

Wilton-Lyndeborough Cooperative School District
School Administrative Unit #63

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TO: The WLC School Board and Budget Committee
FROM: Bryan Lane
DATE: 1/31/17
RE: Staffing for the 2017-18 School Year

After a long look at the needs of the district. In conversations with the administrative staff, we looked at how staffing was effecting student learning and opportunities for our students. The test scores that come from Smarter Balanced, NWEA, along with our own internal assessments give us a picture that we are at state average or just below. This is not acceptable. We have noticed that the group of six to eight students who are “moderately below average” each year is primarily the same group of students matriculating from grade to grade. Without some intervention at some point, these students will remain at a deficit and struggle to graduate. These six to eight students represent 16% of each class.

Small class sizes can help in creating a good educational environment but without the resources and response to issues that we detect, it is unlikely that we will find a way for a greater percentage of our students to succeed academically. The district is lacking a defined vertically articulated curriculum, appropriate staff development program, over sight as to how curriculum is being delivered, as well as a systems approach to correcting educational deficits early in a child’s educational career.

It is our goal to create two positions in the district for the coming year that do not exist at this time. We can do this by repurposing two teaching positions.

We are recommending there be a reduction of one elementary school teacher.

With current enrollment as our guide, the breakdown in class size would be as follows.

Grade 1	46 students- three classes averaging 16 students per class
Grade 2	46 students- three classes averaging 16 students per class
Grade 3	40 students- two classes averaging 20 students per class
Grade 4	38 students- two classes averaging 19 students per class
Grade 5	51 students- three classes averaging 17 students per class

This is a reduction of one 3rd grade teacher.

The reduction in the third grade teacher would be repurposed to create the position of Integrationist and Response to Instruction (RTI) Coordinator. The responsibilities of this person would be to provide targeted instruction focusing on students in grades 1-3 in math and reading. If we can get students to an appropriate achievement level by grade 3, they will be able to transfer those skills as they move forward because they have the basic understanding that they are lacking. The RTI responsibilities would include working with teachers in identifying and prescribing solutions when students are struggling. This person would also be the building coordinator for all standardized testing.

This person would work the school year as defined by the teacher contract and have no supervisory responsibilities. This person would report to the Principal at the Florence Rideout Elementary School.

We are recommending that at the high school we reduce one English teacher. This will allow for 3 teachers in each of the major disciplines. The high school is working on the creation of a schedule that will increase student opportunity to take additional classes which will fill the classes with low enrollments at this time.

The reduction in the English position would be repurposed to create the position of District Curriculum Coordinator. This person would be responsible for the oversight of:

- Curriculum creation and updating for all grades and all disciplines
- Supervising curriculum implementation for all grades and all disciplines
- Coordinate all staff development activities
- Provide staff development when appropriate
- Coordinate district wide assessments
- Manage Title I and Title II grants

This position would be a 200 day position with the days beyond the school year coordinated with the Superintendent of Schools. This person would provide input to the Principals for staff supervision and evaluation. This person would report to the Superintendent of Schools and not be a part of any collective bargaining unit.

In addition, we are recommending that the position of library aide not be filled, the current staff person has indicated that they will be retiring at the end of the school year.

The teacher who currently serves as the Computer teacher who is a .8 FTE would become full time as the Library Media Specialist. Her duties would include managing the library as well as implementing computer instruction with the students. We would be working with this staff person to gain her certification as a Library Media Specialist as an Alternative 4 candidate.

We would also be recommending that the person currently teaching music at FRES who is a .8FTE become full time so she can teach Chorus in grades 6-12 at WLC. With the expanded schedule we are looking to grow the opportunities for music performance and education at WLC.

Using the current personnel, the cost for this change is as follows:

Library Media Specialist	increase of \$7,750
Music Teacher	increase of \$7,800
Total	\$15,550

The salary for the library aide that we would not be filling would be \$16,381. These changes are essentially cost neutral.