



Innovation Committee One Pager Recap:

11/18/21 Innovative Budgeting for Equity, Short-Term Recovery and Long-Term Sustainability

Purpose:

The Innovation Committee aims to understand and uplift innovative solutions that address some of the District's most persistent challenges. Presenters are invited based on data-driven decisions that have resulted in observable, promising practices that can be replicated or scaled. During the third Innovation Committee on November 18th, 2021, practitioner presenters elevated innovative strategies to budget for both equity and sustainability for the long-term fiscal health of our district. This document serves to share learnings from the committee conversation.

Presenters:

- Marguerite Roza, Director of the [Edunomics Lab](#) and Research Professor, Georgetown University's McCourt School of Public Policy
- Katherine Silberstein, Research Fellow, [Edunomics Lab](#), Georgetown University's McCourt School of Public Policy

Synthesized Recommendations:

1. Avoid funding ongoing financial obligations with one-time funding streams.

- Invest in time-limited stipends and bonuses reflective of District priorities.
- Evaluate financial impact of investments on long-term obligations, e.g. OPEB.
- Use one-time funding to address current student academic needs through out-sourcing shortages (nurses, tutors), summer school, and temporarily adding school time.

2. Create greater local autonomy and school budget flexibility alongside school communities.

- Engage families in determining school-to-home priorities and possibilities, i.e. directly reimbursing families for ways they wish to supplement their student's education (e.g. tutoring services).
- Pilot multi-year budget planning for high and highest need schools to establish sustainable investments and greater abilities to plan long-term.

3. Prioritize funding transparency across all levels and incorporate clear funding analysis (e.g. [Edunomics tool](#)).

- Clearly itemize central operating costs, community of school and school level investments with the goal of bringing more funding decisions closer to schools.
- Evaluate base level of funding for academic achievement to guide equitable funding decisions.
- Assess trends and outliers in current base-funding approaches to identify systemic inequities in current funding approaches.

4. Discuss total compensation to meet the needs of employees and create long-term sustainability.

- Consider investing in signing bonuses, retention bonuses, and stipends to attract new teachers to highest need schools and prevent teacher turnover.
- Provide flat dollar amounts for additional compensation to evenly distribute funds irregardless of seniority.