



Palos Heights School District 128

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Merryl B. Brownlow, Ed.D.
Superintendent

Staffing Recommendations 2025-2026

This overview is intended to provide the board with a big picture view of our staffing and enrollment. It incorporates the current state of the district and our future vision for continuing to provide high quality programming in a fiscally responsible manner. In order to examine the needs of the district, it is important to consider our mission and vision, our strategic plan (Portrait of a Learner), and the program parameters that guide our decision-making.

Program Considerations

- **Early Intervention:** We are committed to supporting literacy and mathematical concept development at the younger grades to intervene and fill gaps for struggling learners to better prepare them to access the instruction in later intermediate and middle school years.
- **Class Size Guidelines:** We are committed to responding to best practices as outlined by the Evidence Based Funding (EBF) model. We use EBF as a guide for appropriate class sizes to maximize instruction. Guidelines are just that. **We always consider context when making a formal recommendation that may be above or below the guidelines below.**
- **Recommended Class Size Guidelines - Adjusted for Current Enrollment Trends**
 - Kindergarten = Recommended maximum is 22 students per section.
 - Due to space constraints, we may consider a higher cap with additional support or consider special subject areas delivered in the classroom setting
 - Grades 1 and 2 = Recommended maximum of 22 students per class
 - Grades 3 = Recommended maximum of 25 students per classroom
 - Grades 4 and 5 = Recommended maximum of 26 students per classroom
 - Grades 6-8 = Recommended maximum for core classes is 25 students per classroom
 - Honors level classrooms may have slightly higher enrollments
- **Co-Teaching:** We are committed to an inclusive education for all students and have created a co-taught instructional model to support that commitment. Requires a special educator to be assigned to core content classes in the areas of literacy and mathematics to be sure IEP goals are supported and students achieve the targeted goals.
 - **Note:** Individual IEP needs may dictate a need for individual direct instruction programming.
- **Middle School Programming:** We are committed to the middle school model to support our students.

INDIAN HILL
12800 S. Austin Ave
(708) 597-1285

CHIPPEWA
12425 S. Austin Ave
(708) 388-7260

NAVAJO HEIGHTS
12401 S. Oak Park Ave
(708) 385-3269

INDEPENDENCE JR. HIGH
6610 W. Highland Dr
(708) 448-0737

2024-2025 CURRENT YEAR ENROLLMENT

Grade	Projected 24-25 Enrollment	Enrollment as of 1/15/2025	Sections	Average Class Size
Pre-K 3	30	42	4	14
Pre-K 4	60	68	4	
Kindergarten	66	75	4	18-19
1	86	80	4	20
2	72	73	3	24-25
3	86	82	4	21
4	94	94	4	23-24
5	80	79	4	19-20
Core 6	92	84	4	21
Core 7	70	72	3** (4FTE)	24
Core 8	72	78	4	19-20
TOTALS	808	827		

NOTE: Students from early intervention screenings are still being added to Pre-K (10 seats remaining)

Projected Enrollment 2025-2026					
Grade	Current Enrollment 24-25	Projected Enrollment 25-26	Sections	Notes	Avg Class Size
PK-3	NA	60	4		15
PK-4	Grade PK 3 - 42	60	4		15
Kindergarten	Grade PK4 - 68	80	4		20
1	Grade K - 75	82	4		20-21
2	Grade 1 - 80	82	4	+1 FTE	20-21
3	Grade 2 - 73	75	3	-1 FTE	25 (cap)
4	Grade 3 - 82	84	4		21
5	Grade 4 - 94	96	4		24
Core 6	Grade 5 - 79	80	4		20
Core 7	Grade 6 - 84	86	4		22
Core 8	Grade 7 - 72	74	4	We would not bump to 4 unless 76+	19 with 3 could be 24-25
TOTALS		859			

Staffing Implications for FY 2025

Class Size Core - NET 0

- **Kindergarten Enrollment:** Beginning at 4 sections due to 68 4-year olds enrolled
- **Grade 2:** One additional section needed to address enrollment.
- **Grade 3:** Will go down a section if current enrollment holds. However, they sit at 73 and with 3 additional students could tip. This decision would not be made unless we had actual enrollment.

Summary of District Impact - NET +2.3 (1.0 Grant Funded)

- Add 0.3 FTE to Art
- A +1.0 Special Education Teacher - See Special Education Staffing Memo regarding increases due to overall enrollment growth and individual student needs over the last several years.
- Enrollment increase/caseload increase +1.0 FTE Occupational Therapy funded by IDEA/PFA Grant
- Note: Potential for a +1.0 FTE in Grade 3 if enrollment tips