

Superintendent Budget Advisory Committee

October 22, 2025





Last Week

- Concluded Presentations of Budget Packages
- Facilitated Discussion: Budget Package Clarification



Tonight's Agenda

- Review Ranking Process and Criteria
- Facilitated Discussion
- Prioritization / Ranking
- Up Next



Next Steps

- Review Ranking Results - 10/29
- Work Stream Progress Update - 10/29
- Labor Partner Roundtable - 11/5
- Board Study Session (Special Board Meeting) - 11/13
- Regular Board Meeting - 11/20

The slide features decorative geometric shapes in the corners. In the top-right corner, there is a cluster of three diamonds: a dark blue one, a light blue one, and an orange one. In the bottom-left corner, there is a cluster of three diamonds: a red one, a light blue one, and a dark blue one. The central text is in a bold, black, sans-serif font.

Committee Calibration

Sample Budget Packages

	Package A	Package B	Package C	Package D
Home Entertainment				

Sample Budget Packages

	Package A	Package B	Package C	Package D
Home Services				

Sample Committee Member Ranking

Home Entertainment

	Description	Ranking
	Home Ent. A- Eliminate vacation fund, will travel locally	
	Home Ent. B- Reduce concert ticket budget, go to free community concerts	
	Home Ent. C- Reduce movies budget, use streaming services	
	Home Ent. D- Eliminate paid streaming service, rent from library or use free streaming apps	

0= reduce

4= keep

Sample Committee Member Ranking

Home Services

	Description	Ranking
	Home Services A- Eliminate Home surveillance, use free version	
	Home Services B- Eliminate Cable, switch to streaming	
	Home Services C- Eliminate Wifi, use free wifi as needed	
	Home Services D- Reduce Electricity use	

0= reduce

4= keep

Sample Committee Member Ranking

0= reduce

4= keep

	Description	Ranking
Home Ent. A		0
Home Ent. B		1
Home Ent. C		2
Home Ent. D		4

	Description	Ranking
Home Svc. A		0
Home Svc. B		0
Home Svc. C		3
Home Svc. D		4

Sample Committee Member Ranking

0= reduce

4= keep

	Description	Ranking
Home Ent. A		~~0~~
Home Ent. B		1
Home Ent. C		2
Home Ent. D		4

	Description	Ranking
Home Svc. A		0
Home Svc. B		0
Home Svc. C		~~0~~
Home Svc. D		3

Avg. Rating	Increment	(SAMPLE ONLY)	Reduction	Cumulative Reductions
0.6	Home Services A- Eliminate Home surveillance, use free version		\$1000	\$1000
0.6	Home Entertainment A- Eliminate vacation fund, will travel locally		\$500	\$1500
2.5	Home Services B- Eliminate Cable, switch to streaming		\$1000	\$2500
2.8	Home Entertainment B- Reduce concert ticket budget, go to free community concerts		\$500	\$3000
2.9	Home Entertainment C- Reduce movies budget, use streaming services		\$500	\$3500
3.0	Home Entertainment D- Eliminate paid streaming service, rent from library or use free streaming apps		\$1500	\$4000
3.1	Home Services C- Eliminate Wifi, use free wifi as needed		\$1000	\$5000
3.1	Home Services D- Reduce Electricity use		\$1000	\$6000

Discussion: Decision-making Criteria



Every vote is informed by shared facts, clear criteria, and a respectful understanding of the impacts.

Guiding Questions

- **Alignment:** How do packages align with district values and goals?
- **Impact:** How do packages impact students, families, staff?
Who might be most affected by this change?
- **Feasibility:** How do packages affect our ability to meet requirements and achieve sustainability?

Our Strategic Pillars

Learner-Focused Instruction

Instruction that meets the needs of our diverse learners and prepares them to be ready for college, career, and life as contributing members of their community.



Outstanding and Respected Employees

Employees are supported to be culturally competent, inclusive, and thrive within a culture of excellence.



Quality Learning Environment

Physical and cognitive environments that support and promote students' ability to thrive.



Effective, Responsive and Accountable Organization

Systems and processes of the district are effective, transparent, and efficient. The central office is responsive to the needs of the school sites.



Purposeful Collaboration with Families and Communities to Increase Trust

The District values and works with our partners on behalf of our students.





PUSD Equity Statement

The District's overall goal is to promote excellence through educational equity and eliminate barriers that keep students, especially those from marginalized communities, from receiving a high-quality education...



PUSD Board Goals

By June 2030:

- 3rd grade proficiency in English Language Arts 51% --> 75%
- 5th grade proficiency in mathematics 34% --> 70%
- 8th grade proficiency in mathematics 30% --> 60%
- Prepared for College and Career 48.4%--> 75%
- Targeted increases for African American and Hispanic / Latino subgroups for all goals



Discussion Guidelines

- Listen attentively and take notes.
- Note questions on post-its.
- Give grace and presume positive intent.
- Use the talking chips protocol to ensure equal participation.
- Focus on clarifying the group's understanding of budget packages.
- Refrain from advocacy or opposition statements.
- Only committee members may participate and ask questions.
- In the event of ambiguities or conflicts, the Chairperson will decide on an appropriate resolution.



Looking Ahead

- Wednesday, October 29, 2025, 4:30-6:30 PM
 - Committee reviews outcomes, shares insights
 - Final wrap-up of committee process and outcomes
 - Evaluation

Budget Reduction Rubric

Pasadena Unified School District

Category	0	1	2	3	4
Alignment: How do packages align with district values and goals?	Services are less aligned with PUSD values and goals; reduction does not conflict with district priorities.	Services show limited alignment with district goals; reduction would have minimal conflict with core values.	Services have moderate alignment with district goals; reduction may somewhat hinder progress toward priorities.	Services are strongly aligned with key goals or initiatives; reduction would impede progress in strategic areas.	Services are highly aligned and integral to PUSD's mission, vision, and goals; reduction would significantly undermine district direction.
Impact: How do packages impact students, families, and staff? Who might be most affected by this change?	Reduction would have minimal or no impact on students, families, or staff.	Reduction would have a limited impact; a small number of students, families, or staff would be affected and impacts can be mitigated.	Reduction would have a moderate impact on students, families, or staff; adjustments would be needed to maintain quality or access.	Reduction would have a significant impact on students, families, or staff, reducing access, support, or outcomes.	Reduction would have a major, widespread impact on students, families, and staff, directly affecting learning, equity, and well-being.
Feasibility: How do packages affect our ability to meet requirements and achieve sustainability?	Reduction is highly feasible; can be implemented quickly with few barriers or compliance risks.	Reduction is mostly feasible; minor operational or compliance considerations manageable.	Reduction is moderately feasible; may require planning or adjustments to sustain compliance or service quality.	Reduction is challenging; implementation could affect compliance, staffing, or program sustainability.	Reduction is not feasible; would create compliance risks, staffing instability, or threaten long-term sustainability.