

FY 2022

DCPS Comprehensive Staffing Model - High School

This Comprehensive Staffing Model shows how individual high 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.

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	Schools receive this funding as a proportional allocation based on the ratio of 1 to 300.
L1	Assistant Principal – Ninth Grade Academy (Title I Funded)	Schools operating a Ninth Grade Academy receive 1 full-time Ninth Grade Academy assistant principal.

General Education

L2	Core Content Career and Technical Education (CTE) Teachers	Funding for staff are allocated to meet scheduling requirements. Principals budget for specific staff positions based on the customized course offerings and curriculum at their schools.
L1	JROTC (cost sharing agreement)	All DCPS JROTC programs will be staffed with 2 instructors: <ul style="list-style-type: none"> 1 Senior Instructor (Teacher – JROTC Department Chairman) who is a

<p>L1 with federal partner)</p>	<p>commissioned officer;</p>
	<ul style="list-style-type: none"> • 1 Instructor who is a non-commissioned officer (Teacher – JROTC Instructor).

Related Arts

<p>Art Teacher</p>	
<p>Music Teacher</p>	<p>Staff are allocated to meet all scheduling requirements, including a minimum of 20 academic electives and 8 Advanced Placement courses.</p>
<p>L2</p>	<p>Physical Education/ Health Teacher</p>
	<p>World Language Teacher</p>

English Learners (EL)

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

Special Education

<p>L1</p>	<p>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;
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		<ul style="list-style-type: none"> 1 Special Education teacher for every 12 students with 11 or more hours per week outside of the general education setting.
L1	Special Education Teachers – Specialized Programs	Schools with full-time specialized programs are allocated 1 Special Education teacher per class.
L1	Special Education Instructional Aides	<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 Special Education Instructional Aides per class. 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)	Behavior & Education Support programs are allocated 1 Behavior Technician per class.
L1	Board Certified Behavior Analysts	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.

Schoolwide Instructional Support

L2	Instructional Coach	Every school receives 1 instructional coach.
L1	Athletic and Activities Coordinator	Each comprehensive and application high school except Duke Ellington is allocated 1 athletic and activities coordinator.
L3	Pathways Coordinator	All comprehensive high schools and alternative schools receive funding for 1 pathways coordinator.
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 Positons

<p>L1 Social Worker Psychologist</p>	<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; • Prescribed Behavior Support Service (BSS) hours in IEPs and 504 Plans; • Other discipline specific factors.
<p>L2 School Counselor</p>	<p>High schools receive 1 full-time school counselor for every 250 students. All partial allocations are rounded up to the nearest 0.5.</p>

Custodial And Administrative Staff

<p>L2 Custodial Foreman and Custodial Staff</p>	<ul style="list-style-type: none"> • 1 Foreman • 1 RW-5 • Base of 2 RW-3s • Additional RW-3s based on enrollment: <ul style="list-style-type: none"> – 1 additional to the base if over 500 – 2 additional to the base if over 1000 – 3 additional to the base if over 1500 • 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.)
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L3	Business Manager	<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 at 400 students. Schools with enrollment greater than 400 students receive a clerk allocation proportional to projected enrollment.
L3	Registrar	High schools receive funding for 1 full-time registrar.
L2	Attendance Counselor	High schools receive 1 full-time Attendance Counselor.

Additional Programming – Not At All Schools

L1	Director – NAF Academy Coordinator – NAF Academy	Each high school with NAF academy programming is allocated sufficient directors and coordinators to support the programs.
L1	International Baccalaureate (IB) Coordinator	Candidate schools and schools continuing their authorized IB program receive 1 full-time IB coordinator.
L1	Pool Management	Ballou, Cardozo, Dunbar, Woodson and Roosevelt High Schools receive additional contract funds to partner with the Department of Parks and Recreation (DPR) to manage their pools.
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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Phone: (202) 442-5885 (tel:2024425885)



