



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: July 20, 2020

AGENDA ITEM: Consider Additional Approval of Early Literacy Instructional Specialist for 2020-2021

PRESENTER: Lynn McKinney, Deputy Superintendent and Amber Crissey, Assistant Superintendent of Curriculum and Instruction

BACKGROUND INFORMATION:

Each year the Administration presents a projection of staff needs to the Board based on the latest information from a variety of sources, such as current enrollment and the demographer's report.

At the March 2020 board meeting, due to increasing enrollment and programmatic changes across the district, the Board approved forty-nine additional positions for the 2020-2021 for a total of \$2,390,000.

The district currently has five curriculum specialists and seven instructional specialists. At the March 2020 board meeting two additional early literacy specialists, at a cost of \$140,000 were approved. These positions are essential as we implement HB 3 for required Reading Academies for all Kinder through Grade 3 teachers and principals. Additionally, these two specialists will provide direct Tier 3 reading interventions to identified students at all elementary campuses.

We are now asking that a third early literacy specialist be considered for approval. We believe that this additional position is needed due to the following:

- Next year, we are anticipating that many of our early readers in grades K-2 will have gaps in reading due to no direct reading instruction over the last nine weeks of school. Struggling readers will need Tier 3 reading interventions in addition to grade level support in an effort to close reading gaps as quickly as possible.
- Three Early Lit. Specialists will allow us to intervene with more struggling readers at each of the 5 elementary campuses.
- Three Early Lit. Specialists will allow us to reduce travel time between campuses because we will be able to strategically assign each specialist to designated campuses so that they can have a bigger impact each week (3 specialists will allow each specialist to support one to two campuses, rather than two specialists trying to support all 5 schools.)
- Three Early Lit. Specialists will allow us to provide more direct teacher support at each of the 5 elementary campuses, which includes sharing best instructional practices and resources for early literacy instruction and modeling/co-teaching of high leverage reading strategies.
- Three Early Lit. Specialists will allow us to have three cohort leaders in district to provide direct teaching and coaching when supporting K-3 teachers as they engage in the HB3 reading academies.

FISCAL INFORMATION:

If this recommended additional position is approved, the personnel budget for 2020-2021 would increase by an approximately \$70,000, bringing the total of additional personnel to \$2,460,000.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends approval of the additional early literacy specialist for the 2020-2021 school year as presented.