

“You Want What?”

Does Your Budget Match Your CSIP

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Objectives

- Identify what documents should drive budget decisions.
- Create means to track and document rationale for budget decisions.
- Discuss key areas where goals-driven budgeting can have impact.



What is Your Budgeting Philosophy?

Incremental budgeting - adjusting based upon last year's budget

Activity-based budgeting - what is needed to support this desired activity

Value proposition budgeting - what value does the budget amount add to our district

Zero-based budgeting - all expenses are justified (discretionary vs essential)



Turn and share with your neighbor which of the following you use most often.



Who is involved?

Board members

Community members

District administrators

Accounting personnel

Human resources

Building admin and department directors

Front line employees



Documents Needed

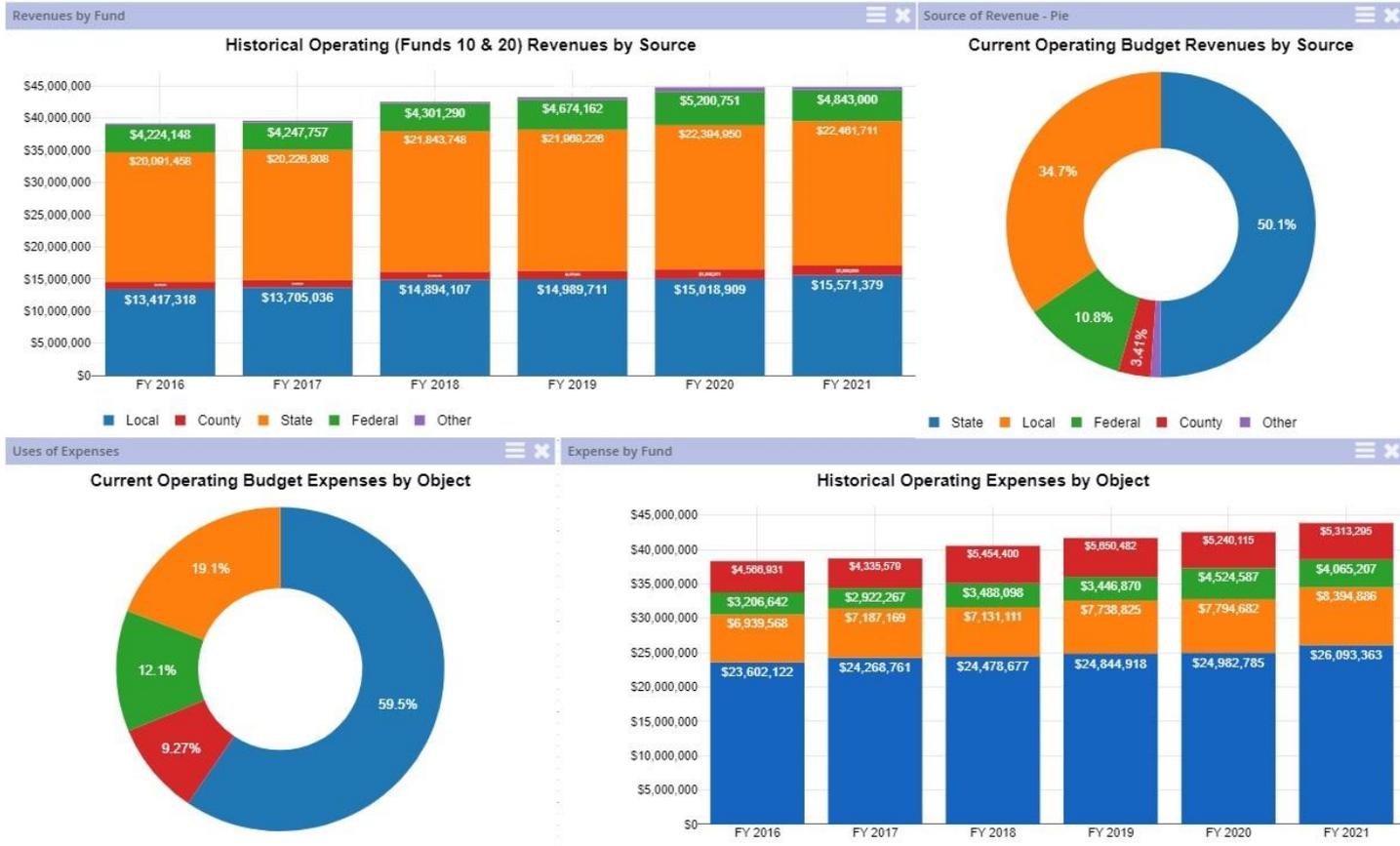
- Revenue Calculations
 - Enrollment Projections
- Federal Programs Allocations
- Compliance Documents

- **CSIP/BIPs/Goals**

- Salary Schedules
- Debt Schedules
- Preventative Maintenance Schedule
- Budget Requests



How Big is Your Pie?



We don't have the luxury of raising our prices or increasing our advertising!

“I Want Seconds”

- What do you do when someone wants more than their share?
- How do you say “yes” to some requests and “no” to others?
- Is every pie eater the same size with the same metabolism?
- What other “food sources” are available to each eater?



Turn and share with your neighbor.
Who are some of your biggest
“eaters”?



A SMART Pie Server

- What if your goals drove your budget decisions?
- What if you linked your goals to your board action items?
- What if your new requests for a piece of the pie were met with “how does this help us reach a goal?”

< v. Approval of NHS Counselor Stipend

Content Minutes Tasks Workflow

Recommendation

That a \$1500 stipend be approved for high school counselors.

Quick Summary / Abstract

Rationale is explained in the attachment.

Contact Person

Dr. Manley
Dr. Cummins

Goals

- Goal I - Provide access, engagement and rigor to academic pathways that allow students to fulfill their goals.
- Goal III - Recruit, retain, and develop the best team members.
- Goal IV - Provide a physically and emotionally safe learning and working environment.

Supporting Documents

High School Counselor Stipend Initiative



Goals

Prepare Students for a Workforce to Grow our Region			
Make Neosho the School of Choice in SW Missouri			
Provide access, engagement, and rigor to academic pathways that allow all students to fulfill their goals.	Provide and maintain first-class facilities.	Recruit, retain, and develop the best team members.	Provide a physically and emotionally safe learning and working environment.
Tier I Instruction	Safe Rooms	Benefits	Anti-Bullying
Increased Rigor	Athletic Facilities	Culture	Social-Emotional Development
Early Exposure Programs	Preventative Care Plan	Pay	Create Oversight Position
(PBL) Project-Based Learning	Energy Efficiency	Support	Safety and Security Position
(PLTW) Project Lead the Way	Performing Arts Center	Raise Expectations	Curriculum & Training
Flex Scheduling	Classroom expansion	Professional Development	
Launch/Virtual		New Teacher Academy	
AP/Pre-AP Expansion			
Explore/PLAN/ACT			
Literacy			
Rtl (interventions)			
PLC development			
Expand After-School Options			
Recruit Coaches/Sponsors			
College Prep			
Career Prep			
CAPS program			
Instructional Alignment			
Common Resources (math)			

Scoring
Not Started/No progress
In process/attention given
Good progress/results being seen
Completed



What did it mean for us?

Provide access, engagement, and rigor to academic pathways that allow all students to fulfill their goals.
Tier I Instruction
Increased Rigor
Early Exposure Programs
(PBL) Project-Based Learning
(PLTW) Project Lead the Way
Flex Scheduling
Launch/Virtual
AP/Pre-AP Expansion
Explore/PLAN/ACT
Literacy
Rtl (interventions)
PLC development
Expand After-School Options
Recruit Coaches/Sponsors
College Prep
Career Prep
CAPS program
Instructional Alignment
Common Resources (math)

All years brought in for teachers

Don't always get it right. This allocation led to us changing direction.

All goals don't have to have a budget need.

New math adoption WITH three years of PD

Recruit, retain, and develop the best team members.
Benefits
Culture
Pay
Support
Raise Expectations
Professional Development
New Teacher Academy



What did it mean for us?

Provide access, engagement, and rigor to academic pathways that allow all students to fulfill their goals.
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Increased Rigor
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Expand After-School Options
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Career Prep
CAPS program
Instructional Alignment
Common Resources (math)

Provide a physically and emotionally safe learning and working environment.
Anti-Bullying
Social-Emotional Development
Create Oversight Position
Safety and Security Position
Curriculum & Training

We felt these positions were needed, but for much different reasons. In order to “make space”, we had to make personnel cuts in other areas. Mostly through attrition, as to not harm another goal, culture.

Provide and maintain first-class facilities.
Safe Rooms
Athletic Facilities
Preventative Care Plan
Energy Efficiency
Performing Arts Center
Classroom expansion

Sometimes you need help! Levy increase supported \$22M debt. However, board also committed \$13M of reserves and ESSER offsets to meet these goals.



What's the Impact?

- Sense of Purpose
- Knowing the Why
- Trust
- Public Support/Transparency
- Efficiency
- Long-Term Stability



What about YOUR district?



Share with a neighbor something you plan to implement or try in your district.





Celebrate and Communicate

When your allocations create the intended result...CELEBRATE!

- This not only reinforces the decision making, but also helps those who had to sacrifice realize the money went where the district said it would.

When the district makes a big spend on a program or facilities, document and COMMUNICATE the progress, successes and completion.

Lastly, don't forget those who sacrificed. If commitments were made follow through. (Ag program example)

Contact Information & Presentation

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