



Expect
More.

Elementary Staffing Support Model

Presented to the School Board
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Current Elementary Staffing Model

Current Approach

- Staffing based on board-approved class size ratios
- When enrollment exceeds the range:
 - Add another teacher and classroom section

Challenge

Small enrollment increases can trigger significant staffing increases



Teaching Assistant Model

New Approach

- Staffing still begins with board-approved class size ratios
- When enrollment exceeds the range:
 - Administration may add a Teaching Assistant
 - Or add another classroom section

Goal

Maintain strong adult support for students while providing staffing flexibility.



Teaching Assistant Model

Primary Example

- 52 incoming K students
- Class Size Ratio = 25.5
- Old Model = 3 sections
 - Estimated Cost = \$426,000
- New Model = 2 sections, 1 with a TA
 - Estimated Cost = \$327,130

Adult to Student Ratio

- 1 section with 22 students
- 1 section with 30 students

Upper Grade Example

- 63 incoming grade 4 students
- Class Size Ratio = 29.5
- Old Model = 3 sections
 - Estimated Cost = \$426,000
- New Model = 2 sections with TAs
 - Estimated Cost = 370,260

Adult to Student Ratio

- 1 section with 31 students
- 1 section with 32 students



Multiple Factors Considered

Staffing Decisions Are Not Based on Enrollment Alone

Administrative Considerations

- Total enrollment
- Academic and behavioral needs
- Special education and intervention supports
- Overall classroom composition

Possible Responses

- Add a Teaching Assistant
- Add another classroom section
- Provide additional supports



Why Flexibility Matters

Not Every Classroom Has the Same Needs

Two classrooms with the same enrollment may require different levels of support.

The proposed model allows the district to:

- Respond to student needs
- Maintain instructional support
- Use staffing resources responsibly



Current Ratios Remain In Place

Proposal Does NOT:

- Eliminate board class size guidelines
- Eliminate the possibility of adding sections
- Establish fixed TA trigger numbers

Proposal DOES:

- Support students and maintains strong adult presence
- Allow administrative flexibility
- Align staffing support to classroom needs
- Provide multiple staffing support options
- Use district resources effectively



Proposed School Board Action

Authorize administration to utilize flexible staffing support models, including Teaching Assistant support, when enrollment exceeds established class size guidelines, based on student and classroom needs.

Elementary Staffing Ratio

Grade	Staff Ratio	Low	High
K-1	21.42	17.42	25.42
2-3	25.42	21.42	29.42
4-5	29.42	26.42	32.42



Questions