

#### **AGENDA**

- **I.** Action Items (add items as needed)
  - A. Approval of Agenda
  - **B.** Approval of Previous Minutes
- II. Discussion Items (add items as needed)
  - A. Budget Development Presentation
    - i. ACTION ITEM: GO Team vote on Draft Budget (AFTER presentation and discussion)
  - B. Discussion Item 2: [add description of the item]
- **III.** Information Items (add items as needed)
  - A. Principal's Report
  - B. Committee Reports (as needed)
  - C. Cluster Advisory Report (if CAT has met since last meeting)
- IV. Announcements (add items as needed)
- V. Public Comment (if applicable)



## **MEETING NORMS**



This is a meeting of the GO Team. Only members of the team may participate in the discussion. Any members of the public present are here to quietly observe.



We will follow the agenda as noticed to the public and stay on task.



We invite and welcome contributions of every member and listen to each other.



We will respect all ideas and assume good intentions.

# BUDGET FEEDBACK PRESENTATION & DISCUSSION

# GO TEAM BUDGET DEVELOPMENT PROCESS

## YOUR SCHOOL STRATEGIC PLAN...

is your roadmap and your role.
It is your direction, your priorities, your vision, your present, your future.



Step 1: Data Review



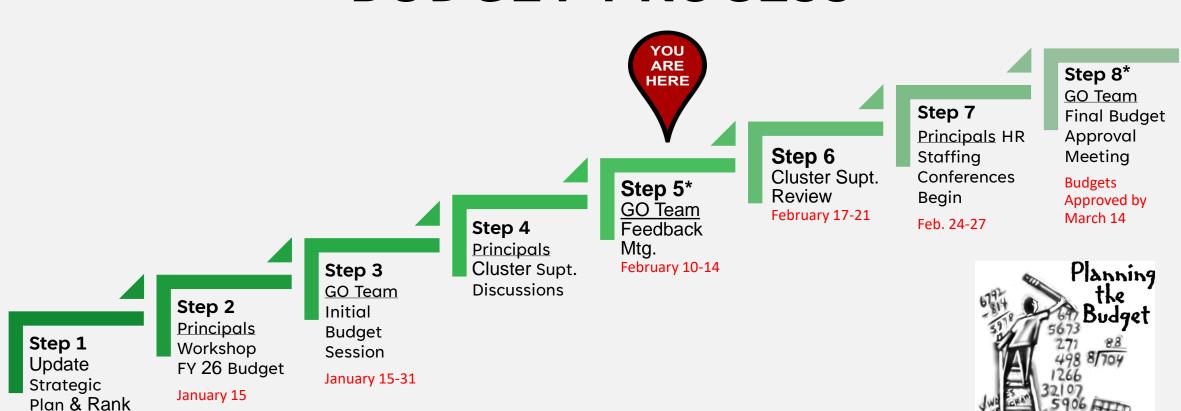
Step 2: Strategic Plan Review



Step 3: Budget Parameters (Strategic Priorities)

Step 4: Budget Choices

# OVERVIEW OF FY26 GO TEAM BUDGET PROCESS



GO Teams are encouraged to have ongoing conversations

**Priorities** 

<sup>\*</sup> GO Teams will need to take **ACTION** on the budget at these meetings.

#### **BUDGET FEEDBACK MEETING**

#### > What

During the GO Team Feedback meeting the principal will share the 25-26 Strategic Plan Breakout, provide an overview of the school's draft budget, share updated tabs from the Excel template, and review/collaborate with the GO Team on the comments/notes to explain the use of school-level flexibility in budget allocations.

## **≻**Why

This meeting provides an opportunity for GO Teams to <u>discuss the principal's</u> proposed budget and how it supports the school's programmatic needs and key strategic priorities for the 25-26 school year. It also provides the GO Team the opportunity to review and provide feedback on proposed use of school-level flexibility.

### **≻**When

Early February 10 - February 14th, <u>before</u> Cluster Superintendent review.

Mission

#### **Cascade Elementary School**

Vision

To prepare students for life, college and careers by providing rigorous, equitable, culturally relevant And real world learning experiences in order to become fully engaged and realized citizens of the Global community.

**2025 Strategic Plan** 

the whole child team by at

least 10% by the end of the

2024-2025 school year.

**SMART Goals** 

Improve the proficiency rates of students in grades 3-5 by 5% in ELA by June 2025 on the GA Milestones

Improve the proficiency rates of students in grades 3-5 by 5% in Math by June 2025 on the **GA Milestones** 

Decrease the amount of students needing support by

**TBD** 

To become the premier elementary school within Southwest

Atlanta that provides students with a broad and balanced education.

**APS Strategic Priorities** & Initiatives

**School Strategic Priorities** 

**School Strategies** 

**Fostering Academic Excellence for All** 

Data

Curriculum & Instruction Signature Program

- Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones
- mprove Tier 1 instructional strategies in ELA & Mathematics
- Improve early identification procedures for Tier 2 and above
- 4. Remain an IB authorized school.
  - Focus on special education settings to improve academic conditions and proficiency levels for special education scholars.

- 1. a; School wide implementation of Fundations, Write Score, Heggerty, Morpheme Magic, and Envisions Math
  - b; Provide professional learning sessions focused on curricular programs
- 2. Conduct weekly data meetings and rehearsals focused on tier 1 content
- 3. Retain an intervention specialist to oversee protocols and instruction for Tier 2 and above
- 4. Conduct professional learning sessions designed to increase program awareness and philosophies
- 5. Observe and monitor the implementation of instructional activities for grade level rigor

**Building a Culture of Student Support** Whole Child & Intervention

Personalized Learning

**Equipping & Empowering Leaders & Staff** 

Strategic Staff Support Equitable Resource Allocation

- 6. Build teacher capacity using effective instructional coaching strategies
- 7. Increase the amount of certifications and endorsements among staff

- 6. Retain a Turn Around Reading Specialist and Math Master Teacher Leader to support teachers with instructional strategies
- 7. Promote certification and endorsement opportunities in staff communications

**Creating a System of School Support** 

Strategic Staff Support **Equitable Resource Allocation** 

8. Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts 8. Conduct weekly house meetings and monthly events for families to engage in

# Strategic Plan- Cascade Priority Ranking

Insert the school's priorities from Higher to Lower

Higher

- 1. Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts
- 2. Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones
- 3. Focus on special education settings to improve academic conditions and proficiency levels for special education scholars
- 4. Improve Tier 1 instructional strategies in ELA & Mathematics
- 5. Improve early identification procedures for Tier 2 and above
- 6. Build teacher capacity using effective instructional coaching strategies
- 7. Remain an IB authorized school.
- 8. Increase the amount of certifications and endorsements among staff

Lower

## FY 26 BUDGET PARAMETERS

FY26 Ranked School Priorities	Rationale					
Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts	Culture and climate have a direct affect on the academic achievement of any organization					
Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones	Cascade Elementary School's achievement is currently in the bottom 25% of schools in GA. The students deserve a high quality education					
Focus on special education settings to improve academic conditions and proficiency levels for special education scholars	0% of special education students have been proficient on the end of year assessments.					

## FY 26 BUDGET PARAMETERS

FY26 School Priorities	Rationale
Improve Tier 1 instructional strategies in ELA & Mathematics	Providing effective Tier 1 instruction will decrease the need of a large amount of students needing additional tier level support
Improve early identification procedures for Tier 2 and above	Early detection of students that need additional support at the Tier 1 level will increase opportunities for appropriate interventions
Build teacher capacity using effective instructional coaching strategies	Providing teachers with instructional coaching support improves the instructional effectiveness of students
Remain an IB authorized school.	The IB authorization creates a culture of global academic excellence

# REVIEW OF FY26 SIGNATURE AND TURNAROUND PROGRAM FUNDING PROCESS





- \* The district is piloting a zero-based budgeting (ZBB) process for Signature and Turnaround Program Funds this year.
- \* Zero-based budgeting (ZBB) is a budgeting process that allocates funding based on program efficiency and necessity rather than budget history. As opposed to traditional budgeting, no item is automatically included in the next budget.
- \* As such the **initial** allocation for these programs at all schools will be \$0.



#### **Process**

- \* Principals will develop proposed requests for the personnel and non-personnel they need to support the Signature and/or Turnaround Programs at their schools.
- \* Principals will share and discuss their proposals and rationale for the proposals with their school GO Team for feedback.
- \* After discussing with their GO Team, principals will submit their request for review by January 31st. Funding for these programs will be provided the week of February 3rd.

# OVERVIEW OF APPROVED SIGNATURE PROGRAM FUNDS

# SIGNATURE PROGRAM FUNDS REQUESTED VS. APPROVED

#### **Requested Signature Program Funds: \$163,075**

PRINCIPALS: Please update with the list of what you requested to support your signature program. Example:

- Signature Program Coach: \$149,395
- Signature Program Fees: \$9260
- Signature Programming Supplies/Resources: \$4420

#### **APPROVED** Signature Program Funds: \$206,000

PRINCIPALS: Please update with the Staffing and Non-Staffing allocation of your updated Signature Program funds.

- Signature Program Coach
- Signature Program Fees
- Signature Programming Supplies/Resources

# CASCADE ELEMENTARY SCHOOL FY26 SUMMARY OF PROPOSED STAFFING AND NON-STAFFING

### SUMMARY TAB OVERVIEW

	rned Funded	Staffed	Dif	Comments
Teachers Middle School Core	49.50		(49.50)	
Middle Electives	19.00	-	(19.00)	
Teacher Math 6-8	////	11.00	11.00	
Teacher Science 6-8	////	10.00	10.00	
Teacher Social Studies 6-8	////	10.00	10.00	
Teacher ELA 6-8	////	9.00	9 ^	
Teacher Art 6-8	////	2.00		<u> </u>
Teacher Band 6-8	/// <sub>-</sub>	-2	e	
Teacher Music 6-8	Exa	Wh.	2.00	
Teacher Orchestra 6-8	EXO	1.00	1.00	
Teacher Physical		7.00	7.00	
Teacher Pe.	////	2.00	2.00	
Teacher World 0-8	////	12.00	12.00	
Teacher Gifted	13.00	11.00	(2.00)	
Teacher Social Emotional Learning		-	-	
EIP TEACHERS	3.50	5.00	1.50	
Teacher REP 6-12		5.00	5.00	

The Summary Tab provides a summary of the staff in our school. The columns show how many positions are:

- <u>Earned</u> positions allocated by district departments. There is no school-level flexibility with these positions.
- <u>Funded</u> District's recommended staffing for positions where there is school-level flexibility with staffing the position.
- <u>Staffed</u> This shows how the principal plans to staff the position for the FY26 school year.
- <u>Difference</u>—This shows the difference between the recommendation from the District and the Principal's proposed FY26 staffing plan.
- Comments: The principal must provide comments if there is a difference in what is Funded and Staffed.
   Principals and GO Teams will discuss the rationale provided for the Comments section.

Position Title	✓ Account	Account					Staffed <
eachers							
eacher Kindergarten	150120201961011	1000	1100	<u>s</u>	127,556	3.00	2.00
eacher 1st Grade	150120501961021	1000	1100	<u>s</u>	127,556	2.00	1.00
eacher 2nd Grade	150120601961021	1000	1100	<u>s</u>	127,556	3.00	1.00
eacher 3rd Grade	150120701961021	1000	1100	<u>s</u>	127,556	2.00	2.00
eacher 4th Grade	150120801961051	1000	00 1100 \$		127,556	2.00	2.00
eacher 5th Grade	150120901961051	1000	1100		127,556	2.00	2.00
eacher Stem Lab	150120001961021	1000	1100	S	127,556		-
			_				
— A All-146- A Common A Confe	A Handy A Nagarata	A Table 9: Charle	Cianatur	Α τ	<u>A</u>		
EID TEACHEDO						2.50	7.00
EIP TEACHERS						3.50	7.00
Teacher EIP Kindergarten	150108401961061	1000	1100	\$ s	127,556		-
Teacher EIP 1-3	150108401961071	1000	1100	<i>\$</i>	127,556		5.00
Teacher EIP 4-5	150108401961091	1000	1100	\$ s	127,556		2.00

PARAPROFESSIONALS							
Paraprofessional Special Ed	100130101962041	1000	1400	4.00 \$	56,115	4.00	4.00
Paraprofessional Kindergarten	150120201961011	1000	1400	\$	56,115	3.00	3.00
ESOL Para	150123701961351	1000	1400	5	56,115		-
Paranrofessional	150120001961021	1000	1400	s de la companya de l	56 115		-

SCHOOL ADMINISTRATION								
Principal Elementary	150110101969990	2400	1300		\$	223,946	1.00	1.00
Assistant Principal Elementary	150110101969990	2400	1310		\$	161,312	1.00	1.00
Program Administrator	150110101969990	2400	1310		\$	198,712	-	-
School Business Manager - 220 days	150110101969990	2400	1310		\$	153,168		-
School Business Manager-Annual	150110101969990	2400	1310		\$	166,542		-
School Secretary	150110101969990	2400	1410		\$	83,640	1.00	1.00
3ookkeeper	150110101969990	2400	1410		\$	82,093	0.50	-
Bookkeeper	150110101969990	2400	1410		/// <u>\$</u>	82,093	0.50	-
School Clerk 231 day	150110101969990	2400	1420		<b>S</b>	63,548		-
School Clerk 211 day	150110101969990	2400	1420		<b>S</b>	59,088	1.00	-
School Clerk 202 day	150110101969990	2400	1420		<u>s</u>	56,627		1.00
Registrar	150110101969990	2400	1910		<b>%</b> \$	111,696	-	-
Therapist Clinical	150151101969990	2100	1740		///. S	141,098		-
Counselor Elementary	150151001961021	1000	1720		\$	155,890	1.00	1.00
CREATE Teacher Intern	150120001961021	1000	1100		<u>\$</u>	72,630		-
Specialist Engagement	150151101969990	2100	1910		\$	147,559		-
nstructional Coach 202 day	150151101961210	2210	1910		<u>s</u>	149,395		-
nstructional Coach 211 day	150151101961210	2210	1910		<b>S</b>	156,932		1.00
nstructional Coach Readers are Leaders 211 Day	100123401961210	2210	1910	1.0	00 \$	157,054	1.00	1.00
Vaster Teacher Leader	150120001961021	1000	1100			140.656		1.00
1								

- / / / / / / / / / / / / / / / / / / /							
Media Specialist	100150501961310	2220	1650	1.00 \$	149,001	1.00	1.00
Parent Liaison	150151101969990	2100	1990	<b>\$</b>	57,496		-
Project Facilitator	150151101969990	2100	1650	\$	99,859		-
Project Manager School Based	150151101969990	2100	1990	\$	99,859		-
Restorative Practices Coach 202 Day	150160301969990	2100	1910	\$	149,395		-
Restorative Practices Coach 211 Day	150160301969990	2100	1910	\$	156,932		-
Community Liaison Bilingual	150123701961351	2100	1990	\$	79,057		-

School Communication Liaison	150151101969990	2100	1990	<u> </u>	79,057		-
School Nurse LPN	100131001961500	2100	1630	1.00 \$	81,711	1.00	1.00
School Nurse RN	100131001961500	2100	1630	- \$	123,493	-	-
School Nurse RN School Funded	100131001961051	2100	1630	\$	123,493		-
Signature Band Teacher	150169701961051	1000	1180	\$	127,556		-
Signature IB Specialist	150169701969990	2210	1910	\$	147,559		-
Signature Prgm Coach 202 day	150169701961210	2210	1910	\$	149,395		1.00
Signature Prom Coach 211 day	150169701961210	2210	1910	Millimini S	156.932		-

Position Title	Ľ	Account	~	Function	Object 💟	Earned 💟	Average Cost V	Funded 👱	Staffed <u></u>	Dif
Signature World Language Teacher		150169701961051		1000	1180	S	127,556		0.50	
Social Emotional Learning Coach 211 Day		150160301969990		2100	1910	<u> </u>	156,932		-	
Social Worker		100130901969990		2100	1760	1.00 \$	142,858	1.00	0.50	
Social Worker Lead		100130901969990		2100	1760	1.00 \$	142,858	1.00	-	
Specialist SST Intervention		150159801969990		2100	1910	<u> </u>	147,559		-	
Furnaround Attendance Specialist (202 days)		150162301969990		2100	1910	S	132,301		-	
Furnaround Attendance Specialist (211 days)		150162301969990		2100	1910	S	147,559		-	
Furnaround Pohaviar Chariolist (202 days)		150163301060000		2100	1010		122 201			

# SUMMARY OF POSITION CHANGES TO SUPPORT THE FY26 BUDGET

CREATED	REMOVED
Full Time Gifted Teacher- Increases are required for FY27	1- First Grade Teaching Position- Increase class sizes to align with state recommendations
Full Time Kindergarten Paraprofessional- To ensure that all Kindergarten Classes have paraprofessional support	Full-time World Language Position- The school with the projected enrollment is able to be serviced within 2.5 days and will be shared with another school
	Full-time School Social Worker-The position will be shared with another school

### NON-STAFFING TAB OVERVIEW



Description <u></u>	Rec. 🗸	Allo	cation_<	Diff	Notes <u>~</u>
Reserve	\$ 77,534	\$	77,534	\$	
Teacher Stipends		\$	15,000	\$ 15,000	Stipends for After School Clubs for Teachers
Secretary Overtime		\$	1,515	\$ 1,515	
Contracted Services for Instruction				\$	
Contracted Services for Professional Development				\$	
tudent Transportation-Charter Buses, Breeze Cards				\$	
Postage		\$	500	\$ 500	
Web-based Subscriptions and Licenses		\$	20,000	\$ 20,000	IXL, Edulastic, Stemscopes, Gallopade, Toddle
Signature Program Communication/Shipping Fee				\$	
Computer Software		\$		\$	
Instructional Employee Travel				\$	
Administrative Employee Travel				\$	

The **Non-Staffing Tab** shows how funds are allocated for non-staff items in the school. There is school-level flexibility for most of these items. The tab has columns for:

- **Recommended**—District's recommended amount to spend on the line item.
- Allocation This shows how much the principal is proposing to allocate towards the line item in FY26.
- **Difference**—This shows the difference between the recommended amount and the allocation.
- **Notes:** The principal must provide comments if there is a difference in what is Recommended and what is Allocated. Principals and GO Teams will discuss the rationale for the notes section.

Student Transportation-APS But	ses				\$ -	
District Funded Field To	rips	\$ 10,9	65	\$ 10,965	\$ -	
Teaching/Other Suppl	ies	\$ 14,7	50	\$ 7,000	\$ (7,750)	
Signature Program Supp	lies				\$ -	
Instructional Equipment/Furnit	ture				\$ -	
Computer Equipm	nent				\$ -	
Media Supp	lies	\$ 2,3	60	\$ 1,000	\$ (1,360)	
ook Other Than Textbooks for Instruct	tion				\$ -	
Book Other Than Textbooks for	PD				\$ -	
Textbo	oks				\$ -	
Digital/Electronic Textbo	oks				\$ -	
Dues & Fees (Instructional St	taff)			\$ 13,000	\$ 13,000	IBO Annual Fee and Teacher Trainings
Dues & Fees (Administrative St	taff)				\$ -	
Dues & Fees (Signature Program	ms)				\$ -	
Hourly Paraprofessional Tutor			\$	-	\$ -	
Hourly Parent Liaison			\$	20,003	\$ 20,003	
lourly Performing Arts Teacher			\$	-	\$ -	
Hourly PE Teacher			\$	-	\$ -	
Hourly PE Paraprofessional			\$	-	\$ -	
Hourly Reading Teacher			\$	-	\$ -	
Hourly Registrar			\$	-	\$ -	
Hourly Residency Officer			\$	-	\$ -	
Hourly School Clerk			\$	-	\$ -	
Hourly School Nurse - LPN			\$	-	\$ -	
Hourly School Nurse - RN			\$	-	\$ -	
lourly School Resource Officer			\$	-	\$ -	
Hourly School Secretary			\$	-	\$ -	
Hourly Social Worker			\$	-	\$ -	
SST RTI Intervention Specialist			\$	58,464	\$ 58,464	
Hourly Teacher			\$	-	\$ -	
Hourly Teacher Tutor			\$	-	\$ -	
ourly World Language Teacher			\$	-	\$ -	

#### NON-STAFFING TAB CONTINUED

	ouponas			
Academic Stipends	19,500	\$	19,500	\$ -
Fine Arts Stipends	0	\$	_	5 -
Athletic Stipends	0	8	_	<b>s</b> -
Career Sponsor Stipend				5 -
Ti	urnaround			
d Services for Instruction				\$ -
rofessional Development				<b>s</b> -
for Professional Learning				\$ -
Veb-Based Subscriptions				<b>S</b> -
ırnaround Transportation				\$ -
Hourly Turnaround Tutor				\$ -
S	ubstitutes			
Teacher Subs	\$ 49,025	\$	49,025	<b>S</b> -
rincipal/AP/Clerical Subs		\$	_	<b>S</b> -
Media Specialist Subs		\$	_	\$ -
Counselor Subs		\$	_	\$ -
Paraprofessional Subs		\$	_	\$ -
Substitute FICA	\$ 711	\$	711	\$ -

## DESCRIPTIONS OF STRATEGIC PLAN BREAKOUT CATEGORIES

- 1. Priorities: FY25 funding <u>priorities</u> from the school's strategic plan, ranked by the order of importance.
- 2. Strategies: Lays out specific objectives for school's improvement.
- 3. Request: "The Ask" What needs to be funded in order to support the strategy?
- **4. Amount:** What is the cost associated with the Request?

## FY26 STRATEGIC PLAN BREAK-OUT

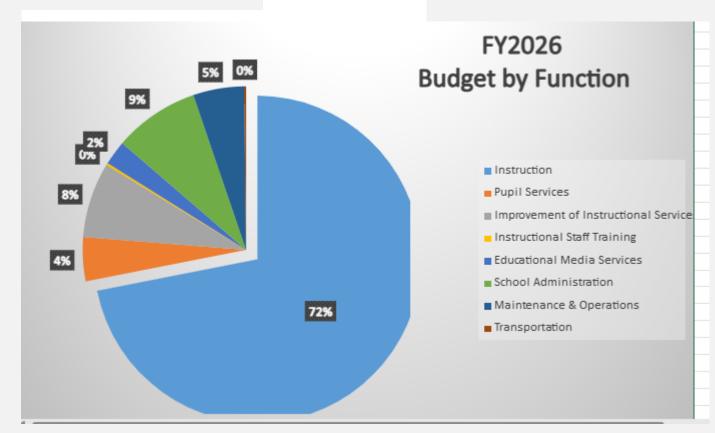
Priorities	Strategies	Requests	Amount
Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts	Implementation of the IB Philosophy creates the desired culture for Cascade to continue to be a thriving environment for all	IB Instructional Coach IBO Fees IB Materials/Supplies	\$163,075
Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones	Retain and Hire Gifted Endorsed Instructors to support students who are on grade level and above to accelerate learning and to identify students that can develop the skills	Hire a Full Time Gifted Instructor Hire a Full Time Kindergarten Paraprofessional	\$127,556 \$56,115
Focus on special education settings to improve academic conditions and proficiency levels for special education scholars	Retain a full time Special Education Lead Teacher to oversee the Special Education Services to improve the quality of instruction within the school	Retain a Full Time SELT	\$77, 318 (Amount = half of salary)

School	Cascade Elementary School
Location	0196
Level	ES
Principal	TIFFANY MOMON
Projected Enrollment	295

Account	Account Description	FTE	Budget	Per Pupil
1000	Instruction	37.05	\$4,480,722	\$15,189
2100	Pupil Services	1.75	\$270,951	\$918
2210	Improvement of Instructional Services	3.00	\$463,380	\$1,571
2213	Instructional Staff Training	-	\$13,000	\$44
2220	Educational Media Services	1.00	\$150,001	\$508
2400	School Administration	4.00	\$527,040	\$1,787
2600	Maintenance & Operations	4.00	\$315,031	\$1,068
2700	Transportation		\$10,965	\$37
	Total	50.80	\$6,231,090	\$21,122

# FY26 BUDGET BY FUNCTION (required)

\* Based on Current Allocation of School Budget



# QUESTIONS FOR THE GO TEAM TO CONSIDER AND DISCUSS

### Strategic Alignment and School-Level Flexibility

- Does this budget proposal, as a whole, effectively support our school's strategic priorities?
- How do the principal's proposed changes directly support priorities in our strategic plan? Can we clearly connect each adjustment to a strategic goal?
- If new positions, resources, or programs are being added, what data or feedback supports these changes? How will we measure their impact?
- \*What trade-offs are involved? Are any current programs or resources being adjusted or reduced, and how will that affect our students and staff?

## QUESTIONS FOR THE GO TEAM TO CONSIDER AND DISCUSS

#### **District and Cluster Priorities**

- How do these proposed changes align with district and cluster priorities? Do we foresee any challenges or misalignments?
- If the district has allocated funds for specific initiatives for example Signature Programs – how are those reflected in our budget?
- If we are sharing staff positions (e.g., nurse, counselor, teacher), how will this affect student support and service delivery at our school?

DISCUSSION OF RESERVE & HOLDBACK FUNDS

#### PLAN FOR FY26 LEVELING RESERVE

\$77,534.00\_\_\_

Strategies	Requests	Amount
Implementation of guided reading training for all staff (example- please remove)	Purchase an additional Teacher (example- please remove)	\$84, 134 (example- please remove)
Hire a Full Time In School Suspension Monitor to Support Students that need a discipline consequence for behaviors that violate school code; yet keeps students in the school setting.	Hire a ISS Monitor	\$56,115
Purchase materials and supplies that support the overall academic programs of the school to include additional web-based subscriptions that yield achievement results for students in a K-8 setting	Purchase additional materials, supplies, and resources	\$21,419
	Implementation of guided reading training for all staff (example- please remove)  Hire a Full Time In School Suspension Monitor to Support Students that need a discipline consequence for behaviors that violate school code; yet keeps students in the school setting.  Purchase materials and supplies that support the overall academic programs of the school to include additional web-based subscriptions that yield achievement results for students	Implementation of guided reading training for all staff (example- please remove)  Hire a Full Time In School Suspension Monitor to Support Students that need a discipline consequence for behaviors that violate school code; yet keeps students in the school setting.  Purchase materials and supplies that support the overall academic programs of the school to include additional web-based subscriptions that yield achievement results for students

#### WHERE WE'RE GOING

Our next meeting is the **Budget Approval Meeting** 

#### What:

During this meeting we will review the budget, which should be updated based on feedback from the staffing conference, Associate Superintendents, and key leaders. After review, GO Teams will need to take action (i.e., vote) on the FY25 Budget.

#### Why:

Principals will present the final budget recommendations for GO Team approval.

#### When:

All approval meetings must be held after staffing conferences. Budgets must be approved by March 15<sup>th</sup>.

## **WHAT'S NEXT?**

#### February

- Cluster Superintendent Review (February 17-21)
- HR Staffing Conferences (February 24– February 27)

#### March

- Final GO Team Approval Meeting (AFTER your school's Staffing Conference and BEFORE Friday, March 14<sup>th</sup>)
  - ACTION (i.e.- GO Team votes) on final budget recommendation before March 14





