

March 22, 2024

Council of the District of Columbia
1350 Pennsylvania Ave NW
Washington, DC 20004

Dear Chairman Mendelson and Members of the D.C. Council:

We are writing on behalf of the 426 undersigned parents and caregivers of Murch Elementary School students. We urge you to increase Murch's budget by **\$396,434** for the 2024-25 school year to maintain the school's current staffing levels, continue to provide a quality education for our students, and help promote equity in the District of Columbia.

Like many schools across the District, Murch is facing a budget shortfall for the 2024-25 school year. Our budget does not account adequately for rising costs and inflation. Nor does it maintain funding for two vitally important teacher positions added this year through the enrollment reserve to mitigate significant overcrowding at multiple grade levels. This reduction in buying power is forcing Murch to eliminate four essential staff members and runs counter to DCPS's top three priorities: promoting equity, empowering its people, and ensuring that its students succeed academically. Cutting these four members of Murch's staff will do the opposite.

The four positions that will be eliminated at Murch are: our Assistant of Strategy and Logistics; one General Education Teacher; one Math Specialist; and one Custodian. Our school is being asked to make choices between two challenging outcomes for our community: do we maintain our number of classroom teachers to preserve reasonably-sized classrooms, or do we cut operational support and instructional specialists who work to support our ever-increasing population of at-risk students?

Complicating matters further, Murch is required to implement a professional development program for teachers called LEAP (LEarning together to Advance our Practice), which requires the school to have two content experts (LEAP Leaders) on staff. This unfunded mandate has forced us to use our limited flexible dollars for two Instructional Coach positions to lead LEAP. If LEAP is a DCPS mandate, the District should fund those positions with level 1, non-flexible funds, as they do for Special Education and Pre-K positions. Murch should not be forced to choose between complying with professional development mandates and funding critical staff positions. The Murch LSAT recommended removing one Instructional Coach position to preserve resources that contribute most directly to our students' academic success. DCPS leadership could not approve this recommendation due to the LEAP mandate, and our school will lose a Math Specialist position instead. Although we acknowledge LEAP's role in enhancing teachers' instruction, with an increasing at-risk population at Murch, the support that our students need most is in math and reading intervention, EL, and special education.

Murch Elementary is among the largest elementary schools in the District, with a projected enrollment of 661 students for next year. Our school community is uniquely heterogeneous and has a significant diversity of student needs. The student population includes families from over 20 different countries, with over 28 languages being spoken. We have families with financial privilege, and we have families who struggle every day to make ends meet. Eleven percent (11%) of our student population meets the definition of "at-risk," with an ever-growing portion of

this subset experiencing homelessness and food insecurity. We also have a growing population of students at risk of school failure.

Not a single staff position in our budget is expendable – each helps create the conditions for every Murch student to have a successful and joyful elementary school experience.

Here we outline the impact of cutting the four positions at Murch:

- (1) Our **Assistant for Strategy and Logistics (ASL)** has worked at Murch for more than 14 years and is widely regarded in the school community as someone who keeps the school running efficiently. She is chiefly responsible for managing Murch's excellent substitute teacher program. She has built relationships with 12 substitutes who regularly and reliably substitute at Murch. Her care and efficiency in running the program ensure our students can continue learning when teachers are out for a day or on extended medical leave. She receives text messages from teachers at 10PM and 6AM to gather lesson plans for substitutes. Without her on staff, the substitute program will be at risk. No other staff member has time to absorb this program into their workload.

Our ASL also leads the implementation of the school's free after-school enrichment program – Murch Plus – which aligns with Chancellor Ferebee's five-year strategic plan to expand after-school enrichment opportunities to DCPS students. Murch Plus is revered among families and has provided a fun and safe place for students to go after school once a week since its inception in 2018. Our ASL is integral to the program's success, identifying teachers to lead enrichment classes, communicating with families, and managing all the logistics of matching students with teachers, procuring materials, and orchestrating arrival and dismissal procedures. More than 300 Murch students participate in this program, which will likely be eliminated without the ASL position.

On top of everything else, our ASL regularly staffs field trips as a trained Administration of Medication (AOM) aide per DC Department of Health requirements. If this position is lost, teachers would need to be trained in AOM.

- (2) Murch's budget for next year does not include continued funding for the two **General Education Teachers** the school hired this year to address overcrowded classrooms, despite the fact that enrollment is projected to remain steady. Research shows that smaller class sizes can have significant long-term effects on student achievement, particularly during the earliest grades of elementary education, and for students from less advantaged family backgrounds. Furthermore, when elementary children are in smaller class sizes (under 20) over a period of three years, you begin to see significant gains by the end of second grade. This is consistent with the District's goal of having all students read on (or above) grade level by the end of grade two. Class size plays a role in achieving this important goal. Cutting one General Education Teacher at Murch will not only increase class sizes, it will also hinder our teachers' ability to implement tier two interventions in the classroom, for both math and reading. Larger class sizes, coupled with fewer interventionists on staff, means teachers at Murch will have even *less* time to analyze student data, address learning deficits in a timely manner, and teach to the learning gaps that exist.
- (3) Murch currently has two **Math Specialists** who support students with significant learning gaps and who are at-risk of school failure in math. With the elimination of one Math Specialist position, Murch will be left with only one person dedicated to assisting all students

who need additional support in math. Our school’s math data shows that at the beginning of the school year, 12% of our at-risk population’s achievement level was identified as “well below” (i.e., two or more grade levels below) in math. In the recent mid-year assessments, that number decreased to 7%. Most of that growth in achievement was seen in grade two, where small group specialized instruction is implemented regularly. The loss of a Math Specialist position will impact those students receiving specialized instruction, leading to trade-offs between how classroom teachers manage a large classroom against personalized instruction needs for the most vulnerable students. Removing these supports may cause further decline in academic achievement for many of our students.

- (4) The removal of a **Custodian** is a breach of policy and mandate for a school of over 115,000 square feet, and will make it impossible to conduct the level of cleaning needed to keep our school a safe and hygienic environment. Our custodian in the Pre-K and Kindergarten hallways demonstrates tireless support to our youngest students, often cleaning their bathrooms and classrooms not only during lunch and recess, but also after school to stave off the spread of illness. Without this custodian, we can expect less sanitary conditions and burn-out from our already extended custodial staff, who ensure a healthy learning environment for our students during the school day and for after-hours and weekend building-use agreements.

Murch’s diversity and its reputation for academic excellence is the reason why many families have moved to this neighborhood in the District, and not to neighboring states. The city’s failure to ensure that every one of our students is provided essential support is disheartening, and we fear it will prompt families to move a mile away to Maryland or Virginia. This creates a vicious cycle that only further harms the District and the school community. If the city wants to see its residents utilizing the public school system, it must provide adequate funding. Murch’s budget for next year is simply not adequate.

We therefore urge you to allocate an additional **\$396,434** to maintain our current staff and to keep our families in the District.

Respectfully submitted,

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 Emily Blake and Allison Fitzsimmons (Murch LSAT Co-Chairs)

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