



Your Performance Impact:  
**Substantial Increase**  
 9 | Target: Substantial Impact



Your Budget Impact:  
**Modest Increase**  
 3% | Target: Modest Investment

### Budget Hold'em: Final Hand

Name My Hand

View By: CATEGORY

What's next? Make an impact in your district!

#### CLASS SIZE

**CLASS SIZE** +1.2%

IMPACT BUDGET

Reduce average ELA and math class sizes for grade 6 by 11 to support transition to middle school

WHY? X

**CLASS SIZE** +1.7%

IMPACT BUDGET

Implement flexible grouping/small group tutoring in grades K-3 with groups of 8 students meeting 2 times a week for 90 minutes

WHY? X

**CLASS SIZE** -0.5%

IMPACT BUDGET

Increase average secondary school non-core/elective class size by 5

WHY? X

#### ATTRACT / RETAIN

**ATTRACT / RETAIN** 0%

IMPACT BUDGET

Retain high performing non-tenured teachers at a rate 5 percentage points higher than low performing non-tenured teachers (over a 4 year probationary period)

WHY? X

**ATTRACT / RETAIN** 0%

IMPACT BUDGET

Retain top quartile tenured teachers at a rate 10 percentage points higher than the bottom 15% of tenured teachers

WHY? X

**ATTRACT / RETAIN** -0.4%

IMPACT BUDGET

Make teacher layoff decisions based on performance instead of seniority

WHY? X

#### TEACHING

**TEACHING** -0.7%

IMPACT BUDGET

Eliminate teacher instructional coaches

WHY? X

#### SOCIAL / EMOTIONAL HEALTH SUPPORT

**SOCIAL / EMOTIONAL HEALTH...** +0.9%

IMPACT BUDGET

Add a social services coordinator to support English learners, low income, and foster youth students in 25% lowest performing schools

WHY? X

#### SCHOOL IMPROVEMENT

**SCHOOL IMPROVEMENT** 0%

IMPACT BUDGET

Example Card

WHY? X

#### LEADERSHIP

**LEADERSHIP** +0.1%

IMPACT BUDGET

Offer 20% higher principal salaries at the 10% lowest performing schools to attract top talent

WHY? X

#### EFFICIENCY

**EFFICIENCY** -0.1%

IMPACT BUDGET

Reduce Central Office and district overhead by 10%

WHY? X

#### BUILDING AND LAND

**BUILDING AND LAND** -0.5%

IMPACT BUDGET

Close or consolidate under-enrolled schools to increase district utilization from 85% to 90%

WHY? X

REVIEW MAYBE PILE

REVIEW NO PILE

Congratulations! You just finished a hand of Budget Hold'em for Districts.

Here's what you can do now:

Save or Print Your Hand

Share with your leadership team



Hold'em helps district teams talk about budget tradeoffs, student impact, return on investment, and how to break out of "what we've always done" in favor of "what's possible". It encourages finance, academics, and school support teams to learn from each other and collaborate, a valuable exercise as you move into your annual budgeting or long-term strategic planning process.

Next Steps:

- Share and discuss with a colleague.
- Hold'em has been played, online and in person, by over 10,000 people. Read how the in-person exercise has impacted superintendents, leadership teams, and more:
  - [Learning When to Hold'em and Fold'em in Memphis](#)
  - [The Buzz Around School Budget Hold'em in Connecticut](#)
  - [In Cleveland, School Budget Hold'em Breaks the Ice](#)
  - [Making Tradeoffs to Fund Expanded Learning Time](#)
  - [Hold'em and the Massachusetts Urban Superintendents Network](#)
- Read the [facilitator's guide](#) to learn exactly how to run a Hold'em session.
- Get a deck of cards. Use the online version or [get a printed deck](#). (Contact ERS if you would like a customized version.)

Further Reading

**Leadership**  
 District Story **Leadership District Story: Charlotte**  
 A Great Leader in Every School  
 Education Resource Strategies, March 2013