



NEW HAVEN PUBLIC SCHOOLS



New Haven Public Schools

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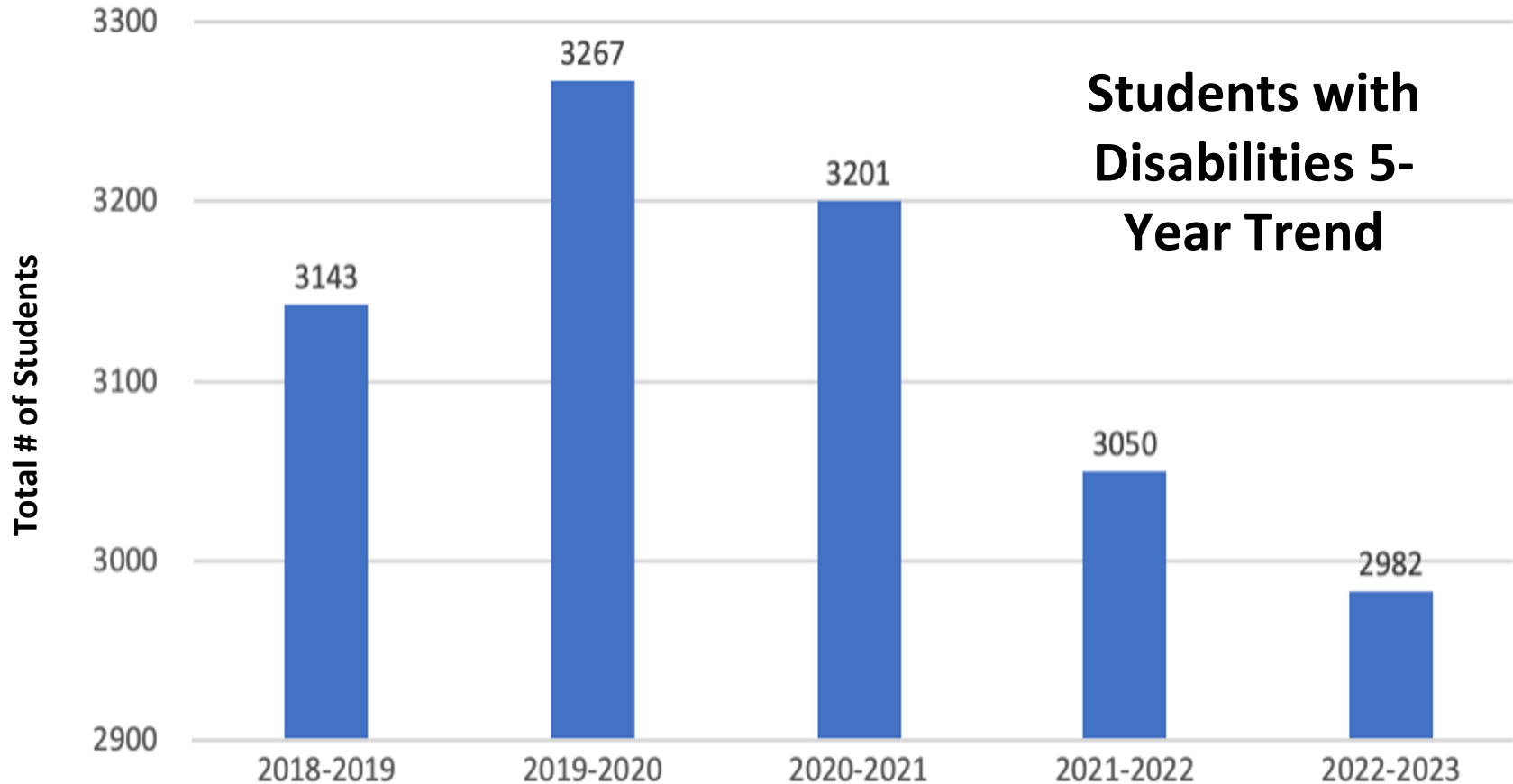
Dr. Mayo Teacher, Jennifer Graves

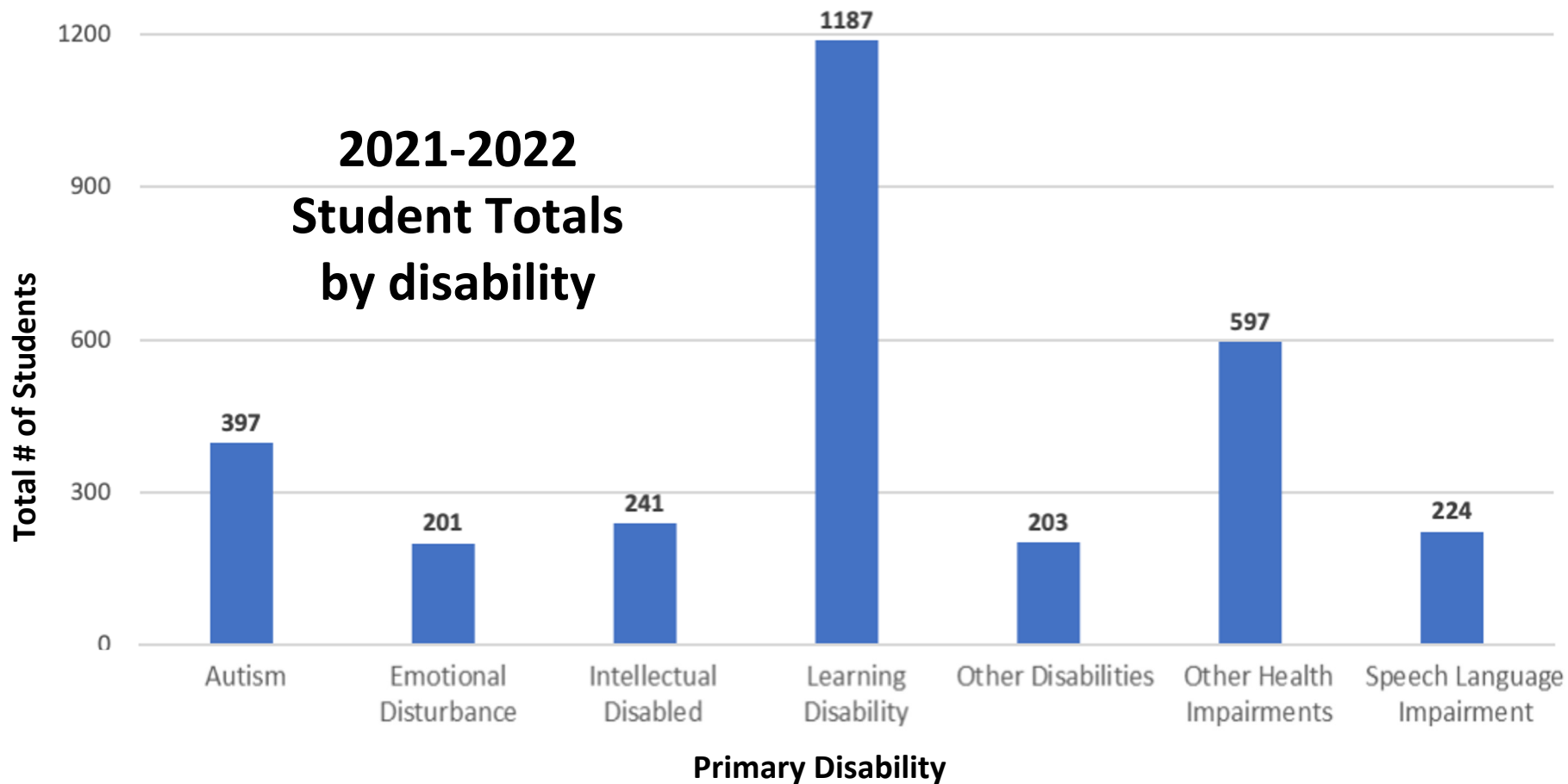
**Students with Disabilities/Student Services**

**Staffing Guidelines Presentation**

# Data/Trends









# Data/Enrollment Trends in Special Education

|                             |  |
|-----------------------------|--|
| 2021-2022 School Year       | 150 new students requiring specialized instruction           |
| 2022-2023 School Year       | 100 current registered Pre-K students with IEPS entering KDG |
| 2022-2023 School Year seats | 50 of those Pre-K students requiring self-contained KDG      |



# Staffing Guidelines - Information for Consideration

- Increased number of students with low incidence disabilities (autism, MD, ID)
- Average number of students entering yearly exceeds 150
- Demands for special education teachers and SLPs greater than any other CSDE certification
- Increased SEL needs = SWK, School counseling needs
- National trends and guidelines



# Staffing Guidelines

| <b>Position</b>                                      | <b>Elementary Guidelines</b>  | <b>High School Guidelines</b>  |
|--|---|--|
| Special Education<br><b>(Resource)</b>               | Teacher to student ratio of 1:20;<br># of required hours in IEPs may influence ratio  | Teacher-student ratio of 1:20;<br># of required hours in IEPs may influence ratio  |
| Special Education<br><b>(Self-Contained)</b>         | Teacher to student ratio of 1:10;<br>alternative locations when ratio exceeded;<br>2 paraprofessionals per classroom and 3 paraprofessionals per autistic classroom | Teacher-student ratio of 1:10;<br>alternative locations when ratio exceeded;<br>2 paraprofessionals per classroom and 3 paraprofessionals per autistic classroom |
| PPT Facilitator                                      | 1 FTE per school with adjusted caseload to accommodate for those extra responsibilities   | 1 FTE per school with adjusted caseload to accommodate for those extra responsibilities  |
| Board Certified<br>Behavior Analyst<br><b>(BCBA)</b> | 1 FTE for every 3 specialized classrooms that program for students with disabilities  | 1 FTE for every 3 specialized classrooms that program for students with disabilities   |

# Staffing Guidelines



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| <b>Position</b>                    | <b>Elementary Guidelines</b>   | <b>High School Guidelines</b>  |
|------------------------------------|--|--|
| Social Worker                      | 1 FTE for Elementary/Prek-8 Schools;<br>1.5 FTE for schools 600+   | 1 FTE for every 250 students   |
| Speech/<br>Language<br>Pathologist | Speech/Language Pathologist to student ratio of 1:45; # of required hours in IEPs may influence ratio; contractual services considered when ratio exceeded | Speech/Language Pathologist to student ratio of 1:45; # of required hours in IEPs may influence ratio; contractual services considered when ratio exceeded |
| Psychologist                       | Psychologist to student ratio of 1:45;<br># of required hours in IEPs may influence ratio; contractual services considered when ratio exceeded             | Psychologist to student ratio of 1:45;<br># of required hours in IEPs may influence ratio; contractual services considered when ratio exceeded             |
| School Counselor                   | 1 FTE for Elementary/Pre K-8th School;<br>1.5 FTE for schools 600+   | 1 FTE for every 250 students   |



# Staffing: Teachers and Paraprofessionals

The following slides represent examples of staffing gaps across schools based on proposed staffing guidelines.



# Staffing Example: Teachers – K-8 Schools

| <b>K-8 Schools</b>         | <b>Current<br/>(includes<br/>vacancies)</b> | <b>Staffing<br/>Guidelines</b> | <b>Difference<br/>(needed)</b> |
|----------------------------|---|--------------------------------|--------------------------------|
| Barack Obama               | 4   | 5                              | +1                             |
| Benjamin Jepson Magnet     | 4   | 4.5                            | +0.5                           |
| Hill Central Music Academy | 3   | 4                              | +1                             |
| Truman School              | 4   | 4                              | 0                              |
| Worthington Hooker School  | 2   | 2.5                            | +0.5                           |

**SC** - denotes schools with specialized, self contained classrooms

**Staffing Guidelines** - 1:20 (resource special education), 1:10 (specialized classrooms)

**Total Needed** - number of special education teachers needed to meet staffing guidelines = 30

# Staffing Example: Teachers – High Schools

| <b>High Schools</b>                     | <b>Current<br/>(includes<br/>vacancies)</b> | <b>Staffing<br/>Guidelines</b> | <b>Difference<br/>(needed)</b> |
|---|---|--------------------------------|--------------------------------|
| Engineering & Science University Magnet | 3   | 3                              | 0                              |
| James Hillhouse High School/ <b>SC</b>  | 11  | 13                             | +2                             |
| New Haven Academy Magnet                | 3   | 3.5                            | +.5                            |
| Sound School                            | 3   | 4                              | +1                             |
| Wilbur Cross High School/ <b>SC</b>     | 14  | 16                             | +2                             |

**SC** - denotes schools with specialized, self contained classrooms

**Staffing Guidelines** - 1:20 (resource special education), 1:10 (specialized classrooms)

**Total Needed** - number of special education teachers needed to meet staffing guidelines = 30

# Staffing Example: Paraprofessionals – K-8 Schools

| <b>K-8 Schools</b>                         | <b>Current<br/>(includes<br/>vacancies)</b> | <b>Staffing<br/>Guidelines</b> | <b>Difference<br/>(needed)</b> |
|--|---|--------------------------------|--------------------------------|
| Barnard Environmental Interdistrict Magnet | 2   | 3                              | +1                             |
| Clemente Leadership Academy/ <b>SC</b>     | 4   | 5                              | +1                             |
| Clinton Avenue School/ <b>SC</b>           | 4   | 6                              | +2                             |
| Nathan Hale School/ <b>SC</b>              | 3   | 6                              | +3                             |
| Ross Woodward Classical                    | 0   | 3                              | +3                             |

**SC** - denotes schools with specialized, self contained classrooms

**Staffing Guidelines** - 2-3 per specialized, self-contained classroom; 3 for K-8; 2 for 9-12

**Total Needed** - number of special education teachers needed to meet staffing guidelines = 65

# Staffing Example: Paraprofessionals – High Schools

| <b>High Schools</b>           | <b>Current<br/>(includes<br/>vacancies)</b> | <b>Staffing<br/>Guidelines</b> | <b>Difference<br/>(needed)</b> |
|-------------------------------|---|--------------------------------|--------------------------------|
| Cooperative Arts & Humanities | 0   | 2                              | +2                             |
| High School In The Community  | 1   | 2                              | +1                             |
| Hill Regional Career Magnet   | 0   | 2                              | +2                             |
| Metropolitan Business Academy | 0   | 2                              | +2                             |
| Riverside Academy             | 1   | 2                              | +1                             |

**Staffing Guidelines** - 2-3 per specialized, self-contained classroom; 3 for K-8; 2 for 9-12

**Total Needed** - number of special education teachers needed to meet staffing guidelines = 65



# Staffing Example: Social Workers

| <b>K-8 &amp; High Schools</b> | <b>Current</b><br>(includes<br>vacancies) | <b>Staffing<br/>Guidelines</b> | <b>Difference</b><br>(needed) |
|-------------------------------|---|--------------------------------|-------------------------------|
| Wilbur Cross High School      | 4.5                                       | 6.5                            | +2                            |
| James Hillhouse High School   | 4   | 4.5                            | +.5                           |
| Fair Haven K-8 School         | 1   | 3                              | +2                            |
| Ross Woodward K-8 School      | 1   | 2.5                            | +1.5                          |
| Conte West Hills K-8 School   | 1   | 2.5                            | +1.5                          |

**Staffing Guidelines** - ratio of 1 social worker to 250 students

**Total Needed** - number of social workers needed to meet staffing guidelines = 16.5

# Summary Staffing Needs -Based on Guidelines

| Staff Type                         | Staffing Need | Cost(w/o-Benefits) |
|------------------------------------|---------------|--------------------|
| Special Education Teacher          | 30            | \$2,250,000        |
| Special Education Paraprofessional | 65            | \$1,560,000        |
| Social Workers                     | 16.5          | \$1,237,500        |
| School Psychologists               | 6             | \$450,000          |
| Speech and Language Pathologists   | 20            | \$1,500,000        |
| School Counselors                  | 11            | \$825,000          |

**\*\*\*All CSDE certified staff calculated at \$75,000 salary, paraprofessional calculated at \$24,000\*\*\***

**Total Cost of Staffing Needs for Student Services: \$7,822,500**