

GOODHUE COUNTY EDUCATION DISTRICT #6051

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May 31, 2022

To: Superintendent Karsten Anderson and Red Wing School Board

From: Cherie Johnson, Executive Director

Re: Special Education Administrative Plan and Duties for 2022-23

I am recommending the following special education administrative support be considered at the next Red Wing School Board meeting:

One Elementary Special Education Coordinator and one Secondary Special Education Coordinator for the Red Wing School District.

This is the same recommendation that I made in July of 2020. At that time, it was determined to move forward with one administrator with support from due process facilitators at each of the buildings. While this plan helped to support systems, administrators, staff and students, I believe that the model of an Elementary Special Education Coordinator and a Secondary Special Education Coordinator would provide the greater level of support that we need to support and mentor the many new special education teachers we have hired, with positions that are manageable.

In the Spring of 2020, the school district contracted with Futures, an educational consulting firm to review special education programming. Topics included a review of:

- programs and services to support students with disabilities
- related services o paraprofessional supports
- **organizational structure and district coordination of programs and services**
- MTSS and early intervention practices
- professional development

Futures completed a report that was presented at the Red Wing School Board April 27, 2020 Meeting.

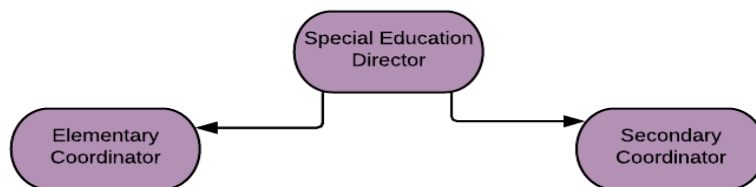
Findings of the report align with previous recommendations to the Personnel Committee to increase special education administrative support. From a qualitative perspective, Futures reported that the current administrative structure is leanly staffed, equating to a ratio of one administrator for every 315 students with a disability, and compares to an expected range of 1:150 - 1:250 from the author's work nationally.

Specifically, the Futures report recommended that "Given the myriad of duties within the purview of the Director of Special Education, consider "offloading" some duties to other building-based

personnel.” The addition of due process facilitator time worked toward that end. Again, although there are many models that may be considered, the one described below remains the one that I believe may lead to a streamlined and sustainable approach to promote better vertical articulation, improve “real-time” staff support to principals and school based staff, and also aligns with the District’s short- and long-term strategic planning.

This model creates two coordinator positions, one serving elementary-level and the other secondary-level. These two coordinator positions would replace the position held most recently by Marcia Walker. These positions would office out of the buildings. The coordinators would have a direct report to the Director of Special Education, Nicole Bolduan. Coordinators are not able to complete teacher evaluations or other administrative tasks.

Proposed Organizational Model



The structure of these positions also follows the Goodhue County Education District organizational structure and fits into its charge to support district special education leadership.

Costing for Proposed Structure

Elementary Coordinator

Salary	\$96,096.00
Benefits	\$35,184.00
Total	\$131,280.00

Cost to RW \$65,640.00

Secondary Coordinator

Salary	\$96,096.00
Benefits	\$35,184.00
Total	\$131,280.00

Cost of RW \$65,640.00

Costing for Current Structure

Director

Salary	\$117,155.00
Benefits	\$39,833.00
Total	\$156,988.00

Cost to RW \$78,494.00

Thank you for your consideration.