

FY24 Budget: Stakeholder Engagement and Input

More than **2,100 stakeholders** engaged in the development of KCS’s FY24 budget proposal.

Survey Respondents*						Regional Focus Group Participants*			
	Parents/ Guardians	KCS Staff	Community Members	Students	Total		Parent/ Guardian	Teachers	Total
English	1,169	669	235	6	2,096	Region One	1	4	5
Spanish	52	2	2	1	53	Region Two	5	5	10
						Region Three	1	3	4
						Region Four	4	5	9
						Region Five	5	5	10

*respondents were able to select more than one descriptor

*members of the 2023-24 Regional Teacher and Family Councils were invited to participate in special-called regional focus groups

STAKEHOLDER RECOMMENDATIONS	FY24 BUDGET PROPOSAL: Priority-Based Initiatives
<ul style="list-style-type: none"> Invest in high-quality instructional materials. 	<ul style="list-style-type: none"> \$647,900 in Excellence in Foundational Skills <small>*with significant added investments from ESSER 3.0 and other grant funds</small>
<ul style="list-style-type: none"> Invest in staff by increasing salary and benefits and focusing on retention and recruitment. 	<ul style="list-style-type: none"> \$29,095,600 in Great Educators in Every School
<ul style="list-style-type: none"> Invest in opportunities to introduce and connect students to colleges and careers that match their interests. 	<ul style="list-style-type: none"> \$167,500* in Career Empowerment and Preparation <small>*with significant added investments from ESSER 3.0 and ISM</small>
<ul style="list-style-type: none"> Invest in pre-k and behavioral and mental health supports for students. 	<ul style="list-style-type: none"> \$4,156,550 in Success for Every Student

EXCELLENCE IN FOUNDATIONAL SKILLS		
% Survey Respondents Rated “Very Important”		Stakeholder Insight
		<i>Notes include variances in survey responses of more than 2% between stakeholder groups (parents, staff, community) and insight from regional focus groups.</i>
1.	High-quality instructional materials (textbooks, lesson plans, software, and other learning tools)	71.83%
		<p>Parents rated more important when compared to Community Members.</p> <p>One Region expressed the need for more training for teachers on new instructional materials.</p>
2.	Hire tutors to support reading intervention in elementary school	58.73%
		<p>Parents rated more important when compared to Staff and Community Members.</p> <p>All 5 Regions expressed the importance of tutoring in closing achievement gaps and commented on the benefits of existing tutoring initiatives. Regions shared that tutoring was most beneficial during the school day and that there may be a need for transportation assistance to increase access to before- or after-school tutoring.</p>
3.	Hire tutors to support math intervention in middle school	57.32%
		<p>Parents rated more important when compared to Staff and Community Members.</p>
4.	Additional positions to support and enhance student learning (instructional coaches, interventionists, etc.)	56.32%
		<p>Parents rated more important when compared to Staff.</p> <p>Regions shared that behavior interventionists have been a “fabulous addition,” “greatly valued,” and “very needed.”</p>
5.	Maintain classroom and student technology	55.24%
		<p>Regions shared that technology is helpful in the classroom, but added:</p> <ul style="list-style-type: none"> ▪ Teachers would benefit from additional training on how to use technology resources; ▪ ParentSquare “how-to” videos on technology resources would be helpful to parents; ▪ Technology boundaries need to be clearly communicated and leaving Chromebooks at school has been helpful.
6.	High-quality professional development opportunities for teachers and principals	46.18%
		<p>Parents rated more important when compared to Staff and Community Members.</p>

GREAT EDUCATORS IN EVERY SCHOOL			
% Survey Respondents Rated “Very Important”			Stakeholder Insight <i>Notes include variances in survey responses of more than 2% between stakeholder groups (parents, staff, community) and insight from regional focus groups.</i>
1.	Increase pay and benefits for all certified staff (teachers, principals, counselors, social workers, etc.)	81.81%	Regions agreed that increasing pay and benefits was important, and offered a variety of considerations regarding: <ul style="list-style-type: none"> ▪ whether pay increases should be tied to test scores or positions; and ▪ how and where to adjust the existing salary schedule.
1.	Maintain low teacher-to-student ratios in classrooms	81.81%	N/A
3.	Increase pay and benefits for all classified staff (custodians, teaching assistants, secretaries, food service workers, etc.)	76.90%	Staff rated more important when compared to Parents and Community Members . Regions agreed on the importance of increasing pay to educational assistants and offered a variety of considerations where other positions (ex: SPED) were concerned.
4.	Reward teachers and staff for their years of service to the district	64.82%	Regions agreed that rewarding staff for their service was a priority, specifically veteran staff.
5.	Invest in opportunities to recruit and retain high-quality educators	64.63%	Regions agreed on the importance of recruitment, specifically on the need to fill existing vacancies. Some Regions expressed the need to better prepare alternatively licensed staff in pedagogy and classroom management.
6.	Signing bonuses for hard-to-staff areas	35.58%	Parents rated more important when compared to Community Members . Regions 1 and 5 expressed the need for differentiated pay or signing bonus incentives in hard-to-staff areas.

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CAREER EMPOWERMENT AND PREPARATION			
% Survey Respondents Rated "Very Important"		Stakeholder Insight	
		<i>Notes include variances in survey responses of more than 2% between stakeholder groups (parents, staff, community) and insight from regional focus groups.</i>	
1.	Provide students with in-depth exposure to an academic pathway that matches their skills and interests with the potential to enter the workforce or college/trade school	60.47%	N/A
2.	Provide students with access to advanced academic coursework and early postsecondary opportunities (Advanced Placement, International Baccalaureate, Dual Enrollment, Industry Certifications, etc.)	58.14%	Regions expressed the need for more consistency in implementation of advanced academics offerings across the district.
3.	Guaranteed work-based learning experiences for students (job shadowing, internships, clinicals, etc.)	56.44%	Regions suggested that school-day transportation may be needed to support expanding work-based learning opportunities for students.
4.	Positions focused on improving students' college and career readiness at middle and high schools	48.52%	Parents rated more important when compared to Staff .
5.	Guaranteed experiences to increase college and career exposure for students (field trips, career fairs, etc.)	43.79%	Parents rated more important when compared to Staff and Community Members . Regions suggested increasing STEM or other career exposure opportunities in early grades.
6.	Professional development for teachers, administrators, and counselors to enhance educators' capacity to support college and career awareness, exposure, and access	41.98%	Parents and Community Members rated more important when compared to Staff .

FY24 Budget: Stakeholder Engagement and Input



SUCCESS FOR EVERY STUDENT		
% Survey Respondents Rated “Very Important”		Stakeholder Insight <i>Notes include variances in survey responses of more than 2% between stakeholder groups (parents, staff, community) and insight from regional focus groups.</i>
1.	Provide students with a safe learning environment by investing in behavioral support personnel	69.13%
2.	Partner with community mental health organizations to expand resources for students’ social and emotional well-being	64.31%
3.	Additional certified interventionists to provide targeted, small-group instruction in reading and math	58.42%
4.	Resources for the district’s non-English-speaking students and families to ensure they feel welcome	45.51%
5.	Provide opportunities for parents and community members to participate in learning and decision-making	43.93%
6.	Encourage regular, on-time attendance by investing in additional social workers to provide support to students, families, and schools	39.42%

FY24 Budget: Stakeholder Engagement and Input



CAPITAL PLANNING			
% Survey Respondents Rated “Very Important”			Stakeholder Insight <i>Notes include variances in survey responses of more than 2% between stakeholder groups (parents, staff, community) and insight from regional focus groups.</i>
1.	Renovations to facilities that are over 60 years old	62.21%	N/A
2.	Expand existing facilities to address overcrowding and population growth	61.59%	Parents rated more important when compared to Community Members .
3.	Development of new schools to mitigate overcrowding and address population expansion	58.25%	N/A
4.	Replacement of outdated HVAC systems	54.13%	N/A
5.	Invest in upgrades to existing facilities (parking and paving, roofing, technology, etc.)	47.29%	Parents and Staff rated more important when compared to Community Members .
6.	Investment in a comprehensive facilities assessment to identify major capital needs	38.93%	N/A