

School District Personnel Needs Analysis and Staffing Patterns

Comparable Staffing Patterns:

All Iowa schools must meet the Iowa standards for public school accreditation. Since Iowa schools are financed on a per-pupil basis and all receive roughly the same amount per pupil, schools are forced into similar staffing patterns.

One way to evaluate the staffing pattern of an Iowa school district is to look at other schools that serve a similar number of students. The table below shows the 20 schools nearest to Belmond-Klemme in terms of students served. The table shows the nearest ten above and ten below for last year.

2020-2021 School District Total FTEs by Position Grouping

District	Served Enroll	Teacher FTEs	Admin FTEs	Support FTEs	TOTAL STAFF
Postville	734.8	70.9	2.9	45.0	125.7
Central Lyon	729.6	63.1	3.0	50.9	120.3
Manson-Northwest Webster	728.0	65.3	4.3	76.2	151.0
Sibley-Ocheyedan	718.7	64.3	2.8	56.0	127.4
Central Springs	716.6	57.0	3.4	61.6	126.1
Grundy Center	706.2	63.4	3.5	38.1	109.7
Wapsie Valley	705.0	56.5	3.0	46.5	112.0
Pocahontas Area	701.5	58.5	3.0	57.5	123.1
Ogden	698.4	54.6	2.9	42.0	105.0
AHSTW	687.2	59.0	3.8	43.8	112.3
Belmond-Klemme	684.0	56.7	3.0	57.5	123.0
Maquoketa Valley	678.2	51.6	4.0	47.4	106.5
Madrid	678.1	60.0	5.0	31.6	100.1
Danville	678.0	51.3	3.0	32.9	90.8
West Fork	677.7	58.9	2.0	62.1	127.5
Panorama	677.3	54.0	2.9	58.1	118.3
IKM-Manning	675.9	54.1	3.0	52.0	113.4
Pleasantville	674.1	55.0	3.5	37.5	99.9
South Hamilton	671.7	49.7	3.0	36.3	92.5
Alburnett	670.0	54.4	4.0	30.0	91.5
Colfax-Mingo	669.8	57.6	4.5	41.6	105.6
AVERAGES	706.0	57.6	3.5	49.4	118.0

According to the table above, Belmond-Klemme Schools employed close to an average number of teachers, significantly fewer administrators, but more support staff, than schools of comparable enrollments during the 2020 – 2021 school year.

Class Counts as of January 2022

	Current Grade-level Counts	Minus Possible Retentions	Minus Known Attrition	Plus Possible Additions		Projected Student Counts for Next Year
Preschool						40
Kindergarten	54				→	54
Grade 1	47				→	54
Grade 2	46				→	47
Grade 3	44				→	46
Grade 4	47				→	44
Grade 5	46				→	47
Grade 6	49				→	46
Grade 7	45				→	49
Grade 8	70				→	45
Grade 9	57				→	70
Grade 10	58				→	57
Grade 11	74				→	58
Grade 12					→	74
					K-12 Total	691

Review of Research:

The Tennessee Student Teacher Achievement Ratio (STAR) study was a true education experiment with more than 11,600 youngsters and 1,000 teachers assigned at random during STAR's four years (1985-1989). Some students were assigned to classes of approximately 15 youngsters and 1 teacher (15:1) designated as "small classes." Others were assigned to classes averaging about 25 youngsters and 1 teacher (25:1) designated as the "regular classes" or the control group. Regular classes (about 25 students) with a teacher and a full-time teacher aide were the third group in Project STAR. Students in grades K-3 who were in small classes for three years outperformed students in regular-size classes.

Wisconsin's Student Achievement Guarantee in Education (SAGE) program was designed as a five-year pilot project, similar to the Tennessee STAR study, to reduce the pupil-teacher ratio in a classroom to 15 students per teacher beginning with kindergarten and first grade in the 1996-97 school year (second grade was added in 1997-98 and third grade in 1998-99). The SAGE program appears to be generally consistent with the results reported by the STAR study. Students in 1997-98 SAGE first-grade classrooms scored significantly higher in all tested areas than other Wisconsin first graders.

It is also worth noting that an analysis of student achievement in first grade classrooms with 15 students and 1 teacher and first grade classrooms with 30 students and 2 teachers did not reveal statistically significant differences on any of the subtests or total score.

Class Size and Staffing 2022 – 2023

Background:

There are currently 19.1 students in the average K-3 classroom in Jacobson Elementary School. This is comparable to many other area school districts of similar size.

Projected Class Sizes for September 2022:

The table below shows our currently projected student numbers for next year along with possible section sizes.

Class Size Comparison Table						
	Next	4	3	2	1	
Grade	Year	Sections	Sections	Sections	Section	
K	54	13.5	18.0	27.0	54.0	Gr: K - 3
1	54	13.5	18.0	27.0	54.0	20 - 24.9
2	47	11.8	15.7	23.5	47.0	25 +
3	46	11.5	15.3	23.0	46.0	
4	44	11.0	14.7	22.0	44.0	Gr: 4 - 6
5	47	11.8	15.7	23.5	47.0	25 - 29.9
6	46	11.5	15.3	23.0	46.0	30 +
7	49	12.3	16.3	24.5	49.0	
8	45	11.3	15.0	22.5	45.0	Gr: 7 - 12
9	70	17.5	23.3	35.0	70.0	30 - 34.9
10	57	14.3	19.0	28.5	57.0	35 +
11	58	14.5	19.3	29.0	58.0	
12	74	18.5	24.7	37.0	74.0	

Recommended Action:

I recommend no changes at this time.

Current Staffing Pattern

Assignment	PK-6	7-12	TOTAL	CHANGE
Preschool	1.50		1.50	
Kindergarten	3.00		3.00	
Grade 1	3.00		3.00	
Grade 2	2.00		2.00	
Grade 3	3.00		3.00	
Grade 4	2.00		2.00	
Grade 5	3.00		3.00	
Grade 6	2.00		2.00	
Special Ed. K-6	3.50		3.50	
Title I Reading/Math	2.00		2.00	+ 1.00
Art K-6	1.00		1.00	
Counselor K-6	1.00		1.00	+ 0.50
Music K-6, General	1.00		1.00	
Phys. Ed./Health K-6	1.00		1.00	
Library/Media K-12			0.00	
Music Instrumental	0.55	0.45	1.00	
Computers/TAG	0.80	0.20	1.00	
English Language Learners	1.00	1.00	2.00	
School Nurse	0.70	0.30	1.00	
TLC Teacher Leaders	1.00	1.00	2.00	
Lang Arts 7-12		3.00	3.00	
Mathematics 7-12		3.00	3.00	
Science 7-12		2.50	3.00	
Social Studies 7-12		2.50	2.50	
Special Ed. 7-12		4.00	4.00	
Art 7-12		1.00	1.00	
Counselor 7-12		1.00	1.00	+ 0.50
Voc. Ag.		1.00	1.00	
Music 7-12 Vocal		1.00	1.00	
F&CS 7-12		1.00	1.00	
Industrial Tech		1.00	1.00	
Spanish 7-12		1.00	1.00	
Phys. Ed./Health 7-12		1.00	1.00	
Business/Computers		1.00	1.00	
Alternative High School		1.00	1.00	
	PK-6	7-12	TOTAL	
Total FTE per Bldg	31.4	21.4	61.5	+ 2.00

Options and/or Alternatives:

None at this time.

Recommended Action: No action is needed on this item.