Introducing the Equitable Budget & Staffing Model

October 4, 2021

BURLINGTON
SCHOOL DISTRICT

Agenda

- Background
- The Equitable Budget & Staffing Model
- Key Dates & Activities
- Opportunities to Participate
- Q&A

What is a (good) budget model?

A budget model is a method of distributing resources (teachers, staff and money) to schools each year, making the most of the resources available to the District

A *good* model is:

- Consistent and predictable
- Easy to understand
- Provides more resources to students who need them the most

... and why does BSD need one?

The amount BSD budgets per student is *generally higher* at BSD schools with more students living in poverty, there are exceptions.

A funding model will reduce these differences and ensure resources are intentionally targeted where they're needed most.

Average Funding at BSD Schools
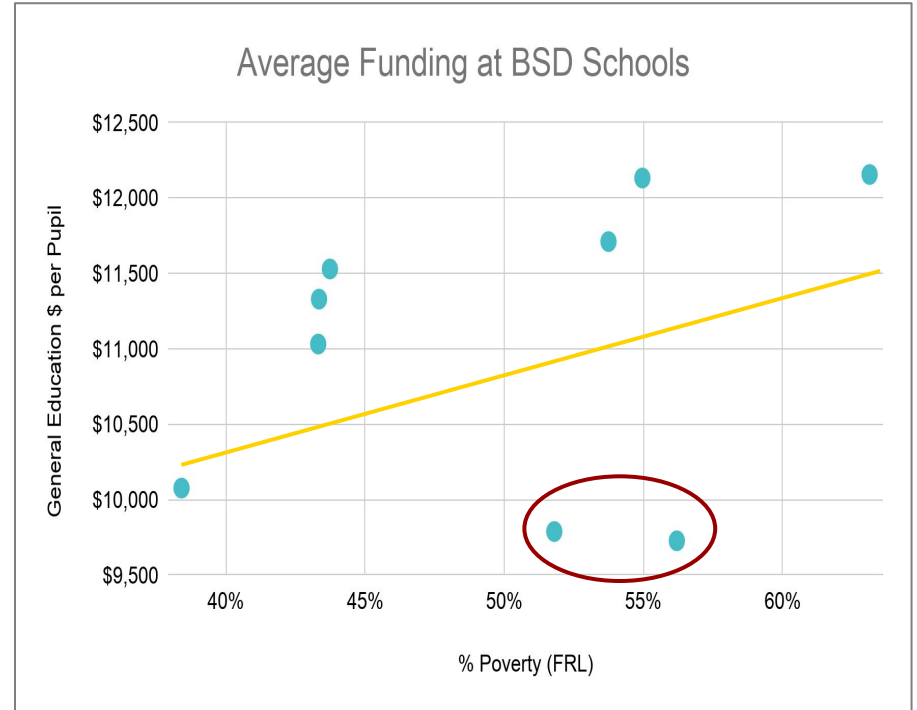
What a budget model is not...

A budget model is <u>not</u> a means of *increasing* or *decreasing* the amount of funding.

It's all about how you cut the pie - not about making the pie bigger or smaller.

How we got here

Over the last year, BSD has

➔ **learned** from other districts around the country,
➔ **engaged** with over 500 stakeholders, and
➔ **collaborated** internally

to design a more transparent and needs-driven approach to school funding

Community Survey -- 450+ responses!

Student Focus Groups

Work Group of Principals & Leaders in the District

Superintendent Advisory Group

Community Survey: What did they say?

72% of all respondents and 79% of staff strongly agree or agree that

resources should be allocated in a way that supports the students who need them most *- even if it means reducing the resources at their school(s).*

Community Agreement

Staff Agreement

Community Survey: What did they prioritize?

Rankings change dramatically when we disaggregate by *race* and ***language spoken*** at home.
(Note: disaggregating by poverty status and students' IEP status does not change the results.)
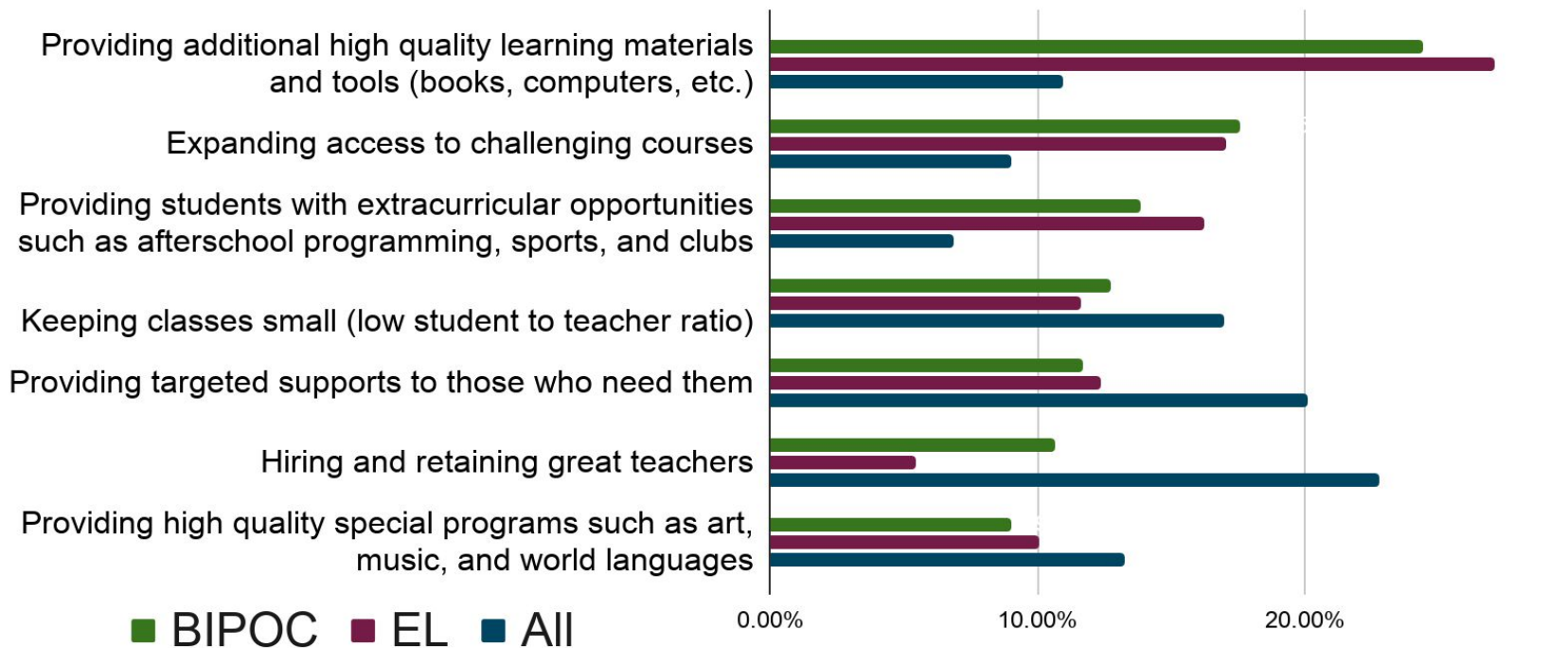
The Equitable Budget & Staffing Model

Our model has three components

- A **staffing model** will provide each school with its core staffing, using staff:student ratios (e.g. 1 counselor staff for every 250 students)
- Non-personnel funds will be allocated based on a **per-student** basis
- The RISE Allocation (Recognizing Injustice and Seeking Equity) will provide additional funding using a **weighted student formula**, meaning more funds in schools with greater need
  - Schools will have discretion in how best to serve their students using these funds
  - Intent and desired outcomes will be documented for future evaluation

RISE Allocation

Non-personnel Funds

Baseline Staffing Model
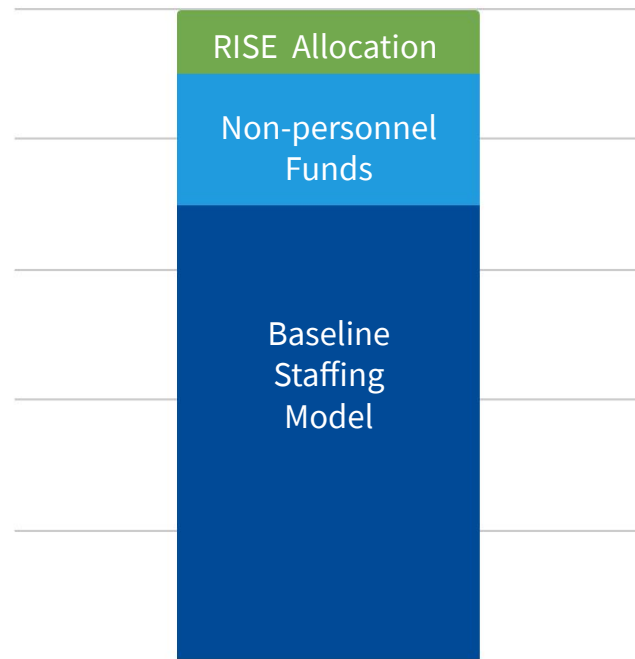
Staffing model will provide the basics

- Schools will receive the basic staff that they need, including leadership, teachers, administrative staff, and instructional support staff.
- Most positions will be allocated using ratios (e.g. 1 counselor per 250 students).
- In the process of creating the model, the work group will identify opportunities to free up funding for the Equity Payment

Supply funds will be based on school size
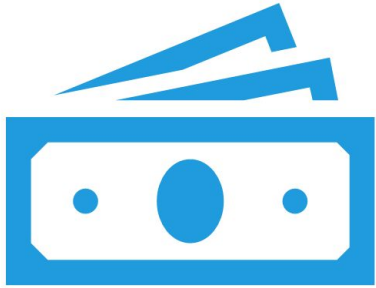
- Each school will receive a per-student allocation of supply funds
- Schools will continue to have significant discretion in the use of these funds

RISE Allocations driven by student need

- RISE Allocations will be determined using a Weighted Student Formula, where dollar amounts are multiplied by the number of students who meet the criteria
- This year's weighted categories will include:
  - Students experiencing poverty
  - Students with Disabilities
  - English Learners
- Schools will design plans to use these funds to invest in the students who need the most

Fiscal Year 23 Budget Development Process

Today - January 2022

Key Dates & Activities

	Process	**Engagement**

October

Budget Kick Off
- Project enrollment

- Town Hall
- Superintendent Advisory Groups
- Web form launches

November

Schools Receive Budget Allocations
- Staffing model
- Non-personnel $$
- RISE Allocation

- Web form available for input
- School Advisory Groups convene

December

Schools Finalize Budget Submission
- Principals submit proposals
- Superintendent & Cabinet review

- School Advisory Groups continue to meet

January

Board Approves Budget

- Board meeting to approve budget

Town Meeting to approve district funding level in March.

Opportunities to Participate

Community members will have <u>at least</u> three chances to participate in this year's budget process:

1. Submit **written feedback** using the web form on the BSD Budget site. Each school will receive its comments in November.
2. Consider **talking to your principal** about joining your School Advisory Group.
3. Watch your school newsletter for the chance to **share your thoughts** with members of your School Advisory Group.