

STUDENT INVESTMENT ACCOUNTS PROPOSED INVESTMENTS

The Student Investment Account dictates the strategic [priority funding areas](#) below. Our District has received community input and synthesized feedback for each area. Our District anticipates approximately \$8 million in Student Investment Account funding (final allocations to be determined in June 2020 by ODE).

CLASS SIZE REDUCTION:				
<ul style="list-style-type: none"> Decreasing the student-teacher ratio as a way to increase the number of individualized student-teacher interactions in order to improve student learning Use evidence-based criteria to ensure appropriate student-teacher ratios or staff caseloads This may include increasing the use of instructional assistants 				
Investment	Proposal Rationale	Current Status	Initial Proposal	Initial Cost
Reduce Class Size – Teachers	<ul style="list-style-type: none"> Lower student/teacher ratio 	Class Size Ranges: <ul style="list-style-type: none"> Kinder: 20-29 1st: 23-30 2nd: 21-32 3rd: 23-29 4th: 24-31 5th: 24-31 	Grades K-3: 20-25 Students per Teacher Grades 4-5: 24-28 students per teacher Eliminate split classrooms Adding 18 teachers <i>Considerations: Classroom space in buildings. Currently do not have 18 open classrooms.</i>	\$1,854,000
Reduce Class Size – Instructional Assistants (IA)	<ul style="list-style-type: none"> Lower student/teacher ratio 	Currently the District only has a ratio of 6 hr IA to 1.0 FTE K teacher	Add a 6 hour assistant for each 1.0 FTE teacher in Grades 1-2 (K already at 1:1 ratio) Use ratio of 3 hour instructional assistant for each 1.0 FTE teacher for grades 3-5	\$1,128,000
Increase IAs district wide to 7 hours	<ul style="list-style-type: none"> Lower student/teacher ratio 	Current Instructional Assistants have differing hours	Standardize all Instructional Assistants to 7 hours (self- contained classrooms costs below - ERC included here)	\$1,150,000
Increase IAs in self-contained Special Education Classroom	<ul style="list-style-type: none"> Medical protocols and safety needs for high needs students 	Current ratios are one 6 hr and one 7 hour assistant per 1.0 FTE teacher	Modify ratio to three seven hour assistants per self-contained teacher Grades K-12 and increase current IAs to 7 hours	\$1,100,000
TOTAL CLASS SIZE INVESTMENT:				\$5,232,000

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WELL ROUNDED EDUCATION:

- Developmentally appropriate and culturally responsive early literacy practices and programs in pre-K through third grade
- Culturally responsive programs and practices in grades 6-8, including learning, counseling and student support that is connected to colleges and careers
- Broadened curricular options at all grade levels including: Art, Music, PE, STEM, CTE, engaging electives, accelerated, dual credit, IB, AP, Life Skills, TAG, dropout and prevention programs, and transition supports
- Access to licensed educators with a library media endorsement

INSTRUCTIONAL TIME:

- More hours and/or days
- Summer programs; before or after school programs
- Technological investments that minimize class time used for assessments administered to students

Investment	Proposal Rationale	Current Status	Initial Proposal	Initial Cost
Increase Art, health and/or world languages at elementary	<ul style="list-style-type: none"> • Broaden curricular options 	Health and art are currently taught on a limited basis by the classroom teacher. World language is not offered.	1 Teacher per elementary	\$927,000
Add inclusion specialist to assist teachers with differentiated instruction	<ul style="list-style-type: none"> • Equitable access to core instruction for students who may be traditionally pulled out for special classes 	Students currently served in resource room or pulled out of the classroom for special services.	1 position per elementary	\$927,000
Add summer school at elementary and middle schools	<ul style="list-style-type: none"> • Equitable Access through Enrichment and Intervention opportunities 	Limited summer school programs are offered.	\$35,000 per school	\$420,000

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Provide Elementary Sports program with no fees	<ul style="list-style-type: none"> Equitable access and eliminate barriers 	Currently parents pay fees for students to play.	Add current amount collected for program to budget.	\$50,000
Reinstate Playworks	<ul style="list-style-type: none"> Assist with structured playtime at elementary schools 	Not currently funded	Add \$350,000 to support contract with Playworks	\$350,000
Increase CTE, arts and world language elective opportunities for middle school students	<ul style="list-style-type: none"> Broaden curricular options 	Limited elective offerings	Add 3 Teachers per middle school for electives (9 positions total)	\$927,000
Add Summer School & Extended Programs Coordinator	<ul style="list-style-type: none"> Coordinate programming across the district 	Not currently funded	Add 1 Administrator to oversee summer school and extended programs	\$180,000
Add district Health Specialist Teacher on Special Assignment (TOSA)	<ul style="list-style-type: none"> Implementation of new legislation and support teachers with high quality health instruction. 	Not currently funded	Add 1 Teacher	\$140,000
K-12 district Social Studies Teacher on Special Assignment (TOSA)	<ul style="list-style-type: none"> Implementation of new legislation <ul style="list-style-type: none"> Tribal Curriculum Holocaust instruction Ethnic Studies 	Not currently funded	Add 1 Teacher	\$140,000

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Add district Equity Teacher on Special Assignment (TOSA)	<ul style="list-style-type: none"> Coordinate equity programming across the district. Equitable access and elimination of barriers 	Not currently funded	Add 1 Teacher	\$140,000
Add district Technology Teacher on Special Assignment (TOSA)	<ul style="list-style-type: none"> Coordinate technology integration into instruction and educate around cyber safety 	1 position grant funded shared between Mill Park and Menlo Park	Add 1 Teacher	\$140,000
Add Family Partnerships position	<ul style="list-style-type: none"> Build and strengthen Family and Community Partnerships 	Currently have one Family Partnerships position	Add 1 position	\$100,000
Add Graduation Mentors at High School	<ul style="list-style-type: none"> Broaden and strengthen culturally responsive supports to diverse students Equitable access and elimination of barriers 	Currently have 5 positions, one partially funded in General Fund and the rest added when we added Measure 98	Add 2 positions	\$152,000
TOTAL WELL ROUNDED EDUCATION AND INSTRUCTIONAL TIME INVESTMENTS				\$4,593,000

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HEALTH AND SAFETY:

- Social and emotional learning, trauma-informed practices; student mental and behavioral health
- Student health and wellness, School health professionals and assistants
- Improvements to teaching and learning practices or organizational structures that lead to better interpersonal relationships at schools
- Facility improvements directly related to improving student health or safety

Investment	Proposal Rationale	Current Status	Initial Proposal	Initial Cost
Elementary Assistant Principals who specialize in restorative practices	<ul style="list-style-type: none"> • Proactive approach with student behavior to eliminate disproportionate discipline • Support for larger schools • To be competitive with hiring and retention of elementary principals 	1.0 administrator per elementary school	Add at a ratio of 1 position per 500 students: 5 positions	\$900,000
Restorative Practices Coordinator at each Elementary & Middle School	<ul style="list-style-type: none"> • Restorative strategies for conflict resolution and restorative methods 	Not currently funded	1 per elementary and middle school	\$1,236,000
Add counselors	<ul style="list-style-type: none"> • Increase social/emotional instruction, counseling services and implement trauma informed practices for students, staff and community • Increase staff to more closely align to national staffing recommendations 	1 counselor per elementary 7 counselors at DDHS	Add 3 counselors for elementary Add 1 counselor for high school	\$412,000
Add School Psychologists	<ul style="list-style-type: none"> • Increase social/emotional, behavioral, and psychological services 	Current 3 grant funded positions for the entire district, would serve middle/high	Add 1 position per elementary school	\$927,000

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Add Social workers	<ul style="list-style-type: none"> Resource coordination, family navigator and attendance support 	1 position at elementary/MS 1 position at HS (grant funded)	Add 1 position per elementary and middle school and add one at high school	\$1,339,000
Increase Middle School Campus Security	<ul style="list-style-type: none"> Safety and security Time for training around restorative practices 	6 hours each school	Add two hours to each position	\$42,000
Add District Risk Manager and supplies/services budget to address findings	<ul style="list-style-type: none"> Coordinate implementation of district safety protocols 	Currently done by Assistant Superintendent and Director of Administrative Services \$15,000 in General Fund for Safety Audit.	Add 1 supervisor Add \$100,000 to implement work identified within the audit	\$236,000
Add Student Services Teacher on Special Assignment (TOSA)	<ul style="list-style-type: none"> Support Student Services, Trauma Informed Practices, Mindfulness and Restorative Practices work district wide 	Add TOSA to assist with coordination of restorative practices across District	Add 1 position	\$140,000
Student Services Data Specialist Teacher on Special Assignment (TOSA)	<ul style="list-style-type: none"> Support Synergy Special Education, staff training on Special Education process, required state reporting for special education and data analysis 	Currently this work is distributed among several staff	Add 1 position	\$140,000
On-going Professional learning for classified staff	<ul style="list-style-type: none"> Professional learning on various topics (e.g., restorative and trauma informed practices, culturally responsive teaching, equity, etc.) 	Currently no centralized and systemic professional learning program	Add centralized professional learning	\$200,000

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Investment	Proposal Rationale	Current Status	Initial Proposal	Initial Cost
All staff professional learning on trauma/bias	<ul style="list-style-type: none"> Increased culturally responsive teaching practices 	Currently no centralized and systemic professional learning program	Add trauma/bias trainings	\$100,000
Partnership with Community Based Organizations	<ul style="list-style-type: none"> Increased capacity with community based organizations to support district goals. 	Currently funded through SUN/Grants	Expand community based organization collaboration	\$250,000
Increase nursing support at schools	<ul style="list-style-type: none"> Increase services to support the health needs in our schools 	Currently 4 hours per day of dedicated Health Assistant at each elementary and 8 hours at high school. Not funded at middle school (services provided through office staff). 3.6 FTE of RN Nursing	Add one 7 hour School Health Assistant at each school Add 2 School Based Health Assistant's at the High School Add 5 Registered Nurses for district (Supervise School Health Assistants)	\$943,000
Fund Strategic Hiring Plan Strategies	<ul style="list-style-type: none"> Add funds to support recruitment of diverse candidates 	Current budget is limited.	Increase funds for recruitment strategies	\$30,000
Add District Recruitment Specialist	<ul style="list-style-type: none"> Diversify our workforce 	Not currently funded	Add 1 position	\$100,000
Add funding to expand grow your own program	<ul style="list-style-type: none"> Diversify our workforce 	Currently \$25,000 in budget	Add \$100,000 to support intentional strategies to diversify our workforce	\$100,000
TOTAL HEALTH AND SAFETY INVESTMENTS				\$7,095,000
TOTAL SIA INVESTMENTS				\$16,920,000