



Lawrence Public Schools

Superintendent Report Administrator Group Clarification Monday, December 8, 2025

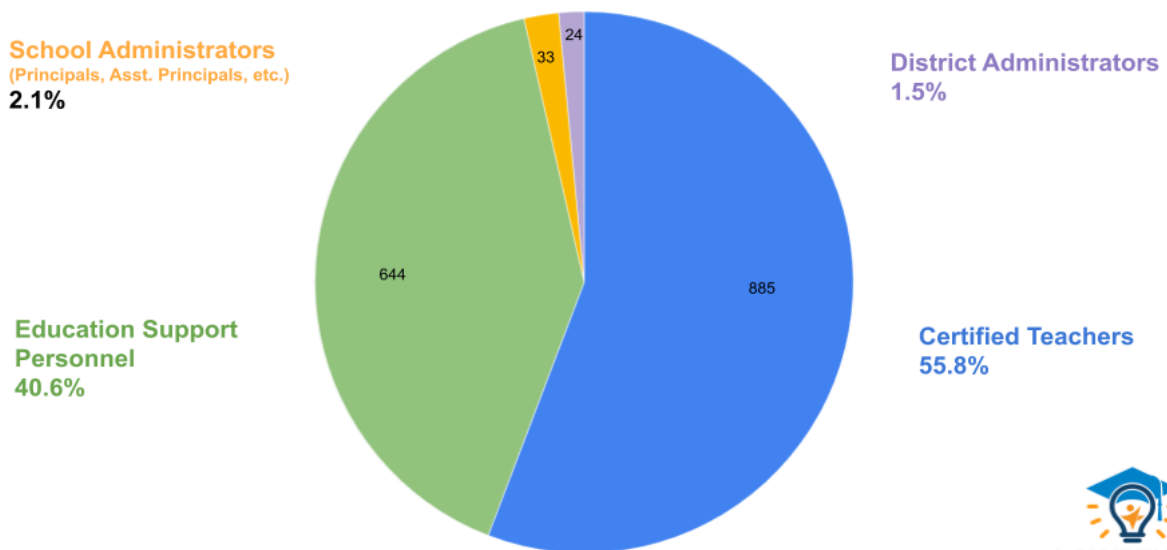
We have recently received inquiry regarding the nature and number of team members included in the administrative group, and I want to take this opportunity to share more detailed information.

This graph demonstrates the overall makeup of the Lawrence Public Schools team, including approximately:

- **885 certificated / teachers, 56%**
- **644 educational support professionals, 41%**
- **33 school-based administrators (principals and assistant principals), 2.1%, and**
- **24 district administrators, 1.5%**

These approximately 1,586 LPS team members work to serve 10,148 students

Lawrence Public Schools Team



Of the 24 District Administrators, these individuals fill responsibilities in the following areas:

Number Admin Members	Team Assignment	Responsibilities
2	Communications	<ul style="list-style-type: none"> ● Lawrence Public Schools Communications Office oversees staff, public, and media relations and district communications to inform, educate, maintain transparency, and cultivate advocacy and trust with the community, specifically in areas of student achievement, family engagement, civic/business partnerships, and emergency management preparedness and response. ● Plan and host staff and student recognition events. ● Review and respond to open records act requests. ● Develop content and monitor social media activity, including <u>Facebook</u>, <u>Instagram</u>, and <u>YouTube</u> to stay up-to-date on news, events, and the everyday happenings in Lawrence Public Schools. ● Monitor <u>school social media accounts</u> to stay engaged and informed on school activities and events. ● Maintain district web site, and provide oversight of school web pages, and post news content and information to <u>USD 497 news page</u>.
4	Facilities & Operations	<ul style="list-style-type: none"> ● LPS Facilities and Operations Department oversees the construction, renovation, maintenance, grounds, and upkeep of 17 elementary, middle, and high school campuses and five program and educational support sites. ● This includes physical property responsibility for facilities totaling more than 1.9 million square feet located on 318-plus acres.
3	Finance	<ul style="list-style-type: none"> ● Fiscal responsibility for an approximate \$200M overall budget, including \$95M general fund and \$20M in annual Capital Outlay investments. ● Budget and Finance includes general ledger accounting, purchasing, accounts payable and vendor management, accounts receivable, student fees and

		<p>cash receipts, internal control, student activity fund accounting, grant accounting, cash management, debt issuance and investments, financial reporting, financial forecasting and analysis of the school district.</p> <ul style="list-style-type: none"> • Financial audits as required annually from KSDE and an external CPA firm. Audits and external reviews on state and federal funds performed by various agencies. • Budget preparation for KSDE budget, internal budgets, grants and capital outlay planning.
1	Food & Nutrition Services	<ul style="list-style-type: none"> • The Food & Nutrition department of Lawrence Public Schools employs 80 people, serves an average of 6,000 lunches and 1,600 breakfasts per day, and manages a \$6 million budget. • Federal and state regulations, as well as local guidelines, govern Food Service programs. The staff who oversee and operate our school kitchens enable us to provide students with fresh, high-quality meals every day. • Food Service operates within the guidelines set forth by the United States Department of Agriculture through the Child Nutrition Programs administered by the Kansas State Department of Education.
3	Human Resources	<ul style="list-style-type: none"> • The Human Resources Department recruits, hires, supports, and retains the most highly qualified staff dedicated to ensuring student achievement. • The team commits to providing excellent customer service toward supporting the approximately 1,600 employees, substitutes and contract team members, achieving the Lawrence Board of Education goals for effective employees. • Includes all areas of employment including hiring, onboarding, benefits, payroll, workers comp, leave, etc.
1	PK12 Schools	<ul style="list-style-type: none"> • Direct oversight of day-to-day operations across all

		<p>school campuses.</p> <ul style="list-style-type: none"> • Supervision of principals and school leadership teams
4	Special Education	<ul style="list-style-type: none"> • The Special Education team ensures every student with an Individual Education Plan (IEP) receives the services, supports, and instruction they are legally entitled to in their least restrictive environment, and that our school teams are supported and equipped to deliver these services. • Our district provides individualized special education and related services to approximately 2,200 students ages 3–21, including those enrolled in private and parochial schools, as well as gifted services for eligible K–12 students. These services, such as specially designed instruction, related services, accommodations, modifications and supplementary aids, are determined through comprehensive assessment and collaborative decision-making by each student’s IEP team, including their parents or guardians as key members of the IEP team. • The special education team supports principals, teachers, related service providers, and education support professionals by coordinating staffing and resources, guiding instruction and behavior systems, managing complex student needs, and partnering with families to resolve concerns. • The special education team upholds student and parent rights by prioritizing strong compliance. Guided by data and careful resource management, building special education teams remain supported and positioned to deliver high-quality services for students.
3	Student Supports	<ul style="list-style-type: none"> • The goal of student support services is to support the critical mission of the district by ensuring clear, consistent, and equitable student support practices across the district by empowering and training staff to meet the academic, behavioral, and social/emotional needs of all students in partnership with families and the community. • We commit to assisting students in achieving their academic goals and enhancing their social-emotional development through the provision of a broad range of programs and services.

		<ul style="list-style-type: none"> ● Student Support Services: <ul style="list-style-type: none"> ○ Equity & Engagement ○ General Education Interventions ○ Section 504 ○ Title IX ○ McKinney-Vento/Homeless Act ○ Mental Health and Wellness ○ Behavioral Support ○ Native American Student Services (NASS) ○ Enrollment
3	Teaching & Learning + Data	<ul style="list-style-type: none"> ● Teaching and Learning ensures curriculum, instruction, and assessment is designed and implemented across the district to challenge all learners and ensure high standards for achievement. ● Teaching & Learning promise – "To ensure that students of all races, backgrounds, and abilities achieve at high levels, demonstrate proficiency in reading by the third grade and in math by the eighth grade, and graduate on time prepared for success in college and careers," – is a compelling charge. ● Teaching and Learning supports the function of KESA by ensuring that high-quality instruction, aligned curriculum, and effective assessment practices directly advance the district’s accreditation goals. By strengthening KESA’s core systems and continuously improving foundational structures, Teaching and Learning enables schools to demonstrate growth in student outcomes and maintain the processes required for successful accreditation cycles. ● Teaching and Learning meets KSDE compliance expectations by ensuring that curriculum, instructional practices, and assessments are aligned to Kansas Academic Standards and implemented with fidelity across all schools. The department also monitors required documentation, supports accurate and timely reporting, and provides professional development to ensure educators understand and adhere to KSDE regulations, accreditation requirements, and continuous improvement mandates. <p>In addition to core curricular areas – language arts,</p>

		<p>mathematics, science, social studies, world language, fine arts and career and technical education – curriculum provides programs and support for students with disabilities, students qualifying for gifted services, students receiving EL services, and students in alternative programs for credit recovery and GED completion.</p>
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As a clarification, over the previous 14 months, the following positions are among those that have been reduced/streamlined, most from this administrator group:

Reduced / Streamlined Positions

- 1.0 Assistant Director, Teaching and Learning
- 1.0 Executive Director, Teaching and Learning
- 1.0 Registrar, Lawrence Virtual Academy
- 2.0 Elementary Learning Coaches - (via attrition)
- 1.0 Director, Elementary Curricula
- 1.0 Coordinator, Student Health Services
- 1.0 Coordinator, Restorative Justice

Continuing work to streamline the organization: As we have discussed throughout 2025, the process of streamlining the organization will continue. Streamlining is critical, in order to prioritize and focus resources to classrooms and schools, to both innovate and enhance opportunities and programming for students, and to align resources to achieve competitive compensation for employees.

Areas of streamlining work, in addition to reduction of positions, include a focus on review of expenditures and potential efficiencies across the organization, for example in areas such as software, work to recapture, align and maximize state and federal funding sources, for example in areas such as CTE, Title, at-risk and other grant funding.