

FY 2022

DCPS Comprehensive Staffing Model - Education Campus

This Comprehensive Staffing Model shows how K-8 schools receive funding based on projected student enrollment and other key factors. The model ensures that every school has certain resources that are needed for the school to operate, and it also provides school leaders with the flexibility to staff their school in ways that support the school’s unique goals.

Cardozo and Columbia Heights are grades 6-12 Education Campuses and follow a combination of the middle school and high school comprehensive staffing models.

Legend:

- L1 **Required** - Rarely flexible - any shift in the allocation will maintain the intended purpose of the original allocation. (Level 1)

- L2 **Flexible with Petition** - Principals may petition to repurpose the allocation and must demonstrate how they will meet related programmatic requirements, as applicable. (Level 2)

- L3 **Flexible** - These allocations are optional and may be budgeted at the principal's discretion. (Level 3)

School Leadership

L1	School Principal	Every school receives 1 principal.
L3	Assistant Principal	<ul style="list-style-type: none"> • Schools receive an assistant principal allocation that adds together allocations based on enrollment in elementary and middle grade. <ul style="list-style-type: none"> – Elementary grade students: <ul style="list-style-type: none"> – Schools receive funding based on the ratio 1 to 400 once they reach 300 elementary grade students. – Middle grade students: <ul style="list-style-type: none"> – Schools receive funding as a proportional allocation based on the ratio of 1 to 300 middle grade students.

K-8 General Education

L2	Kindergarten–5th Grade Classroom Teacher	Allocation is based on the projected number of elementary classes. Each class receives 1 full-time teacher.
L3	6th–8th Grade Classroom Teacher	Schools receive funding for 1 full-time teacher for every 22 middle grade students
L2	Kindergarten Instructional Aide	Each kindergarten class receives 1 full-time aide.
L3	Teacher – Middle Grade Investment	<p>Every school that serves middle grade students receives funding for an additional 2–3 full-time teachers.</p> <ul style="list-style-type: none"> • Under 350 students, schools receive funding for 2 teachers • 350 or more students, schools receive funding for 3 teachers <p>Principals decide where these teachers should serve (6th grade, core subject, or related arts).</p>

Early Childhood

L1	PK3, PK4, and Mixed Age Instructional Aide	<p>PK3, PK4, and Mixed Age Teacher</p> <p>Allocation is based on the established number of early childhood classes to be offered. Each class receives 1 full-time teacher and 1 full-time aide.</p>
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Related Arts

L2	<p>Physical Education/ Health Teacher</p> <p>Art Teacher</p> <p>Music Teacher</p> <p>World Language Teacher (ES optional)</p>	<p>Only the elementary grades qualify for the related arts allocation. Middle grades do not receive a specific allocation for related arts teachers. These positions are included in their overall student to teacher ratio. Middle schools are required to budget for sufficient staff so that all students can receive a full complement of related arts instruction.</p> <p>Elementary grade positions are allocated as a single allocation.</p> <ul style="list-style-type: none"> • Fewer than 400 students receive 3 related arts teachers; • Between 400 and 599 students receive 4.5 related arts teachers;
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- 600 or more students receive 5.5 related arts teacher

English Learners (EL)

<p>L1 EL Teacher</p>	<p>Schools receive 1 EL Teacher for every 22 EL students. Schools with less than 11 students receive an allocation for Itinerant EL Teacher services.</p>
<p>L1 EL Instructional Aide</p>	<p>Schools receive 1 EL instructional aide for every 50 Level 1 EL students.</p>
<p>L2 EL Bilingual Counselor</p>	<p>Schools receive 1 EL bilingual counselor for every 100 EL students.</p>

Special Education

<p>L1 Special Education Teachers – Inclusion/Resource</p>	<p>Allocation is based on the hours of specialized instruction on students' Individualized Education Programs (IEPs) and the setting in which instruction is to be provided. Schools receive:</p> <ul style="list-style-type: none"> • 1 Special Education teacher for every 15 students with fewer than 11 hours per week inside of the general education setting; • 1 Special Education teacher for every 12 students with 11 or more hours per week inside of the general education setting; • 1 Special Education teacher for every 24 students with fewer than 11 hours per week outside of the general education setting; • 1 Special Education teacher for every 12 students with 11 or more hours per week outside of the general education setting.
<p>L1 Special Education Teachers – Specialized Programs</p>	<p>Schools with full-time specialized programs are allocated 1 Special Education teacher per class.</p>
	<ul style="list-style-type: none"> • Schools with specialized full-time programs are allocated 1 Special Education Instructional Aide per class except for Communication & Education Support programs which are allocated 2

L1	Special Education Instructional Aides	<p>Special Education Instructional Aides per class.</p> <ul style="list-style-type: none"> Schools in ADA-compliant buildings with a disproportionate number of students with physical disabilities and needs in Early Learning Support classrooms are allocated 1 additional Special Education Instructional Aide.
L1	Behavior Technicians (BES Classroom)	<p>Behavior & Education Support programs are allocated 1 Behavior Technician per class.</p>
L1	Board Certified Behavior Analysts	<p>Schools with least 4 Communication & Education Support classrooms and/or a high percentage of students with ASD Level 1 and 2 in the overall student population are allocated 1 Board Certified Behavior Analyst.</p>

Schoolwide Instructional Support

L2	Instructional Coach	<p>Every school receives 1 instructional coach.</p>
L2	School Librarian	<ul style="list-style-type: none"> Schools with fewer than 300 students receive a 0.5 part-time school librarian. Schools with 300 or more students receive 1 full-time school librarian.

Social-Emotional Positions

L1	Social Worker Psychologist	<p>Allocations are based on a formula that incorporates multiple variables to estimate the number of providers needed to effectively provide services at each school. The formula considers:</p> <ul style="list-style-type: none"> Assessments (functional behavior, social history, and psychological) completed during the past school year; Students with Response to Intervention (RTI) Plans; Manifestation Determination meetings held during the past school year; Individualized Education Program (IEP) meetings held during the past school year;
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	<ul style="list-style-type: none"> • Prescribed Behavior Support Service (BSS) hours in IEPs and 504 Plans; • Other discipline specific factors
<p>L2 School Counselor</p>	<p>Schools receive 1 full-time school counselor for every 400 middle grade students or 1 full-time school counselor, whichever is greater. Schools above 400 students receive a proportional allocation to projected enrollment.</p>

Middle Grade Enrichment

<p>L2 Social-Emotional Funds</p>	<p>Schools receive \$100,000 in Social-Emotional Funding. Schools must budget funds on staff or programming for social-emotional support. Common positions are assistant principal of intervention, dean of students, social worker, in-school suspension coordinator, coordinator – student resource, behavior technician, or attendance counselor.</p>
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Custodial And Administrative Guidance

<p>L2 Custodial Foreman and Custodial Staff</p>	<ul style="list-style-type: none"> • 1 Foreman • 1 RW-5 • Base of 1 RW-3 • Additional RW-3s based on enrollment: <ul style="list-style-type: none"> – 1 additional to the base if over 300 – 2 additional to the base if over 500 • Additional RW-3s based on building size: <ul style="list-style-type: none"> – 1 additional to the base at 100,000 square feet, and 1 additional for every 50,000 square feet on top of that (2 additional to the base at 150,000 square feet etc.)
<p>L3 Business Manager</p>	<ul style="list-style-type: none"> • Schools with fewer than 300 students receive funding for a 0.5 part-time business manager. • Schools with 300 or more students receive funding for 1 full-time business manager.

L3	Administrative Aide	Every school receives funding for 1 administrative aide.
L3	Clerk	Schools receive funding for 1 clerk for every 400 students. Schools with enrollment greater than 400 students receive a clerk allocation proportional to projected enrollment.

Additional Programming – Not At All Schools

L2	Schoolwide Enrichment Model (SEM) Coordinator	Schools participating in the SEM program receive 1 full-time SEM coordinator.
L1	International Baccalaureate (IB) Coordinator	Candidate schools and schools continuing their authorized IB program receive 1 full-time IB coordinator.
L3	Assistant Principal for Interventions (API)	Participating schools receive funding for 1 full-time API.
L1	Afterschool Funding	<p>Title I schools part of the DCPS afterschool program receive an allocation of administrative premium that is funded by both the 21st Century grant and local funding. The total allocation is based on the number of staff needed to support the number of students at each site.</p> <p>Allocated afterschool roles include:</p> <ul style="list-style-type: none"> • Afterschool teacher • Afterschool paraprofessional • Afterschool site leader
L2	Global Studies Coordinator	Schools that are part of the global studies program receive an allocation of 1 global studies coordinator.

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