



Larry B. Hammond, Superintendent  
Board Report  
February 18, 2020

With the approach of spring, comes the staffing season. District staff met with Kelley several days ago to discuss staffing allocations for the upcoming school year. In consideration of the current budget and the reduction in contingency over time, reductions are being made which are consistent with the district staffing policy. As a reminder, the staffing policy is consistent with the maximum class size provision without SBDM approval which follows:

1. Twenty-four (24) in primary grades (kindergarten – third grade)
2. Twenty-eight (28) in grade four (4)
3. Twenty-nine (29) in grades five (5) and six (6)
4. Thirty-one (31) in grades seven (7) to twelve (12)

Adjustments resulted in GCHS declining two (2) certified positions and the GCMS declining one (1) certified position. The Upper Elementary increased one (1) certified position and the Lower Elementary remained the same. We briefly discussed consideration of assistance for Principal Morris with the obvious need to ensure students with increasing challenges begin their educational experience with adequate assistance. Remediation dollars are better utilized at the lower level than attempting to make up lost ground in the middle and high school. I/we feel challenges encountered at the middle and high school levels have a greater likelihood of being reduced if funds are utilized more efficiently at the lower levels. As a result of recent discussion among administrators as well as previous conversations with the board, I am also recommending the abolishment of one assistant principal position at GCHS. The recommended position for abolishment is responsible primarily for student discipline. As you know, we definitely need to maintain a constant effort to improve our instructional efforts which are primarily the responsibility of the other assistant principal.

Staff leadership is crucial to the future success of the district. Annual evaluations will follow in the spring with the likelihood of additional changes to our current staff. Conversations will center on the ability to meet the ever-increasing demands of each job. The Gallatin team is required to maintain a focus on student needs and consequential results. Both certified and classified staff must continually improve delivery of services and exhibit through performance their ability to support overall improvement efforts. The future vision for Gallatin County Schools requires long range planning with staff as well as leadership that maintains accountability for effective and efficient use of resources. The society we face today continues to evolve and the system must be diligent in providing quality services, growing a trusting relationship with staff as well as the community in order to gain support for enhanced student outcomes. I look forward to individual and group discussions to share my vision for improving the staff and district. Our decisions will determine the future.