

Portland Public Schools		
Student Investment Account Application (2/26/2020)		
Integrated Planning Tool		
Prioritized System Shifts		
A: A Connected and Transformative School District PPS is an equitable school district that is student focused, responsive to student needs, and proactive about continuous improvement. It has a clearly articulated vision, with corresponding strategic plans that renew every few years. Staff are empowered to fulfill the school district's mission with responsiveness, reliability, and innovation, collaborating across departments and with families and communities.		\$2,132,425
B: Racial Equity Aligned Systems, Structures, and Culture Racial equity and social justice guide all decisions and actions, and PPS works to eliminate racial disparities in access and outcomes. Aligning systems and structures involves culturally responsive practices, including equitable budgeting, to ensure that supports are tailored to individual schools and, ultimately, to students. This shift is supported by accountability practices that assess impact and intent.		\$8,854,500
C: Cultivating System-Wide Learning and a Diverse Workforce PPS maintains a high-quality workforce that reflects the diversity of the broader community and inspires a culture of learning, growth, and development. Culturally affirming language is used throughout the district. Professional development is thoughtfully developed, accessible system-wide and differentiated, and learning opportunities for every adult in the system can demonstrate a clear through-line to student success.		\$500,000
D: Transformative Curriculum and Pedagogy PPS' pedagogy and curriculum integrates the respectful consideration of culture, disability, race, gender, and language. With equitable learning supports and opportunities, every student can develop the foundational requirements of a high-quality education and accelerate as needed. Lifelong learning skills, critical understanding of race, and activism around climate change have become system-wide areas of learning.		\$15,181,194
E: A Culture of Physical and Emotional Safety PPS has created a culture of safety and respect for students and adults because social, emotional, and physical well-being are crucial to academic and professional success. Every student knows that there is a caring adult they can talk to and a system-wide capacity for emotional intelligence that they can rely on.		\$12,494,150
Total Investment		\$39,162,269
SIA Investment Categories to Support System Shifts	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	\$8,606,965
	Increased social emotional, mental and behavioral health supports across the district	\$11,924,650
	More optimal student-teacher ratios & class sizes across many grade levels	\$9,028,525
	Expansion of elective courses at comprehensive middle schools and K-8's	\$2,596,000
	More equitable access to arts education, especially in historically underserved school communities	\$660,000
	Culturally-specific student & family supports and expanded community partnerships	\$3,475,000
	Curriculum materials & Professional Development for educators	\$2,371,129
Administrative Indirect		\$500,000
Total Investment		\$39,162,269
System Shift	A: A Connected and Transformative School District	
Supporting Strategy 1	A1: Create structures and processes that encourage and support a culture that empowers school and district staff to innovate, collaborate and partner to ensure every student is equitably supported to advance toward the Graduate Portrait.	
Supporting Strategy 2	A2: Establish expectations for the quality of services provided to students, families and staff; collect data on service quality; provide regular reports on performance; and hold staff accountable for the continuous improvement of services.	
Supporting Strategy 3	A3: Disrupt institutional racism by examining our beliefs, mindset, and decision-making and building an organizational culture of inclusion, respect, affirmation and interconnectedness in support of student learning.	
System Shift	B: Racial Equity Aligned Systems, Structures, and Culture	
Supporting Strategy 1	B1: Integrate the district's Racial Equity and Social Justice Lens (RESJ) into critical school and district decision making including allocating the necessary resources to create equitable outcomes for every student, especially Black and Native students.	
Supporting Strategy 2	B2: Provide all staff with professional learning that helps them to understand and apply their racial identities and their personal relationship to power, privilege and oppression in education. Use district goal setting and evaluation processes to encourage and hold staff accountable all staff to use their new knowledge and understanding to make meaningful change that increases student success.	
System Shift	C: Cultivating System-Wide Learning and a Diverse Workforce	
Supporting Strategy 1	C1: Align recruitment, hiring, placement, support, and retention criteria and processes with the Educator Essentials and racial equity competencies to diversify our workforce, especially Black and Native educators, to reflect our student demographics.	
Supporting Strategy 2	C2: Develop pipelines and career lattices, in collaboration with higher education institutions and other partner organizations, to identify, develop and retain diverse pools of talented educators. These may include student-to-teacher pathways, university partnerships and apprenticeship programs.	
Supporting Strategy 3	C3: Based on an assessment of staff needs and readiness, provide all staff with the professional development and supports needed to build the knowledge, skills, mindsets and dispositions described in the Educator Essentials. The support should be differentiated, systemic and aimed at enabling staff to help students achieve the Graduate Portrait.	
System Shift	D: Transformative Curriculum and Pedagogy	
Supporting Strategy 1	D1: Develop district-wide, vertically aligned preK-12 core curriculum with an emphasis on foundational literacy skills across content areas, along with assessments and tiered supports, to provide comprehensive, rigorous, culturally-sustaining instruction and developmentally-appropriate learning experiences for all students.	

Supporting Strategy 2	D2: Ensure a middle grades experience that meets the distinct academic and social emotional needs of adolescents.
Supporting Strategy 3	D3: Continue implementation and continuous improvement and alignment of the PPS High School Success Plan to provide students with coherent transitions and the support they need to achieve the graduate portrait.
System Shift	E: A Culture of Physical and Emotional Safety
Supporting Strategy 1	E1: Support students with a multi-tiered system of supports (MTSS) that identifies early warning signs and addresses students' academic, behavioral, mental health, and social emotional needs through trauma informed practices and a racial equity and social justice lens.
Supporting Strategy 2	E2: Invest in facility improvements to foster safe, healthy, and positive learning environments.

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A	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	30	Charter School Funding	Chief of Schools	x	x	x	\$ 1,166,938	\$ 3,606,888	WRE	Tier 1
A	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	31	Community based education agency (CBO) Funding	Chief of Schools	x	x	x	\$ 940,487	\$ 2,906,951	WRE	Tier 1
A	1	Culturally-specific student & family supports and expanded community partnerships	3	Support and resources for Community Engagement, such as translation services, supplies, food, and childcare.	Chief of Staff	x	x	x	\$ 25,000	\$ 75,000	OCG	Tier 1
B	1	More equitable access to arts education, especially in historically underserved school communities	13	Increasing equitable and coherent arts programming and staffing in the Roosevelt and Jefferson K-12 clusters. This will also include central office support (Visual and Performing Arts TOSA) to support the implementation of the Master Arts Education Plan and funds for music and arts supplies.	Chief Academic Officer	x	x	x	\$ 660,000	\$ 2,080,980	WRE	Tier 1
B	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	16	Supports for Native students and after school programs, includes collaboration with culturally specific community partners to support student success and also support implementation of Senate Bill 13.	Chief Academic Officer	x	x	x	\$ 149,000	\$ 474,356	WRE	Tier 1
B	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	1	Schools prioritized as needing supports for improvement will receive Instructional Specialist FTE.	Chief of Schools	x	x	x	\$ 3,321,000	\$ 10,572,736	WRE	Tier 1
B	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	4	More equitable funding formula for community based education agencies (CBOs) serving historically underserved students.	Chief of Schools	x	x	x	\$ 844,000	\$ 2,532,000	WRE	Tier 1
B	1	Increased social emotional, mental and behavioral health supports across the district	23	Add 3.5 FTE for College and Career Coordinator for Multiple Pathways to Graduation (MPG). MPG serves students districtwide who need additional support in the form of: re-engagement in their education, enrollment in alternative education, day and residential treatment (DART) school placement, district wide credit recovery opportunities, Teen Parent Services, and MPG School social work services, as well as other schools and programs.	Chief of Schools	x	x	x	\$ 430,500	\$ 1,370,540	H&S	Tier 1
B	1	Culturally-specific student & family supports and expanded community partnerships	2	Support and provide opportunities that call for engaging students of color in youth leadership activities, such as student-led conferences, community-building with affinity groups, and networking.	Chief of Staff	x	x	x	\$ 50,000	\$ 150,000	OCG	Tier 1

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B	1	Culturally-specific student & family supports and expanded community partnerships	5	<p>Increase funding to RESJ Partnership contracts with culturally specific organizations in five strategy areas:</p> <ol style="list-style-type: none"> 1. Culturally Specific Family Engagement 2. Culturally Specific Wrap Around Services 3. Culturally Specific Mentoring and Leadership Development 4. Culturally Specific Extended Day and Enrichment Activities 5. Culturally Specific Identity Development <p>Both the strategies as well as the service provision are focussed on researched based, effective services that improve academic success for students of color. Services are provided by racially diverse staff at partner organizations, significantly more reflective of the student population.</p>	Senior Advisor, Racial Equity & Social Justice	x	x	x	\$ 3,400,000	\$ 10,200,000	OCG	Tier 1
C	1		68	FTE for Human Resources, including 2 FTE for Recruiters and 1 FTE for Class and Compensation Analyst. Additional ADMIN TBD.	Chief of Staff	x	x	x	\$ 500,000	\$ 1,500,000	ADMIN	Tier 1
D	1	Curriculum Materials & Professional Development for Educators	10	Support the development and implementation of curricular resources for K-12 Social Studies/Ethnic Studies, K-12 Multilingual Literacy System which include Reading, Writing and Speaking, and K-3 Foundational Skills.	Chief Academic Officer	x			\$ 600,000	\$ 600,000	WRE	Tier 1
D	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	11	Partially fund an instructional material adoption and professional learning to support students who are emergent bilingual in language development throughout our core curriculum.	Chief Academic Officer	x			\$ 150,000	\$ 150,000	WRE	Tier 1
D	1	Curriculum materials & Professional Development for educators	12	Provide central office support (5 FTE TOSA, 1 FTE Administrator) to plan and implement the K-12 math redesign and curriculum adoption. Additionally, a portion will fund the initial instructional materials adoption.	Chief Academic Officer	x	x	x	\$ 1,102,000	\$ 2,307,347	WRE	Tier 1
D	1	Curriculum Materials & Professional Development for Educators	14	Support the development and implementation of a standards-based, culturally-responsive Physical Education curriculum, an additional Teacher on Special Assignment to coordinate professional learning to implement quality PE instruction (including Erin's Law instruction).	Chief Academic Officer	x	x	x	\$ 348,129	\$ 1,066,969	WRE	Tier 1
D	1	Curriculum Materials & Professional Development for Educators	15	Provide professional learning for wellness leads, Health materials for schools, and 1.0 Program Manager for Health (Bond to pay curriculum)	Chief Academic Officer	x	x	x	\$ 321,000	\$ 991,458	WRE	Tier 1
D	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	18	PreK-3 Plan Implementation. This investment develops a more comprehensive approach to effectively support preK to K transitions for students, families, and staff. In addition, it will allow us to implement more developmentally appropriate, inclusive, and aligned learning experiences and environments from PK-1st grade.	Chief Academic Officer	x	x	x	\$ 800,000	\$ 2,546,880	H&S	Tier 1

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D	1	More optimal student-teacher ratios & class sizes across many grade levels	24	Add FTE to create more optimal student-teacher ratios and class sizes across K-5 classrooms.	Chief of Schools	x	x	x	\$ 5,170,000	\$ 16,459,212	RCS	Tier 1
D	1	More optimal student-teacher ratios & class sizes across many grade levels	25	Add 26 FTE to reduce class sizes in grades 6-8.	Chief of Schools	x	x	x	\$ 2,904,000	\$ 9,245,174	RCS	Tier 1
D	1	More optimal student-teacher ratios & class sizes across many grade levels	28	Add FTE to address unexpected enrollment and high class sizes.	Chief of Schools	x	x	x	\$ 74,525	\$ 237,257	RCS	Tier 1
D	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	20	Provide supports to reduce the digital divide and promote technology-enhanced learning opportunities at four middle school. The funds will be matched with the middle schools' Verizon Innovative Learning Schools grant and will include 5 FTE Instructional Specialist/Coaches,. Instructional Specialist funding is subsidized in part by the grant and reflected.	Chief Technology Officer	x	x	x	\$ 235,540	\$ 980,667	WRE	Tier 1
D	2	Expansion of elective courses at comprehensive middle schools and K-8's	29	Add 13 FTE to add a 7th period at 4 middle schools. This is a pilot to allow students more choice and opportunities for electives, which will include visual and performing arts. The MS included are Ockley Green, Tubman, George & Beaumont.	Chief Academic Officer	x	x	x	\$ 1,441,000	\$ 4,587,568	WRE	Tier 1
D	2	Expansion of elective courses at comprehensive middle schools and K-8's	26	Add 10.5 FTE to increase elective opportunities for grades 6-8 in K-8s and middle schools.	Chief of Schools	x	x	x	\$ 1,155,000	\$ 3,677,058	WRE	Tier 1
D	3	More optimal student-teacher ratios & class sizes across many grade levels	27	Add 8 FTE to improve high school class size and ensure students can be fully scheduled.	Chief of Schools	x	x	x	\$ 880,000	\$ 2,801,568	RCS	Tier 1
E	1	Increased social emotional, mental and behavioral health supports across the district	6.1	Add FTE for the second year of the Multi-tiered Systems of Support (MTSS) districtwide adoption and implementation. Includes coaching and supports through increases in FTE for MTSS TOSAs, soft start classrooms in two high schools for students with tier three needs, and additional restorative justice specialists to assist with restorative practices and harm reduction district wide.	Chief of Student Support Services	x	x	x	\$ 1,077,258	\$ 3,411,198	H&S	Tier 1

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E	1	Increased social emotional, mental and behavioral health supports across the district	6.2	This funding will support social emotional learning (SEL) curriculum, coaching and PD throughout the district, align priorities of infusing trauma informed care into our classrooms and an additional administrator and TOSA for oversight to support capacity building, training, supervision and SEL vision. With the district's move toward incorporating trauma informed care into all programs, there is a need for Social Emotional Learning (SEL) to be integrated in all levels, from Central Office to specialized classrooms. This investment in SEL will also include curriculum and professional development for staff.	Chief of Student Support Services	x	x	x	\$ 472,829	\$ 2,827,758	H&S	Tier 1
E	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	7	Additional FTE and resources to expand SPED programming due to increased numbers. Includes para-educator support for students with the highest needs as well as staffing and resources for new learning center, communication behavior, and intensive skills classrooms.	Chief of Student Support Services	x	x	x	\$ 1,000,000	\$ 5,183,600	H&S	Tier 1
E	1	Increased social emotional, mental and behavioral health supports across the district	8	Provide Mental Health, Substance Use (SUD) & Behavioral Health supports, including: - culturally specific contracts for mental health and drug and alcohol specialists, - dual diagnosis clinicians for student experiencing mental health and SUD challenges, - transition support for students returning to school from treatment centers, - addition of centrally-managed floating school psychologists to help support caseload management district wide and behavior support plans at Comprehensive Supports for Improvement (CSI) schools, - additional qualified mental health specialists throughout the district. All of the increases in services, social worker and other personnel will be supported by an additional administrator.	Chief of Student Support Services	x	x	x	\$ 2,000,000	\$ 6,291,924	H&S	Tier 1
E	1	Increased social emotional, mental and behavioral health supports across the district	9	Provide specialized supports for students on 504 plans and medical equipment for accommodation needs. Supports include: - educational assistants (EA) - contracts with culturally specific organizations for assistance with racial / hate related crisis response and recovery needs throughout our district, - additional professional development around investigations support Title IX requirements - an additional discipline coordinator.	Chief of Student Support Services	x	x	x	\$ 387,000	\$ 1,213,693	H&S	Tier 1

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E	1	Increased social emotional, mental and behavioral health supports across the district	21	Add 22.5 FTE for counselors to lower the counselor to student ratio to 250:1 for all middle schools, Title/Comprehensive Supports for Improvement (CSI) K-5s, and K-8s. By lowering the ratio to 250:1, we meet the American School Counselor Association (ASCA) recommendations.	Chief of Student Support Services	x	x	x	\$ 2,754,563	\$ 8,769,427	H&S	Tier 1
E	1	Increased social emotional, mental and behavioral health supports across the district	22	Provide 43.0 FTE for social work supports in schools, which includes options for principals of counselor, social workers, or QMHPs (inclusive of school psychs) including district FTE and contracted culturally-specific services. - 0.5 FTE for each K-5 and K-8 schools - 1 FTE for each High Schools - 5.0 FTE to MPG programs, - 0.5 FTE for Pioneer - 0.5 FTE for Community Transition Program (CTP)"	Chief of Student Support Services	x	x	x	\$ 4,802,500	\$ 15,289,239	H&S	Tier 1
A	2	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	19	Provide 0.5 FTE for Director of Funded Programs to support schools and ensure supplemental funding is student focused and responsive to student needs.	Chief Academic Officer		x	x	\$ -	\$ 293,846		Tier 2
B	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	44	Add FTE to extend school day by 1 hour for Comprehensive Supports for Improvement (CSI) Schools	Chief of Schools		x	x	\$ -	\$ 5,571,300		Tier 2
B	1	Culturally-specific student & family supports and expanded community partnerships	35	Deepen RESJ partnerships in key areas, including: 1. Culturally Specific Family Engagement 2. Culturally Specific Wrap Around Services 3. Culturally Specific Mentoring and Leadership Development 4. Culturally Specific Extended Day and Enrichment Activities 5. Culturally Specific Identity Development	Senior Advisor, Racial Equity & Social Justice		x	x	\$ -	\$ 6,300,000		Tier 2
C	2	Curriculum Materials & Professional Development for Educators	52	Continue partnership with University of Virginia - Partnership for Leaders in Education to provide transformational leadership coaching and supports for principals in buildings designated as needing Comprehensive Supports for Improvement (CSI)	Chief of Schools		x	x		\$ 752,000		Tier 2

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C	3	Curriculum Materials & Professional Development for Educators	50	Support New Educator Orientation and New Educator Mentor Program. They include five Mentor FTE that are no longer funded through the grant funds and two TOSAs to coordinate the programs. The program is designed to ensure when educators move from probationary status they can effectively serve at any school within Portland Public Schools. The induction workshops include 40 hours/per year of foundational training in district academic initiatives. The workshops is one programmatic component of our three year induction academy.	Chief Academic Officer		x	x		\$ 5,117,040		Tier 2
D	1	More optimal student-teacher ratios & class sizes across many grade levels	28.1	Add FTE to address unexpected enrollment and high class sizes.	Chief of Schools		x	x	\$ -	\$ 3,065,601		Tier 2
D	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	41	Early Learner Programs - PreK-3 Planning; Deepens and expands programming and supports referenced in item #18	Chief Academic Officer		x	x	\$ -	\$ 580,000		Tier 2
D	1	Curriculum Materials & Professional Development for Educators	42	District Adoption and implementation of curriculum, including Math, Social Sciences, Language Arts Foundation Skills, Language Arts, World Languages, Science, ESL, Health, PE, Arts	Chief Academic Officer		x	x	\$ -	\$ 20,300,000		Tier 2
D	1	Curriculum Materials & Professional Development for Educators	43	Fund 6.5 FTE TOSAs and 1 FTE administrator to provide professional development and targeted school supports for the PreK-12 Math Adoption	Chief Academic Officer		x	x	\$ -	\$ 7,978,101		Tier 2
D	1	Curriculum Materials & Professional Development for Educators	46	Provide professional learning on high-leverage instructional practices in science, purchase instructional materials for elementary and middle school, and revise curricular materials.	Chief Academic Officer		x	x	\$ -	\$ 725,000		Tier 2
D	1	More equitable access to arts education, especially in historically underserved school communities	47	As part of the Master Arts Education Plan, we want students to have access to comprehensive Arts programs from PK-12. These funds will allow additional and more coherent arts programming across multiple clusters.	Chief Academic Officer		x	x	\$ -	\$ 5,117,662		Tier 2
D	1	Curriculum Materials & Professional Development for Educators	49	Provide resources and supports to create and revise Climate Change Climate Justice Curriculum: - create curriculum (1 unit per grade level) for both Science and Social Studies - professional development for the newly created curriculum - create Senior Climate Change Climate Justice elective that addresses both science and social studies standards	Chief Academic Officer		x	x	\$ -	\$ 375,000		Tier 2

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D	1	Curriculum Materials & Professional Development for Educators	51	Extended hours for teacher to write individual TAG Plans for each identified TAG student (~7000 students); professional development on high leverage strategies to meet students' rate and level of learning; extended hours for teachers to write high level strategies to be included in the curriculum development in the GVC; additional 4.0 TOSA FTE to support Title 1 schools in identifying and supporting HU TAG students.	Chief Academic Officer		x	x	\$ -	\$ 2,082,074		Tier 2
D	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	32	Maintain FTE for Kindergarten Educational Assistants at Title I schools to offset projected loss of Title I funds over the next several years.	Chief of Schools		x	x	\$ -	\$ 2,973,998		Tier 2
D	2	Expansion of elective courses at comprehensive middle schools and K-8's	17	Add funding for a full-time Middle School Director to lead and manage the middle school redesign.	Chief Academic Officer		x	x	\$ -	\$ 611,251		Tier 2
D	2	Expansion of elective courses at comprehensive middle schools and K-8's	33	Add 50 FTE to add a 7th period for all middle schools. This allows students more choice and opportunities for electives, which will include visual and performing arts courses.	Chief of Schools		x	x	\$ -	\$ 17,191,440		Tier 2
D	2	Expansion of elective courses at comprehensive middle schools and K-8's	34	Add 24 FTE to add a 7th period for all K-8 schools. This allows students more choice and opportunities for electives, which will include visual and performing arts.	Chief of Schools		x	x	\$ -	\$ 8,251,891		Tier 2
D	3	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	45	Provide equitable staffing of Activities & Athletics Directors for middle school clusters (to coordinate all activities and athletics), FTE for College Access Coordinator, comprehensive professional development for all Athletic Directors and district coaches, coordinate summer athletics programming for students in Summer 2021 (221k)	Chief Academic Officer		x	x	\$ -	\$ 4,329,696		Tier 2
E	1	Increased social emotional, mental and behavioral health supports across the district	36	Deepen support for the second and third years of the MTSS adoption with: - additional BRYT classrooms - a progress monitoring tool - additional SEL and MTSS TOSAs - additional Restorative Justice Specialists - SEL curriculum and coaching for year three	Chief of Student Support Services		x	x	\$ -	\$ 4,440,413		Tier 2
E	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	37	SpEd classroom programming: The Special Education needs in the district continue to rise, and this department has been underfunded for over a decade. Includes para-educator support for students with the highest needs as well as staffing and resources for additional new learning center, communication behavior, and intensive skills classrooms. Further expands programming referenced in item #7.	Chief of Student Support Services		x	x	\$ -	\$ 7,892,056		Tier 2

