



May Special Meeting: Annual Staffing

2018-19 Staffing Priorities

Our goal in planning for next year: Ensure that our schools are provided with the resources they need to serve our students and families.

Performance Adjustments and New Priorities

1. Ongoing staff evaluation to best support students and schools

Growing a high quality staff

1. Build on progress and increase positions as necessary to best support our students

2018-19 Staffing Priorities: Staff Performance

- All staff members are evaluated on their performance.
- The goal is continuous improvement, and all staff members receive feedback and coaching in that spirit.
- Staff members who consistently fall short of our standard will no longer be with the District.
- For 2018-19, just 1.5% of school-based staff members will be non-renewed, nearly all for performance reasons.

2018-19 Staffing Priorities: Building on Progress

Our schools will be well positioned to serve their students in 2018-19:

- Maintaining a school based staff to student ratio of 5 to 1
- Maintaining recent K-8 school staff investments – including reading interventionists, behavioral specialists, and climate and culture coordinators
- Maintaining recent HS investments – including AP programming, new senior seminars, and free in-school SAT test administration
- Adding teaching staff for Talented and Gifted pilot program
- Adding custodial staff to ensure comprehensive coverage in schools



2018-19 Staffing Summary

- We will provide as many supports as possible for impacted staff, including:

To Learn More About:	Please Do the Following:
Health Benefits	Visit the Division of Talent and Labor Relations office hours: <ul style="list-style-type: none"> • Monday - Friday from 3:00-5:00 p.m. at the CCSD Central Office: 1033 Cambridge St, 3rd Floor
Unemployment Benefits Workshops	The District plans to offer unemployment workshops to impacted staff before the end of the school year. This information will be distributed to impacted staff as the schedule is finalized.
Counseling Support to Assist with Work-Related or Personal Issues	Contact the Employee Assistance Program at (800) 523-5668 <ul style="list-style-type: none"> • This resource is free to you and participation is confidential • The District will not be informed if staff participate • Support is available 24 hours a day
Individual Cases OR Any Other Questions	<ul style="list-style-type: none"> • Please submit a VUApps inquiry

