

State and Locally Funded Staff

The Resource Allocation Review (RAR) includes a district self-assessment. One area of the self-assessment asks the district to describe and provide evidence of state and locally funded staffing, including how the district works beyond the state-required staffing allocation policy to meet the needs identified at the school level.

The examples below were provided as evidence for the state and locally funded staffing process during the previous review cycles.

Three-Year Funding Chart: Evidence charts for a three-year period illustrate funding for staffing allocations. The chart includes data for teacher count, allocation, students, class cap size and actual class size. The chart quickly illuminates any need for adjustments in staffing.

The use of a multi-year funding allocation chart provides an easy reference for state and local funding over time. Trends can be easily identified and help the district in determining the best use of these fiscal resources.

Additional Staffing Based on Data: Empowering school principals to request additional staffing based on data aids schools in ensuring the requests align to the district's strategic or comprehensive improvement plan. For example, based on behavior data, an assistant principal (AP) position was created to assist with social emotional learning (SEL) needs at one school. The position assists with the identification of individual students and classrooms that need extra behavioral support.

Utilizing a needs-based procedure can help to identify schools with the highest need for base salary adjustments. The average salary can be adjusted for staff working in the highest needs school identified in this process due to the level of poverty and number of English learners enrolled.

Academic and behavioral data can guide staffing decisions beyond state requirements to meet the individual needs of staff and students.

Learning from These Examples

- Staffing decisions are made easier through easy-to-read comparative charts and other visuals to help the district identify trends.
- Trends in age group enrollment are apparent and allow for future planning well in advance.
- Needs-based procedures ensure more informed staff salary decisions.