




Current and Projected Staffing Needs

Building the Story of Enrollment and Ratios

South Hadley Public Schools

November 6, 2025

Purpose and Overview

A decorative graphic in the top right corner of the slide. It features a cluster of purple pencils of varying heights, some sharpened and some blunt, set against a solid red background. The pencils are arranged in a way that suggests a stack or a group of writing instruments.

This presentation provides a first look at the projected enrollment, class size guidelines, and current professional staffing levels across South Hadley Public Schools. It highlights some initial data that will guide staffing discussions for the upcoming fiscal year. These data points form the foundation for FY27 planning discussions, helping to align staffing resources with student needs and ensure equitable learning experiences across the district.

Projected Enrollment FY27

Grade	FY22	FY23	FY24	FY25	FY26	FY27
PK	60	58	54	58	64	59
K	129	105	107	98	98	107
1	96	143	110	115	108	114
2	113	94	146	114	120	113
3	147	110	105	149	114	123
4	133	143	115	108	150	117
5	150	134	143	121	110	153
6	131	145	129	150	113	110
7	137	118	128	123	143	113
8	127	136	116	133	124	143
9	145	111	135	119	125	124
10	135	143	114	138	118	125
11	135	132	138	111	132	118
12	140	125	133	132	111	132
13	9	8	4	7	9	9

School Committee Class Size Guidelines

Grade Level	Desirable	Target	Maximum
Early Childhood - Grade 1	18	20	22
Grades 2-4	20	22	25
Grades 5-8	23	25	28
Grades 9-12	*Average class size of 25		12

*Subject to instructional and facility considerations such as number of work stations.

Skala School

Current FY26 Staffing Levels

- 3.5 Preschool Teachers
- 5 Kindergarten Teachers
- 5 1st Grade Teachers
- .5 ELA Coach, .5 Math Coach
- 2.5 Special Education Teachers
- 1 MLL Teacher
- 2 Speech and Language Pathologists
- 1 Adjustment Counselor
- 3.5 Special Teachers (Art, Music, PE, Library)
- 1 Nurse
- Specialists (.5 BCBA, .5 ETL, .5 Psych)
- OT/PT – District Employees

FY27 Discussion Items for Consideration

- Class Sizes for Kindergarten and First Grade
- Early Intervention Numbers for Preschool
- Increased Testing Needs

Mosier School

Current FY26 Staffing Levels

- 5 2nd Grade Teachers
- 5 3rd Grade Teachers
- 6 4th Grade Teachers
- .5 ELA Coach, .5 Math Coach
- 7 Special Education Teachers
- 1 MLL Teacher
- 1.5 Speech and Language Pathologists
- 1 Adjustment Counselor
- 3.5 Special Teachers (Art, Music, PE, Library)*
- 1 Nurse
- Specialists (.5 BCBA, .5 ETL, .5 Psych)
- OT/PT – District Employees

FY27 Discussion Items for Consideration

- Class Sizes – projected average would be 22-25 students per class for 5 sections
- Increased testing needs
- Principal currently holds weekly assemblies to allow from teachers to meet in Professional Learning Communities

Michael E Smith Middle School

Current FY26 Staffing Levels

- 5 5th Grade Teachers
- 4 6th Grade Teachers
- 4 7th Grade Teachers
- 4 8th Grade Teachers
- 10 Special Education Teachers
- 1 MLL Teacher
- 1 Speech and Language Pathologists
- 3 Adjustment Counselor*
- 1 Guidance Counselor
- 7.6 Special Teachers (Art, Music, PE, Library, Spanish, STEM)
- 1 Nurse
- Specialists (.5 BCBA, .5 ETL, .5 Psych)
- OT/PT – District Employees

FY27 Discussion Items for Consideration

- 5th Grade and 8th Grade will have large classes (153 and 143)
- Librarian currently teaching a specials section. Priority to hire a specials teacher for FY27 to ensure that the library resource is available to all students during the day.
- 1 Adjustment Counselor position is grant funded through Opioid Settlement

South Hadley High School

Current FY26 Staffing Levels

- 6 ELA Teachers
- 6 Math Teachers
- 6 Science Teachers
- 5 History Teachers
- 5 Vocational Teachers
- 3 World Language
- 10 Special Education Teachers
- .8 MLL Teacher
- 1.5 Speech and Language Pathologists
- 6 Counseling
- 7.2 Special Teachers (Art, Music, PE, Library)
- 1 Nurse
- Specialists (.5 BCBA, .5 ETL, .5 Psych)
- OT/PT, - District Employees

FY27 Discussion Items for Consideration

- Increased interest in Vocational Education
- Need for additional Therapeutic Transitional Classrooms. An Adjustment Counselor would also be needed if this program expanded
- Need for additional custodial support due to busy event calendar at HS.

Challenges when ratios are higher

- Less individualized attention: Students who need extra help (especially Multilingual Learners, students with disabilities, or struggling learners) may not get timely support.
- Lower engagement: In larger classes, fewer students get to actively participate, ask questions, or receive feedback.
- Difficulty implementing best practices: Strategies like project-based learning, small group instruction, and individualized feedback are harder to manage with larger classes.
- Advanced students cannot receive attention for additional challenges or extension activities
- Less ability to engage in creative or innovative activities with larger class sizes and limited space
- Weaker social emotional supports: Teachers may struggle to build strong relationships with all students, which can affect belonging, behavior, and overall well being
- Weaker college and career readiness: Students in oversized classes may not build the depth of knowledge or critical thinking skills needed beyond high school



Jennifer Voyik

jvoyik@shschools.com

www.southhadleyschools.org

Thank you