

SPECIAL EDUCATION

2021-22 Staffing

June 24, 2021

2021-22 Classroom Support Enhancements

Challenge: Returning from pandemic without a clear understanding of how students will return to school.

Strategy: Provide additional staff and structured supports to classrooms as needed.

Implementation details:

- 3.0 FTE Behaviorists to assist the behavior team
- 5.0 FTE itinerant paraeducators to deploy immediately
- TBD FTE paraeducators based on student needs and classroom composition

Impact: Ability to provide equitable supports to students vs a fixed blanket approach not allowing for flexibility.

Funding: ESSER III (one-time)

2021-22 District Program Itinerant Supports

Challenge: Returning from the pandemic without clear understanding of what staff supports will be needed.

Strategy: Provide additional departmental itinerant supports to programs as needed.

Implementation details:

- 1.5 FTE extra psychologists beyond contracted staffing to support additional assessment and potential compensatory
- 1.5 FTE extra speech pathologist beyond contractual staffing to support additional assessment, services delivery and potential compensatory
- 1.0 FTE contracted SLPA to assist with therapy and potential compensatory
- 1.0 FTE paraeducator for Adaptive PE to assist with service delivery and potential compensatory

Impact: Ability to provide equitable supports to programs.

Funding: Already included in 2021-22 budget

Process to Request Additional Classroom Support

CURRENT STEPS (Approx. 30 - 40 days)

1. Teacher meets with site administrator and program specialist to evaluate/determine needed support
2. After the site meeting to determine classroom need, program specialist communicates with district manager the following Friday.
3. PAF is generated to potentially add staff (2 - 3 days)
4. Executive Cabinet reviews position following Tuesday
5. Posted as needed (10 days)
6. Interview/Offer/Onboarding (10 - 20 days)

STEPS with new Itinerant Pool (1 - 2 days)

1. Teacher meets with site administrator and program specialist to evaluate/determine needed support
2. Deployment of itinerant behavioral and/or paraeducators. Support will be immediate while position is being filled (1 - 2 days)
3. If needs are determined to be long term needs proceed with established hiring process. (Approx. 30 - 40 days)

Questions?