



Budget Input Summary

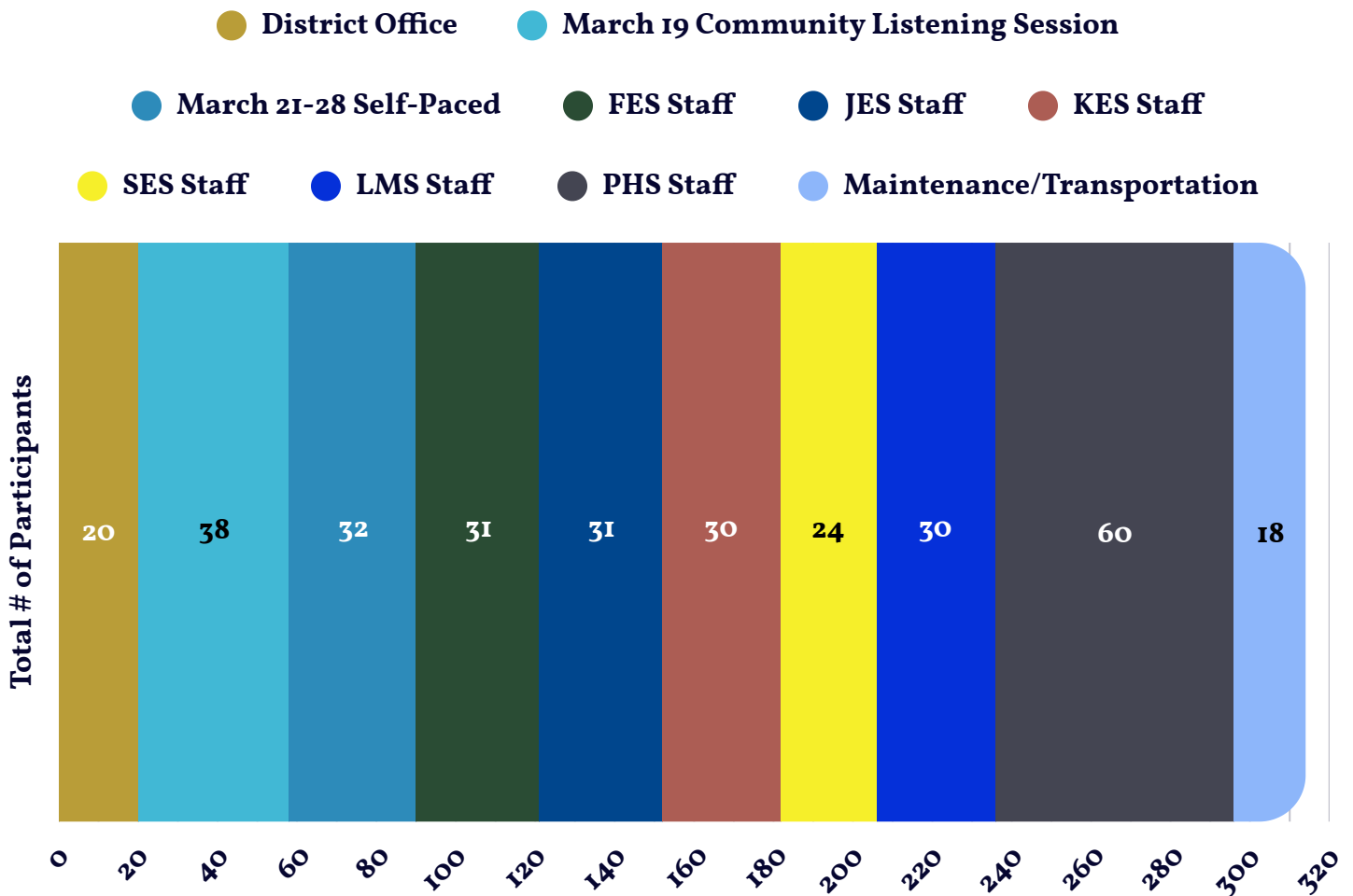
[LINK TO PRESENTATION](#)

PULLMAN PUBLIC SCHOOLS

BOARD OF DIRECTORS

Survey Administration Dates: March 10, 2025 - April 2, 2025

Total # of Participants by Group



Budget Guiding Principles

- Minimize student impact
- Align with Strategic Plan Goals
- Collaborate in decision-making
- Engage Stakeholders-staff, students, and community
- Prioritize efficiency and sustainability
- Protect school communities
- Optimize operational savings
- Plan for stability and ongoing monitoring

Participants were asked to rate their level of support for the district's budget guiding principles on a scale of 1 (lowest support) to 5 (highest support).

Average score for level of support: 4.05 (out of 5)

After indicating their level of support for the district's budget guiding principles, participants had the opportunity to suggest any additional items that should be considered as a budget guiding principle.

Summary of Additional Items to Consider

These response summaries were generated with the assistance of Artificial Intelligence (AI) based on the comments provided by participants in the Budget Input Survey.

Student-Centered Priorities

- Minimize student impact across all decisions.
- Prioritize student safety, health, and well-being, particularly for marginalized students and those with behavioral or special needs.
- Ensure access to intervention services, mental health support, and equitable learning opportunities.
- Emphasize core academics and high-quality curriculum over "special interests."
- Maintain extracurriculars, sports, and clubs that help students thrive.
- Focus on student outcomes—college/career readiness, real-world learning, and success for all demographics.

Staff-Focused Support

- Minimize impact on school-level staff, particularly teachers, paraeducators, counselors, and support roles.
- Maintain high staff-to-student ratios, especially for special education and LAP programs.
- Avoid staff burnout by not asking staff to do more with less.
- Retain competent and effective staff through fair compensation, support, and reasonable expectations.
- Recognize that staff care leads to better student outcomes.

Administrative Efficiency & Accountability

- Reduce central office/admin staff and cut inflated administrative salaries.
- Reevaluate redundancy and overlap in district-level roles.
- Ensure that all levels of staff feel the effects of budget decisions—not just those working directly with students.
- Leadership compensation should reflect financial realities.
- Consider having external evaluation of district spending.

Transparency & Inclusive Decision-Making

- Call for clear, open communication about decisions and priorities.
- Build a culture of trust and transparency—not just top-down decisions.
- Engage teachers, families, and students in budget conversations.
- Make collaborative decision-making a core principle.

Strategic Financial Planning

- Pre-plan for future fiscal stress or “worst-case scenarios.”
- Search for alternative revenue: grants, philanthropic support, legislative advocacy.
- Pressure the state to fully fund education based on actual—not average—costs.
- Show sensitivity to taxpayer burden and local funding impacts.
- Consider creative ways to reduce utility/operational costs (e.g., energy efficiency, waste reduction).

Budget Input Survey Instructions for Participants

For each category listed below, participants were asked to rank the items in order of priority.

Ranking 1 (High Priority) to 5 (Low Priority)

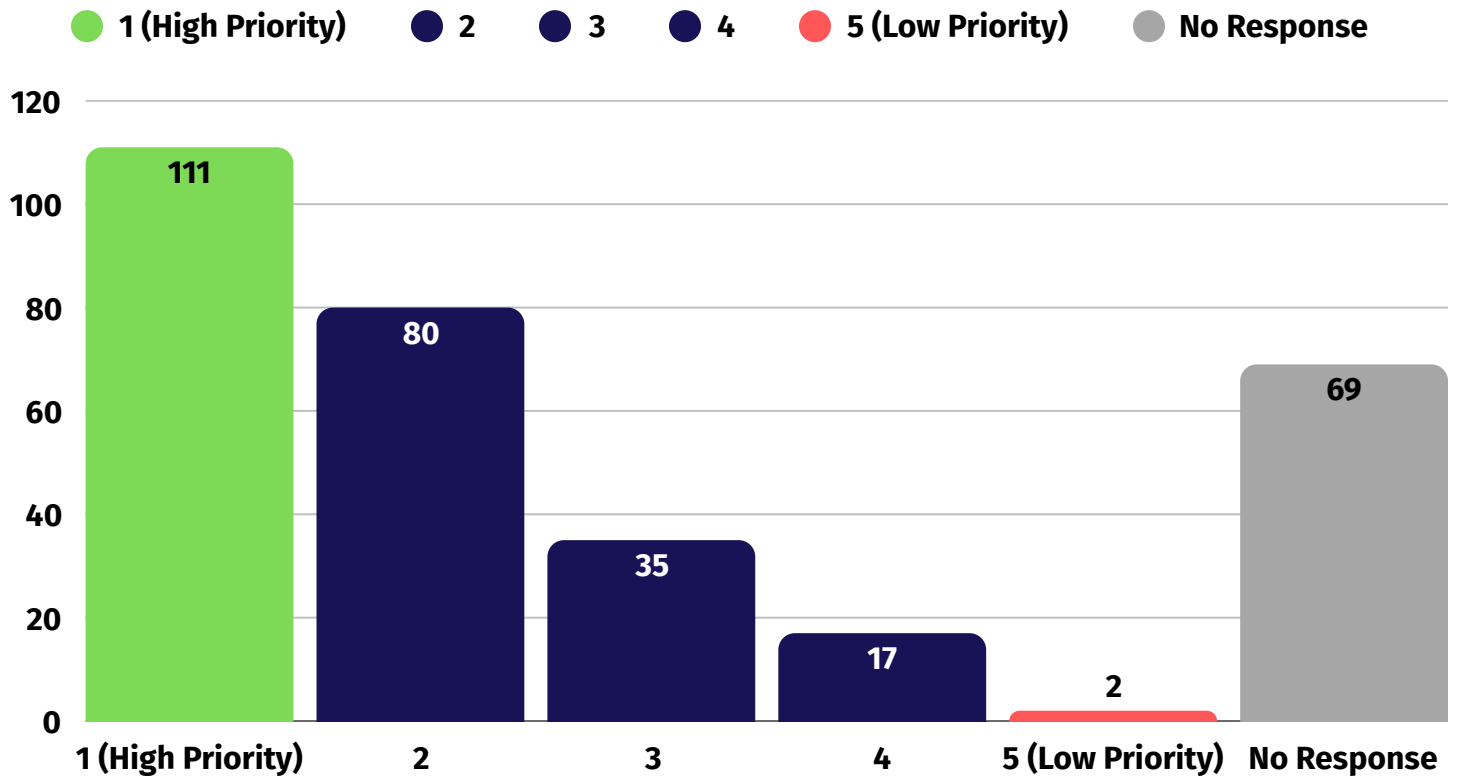
After the ranking, participants had the opportunity to add any additional items they feel were important but were not listed.

Categories:

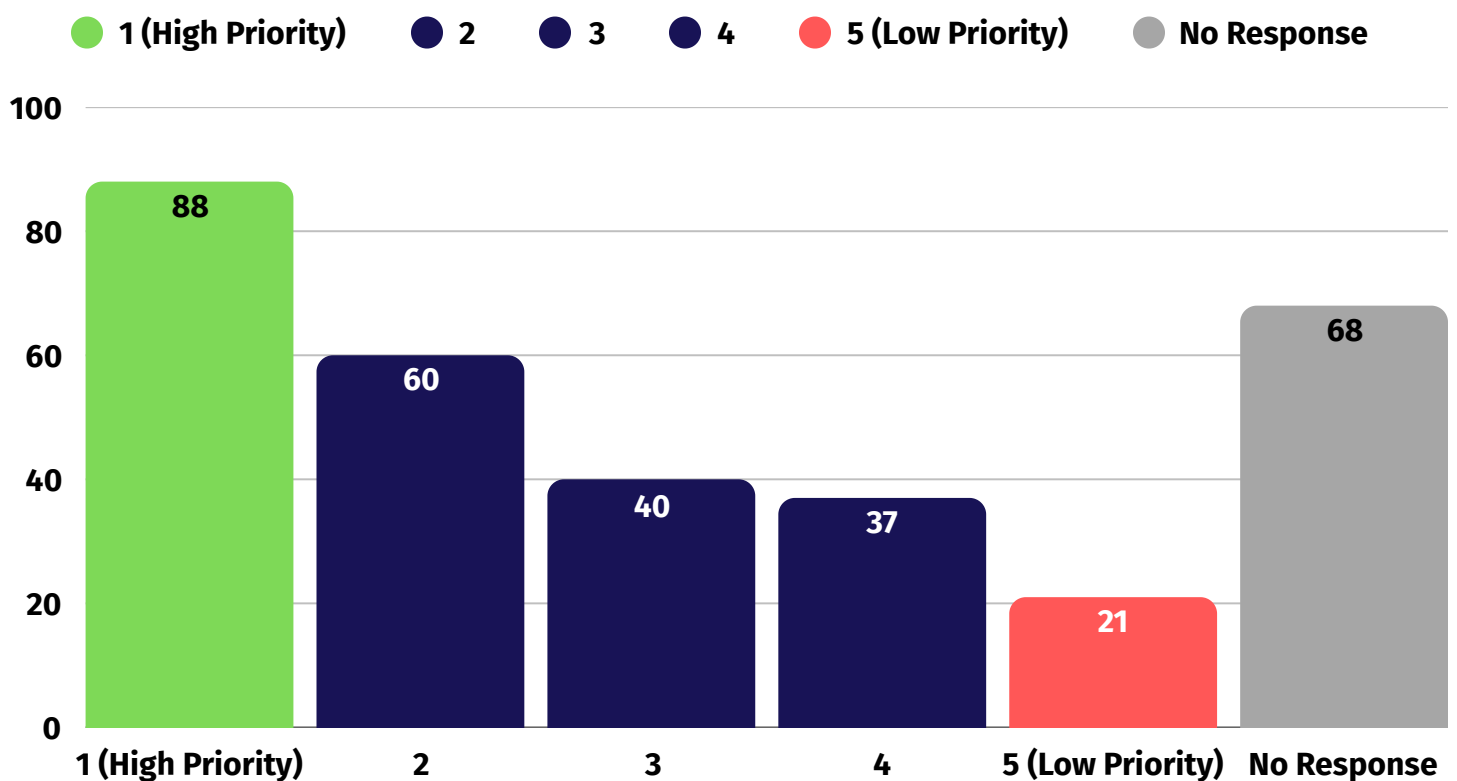
1. Educational Excellence & Quality Instruction
2. Student Safety & Well-Being
3. Strategic Resource Allocation & Efficiency

Below you will find a summary of the results.

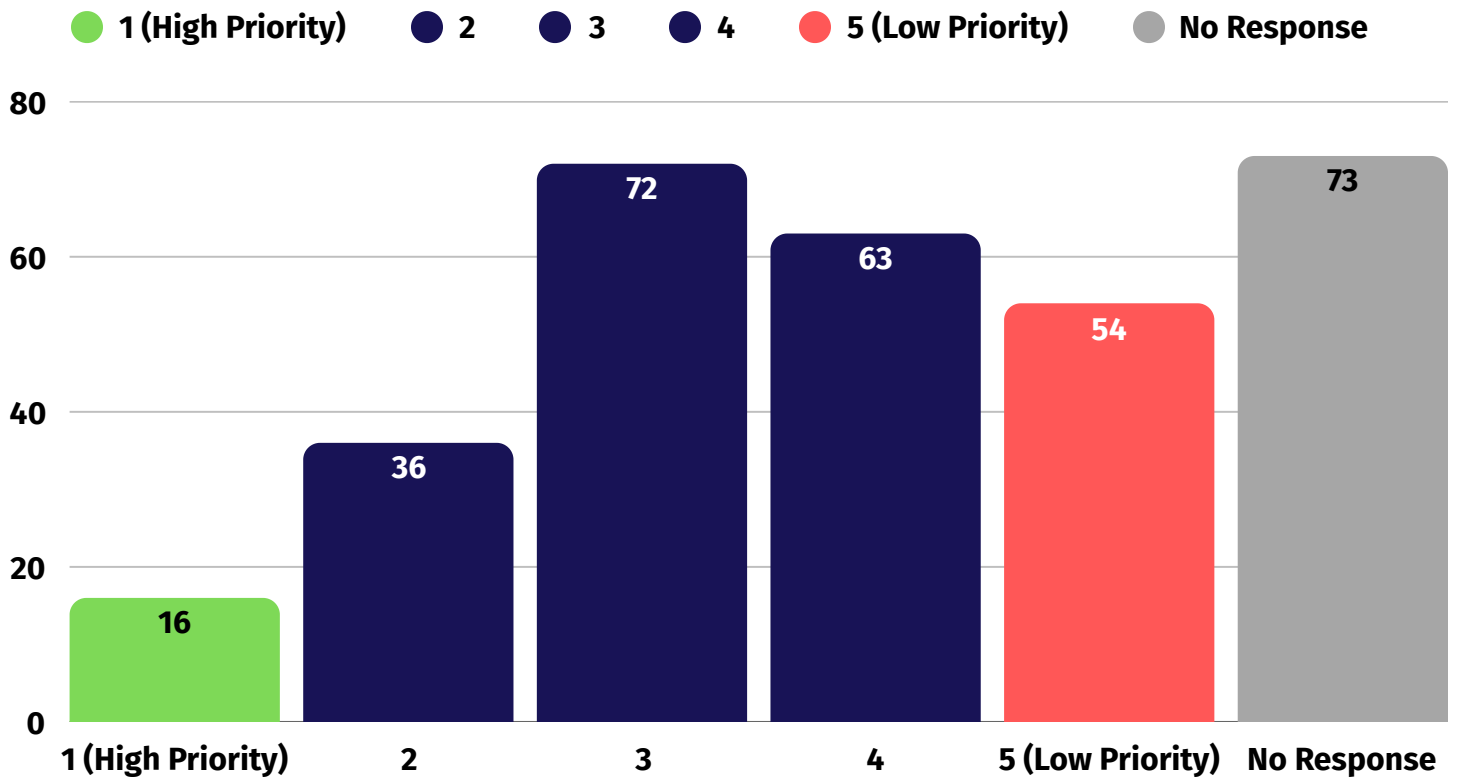
TEACHER QUALITY



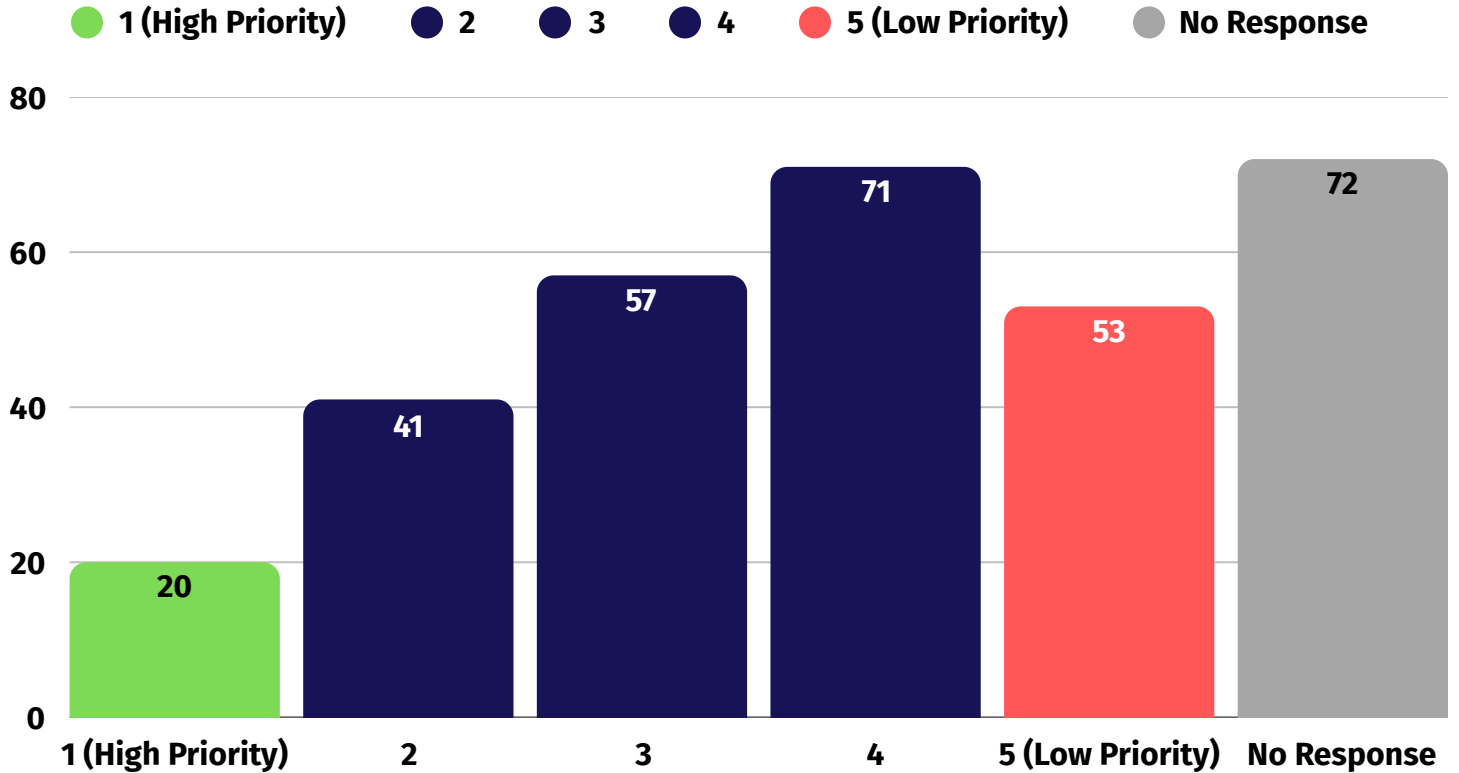
SMALL CLASS SIZES



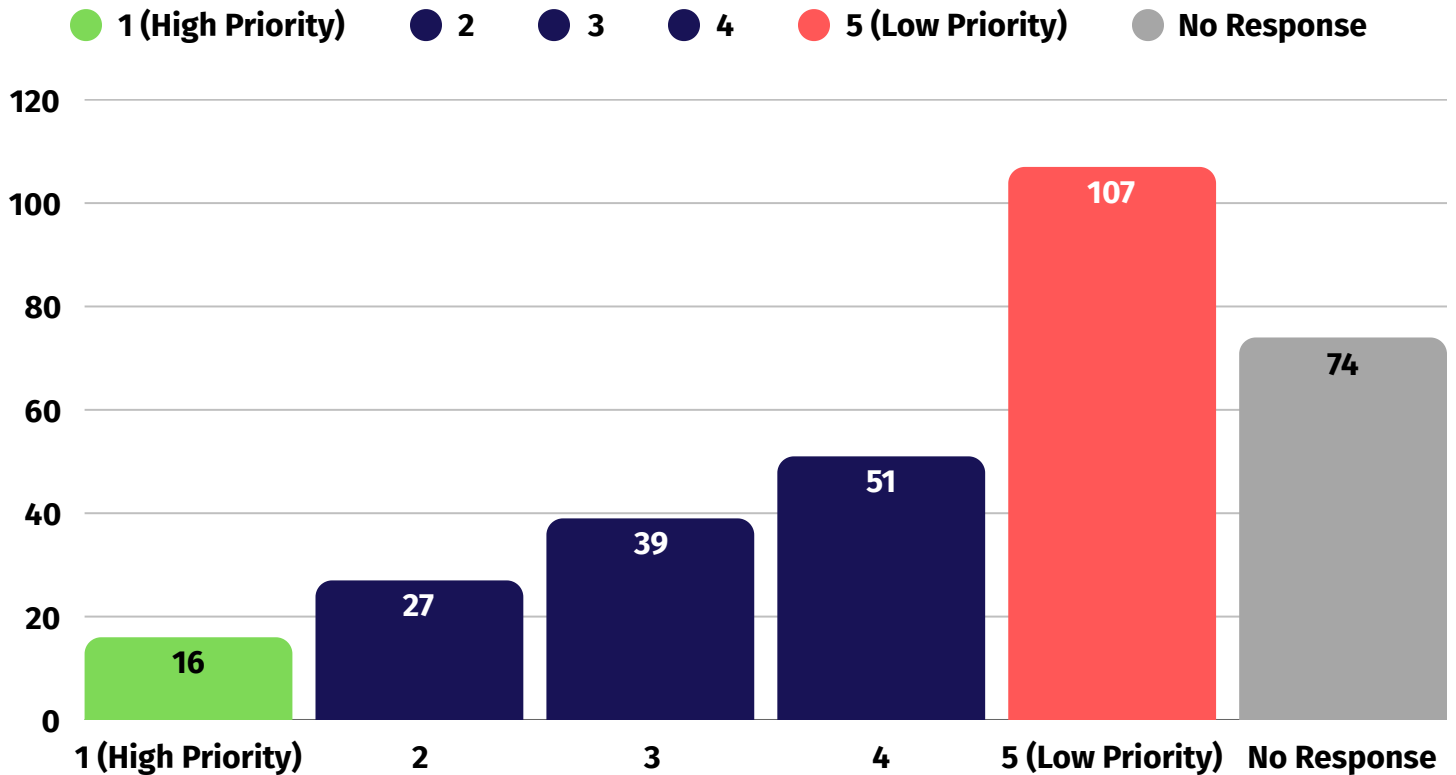
LEARNING MATERIALS



CORE CURRICULUM FOCUS



ENRICHMENT PROGRAMS



EDUCATIONAL EQUITY & QUALITY INSTRUCTION

Summary of Additional Items to Consider

These response summaries were generated with the assistance of Artificial Intelligence (AI) based on the comments provided by participants in the Budget Input Survey.

Intervention & Student Support Services

- Emphasis on academic and behavioral intervention programs, including Multi-Tiered Systems of Support (MTSS)
- Support for students and their individual learning needs
- Importance of mental health support and social-emotional learning resources.

Support Staff & Adequate Staffing

- Paraeducator support, LAP program staffing, and special education staff
- Adequate counselor and Core+ positions
- Retain support staff and avoid staff reassignments or reductions

High-Quality Instruction & Professional Development

- Need for targeted, ongoing professional development, especially in inclusion, SEL, and differentiated instruction
- High-quality curriculum materials and standardized core content across grades and schools

- Emphasis on teacher and administrator quality

School Climate, Discipline & Safety

- Clear, consistent discipline policies to minimize behavior disruptions
- Ensure the safety and well-being of all students and staff in classrooms

Equity & Inclusion

- Strong support for ensuring equity over equality—providing additional resources where needs are greatest
- Cohesive district-wide structure that supports all schools fairly
- Student voice and engagement in school decision-making

Career & Technical Education (CTE) & Non-College Pathways

- Support for expanding CTE programs (e.g., auto, CNA) and non-college career readiness
- Multiple pathways to success, not just college prep

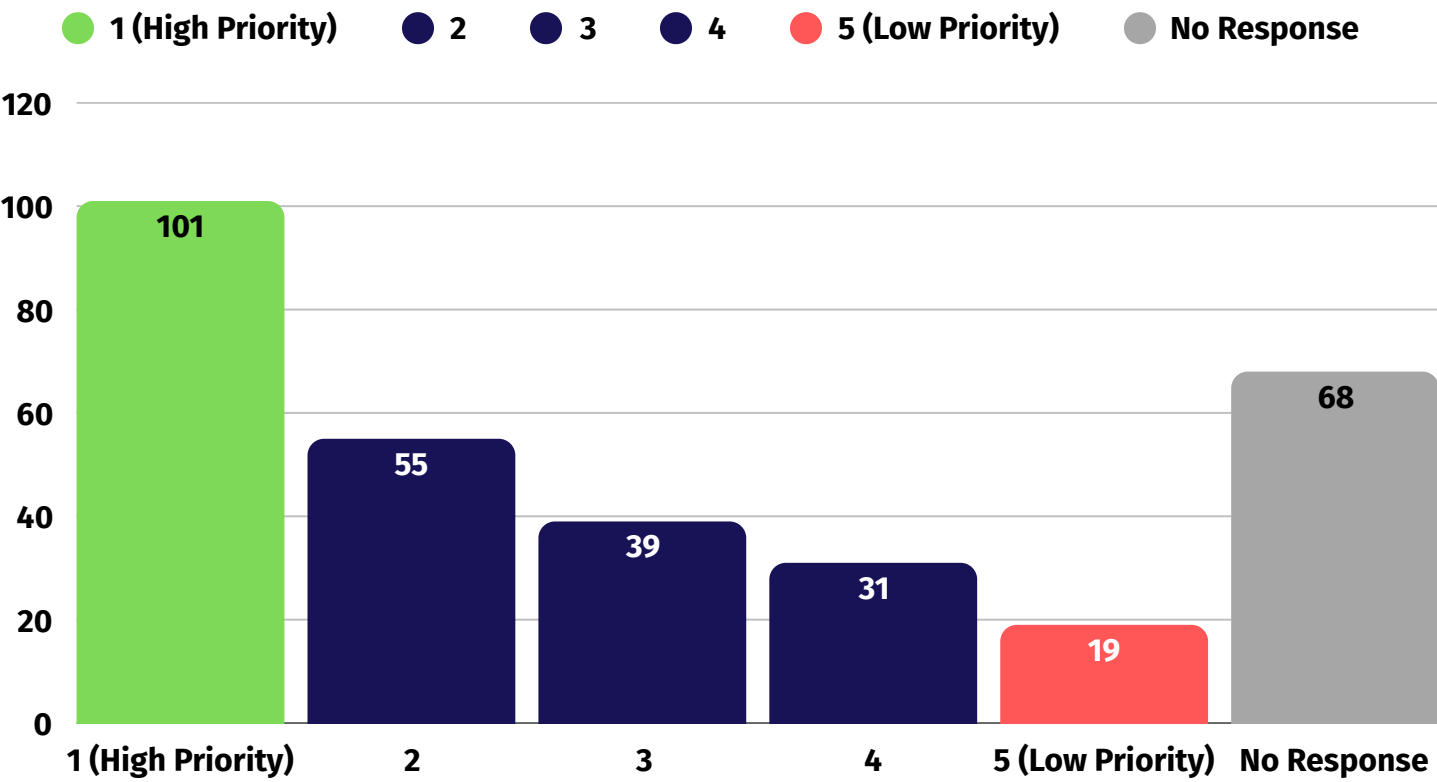
Facilities & Technology

- Safe, functional facilities and the need to keep up with changing technology to support learning

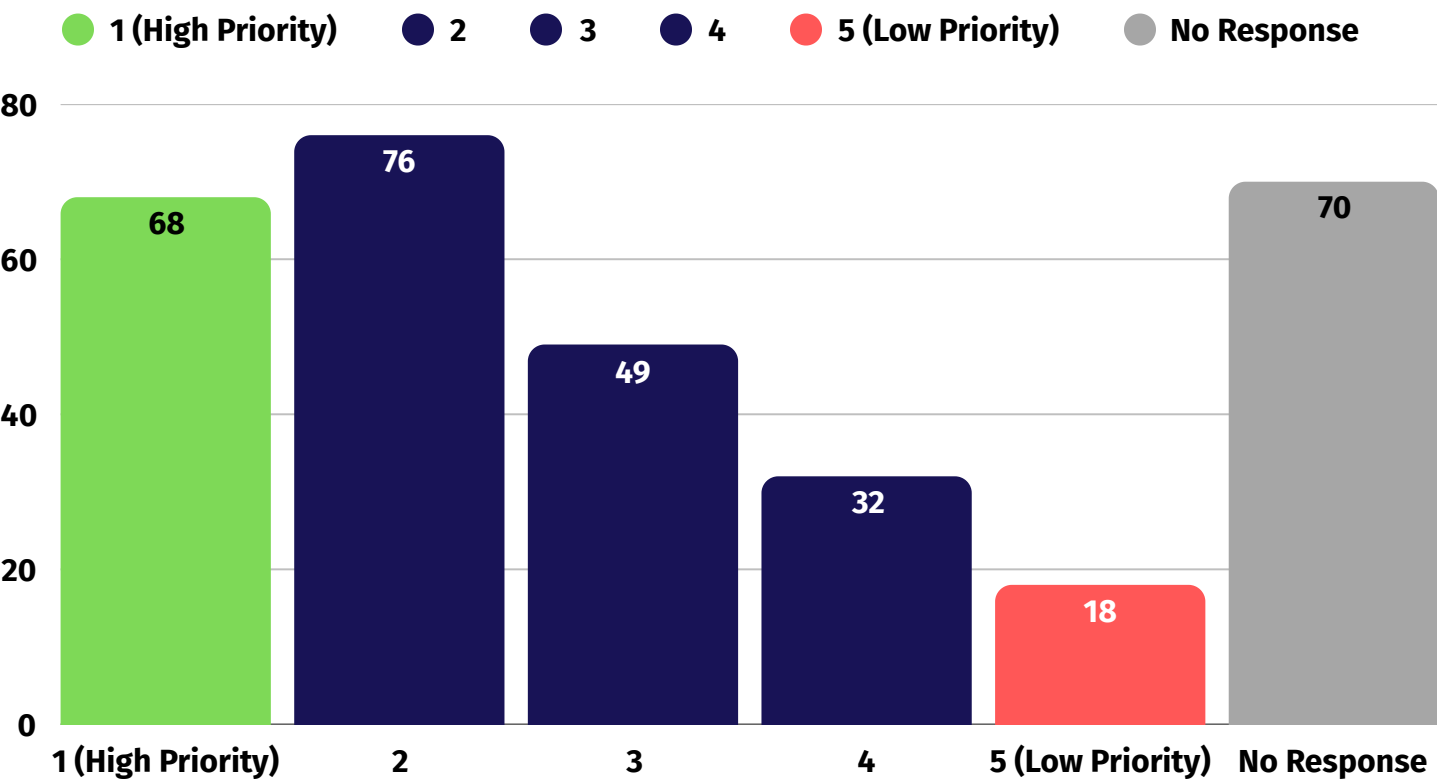
Administrative Support & Leadership

- Strong administrative team at the building and district levels
- Balancing administrative costs with student-facing investments

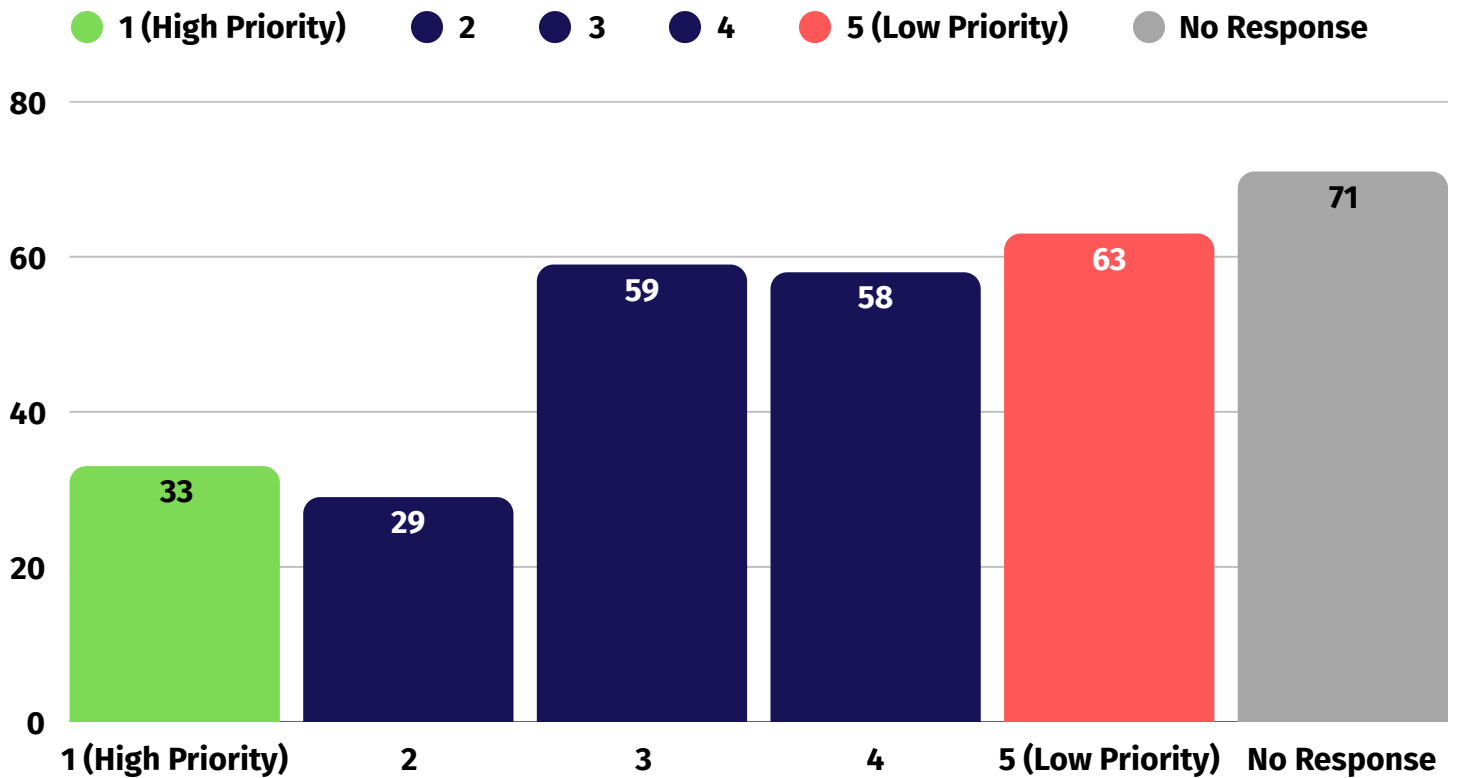
SAFE LEARNING ENVIRONMENT



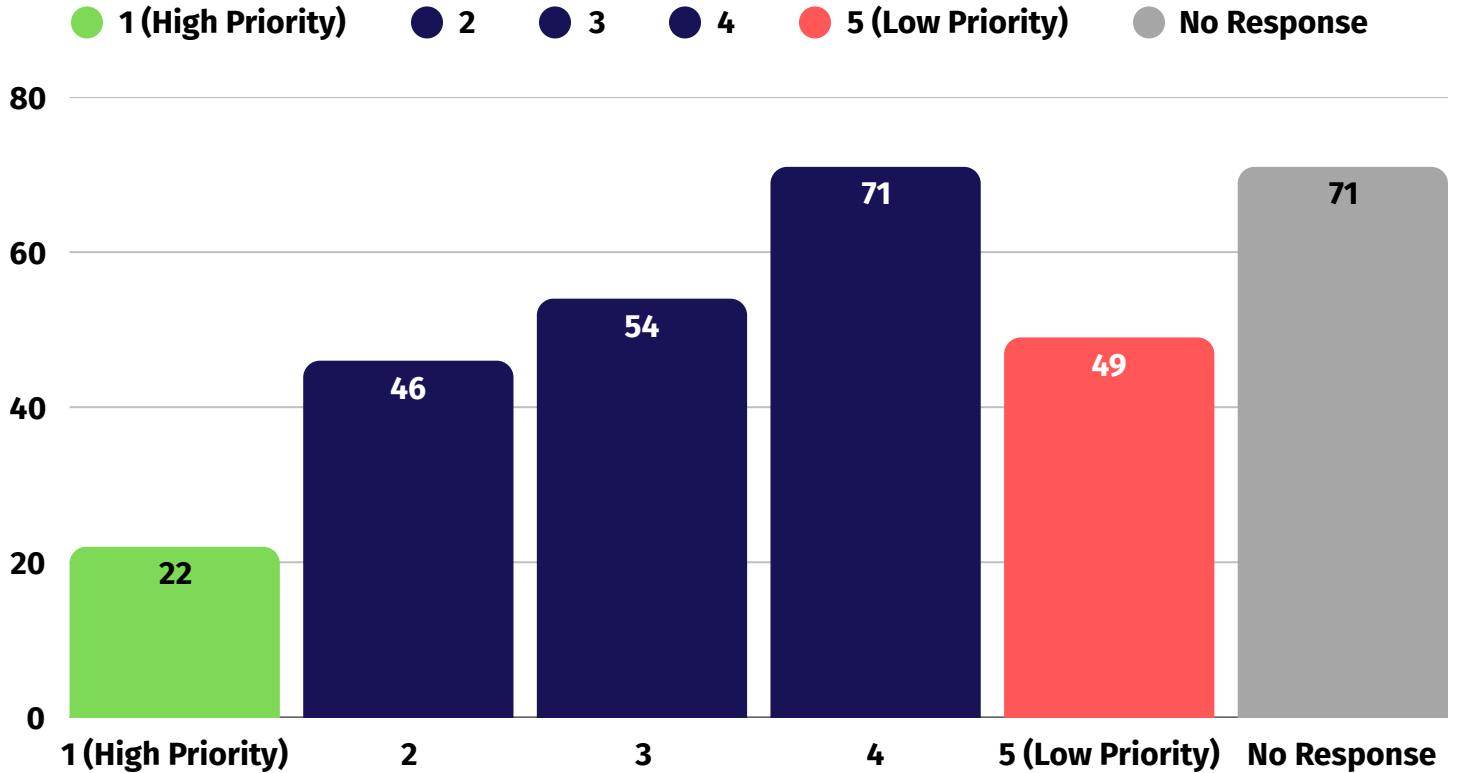
RESPONSIVE SUPERVISION AND SUPPORT STAFF



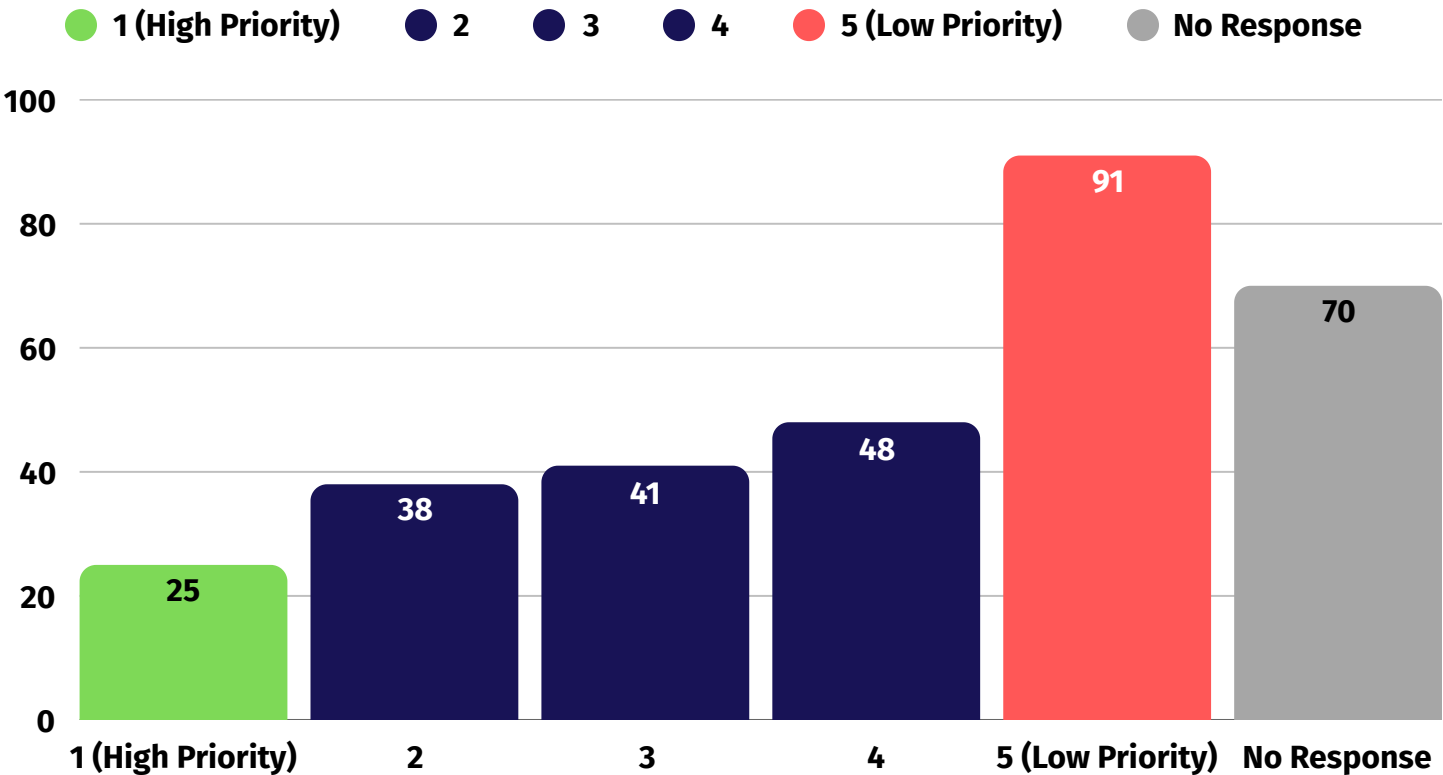
STUDENT BELONGING



MENTAL HEALTH SUPPORT



SCHOOL SECURITY AND INFRASTRUCTURE



STUDENT SAFETY & WELL-BEING

Summary of Additional Items to Consider

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Mental Health & Wellness (Students and Staff)

- Emphasis on mental health supports for both students *and* staff.
- Recognition that mental and physical health are interconnected, and both need support.
- Community partnerships, substance abuse/addiction services, and third-party counselors in schools.
- Mental health counseling and academic advising—both are critical and require adequate staffing.

Social-Emotional Learning (SEL) & Student Belonging

- Support for SEL initiatives
- Importance of building student engagement, sense of belonging, and community connection
- Emphasis on extracurriculars and after-school activities as tools to foster connection and reduce apathy

Staffing & Administrative Presence

- More support staff (e.g., paras, counselors, nurses, 504 coordinators) to help manage behavior, wellness, and student needs
- School nurse at every building and a school resource officer (SRO) for safety and connection

Discipline & Behavior Support

- Fair, and consistent discipline system that supports all students and staff
- Proactive behavioral supports, de-escalation training, and prescribed responses to misbehavior
- Additional staffing to manage and support students with intensive needs

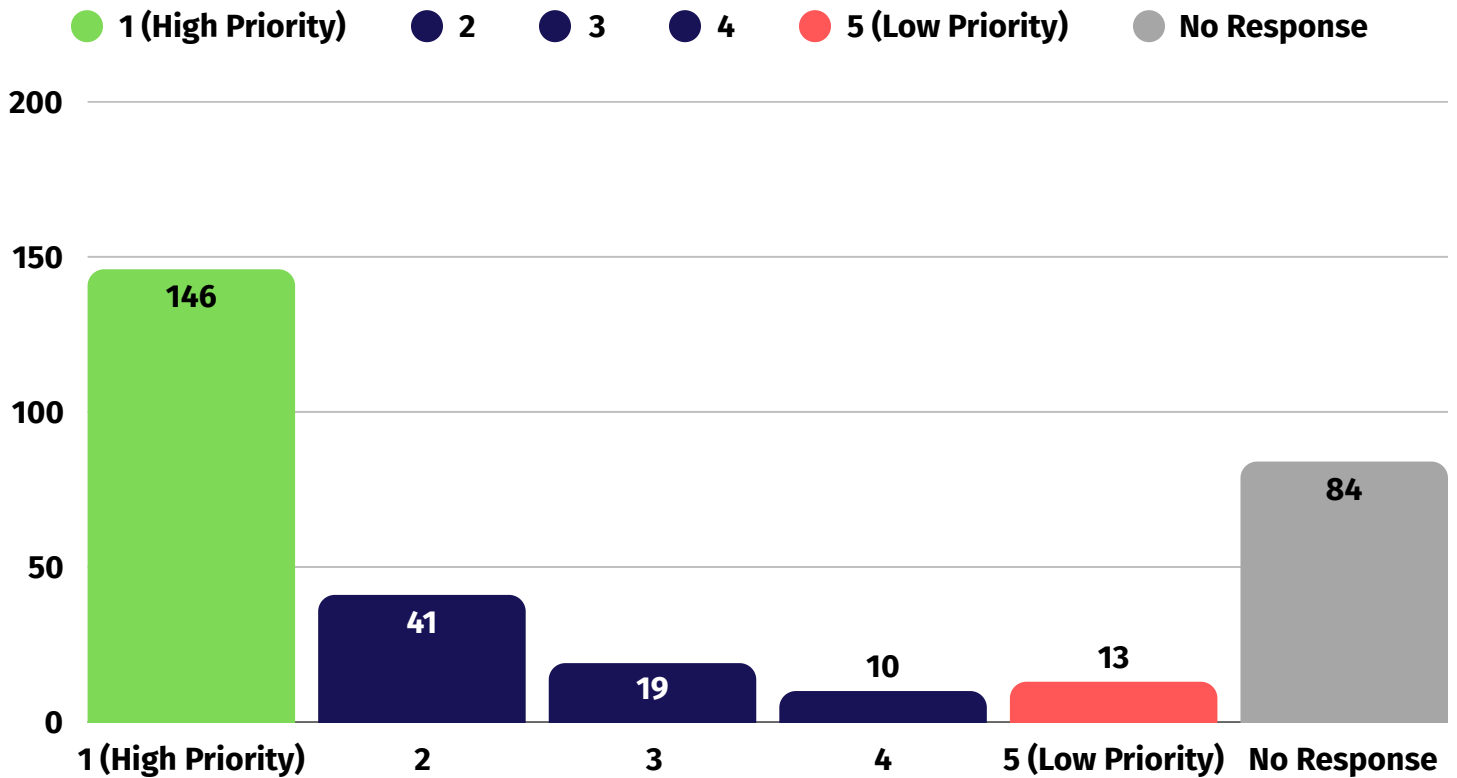
Physical Health, Nutrition & Safety

- Adequate food services and attention to physical well-being as foundational to student success
- Evaluate school security measures

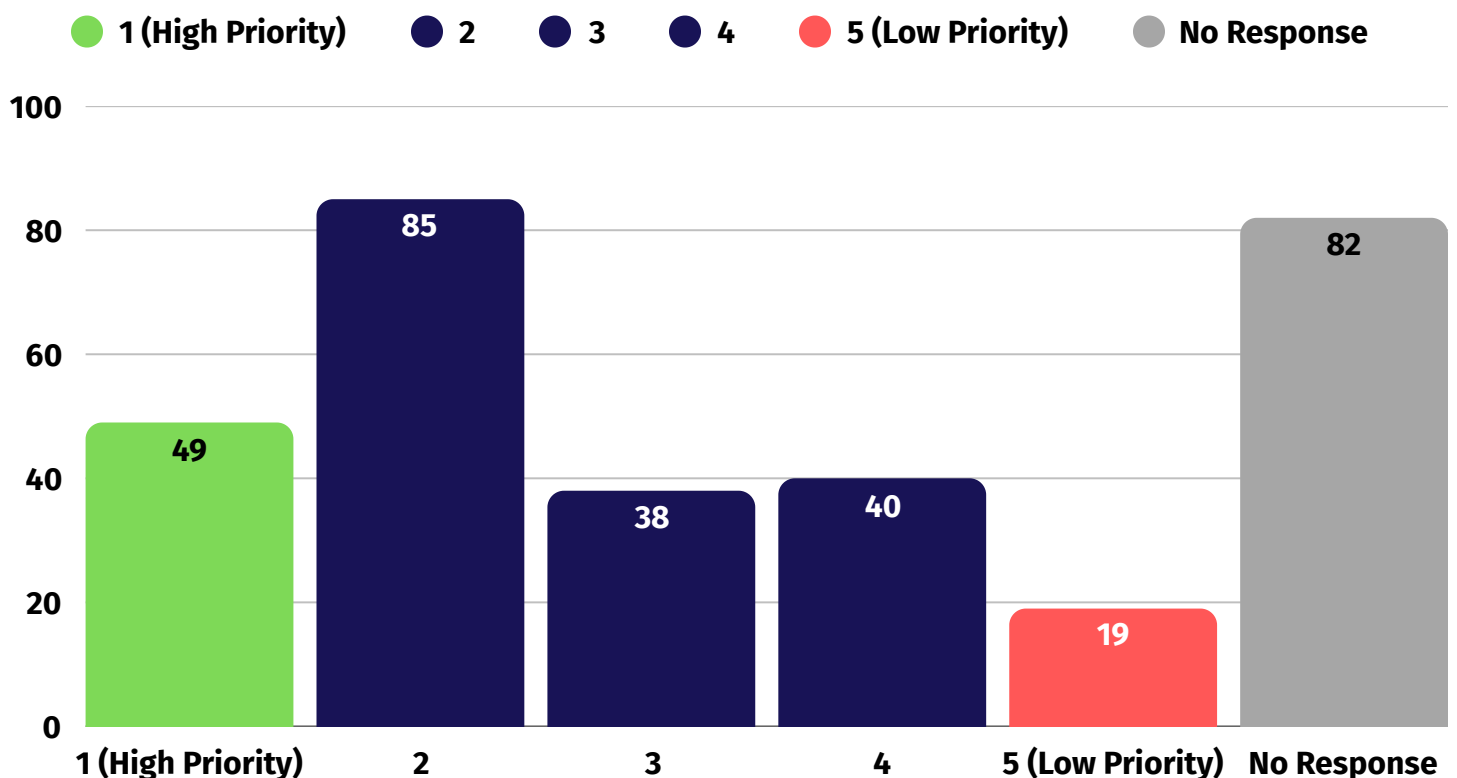
Supportive School Culture

- Positive, safe, and supportive culture to reduce apathy and improve engagement
- Teacher support and student-teacher relationships that promote a safe, caring learning environment.

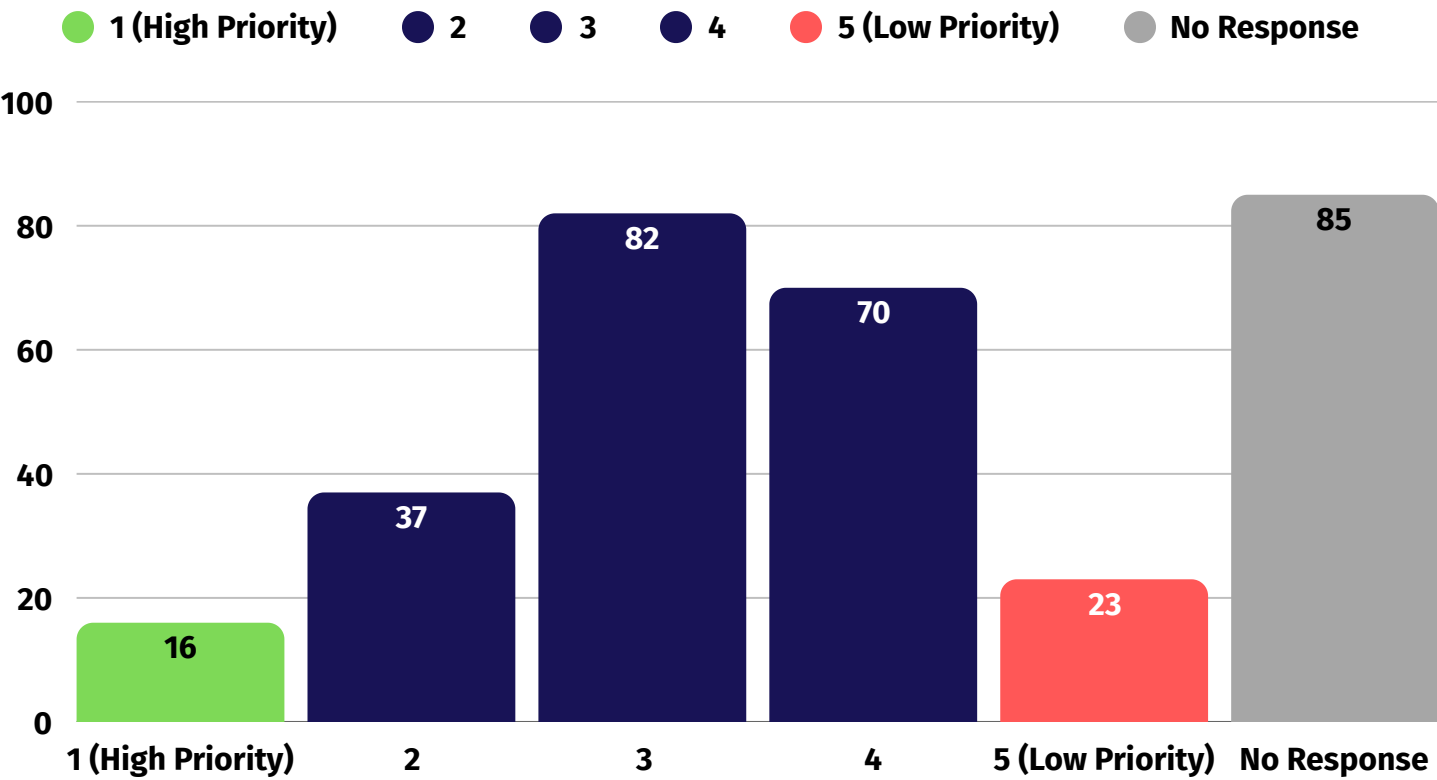
EVALUATION OF ADMINISTRATIVE COSTS



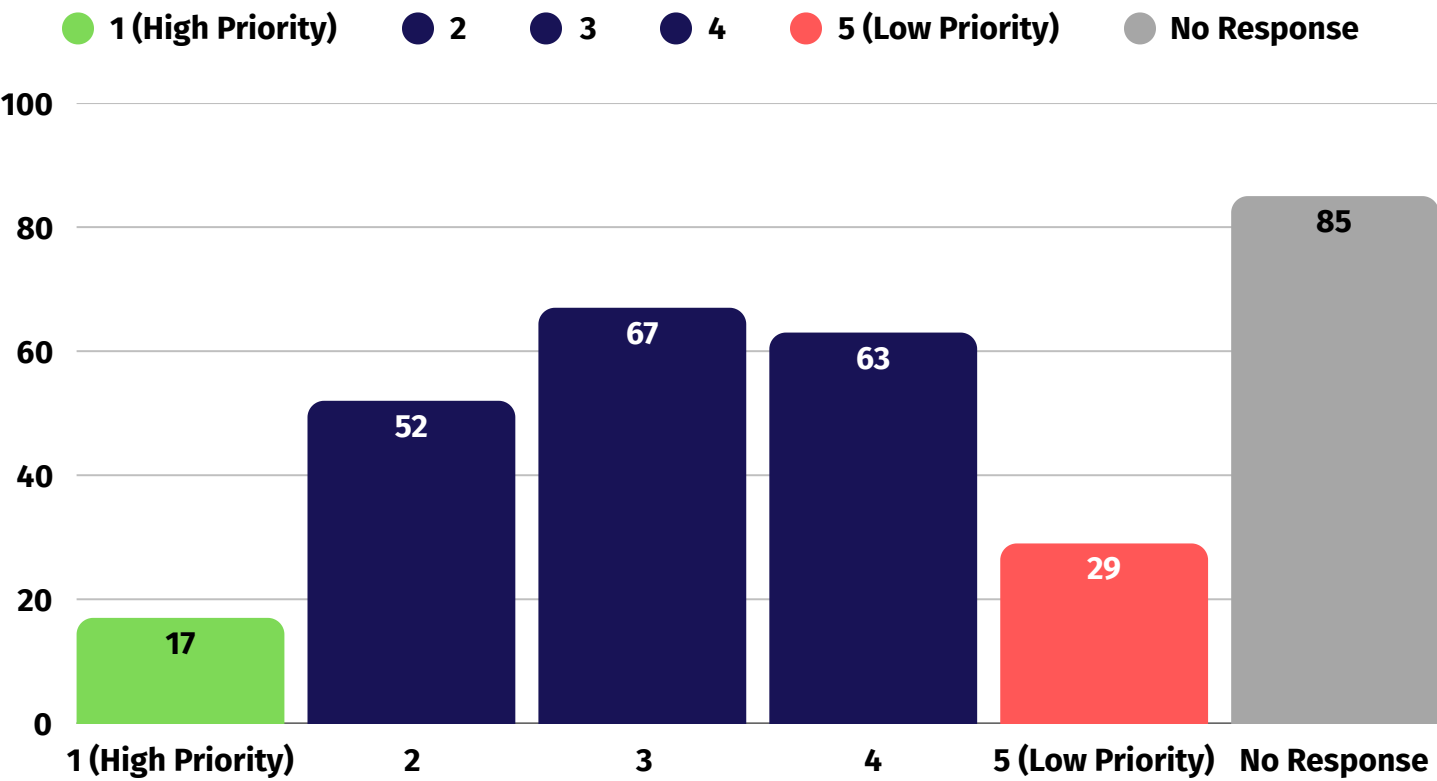
REDUCING NON-ESSENTIAL SPENDING



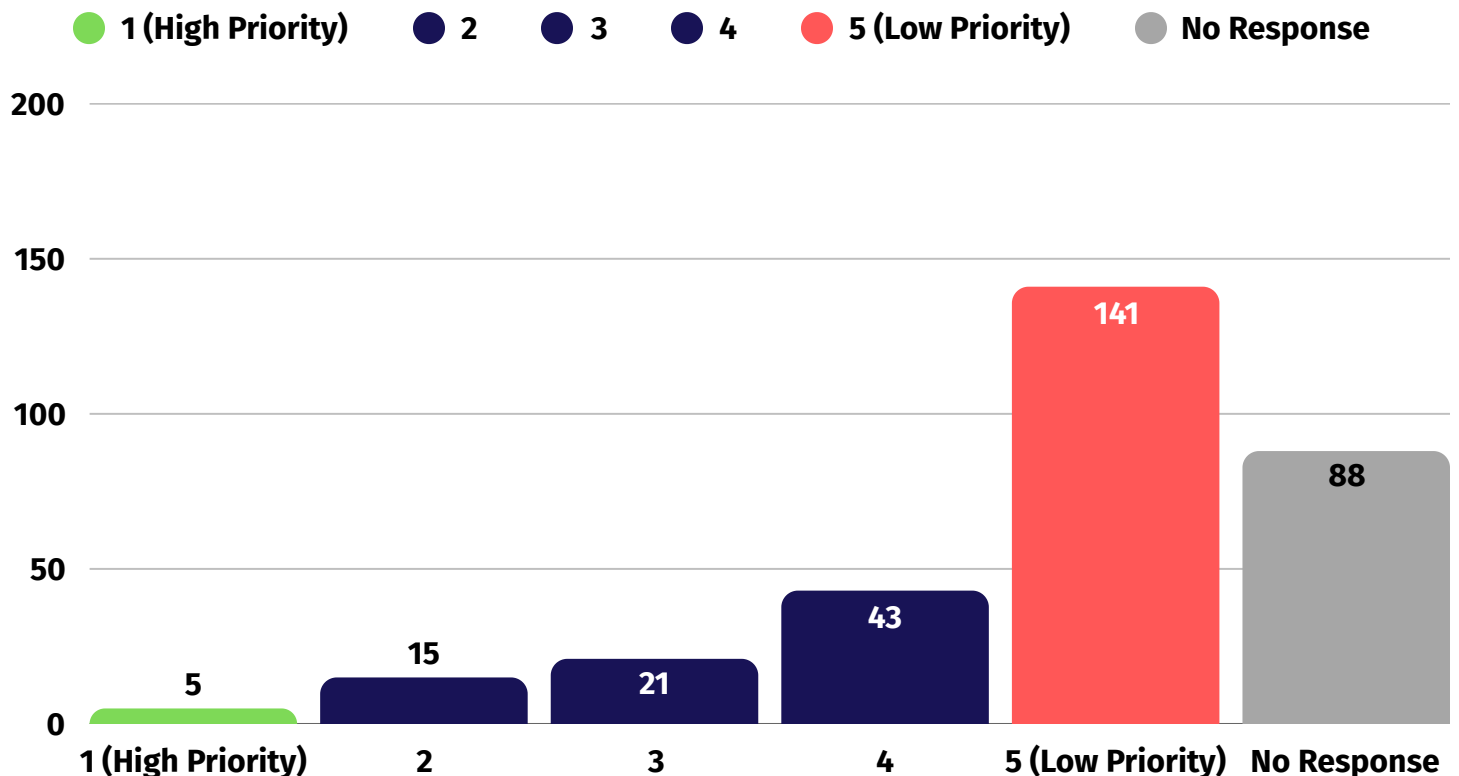
FACILITY AND PROGRAM UTILIZATION



ENERGY AND OPERATIONAL SAVINGS



REVIEW EXTRACURRICULAR PROGRAMS



STRATEGIC RESOURCE ALLOCATION & EFFICIENCY

Summary of Additional Items to Consider

These response summaries were generated with the assistance of Artificial Intelligence (AI) based on the comments provided by participants in the Budget Input Survey.

Administrative Spending & Staffing

- Reduce or evaluate administrative positions and salaries
- Avoid creating new administrative roles; reassess existing ones for redundancy
- Reallocate non-instructional duties from administrators to lower-cost staff

Reallocation of Resources to Direct Student Impact

- Prioritize essential programs and services that directly serve students
- Focus on retaining teachers and support staff over admin roles
- Explore volunteer roles or community partnerships to support classroom needs and fill gaps

Professional Development

- Reduce administrative travel and external consulting
- Staff guide their own professional development

Extracurricular Activities

- Maintain extracurriculars (sports, clubs, etc.), which are seen as key to student belonging and school culture
- Suggestion; pay-to-play models with equity provisions and transitioning some programs to community-based management if needed

Facilities & Operations

- More strategic facility maintenance planning to avoid unexpected costs
- Explore community use of facilities to generate revenue
- Evaluate building functionality and staffing needs across the district

Efficiency & Cost-Saving Ideas

- Consider a 4-day school week to reduce operating costs
- Review non-essential spending across departments
- Examine cost-effectiveness of curriculum materials and technology tools
- Leverage grants and philanthropic support to supplement funding

Equity & Transparency

- Emphasize transparency in defining non-essential spending, as this may differ between admin and classroom perspectives