



Request for Program/Budget Addition

Fiscal Year 2026-2027

Return to the Director of Finance & Operations

(attach additional documents if more room is needed)

Please detail the vision of your proposal below:

Adding two Kindergarten General Education Paraprofessionals will provide dedicated classroom support to accelerate early literacy and foundational math skills during a critical developmental year. With full-time paraprofessionals present in kindergarten classrooms, teachers can effectively implement small-group instructional rotations and targeted interventions, ensuring every child receives individualized attention.

- **Small-Group & Tiered Support:** Paraprofessionals facilitate small-group literacy and math centers, allowing teachers to deliver targeted Tier 2 interventions without disrupting whole-class instruction.
- **Behavioral & Executive Functioning Support:** Assist with classroom management, self-regulation strategies, and transition routines, minimizing instruction loss and maintaining a calm, focused learning environment.
- **Individualized Learning Plans:** Offer immediate feedback and one-on-one assistance to students with diverse learning needs, English language learners, or students requiring extra developmental scaffolding.
- **Supervision & Safety:** Support active supervision during unstructured times (recess, lunch, rest breaks), ensuring physical and emotional safety throughout the school day.

Our initial FY27 staffing plan anticipated an enrollment of 185 to 190 kindergarten students, but current enrollment has reached 220 students across our classrooms. This surge has pushed individual class sizes to 24–25 students per teacher, placing a significant strain on classroom management and instruction during a pivotal foundational year. Adding two general education paraprofessionals will immediately



mitigate the impact of these higher student-to-teacher ratios, ensuring our educators can maintain high-quality, individualized instruction and keep early literacy and math outcomes on track.

Rationale: How does this proposal align with our strategic plan?

This proposal directly advances the district's core strategic goals centered on early academic success, equitable learning opportunities, and whole-child well-being. Early intervention during kindergarten is widely recognized as the most cost-effective approach to closing achievement gaps before they broaden. By integrating additional paraprofessional support, classrooms gain vital capacity to maximize instructional time and deepen student engagement, directly driving benchmark growth in foundational reading and math skills. Furthermore, this initiative safeguards equity and inclusion across our schools by ensuring all young learners—regardless of their starting readiness levels, special education needs, or language backgrounds—receive the tailored, small-group attention necessary to meet grade-level expectations.

Beyond academic achievement, adding paraprofessional support significantly strengthens social-emotional development and educator sustainability. In a nurturing classroom environment, paraprofessionals help young students build essential self-regulation skills, positive peer interactions, and cooperative behaviors during a critical developmental stage. Concurrently, consistent classroom assistance directly relieves operational pressure on teachers, mitigating burnout and improving job satisfaction. Ultimately, this investment fosters healthier classroom dynamics and reinforces higher staff retention across the district.

- **What will be needed to implement this proposal:**

Description of Need:	Estimated Budget	Funding Source
Staffing	\$45,000x2	General Fund
Curriculum	\$	
Textbooks	\$	
Technology	\$	



Supplies	\$	
Space	\$	
Other	\$	
Other	\$	
Total Estimated Budget	\$90,000	

Submitted by Amy Bouma

Date 9/18/2026

Approved by _____

Date _____

Supervisor Approval _____ Date _____

Send this completed form and any attachments to the Director of Finance & Operations.