Staffing Update

Staffing and Class Size

February 2, 2023

Topics

- Staffing Process & Timeline
- Elementary Scheduling
  - Elementary Class Size Data
- Secondary Scheduling
  - Secondary Class Size Data

Staffing Timeline

Abby Baker, Director of Human Resources

Staffing Timeline

February

- **HR meets with Principals**

- **Review teachers on job targets & performance issues**

- **Intents of Retirement & leave of absence requests due**

- **HR meets with Principals**

March

- **Preliminary Staffing Projections**

- **Final retirement & leave of absence requests due**

- **Final section counts due**

- **Pool positions posted**

April

- **Evaluations for probationary teachers**

- **Notification to released and displaced teachers**

- **Round 1 internal bidding**

May

- **Round 2 internal bidding**

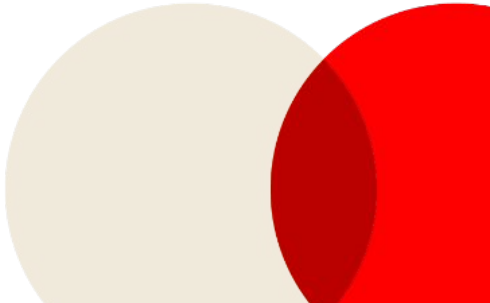- **Open positions posted externally**

Elementary Scheduling & Class Size Data

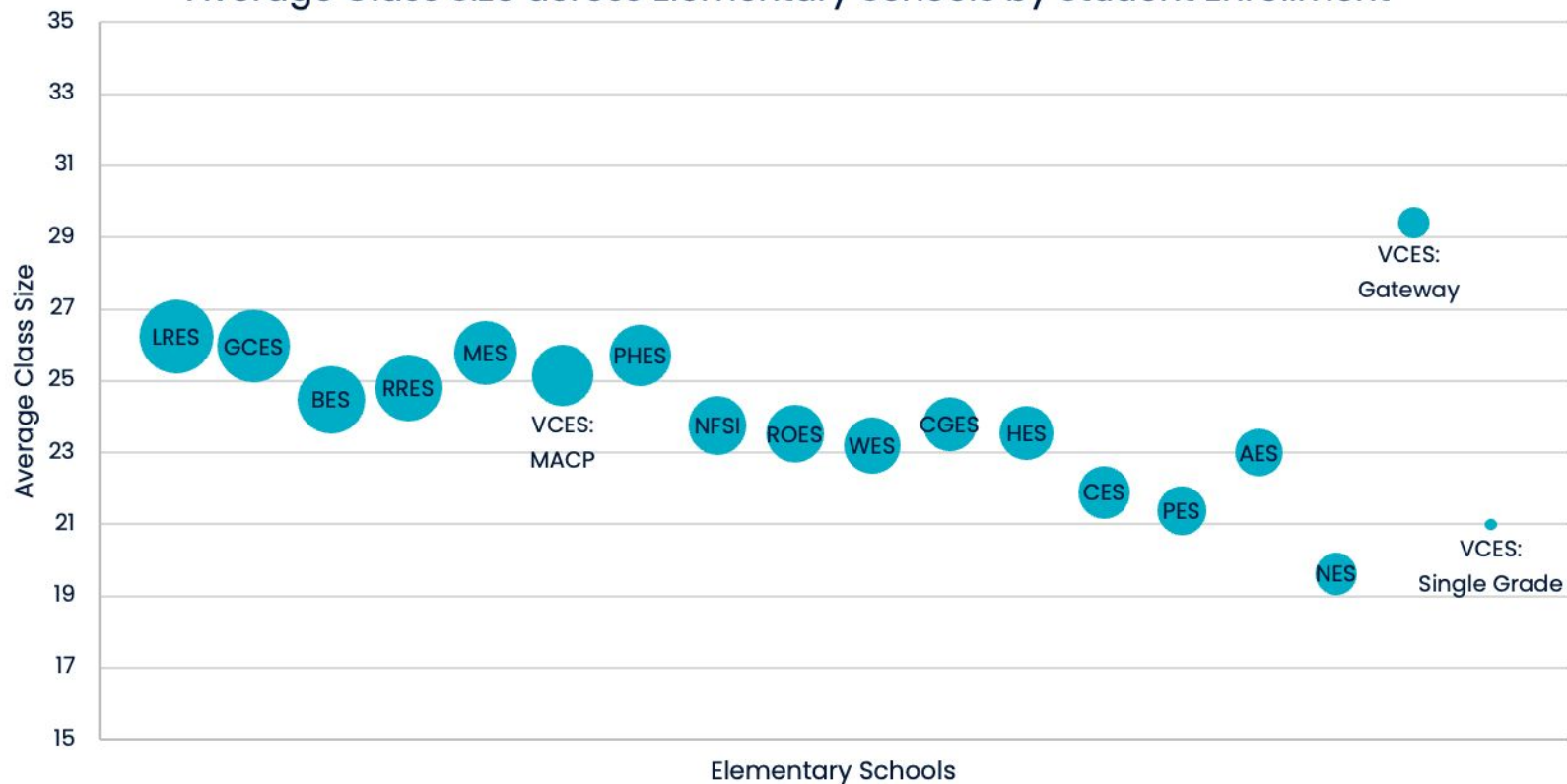Dr.Tyrone Brookins, Assistant Superintendent

Elementary Scheduling

- Staffing is determined by formula: enrollment/26
  - Other impacts:
    - Intra District Transfers (IDTS) Open Enrollment (OE)
    - Magnet Lotteries
    - Special Education Services

- 6.5 hour day with 1.0 hour for Specialist and 30 min for lunch & recess.

- 5 hours: Classroom Instruction
  - **30 mins**   **Social/Emotional**
  - **90 – 120**   **Literacy**
  - **75 – 90**   **Math**
  - **30 mins**   **Science/Social Studies/Health**
  - **30 mins**   **What I Need (WIN)**

2022-23 SoWashCo Schools:
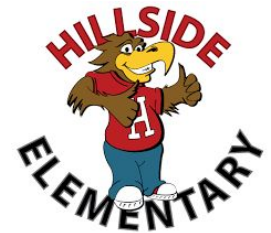Average Class Size across Elementary Schools by Student Enrollment

Elementary Schools
Class Sizes (2022-23)

Grade Level	Average Class Size	Grade level Ranges	District Thresholds
Kindergarten	22.57	17.75 - 24	24
Grade 1	21.42	19 - 24.5	25
Grade 2	23.53	18.33 - 27.5	27
Grade 3	22.71	22.5 - 28	28
Grade 4	27.33	19 - 32	32
Grade 5	25.96	17 - 34	33

District Average - 23.79 students

Elementary Schools
Class Sizes (2022-23)
Comp. Ed, Discretionary

Grade Level	Average Class Size	Grade level Ranges	District Thresholds
Kindergarten	20.82	17.75 - 24	24
Grade 1	21.25	19 - 24.5	25
Grade 2	22.94	18.33 - 27.5	27
Grade 3	22.53	22.5 - 28	28
Grade 4	25.63	19 - 32	32
Grade 5	25.51	17 - 34	33

District Average - 23.01 students

Elementary Schools
Magnet Programs

	Average Class Size	District Thresholds
Kdgn.	24	24
Grade 1	23.25	25
Grade 2	25	27
Grade 3	22.75	28
Grade 4	27.67	32
Grade 5	28.75	33

District Average - 23.79 students

Grade Level	Average Class Size	District Thresholds
Kdgn.	18.5	24
Grade 1	24.5	25
Grade 2	26	27
Grade 3	24	28
Grade 4	31.67	32
Grade 5	29	33

Grade Level	Average Class Size	District Thresholds
Grade 3	27	28
Grade 4	28	32
Grade 5	32	33

Secondary Scheduling & Class Size Data

Kelly Jansen, Assistant Superintendent
Kristine Schaefer, Assistant Superintendent

Secondary Scheduling

- Course offerings are determined by student registration.
- Course "Crashing":
  - Occurs if the registration number drops below 21
  - Consideration is given to the nature of the course content. For example, year 3/4 of a language course, AP or IB.
- The number of times a course is offered, lends itself to easier scheduling:
  - Singleton: Only offered once. Examples include; Performing Music Courses, some AP or IB courses, elective offerings
  - Doubleon: Only offered twice. Similar examples as singletons.
- Staffing is determined by enrollment/33.5 (MS) or 34.5 (HS)

Year at a Glance

	Trimester 1						Trimester 2						Trimester 3					
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
Tch																		
Tch																		
Tch							**Courses are Placed Here**											
Tch																		
Tch																		
Tch																		
Tch																		
	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000

Year at a Glance

	Trimester 1						Trimester 2						Trimester 3					
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
Tch																		
Tch									**Courses**									
Tch																		
Tch																		
	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000

Each Period Needs a "Seat" for Every Student

If there was no choice in scheduling it would be an "even" distribution.

Some classes have 28 (1 section of 28) student requests, and others have 150 (5 sections of 30).

Wherever we put that singleton we need to ensure there are no "conflicts"
so that each student can get a "spot"

Scheduling Considerations

- "Conflict Matrix":
  - The numbers of students who have requests for the same two courses.
  - Courses by department or grade level that have conflicts.
- Singleton classes are scheduled first so that students can be "loaded" into the class and "locked"
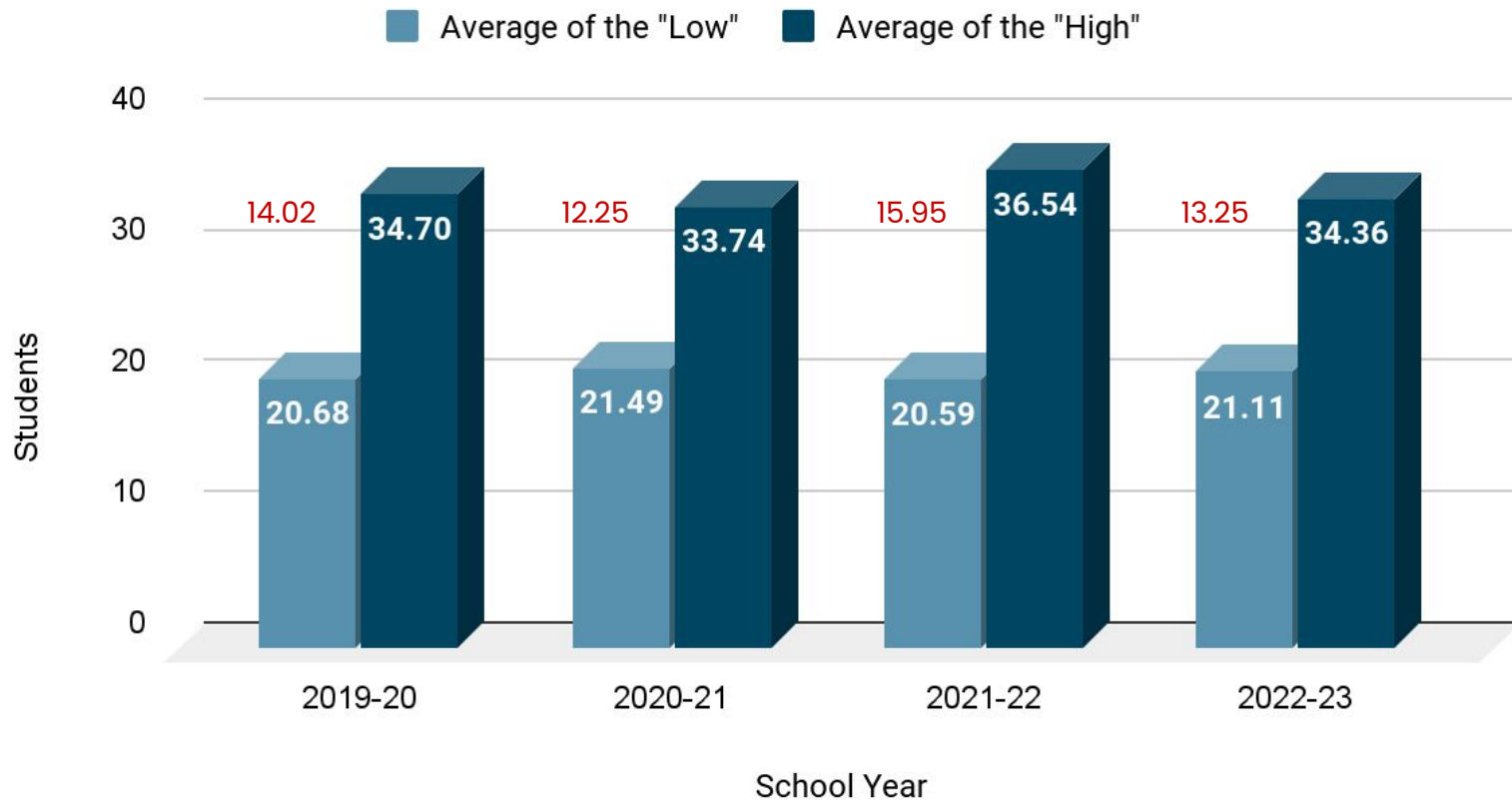- Doubleton classes are scheduled next.

Secondary Scheduling Example

1. Blue
2. Red
3. Cats
4. Dogs
5. History
6. English

Color = Singleton
Animal = Doubleton

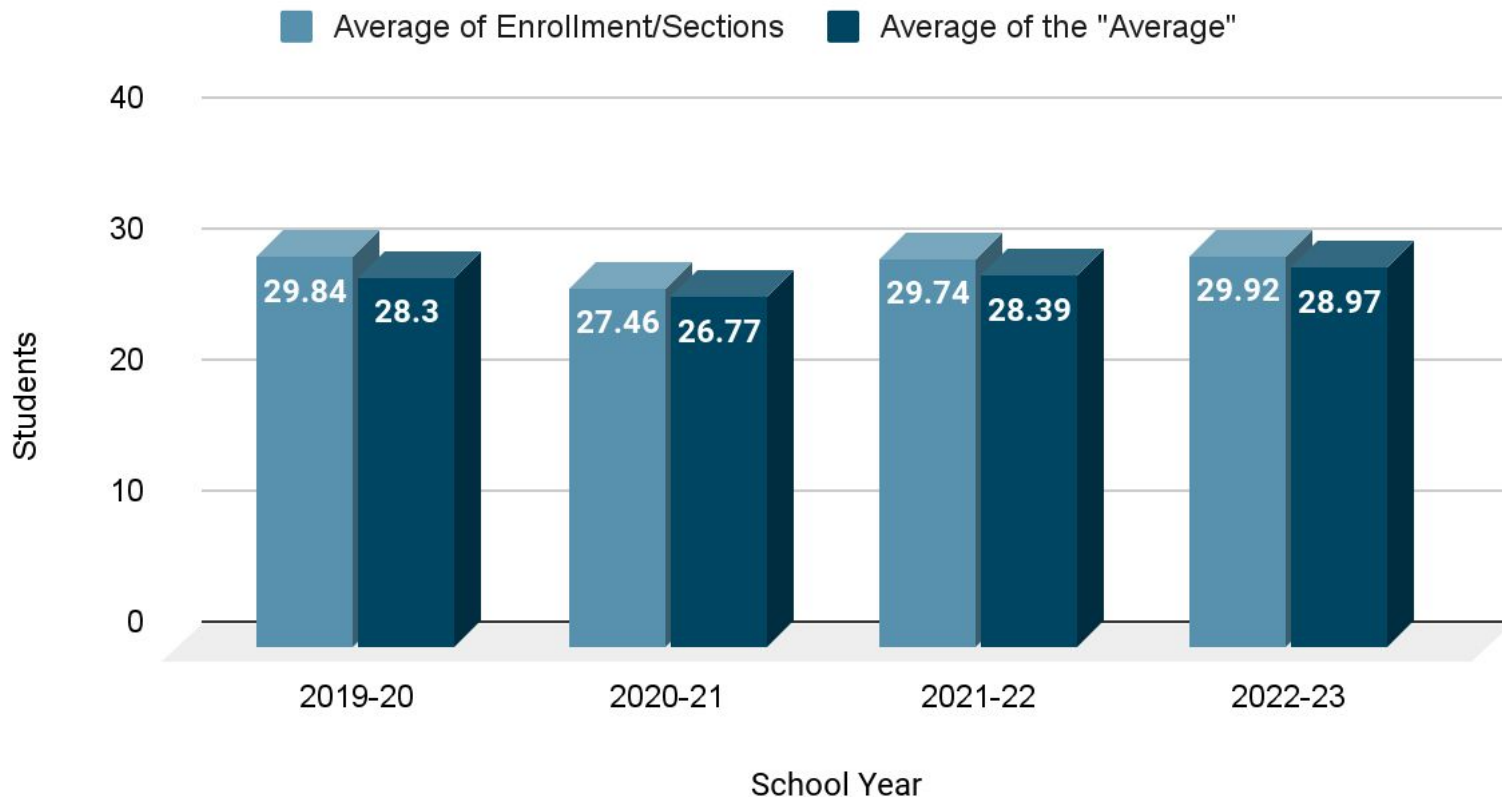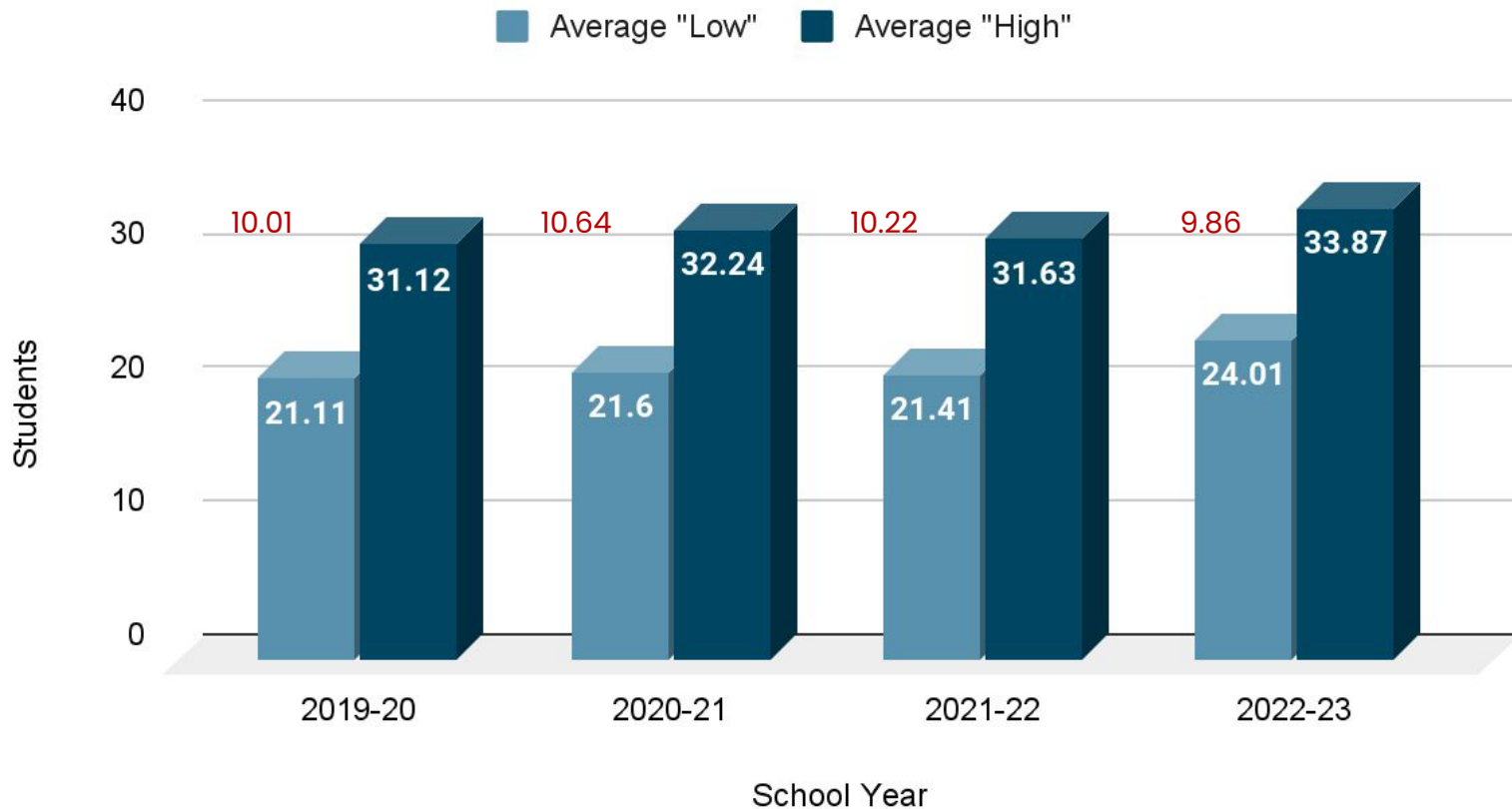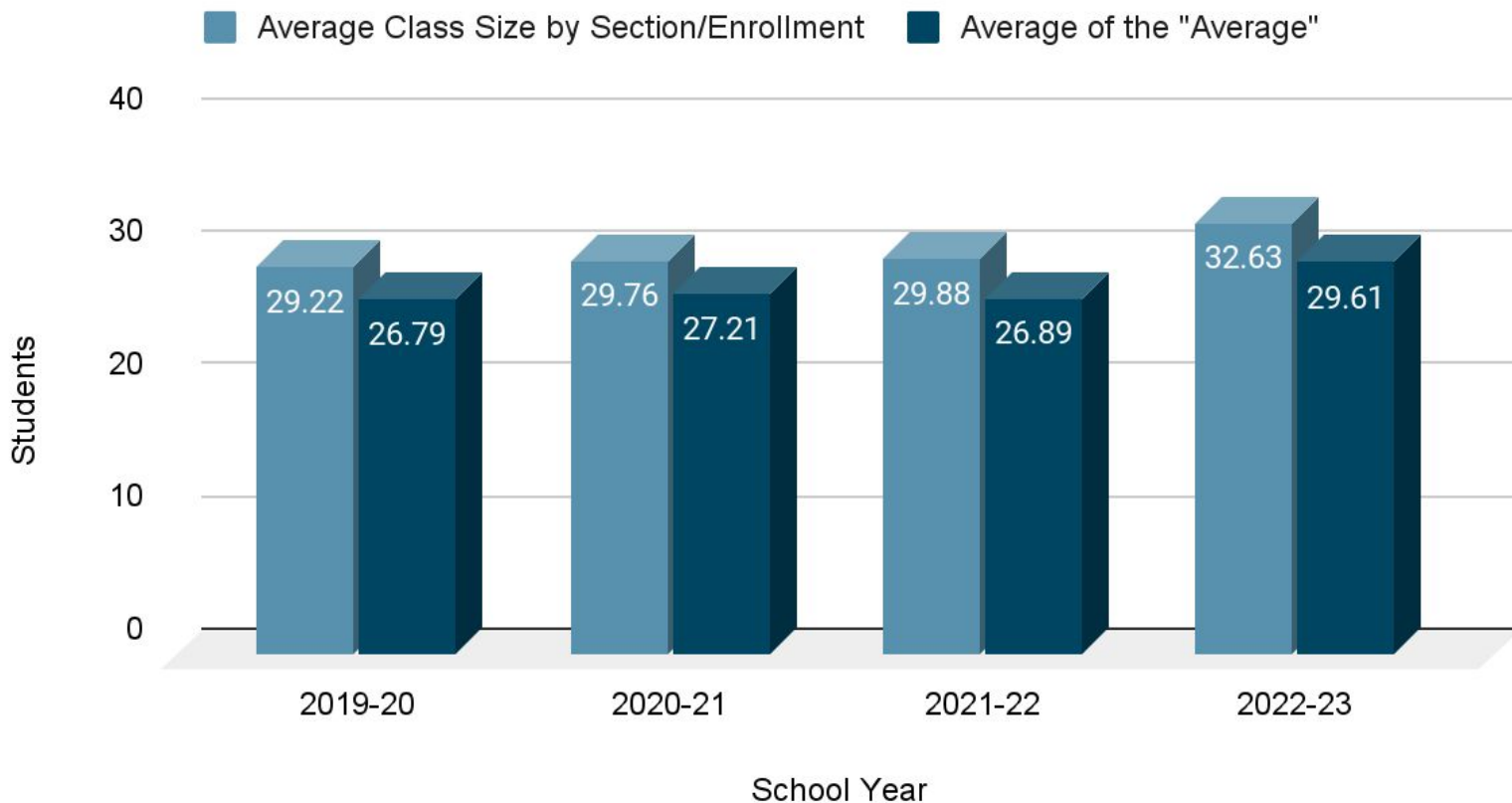|	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6
Math Teacher	Blue	Math	Math	Dogs	Dogs	Prep
Science Teacher	Cats	Cats	Science	Green	Prep	Science
Music Teacher	Music	Music	Red	Music	Music	Prep
Social Studies Teacher	History	History	Prep	History	History	History
English Teacher	Prep	English	Ants	English	Ants	English
World Lang Teacher	WL	WL	WL	WL	WL	WL
Total Seats	2,000 (+3%) Seats	2,000 (+3%) Seats	2,000 (+3%) Seats	2,000 (+3%) Seats	2,000 (+3%) Seats	2,000 (+3%) Seats

Middle School Class Size Ranges

Average of the "Low" Average of the "High"

Students

40

30

20

10

0

School Year	2019-20	2020-21	2021-22	2022-23

14.02 34.70 | 12.25 33.74 | 15.95 36.54 | 13.25 34.36

20.68 | 21.49 | 20.59 | 21.11

School Year

Middle School Average Class Size - Trend Data

High School Class Size Range - Trend Data

Questions