



TO: Faribault Public Schools
FROM: Yesica Louis, Jefferson Elementary Principal
RE: Approval for a Dean of Students
DATE: November 15, 2021

Jefferson Elementary School is seeking board approval to hire a full-time Dean of Students for the 2021-2022 school year. Since March of 2019, our students and staff have endured multiple disruptions and modes of learning and instruction. With the return of full-time in-person instruction and learning this September, we have noticed a significant increase in both student behaviors and mental health needs.

Our building's Crisis Team (Social Workers, Behavior Interventionist, Support Staff) is consistently being pulled away from their work to assist administration in management of student behaviors. The addition of a Dean of Students would address student behaviors while providing time for the Jefferson Crisis Team to focus on proactive ways to promote positive mental health and continue providing ongoing individual student support.

The addition of the Dean of Students would positively impact the mental health of our staff. Across the country, a growing number of teachers are leaving the profession due to the amount of stress the pandemic has caused and strain on their overall well-being. Teachers are needing more support than ever, both in managing student behaviors as they occur, as well as getting support and professional development in proactive classroom management strategies.

This proposal was created and supported by the Jefferson administration, Crisis Team members, PBIS Behavior Committee members, and SITE Council. We recognize the need for expanded time to focus on the systems and culture of the building, create restorative practices to help improve relationships among staff and students, and dedicate outreach to parents and families. The total package of this addition would be approximately \$73,846.00 for fiscal year 2022

Thank you for your consideration.

Yesica Louis
Principal, Jefferson Elementary School