



## Guiding Change: 2020-21 Budget Adjustments (Desirable, Feasible, Sustainable)

### **Hastings Public Schools Mission Statement:**

*The mission of the Hastings Public Schools, working in partnership with the family and the community, is to educate individuals to be responsible, lifelong learners who possess the skills, knowledge, creativity, sense of self-worth, and ethical values necessary to thrive in a rapidly changing, culturally diverse, global society.*

Context and Current Reality	Desired Results	Unacceptable Means
<b>External and Internal:</b> <ul style="list-style-type: none"><li>• We have a very strong music program.</li><li>• We are commitment to equity focused programming.</li><li>• We have declining enrollment.</li><li>• Deficit of \$1.6m.</li><li>• We have a supportive community of our schools and students both financially and engagement. There is a connection.</li><li>• Our Health Care (self-funded) is unknown in pandemic.</li><li>• Our schools are becoming more diverse.</li><li>• We do not know what the status of state funding will be.</li><li>• We support and prepare students for multiple options once graduated.</li><li>• Additional staffing was approved for mental health/special services.</li><li>• There is community support around many different sporting programs.</li><li>• There is business and foundation support for scholarships, programming, etc.</li><li>• Unknown tax collection for second half of year.</li></ul>	<b>What do we want?</b> <ul style="list-style-type: none"><li>• A balanced and sustainable budget.</li><li>• Outcomes developed through multiple voices</li><li>• Multi-year conversation about making adjustments. May need to only partially adjust in year one.</li><li>• Hoping that we do not have program eliminations.</li><li>• Hoping that our class sizes can remain low.</li><li>• Maintain focus and growth on equity programming.</li><li>• Maintain focus on mental health.</li><li>• We value and want to protect our fine arts program as much as possible.</li><li>• We value and want to protect our athletic programming.</li><li>• We value offering students multiple career pathways.</li></ul> <b>9-9-20 Draft</b>	<b>What won't we do? What will we not impact?</b> <ul style="list-style-type: none"><li>• We won't violate federal/state law.</li><li>• We won't do anything that would impact the health and safety of our staff and students.</li></ul>