

Kyrene Elementary Class Size and Staffing Procedures Presented to PSC, March 2008

The **staffing season** runs from February through August and the staffing team regularly looks at projected enrollment, monitors class sizes, and makes adjustments as needed.

- Cohort enrollment data and open enrollment data by grade level are tracked
- A formula is built into the worksheet that shows how many teachers will be needed.

Enrollments and withdrawals are continuously updated over the spring and summer and **the staffing committee tracks whether adjustments need to be made to keep class sizes in the following ranges:**

- Kdg – First: 18-22
- Second – Third: 24-26
- Fourth – Fifth: 27-29
- Sixth – Eighth: 29-31

The impact of the Kyrene K-3 override election was it allows Kyrene to staff Kindergarten through Second grade at 20, third at 24, and sixth-eighth at 30. A table showing how Kyrene compares with class sizes in other districts demonstrate how every district in the surrounding area has larger class sizes in nearly all grades, but particularly in elementary.

Questions and Answers:

Q: How long does the override last?

A: It was a 10-year override and we are in year 2.

Q: Why does the size of 3rd grade bump up when the override was supposed to be about K-3?

A: We feel the greatest impact to students is in the early grades, so we focus on Kdg-2nd and if possible we spread those resources to Grade 3.

Q: How do they handle situations where class sizes are above the guidelines?

A: There are different solutions. If there is a space problem and no classrooms are available, we can bring in Instructional Assistants.

Q: What about middle school?

A: Patti said that middle school can be difficult to staff. For example, if you have 40 students who need a certain type of math, if you split that into 2 classes of 20, you have to make other classes bigger to compensate. It gets very costly to add teachers in middle school, because now that teachers have to be Highly Qualified, you have to add a dyad.

Q: At what point do you add an Instructional Assistant (IA)?

A: We have a formula that adds about 1 hour per day of IA time for every student over the guideline cap.

Q: We have seen presentations about declining enrollment; how does that affect decisions on staffing?

A: We can project most grade levels using our trend data, but with kindergarten we estimate using data from the past. As far as losing teachers, we have a low turnover rate of 10-12% per year as compared to a 16% national average, but through attrition we are able to maintain staffing numbers. Sometimes we may have to move staff from one school to another, but we do that to keep people from losing their jobs.

Q: As we decline in enrollment, how does that affect our budget?

A: Declining enrollment causes us to lose more funding than we decrease in expenses, which puts us in a more difficult position to fund our budget.

