

# DCPS Comprehensive Staffing Model

This Comprehensive Staffing Model shows how DCPS allocates funds to individual schools, based on projected student enrollment and other key factors. The model ensures that every school has certain staff that are needed for the school to operate, and it also provides school leaders with the flexibility to staff their school in ways that support the school's unique goals.

**High School\***

FY 2015

## SCHOOL LEADERSHIP

### School Principal

Every school receives a principal.

### Assistant Principal

Schools receive 1 assistant principal for every 300 students.

## GENERAL EDUCATION

### 9th–12th Grade Classroom Teacher

Schools receive 1 full-time teacher for every 24 students.

## ENGLISH LANGUAGE LEARNING (ELL)

### ELL Teacher

Allocation is based on ELL Level (I through IV). Schools receive 1 ELL teacher for every:

- 15 students at ELL Level I;
- 22 students at ELL Levels II through IV.

### ELL Instructional Aide

Schools receive 1 ELL instructional aide for every 50 Level I ELL students.

### ELL Bilingual Counselor

Schools receive 1 ELL bilingual counselor for every 100 ELL students.

## RELATED ARTS

### Art Teacher

### Music Teacher

### Physical Education/ Health Teacher

### World Language Teacher

### Librarian/Media Specialist

High schools do not receive a specific allocation for related arts teachers. These positions are included in the 9th–12th Grade Teacher allocation.

- Schools with 300 or fewer students receive a part-time librarian.
- Schools with more than 300 students receive 1 full-time librarian.

## SPECIAL EDUCATION

### Special Education Teacher

### Special Education Instructional Aide

Allocations are based on the unique needs of students with disabilities in the school as stated in their Individualized Education Programs (IEPs) and the staffing needs of specialized programs. For descriptions of special education programs, see the [FY 2015 Budget Guide](#).

 All gray entries are non-required/flexible positions.

\* Duke Ellington School of the Arts has a unique budget format that allows it to provide a rigorous curriculum and a full arts program. As a result, the majority of Duke Ellington's funds appear in non-personnel spending.

## SCHOOLWIDE INSTRUCTIONAL SUPPORT



### Instructional Coach

Every school receives an instructional coach.

### Social Worker

Allocation is based on a formula that considers the school's total number of:

- Assessments (functional behavior, social history, and psychological) held during the past school year;
- Student Support Team (SST) meetings held during the past school year;
- Manifestation Determination meetings held during the past school year;
- Individualized Education Programs (IEPs);
- Behavior Support Service (BSS) hours present in the school's IEPs.

### Psychologist

### International Baccalaureate (IB) Coordinator

Candidate schools and schools continuing their authorized IB program in FY 2015 receive 1 full-time IB coordinator.

### Schoolwide Enrichment Model (SEM) Coordinator

Schools participating in the SEM program in FY 2015 receive 1 full-time SEM coordinator.

### Ninth Grade Academy Coordinator

Schools operating a Ninth Grade Academy receive 1 full-time Ninth Grade Academy coordinator.

### Guidance Counselor

High schools receive 1 full-time guidance counselor for every 250 students.

## FY 2015 PRIORITIES



### Proving What's Possible (PWP) Grant for Student Satisfaction

The PWP allocation is \$100 per student or \$10,000 per school, whichever is greater.

## OTHER BUILDING STAFF



### Custodial Foreman and Custodial Staff

Schools must have at least one foreman or custodian to open/close building. Custodial allocation is based on building size and unique situations like construction at the school.

### Business Manager

- Schools with 300 or fewer students receive a part-time business manager.
- Schools with more than 300 students receive a full-time business manager.

### Administrative Aide

Every school receives an administrative aide.

### Clerk

Schools receive 1 clerk for every 400 students.

### Registrar

High schools receive 1 full-time registrar.

### Attendance Counselor

High schools receive 1 full-time attendance counselor.

## OTHER COSTS



### Evening Credit Recovery

Eligible schools receive an allocation to operate Evening Credit Recovery Programs. Allocation is based on an assessment of FY 2014 needs.

### Title

Title allocation is based on the number of low-income students as identified by free and reduced-price meal program eligibility.

### Per Pupil Funding Minimum

Schools receive additional funding, if necessary, to ensure a minimum per pupil funding level of \$9,176.

### Administrative Premium

\$87/student

### Non-Personnel Services

2.25% of local budget

### Specialty Funds

These funds are designated to support unique academic programming at specific schools.

All gray entries are non-required/flexible positions.