





## Newport Primary School Proposal for Additional Staffing

To ensure we meet the academic and social-emotional needs of all students, it is essential we have additional instructional staff in kindergarten. Due to our historically low kindergarten readiness scores and increasing kindergarten numbers, it is vital to add these positions to provide the necessary support and instruction to all students.

### Rationale:

- **Academic Needs:** A significant percentage of our incoming kindergarten students are entering school not ready for kindergarten. Our goal is to close the achievement gap as quickly as possible by differentiating instruction and providing interventions when necessary. Below reflects the past three school years kindergarten readiness data:
  - 2022-23 – 19% of students are kindergarten ready
  - 2021-22 – 30% of students are kindergarten ready
  - 2020-21 – 20% of students are kindergarten ready
- **Academic Growth –** 19% of students entered kindergarten ready in the fall of 2022. The data below reflects the growth in kindergarten last year on the reading and math iReady diagnostics. The green reflects the percentage of students performing at/above grade level. Adequate staffing allows our teachers and school to meet the needs of all learners.

		Reading					
Grade K	Final Diagnostic		51%	33%	16%	0%	
	Window 1		0%	6%	94%	0%	98/109
		Math					
Grade K	Final Diagnostic		59%	19%	21%	0%	
	Window 1		1%	5%	94%	0%	98/109

- **Enrollment Data and Trends:** Kindergarten classroom cap size is 24 students to 1 certified teacher. The last two school years we added an additional kindergarten classroom after the school year started. Hiring a qualified and certified teacher after the school year begins is extremely difficult due to a lack of teacher candidates. This also has a negative impact on students who start with one teacher at the beginning of the year but then move to another classroom because that class is over cap. We are projected to be over cap for the 2024-25 school year.

Addition of a Kindergarten Teacher and a Kindergarten Instructional Assistant:

- We propose the immediate hiring of a kindergarten teacher and instructional assistant to ensure we have the adequate staffing to meet the academic and behavior needs of all students. Our students are entering school significantly behind and we need the necessary staffing to accelerate their growth.
- An additional classroom teacher will ensure we are below the classroom capacity of 24 students to 1 teacher. Each kindergarten classroom has an instructional assistant to provide academic and behavior supports for our youngest students.
- It will allow each classroom to differentiate instruction and provide targeted interventions as necessary.

In conclusion, the addition of a kindergarten teacher and an instructional assistant will have a significant impact on student learning. In the fall of 2022, 81% of our kindergarten students entered the school year not prepared for kindergarten. This data creates a sense of urgency for our school and district to provide the necessary resources to close this achievement gap as quickly as possible.

Thank you in advance for your consideration. We are optimistic and excited about our continued collaboration as we increase our reading and math proficiency at NPS!

Matt Atkins  
Principal

Newport Primary School  
Proposal for Additional Staffing

To ensure we meet the behavior and social-emotional needs of all students, it is essential Newport Primary School is staffed with the behavior intervention (B.I.) instructional assistant position. This position is used to respond to classrooms when students are not following expected behaviors, de-escalate students, provide behavior supports, and keep students in the classroom where learning can continue. Without this position, the administrative team will spend a significant more amount of time each day focused on students' behaviors and not be as available for walkthroughs, teacher feedback, and support during professional learning communities.

Rationale:

- Behavior Intervention – The B.I. instructional assistant position has provided behavior support to over 286 students as of February 29, 2024. A significant percentage of these 286 students missed a limited amount of instruction due to quickly de-escalating the situation.
- Academic Focused – This position reduces the amount of time a student is out of the classroom due to behavior. This position also pushes into the classroom to support students' behavior within the classroom.
- During the 2024/25 school year, Newport Primary is going to begin implementation of the PASS program. The PASS program focuses on providing targeted and intensive social skills instruction for students. Students' behavior in the PASS program will be monitored and they will receive support with the development of self-management skills. The B.I. certified position will lead the PASS program and the B.I. instructional assistant will be an essential component of the implementation of the PASS program.

Addition of a Behavior Intervention Instructional Assistant:

- We propose the immediate hiring of a behavior intervention instructional assistant to ensure students receive the necessary behavior support, we can effectively implement our behavior intervention system, students do not miss instruction, and we continue to increase academic proficiency at NPS.
- This position allows us to continue our current behavior intervention system while also making the improvements to the system outlined above with the PASS program.

In conclusion, the addition of a behavior intervention instructional assistant is a vital piece of our behavior intervention system. We can respond quickly to classrooms, provide student support, and ensure they do not miss instruction.

Thank you in advance for your consideration. We are optimistic and excited about our continued collaboration as we strive to meet the social-emotional needs of our students.

Matt Atkins  
Principal