

PROGRAM STAFFING

May 23, 2022

STRATEGIC GOAL 2

Northwest ISD will recruit, value, and retain exceptional staff to create a rewarding learning environment.

CONSIDERATIONS

- Updated demographic information
- Unprecedented growth across the district
- Increase in social-emotional needs of our students
- Increase in need for additional instructional supports
- Growth of special populations
- Campus and department leadership input

AREAS OF FOCUS

- Compensation and Benefits for Recruitment and Retention of High-Quality Staff
- Enrollment Growth – Staffing and Facilities
- Student Support and Safety
- Innovative Teaching and Learning,
- Ongoing Maintenance and Replacement Cycles
- Efficient and Effective Operations

ENROLLMENT GROWTH – STAFFING & FACILITIES

- Growth Special Education Staff
- Growth Staffing at SPC and Steele ECHS
- Growth Fine Arts Staff
- Growth PreK Staff
- Growth Support Staff
- Growth Athletic Staff

EFFICIENT & EFFECTIVE OPERATIONS

- Free & Reduced Meals Specialist (TDA required)
- Maintenance & Facilities Staff
- Technology Staff

STUDENT SUPPORT & SAFETY

- Campus Safety Support Staff
- Student Intervention Support Staff
- Campus Testing Coordinators
- Behavior Support Staff
- Instructional Support
- Staff Attorney

TOTAL BUDGET IMPACT

\$4,200,880