



Community Forum

February 23, 2021

District Reorganization Plan

OUR MISSION

*Inspiring the leaders of tomorrow with engaging opportunities today –
The Blue Devil Way.*



Vision Areas:

STUDENT LEARNING: Providing all students with engaging & innovative curriculum to excel as future members of our global society.

CULTURE: Building a caring, diverse and inclusive community where every member feels safe, valued, and supported.

COMMUNICATION: Providing effective and transparent communication within all aspects of our Blue Devil community.

FISCAL RESPONSIBILITY: Ensuring transparent and responsible use of district resources to provide the highest quality education for our students.

Current Organization Structure

District Office		RHS 464 Students	RMS 440 Students	RES 746 Students
Superintendent	Treasurer	Principal	Principal	Principal
Director of Student Services	Payroll/ Benefits Specialist	Asst Principal/ Athletic Director	0.5 Dean of Students	Assistant Principal/ Wellness Coordinator
Superintendent Admin. Assistant	Staff Accountant	2 Guidance Counselors	1 Guidance Counselor	1 Guidance Counselor
EMIS/Testing/ Enrollment/ Transportation Coordinator		1 Administrative Assistant	1 Administrative Assistant	1 Administrative Assistant
		1 Guidance Secretary		
4	3	39 Staff	40 Staff	66 Staff



Current District Organization



Staffing Inequity Between Buildings

Administrative staff to student ratio

- RHS - 1 to 232 (464 students, 2 admin)
- RMS - 1 to 293.3 (440 students, 1.5 admin)
- RES - 1 to 382 (764 students, 2 admin)

Administrative Assistant to student ratio

- RHS - 1 to 464
- RMS - 1 to 440
- RES - 1 to 764

Guidance Counselor to student ratio

- RHS - 1 to 232 (+ Guidance Secretary)
- RMS - 1 to 440
- RES - 1 to 764

Strategic Plan Alignment



Vision Area - Student Learning

Lack of dedicated administrative responsibility

- Curriculum
- Assessment
- Data Management and Analysis
- Professional Development
- Course of Study
- Resource Management/Adoption

***Note - responsibility placed with building principals in current structure with site-based focus*

Lack of dedicated staff leadership within academic departments to support curriculum

- K-12 collaboration within content areas
- Curriculum and instructional practice
- Data analysis for improvement

Strategic Plan Alignment



Vision Area - Student Learning

Master Schedule

- Curriculum and programming access is closely tied to master schedule construction
- RHS and RMS schedules operate independently (except for specials courses)
- Shared staffing creates constraints
- RMS specials structure creates competition between programming offerings
 - *1 period for specials rotation OR Band*

****Realignment and “right-sizing” to improve structure for student academic opportunities**

Strategic Plan Alignment



Vision Area - Communication

Current HCESC contract for \$28,000/year

- 50 days
- Approximately 1.5 days per week dedicated to communication

Communication needs exceed dedicated service contract

- Current usage to date - approximately 40

Lack of on-site support minimizes effectiveness of communication plans

- Increases district personnel responsibilities related to communication planning and implementation

****Comprehensive communication strategy and implementation a key action item in the strategic plan***

Proposed Organizational Structure

District Office		RHS/RMS Grades 7-12 ~800 Students	RES Grades PK-6 ~900 Students
Superintendent	Treasurer	Principal	Principal
Director of Curriculum and Communication	Payroll/ Benefits Specialist	Asst Principal/Athletic Director	Assistant Principal/ Wellness Coordinator
Director of Student Services	Staff Accountant	Dean of Students Grades 5-8	
Superintendent Admin. Assistant		Guidance Counselor Grades 5-8	
EMIS/Testing/ Enrollment/Transportation Coordinator		2 Guidance Counselors 9-12	1 Guidance Counselor PK-4
		2 Administrative Assistants	2 Admin. Assistants (+1 Position)
		1 Guidance Secretary	
5	3	~ 65 Staff	~ 75 Staff



Current District Organization



Administrator to student ratio

- RHS/RMS - 1 to 324.4 (~811 students, 2.5 admin)
- RES - 1 to 344.8 (~862 students, 2.5 admin)

Administrative Assistant to student ratio

- RHS/RMS - 1 to 405.5
- RES - 1 to 431

Guidance Counselor to student ratio

- RHS/RMS - 1 to 324.4 (+ Guidance Secretary)
- RES - 1 to 574.7

Expenditures Accounted for in the Five-year Forecast

Position	Expenditures	Notes
Dean of Students	~\$35,000	.5 teaching position will need replaced TBD; accounted for in FYF
PLTW (Great Oaks Position)	~\$37,500	Foundation payment reduction; less than 1 FTE; and accounted for in FYF
RHS SS Dept Position	~\$60,000	Staffing need to replace .5 Dean of Student and upcoming Financial Lit required course (SB 1 - presumed); accounted for in FYF
Preschool Staffing	~\$10,000	Anticipated impact on FYF for teacher and aide; tuition offsets most of this staffing cost; accounted for in FYF



Financial Implications To Reorganization

Position	Increase/Savings	Notes
Director of Curriculum and Communication	~\$100,000	Reorganization of district administration; 260 day contract
K-12 Dept Chairs	~\$7,500	Staff support and leadership for curriculum work
Administrative Assistant	~\$40,000	Alignment of needed admin asst support for two buildings of similar size and district level needs
Eliminate Middle School Principal	(\$95,000)	Reorganization of district administration
Eliminate ESC Communication Contract	(\$28,000)	Bring communication in house
RHS Math Retirement	(\$90,000)	Not replacing; staff reassignment per new structure
Total Savings:	(\$65,000)	Will be reflected in the May Forecast Submission





Student Impacts

Specials/Electives - Proposed Configuration

6th Grade	7th Grade Semester	7th Grade Full year (Electives)	8th Grade Semester (Electives)	8th Grade Full Year (Electives)
Art	Design and Modeling (PLTW-Great Oaks) - required	Band 7/8	Automation and Robotics (PLTW-Great Oaks)	Band 7/8
Music	Art (quarter) - required	Choir	General Music 7/8	Choir
PE	PE (quarter) - required	Academic Enrichment/SH	Art 7/8	Academic Enrichment/SH
Wellness	General Music 7/8 - elective		Health (HS)	Spanish I (HS)
Intro to Band			PE (HS)	French I (HS)
			Mock Trial (HS)	
			Info Tech (HS)	



Considerations

Sample 7th and 8th Grade Schedule

Bell	7th Grade	8th Grade**
1	Math	ELA
2	ELA	ELA
3	ELA	Robotics (1st); HS Health (2nd)
4	Band	HS Algebra I
5	Science	Science
6	Social Studies	HS Spanish I
7	Des/Mod (1st); Art/PE (2nd)	Social Studies



Student Impacts



K-6 Building

- 6th grade team approach continues
- Specials classes continue in a rotation
- 6th grade Band class offering

7-8

- Increase opportunities for diverse course options
- STEM programming introduced to all students in 7th grade
- Semester/Year-Long specials and elective course offerings
- Two periods of electives/specials; decreases competition among programs for limited space in schedules
- High school credit options available for those interested and academically ready
- Co-seated courses create greater flexibility for scheduling and accessing programs



District Impacts

District Impacts



- Organizational alignment to begin implementing strategic plan vision areas and action steps immediately
- Administrative responsibility dedicated to key areas of curriculum and communication
- Align building personnel to meet office, classroom, and administrative needs for buildings
- Provides scheduling structure in grades 7-12 to support curriculum and programming accessibility
- Fiscally responsible approach to meet needs - does not increase impact on five year forecast
- Focus on identifying and implementing structures to support the unique needs of middle school age students
- Realignment of district administrative team

District Impacts - Next Steps



- Interview and select Director of Curriculum and Communication
 - Determine building leadership for 7-12 and K-6 buildings
- Modify Program of Studies for grades 7-12
- Adjust timeline for district master schedule process
 - Class meetings
 - Course selections
 - Master schedule creation
- Assess and modify staffing assignments as needed based on structure, courses, retirements, vacancies, etc.
- Develop transition plan for start of 2021-2022



Questions