



# Staffing Enhancements Proposal 2024

Proposal to create key support positions across CASD schools. This initiative aims to address student needs, make a significant advance towards schools of distinction for 2030, while aligning with the facilities proposal for fall 2024.



# Allocating Resources - "4 Priorities"

**01** Essential Conditions and Supports



**02** Educational Blueprint Recommendations



**03** Feasibility and Facility  
Recommendations- Master Plan



**04** Minimize Local Property Tax Impact



# Draft Allocations - 8.2 million in New State Money

Investments in People and Positive / Safe Environment

Investments in Facilities and our Community



**Competitive Salaries in targeted Positions**

**15%**

- Support Staff Positions
- Special Education, ESL and Hard to Fill Positions
- Bi-Lingual Staff
- Incentives and Retention Programs

**Comparable Wages**  
**\$1,230,000**



**Enhancements in Existing and Redesigned Programs**

**31%**

- Intervention
- Behavior
- Content Specialists
- English as a Second Language (ESL) Staff
- Guidance Counselors

**Essential Conditions**  
**\$2,600,000**



**Student Performance**



**Investment in Facilities**

**29%**

- Grade Configuration Changes and Updates

2037 Significant drop in debt (Debt Free 2040)

**Efficient and Effective**  
**\$2,270,000**



**Stabilize Property Taxes**

**25%**

- Minimize tax increase not to exceed 2% annually for the next 3 to 5 years

**Offset Local Taxes**  
**\$2,050,000**





# INTRODUCTION

\$2.6 Million in Essential Conditions and Staffing Allocation from the additional \$8.2 in State Education dollars.

**84%**

Of Dollars Dedicated to Elementary Direct Student Services

**16%**

Of Dollars Dedicated to Content Specialists and Directors

# Staffing Enhancements Goals CASD Blueprint



## Meet Student Needs

The proposal introduces roles like Deans, Content Specialists, and Interventionists to provide targeted support, interventions, and professional development, ensuring access to quality education for all students.



## Enhance School Climate

New positions, including Deans of Student Affairs and counselors, will foster a positive school environment by improving student behavior, strengthening family-staff relationships, and promoting social-emotional growth.



## Plan for the Future

The addition of Directors for various grade levels will ensure continuity, drive academic excellence, and support succession planning to build a resilient and adaptable educational framework.

# Essential Conditions to Achieve Schools of Distinction 2030

13 Deans of Students / Interventionist to replace Head Teacher Model (7 of 13 half time intervention)

\$1.4 Million

4 - K-3 Literacy Intervention Staff to Support Reading by 3rd Grade

\$450,000

3 Elementary Counselors to reduce ratio from 1:466 to 1:350

\$340,000

Create 35 Content Specialists stipends in all department subjects and grade spans. (in addition to teaching duties)

\$250,000

Develop 4 Director Positions and repurpose 3 Administrative Positions through attrition.

\$160,000



# Position Analysis

## Dean of Student Affairs (13)

The current system of head teachers is outdated.

Some highlights from the new job description:

- Mentor and support all non-tenured teachers within the school through a systemic new teacher induction program
- Helps to lead a child study team to develop and implement behavioral based interventions.
- Supervise and instruct students who require alternative instruction or in-school suspension.

- Promotes good school-parent relationships when discussing specific concerns with families.
- Management of assessment schedules, materials, and communication.
- Provide academic and behavioral support as directed by the principal.

- Monitor and analyze student disciplinary data to create plans of action based upon building needs.
- Assist with, develop, and implement behavioral interventions with classroom teachers.
- Collaborate on creating staff professional development for academic and behavioral concepts.

require alternative instruction or  
in-school suspension.

# Position Analysis

## Interventionists (4)

- Over 1400 students k-3 are not reading at their grade level. We currently have 17 interventionists and will increase intervention to address these student needs to work towards our district goal of reading, writing, and comprehending by the end of 3rd grade.

- In the 8-9 smaller elementary schools Deans will devote 50% of their time providing intervention. The other 50% of their time working as a Dean.

require alternative instruction or in-school suspension.

- In the large elementary buildings the Deans will focus 100% of their time being a Dean of Students. These buildings need an additional interventionist to support (4 fulltime interventionists).



# Position Analysis

## **Content Specialist (33-35 Stipend Positions) Grade bands using option 4: K-3, 4-6, 7-8, 9-12**

Additional Content Specialists for ELA, Math, Science, Social Studies, ESL, Learning Support, Fine Arts, and Applied Arts is vital to support the Curriculum and Instruction Department of three individuals.

These specialists will provide essential expertise, foster professional development, ensure curriculum alignment, address diverse learner needs, advocate for the arts, and leverage data for continuous improvement. Investing in Content Specialists will ultimately lead to a more effective, equitable, and enriching educational experience for all students, equipping them with the skills and knowledge necessary for success in an ever-changing world.





# Position Analysis



## 1. Director of Early Childhood (K-3)

- Critical role in establishing a strong foundation for lifelong learning and development.
- Ensures high-quality, developmentally appropriate education aligned with current research.
- Aims to improve literacy and numeracy, reduce achievement gaps, and build a positive school culture.
- Demonstrates commitment to nurturing every child's potential from the start of their educational journey.

### Responsibilities:

- Implementing best practices in early childhood education.
- Fostering strong family relationships.
- Overseeing the K-3 division and ensuring smooth transitions into elementary schooling.



## Position Analysis



### 2. Director of Mid-Level (4-8)

- Addresses challenges of the transition from elementary to middle school, focusing on social, emotional, and academic changes.
- Provides specialized leadership to meet the unique needs of 4th-8th grade students.
- Enhances student achievement and prepares them for high school and beyond.

#### Responsibilities:

- Coordinate curriculum development and promote interdisciplinary teaching practices.
- Foster a supportive environment that encourages student engagement and well-being.
- Supervise the entire 4-8 division.
- Facilitate professional development to address challenges in this transitional phase.





# Position Analysis



## 3. Director of Secondary Career and College Readiness (9-12)

- Addresses the need for students to be equipped with skills for success in both college and the modern job market.
- Focuses on integrating academic learning with real-world experiences, including internships, apprenticeships, and college preparatory courses.
- Collaborates with local businesses and community colleges to create partnerships that enhance career pathways for students.
- Oversees the development and implementation of the "Ignite Center" for Chambersburg.

### Responsibilities:

- Develop comprehensive programs that connect academic learning to real-world applications.
- Supervise all principals in grades 9-12 to ensure alignment with college and career readiness goals.
- Build and maintain partnerships with businesses and educational institutions to provide students with hands-on learning opportunities.
- Prioritize student preparation for higher education and vocational skills development to thrive in a competitive workforce.
- Monitor and improve graduation rates and job placement outcomes for graduates.





## Position Analysis

### 4. Director of Pupil Personnel (Largest District Budget)

- Prioritizes student well-being as a key factor in academic success.
- Oversees a range of student support services, including special education, counseling, mental health services, health services, 504 plans, psychologists, alternative education, and social work.
- Ensures that all students, especially those facing challenges, have access to necessary resources to thrive in their educational experience.
- Plays a crucial role in fostering an inclusive and supportive school environment.

#### Responsibilities:

- Manage and coordinate comprehensive student support services to address the diverse needs of the student population.
- Supervise all administrative functions within the scope of Pupil Services.
- Implement policies that promote student safety, wellness, and social-emotional learning.
- Create and maintain a positive school climate that supports the holistic development of every student.
- Advocate for and provide access to resources and interventions for students facing academic, social, or emotional challenges.

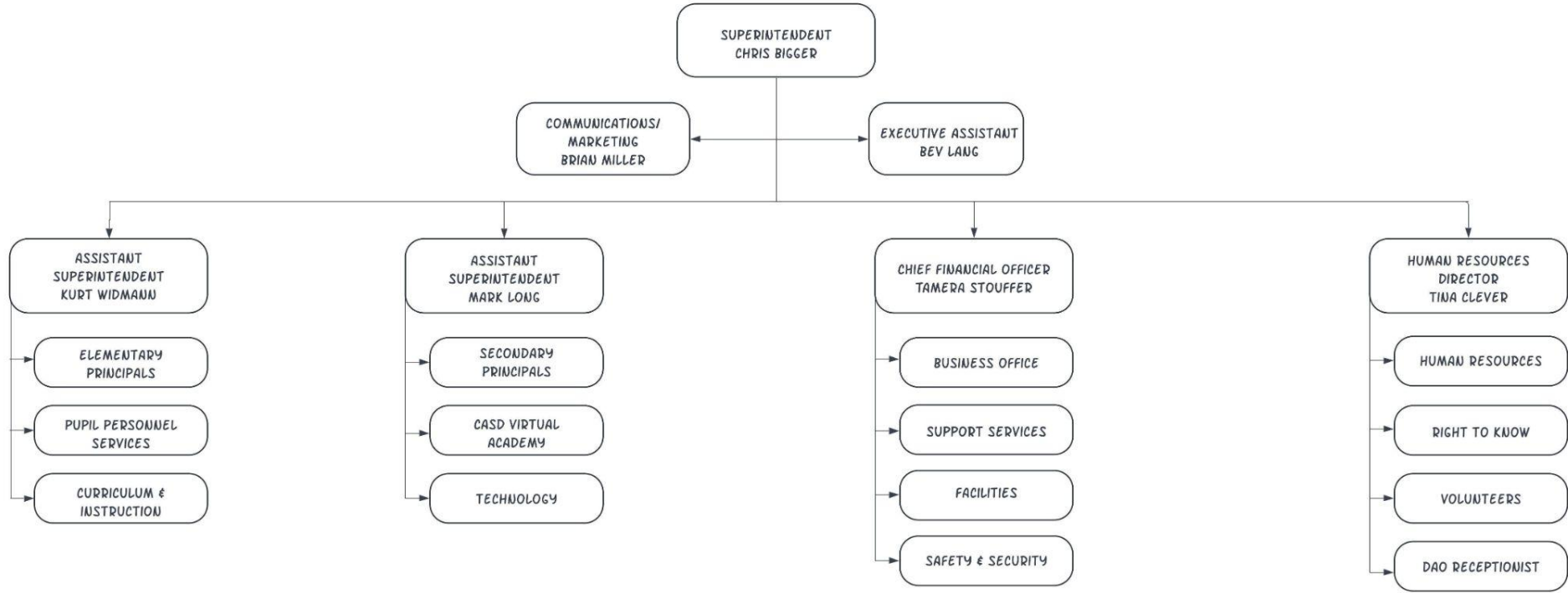
# Positions Analysis

## Summary

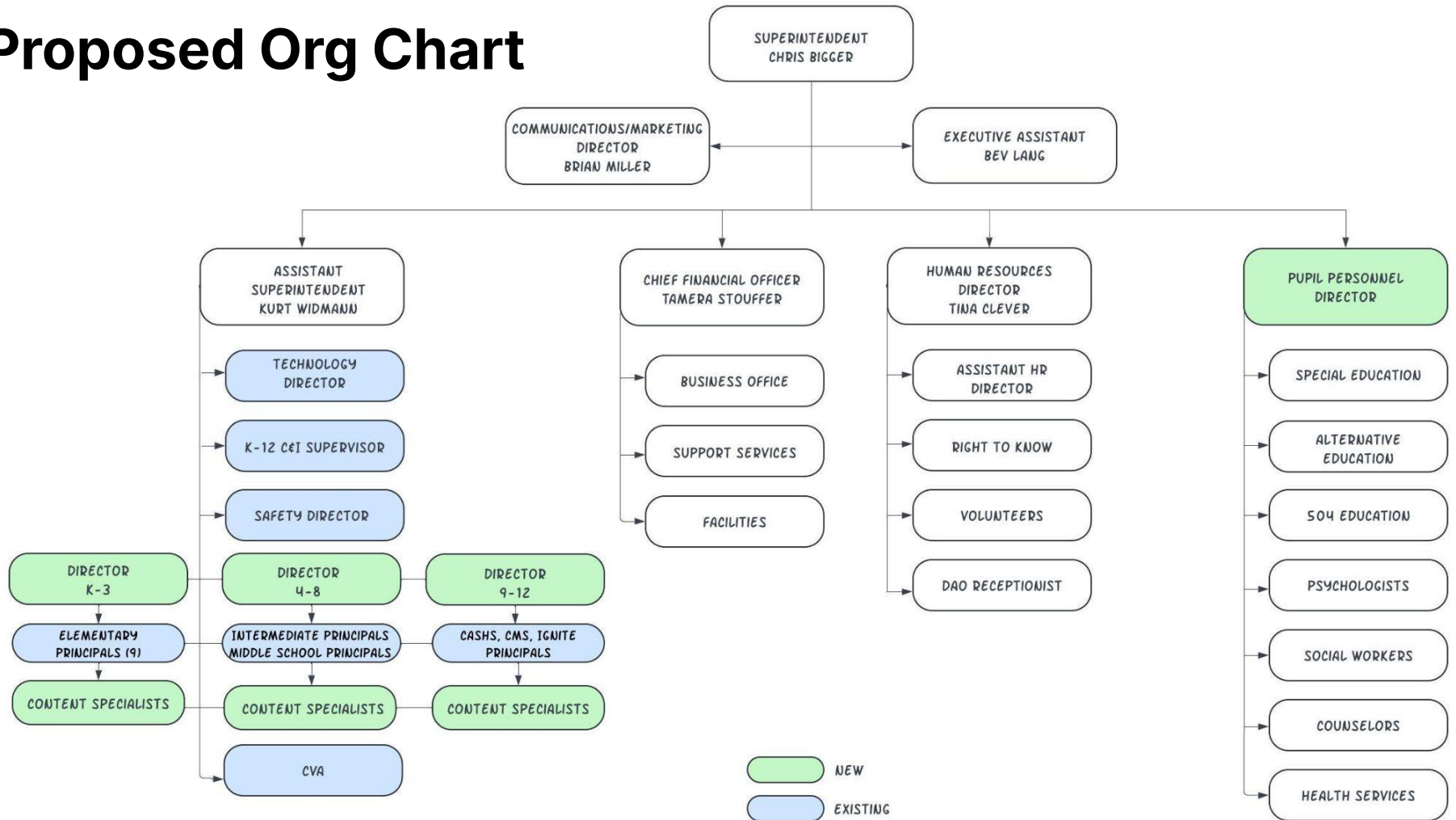
The four leadership positions are crucial for the holistic development of our students at all stages of their educational journey. While only the Director of Secondary Career and College Readiness is a newly funded position, all these roles are interconnected and vital for fostering an educational environment that promotes academic success, personal development, and career readiness. This shift in leadership closer to the classrooms will not only strengthen our educational framework but also ensure that we meet the diverse needs of our students and prepare them for a successful future.

This is a shift in administration. **We will eliminate 3 administrative positions at a savings of : \$619,482 and add 4 Directors with a net increase of cost of \$160,118.**

# Current Org Chart



# Proposed Org Chart





# Hiring Plan Timeline

**Advertise after board approval in October with goal of all hires completed by end of February**

## Directors

Hire the necessary directors to oversee the new student support programs and services.

1

2

## Deans & Replacement Teachers (January)

Hire the 13 new Deans of Student Affairs and the replacement teachers to fill their roles.

3

## Content Specialists (January)

Hire the 33-35 Content Specialist positions, with Principals and Directors of Curriculum and Instruction involved in the interview process.

4

## Interventionists (January/February)

Hire the new interventionist positions, with Principals and Directors of Curriculum and Instruction conducting the interviews.