FY26 MORNINGSIDE BUDGET FEEDBACK MEETING

AGENDA

   I. Call to order

  II. Roll Call; Establish Quorum

 III. Public Comment

 IV. Action Items

      A. Approval of Agenda

      B. Approval of Previous Minutes

  V. Discussion Items

      A. Go Team Survey for Staff

      B. Budget Development Presentation

         i. ACTION ITEM: GO Team vote on Draft Budget

         (AFTER presentation and discussion)

 VI. Information Items

      A. Principal's Report

 VII. Announcements

VIII. Public Comment

 IX. Adjournment

MEETING 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.
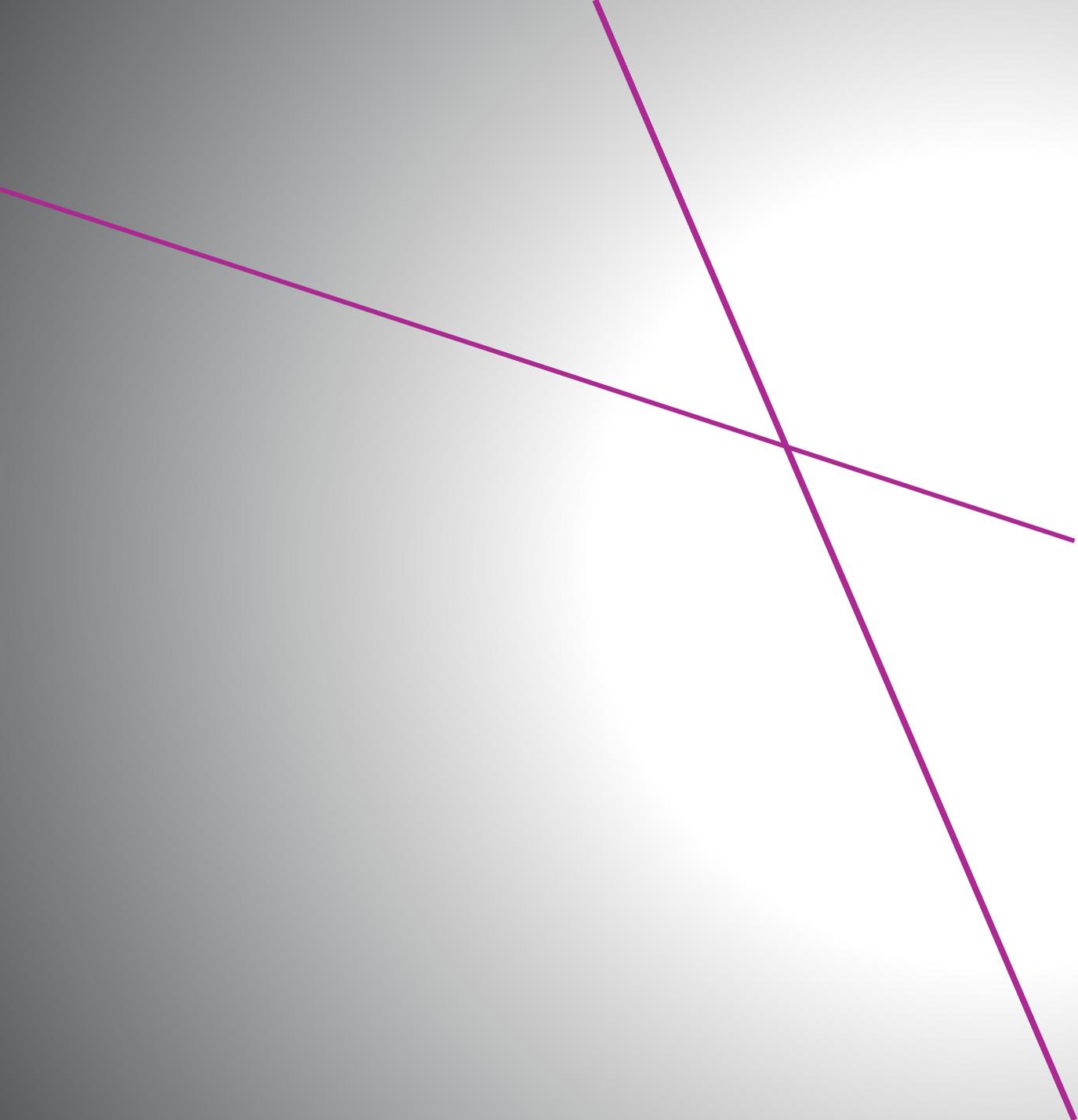
BUDGET FEEDBACK PRESENTATION & DISCUSSION

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.**

✓ Step 1: Data Review

✓ Step 2: Strategic Plan Review

✓ Step 3: Budget Parameters (Strategic Priorities)

YOU ARE HERE

Step 4: Budget Choices

OVERVIEW OF FY26 GO TEAM BUDGET PROCESS

YOU ARE HERE

Step 1
Update Strategic Plan & Rank Priorities

Step 2
<u>Principals</u> Workshop FY 26 Budget

January 15

Step 3
<u>GO Team</u> Initial Budget Session

January 15-31

Step 4
<u>Principals</u> Cluster Supt. Discussions

Step 5*
<u>GO Team</u> Feedback Mtg.

February 10-14

Step 6
Cluster Supt. Review

February 17-21

Step 7
<u>Principals</u> HR Staffing Conferences Begin

Feb. 24-27

Step 8*
<u>GO Team</u> Final Budget Approval Meeting

Budgets Approved by March 14

GO Teams are encouraged to have ongoing conversations

* GO Teams will need to take **ACTION** on the budget at these meetings.

BUDGET FEEDBACK MEETING

🗹 What

During the GO Team Feedback meeting the principal will share the 25-26 Strategic Plan Breakout, provide an overview of the school's draft budget, share updated tabs from the Excel template, and review/collaborate with the GO Team on the comments/notes to explain the use of school-level flexibility in budget allocations.

🗹 Why

This meeting provides an opportunity for GO Teams to discuss the principal's proposed budget and how it supports the school's programmatic needs and key strategic priorities for the 25-26 school year. It also provides the GO Team the opportunity to review and provide feedback on proposed use of school-level flexibility.

🗹 When

Early February 10 - February 14th, before Cluster Superintendent review.

Mission: With a culture of collaboration and high standards, all students will be nurtured and well-prepared for their future.

Vision: A high-performing community school where teachers inspire, families engage, and students excel.

Morningside Elementary School Strategic Plan
(2022 - 2025, Update 1/29/25)

SMART Goals

The percentage of students in grades 3-5 scoring proficient or above in Reading, as measured by the Georgia Milestones, will increase from 77% in August 2024 to 80% in May 2025. (FY 2023 = 75%, FY2024 = 77%)

The percentage of students in grades 3-5 scoring proficient or above in Math, as measured by the Georgia Milestones, will increase from 76% in September 2024 to 78% in May 2025. (FY2023 = 75%, FY2024 = 76%)

Recommend 3rd CIP Goal: The CCRPI Attendance percentage of students in overall low risk at Morningside is 85% for FY2024. The CCRPI Attendance percentage of Black Students in low risk will increase from 59% to 69%, for Hispanic Students an increase from 74% to 80%, for EL Students an increase from 70% to 75% and for SpecEd students an increase in low risk from 81% to 85%.

School Strategic Priorities

1. Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups

2. Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.

3. Focus on individual student needs by strengthening our intervention and enrichment programs.

4. Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.

5. Ensure that parents engaging in school-family activities reflect the diversity of our school.

6. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.

7. Build capacity of talented and knowledgeable staff to meet student needs.

School Strategies

1A. Create a schedule that increases teacher planning while supporting student learning.
1B. Reduce class size K - 5.

2A. Use data (MAP, common assessments, universal screening, GMAS) to strategically group students based on academic need. Analyze class level student groups and differentiate based on this data.
2B. Align curriculum across grades, identifying focus standards and learning targets.

3A. Offer a rigorous and relevant curriculum for all students, supported by the focus of our STEAM (Science, Technology, Engineering, Arts, Math) Signature Program.
3B. Sustain and expand successful initiatives such as tutorial, mentor programs, interventions, innovative EIP, and student strength programming.
3C. Provide customized learning strategies not only for students below standard, but students on or above grade level.
3D. Enhance in-school enrichment opportunities and special area classes, increasing accessibility for all students.
3E. Increase programming that broadens opportunities for younger students.

4A. Build school-wide staff proficiency with cultural competency anti-bias/equity training.
4B. Implement activities both at class level and school-wide that reflect all students' backgrounds and experiences.
4C. Create a New Parent Program to introduce families to the school and the district.
4D. Increase Family involvement and voice in the GO TEAM discussions and decisions

5A. Provide curriculum and experiences class and school-wide that reflect all students and their backgrounds.

6A. Prioritize support personnel such as coaches and master teacher leaders.
6B. Monitor and expand ways of increasing employee engagement, empowerment, and staff leadership opportunities.
6C. Create a schedule that increases teacher planning while supporting student learning.

7A. Provide and implement school-wide STEAM Training
7B. Build school-wide staff proficiency with cultural competency anti-bias/equity training.
7C. Monitor and expand professional learning opportunities to empower and equip teachers to work with all students.

1. Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups

2. Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.

3. Focus on individual student needs by strengthening our intervention and enrichment programs.

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6. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.

7. Build capacity of talented and knowledgeable staff to meet student needs.

MORNINGSIDE
Strategic Plan Priority Ranking

FY 26 BUDGET PARAMETERS

FY26 School Priorities, Ranked	Rationale
Focus on eliminating academic achievement gaps among student groups, including African-American, Hispanic, and Special Education student groups. (Ranked Priority #1)	With a budget that prioritizes eliminating achievement gaps through strategic initiatives for individuals and specialized groups, students will see gains and growth in both academic and SEL outcomes.
Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes. (Ranked Priority #2)	With a budget that supports more individualized support, more students can achieve at higher levels and teachers can focus on academic and SEL outcomes.
Focus on individual student strengths and needs in terms of whole child, including social and emotional learning. (Ranked Priority #3)	With a budget focused on building from individual student strengths and needs, teachers and staff can better support the whole child.
Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families. (Ranked Priority #4)	With a teamwork focus of MES staff, parents, and community, we can work together to close achievement gaps, give more individualized support, target more students achieving at higher levels, increase parent engagement and support all of our priorities.

FY26 Additional School Priorities	Rationale
Ensure that parents engaging in school-family activities reflect the diversity of our school. (Ranked #5)	With a teamwork focus of MES staff, parents, and community, we can work together to close achievement gaps, give more individualized support, target more students achieving at higher levels, increase parent engagement and support all of our priorities.
6. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness. (Ranked #6)	Find ways of supporting individual teacher goals and leadership, while prioritizing wellness and staff retention and recruitment initiatives.
5. Build capacity of talented and knowledgeable staff to meet student needs. (Ranked #7)	With a budget that supports the growth and development of teachers, students will achieve greater academic and social/emotional gains

REVIEW OF FY26 SIGNATURE AND TURNAROUND PROGRAM FUNDING PROCESS

Overview

* The district is piloting a zero-based budgeting (ZBB) process for Signature and Turnaround Program Funds this year.

* Zero-based budgeting (ZBB) is a budgeting process that <u>allocates funding based on program efficiency and necessity rather than budget history.</u> As opposed to traditional budgeting, no item is automatically included in the next budget.

* As such the **initial** allocation for these programs at all schools will be $0.

Process

* Principals will develop proposed requests for the personnel and non-personnel they need to support the Signature and/or Turnaround Programs at their schools.

<u>* Principals will share and discuss their proposals and rationale for the proposals with their school GO Team for feedback.</u>

* After discussing with their GO Team, principals will submit their request for review by January 31st. Funding for these programs will be provided the week of February 3rd.
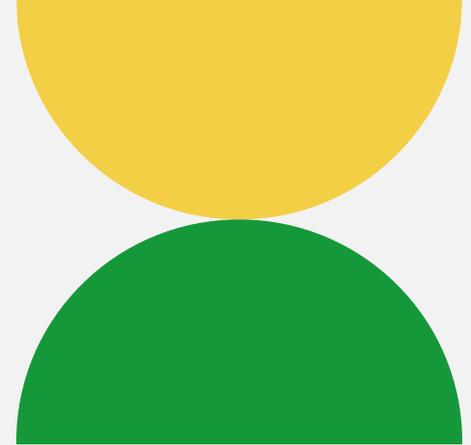
OVERVIEW OF APPROVED SIGNATURE PROGRAM FUNDS
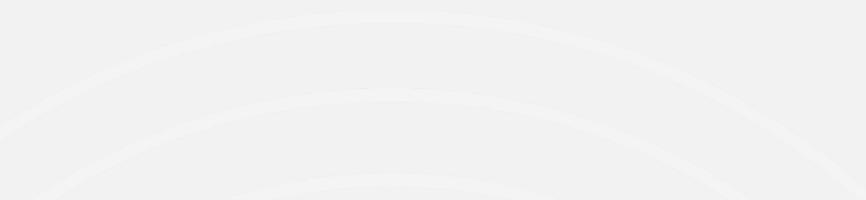
SIGNATURE PROGRAM FUNDS REQUESTED VS. APPROVED

Requested Signature Program Funds: $281,365

REQUESTED:
- Signature Program Coach
- Signature STEAM Teacher

APPROVED Signature Program Funds: $231,332

- Signature Program Coach
- Signature STEAM Teacher

*Removed School Business Manager in order to retain these two positions

MORNINGSIDE ES FY26 SUMMARY OF PROPOSED STAFFING AND NON-STAFFING

SUMMARY TAB OVERVIEW

The Summary Tab provides a summary of the staff in our school. The columns show how many positions are:

- **Earned** – positions allocated by district departments. There is no school-level flexibility with these positions.
- **Funded** – District's recommended staffing for positions where there is school-level flexibility with staffing the position.
- **Staffed** – This shows how the principal plans to staff the position for the FY26 school year.
- **Difference**—This shows the difference between the recommendation from the District and the Principal's proposed FY26 staffing plan.
- **Comments:** The principal must provide comments if there is a difference in what is Funded and Staffed. Principals and GO Teams will discuss the rationale provided for the Comments section.

SUMMARY TAB OVERVIEW

Position Title	Earned	Funded	Staffed	Dif	Comments
Teachers					
Teacher Kindergarten		6.00	6.00	-	
Teacher 1st Grade		5.00	6.00	1.00	Currently staffed at 6 for reduced class size
Teacher 2nd Grade		6.00	6.00	-	
Teacher 3rd Grade		5.00	6.00	1.00	Back to 6 for reduced class size
Teacher 4th Grade		4.00	5.00	1.00	Currently at 5, remaining at 5
Teacher 5th Grade		4.00	5.00	1.00	Currently 6, FY26 - 19 students down
Teacher Stem Lab			1.00	1.00	
Teacher Math K-5			0.50	0.50	
Teacher Reading K-5			0.50	0.50	
Teacher Art 1-5		1.60	1.00	(0.60)	Currently staffed at 1
Teacher Band 1-5			0.25	0.25	
Teacher Music 1-5		1.60	1.00	(0.60)	Currently staffed at 1
Teacher Orchestra 1-5			0.25	0.25	
Teacher Physical Ed 1-5		1.60	1.00	(0.60)	Currently staffed at 1
Teacher World Language 1-5		1.60	-	(1.60)	Currently staffed at 1 (signature)
Teacher Gifted		8.50	4.00	(4.50)	Currently staffed at 4
EIP TEACHERS		**2.00**	**2.00**	**-**	
Teacher EIP 1-3			2.00	2.00	
CTE TEACHERS					
Teacher ESOL	1.00	1.00	1.00	-	
Teacher Interrelated	3.00	3.00	3.00	-	
Lead Teacher Special Ed	0.50	0.50	0.50	-	
Speech Language Pathologist	0.40	0.40	0.40	-	

Position Title	Earned	Funded	Staffed	Dif	Comments
PARAPROFESSIONALS					
Paraprofessional Special Ed	2.00	2.00	2.00	-	
Paraprofessional Kindergarten		6.00	6.00	-	
SCHOOL ADMINISTRATION					
Principal Elementary		1.00	1.00	-	
Assistant Principal Elementary		2.00	1.00	(1.00)	Reduce to 1 AP
School Secretary		1.00	1.00	-	
Bookkeeper		1.00	1.00	-	
School Clerk 211 day		1.00	-	(1.00)	Secretary staffed, not clerk

Position Title	Earned	Funded	Staffed	Dif	Comments
SCHOOL SUPPORT					
Counselor Elementary		2.00	1.00	(1.00)	Has been staffed at 1
Instructional Coach Readers are Leaders 211 Day	1.00	1.00	1.00	-	
Master Teacher Leader			1.00	1.00	
Media Specialist	1.00	1.00	1.00	-	
School Nurse RN	1.00	1.00	1.00	-	
Signature Prgm Coach 202 day			1.00	1.00	
Signature World Language Teacher			1.00	1.00	
Social Worker	1.00	1.00	1.00	-	
Specialist SST Intervention			0.50	0.50	
Instructional Technology Specialist	1.00	1.00	1.00	-	
Custodian	3.00	3.00	3.00	-	
Psychologist	0.75	0.75	0.75	-	
School Resource Officer	1.00	1.00	1.00	-	
Site Manager	1.00	1.00	1.00	-	
Special Revenue- FOR INFORMATION ONLY					
Assistant Food			3.00		Cannot Adjust
Manager Cafeteria			1.00		Cannot Adjust

SUMMARY OF POSITION CHANGES TO SUPPORT THE FY26 BUDGET

CREATED	REMOVED
3rd Grade .5	Master Teacher Leader .5
3rd Grade .5	Master Teacher Leader .5
Teacher Reading .5	Assistant Principal 1.0
Teacher Math .5	
In Person Sub (2)	
2 Paraprofessionals Saturday School (hourly tutors)	

Discussion Items

25-26 MES BUDGET CONSIDERATIONS
Meeting #2

CATEGORY	ACTION	TRADEOFFS
School Administration	Choice 1: Abolish 1 AP	Add: • .5 Reading support teacher • .5 Math support teacher AND • Hourly AP (29.5/25 weeks)
	Choice 2: Abolish 1 AP	Add: • .5 Reading Teacher • .5 Math Teacher AND • Hourly teacher for support (29.5/35 weeks)
	Choice 3: Abolish 1 AP	Add: • .5 Reading Teacher • .5 Math Teacher AND • Hourly teacher for support (18/35 weeks) • Hourly paraprofessional (29.5/36 weeks)
	Choice 4: Abolish 1 AP	Add: • .5 Reading Teacher • .5 Math Teacher AND • Hourly paraprofessional (29.5/36 weeks) • Hourly paraprofessional (29.5/36 weeks) • Hourly Tutors for Saturday School ○ 10 weeks, 4 tutors
	Choice 5: Keep 2 APs	Add: • Hourly paraprofessional (29.5/36) OR • Hourly Tutor for Saturday School

NON STAFFING TAB

The **<u>Non-Staffing Tab</u>** shows how funds are allocated for non-staff items in the school. There is school-level flexibility for most of these items. The tab has columns for:

- **<u>Recommended—</u>**District's recommended amount to spend on the line item.

- **<u>Allocation</u>** – This shows how much the principal is proposing to allocate towards the line item in FY26.

- **<u>Difference</u>**—This shows the difference between the recommended amount and the allocation.

- <u>**Notes:**</u> **The principal must provide comments if there is a difference in what is Recommended and what is Allocated. Principals and GO Teams will discuss the rationale for the notes section.**

NON-STAFFING TAB OVERVIEW

Description	Rec.	Allocation	Diff	Notes
Reserve	$ 154,907	$ 131,970	$ (22,937)	Requesting reserve to equal amount of 1 FTE teacher
Teacher Stipends		$ 13,653	$ 13,653	Club Sponsors
Postage		$ 1,000	$ 1,000	
District Funded Field Trips	$ 25,796	$ -	$ (25,796)	
Teaching/Other Supplies	$ 34,700	$ 32,052	$ (2,648)	
Media Supplies	$ 5,552	$ -	$ (5,552)	Librarian uses alternative funding for supplies.
Security Grant Equipment		$ 45,000	$ 45,000	
Security Grant Contracted Services			$ -	
Security Grant Purchase of Equipment (Technology)			$ -	
Stipends				
Academic Stipends	19,500	$ 19,500	$ -	
Substitutes				
Teacher Subs	$ 95,830	$ 95,830	$ -	
In Person Permanent Subs		$ 84,600	$ 84,600	
Paraprofessional Subs		$ 10,400	$ 10,400	
Substitute FICA	$ 1,390	$ 2,767	$ 1,378	
Hourly Staff				
Hourly Media Paraprofessional		$ 20,136	$ 20,136	
Hourly Paraprofessional		$ 40,271	$ 40,271	
Hourly Parent Liaison		$ 20,348	$ 20,348	
Hourly Teacher Tutor		$ 4,200	$ 4,200	
FICA for Hourlies		$ 1,232	$ 1,232	
TOTAL	$ 318,175	$ 522,958	$ 185,284	

DESCRIPTIONS OF STRATEGIC PLAN BREAKOUT CATEGORIES

1. **Priorities:** FY25 funding <u>priorities</u> from the school's strategic plan, ranked by the order of importance.

2. **Strategies:** Lays out specific objectives for school's improvement.

3. **Request:** "The Ask" What needs to be funded in order to support the strategy?

4. **Amount:** What is the cost associated with the Request?

FY26 BUDGET BY FUNCTION (*required*)

School	Morningside Elementary School
Location	1664
Level	ES
Principal	BRIAN BARON
Projected Enrollment	694

Account	Account Description	FTE	Budget
1000	Instruction	62.40	$ 8,102,135
2100	Pupil Services	3.25	$ 474,891
2210	Improvement of Instructional Services	2.00	$ 306,449
2213	Instructional Staff Training	-	$ -
2220	Educational Media Services	1.00	$ 169,428
2400	School Administration	4.00	$ 550,991
2600	Maintenance & Operations	5.00	$ 377,697
2700	Transportation	-	$ -
	Total	**77.65**	**$ 9,981,590**

ion of School Budget

Total allocation: $10,026,590

$9,981,590
$ 45,000 security
$10,026,590

$ 10,026,590

FY26 BUDGET BY FUNCTION

Based on Current Allocation of School Budget

FY2026
Budget by Function

- Instruction
- Pupil Services
- Improvement of Instructional Services
- Instructional Staff Training
- Educational Media Services
- School Administration
- Maintenance & Operations
- Transportation

81% · 5% · 3% · 2% · 5% · 4% · 0%
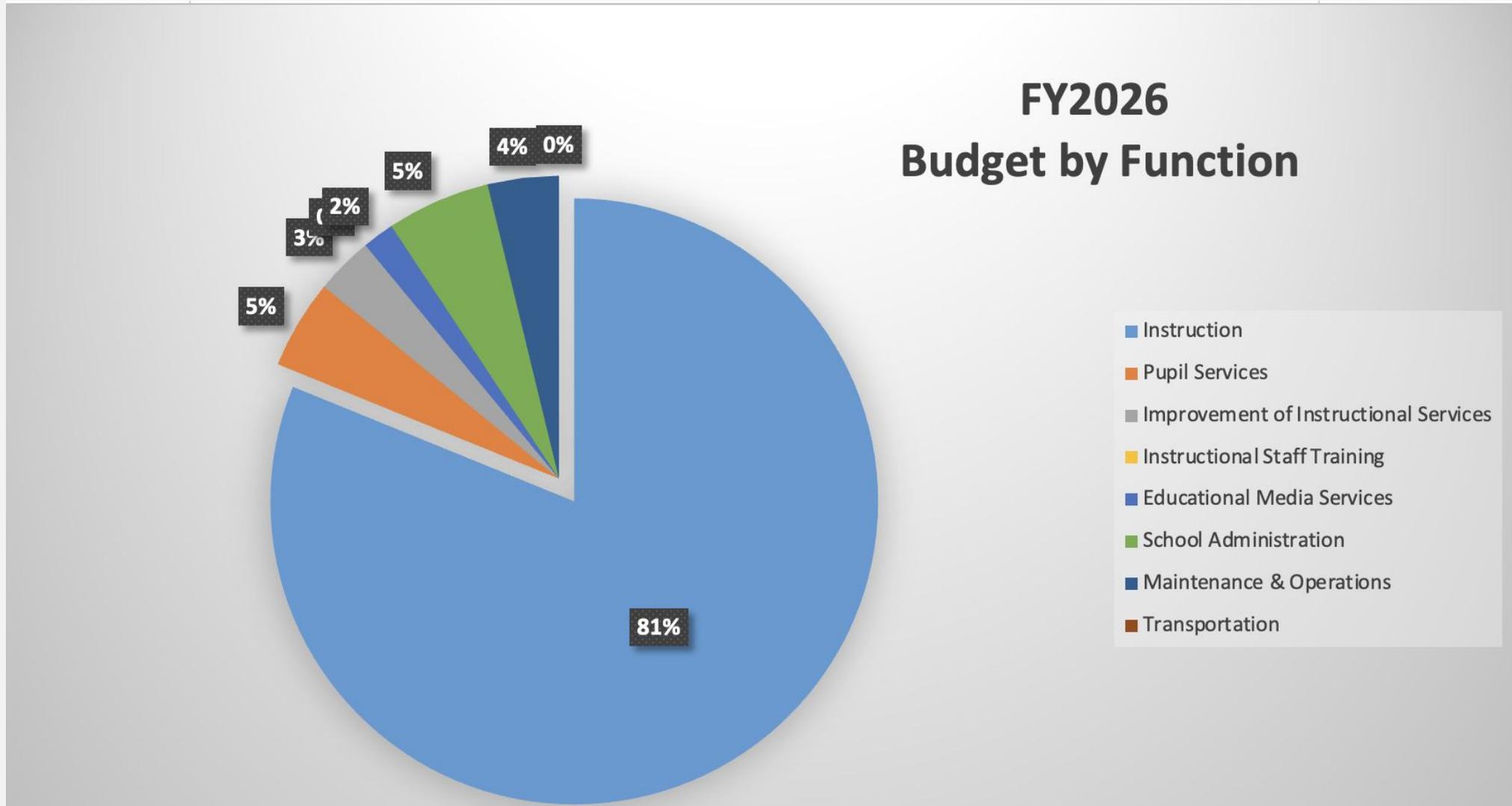
QUESTIONS FOR THE GO TEAM TO CONSIDER AND DISCUSS

Strategic Alignment and School-Level Flexibility

❖ Does this budget proposal, as a whole, effectively support our school's strategic priorities?

❖ How do the principal's proposed changes directly support priorities in our strategic plan? Can we clearly connect each adjustment to a strategic goal?

❖ If new positions, resources, or programs are being added, what data or feedback supports these changes? How will we measure their impact?

❖ What trade-offs are involved? Are any current programs or resources being adjusted or reduced, and how will that affect our students and staff?

QUESTIONS FOR THE GO TEAM TO CONSIDER AND DISCUSS

District and Cluster Priorities

- ❖ How do these proposed changes align with district and cluster priorities? Do we foresee any challenges or misalignments?
- ❖ If the district has allocated funds for specific initiatives – for example Signature Programs - how are those reflected in our budget?
- ❖ If we are sharing staff positions (e.g., nurse, counselor, teacher), how will this affect student support and service delivery at our school?
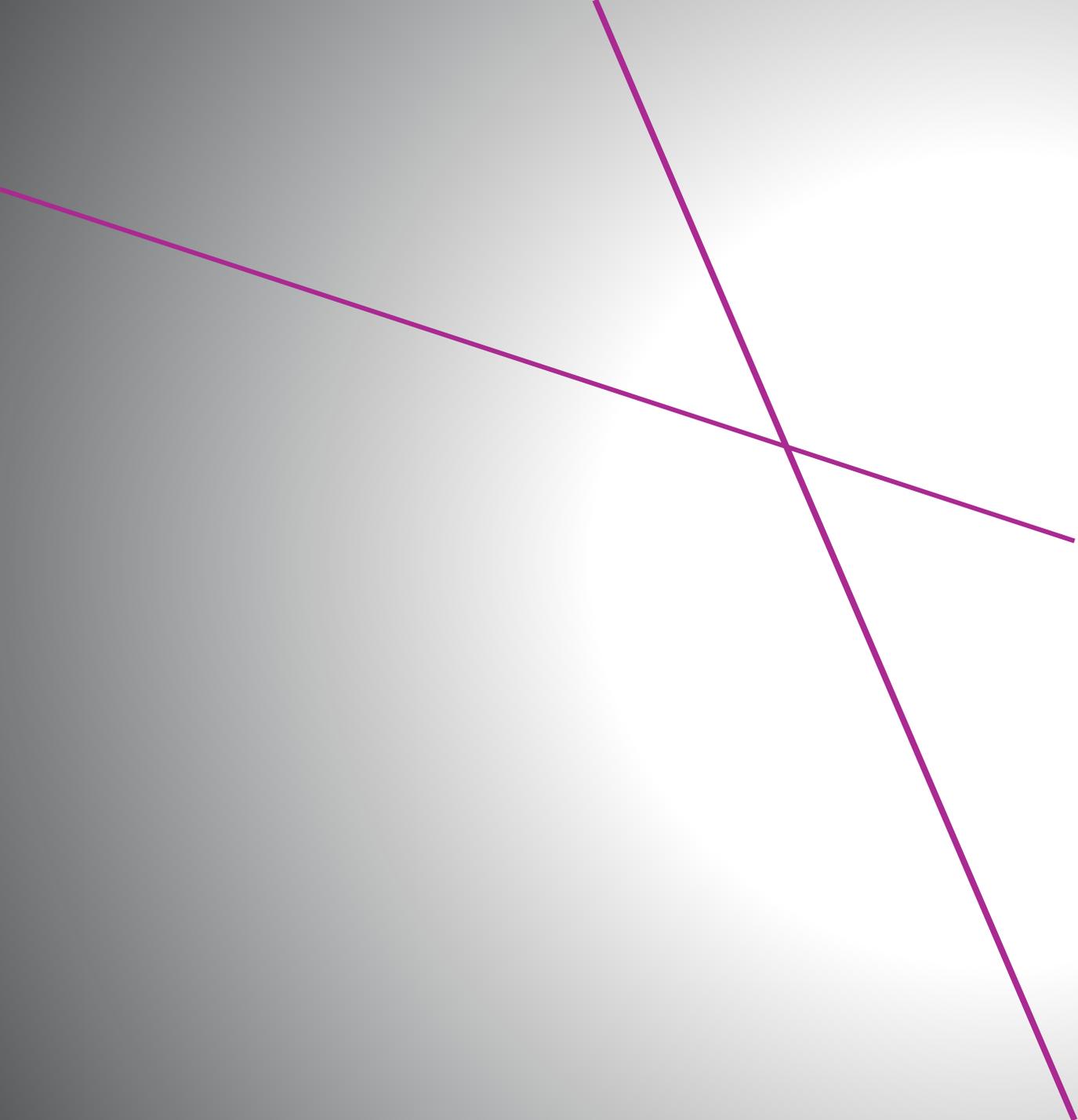
DISCUSSION OF RESERVE & HOLDBACK FUNDS

PLAN FOR FY26 LEVELING RESERVE - $131,970

Priorities	Strategies	Requests	Amount
1. Focus on eliminating academic achievement gaps among student groups including African-American, Hispanic, and Special Education student groups			
2. Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.			
3. Focus on individual student needs by strengthening our intervention and enrichment programs.		STEAM focused position (garden,tech) Other arts - Dance, Theater	
4. Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.			
5. Ensure that parents engaging in school-family activities reflect the diversity of our school.		A role that serves as a "parent coach"	
6. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.			
7. Build capacity of talented and knowledgeable staff to meet student needs.			

WHERE WE'RE GOING

Our next meeting is the Budget Approval Meeting
March 5, 2025

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 FY26 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**

  - Cluster Superintendent Review (February 17-21)
  - HR Staffing Conferences (February 24– February 27)

- **March**

  - Final GO Team Approval Meeting (AFTER your school's Staffing Conference and BEFORE Friday, March 14th)
    - **ACTION** (i.e.- GO Team **votes**) on final budget recommendation **before** March 14

THANK YOU!