

Final Project

HTH GSE
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EDU 625: Financial Resourcing for Equity
March 25, 2021

Dear CFO,

Since we are on the cusp of preparing to launch the annual budget cycle, here is my proposal of items to prioritize for the next school year.

1. Reopening: I propose that as a school, we choose to reopen using the full building. We will look into additional hires to stem learning loss. We will also make sure the facilities get updated for proper protection, ventilation, and cleaning supplies. This will ensure the safety of all staff and students. The total cost I am requesting is \$500,000.
2. Race and Equity PD: I also propose a full one-year consultancy to include interviews with staff and students, org assessment, training sessions, and implementation monitoring. Because of the experiences from the pandemic disrupting what was normal and the number of unsettling cases of mental health both in adults and teens, I strongly believe that a well-thought-out and structured professional development for both staff and students will be necessary. According to the Educational Resources Equity in 2020-21, it is important that leaders develop a cohesive plan that addresses the most critical needs of staff and students (2020-21). The cost of setting this in place is \$75,000.
3. Staff Increases: As I continue to engage in dialogue with staff and up keeping their morale, I have had various conversations with a small group of staff trying to find out their support need. In order to maintain the morale boost of all staff, I am proposing a \$500 stipend for each staff which comes out to \$10,000.

CFO approves 70% of my request. Below is how I am choosing to prioritize and allocate the funds while making sure I address any issues of equity that might arise.

1. Reopening: After careful consideration and making sure this allocation of funds supports equity, I choose to involve our organization's stakeholders (students, educators, families, and the community at large) to hear and gather their views and support needs. Based on the data I received, the hybrid option with some students remaining remote feels justifiable. By choosing this option, I believe as an organization, we get to attend to any equity issues that might arise such as families that are not ready for their children to return to school or childcare issues for working parents. Also, with this option, the school does not utilize the full building which will cut back on the facility work. Some new staff aides will be hired, but we still require teachers to take on additional work to support students. As stated in the Educational Resources Equity in 2020-21, it is important that leaders identify and implement strategies to ensure that all students, particularly students of color, return to a positive and inviting school climate (2020-21).
2. Race and Equity PD: I am sticking with a full one-year consultancy to include interviews with staff and students, org assessment, training sessions, and implementation monitoring. Because of the disruption caused by the pandemic and the unsettling high cases of mental health issues both in adults and teens, a well-thought-out and structured professional development for both staff and students are necessary. As stated by the Educational Resources Equity in 2020-21, staff will need support in the areas of scaffolding instructions, providing supports remotely for special education students and English language learners, integrating social-emotional learning into their curriculum, and addressing their implicit biases (2020-21).
3. Staff Increases: I strongly believe in doing this work, you have to take care of, appreciate, and tend to the needs of your staff. Basically, I am looking at it through the lens of what

is good to have versus what is needed. In order to maintain the morale boost of all staff, there will be a \$500 stipend for all staff.

Regarding the surplus leftover funds, I have an opportunity to address areas of equity pertaining to technology access for students from low-income families that choose to stay remote. I will collaborate with our technology department to make sure these students and their families have access to devices, hot spots for connectivity, and any other technical supports they may need. I will also look more into the data collected from stakeholders to see other areas that the surplus could be applied to creatively. It is also great to have this surplus on hand in case something situational comes up and I need funds to address the issue.

Cited Page

[Education Resource Equity School Leader Guide](#)