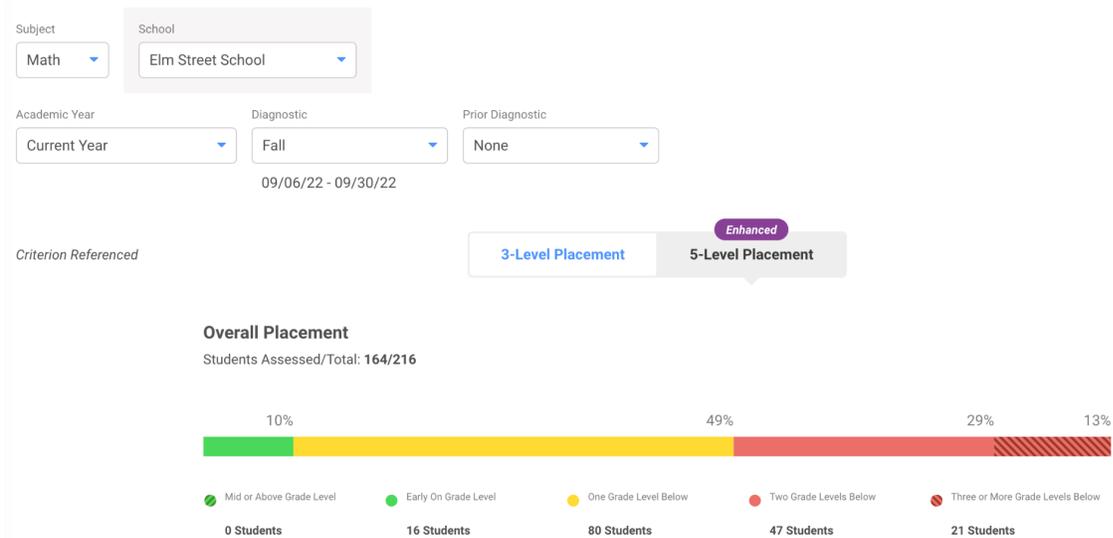
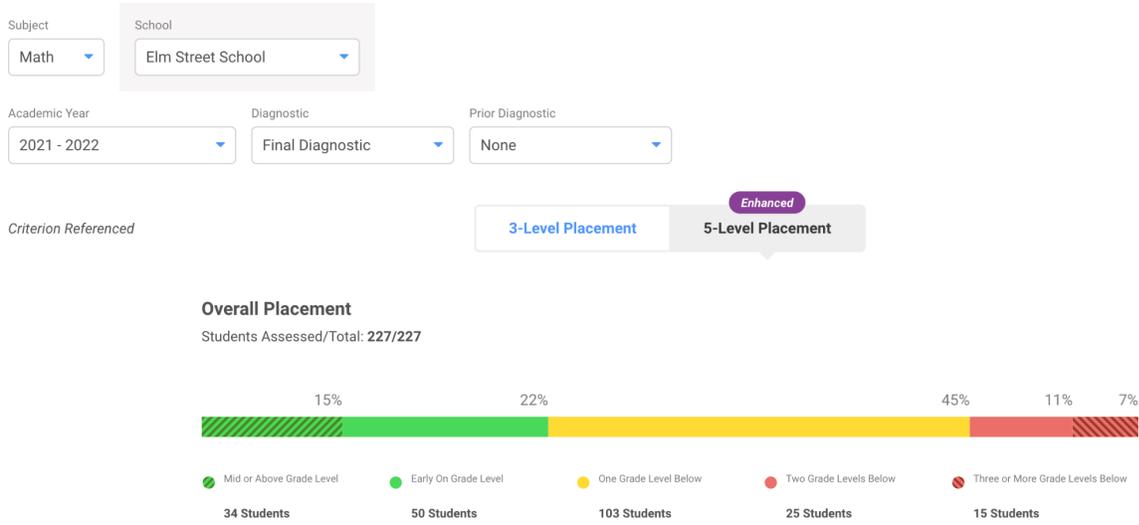


FY 24 Budget -- New Staff Proposals

<p><u>School:</u> Elm Street School</p>
<p><u>Submitted By:</u> Jessica Madsen, Principal</p>
<p><u>Proposal Name:</u> Improvement of Position, Dean of Student to Assistant Principal</p>
<p><u>Priority Rank Order:</u> 1</p>
<p><u>Statement of Proposal (Description):</u></p> <p>I would like to take our current Dean of Students position and improve it to an Assistant Principal position.</p>
<p><u>Justification (Supporting Data):</u></p> <p>*In reviewing our assistant principal job descriptions from a former AP position at Minot Consolidated School, of the 17 performance indicators (2 were no longer valid for our schools), there was only 1 indicator that my current dean does not do: “works collaboratively with the principal on evaluations of probationary teachers and shares the load for other evaluations”. By definition, she is currently doing 93% of the assistant principal job expectations while receiving Dean of Students pay.</p> <p>*Turn over in Dean of Students’ positions, to date she has been the longest standing Dean of Students position within the district at 4.5 years. Of the 3 deans that have left in the past five years, all have moved on to assistant principal or principal positions. Every time someone leaves the district, it costs us more money to provide the necessary training and onboarding. Continuity at the administrative level is critical for continued success of elementary programs. The Learning Policy Institute estimates that teacher turnover, on average, costs districts approximately \$20,000 (amounts vary based on location, experience, demographic). Offering this position will also allow us to retain key staff, which is a goal of RSU 16 this year and it will continue to show our internal administrator development which keeps talented leadership in key roles within the RSU.</p> <p>Title Summer School: Every summer, there are funds allocated to Title Schools to implement summer programs. Our goal would be to capitalize upon these funds to run our own Title Summer school for students in grades K-3 with a focus on literacy and mathematics. The research on summer learning loss is clear and we know that our demographic is at a further disadvantage when it comes to learning loss over the summer. “School’s out: The role of summers in understanding achievement disparities,” examined the magnitude and variability in summer learning loss across grades 1–8. This study found that the average student lost 17–34% of the prior year’s learning gains during summer break. According to the Leveraging Summer for Student Access report, low-income children are nearly three grade equivalents behind their more affluent peers in reading by the</p>

end of the fifth grade due to summer learning loss. The assistant principal would be responsible for developing and overseeing the summer school program here at ESS. Learning Loss at ESS from Spring 22-Fall 22





Title Oversight: As we have moved to the whole school title model, we have increased the intervention team here at ESS and the level of service we provide. I would like to repurpose the \$1500.000 RTI stipend to a \$1200.00 Leadership Team Stipend and have the Assistant Principal oversee the RTI program at ESS.

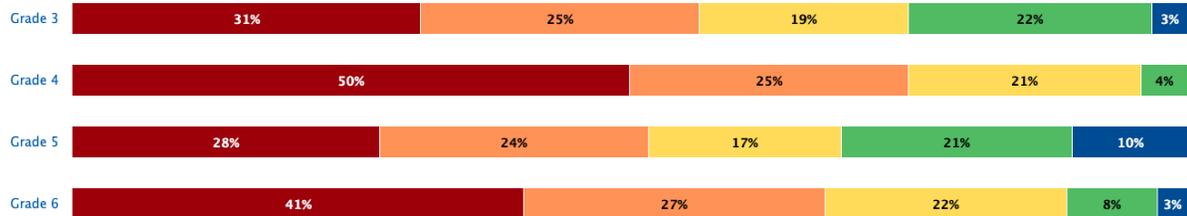
Tier 1 Instructional Support: Having an assistant principal would allow us to share the role of teacher evaluation and professional growth. Considering our NWEA data below and the i-Ready data above and our demographic having the highest free-reduced percentage and special education population of all of the elementary schools within the RSU, we need additional support with Tier 1 instruction and professional growth. We have the highest poverty rate and the highest special education rate within the three elementary schools. The impact of this demographic is lower academic achievement. With the addition of this staff person to a supervisory role, we can provide the necessary support and direction with our Tier

1 curriculum, leverage our TEPG system to improve teacher performance, and better leverage our Tier $\frac{2}{3}$ systems for all of our students.

NWEA FALL Data

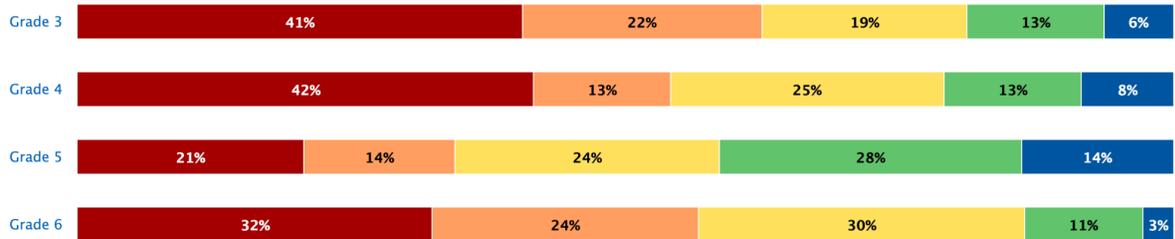
ELM STREET SCHOOL

School Achievement: Math K-12



ELM STREET SCHOOL

School Achievement: Reading



Goals and Expected Benefits:

1. Increase academic performance in reading and mathematics school-wide
2. Meet our CNA goals related to our whole-school title model
3. Complete a summer program annually

Consequences of Non-Approval:

1. No summer programming for students
2. Failure to meet CNA goals
3. Regression of student learning due to summer learning loss and lack of Tier 1 academic support

Lower Cost Alternative:

None

Resources Required (List and cost of staff, materials, space):

*This would be an increase of \$13,000 given the current position of this employee on the payscale with the removal of the Dean of Students stipend

Is Proposal to be funded with new funds or a reallocation of existing funds? Is a proposed reallocation, please list source.

We would repurpose the \$5,000 from the Dean stipend to offset some of the increase for this position. The rest would be funded through new funds.