

Budget Guiding Principles 2020

In the midst of a world-wide pandemic and *in consideration* of our responsibility to create a budget that responds and serves our students we, Oakland School for the Arts, are committed to creating a multi-year, sustainable and strategic financial model that aligns our resources with our mission *and moves the implementation of our approved charter forward.*

The overarching goal of our effort is to maintain comprehensive excellence while continuing to ensure *equitable* access to our students and families that *seek* a brighter future through attending OSA.

Our budget decision making process is guided and informed by the following principles:

1. **Keep STUDENTS at the center.** Our students' futures are determined by their success today. Our attention to their needs must guide our decisions. We must ensure they are safe.
2. **Strive to preserve our TEAM.** Our staff and faculty have given countless hours to our students and families in the implementation of the mission of OSA. Our students' futures are brighter because of the dedication of our staff and faculty and the support of their families. We will choose investing in our team as fiscally possible. Decisions about budget cuts will consider the entire school and the safety of staff. All aspects of Oakland School for the Arts will be considered when deliberating which program and activities to support.
3. **Invest in EQUITY.** We must ensure that we can deliver on our newly approved Charter and ensure equity for all students and families.
4. **Balance between educationally sound and fiscally responsible decision making.** We must be cognizant of compliance responsibilities, yet not bound by over demanding attention. We will be aligned with the requirements of OUSD and the California Department of Education.
5. **Cultivate a culture of trust and accountability.** Across our organization, we will create consistent transparency in decisions, policy development, and communications.
6. **The challenge requires a multi-year solution.** We must make comprehensive budgetary decisions and maintain our required reserves. The budget decisions must consider short and long-term trade-offs and new and on-going initiatives and their effects on fiscal sustainability.
7. **Use data to guide our decisions.** All available and relevant information must be brought to bear in the budget process.
8. **We will be explicit about trade-offs.** If programs are reduced or staff reassigned to other responsibilities we will explicitly describe what services will be reduced and what functions will not get done.

