

**ELEMENTARY ALLOCATION CHANGES**

**RATIONALE**

# Current Formulae

The current formulae allocating .5 designations for guidance counselors, assistant principals, and PE teachers are problematic in the following ways:

- ❖ These formulae limit the effective and efficient use of resources.
  - Employees serving in two different .5 positions (i.e., .5 AP and .5 interventionist) find it very challenging to give equal allocation of time to both positions.
  - Employees hired for .5 positions are often placed in positions that are very different with regard to job functions, responsibilities, etc.
    - .5 assistant principal and .5 instructional coach
    - .5 assistant principal and .5 interventionist
  - Employees serving at two different schools must travel between schools. This results in a decrease in the amount of time that employees can provide services. It also makes it difficult for these employees to become part of a single school culture inhibiting their ability to build relationships with students, faculty, parents, and community.
  - Recruiting employees for .5 positions is challenging in the following ways:
    - Serving in different .5 positions may require dual certification which limits the applicant pool of qualified candidates.
    - Most applicants are seeking full-time employment.

## **Guidance Counselors and Assistant Principals**

- ❖ The rise of social/emotional needs and mental health issues/concerns of elementary students have precipitated the need for increases in individual counseling, group counseling, and administrative support for students' needs at the elementary level. This is a current state and national trend.

## **Change from “Fine Arts” Allocations to “Exploratory” Allocations**

- ❖ Elementary schools currently have allocations designated as “fine arts.”
- ❖ All schools will be required to have at least one music and one art teacher.
- ❖ Schools receiving additional exploratory allocations will have the flexibility to offer exploratory courses beyond fine arts (i.e., additional STEM, PE, etc.) based on the interests and needs of students.

## **Instructional Coaches**

- ❖ The change in the general-fund allocation formula for instructional coach positions will make instructional coaching support consistent for all schools K-12.