

GOODHUE COUNTY EDUCATION DISTRICT #6051

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September 1, 2020

To: Superintendent Karsten Anderson and Red Wing Personnel Committee

From: Cherie Johnson, Executive Director/Special Education Director

Re: Special Education Administrative Plan and Duties for 2020-21

I am recommending the following additional special education administrative support be considered at the September 21, 2020 meeting:

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

During the past school year, 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

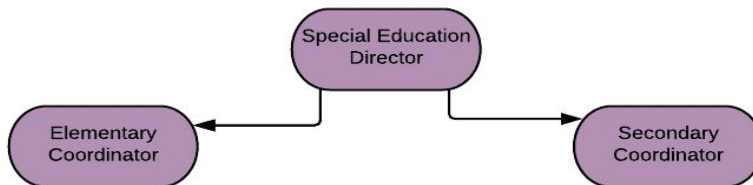
Futures completed a report that was presented at the Red Wing School Board April 27, 2020 Meeting.

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 recommends "Given the myriad of duties within the purview of the Director of Special Education, consider "offloading" some duties to other building-based personnel. This will help ensure long-term success of the current Director and create school-based capacity. Although there are many models that may be considered, the one described below is one that we believe may lead to a more streamlined process 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 coordinators would have a direct report to the Director of Special Education.”

Proposed Organizational Model



Although we do not usually attempt to fill school positions during the fall, in the event that we enter a distance learning scenario this school year, we will have a need to backfill any loss of special education expenses caused by the reassignment of special education paraprofessionals to food service or childcare activities to maintain effort. It is exactly why not only are these positions needed, it is also the time to act. We will continue to receive special education funding which covers approximately 50% of the position salary. We could also have a need to add more than the cost of these positions to our budget. If we are forced into that position, these hires allow the board to be strategic about additional expenditures.

Lastly, 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

Elementary Coordinator		Secondary Coordinator	
Salary	\$84,949.00	Salary	\$84,949.00
Benefits	\$31,103.00	Benefits	\$31,103.00
Total	\$116,052.00	Total	\$116,052.00
Cost to RW	\$58,026.00	Cost of RW	\$58,026.00

If 50% of our paraprofessional staff were reassigned for at least 28 days of distance learning, adding these positions would not increase our maintenance of effort.

Thank you for your consideration.