Timeline

March 25: Public Engagement session (virtual)
March 28: Public Engagement session (virtual)
April 13: Public hearing on Superintendent’s budget
April 15: Board of Education budget work session
April 27: Board of Education Approves 2021-2022 budget request
May 4: Board of Education presents budget request to Mecklenburg County Board of County Commissioners
Public Engagement Sessions

Feedback from virtual community engagement sessions is consistent with focus areas addressed in the 2021-2022 budget request

• Students’ social and emotional health and well-being should receive emphasis and be included as a funding priority

• COVID funding should be allocated to address the most immediate needs of students resulting from the pandemic

• Investments in staff development are critical

• Budget must address equity, including in such areas as access to advanced coursework

• Community wants frequent and consistent communication about leading and lagging indicators on progress toward the strategic plan targets

• Strong interest in understanding difference in COVID-related funding and other state and local funding requests and needs
Pandemic Impact
Alignment with Strategic Plan 2024

Three Goals

- Every student graduates with meaningful employment or higher education opportunities.
- Every student has access to a rich, diverse and rigorous curriculum.
- Every student has access to more social and emotional support.

Targets

- Graduate 100% of students
  - 95% of students graduate with their 4-year cohort
  - 75% of students graduate with at least one DPI endorsement
- Cut gaps in college and career readiness by at least 50% overall and for each sub-group
- Increase access to rigorous coursework overall and for each sub-group

Focus Areas

- Great Teaching
- Time (OSS/ISS)
- Student Wellness
- Access to Advanced Coursework
- Academic Performance
- Health of the District
Priorities

01 Great Teaching
*Raise the level and complexity of content, build teacher knowledge and skill and engage students as independent learners.*
- Provision high-quality curriculum & resources, including interventions
- Provide comprehensive PD to support curriculum implementation and interventions
- Engage in coaching, observation & feedback to monitor progress and provide support

02 Student Wellness
*Increase the social emotional and mental health supports provided to all students and develop an organizational culture of wellness.*
- Provide additional mental health support positions
- Build faculty and staff knowledge of effective school culture / discipline practice & inclusive classroom techniques
- Provide an SEL screener and curriculum
- Broaden access to supports for specific populations of students (EL first-language SEL support, enrichment for homeless students, mobile crisis team)

03 Access to Advanced Coursework
*Ensure all students, have access to and experience success in rigorous/advanced courses,*
- Ensure tools, systems and routines for capturing students goals, especially postsecondary, and monitoring progress toward goals
- Provide equitable access to a wide range of high quality advanced options (e.g., Math I in middle school, AP, IB, CTE, etc.)
- Provide the appropriate supports to students and teachers to increase student success in advanced courses

04 Time (OSS/ISS)
*Maximize instructional time for students, reducing chronic absenteeism and out-of-school suspension disproportionality.*
- Implement a system of restorative practices, rooted in social justice, that promotes equity, social-emotional learning and positive school cultures.
- Create intervention centers focused on extending learning and social emotional supports to students.
- Provide integrated learning community behavior support

05 Academic Performance
*Build a system to support district-wide implementation of supplemental and intensive academic supports, that supplements, high quality daily instruction.*
- Provide universal screener to assess student needs
- Support school staff in application and use of screener data
- Provision interventions and provide PD to support school-based staff implementation
- Provide systems to monitor student progress

06 Health of the District
*Sustain & improve high quality support services, focus on operational improvement and innovation in non-instructional areas.*
- Modernize financial and human capital processes and systems
- Sustain and preventatively maintain CMS infrastructure & facilities
- Provide new teacher and teaching residency support
- Sustain and improve health & safety systems
Where Are We Now?

• Gaps existed before COVID-19, and impacted black and brown students in higher proportions; those opportunity gaps have widened due to the pandemic

• Approximately 50,000 students who are considered academically at-risk

• Higher numbers of students struggling with social and emotional issues
Overview of District Finances

2021-2022 Operating Budget - INCLUDING TEMPORARY ONE-TIME FEDERAL COVID FUNDING

Sources

- Federal - CRRSA (ESSER II) - 5%
- Federal - CARES Act & GEER - <1%
- Federal and Other Grants - 7%
- County - 26%
- State - 45%
- Other and Special Revenue - 1%
- Federal - ARP - (ESSER III) - 15%

Uses

- COVID - Salaries - 2%
- COVID - Benefits - 1%
- COVID - Unbudgeted - 15%
- COVID - Purchased Services - 2%
- COVID - Supplies and Materials - 1%
- Supplies and Materials - 3%
- Furniture and Equipment - <1%
- Purchased Services - 7%
- Benefits - 19%
- Salaries - 46%

$2.1 billion - 2021-2022 Operating Budget (does not include Capital or Enterprise funds)
143,856 projected enrollment
$14,112 Budgeted Cost per Pupil (without charter school pass-through funding)

*CRRSA (ESSER II) - Coronavirus Response and Relief Supplemental Appropriations
**ARP (ESSER III) - American Rescue Plan
COVID-19 Emergency Relief Funding

What will we discuss in this section?

Detailed information about the new Elementary & Secondary School Emergency Relief Funds (ESSER II, III)

Alignment of major investments planned for ESSER II (CRRSA)

Planning process & stakeholder engagement for ESSER III (ARP)
## COVID-19 Pandemic: Emergency Relief Funds

### Elementary & Secondary School Emergency Relief Funds (ESSER)

<table>
<thead>
<tr>
<th>ESSER I</th>
<th>ESSER II</th>
<th>ESSER III</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coronavirus Aid, Relief, &amp; Economic Securities Act (CARES)</td>
<td>Coronavirus Response &amp; Relief Supplemental Appropriations Act (CRRSA)</td>
<td>American Rescue Plan Act (ARP)</td>
</tr>
<tr>
<td>$33.6 M</td>
<td>$141.9 M</td>
<td>$317.5 M</td>
</tr>
<tr>
<td><em>Additional CARES Funds: $7.3 M</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>June 2020 - Sept 2022</td>
<td><strong>June 2021 - Sept 2023</strong></td>
<td><strong>June 2021 - Sept 2024</strong></td>
</tr>
</tbody>
</table>

*Additional CARES funds with specific purposes (tutoring, EC, SEL staff, digital curriculum, Canvas) were provided in Feb 2021

**ESSER II & ESSER III Applications are due on May 7th so we anticipate receiving the funds in late May or early June.
COVID-19 Pandemic Emergency Funds: Why?

The COVID-19 Pandemic has caused an increase in needs in a variety of areas:

- Social Emotional Learning needs
- Mental health needs
- Unfinished Instruction & Academic needs
- Needs of special populations
- Course performance
- Chronic Absenteeism
- Staffing needs
- Technology needs
- Facility & indoor air quality needs
- Cleaning & sanitation needs
- Personal protective equipment needs
Increased need, but continued commitment to our goals

Commitments & Strategies that respond to the increased need created by the COVID-19 pandemic

Commitments & Strategies based on the needs prior to the COVID-19 pandemic
# ESSER II (CRRSA) & ESSER III (ARP)

## Purpose of the COVID-19 Pandemic Funds
- Prevention Of…
- Reduction Of…
- In Response To…

## Allowable Uses of ESSER II & III Funds

<table>
<thead>
<tr>
<th>Student Learning Needs</th>
<th>Health &amp; Safety</th>
<th>Continuity of Services &amp; Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Addressing Learning Loss</td>
<td>● Preparing &amp; Responding to COVID-19: Sanitation, Personal Protective Equipment</td>
<td>● Planning for &amp; coordinating long-term closures</td>
</tr>
<tr>
<td>● Summer Learning &amp; Supplemental After School programs</td>
<td>● Coordinating with local health authorities</td>
<td>● Activities necessary to maintain operation and continuity of services</td>
</tr>
<tr>
<td>● Activities to address the unique needs of special populations</td>
<td>● School facility repairs and improvements to reduce the risk of virus transmission</td>
<td>and continue employing existing staff</td>
</tr>
<tr>
<td>● Technology for students for remote &amp; hybrid learning</td>
<td>● Improvement of Indoor Air Quality</td>
<td></td>
</tr>
<tr>
<td>● Mental health services &amp; supports</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## ESSER II (CRRSA) & ESSER III (ARP)

**Purpose of the COVID-19 Pandemic Funds**
- Prevention Of...
- Reduction Of...
- In Response To...

### Restrictions & Requirements

<table>
<thead>
<tr>
<th>All Federal Funds</th>
<th>ESSER II (CRRSA) &amp; ESSER III (ARP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Supplemental</td>
<td>● State Maintenance of Effort Provision</td>
</tr>
<tr>
<td>● Reasonable &amp; Necessary</td>
<td>● 20% or more of ESSER III (ARP) funds must be used for activities to address learning loss</td>
</tr>
<tr>
<td>● Aligned to Purpose</td>
<td>● ESSER III (ARP) includes a State &amp; Local Maintenance of Equity Provision</td>
</tr>
<tr>
<td>● Aligned to Allowable Uses</td>
<td>● ESSER III (ARP) requires the district to make a plan to safely bring students back into schools for in-person instruction within 30 days of receiving the funds. The plan must include &amp; respond to community input.</td>
</tr>
</tbody>
</table>
Optimization of COVID Funding (CGCS)

Overarching Goals: High-level outcomes for ESSER investments

1. Safely reopen schools for all students.
2. Address pre- and post-pandemic unfinished learning.

Emerging high-level strategies for achieving these goals:

1. Attend to the immediate health and safety requirements as well as the social, emotional, and mental health needs of students and adults.
2. Ensure grade-level, standards-aligned instruction with just-in-time academic and social emotional support.
3. Invest in staff capacity and lasting infrastructure that closes the opportunity, resource, and digital divides and ensures equitable outcomes for all current and future students.

Guiding Questions:

1. How does each ESSER investment address one of these three goals?
2. What is the logic model?
3. What is the evidence?
COVID-19 Emergency Relief Funding

What will we discuss in this section?

Detailed information about the new Elementary & Secondary School Emergency Relief Funds (ESSER II, III)

Alignment of major investments planned for ESSER II (CRRSA)

Planning process & stakeholder engagement for ESSER III (ARP)
Alignment with Strategic Plan 2024

Three Goals

1. Every student graduates with meaningful employment or higher education opportunities.
2. Every student has access to a rich, diverse and rigorous curriculum.
3. Every student has access to more social and emotional support.

Focus Areas

- Great Teaching
- Access to Advanced Coursework
- Student Wellness
- Time
- Academic Performance
- Health of the District

CRRSA Investments

- Technology
- Academics
- CAMP CMS
- Student Wellness & Academic Support
- Health & Safety
- Staffing

Measuring Impact (Leading)

- Focus Area teams are developing action plans & confirming leading indicators as part of the planning process this spring and summer.

Targets^:

- Graduate 100% of students
- 95% of students graduate with their 4-year cohort
- 75% of students graduate with at least one DPI endorsement
- Cut achievement gaps in college/career readiness by at least 50% overall and for each sub-group
- Increase access to rigorous coursework overall and for each sub-group

^Will be revised with 2020-21 as a baseline year
2021 Summer Program: CAMP CMS ($39 M)

Why?
CMS has identified over 50,000 students that have increased academic needs as a result of the COVID-19 pandemic.

Alignment to strategic plan:

- Every student graduates with meaningful employment or higher education opportunities.
- Every student has access to a rich, diverse and rigorous curriculum.
- Every student has access to more social and emotional supports.

Measuring Impact:

- Student Enrollment, Attendance, Course performance, additional leading indicators identified by focus area teams

Planned ESSER II (CRRSA) Investments

- Transportation
- Staffing
- Incentive Pay for Staff
- Instructional Supplies & Materials
Student Wellness & Academic Support ($4.8 M)

Why?
Panorama data indicates CMS students would benefit from support in specific areas of social emotional learning. As students transition back to in-person instruction it is critical that we have supports in place for social emotional learning and to decrease absenteeism and suspensions.

Alignment to strategic plan:
- Every student has access to more social and emotional supports.

Measuring Impact:
- Panorama Data, Absenteeism, Suspension Data, additional leading indicators identified by focus area teams

Planned ESSER II (CRRSA) Investments
- Social Emotional Learning Resources
- Behavior Support Staff trained in restorative practices and supports for social emotional learning
- Aimsweb Monitoring Tool & Training
- Transportation for MCV students to attend after school tutoring/enrichment
- Nurse Extenders
Technology ($10 M)

Why?
By September 2021, over 44,000 student chromebooks will no longer be supported by Google (due to age). Replacement of these chromebooks is critical to ensure all CMS students have access to current technology for remote, hybrid, and in-person instruction.

Alignment to strategic plan:
● Every student has access to a rich, diverse and rigorous curriculum.

Measuring Impact:
● Student access to current technology for remote, hybrid, & in-person instruction

Planned ESSER II (CRRSA) Investments
● Replacement of Aging Student Devices
● Technology to support remote & hybrid instruction: 360 cameras, wireless headsets, monitors, document cameras
Academics ($14.9 M)

Why?
The COVID-19 pandemic has increased academic needs and unfinished instruction. It is critical that we provide the resources, professional development, and support necessary to meet the needs of students and teachers.

Alignment to strategic plan:

- Every student graduates with meaningful employment or higher education opportunities.
- Every student has access to a rich, diverse and rigorous curriculum.

Measuring Impact:

- Course performance, NWEA Measures of Academic Progress (MAP) scores, Teacher Practice, additional leading indicators identified by focus area teams

Planned ESSER II (CRRSA) Investments

- Math & ELA Intervention Resources
- Professional Development for Teachers & Instructional Leaders
- Specialized Curriculum Resources
- Online Texts
- Secondary School-Based Math & ELA Support
Health & Safety ($43.7 M)

Why?
Prevention and reduction of the spread of COVID-19 is critical to ensuring our schools are safe for in person learning. Improving indoor air quality, using personal protective equipment, and minimizing high touch surfaces all contribute to make our schools safer.

Alignment to strategic plan:
- Every student graduates with meaningful employment or higher education opportunities.
- Every student has access to a rich, diverse and rigorous curriculum.
- Every student has access to more social and emotional supports.

Measuring Impact:
- Meeting or exceeding guidelines for prevention & reduction of the spread of COVID-19

Planned ESSER II (CRRSA) Investments
- Personal Protective Equipment
- HVAC Optimization
- Needlepoint Bipolar Ionization
- Portable Dehumidifiers
- Gym Dehumidification
- Water Bottle Fillers
Staffing ($22.9 M)

Why?
Retaining the current CMS workforce is critical to continuing to provide services to students.

Alignment to strategic plan:
- Every student graduates with meaningful employment or higher education opportunities.
- Every student has access to a rich, diverse and rigorous curriculum.
- Every student has access to more social and emotional supports.

Measuring Impact:
- Select Human Resources Indicators

Planned ESSER II (CRRSA) Investments
- COVID Recovery Enhancement Staffing for 2021-2022 (teacher allocation stabilization)
- COVID local leave (phase 3)
- ASEP/ BSEP
- *Additional Responsibility Stipend for certified school-based staff

*part of unbudgeted reserve in proposed budget
Anticipated Federal COVID Funding:

Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Funding Summary - $141.9M (available for use through Sept 2023)

American Rescue Plan (ARP) funding estimated at $317.5M is also anticipated in late spring (available for use through Sept 2024)
Planning for the ESSER III (ARP) Funds

Strategic Response Plan:
- Meaningful, Measurable, Impactful
- Responsive to increased needs due to COVID-19
- Aligned to the CMS Strategic Plan 2024
- Planning process embedded in work of Focus Area Teams
- Use of resources from Council of Great City Schools

Multiple phases to address immediate & long term needs
- **Phase 1:** Immediate Needs
- **Phase 2:** Long Term Transformation

Who will be involved?
- Stakeholders - Input & Feedback
- Focus Area Teams - Planning
- CMS District Leadership - Vetting & Alignment for a cohesive plan
Planning for the ESSER III (ARP) Funds: Process

Stakeholder Input
- Staff, Students, Families, & Community
- Multiple opportunities for engagement

Focus Area Team Phase I Planning
- Focus on Immediate Needs
- Informed by stakeholder input
- Use of Council of Great City Schools Guidance

Focus Area Team Phase II Planning
- Focus on long term transformation
- Informed by stakeholder input
- Use of Council of Great City Schools Guidance

Continuous Improvement

Vetting & Alignment

Stakeholder Feedback
Planning for the ESSER III (ARP) Funds: Stakeholder Engagement

Who?
- Students & Families
- Teachers, School Leaders & Support Staff
- Central Office Staff
- Community Members
- CMS Board of Education

What?
- Input to inform planning
- Feedback on emerging plans

How?
- Engagement through an online platform: ThoughtExchange
  - Share your thoughts & rate thoughts that others have shared
- Engagement through existing meetings
  - Ex: Superintendent’s Teacher Advisory Council, Leadership Meetings, Community Sessions, COVID-19 District Response Team
Local Funding Requests 2021-2022
County Funding Request

Employee Investment

Salaries and Benefits
Proposed 3% salary increase for staff
Anticipated state mandated health and retirement increases

$10.1M
County Funding Request

Facilities

Preventive Maintenance
Maintaining building components and systems in optimal condition to reduce the risk of breakdowns and emergency repairs. Examples of funding uses:

- **Fire Protection**
  - Fire safety services (fire extinguishers)
  - Sprinkler maintenance
  - Fire Alarm Monitoring
- **HVAC**
  - Chiller and cooling tower maintenance
  - Boilers preventive maintenance
- **Roofing**
  - Regular inspection of downspouts, gutters and storm drainage systems
  - Roof cleaning

$5.0M
County Funding Request

Facilities

Operating Costs for additional square footage*  
(three new schools and a replacement school) opening fall 2021

* 416,107 additional square feet

$2.1M
County Funding Request

Enterprise Resource Planning $1.5M
Systems Modernization (year 3)
• Modernize financial and human capital processes and systems

Compliance and Legal Departments $.3M
• Staffing and operating expenses
County Funding Request

Student Wellness and Academic Support  $3.9M

- Social workers and school psychologists
- Mental health support
County Funding Request

Behavior and Support Centers $0.2M

- Many behaviors don’t warrant out of school suspension but do require support and redirection
- Ten pilot sites in middle and high schools
- Designed to create a new in-school suspension model to eventually be used across the school district.
- Focuses on providing a psychologically safe place for students to be coached on behavior responses while also remaining engaged in classroom work.
- Goal is reducing recidivism by identifying the root of the behavior and providing the tools students need to respond appropriately; will also analyze adult behavior to determine if there are areas that need to be addressed
County Funding Request

Charter school student growth (pass-through funding)

- 1,970 additional students in charter schools

$7.6M
<table>
<thead>
<tr>
<th>Description</th>
<th>2020-21 Adopted County Appropriation</th>
<th>2021-22 Proposed County Appropriation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revisions for One-Time Funding (PM and ERP- year 2)</td>
<td>(4,117,182)</td>
<td></td>
</tr>
<tr>
<td>2020-21 Base Budget (County funding)</td>
<td>520,815,366</td>
<td>551,426,019</td>
</tr>
<tr>
<td>Investing in Our Employees</td>
<td>10,123,798</td>
<td></td>
</tr>
<tr>
<td>Facilities</td>
<td>7,059,730</td>
<td></td>
</tr>
<tr>
<td>ERP System Modernization</td>
<td>1,500,000</td>
<td></td>
</tr>
<tr>
<td>Charter School Student Growth (pass-through funding)</td>
<td>7,631,541</td>
<td></td>
</tr>
<tr>
<td>Program Expansion and New Initiatives</td>
<td>4,295,584</td>
<td></td>
</tr>
<tr>
<td>Change From Prior Year Appropriation</td>
<td>26,493,471</td>
<td></td>
</tr>
</tbody>
</table>
Capital: Facility Sustainment Request ($18M)

Mecklenburg County provided $13M in our 2020-2021 capital budget to continue to address the replacement of major building components. 2021-2022 request is for $18M in capital budget to address these ongoing concerns.

During FY22, CMS has planned various replacements including:

- Boiler and Chiller Replacements
- Replacement Playgrounds
- Repaving Parking Lots
- Track and Tennis Court Refurbishments
- Lighting Upgrades
- Stormwater Improvements
Receiving annual funding of $18M per year or greater would allow CMS to:

- Increase the life cycle of the building and system components
- Delay major capital outlays at various schools
Capital: 2021-22 Capital Outlay ($4.9M); Bus Garages ($10.5M); Security Request ($2.1M)

Capital outlay funding for various minor repairs/replacements such as:

- HVAC component replacements
- Fire alarm component replacements
- Electrical upgrades
- Intercom component replacements
- Digital sign replacements
- Flooring repair/replacements
- Mobile deck replacements

Erect two 20,000 sq. ft. bus garages at Downs Road and Northpointe Transportation Centers

Security funding for projects such as:
- Camera server upgrades at remaining 64 schools
- Exterior door replacements at middle schools
The Operating Budget, excluding temporary COVID-related federal funding, increased by 2.9% over prior year.

Temporary one-time COVID-related federal funding will allow us to address the many impacts of the pandemic for our students over the next several years while also advancing performance toward Strategic Plan 2024 targets.

* Includes $446.1M in temporary COVID-related funding available for use in fiscal years 2022-2024.
Questions and Discussion
Thank You