

**FY26 BUDGET  
FEEDBACK MEETING**

# AGENDA



## Budget Feedback Meeting Agenda

John Lewis Invictus Academy

Date: 02/12/2025

Time: 5:30 PM

Location: Media Center

- I. Call to order
- II. Roll Call; Establish Quorum
- III. Action Items
  - A. Approval of Agenda
  - B. Approval of Previous Minutes
- IV. Discussion Items
  - A. Budget Development Presentation
    - i. **ACTION ITEM:** GO Team vote on Draft Budget
- V. Information Items
  - A. Principal's Report
  - B. Cluster Advisory Report
- VI. Announcements
- VII. Public Comment
- VIII. 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

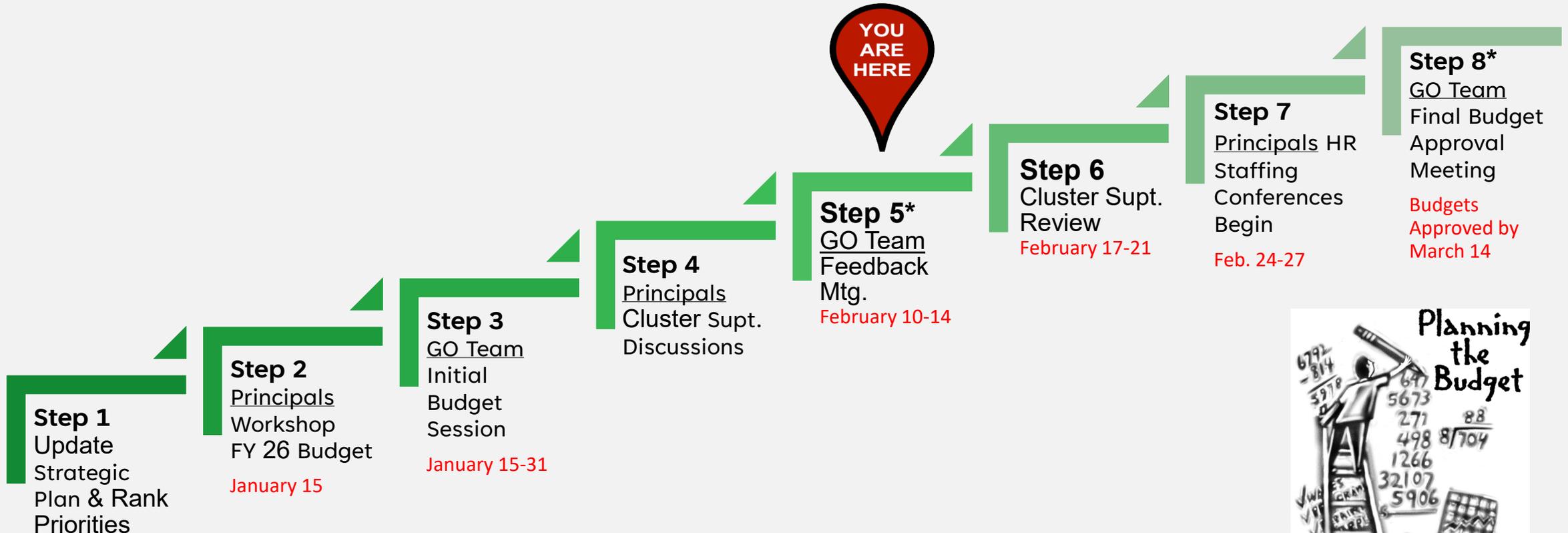


Step 3: Budget Parameters  
(Strategic Priorities)



Step 4: Budget Choices

# OVERVIEW OF FY26 GO TEAM BUDGET PROCESS



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,

## ➤ 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 the proposed use of school-level flexibility.

## ➤ When

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

# John Lewis Invictus Academy

**Mission:** Through an intentional culture of care equity and PRIDE (Perseverance, Respect, Integrity, Discipline and Excellence), all JLIA students will be well prepared to perform at their individual best.

**Vision:** Provide a compassionate and equitable learning environment that fosters students' abilities to thrive. With an intentional focus on literacy and a high quality of teaching, we envision our students becoming local, national, and global leaders who will be catalysts for economic and social change.

## SMART Goals

**Literacy:** By May 2024, 60% of John Lewis Invictus Academy students will meet or exceed their MAP Reading Assessment Growth Target.

**Numeracy:** By May 2024, 60% of John Lewis Invictus Academy students will meet or exceed their MAP Math Assessment Growth Target.

**Whole Child:** By May 2025, John Lewis Invictus Academy will reduce behavior incidents by 15% by implementing Schoolwide Tier 1 and Tier 2 Behavior interventions and support.

### APS Strategic Priorities & Initiatives

### School Strategic Priorities

### School Strategies

**Fostering Academic Excellence for All**  
Data  
Curriculum & Instruction  
Signature Program

- Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).
- Close the student achievement gap with general education and students with disabilities.
- Implement STEAM-enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches.
- Prepare all students to have the essential life skills to be self-aware, collaborative, and accepting of diversity.

- Tier 1 Instruction
- Developing High Performing Professional Learning Communities

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

- Create a culture of high expectations for academic scholarship, civic responsibility, and service for students, staff, and families.

- Schoolwide PBIS
- PBIS Rewards
- Interdisciplinary Teaming

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

- Prepare and develop all teachers to be knowledgeable in their content area.

- Professional Learning to Strengthen PLCs
- AMLE Conference

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

- Ensure systems and resources are aligned with school priorities

- Daily Admin Meetings
- Instructional Leadership Team – Data Review
- School Leadership Team – Teacher Leaders

# John Lewis Invictus Academy

## Strategic Plan

### Priority Ranking

Higher

1. Ensure systems and resources are aligned with school priorities
2. Create a culture of high expectations for academic scholarship, civic responsibility, and service for students, staff, and families.
3. Prepare and develop all teachers to be knowledgeable in their content area.
4. Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).
5. Close the student achievement gap with general education and students with disabilities.
6. Implement STEAM-enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches.
7. Prepare all students to have the essential life skills to be self-aware, collaborative, and accepting of diversity.

# FY 26 Budget Parameters

<b>FY26 Ranked School Priorities</b>	<b>Rationale</b>
<b>Ensure systems and resources are aligned with school priorities</b>	<b>Funds must be aligned to our priorities and students</b>
<b>Create a culture of high expectations for academic scholarship, civic responsibility, and service for students, staff, and families.</b>	<b>Student achievement and preparing student for high school and post secondary options.</b>
<b>Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).</b>	<b>Student achievement and preparing student for high school and post secondary options.</b>



# FY 26 Budget Parameters



<b>FY26 School Priorities</b>	<b>Rationale</b>
<b>Close the student achievement gap with general education and students with disabilities.</b>	<b>Support and interventions for our subgroups.</b>
<b>Close the student achievement gap with general education and students with disabilities.</b>	<b>Support and interventions for our subgroups.</b>
<b>Implement STEAM-enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches.</b>	<b>Student achievement and preparing student for high school and post secondary options.</b>
<b>Prepare all students to have the essential life skills to be self-aware, collaborative, and accepting of diversity.</b>	<b>Student achievement and preparing student for high school and post secondary options.</b>

# 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 allocates funding based on program efficiency and necessity rather than budget history. 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.
- \* Principals will share and discuss their proposals and rationale for the proposals with their school GO Team for feedback.
- \* 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: \$148,556

**PRINCIPALS:** Please update with the list of what you requested to support your signature program. Example:

- Signature STEAM Lab Teacher
- Signature Programming Travel
- STEM/IB/College and Career Sponsor Stipend
- Signature Programming Supplies/Resources

**APPROVED** Signature Program Funds: \$\$235,532

**PRINCIPALS:** Please update with the Staffing and Non-Staffing allocation of your updated Signature Program funds.

- Signature STEAM Lab Teacher
- Signature Programming Travel
- STEM/IB/College and Career Sponsor Stipend
- Signature Programming Supplies/Resources



# OVERVIEW OF APPROVED TURNAROUND FUNDS

*(IF APPLICABLE. REMOVE THIS PORTION IF  
YOU DID NOT RECEIVE TURNAROUND FUNDS)*

# APPROVED FY26 TURNAROUND FUNDS

<b>FY2026 Turnaround Earnings</b>	<b>\$ 554,270</b>
<b>Amount Requested for Turnaround</b>	<b>\$ 554,270</b>

Personnel							
Accounting Unit	Acct	SubAcct	Positions	Requested Position	Avg Salary	Amount Requested	Notes
150161814181210	2210	1910	TURNAROUND SPECIALIST - MATH	0.0	\$ 147,559	\$ -	
150161814181210	2210	1910	TURNAROUND SPECIALIST - READING	0.0	\$ 147,559	\$ -	
150162214181081	1000	1730	TURNAROUND COUNSELOR	0.0	\$ 155,890	\$ -	
150162214189990	2100	1760	TURNAROUND SOCIAL WORKER	0.0	\$ 142,858	\$ -	
150162214189990	2100	1910	TURNAROUND BEHAVIOR SPECIALIST (202 DAYS)	1.0	\$ 132,301	\$ 132,301	The Behavior Specialist will play a pivotal role in implementing and supporting the Multi-Tiered System of Supports (MTSS) framework, Positive Behavioral Interventions and Supports (PBIS), and alternatives to exclusionary practices. In addition, the staff member in this role will respond to Tier 1 behavior incidents. By addressing Tier 1 incidents, assistant principals will be able to devote more time to leading instruction and fostering a positive school culture.
150162214189990	2100	1910	TURNAROUND BEHAVIOR SPECIALIST (211 DAYS)		\$ 147,559	\$ -	
150162214189990	2100	1740	TURNAROUND CLINICAL THERAPIST	0.0	\$ 141,098	\$ -	
150162314181210	2210	1910	TURNAROUND SPECIALIST - MATH	0.0	\$ 147,559	\$ -	
150162314181210	2210	1910	TURNAROUND SPECIALIST - READING	0.0	\$ 147,559	\$ -	
150162214189990	2100	1910	TURNAROUND BOARD CERTIFIED BEHAVIOR ANALYST	0.0	\$ 127,556	\$ -	
150161814181081	1000	1100	TURNAROUND READING (K-5) TEACHER	0.0	\$ 127,556	\$ -	
150161814181081	1000	1400	TURNAROUND PARAPROFESSIONAL	0.0	\$ 56,115	\$ -	
150161814181210	2210	1910	TURNAROUND INSTRUCTIONAL COACH (211 days)	0.0	\$ 156,932	\$ -	
150161814181210	2210	1910	TURNAROUND INSTRUCTIONAL COACH (202 days)	0.0	\$ 149,395	\$ -	
150161814181081	1000	1100	TURNAROUND MASTER TEACHER LEADER	3.0	\$ 140,656	\$ 421,968	Our Master Teachers will enhance teacher effectiveness by developing high-functioning PLCs, providing observation and feedback, and implementing targeted support and clinical observations. This role is a vital investment in developing high-performing educators who can meet the diverse needs of our students, ensuring every student receives high-quality instruction.



**JOHN LEWIS INVICTUS ACADEMY**  
FY26 SUMMARY OF PROPOSED  
STAFFING AND NON-STAFFING

Position Title	Staffed
ELA Teachers	7
Math	8
Science Teachers	8
Social Studies Teachers	8
Gifted	1
Teacher Art 6-8	1
Teacher Band 6-8	1
Teacher Music 6-8	1
Teacher Physical Ed 6-8	3
Teacher Performing Arts	1*
Teacher World Language 6-8	1
CTE	1*
School Military Instructor	1
STEAM Lab	1

\*Corrections made during discussion on 2/12/2025

Teacher ESOL	2.00
Teacher Interrelated	11.00
Lead Teacher Special Ed	2.00
Teacher Special Ed MOID	1.00
Teacher Special Ed SID PID	1.00
Teacher Special Ed Autism	1.00

## SCHOOL SUPPORT

Counselor Middle	3.00
Media Specialist	1.00
School Nurse LPN	1.00
Social Worker	1.00
Turnaround Behavior Specialist (202 days)	1.00
Turnaround Master Teacher Leader	3.00
Custodian	4.00
Operations Manager	1.00
Psychologist	0.85
School Resource Officer	2.00

## SCHOOL SUPPORT

Counselor Middle

3.00

Media Specialist

1.00

School Nurse LPN

1.00

Social Worker

1.00

Turnaround Behavior Specialist (202 days)

1.00

Turnaround Master Teacher Leader

3.00

Custodian

4.00

Operations Manager

1.00

Psychologist

0.85

School Resource Officer

2.00

## **SCHOOL ADMINISTRATION**

Principal Middle	1.00
Assistant Principal Middle	3.00
School Business Manager-Annual	1.00
School Secretary	2.00
School Clerk 231 day	1.00

## **PARAPROFESSIONALS**

Paraprofessional Special Ed	8.00
Non-Instructional Aide	3.00

# SUMMARY OF POSITION CHANGES TO SUPPORT THE FY26 BUDGET

CREATED	REMOVED
Behavior Specialist – 1	Parent Liaison - 1
Master Teacher Leader - 3	Performing Arts Teacher - 1
STEAM Lab Teacher - 1	Signature Coach - 1
	SST Specialist – 1
	Turnaround Instructional Coaches - 3

## Summary of Changes

**PRINCIPALS: Please provide a summary of the impact these changes and how it relates to your strategic plan here.**

# NON-STAFFING TAB

	Rec.	Allocation	Diff
Reserve	\$ 135,798	\$ 135,798	\$ -
Contracted Services for Professional Development		\$ 20,000	\$ 20,000
Web-based Subscriptions and Licenses		\$ 50,549	\$ 50,549
Instructional Employee Travel		\$ 20,000	\$ 20,000
Administrative Employee Travel		\$ 5,000	\$ 5,000
Signature Programming Travel		\$ 10,000	\$ 10,000
District Funded Field Trips	\$ 27,358	\$ 27,358	\$ -
Teaching/Other Supplies	\$ 36,800	\$ 36,800	\$ -
Signature Program Supplies		\$ 5,000	\$ 5,000
Media Supplies	\$ 5,888	\$ 5,888	\$ -
Security Grant Equipment		\$ 45,000	\$ 45,000
<b>Academic Stipends</b>			
Academic Stipends	25,200	\$ 25,200	\$ -
Fine Arts Stipends	9,500	\$ 9,500	\$ -
Athletic Stipends	53,900	\$ 53,900	\$ -
<b>Teacher Subs</b>			
Teacher Subs	\$ 105,450	\$ 105,450	\$ -
Substitute FICA	\$ 1,529	\$ 1,529	\$ -

# DESCRIPTIONS OF STRATEGIC PLAN BREAKOUT CATEGORIES

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- 1. Priorities:** FY25 funding priorities 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 STRATEGIC PLAN BREAK-OUT

Priorities	Strategies	Requests	Amount
<b>Ensure systems and resources are aligned with school priorities</b>	<ul style="list-style-type: none"><li>Review of Priorities in December 2024</li><li>Data Analysis December 2024 – January 2025</li></ul>	<ul style="list-style-type: none"><li>Signature Program Funding</li><li>Turnaround Funds</li></ul>	<ul style="list-style-type: none"><li>Signature Program Funding - \$148,556</li><li>Turnaround Funds - \$554,270</li></ul>

# FY26 STRATEGIC PLAN BREAK-OUT

Priorities	Strategies	Requests	Amount
<b>Create a culture of high expectations for academic scholarship, civic responsibility, and service for students, staff, and families.</b>	<ul style="list-style-type: none"> <li>Funding GE, Connections, ESOL, and IRR teachers to build Interdisciplinary Teams</li> </ul>	<ul style="list-style-type: none"> <li>General Education – 32</li> <li>Connections – 12</li> <li>ESOL – 2</li> <li>Special Education - 11</li> </ul>	\$9,114,963
<b>Prepare and develop all teachers to be knowledgeable in their content area.</b>	<ul style="list-style-type: none"> <li>Professional Learning during Preplanning, Common Planning Times, and Professional Learning Days</li> </ul>		
<b>Improve students’ mastery of core content knowledge (ELA, Math, Science, Social Studies).</b>	<ul style="list-style-type: none"> <li>Develop high-performing Professional Learning Communities</li> <li>Implement PLC Planning, Data Analysis, and Reteaching protocols.</li> </ul>	<ul style="list-style-type: none"> <li>Three Master Teachers</li> </ul>	
<b>Close the student achievement gap with general education and students with disabilities.</b>	<ul style="list-style-type: none"> <li>Intervention Block</li> <li>Assessment Platform</li> <li>Coaching and Feedback Platform</li> </ul>	<ul style="list-style-type: none"> <li>Funds to purchase iReady, and IXL</li> <li>Researching Assessment Platforms</li> <li>Researching Coaching and Feedback Platform</li> </ul>	

# FY26 STRATEGIC PLAN BREAK-OUT

Priorities	Strategies	Requests	Amount
Implement STEAM-enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches.	<ul style="list-style-type: none"> <li>Verizon Innovative Learning Lab</li> </ul>	<ul style="list-style-type: none"> <li>Verizon Innovative Learning Lab Teacher</li> <li>Signature Travel</li> <li>STEAM Stipend</li> <li>Signature Program Supplies</li> </ul>	\$148,556
Prepare all students to have the essential life skills to be self-aware, collaborative, and accepting of diversity.	<ul style="list-style-type: none"> <li>Funding a School Counselor For Each Grade Level</li> <li>Funding additional Student Support Staff to support Schoolwide PBIS and Behavior Interventions</li> </ul>	<ul style="list-style-type: none"> <li>Counselors – 3</li> <li>Behavior Specialist - 1</li> </ul>	\$615,226

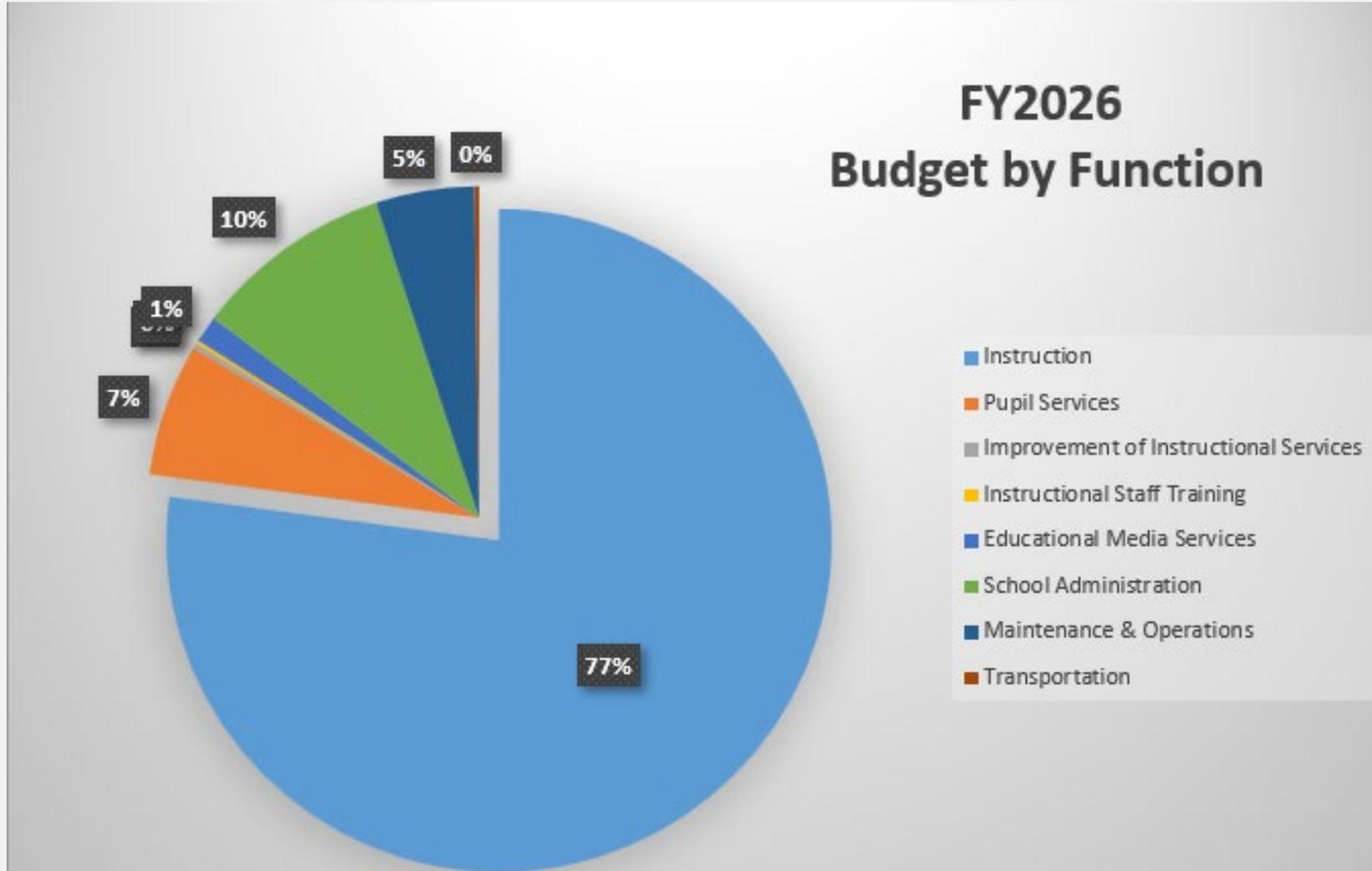
# FY26 BUDGET BY FUNCTION

<b>School</b>	John Lewis Invictus Academy
<b>Location</b>	1418
<b>Level</b>	MS
<b>Principal</b>	Antonio Grant
<b>Projected Enrollment</b>	736

Account	Account Description	FTE	Budget	Per Pupil
1000	Instruction	75.00	\$ 9,114,963	\$ 12,384
2100	Pupil Services	7.85	\$ 763,429	\$ 1,037
2210	Improvement of Instructional Services	-	\$ 30,000	\$ 41
2213	Instructional Staff Training	-	\$ 20,000	\$ 27
2220	Educational Media Services	1.00	\$ 154,889	\$ 210
2400	School Administration	8.00	\$ 1,142,815	\$ 1,553
2600	Maintenance & Operations	7.00	\$ 567,441	\$ 771
2700	Transportation	-	\$ 27,358	\$ 37
<b>Total</b>		<b>98.85</b>	<b>\$ 11,820,894</b>	<b>\$ 16,061</b>

# FY26 BUDGET BY FUNCTION *(required)*

\* Based on Current Allocation of School Budget



# QUESTIONS FOR THE GO TEAM TO CONSIDER AND DISCUSS

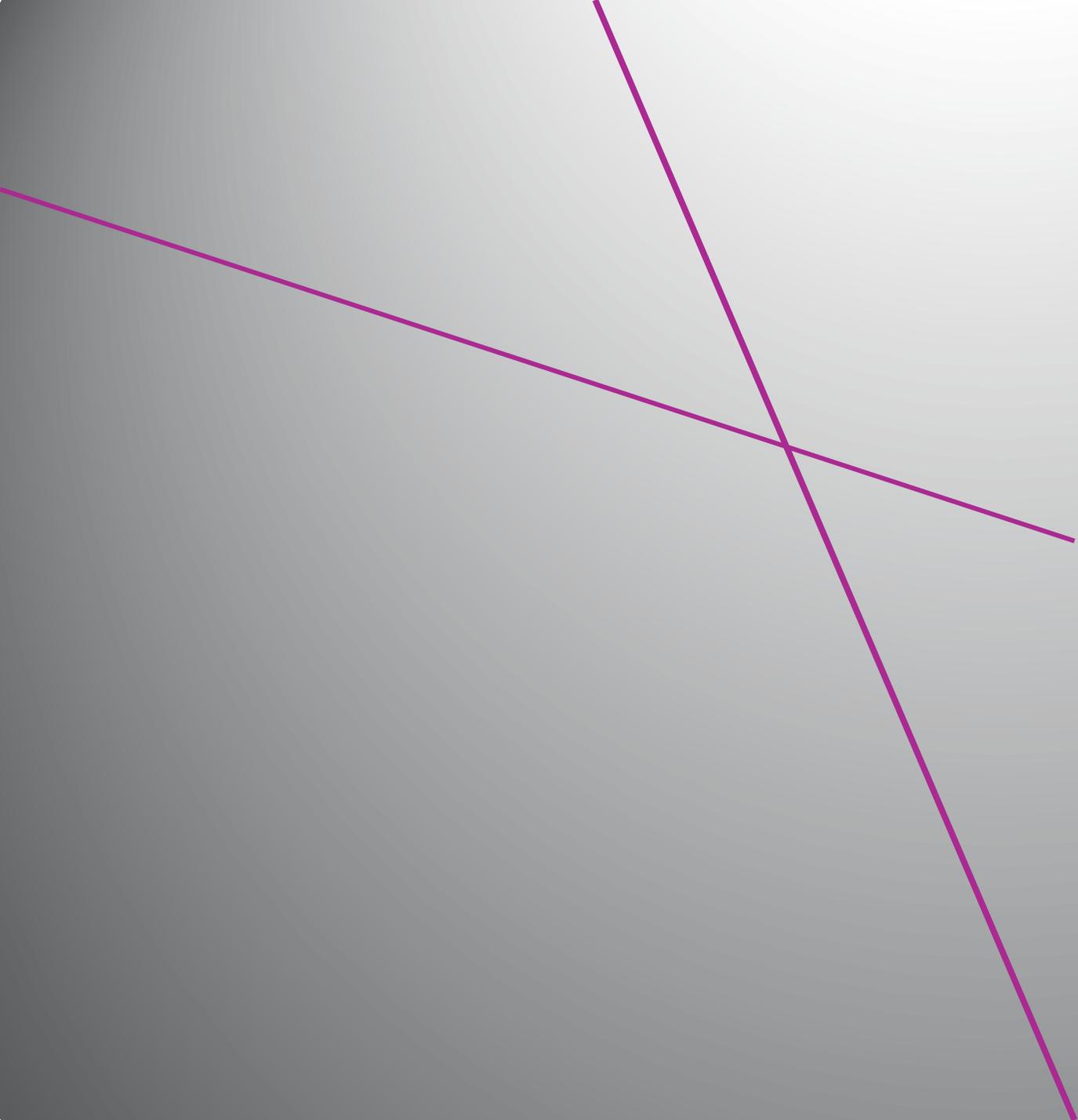
## Strategic Alignment and School-Level Flexibility

- ❖ 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

**\$135,798**

Priorities	Strategies	Requests	Amount
<b>Close the student achievement gap with general education and students with disabilities.</b>	<ul style="list-style-type: none"><li>• Connections Reading Class</li></ul>	Purchases and Additional ELA Teacher	\$127,556
<b>Prepare and develop all teachers to be knowledgeable in their content area.</b>	<ul style="list-style-type: none"><li>• Professional Conferences</li></ul>	Move remaining funds to Instructional Employee Travel	\$8,242

# ACTION ON THE FY26 DRAFT BUDGET

The GO Team needs to **TAKE ACTION** (vote) on its draft FY26 budget.

After the motion and a second, the GO Team may have additional discussion.

Once discussion is concluded, the GO Team will vote.

# 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 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 14<sup>th</sup>**.

# WHAT'S NEXT?

- **February**

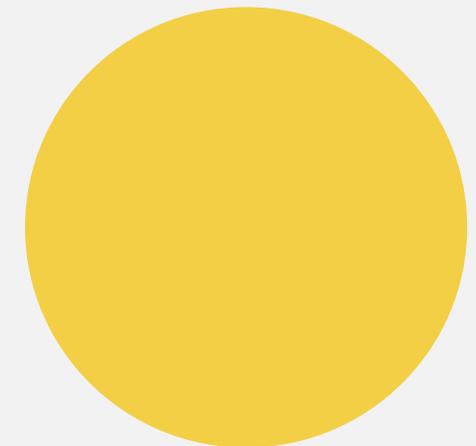
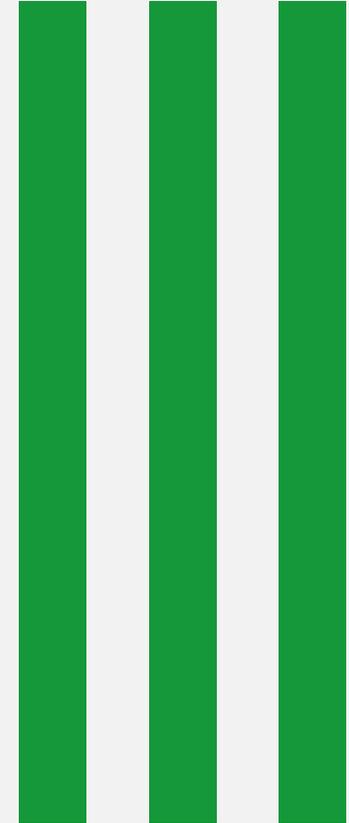
- Cluster Superintendent Review (February 17-21)
- HR Staffing Conferences (February 24-February 27)

- **March**

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

# ACTION ON GO TEAM BUDGET MEETING CALENDAR

- Allocation Meeting: *Wednesday, January 22, 2025*
- Feedback Meeting:
  - ~~Scheduled Date: Wednesday, February 5, 2025~~
  - Rescheduled Date: *Wednesday, February 12, 2025*
  - **Must take place before February 14, 2025**
- Approval Meeting:
  - Scheduled Date: *Wednesday, March 5, 2025*
  - **Must take place after the staffing conference and before Friday, March 14, 2025**



# DECLARE BY FEBRUARY 28!



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**THANK  
YOU!**