

STAFFING RECOMMENDATIONS

Thank you to Deb Berg, Marcia Erickson, Carolyn Enstad, Maryjo Hendrickson, Shannon Korman, Paul Olson, Lynn Pabst, and Bill Richards. This is a very difficult area to be precise in as licensure, weekly changes in student population as well as student needs and constantly revised state mandates and standards require ongoing adjustments. It is hoped that as you view this document that you will see opportunities or areas requiring clarification to help WWG make intelligent and appropriate choices for the benefit of students, staff and community. The three alternatives currently presented are as follows:

ALTERNATIVE ONE: Status Quo Plus provides for minimal changes to the current system with possible increase in ELL programs with less paraprofessionals and more certified teachers. There are three options included in this plan.

ALTERNATIVE TWO: ONE TRANSITION: K-8 Walnut Grove & 9-12 Westbrook. This proposal suggests that we move all Pre-K-8 students to Walnut Grove and 9-12 students would remain in Westbrook. It also suggests that we create an ELL concept school.

ALTERNATIVE THREE: TWO TRANSITIONS: The Pre K and Kindergarten grades would be placed in Westbrook along with grades 9-12. Grades 1-8 would be in Walnut Grove. There would be an ELL services at both locations.

ALTERNATIVE ONE: Status Quo Plus

by Berg and Enstad on February 16, 2006

After much discussion, the decision to keep status quo with modification was made. Modifications will include a full time school nurse to service students with medical issues as diabetes, seizures and other disorders.

It is equally important to make modifications concerning an ELL Program. Additional certified and qualified teachers will be hired as needed to address the needs of our students in Elementary, Middle School, and High School. A coordinator is needed for the ELL Program.

Training for teachers on issues concerning our ELL students and their specific needs should be offered. Incentive for personal will be offered.

If the STAR Program does not continue, we need to implement the concept of this character building program in the WB/WG Elementary.

Suitable native language support should be available for all students.

We recommend to keep the Pre-K program and start a transitional program in the afternoon.

Better utilization of our classroom space at all buildings sites is a must.

Staff Needed to Implement Status Quo Plus:

1 1/2 time position for character building program

2 additional full time certified teachers to service educational needs of our students

1 nurse to provide medical assistance to our students

ALTERNATIVE TWO: ONE TRANSITION

by **Christina Kuehl, Marcia Erickson**

Pre-K:

One full-time teacher with the following schedule:
Morning, Mon.-Thurs., 4-5 year olds
Afternoon-Kdg. Transition room
Morning, Fri.- 3 yr. olds
Afternoon, Fri.-parent contact, home visits, prep
Two paraprofessionals all day, SPED paras as needed

Kindergarten-Fourth Grade:

2 teachers for each grade level
1 paraprofessional per teacher
SPED Paras assigned to fulfill IEP needs

ELL TEACHERS

One Coordinator to oversee program and teach
One certified Pre-K-4 Teacher
One certified 5-8 Teacher
One certified 9-12 teacher
Paraprofessionals hired as needed.

PHY ED.

2 1/4 hours daily for H.S.
5 hours daily for K-4
2 1/2 hours 5-8

9 3/4 hours actual teaching + prep time+ travel = 1 2/3 people

MUSIC

90 min. H.S.
5 hrs. K-4
45 min. 5-6
45 min. 7-8
Lessons?
45 min. General music

8 3/4 hours + lessons + small gr. ensembles

ART

One full-time H.S. teacher
90 min. daily for K-4
80 min. daily for 5-8

1.5 teacher position

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SPANISH

One full time teacher in H.S
40 min. daily, K-4
160 min. daily, 5-8

1.5 positions ***Keep Spanish in H.S., but K-8 program could be optional

LIBRARY

60 min. daily, K-4
45 min. daily, 5-8 during study halls.
.5 Librarian in K-8 building, .5 position in the H.S.

SPECIAL ED.

One Coordinator for Pre-K-12, and take over 9-12 caseload
K-8= Two full-time certified teachers
Paraprofessionals hired as needed
Outside services as needed

COUNSELOR

9-12 Counselor for scheduling, careers, individual needs, staff needs, college, financial aid, transitions out of H.S,
K-8 = 1 full time
Counselors= 2 full time positions

STAR

1.5 teachers

SCHOOL NURSE

One full-time school nurse to service students.

Grade 5

Self-contained= 2 full time teachers

Grades 6-8

6 Full time teachers

Cooks

Hire enough staff to get the kids through the lunch line in a timely fashion. Don't have kids eat any earlier than 11:15

Janitorial

Hire enough staff to keep the building clean and maintained

High School

Hire qualified/certified faculty to fulfill requirements and to provide diverse, challenging course opportunities for the students.
Need at least 16 faculty
Paras hired as needed

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ELL Charter

-Transition program to provide services necessary to include students back into the general setting.

-TEAE test score of 2 or lower qualifies

-students serviced by qualified ELL teacher

This Plan will need an additional 3.5 positions at an estimated cost of \$100,000.

Questions

1. What is the route my child would take to school?

2 How long will my child's bus ride be?

3. Will the bus be supervised?

4. Will the length of the school day be changed? By how much?

5. How will the students in each grade level be divided?

6. Will the Help-session in the WWG middle school still be available?

7. How accommodating are we going to be for those students who forget things at home? (lunch, snow pants, snack, etc.)

8. How available will the phone be for students use?

9. Is the language factor going to take away from my child's education?

10. If this plan happens, When?

How does this plan improve students learning?

-shared resources among students and staff

-improved collaboration among teachers

-counselors and special ed. staff would concentrate on age-appropriate setting

This plan still has faculty traveling between buildings to service students.

Criteria to evaluate the plan

-test scores

-attendance of students

-attendance of staff

-attendance by parents at school functions

ALTERNATIVE THREE: TWO TRANSITIONS

Mary Jo Hendrickson & Shannon Korman

More certified ELL

PK-K (WB)

Preschool Teacher-run same with community Ed.

Busing may be an issue

May need two sections AM and PM

K-Westbrook

Need for three teachers so all students are prepared for first grade.

Not recommending pulling out for ELL

Smaller class size to address current issues

Two full time paras to rotate between the three rooms

Self contained rooms

Space question: do rooms in WB meet state K-room guideline in size

First Grade (Walnut Grove)

Two classrooms with a teacher in each classroom

One full-time skilled Para for first grade to be share with both sections

Prefer attached classroom (exampled WG K room)

Share responsibilities

Allow for team teaching

Second through Fourth Grade

Same guidelines as grade one

Para-each grade to have one Para

Fifth Grade

Self-contained

Two sections

No exploratory

P.E.

Music

Sixth Grade

Two sections

Self contained with licensed 6th grade teacher

Exploratory—art, music, life skill, health

P.E.

Seventh and Eighth Grade

Status Quo on class offered

Seven Period Day (since going to 8 period average time lost has been around 40 hours a year equal to over 2 months of class time)

Exploratory to include life skills, shop, keyboarding, art

PE/Health and Spanish to share time

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PE 4 sections Middle School
PE 8 sections elementary

Music

7/8 Band Choir
5/6 Band Choir General Music
k-4 11 sections

High School

Continuation of PE needs:

2-5 hours for HS PE (plus elementary & middle school previously listed) =
1 1/2 teachers if taught daily daily (not considering high school needs) and
2 teachers k-12 without Health 5-8

Continuation of Music needs:

3 teachers needed (due to lessons) k-12

Art needs: k-4 11 sections once a week
5-8 2 class periods daily
9-12 3/4 time
= 1 1/2 art teachers

Life Skills needs: 6-8 1/2 time during one semester
9-12 full time during one semester/half-time the other
= 1 life skills teacher

Counselor - grades 1-8 1 full time
PreK-K/9/12 1 full time

ELL - 1 coordinator K-12 at WB who spends 1/2 time coordinating
& 1/2 time providing services at WB

At WG 2 full time (one 1-4, one 5-8)

Media- 1 full time para at each school plus 1/4 time media spec.

Computer lab- 1 full time para at each school

Computer Tech 1/2 time at each school

Health Services: 1/2 to full time school nurse

Special Ed: 2 full time at WG
1 full time at WB
---plus paras as needed due to IEP requirements

Food Services and Custodial: as needed based on student numbers. Perhaps a shift from one building to another?

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High School:

Spanish	1 full time (traveling between 2 schools)
Science	2 full time
Math	2 full time
Social	2 full time
Business	1 1/2 full time
Ag	1 1/4 full time
Indus.Arts	1 full time (traveling)
English/theater	2 full time
PE	1 full time
Music	as addressed (1 traveling or w/1 staying in WB and 2 @ WG)
Life Skills	1 full time (traveling)
Art	as addressed

Estimated financial cost: Difficult to figure at this point, as these position shifts are very dependent on the nature of each person's licensure. Addition of 2 licensed ELL teachers plus 1-2 additional staff members would be an estimated \$100,000.

Potential benefits of this plan: Ability to pool resources (only 1 elementary library instead of 2, combining of science equipment, etc.)

Possible challenges/concerns: Transportation costs/organization, at least the same number of teachers would be traveling between the 2 school locations,