

## FY24 Budget Forum Feedback

*Italics = community feedback, regular font = staff feedback*

*C, S = iterated by both groups*

### ***What are you unwilling to give up that we currently invest in as a District?***

- Physical education - an important outlet for students
- Health education-prioritize wellbeing because students need to learn this before they become adults. We don't teach our students enough about how important this is.
- Mental health - maintain relationships with outside therapists- maintain and grow bandwidth of; *Cartwheel*
- Free breakfast for students is essential.
- Special education services are necessary, Out of district special education private programs are going up 14%. (C, S)
- Keep elementary class sizes small - there is a huge difference between a class of 20 and 27 (Cx2, S)
- Maintain behavior specialists (Cx3, S) *Social emotional supports and behavior specialists are important these days/and there is a crossover of this with special education (2X)*
- Keep Pre-K programming (C, S) *Pre-K programs need to stay - important commitment that needs to stay, need to find a way to fund that; Expansion of PreK—an incredible early intervention to make sure our students succeed (2X)*
- Staffing in schools (paraprofessionals)
- Nursing - they are part of the social-emotional supports that exist in schools
- CTE programming at the high school is critically important (Cx2, S)
- Cannot EVER give up our arts programs (music, visual arts, dance, etc.)
- Special Education is often looked to as a place to cut but we as a district cannot take from that (5x); maybe consider doing more in that department
- School Choice
- Carlton's enrollment when they are old enough; Carlton model & experiments/innovations (C, S)
- Tiered supports that students are receiving (academic & social-emotional): services need to be available to all students
- Summer programs and Vacation Academies are super valuable (need these to be full day too)
- Wish ESY was full day
- More inclusive camp and afterschool programs with kids from unified sports teams working to help support these
- Bilingual stipends, fellows
- Communications investments - translation & interpretation
- Health teachers
- Extra-curricular activities
- Libraries & books (current, relevant at all levels)
- Teachers, especially Salem diverse pipeline

- *Advanced courses & schedule smart (keep APs & liberal arts)*

***What would you like us to divert existing resources toward?***

- We need more nimble transportation to support
- How can we support our own in-district programs?
- History department needs additional staff at SHS (large class sizes) - MA Civics Action project
- We need to keep class sizes small where special education students are integrated.
- We need to look at ways to increase revenue so that no cuts need to be made
- We should look at creative scheduling
- Raising staff wages so that we are competitive with other districts; *Worried about the low end of the teachers scale as a issue for retaining our younger teachers (C, S)*
- Strong professional development- reimbursement for attending quality professional development
- Would prefer not to see layoffs; would rather see positions that go from attrition (if position have to be eliminated)
- Can we create chances for people to grow in the district; e.g. @Bentley creating opportunities for non-Spanish speakers to grow and find opportunities in the district;
- Expanded translation services (e.g. ability to have a Portuguese speaker provide on call translation services)
- Afterschool programs like 21C Learning Lab– expand to other elementary schools
- Extended learning at Collins? We don't want to lose specialists
- Don't want to lose time with colleagues for PD
- keep Adjustment Counselors
- Don't need to invest in new curricula – keep what we have and don't invest new funds in new curricula.
- ML learners & student supports
- Support for families
- More investment in Tier 2 for all areas including social/emotional development AND reading (reading specialist); make it an actual program with criteria
- All of our elementary schools with certified librarians; certified library teacher means schools would have another specialist (and can teach digital literacy, research, digital safety); *update collections (Cx2, S)*
- Co-teaching with librarians?
- Well developed career development exploration plan (from “K to gray”); K-12 career development and career exploration
- Giving students opportunities to experience things in the community (a sense of place); this can be done in the building, leaving the building, and should include outdoor nature experiences. Connect what students are doing in the building with life outside in the world (Crossover with career exploration) Make connections locally and globally
- PD for performing arts teachers
- More in-house PD

- *Paraprofessionals in every classroom*
- *Add more adjustment counselors and mental health supports- students are in crisis*
- *Look at innovative ways to bring new revenue*
- *Other ways to bring additional mental health and social-emotional support.*
- *Can we divert resources from consultants that are less effective?*
- *Invest more in tutoring, more 1 to 1 tutoring*
- *Very basic introduction of computer science or coding (options through Chrome books, Chrome)*
- *More services for students/funding available for assistance/resources to help with the needs that children with learning and physical disabilities*
- *Investment in social-emotional resources/programs (anti-bullying): post-pandemic*
- *More counseling & more support for bullied kids and the bullies*
- *More understanding and training*
- *Funding for transitions between schools (espec. from early intervention to ECC)*
- *Teach Spanish to English speakers; More access to dual language and world language programs—pushing these programs down to the earlier grade and middle grade levels*
- *Expanding CTE opportunities to middle school*
- *Expanding unified sports to middle and elementary level*
- *Teacher housing as a means of retaining younger teachers—make it easier for them to live here*
- *A focus on updating and access to science activities and programs for the younger grades (e.g. STEM clubs, etc.)*
- *Draw back kids w/programs (Essex Tech) - look at what we offer in CTE, what will draw kids?*
- *Band & drama (elem to h.s.) important to the experience*

#### ***Questions/Comments:***

- *Transportation: will there be expanded transportation options*
- *Staggering school start times?*
- *How can we look into new revenue sources? We don't want to keep cutting every year.*
- *Could we beef up our Tier 2 supports as a way of saving money on Special Education?*
- *What will happen with ELT?*
- *Need to have a plan yesterday for the ESSER funds*
- *Connections for students to learn from other students*
- *Is there a way to think creatively about space? Opportunity to reconfigure space?*