



Fair Student Funding Working Group Meeting #3

August 2022

Agenda

- Welcome from Co-Chairs
- Opening and Goals
- Continue Building Context and Background Knowledge
- Defining the Problem
- Working Group Breakouts
- Feedback Form and Next Steps

Goals of the FSF Working Group

- Reviewing and making recommendations relating to the Fair Student Funding formula, including the categories, types of students, grade levels, and weights within the formula, in order to best meet the needs of students citywide, while keeping equity at the core of our work.
- Developing recommendations in time to inform the FY 2024 FSF formula

Norms

- Transparency, visibility, and discussion will be prioritized
- Assume positive intent and lead with intentionality—if a disagreement does arise, it will be proactively addressed
- Step up and step back – making space for all to share

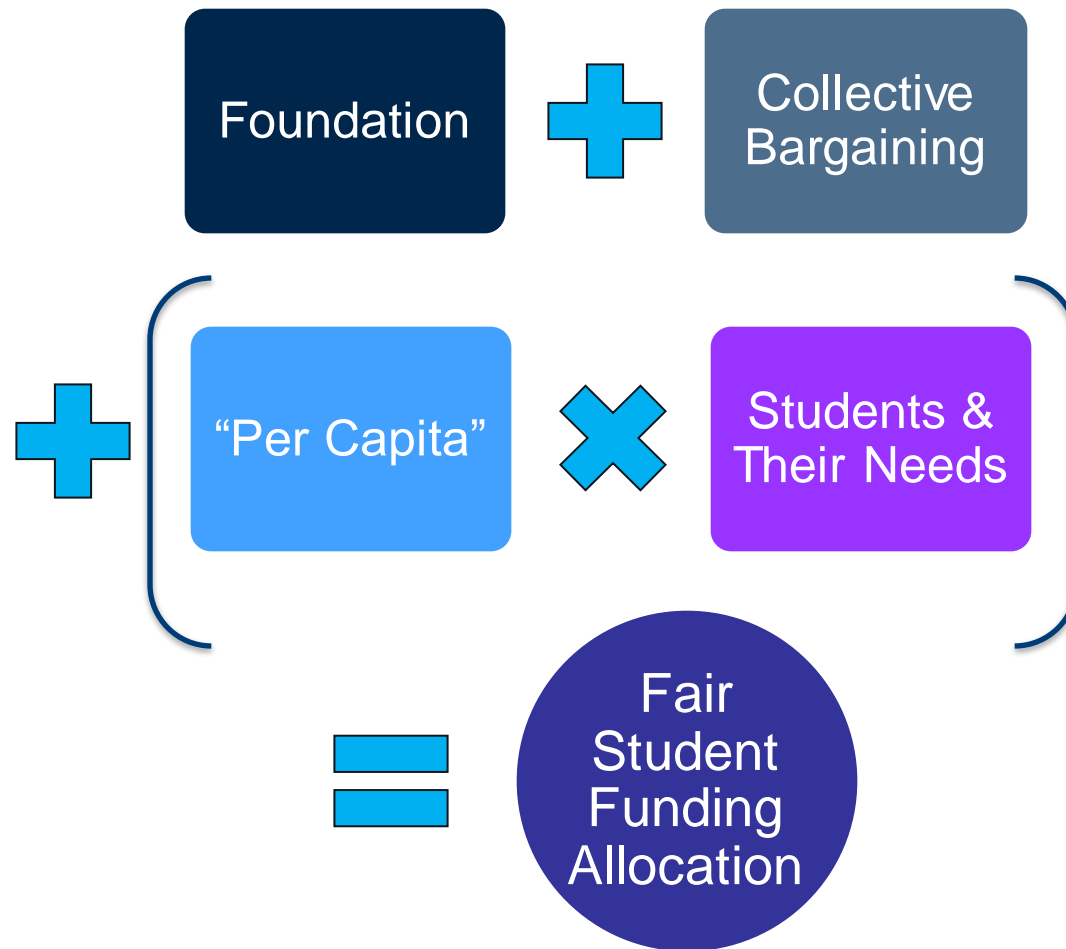
A Deeper Dive into the Fair Student Funding Formula



August 2022

DEEPER DIVE: BASE INPUTS IN THE FSF FORMULA

The Four Building Blocks Combine to Total a School's Fair Student Funding Allocation



Foundation: Each School Receives a \$225,000 Allocation for Basic School Needs

- All schools receiving FSF, regardless of registers or type, receive a lump-sum foundation of \$225,000.
 - The dollars are not tagged to particular positions but generally support what all schools need regardless of size – a Principal and school secretary.
 - Principals also receive additional collective bargaining funding.
- Schools can finance additional administrative staff using resources from the per-student allocations, other allocations such as parent coordinators, and other programmatic supports provided on a per-school basis.

Collective Bargaining: Embedded Within Fair Student Funding is “Collective Bargaining” Funding for School Staff

- DOE regularly negotiates additional collective bargaining agreements with our workforce.
- For each school, we annually calculate the pay increases school staff are scheduled to receive and increase the school’s Fair Student Funding allocation by that amount.
- These increases are fully funded based on staff at the school.

The Per Capita in Fair Student Funding

- The “per capita” – or the value of a weight of 1 – varies every year as a function of average teacher salary adjusted for collective bargaining. This is then multiplied by special population weights.
- This is because the cost of teachers drives expenses at schools – over 85% of FSF is generally used for teachers.
- DOE has updated the base weight amount annually. In FY 2023, average teacher salary decreased for the first time in several years as a result of increased retirements.

	<u>Base Weight</u> <u>Amount</u>
FY 2019	\$4,084.80
FY 2020	\$4,109.01
FY 2021	\$4,137.85
FY 2022	\$4,223.00
FY 2023	\$4,197.19

Why Does the Formula use the Citywide Average Teacher Salary to Estimate the Cost of all Teachers?

- Before FSF, schools received funding to support their actual teacher's salaries, regardless of what those salaries were.
 - This created systemic inequities because it meant that more money went to schools with more experienced and higher-paid teachers and less money to schools for having lower-paid and less experienced teachers – often our neediest schools.
- FSF funds all schools using the Citywide average teacher salary to address this inequity.
 - Schools are funded based on the needs of their students, not the salaries of their teachers. Under this approach, a school no longer receives less money because it has less experienced teachers.
 - Schools with less-experienced teachers can invest their additional purchasing power in professional development and mentoring for their staff.

DEEPER DIVE: SPECIAL POPULATION WEIGHTS

The SY 2022-23 Fair Student Funding Weights

<u>Grade Base Weight</u>	<u>Weight</u>
Grades K-5	1.00
Grades 6-8	1.08
Grades 9-12	1.03

<u>Academic Intervention</u>	<u>Weight</u>
Poverty K-12	0.12
Below Standards 4-5	0.25
Below Standards 6-8	0.35
Below Standards 9-12	0.25
Well Below Standards 4-5	0.40
Well Below Standards 6-8	0.50
Well Below Standards 9-12	0.40
Heavy Graduation Challenge (OAUC) ¹ Over-the-Counter (OTC) 9-12	0.40

<u>English Language Learners</u>	<u>Weight</u>
Standalone English as a New Language (ENL) K-5	0.40
Standalone English as a New Language (ENL) 6-12	0.50
Bilingual K-5	0.44
Bilingual 6-12	0.55
Commanding K-5	0.13
Commanding 6-12	0.12
Students with Interrupted Formal Education (SIFE)	0.12

<u>Special Education</u>	<u>Weight</u>
Low Intensity <=20%	0.56
Moderate Intensity 21% to 59%	1.25
Less Inclusive >=60% K-8	1.18
Less Inclusive >=60% 9-12	0.58
More Inclusive >=60% K	2.09
More Inclusive >=60% 1-12	1.74
Post IEP Transitional Support	0.12

<u>Portfolio High Schools</u>	<u>Weight</u>
Career and Technical Education (CTE) Tier 1	0.26
Career and Technical Education (CTE) Tier 2	0.17
Career and Technical Education (CTE) Tier 3	0.12
Career and Technical Education (CTE) Tier 4	0.05
Specialized Academic	0.25
Specialized Audition	0.35
Transfer Heavy Challenge (OAUC) ¹	0.40
Transfer Non-Heavy Challenge	0.21

Fair Student Funding Pays for K-12 Classroom Staff and Student Supports at DOE Community District Schools

- FSF Funded Classroom Staff and Student Supports include:
 - School leadership: Principals, Assistant Principals, Deans
 - Classroom staff: Teachers (both General Education and Special Education) and classroom paraprofessionals
 - Pupil support: Guidance counselors, social workers
 - Administrative support: School aides, secretaries
 - School-based purchases: classroom supplies and services
- Services funded outside of FSF include:
 - Mandated Individual Education Plan (IEP) related services and IEP paraprofessionals (e.g., speech teachers, occupational therapists, and 1:1 paraprofessionals)
 - Pre-K and 3-K programs
 - Charter schools and District 75 schools

More Details on Weights: Grade Weights Cover the Cost of a Student's Basic Instructional Services

FSF Category Type of Pupil Need and Grade Span	Weights	FY 2023 Per Capita
Grade Weight - All Pupils: K-5	1.00	\$4,197.19
Grade Weight - All Pupils: 6-8	1.08	\$4,533.31
Grade Weight - All Pupils: 9-12	1.03	\$4,322.70

- Basic instructional services include:
 - Classroom instruction such as teachers, paraprofessionals, and absence coverage.
 - Instructional support such as guidance counselors, after-school programs, materials, and supplies.
- Middle school weights are larger due to a drop-off in student achievement and greater social-emotional needs, as well as professional activity periods for teachers.
- High school weights are larger due to additional administrative personnel, more costly non-personnel expenses (e.g., science lab equipment), and electives with smaller class sizes.

Academic Intervention Weights Are Targeted to Students with the Greatest Academic Need

FSF Category Type of Pupil Need and Grade Span	Weights	FY 2023 Per Capita
Academic Intervention - Poverty*	0.12	\$503.66
Academic Intervention - 4-5 Below	0.25	\$1,048.77
Academic Intervention - 6-8 Below	0.35	\$1,468.91
Academic Intervention - 9-12 Below	0.25	\$1,048.77
Academic Intervention - 4-5 Well Below	0.4	\$1,678.45
Academic Intervention - 6-8 Well Below	0.5	\$2,099.66
Academic Intervention - 9-12 Well Below	0.4	\$1,678.45
Academic Intervention - 9-12 Heavy Graduation Challenge OTC	0.4	\$1,678.45

*Poverty funds eligible pupils in all grades for schools beginning before 4th grade, i.e. K-5, K-6, K-8, K-12, where test scores are not available for students in incoming grades.

- Academic intervention weights are based on test scores, or poverty when test scores are not available.
- Test scores are not available for students beginning in school before, grade 4, so the DOE uses poverty to estimate academic need for most elementary school students.
- Students receive weights based on their status when they enter a school. If a student improves their performance compared to when they enter school, the school continues to keep academic intervention funding for that student.
 - Students with no scores are weighted in proportion to the rest of the school.

English Language Learner Weights are Targeted at Students Learning English As Per State Regulations

FSF Category Type of Pupil Need and Grade Span	Weights	FY 2023 Per Capita
English Language Learner - K-5 Freestanding English as a New Language (ENL)	0.40	\$1,678.45
English Language Learner - 6-12 Freestanding English as a New Language (ENL)	0.50	\$2,099.66
English Language Learner - K-5 Bilingual	0.44	\$1,846.76
English Language Learner - 6-12 Bilingual	0.55	\$2,308.45
English Language Learner - K-5 Former ELL (Commanding)	0.13	\$545.63
English Language Learner - 6-12 Former ELL (Commanding)	0.12	\$503.66
English Language Learner - K-12 Student with Interrupted Formal Education (SIFE)	0.12	\$503.66

- English Language Learner weights are based on the cost of providing students with the programming required under New York State Commissioner’s Regulations Part 154.
- Weights are slightly higher in the upper grades and for bilingual programs as additional programming for upper-grade and bilingual students are required under State regulations.
- These weights were increased in the 2016-17 school year to support changes in State regulations regarding service provisions to English Language Learners.

Special Education Weights Fund Students Based on the Services Required by Their IEP

FSF Category Type of Pupil Program and Grade Span	Weights	FY 2023 Per Capita
Special Education Programs – Low Intensity <=20%	0.56	\$2,350.68
Special Education Programs – Moderate Intensity 21% to 59%	1.25	\$5,248.93
Special Education Programs - K-8 Less Inclusive >=60%	1.18	\$4,956.12
Special Education Programs - 9-12 Less Inclusive >=60%	0.58	\$2,451.51
Special Education Programs - K More Inclusive >=60%	2.09	\$8,764.65
Special Education Programs - 1-12 More Inclusive >=60%	1.74	\$7,303.71
Special Education Programs - K-12 Post IEP Support	0.12	\$503.66

- The number of periods per week of special education services required under a student’s IEP determine a student’s weighting under the formula.
- The services included in this calculation are SETSS, Special Class, and ICT.
- Not included in the calculation – and not included in the Fair Student Funding formula – are related services such as counseling, speech therapy, OT, and PT; IEP teachers and IEP/504 paraprofessionals; and adaptive physical education teachers.
 - These are funded through separate allocations.

Portfolio Weights Ensure High Schools With Unique Educational Models are Adequately Funded

FSF Category Type of Pupil Need and Grade Span	Weights	FY 2023 Per Capita
Portfolio High Schools - CTE Tier 1	0.26	\$1,091.31
Portfolio High Schools - CTE Tier 2	0.17	\$713.71
Portfolio High Schools - CTE Tier 3	0.12	\$503.11
Portfolio High Schools - CTE Tier 4	0.05	\$209.54
Portfolio High Schools - Specialized Academic	0.25	\$1,048.77
Portfolio High Schools - Specialized Audition	0.35	\$1,468.91
Portfolio High Schools - Transfer - Heavy Graduation Challenge	0.40	\$1,678.45
Portfolio High Schools - Transfer - Regular Graduation Challenge	0.21	\$874.73

- The classes being offered by a particular high school are the determinant of weighting under the portfolio portion of the formula.
- CTE program tier weighting is based on how expensive it is to provide the necessary materials for the educational program. For example, “Tier 1” programs include nursing and aviation, while “Tier 4” schools include business, marketing, and law.
- Transfer schools receive funding based primarily on how far students were from graduating when they enrolled in a transfer school.

Students in Temporary Housing Receive Additional Supports Outside the Formula

- In addition to supports funded through Fair Student Funding, DOE also provides the following additional services outside FSF to exclusively to support STH students:

	<u>Amount</u>
Title I Funding for STH-specific Services	\$74 million
Social Workers for Students in Shelters	\$21 million
Community Coordinators in Schools	\$11 million
Nursing, Mental Health & Vision Screening	\$3 million
Field and Central Program Management	\$7 million
Total	\$116 million

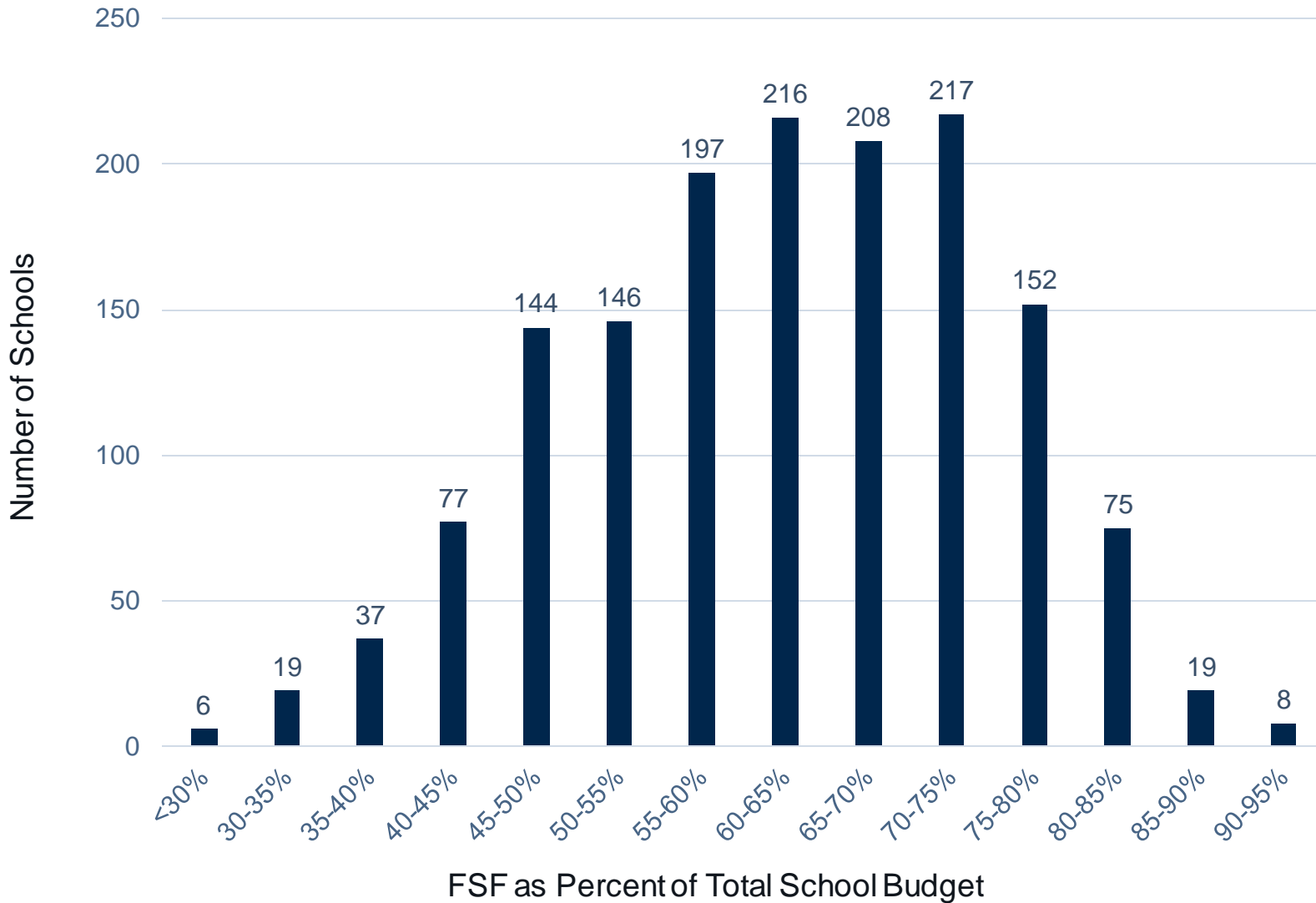
- This year, an additional \$33 million of stimulus money will support the needs of our students in temporary housing, supporting additional community coordinators and more.

Changing Weights Without New Funding Would Result in Some Schools Losing Funding

- The amount of money available to distribute to schools is a fixed pot, which is set by the City's budget, proposed by the Mayor and adopted by the City Council.
- Without additional funding, we would need to decrease existing weights in order to add new ones.
- For example, creating an STH weight – as some advocates have suggested – would require us to identify tens of millions in funding from other sources within FSF.
- ELL and Special Education weights are calculated based on mandates, and funding cannot be repurposed from them easily. As a result, doing so would require significantly reducing the existing weights for academic intervention services or for CTE programming.

DEEPER DIVE: VARIATIONS ACROSS SCHOOLS IN FSF

On Average, FSF Makes Up Two-Thirds of District 1-32 School Budgets



Outcomes 3-8 Avg...

New York FY18-19 Expenditures vs. Outcomes



Activity: Defining our Problem



Activity: Defining Our Problem

- In order for us to develop meaningful recommendations, it's critical we develop an understanding of the problem that we are trying to address with our recommendations.
- Visit the “Identifying the Problem” Jamboard and answer the three questions
 - What is the problem that you think we are trying to solve for?
 - If we solve the problem, what will be the impact on schools?
 - If we solve the problem, what will be the impact on students?

Interest Area Group Breakouts



Working Group Interest Areas

- Special Populations Weights
 - > Including Student with Disabilities, English Language Learners and Academic Intervention Services
- Poverty: Rates and Weights
- Meeting the Diverse Needs of All NYC Public Schools
- Portfolio Weights
- Public Engagement

Group Members

Special Population Weights	Poverty: Weights and Rates	Meeting the Diverse Needs of All NYC Public Schools	Portfolio Weights	Public Engagement	Potential Future FSF WG Scope
Randi Levine, Sam Weinberger, Paullette Healy, Charlie Huang, Constance Asiedu,	Reana Akthar, Masis Sarkissian, Tazin Azad, Marina Marcou O' Malley,	Jan Atwell, Sheree Gibson, Liz Haela, Alan Ong, Kaliris Salas Ramirez, Mary Vaccaro, Jan Atwell, Jasmine Gripper, Tom Sheppard, Melessa Avery	Ted Leather, Santa Soriano Vazquez, Kaliris Salas-Ramirez		

Task for the Small Groups

- When thinking about the problem that we must solve, name three priorities that your small working group will have to consider:
 - What do you know?
 - What do you need to know?
 - What information do you need?
- Record your responses in the Deck, Accessible for each group here.

Share Out

- What did your group discuss? Were you able to identify a problem?
- What were some key takeaways from the conversation?
- What additional information does your group need to consider approaches to solving your problem?

Working Group: Proposed Timeline

July

- Launch and identify Chairs
- Review current Fair Student Funding Formula (FSF)

August

- Presentations from experts
- Consider specific opportunities for improvement and potential solutions

September

- Consider specific opportunities for improvement and potential solutions
- Conduct public engagement sessions

October

- Finalize recommendations

List of Meeting Dates for the Working Group

- Meeting #3: Thursday, August 18th, 12:30pm to 1:30pm
- Meeting #4: Thursday, September 1st, 12:30pm to 1:30pm
- Meeting #5: Thursday, September 15th, 4pm to 5pm
- Meeting #6: Thursday, September 29th, 4pm to 5pm
- Meeting #7: Thursday, October 13th, 4pm to 5pm
- Meeting #8: Thursday, October 27th, 4pm to 5pm

Feedback Form

- Please complete the feedback form here
- A follow up email will be sent with the link following this meeting
- Co-Chairs will work with the Facilitator to use this information to drive the agenda-setting for our next meeting

FOR MORE INFORMATION

- Email us at FairStudentFunding@schools.nyc.gov
- Visit: www.nyc.gov/schools
- All Meeting Minutes and Meeting Resources are Posted at:
 - <https://infohub.nyced.org/reports/financial/financial-data-and-reports>