team 		\$35,000
Retain and develop highly qualified teachers and staff for general and support classes	Equipping & Empowering Leaders & Staff	<ul style="list-style-type: none"> Provide personalized professional development for teachers Contracted professional development Professional Development for Instructional Leadership Team 		

FY25 Strategic Plan Break-out

Priorities	APS FIVE Focus Area	Strategies	Requests	Amount
Advance comprehensive wrap around support that increases parental engagement and student attendance	Building a Culture of Student Support	<ul style="list-style-type: none"> Collaborate with partners to provide support to the whole-child (P.A.S.T., 1 Mo Question, and L.E.A.D.) 		\$10,000
Provide enrichment opportunities that support the whole child	Building a Culture of Student Support	<ul style="list-style-type: none"> Develop School Store based on PBIS (student/teacher incentives) Continue to provide and support extracurricular activities 		\$10,000
Develop and foster partnership that support staff wellness and student incentives	Creating a System of School Support	<ul style="list-style-type: none"> Implement incentive based initiatives to increase student and staff attendance 		\$5000

FY25 Budget by Function (Required)

**Based on Current Allocation of School Budget*

1 Principal		1 Art Teacher
1 Assistant Principal		1 Music Teacher
1 School Business Manager		1 Spanish Teacher
21 Homeroom Teachers		1 Physical Education Teacher
2 Special Education Resource Teachers		1 STEM Lab Teacher
5 Special Education IRR Teachers		4 Special Education Paraprofessionals
1 Special Education Lead Teacher		3 Hourly Kindergarten Paraprofessionals
1 EIP Pull-Out Teacher		2 Custodians
2 EIP Homeroom Teachers		1 Facilities Site Manager
1 Gifted Lead Teacher		
1 Student Support MTSS Specialist		1 School Counselor
1 Math Coach		1 School Social Worker
1 Literacy Coach		1 School Nurse
1 STEM Coach		1 Media Specialist
2 PreK Classrooms		1 School Nurse
2 PreK Paraprofessionals		1 School Secretary
2 Building Substitutes		1 Front Office Clerk
3 Teacher Tutors		4 Cafeteria Staff
1 Speech Pathologist		2 Non-Instructional Paraprofessionals
1 Psychologist		1 Cafeteria Monitor

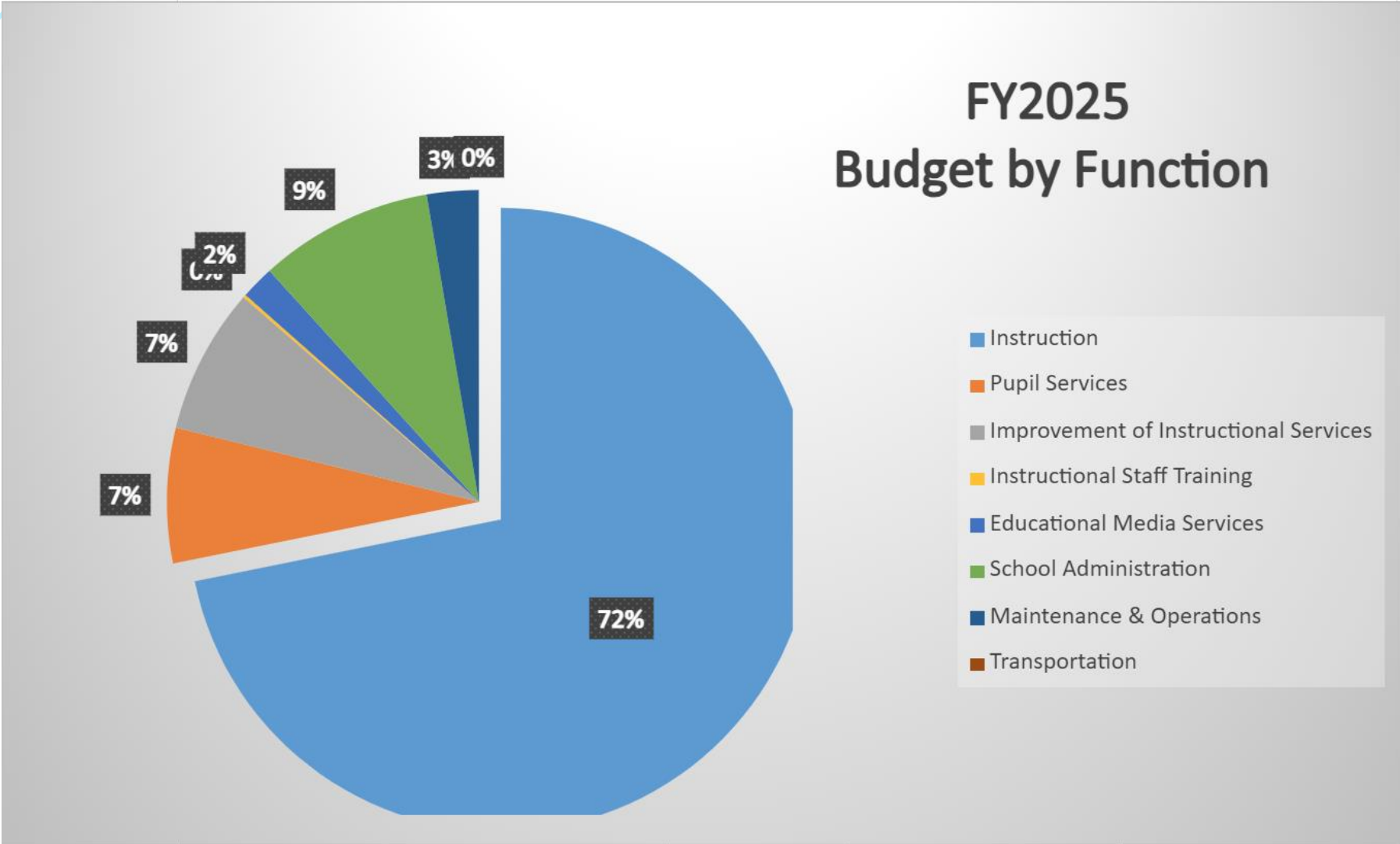
FY25 Budget by Function (Required)

**Based on Current Allocation of School Budget*

School	Jsher-Collier Heights Elementary School			
Location	0604			
Level	ES			
Principal	Jerry Parker			
Projected Enrollment	400			
Account	Account Description	FTE	Budget	Per Pupil
1000	Instruction	49.30	\$ 5,082,639	\$ 12,707
2100	Pupil Services	5.25	\$ 495,099	\$ 1,238
2210	Improvement of Instructional Services	4.00	\$ 535,145	\$ 1,338
2213	Instructional Staff Training	-	\$ 11,200	\$ 28
2220	Educational Media Services	1.00	\$ 123,029	\$ 308
2400	School Administration	5.00	\$ 638,331	\$ 1,596
2600	Maintenance & Operations	3.00	\$ 189,411	\$ 474
2700	Transportation	-	\$ 1,000	\$ 3
	Total	67.55	\$ 7,075,854	\$ 17,690

FY25 Budget by Function (Required)

**Based on Current Allocation of School Budget*





**DISCUSSION OF
RESERVE
AND HOLDBACK
FUNDS**

Plan for FY25 Title I Holdback

\$\$27,504

Priorities	APS FIVE Focus Area	Strategies	Requests	Amount
Increase the number of students scoring proficient or higher in Reading/Writing	Fostering Academic Excellence for All	Training instructional and leadership team on the Science of Reading/Writing		5K-10K
Increase the number of students scoring proficient or higher in Math	Fostering Academic Excellence for All	Training to address problem solving and conceptual understanding in Math		5K-10K
Increase the number of students scoring proficient or higher in Science	Fostering Academic Excellence for All	Training on Problem Based Learning (PBL)		5K-10K
Increase Staff and Student Attendance	Building a Culture of Student Support	Incentive based programs/initiatives		5K-10K





SUMMARY OF POSITION CHANGES TO SUPPORT THE STRATEGIC PLAN ²⁶

CREATED	REMOVED
3 rd Grade Position to General Budget	3 rd Grade Position from CARES
4 th Grade Position to General Budget	4 th Grade Position from CARES
STEM Lab Teacher to General Budget	STEM Lab Teacher from CARES
Teacher Tutor Position	

Summary of Changes

Three instructional positions funded by CARES is being funded by the general budget in SY 25. The three positions affected the general budget by approximately 300K. These positions support the instructional framework and Signature Programming at Usher-Collier Elementary. The Teacher Tutor positions will provide additional support to teachers and students in grades first through fifth in ELA/Math.

QUESTIONS FOR THE GO TEAM TO CONSIDER AND DISCUSS

Are our school's priorities (from your strategic plan) reflected in this budget?

- Are new positions and/or resources included in the budget to address our major priorities?
- Do we know (as a team) the plan to support implementation of these priorities beyond the budget (ex. What strategies will be implemented)?
- What tradeoffs are being made in order to support these priorities?

How are district and cluster priorities reflected in our budget?

- Cluster priorities- what staff, materials, etc. are dedicated to supporting our cluster's priorities?
- Signature programs- what staff, materials, etc. are dedicated to supporting our signature program?
- Are there positions our school will share with another school, e.g. nurse, counselor?

Where We're Going?

Our next meeting is the Budget Approval Meeting

What:

During this meeting we will review the budget, which should be updated based on feedback from the staffing conference, Associate Superintendents, and key leaders. After review, GO Teams will need to **take action** (i.e., vote) on the FY25 Budget.

Why:

Principals will present the final budget recommendations for GO Team approval.

When:

All approval meetings **must** be held **after** staffing conferences. Budgets must be approved by **March 15th**.

What's Next?

- **February**
 - HR Staffing Conferences (Late February)
- **March**
 - Final GO Team Approval Meeting (AFTER your school's Staffing Conference and BEFORE Friday, March 15th)

Thank you