



Informational Memo: Staffing Plan Preview for 2020/2021 School Year

TO: School Board
Dr. Trisha Kocanda, *Superintendent*

FROM: Kelly Tess
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January 28, 2020

Overview

In an effort to plan for a District staffing outline that meets a variety of needs for the 2020/2021 school year, the following key factors will be prioritized:

1. *Social-emotional/behavioral capacity building and support amongst staff*

We continue to receive feedback, collect data, and observe that the social-emotional and behavioral needs of our students have steadily increased (this is true on the regional, state and national levels as well). Students are more consistently exhibiting behaviors in grades K-8 (although they may manifest differently at each developmental stage/grade level) due to dysregulation, difficulty with transition, communication, ability to adapt and cope to environmental factors and/or social interactions. Feedback from staff across the district identifies the following areas as being high priority:

- A. Refine Early Intervention
- B. Improve transition practices, especially school to school
- C. Develop a scale of intervention regarding dysregulated students
- D. Provide a flexible continuum for serving students with behavioral needs
- E. Be more proactive in assigning support
- F. Provide assistance to our classroom staff
 - i. Professional development
 - ii. Coaching support

As such, it is a priority to develop a staffing plan for 2020/2021 that aims to provide support in these areas.

2. Implementation of redistricting and rebalancing of enrollments at three elementary schools (shifting of kindergarten back to Crow Island)

Given the commitment to redistributing and balancing enrollment at the three elementary schools and the inclusion of a phase-in plan, there will be a natural shift in the number of sections by grade level at each building. This will have an impact on classroom and specials staffing. We also anticipate the normal fluctuations of enrollment due to new registrations and/or families moving in and out of the District.

The 2020/2021 staffing plan will also reflect the programmatic enhancement of a crossing guard for the Willow and Wilson intersection in the Greeley attendance zone. Administration is evaluating opportunities for merging responsibilities of current positions to fold into this new crossing guard role enhancing efficiencies.

3 Alignment of students needs with stable enrollment; Adhere to the Board's budgetary principle of no more than 3% Cost per pupil growth

As has been the commitment of the Board in the past, we will continue to align staffing allocations proportionately with enrollment where possible. In addition, the administration has been charged with targeting no more than a 3% cost per pupil growth. With only two certified retirements, there will need to be additional reductions/reallocations to meet this growth target with a stable enrollment.

A preliminary staffing plan will be presented to the Board in detail at the February Board meeting. The final staffing plan will be presented and approved at the March Board Meeting.