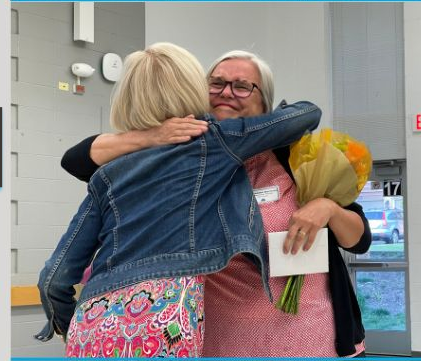




ADVANCE PERSONNEL PLAN 2024 - 2025

Recommendation to the
Board of Education
December 12, 2023



STRATEGIC PLAN | 21-25

Our mission is to:

empower an
inclusive, diverse
community of
learners to innovate
and thrive as global
citizens.



OUR GOALS & STRATEGIES

This presentation falls under the:

1. Student Achievement Goal
2. Family & Community Goal
3. Learning Environment Goal
4. High-Quality Staff Goal
5. Stewardship of Resources Goal



SUMMARY



- 9 Student Learning Coach positions eliminated - 9.0 FTE
- 9 Advanced Learning Specialist positions added + 9.0 FTE
- 9 Instructional Coach positions added + 9.0 FTE
- 2 Middle School Tech Facilitator positions eliminated - 2.0 FTE
- DSL Coordinator administrator position eliminated - 1.0 FTE
- DSL Director administrator position added +1.0 FTE
- DSS Coordinator administrator position added +1.0 FTE
- Elementary Tech Facilitator positions remain no change
- 4 Interventionist positions eliminated (ESSER funds) -4.0 FTE

2425 Advance Personnel Plan					Proposed for 2024-25
	Assignment	FTE	School	Notes	
				Subtotal-ML	\$0
1	Interventionist	(4.00)		4-yr positions funded through ESSER funds	\$0
		(4.00)		Subtotal-Schools Regular Ed	\$0
2	DSS Coordinator	1.00		Increased SPED and 504 needs	\$115,053
		1.00		Subtotal-Special Education	\$115,053
3	Student Learning Coordinator	(9.00)		Restructuring of position	(\$990,549)
4	Advanced Learning Specialist	9.00		New position	\$990,549
5	Instructional Coach	9.00		New position	\$591,556
6	Middle School Tech Facilitator	(2.00)		Reduce from 2 per school to 1 per school	(\$133,756)
7	DSL Coordinator	(1.00)		Restructure DSL	(\$122,500)
8	DSL Director	1.00		Restructure DSL	\$173,000
		7.00		Subtotal-Other	\$508,300
Advance Personnel Plan Changes for 2024-25*					\$623,353

* These proposed personnel changes for 2024-25 do not reflect any changes related directly to enrollment or individual student needs. We anticipate bringing those changes in the spring as usual

9.0 FTE Advanced Learning Specialists



- Report to the building principal
- 1 per school
- May teach advanced math classes
- Aligned with recommendations from Dr. Scott Peters' *Review of Arlington Heights School District 25 Advanced Learning Opportunities and Procedures* including:
 - Provide direct service to students and push in to regular classrooms to help with co-teaching or extension activities aligned to our curriculum
 - Help facilitate individual learning plans for students grade accelerated
 - Within our Multi-Tiered System of Support (MTSS)/Response to Intervention (RtI) framework, fluidly provide enrichment or extra challenge

9.0 FTE Instructional Coaches



- Report directly to DSL
- 1 per school as a home base, but with flexibility
- Provide ongoing support and learning for teachers focused on instructional strategies aligned to best practices and our curriculum
- The work of instructional coaches is aligned with John Hattie's Visible Learning research

Build Teacher Efficacy	1.34	●
Enhance Teacher Clarity	0.85	●

● *Potential to considerably accelerate student achievement*

Director of Student Learning



- Facilitate development, implementation, monitoring, and review of the district's instructional coaching and professional learning programs
- Supervise, provide professional learning for, and evaluate instructional coaches
- Assist building leaders and instructional coaches with school-based professional learning opportunities
- Oversee advanced learning placement
- Oversee Title Grants and reporting
- Liaison with student learning district partners (Music for Youth, Fun Fluency)

Student Services Coordinator



- Develop, implement, and monitor special education programs and procedures
- Coordinate and participate in IEP and 504 meetings
- Advise parents, administrators, general education teachers, and student services team members regarding special education support
- Assist in developing a continuum of comprehensive special education programs and services including in-district and out-of-district support
- Supervise and evaluate certified and non-certified staff
- Observe students, analyze data, review curriculum to provide instructional recommendations to improve student outcomes
- Assist teachers in the differentiation of instructional materials
- Develop and provide professional learning opportunities to student services team members

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Next Steps, Pending Board Approval



- Internally post positions
 - 9 Advanced Learning Specialists
 - 9 Instructional Coaches
 - 12 Kindergarten Teachers (remaining approved positions will post after registration/enrollment)
- Internally/externally post positions
 - Director of Student Learning
 - Student Services Coordinator
- Begin interview process January 8, 2024
- Update internal posts as positions become available
- Determine remaining open positions



QUESTIONS?