

Proposal for Additional Teachers in 4th and 5th Grade

In light of the current circumstances and the evolving needs of our students, it has become evident that the addition of teaching staff in both the 4th and 5th grades is imperative. The growing class sizes, coupled with the diverse academic needs of our students, necessitate immediate action to ensure an optimal learning environment.

Rationale:

- **Classroom Spaces:** Our current physical classroom space cannot hold 30 students in the classroom. According to our current impact survey, the data shows that teachers feel the classrooms are too crowded with 20-24 students in the classroom.
- **Caps Sizes:** The current size of classrooms in both the 4th and 5th grades either is close to exceeding or exceeds the optimal student-teacher ratio recommended for effective instruction. Larger class sizes impede the ability of teachers to provide individualized attention and support to each student, hindering academic progress.
- **Classroom Management:** The lack of effective classroom management can create an environment where learning becomes compromised and disruptions are common. Without proper structure and boundaries, students may struggle to stay focused, leading to diminished academic performance and increased behavioral issues. Teachers play a crucial role in establishing and maintaining a positive learning environment, fostering engagement, respect, and productivity among students. Classroom management can become a large challenge with classrooms that are over-cap sizes. We must ensure we are hiring highly qualified teachers to fill these vacancies, coaching for classroom management, and implementing PBIS to fidelity.
- **Academic Needs:** Students in the 4th and 5th grades exhibit a wide range of academic abilities and learning styles. Addressing these diverse needs effectively requires smaller class sizes and additional teaching support to differentiate instruction and provide targeted interventions where necessary.

	Math MAP Winter	Reading MAP Winter	iReady Math Winter	iReady Reading Winter
3rd Grade	54% Novice	50 % Novice	14% 3 or more	19% 3 or more
4th Grade	59% Novice	42% Novice	18% 3 or more	29% 3 or more
5th Grade	42% Novice	43% Novice	27% 3 or more	19% 3 or more
6th Grade	45% Novice	43% Novice	40% 3 or more	34% 3 ore more

Proposal:

Addition of a 4th & 5th Grade Teacher:

- We propose the immediate hiring of an additional 4th-grade teacher to alleviate overcrowding and enhance instructional quality.
- By reducing class sizes, the new teacher will be able to provide more small group instruction, foster stronger student-teacher relationships, and address the unique learning needs of each student effectively.
- Smaller class sizes will create a conducive environment for collaborative learning, peer interaction, and student engagement.

- With a smaller student-teacher ratio, the new teacher can implement differentiated instruction strategies, cater to diverse learning styles, and offer timely feedback to promote student growth and achievement.
- Additional teaching support will enable the team to implement more interactive and hands-on learning experiences, fostering a deeper understanding of the curriculum and enhancing overall academic outcomes.

Budget Implications:

- We have carefully assessed the budgetary implications of hiring two additional teachers and are confident that the long-term benefits of improved student outcomes far outweigh the initial investment.
- The allocation of funds for staffing adjustments aligns with our commitment to providing high-quality education and ensuring the success and well-being of every student.

In conclusion, the addition of teachers in both the 4th and 5th grades is crucial to maintaining our educational program's integrity, meeting our students' diverse needs, and fostering a supportive learning environment conducive to academic excellence. We urge the administration to consider this proposal seriously and prioritize the allocation of resources to support the hiring of additional teaching staff.

Thank you for your attention to this matter. We look forward to your favorable response and collaborative efforts in advancing our school's educational mission.

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Principal
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