

# **ESTABLISHMENT OF STAFFING TASK FORCE AND DIRECTION FOR DEVELOPING AN EQUITABLE STAFFING MODEL**

## **BACKGROUND:**

The Board's Mission Statement includes the phrase "...that ensures all students achieve at high levels..." To that end, the Board asked that a task force be formed to evaluate the staffing policy and make recommendations toward establishing a policy and procedures that would support a staffing allocation to address equity concerns, simplify staffing allocations and more closely align with state guidelines and ensure transparency. A diverse committee was established comprised of leaders from elementary, middle, high and special program schools, a representative from FCEA and district staff. The group included members with experience in high poverty as well as low poverty schools. The task force reviewed the FCPS staffing policy 02.4331 and the associated administrative procedure, 02.4331 AP.1, studied models from other districts and presented a recommendation to the Board on February 20, 2015. This plan provided additional staffing for schools with 75% or more students qualifying for Free or Reduced Price meals. The Board noted at the time of adoption that this was a first step toward equitable allocation of resources and that it was expected that the staffing policy and procedures would continue to be refined over the next year.

## **TASK FORCE CHARGE:**

The charge of the task force is to develop a policy and supporting procedures to guide the allocation of school-based staffing to include A1, A5 and A6 schools as well as Magnet, Immersion and all other programs. The final recommendation should reflect intentional consideration of support to schools and programs identified as low performing based on state assessment data. Specifically, the allocation of resources should be weighted toward those schools scoring in the 25<sup>th</sup> percentile or below.

## **RATIONALE:**

Approval of the committee composition and task force charge in order to solicit members and appoint staff so that the work of the Staffing Task Force can begin as soon as possible.

## **PROPOSAL:**

Superintendent designee/committee chair  
Board Representative  
Equity Council Member  
Parent Representative (16<sup>th</sup> District PTA)  
School Principal – Elementary  
School Principal – Middle  
School Principal – High  
School Leader – Special Programs  
School Directors (2)  
Teacher (FCEA)

**STAFF CONTACT:**

Mary Wright, 381-4165

**REFERENCE:**

01.11 (General Powers and Duties of the Board)

**RECOMMENDATION:**

A motion is in order to:  
“approve the recommended structure of the 2015 Staffing Task Force and Board charge for developing an equitable staffing model.”