



# **AUSD Strategic Plans Intersection with the Local Control Accountability Plan (LCAP)**

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# Essential Questions for Tonight's Session

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- What structural challenges or longstanding choices in our existing budget need to be clarified?
- What is prioritized in the strategic plan focus area 3 that is currently not resourced or requires additional resourcing?
- What additional information does the board need to help prioritize funding?

# Budget Discussions 22-23: Early and Often

## Strategic Plan/LCAP and Fiscal Discussions

*(note: special or additional meets may be scheduled relative to this process)*

**September 13:** Strategic Plan Goal 1 and current related LCAP Expenditures

**September 29:** Strategic Plan Goal 2 and current related LCAP Expenditures

**October 11:** SP Goal 3 and current related LCAP expenditures

**October 25:** *Focused review of LCAP Supplemental Expenditures + Preliminary ideas for budget realignment relative to strategic goals, LCAP, and current priorities*

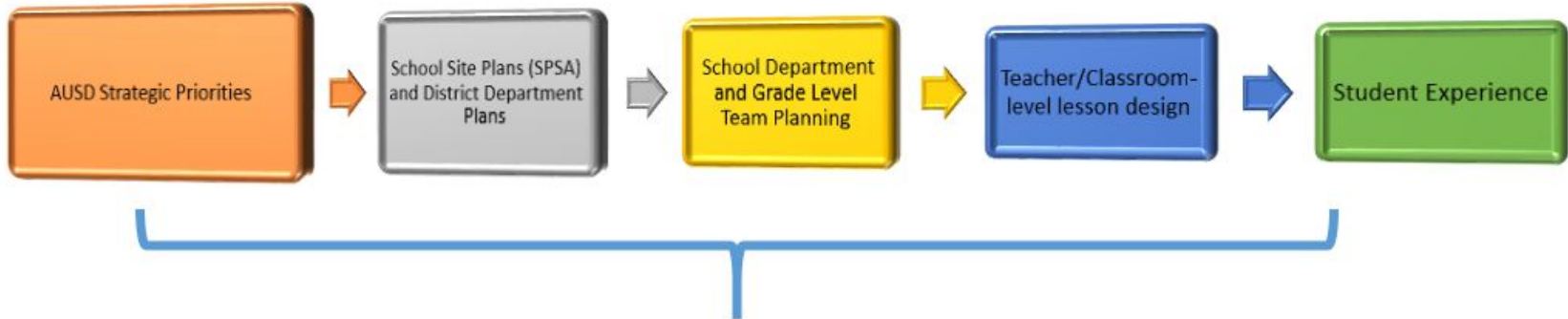
**November 8:** Focused review of all COVID-funded expenditures and preliminary decisions on whether to extend any of those short-term investments

**December 13:** First Interim Budget Update Update

**January 10:** Preliminary Decisions on Budget Changes (TENTATIVE)

# How All Plans Work Together

1. Strategic priorities should drive and influence each subsequent level of planning district-wide.
2. Those priorities gain sharper focus and detail the closer they move to the classroom.
3. The LCAP seeks to compile and account the investments, expenditures, and initiatives that support all levels of planning.



## Local Control Accountability Plan (LCAP)

State-required, locally drafted plan that describes the goals, actions, services, and expenditures to support student outcomes.

## **Budget: Big Questions, Trade Offs, Longstanding Choices, Upcoming Decisions**

- Need to remain competitive with salaries and benefits
- The ongoing costs of neighborhood schools or total number of schools in Alameda Unified
- Class sizes (most recent data set reveals our classes lower than county average)
- Need for and ultimate requirement for a full-day kindergarten program
- Comparatively we have very high special education services costs
- Supporting increased instructional time and universal/common schedules with additional staffing

# Strategic Priorities: Preliminary Cost Estimates

Strategic Priority	Additional Funding Considerations	Preliminary Estimated Cost
<b>Grading Policy:</b> analysis and potential policy revisions	Teacher hourly funds and contract with external facilitators and content experts	\$100,000
<b>Foundational Program:</b> Literacy Framework + refinement of ethnic studies and diversified coursework	Teacher hourly and potential external services	\$100,000
<b>Universal Collaboration Time</b>	Ongoing professional learning for department and grade level leads and school Instructional Leadership Teams	\$406,000
<b>Implement common start and end times and K-5 common literacy and math blocks</b>	Additional Specialist Teacher Staffing	\$170,000
<b><i>Total Estimates for Year 1 Strategic Plan Investments</i></b>		<b><i>\$776,000</i></b>

# Strategic Priorities: Preliminary Cost Estimates

Strategic Priority	Additional Funding Considerations	Preliminary Estimated Cost
<p><b>Foundational Program:</b> Shore up substitute teaching coverage</p>	<ol style="list-style-type: none"> <li>Adjusted Substitute Daily Rate</li> <li>Increased Hourly Rate for Teachers Giving up Prep Time to Cover Classes</li> </ol>	<p>1. \$200,000-\$300,000 2. \$161,000</p> <p>TOTAL =</p>

# LCFF Supplemental Grant

- Add-on to LCFF base grant to provide supplemental services
- Amount calculated based on number of students who qualify for free/reduced meals or are English learners

Program	LCFF Supplemental Grant Amount
Intervention Leads	\$1,003,555
Instructional Coach	\$742,578
EL Sections	\$359,474
Mental Health Services	\$340,000
Indirect Cost	\$327,740
Professional Development Day	\$304,361
Innovative Programs	\$292,654
Discretionary Funds for Schools	\$275,600
Equity & Inclusion	\$270,948
Research & Assessment	\$230,331
Teen Parenting Program	\$173,919
Coordinator of Literacy	\$144,158
In Lieu of Title 1 for Encinal	\$136,119
School Smart	\$33,000
<b>Total</b>	<b>\$ 4,634,437</b>



# AUSD Strategic Plan/LCAP

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Tonight's spotlight is on Focus Area 1 of the strategic plan and its corresponding LCAP section. Subsequent areas will be discussed on...

- **November 8- Actions, Services, and Personnel funded with limited-term COVID relief funds**
  
- **December 13- Initial Discussion of Potential Adjustments**

# Goals, Actions, and Services: Goal 2

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## Board Discussion

# Goals, Actions, and Services: Goal 6

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# Goals, Actions, and Services: Goal 6

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## ***LCAP Goal 6: Strategic Plan Goal 3.1: Finance:***

Provide the long-term financial stability necessary to maintain core programming.

## ***Strategic Plan Goal 3.2: Talent Management:***

Build a focused and diverse team where all positions are fully staffed with qualified personnel.

## ***Strategic Plan Goal 3.3: Communications:***

Use accurate, transparent, and engaging communications across multiple channels to support AUSD' students, staff, and families.

# AUSD Strategic Goals 2022-2025

## Focus Area 3: Resources, Talent Management, and Communications

**Goal 3.1 Finance:** Provide the long-term financial stability necessary to maintain core programming

**Goal 3.2 Talent Management:** Build a focused and diverse team where all positions are fully staffed with qualified personnel

**Goal 3.3 Communications:** Use accurate, transparent, and engaging communications across multiple channels to support AUSD' students, staff, and families.

# Goals, Actions, and Services: Goal 6, cont...

	Actions	Funding	What is Resourced
6.1	Maintain Human Resource Department to support the recruitment and retention of high quality staff across all job types. Includes provision to new teachers of a high-quality induction program and to continuing teachers high-quality opportunities for structured peer coaching through the evaluation process. Includes budget for substitutes.	\$5.1M	8 FTE HR staffing, 3.3FTE to support BTSA/PAR, \$2.6M for substitute employees and employees on leave
6.2	Base Discretionary funding to all sites allocated on a per pupil basis. Provides for basic materials and services including classroom supplies, site operating costs, and site-directed professional development.	\$570K	
6.3	Maintain school facilities in good repair to provide a safe learning environment through standard Maintenance Operations and Facilities (MOF) department budget. (Does not include specialized facilities funds such as the recently passed Facilities Bond.)	\$12.6M	49 FTE Custodians, 18.2 FTE Maintenance Trades, 5 FTE Office Staff
6.4	Maintain a highly-qualified and appropriately assigned teaching workforce that is representative of the community we serve.	\$42.7M	360 FTE teachers for classroom staffing

# Goals, Actions, and Services: Goal 6, *cont...*

	<b>Actions</b>	<b>Funding</b>	<b>What is Resourced</b>
<b>6.5</b>	Maintain technology services department to provide support and training in key district activities. Department supports range of hardware and software needs within and across school sites.	\$1.4M	11 FTE technology staff
<b>6.6</b>	Provide basic support services to students, families, and staff through staffing of front office staff (Administration, Office Managers, Site Secretaries, Attendance Clerks, Noon Supervisors, etc...).	\$8.3M	70 FTE
<b>6.7</b>	Maintain core district departments providing basic services to all schools. Includes Business, Fiscal Services, Communications, Legal Services, and Superintendent's office.	\$3.1M	17 FTE

# 2022-23 Timeline (For 2023-24 LCAP)

<b>Oct-April</b>	<ul style="list-style-type: none"> <li>• Stakeholder Engagement on LCAP</li> <li>• Sites budgeting and SPSA crafting</li> </ul>
<b>April</b>	<ul style="list-style-type: none"> <li>• Submit Draft of Annual Update for 22-23 LCAP to ACOE</li> </ul>
	<ul style="list-style-type: none"> <li>• Submit Draft of LCAP to ACOE</li> </ul>
<b>May</b>	<ul style="list-style-type: none"> <li>• Review sessions with Alameda County Office of Education (ACOE)</li> <li>• Site SPSA Approval with SSC</li> </ul>
<b>June</b>	<ul style="list-style-type: none"> <li>• By June, hold 2 Board meetings:             <ul style="list-style-type: none"> <li>- Public Hearing June 13, 2022</li> <li>- Adoption June 27, 2022</li> </ul> </li> <li>• Site SPSA due for Board Approval- June</li> </ul>
<b>July</b>	<ul style="list-style-type: none"> <li>• Submit Board approved LCAP within 5 days of Board Adoption and by July 1</li> </ul>
<b>August</b>	<ul style="list-style-type: none"> <li>• August 11 - ACOE issues clarifying questions to LEA</li> <li>• August 25 - District responds to clarifying questions</li> </ul>
<b>September</b>	<ul style="list-style-type: none"> <li>• September 15 - ACOE sends LCAP approval to Board of Education</li> </ul>



# LCFF Supplemental Grant

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# COVID Relief Funds, One-Time Expenditures

Description	2020-21	2021-22	2022-23	2023-24
Discretionary Funds for School Sites		\$ 931,982		
Academic Counseling		\$ 271,487	\$ 384,000	\$ 384,000
Program Manager - Assessment		\$ 138,808	\$ 160,000	\$ 160,000
TSA Special Education - Elementary		\$ 120,000	\$ 120,000	\$ 120,000
Mental Health Services		\$ 300,000	\$ 300,184	
Nurse (1 FTE)		\$ 210,000		
Paraprofessionals		\$ 578,608		
Additional Special Education Services		\$ 1,100,000		
Assistant to Community Affairs Manager		\$ 86,851	\$ 86,851	
Equity & Inclusion Coordinator		\$ 94,519	\$ 103,970	
Parent Engagement		\$ 55,500		
Leadership Development		\$ 64,831		
Summer School	\$ 1,708	\$ 52,325		
<b>Total Expenditures</b>	<b>\$ 1,708</b>	<b>\$ 4,004,911</b>	<b>\$ 1,155,005</b>	<b>\$ 664,000</b>

# COVID Relief Funds, One-Time Expenditures

Description	2020-21	2021-22	2022-23	2023-24
Sub-total from previous page	\$ 1,708	\$ 4,004,911	\$ 1,155,005	\$ 664,000
Classroom Supplies Replenishment	\$ 53,364	\$ 2,000		
Technology - Chromebooks	\$ 64,031	\$ 363,008		
Outdoor Furniture for Schools	\$ 38,481	\$ 176,856		
Furniture to create physical distancing		\$ 1,276,484		
PPE (Sanitizer/Disinfectant)	\$ 156,595	\$ 198,885	\$ 300,000	
HVAC Replacement		\$ 3,347,590	\$ 1,555,592	
HVAC Upgrades - District-wide	\$ 585,449	\$ 140,000	\$ 120,000	\$ 120,000
Air Purifiers	\$ 599,045			
Food Services	\$ 400,000			
One-time Payment to Employees		\$ 1,459,651		
Supplies for Employees to Work from Home	\$ 38,073			
COVID Testing & Screening	\$ 40,680	\$ 57,544		
<b>Total Expenditures</b>	<b>\$ 1,977,426</b>	<b>\$ 11,026,929</b>	<b>\$ 3,130,597</b>	<b>\$ 784,000</b>

# Positions Funded Using One-Time COVID Funds

Employees Funded by One-Time COVID funds	2021-22 (FTE)	2022-23 (FTE)	2023-24 (FTE)
Academic Counselors (Wood, Lincoln, Alameda High)	3	3	3
Program Manager - Assessment	1	1	1
Program Manager - Mental Health	1		
Teacher on Special Assignment - Learning Loss	1	1	1
Education Equity/Family Engagement Coordinator*	1	1	
Psychologist	1		
Digital Communication Specialist	1	1	
Paraprofessionals	10		
<b>Total</b>	<b>19</b>	<b>7</b>	<b>5</b>

Employees Funded by One-time Site Discretionary COVID Funds	Site	2021-22 (FTE)
Teacher	Franklin	0.10
Teacher	Maya Lin	0.40
Student Support Provider	Ruby Bridges	0.13
Paraprofessional	Wood	0.30
Parent Liaison	Encinal	1.00
Teacher	ASTI	0.20
Student Support Provider	ASTI	0.13
<b>Total</b>		<b>2.25</b>

\* Transfers to LCFF Supplemental Grant in 2023-24

# 2022-23 LCAP - Board Study Session

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## Board Discussion