



To: Members, Board of Education  
Dr. Carol Kelley, Superintendent

From: Gina Herrmann, Senior Director of Human Resources

Date: April 13, 2021

Re: 2021-2022 Teacher Staffing Projections and Permanent Substitutes

Human Resources has met with principals and District administrators to identify staffing needs that the schools have in order to best serve our students. The information was shared and reviewed with the Superintendent’s Cabinet team.

2020-2021 Actual Teacher FTE	2021-2022 Actual Teacher FTE	Difference
553.75	550.75	-3

**Decrease of five (5) classroom teachers.**

**Background:** We have two very large 5th grade classes moving to the middle school, a number of students who have moved out of Oak Park, and enrollment was lower than projected.

**Evidence Based Funding Model for Student Success:** EBF cost factors states the FTE investment for grades K-3 is 20 students per section. The FTE investment for grades 4-12 is 25 students per section. D97’s average class sizes per grade level are listed below:

Kindergarten	TBD
1st Grade	18.42
2nd Grade	18.98
3rd Grade	19.58
4th Grade	20.24
5th Grade	19.48

**Financial Implications:** The cost savings of the reduction of five (5) teachers will be utilized to add necessary support to meet the needs of our students.

**Addition of 2.0 Middle School Math Interventionists**

**Background:** To support our MTSS efforts and create more direct support to students who are in need of tiered support in middle school mathematics, the district is recommending staffing increases to support those students who are our most academically vulnerable. These staffing recommendations are based on the assumption that within any given school year at least 5% of the student body will perform significantly below grade level, in both reading and math, and will benefit from instruction in groups of 1-3 students. In order to support system coherence, fidelity of implementation, and school-level MTSS needs we request two MTSS interventionists who will work directly with each of the middle schools.

**Evidence Based Funding Model for Student Success:** EBF recommends 1.0 teacher position for Tier 2 and 3 Intervention Teachers in a prototypical school. A prototypical middle school size is 450 students. Brooks Middle School currently has 894 enrolled students, and Julian Middle School currently has 946 enrolled students.

**Financial Implication:** These are new positions but would result in no new cost due to the reduction in general education teachers.