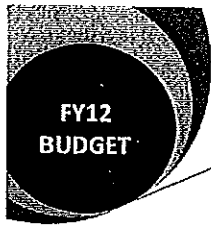


WAYLAND PUBLIC SCHOOLS
FY12 ADDITIONAL NEEDS
(In Order of Priority)

1.0 FTE HEALTH & WELLNESS COORDINATOR @HS - \$57,918

- The Administration believes that the current Health and Wellness program at the High School is broken and needs to change.
- The Health and Wellness program should offer instruction of life skills to our students.
- Ten years ago there were 3.3FTEs supporting the Health and Wellness program (formerly the Physical Education program) with fewer students than today. In FY11, there are only 2.4FTEs for 872 students as compared to 3.0FTE for 635 students at the MS.
- Of the 2.4FTEs, a grant funds a 0.5FTE physical education teaching position. This position will not be funded by the grant in FY12. The 0.5FTE Instructor position would take the place of the grant.
- The 1.0FTE Health and Wellness Coordinator position would include 0.5FTE Health and Wellness Instructor and 0.5FTE Coordinator role.
- The State requires 4 years of Health and Wellness. English is the only other 4 year required subject.
- Currently, the Health and Wellness Program offers the following schedule:
 - Freshmen meet twice per cycle for the full year (44 times out of the 180 days)
 - Sophomores meet twice per cycle for 1/2 of the year
 - Juniors meet twice per cycle for 1/2 of the year
 - Seniors meet twice per cycle for 1/2 of the year
- With this additional position, the program would change as follows:
 - Freshmen would meet three times per cycle for the full year
 - Sophomores would meet twice per cycle for the full year
 - Juniors would meet twice per cycle for 1/2 of the year
 - Seniors would have an opt out option if participating in an athletic sport (during the course of the year approximately 80% of the students participate in some athletic program)
- The Coordinator role would assume the responsibilities of a Department Chair.
- Over the years, there have been increasing demands placed on this Department to cover new state mandates, in such areas as substance abuse and anti-bullying just to name a few.
- Having this Coordinator position in place will also help Wayland secure future grant funding.



WAYLAND PUBLIC SCHOOLS
FY12 ADDITIONAL NEEDS
(In Order of Priority)

0.3FTE GUIDANCE COUNSELOR AT LOKER - \$19,967

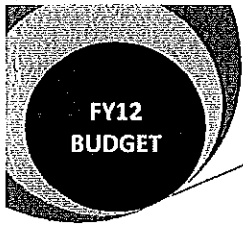
- 0.2FTE of guidance services is currently provided at Loker, which equates to only about one morning per week. With the addition of one kindergarten class in FY12 and potentially more Full Day Kindergarten classes, there will be an increasing need for these services.
- By adding 0.3FTE, this position would become 0.5FTE, with the possibility of this position being dual certified (e.g. a TA with guidance responsibilities).

0.25FTE READING SPECIALIST AT LOKER - \$14,480

- Research and Wayland's experience has shown that early intervention and support has long term benefits, both educationally and fiscally.
- Currently, Loker does not have a reading specialist.
- The plan would be to increase the existing hours of the current reading specialists to cover the kindergarten classes.

K-12 STIPEND FOR PE/HEALTH AND WELLNESS DEPARTMENT HEAD - \$7,490

- Health and Wellness is the only department that does not have a leadership position for the District.
- This leadership position would have responsibility for leading the State mandated anti-bullying effort district-wide.



WAYLAND PUBLIC SCHOOLS
FY12 ADDITIONAL NEEDS
(In Order of Priority)

2.0 FTE K-5 MATH SPECIALISTS - \$115,836

- The need for these positions was included as one of the essential recommendations from the recent MCAS report, as well as in previous years.
- Consistently, 28% of students in grades 3-5 fall into the Needs Improvement or below level.
- The experience of the Reading Specialists at the elementary level has proven to yield long range educational benefits.
- These positions will provide intervention services to students, as well as coaching teachers on differentiated instruction which will benefit all students.

0.3 FTE SPEECH THERAPIST FOR CHILDRENS WAY/EARLY CHILDHOOD - \$17,375

- In FY11, this increase in position was funded using ARRA funds and was added to the .5 FTE of a speech and language therapist already in the district.
- We are required by state law to provide these services at this level.
- There are increased student needs (increase in the number of students as well as the complexity of needs-more treatment hours needed for students with more complex needs)for this service at the early childhood level (total of 35students in FY10 versus to date 37 in FY11 who require speech and language therapy). As the students age and enter the elementary schools, these students need to be serviced by the other speech and language therapists, thus those therapists are not available to assist in meeting the needs of young children at the early childhood level. Hence, the need for additional speech and language therapist's time.

2.0FTE 6th GRADE TEACHERS - \$115,836

- For FY11, due to budget constraints and declining enrollment, the number of clusters in 6th grade was reduced from 3 (with 12 teachers) to 2 (with 8 teachers). This recommendation came with much reluctance on the part of the Administration because of the resulting increased class sizes.
- As a result, class sizes have increased where 11 of the 31 classes are above the School Committee class size guideline.
- In FY12, the number of students is projected to increase by 11 students from 197 to 208. Therefore, the average class size will exceed the School Committee class size guideline in almost every case.
- The projections for future grades will continue at this level for the foreseeable future.
- If only 1.0FTE were added, it would be difficult to find the appropriate staff to fill this role across all four disciplines. With 2.0FTEs, dual-certified teachers would still need to be hired.

WAYLAND PUBLIC SCHOOLS
FY12 ADDITIONAL NEEDS
(In Order of Priority)

FY12
BUDGET

0.5FTE RESPONSE TO INTERVENTION (RTI) INSTRUCTOR @ HS - \$28,959

- With the Individuals with Disabilities Education Improvement and MA state law (MGL c71B), all schools are required to provide special education services. If students are not making effective educational progress and have a disability, schools need to intervene with necessary specialized programs and instruction as well as supports to meet students' needs.
- Response to Intervention (RTI) is a multi-tier approach to the early remediation and support of students who are having difficulties mastering the curriculum. Struggling learners are provided with interventions at increasing levels of intensity to assist them in the learning process.
- This approach is considered a pre-referral program for regular education students.
- Efforts are currently underway to build this capability at the elementary level. The cluster model, with team conferences, Literacy Workshop and Literacy and Math Boost programs, at the Middle School level has proven to be an effective alternative model for pre-referral intervention
- However, at the High School, 19% of the students have IEPs and 11% are on 504 plans (504 is a civil rights law, which holds schools accountable for making accommodations within the general education setting/program for those students with disabilities) and, recently, there has been an increasing number of referrals from families. Therefore, there is a real need for an initiative such as RTI at the High School to address the needs of students prior to a referral for special education.
- This RTI instructor would work with small groups of students in the classroom to implement evidence based strategies.
- This instructor would also work with regular education teachers to improve differentiated instruction for all students.
- We believe with the addition of this position, the number of students placed on IEPs would decrease, thus helping to contain ever rising SPED costs.

0.5 FTE ELL INSTRUCTOR FOR DISTRICT - \$28,959

- Wayland has experienced an increase in the number of students for which English is their second language (17 students in FY10 versus 22 students in FY11). Students are enrolled at each of our schools.
- We are required to meet state guidelines (which for some students may mean up to 1 hour per day of ELL instruction). However, we currently are unable to meet these guidelines.
- Staffing would increase from the current 0.5FTE position to (2) .5 FTE positions. Two different professionals are needed due to the varying school schedules and rotations.
- With this position, we will move closer to meeting the state guidelines, which is essential for these students to receive such required services and as Wayland will be audited next year for ELL.