

Staffing Structure & Program Realignment

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BUDGET REDUCTION IMPLICATIONS

Elementary
Art and/or Music, Physical Education, Media & Guidance

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- Provide maximum flexibility to schools through models supporting art and/or music, physical education, media and guidance.

Art and/or Music, Physical Education and Media Models

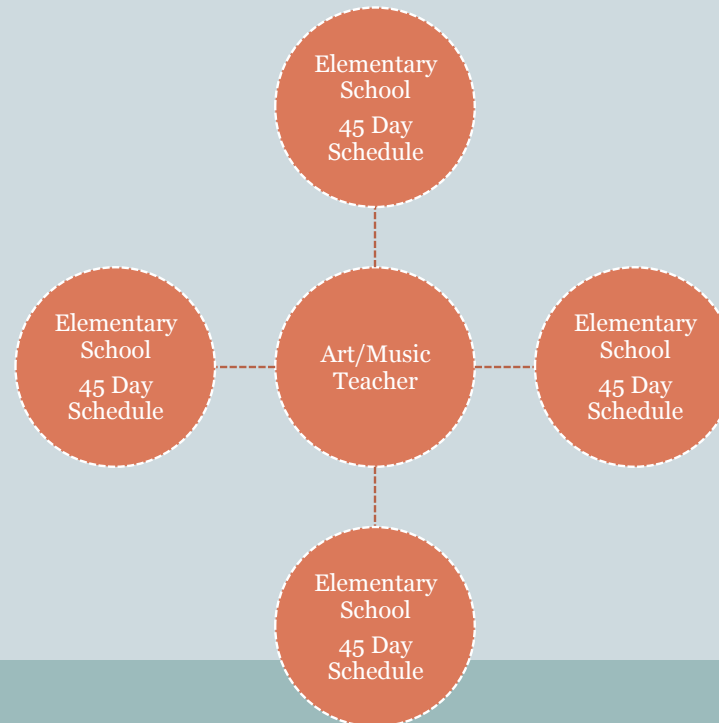
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1. Apportionment Model
 2. Imbedded Model
 3. Doubling Model
 4. Consultancy Model
 5. Other
- Any model may be used in conjunction with another model or an existing model to support art and/or music, physical education and media.

Apportionment Model

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- Four schools share an art and/or music, physical education, media teacher scheduled through the innovation zone providing direct instruction as well as coaching and modeling for faculty.



Imbedded Model

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- Teachers provide instruction through curricula integration e.g., thematic instruction.

Example: A social studies unit teaching geography of the African Continent would include the cultural impact of music on jazz.

Example: A science unit on sound waves would incorporate the use of instruments to demonstrate length of sound waves as well as sound dissipation.

Doubling Model

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- Art and/or music, physical education and media teacher provides instruction to two classes utilizing a paraprofessional for support. Instructor utilizes small and large group instruction models.

Consultancy Model

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- An art and/or music, physical education and media certified teacher meets with and consults with general education teachers on a regular basis. During the meetings the certified teacher shares strategies, and educational methods with faculty members who implement the strategies within the curricula.
- Approached through zone structure. This will serve to increase articulation and cohesiveness through K-12 alignment.

Resources to Support Instruction

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- **Elementary School Virtual Field Trips**
 - Endangered Florida Animal Stencils
 - Man's Best Friend
 - Dog Cartoons
 - Music for Munchkins: All That Jazz
 - Plastic Fish From Trash
- **SEAS Program**
- **Colleges & Universities Student Teacher Assignments**
- **Middle & High School Integration**
- **District Curriculum Specialists**
 - Develop small and large group instructional strategies made available through BEEP
- **Virtual and/or video conference**

Elementary Guidance Staffing Guideline

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- Minimum of fifty-percent of a certified guidance counselor at each school.
- Mitigation plan to include existing staff support. This model was utilized this year and will serve to continue support guidance staffing.

Middle Administration & Guidance Staffing Guidelines

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- Staffing guidelines are predicated on enrollment ranges.

Enrollment	Assistant Principals	Guidance Counselors
0-600	1	1
601-1400	2	2
1401-	3	3

High School Administration & Guidance Staffing Guidelines

- Staffing guidelines are predicated on enrollment ranges.

Enrollment	Assistant Principals	Guidance Counselors
0-1950	3	3
1951-2600	4	4
2601-3250	5	5
3251-	6	6

Loss Mitigation

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- Currently there are eight assistant principal positions held which may be utilized for staffing reductions.

Deferred Retirement Option Program (DROP) Recommendations for Instructional Personnel

- DROP Extensions will be consistent with the extension process for 2009-10.
- Teachers with a DROP termination date on or before July 31, 2010 will not be approved for an extension for 2010-11. Extensions may be granted for extenuating circumstances. The position must be unique and not be able to be filled by a teacher who is on the surplus or layoff list.
- Teachers with a DROP termination date on or after August 16, 2010 may apply for a DROP extension for 2010-11 if they meet the criteria below:
 - K-12 Classroom Teacher; must have a caseload of students
 - Student support staff (ESE Specialists, Guidance Counselors, Media Specialists, School Psychologists, Social Workers, and Speech Language Pathologists); and Satisfactory evaluation and not on a Performance Development Plan (PDP).

Committee Members

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- Philip Bullock, Principal, Miramar Elementary
- Camille Pontillo, Principal, Tedder Elementary
- Camille LaChance, Principal, North Side Elementary
- Elaine Saef, Principal, Panther Run Elementary
- Susan Whiting, Principal, Tradewids Elementary
- Muriel Knabb, Principal Central Park Elementary
- Linda McDaniel, Principal, Sunset Lakes, Elementary
- Cheryl Cendan, Principal, Millennium, Middle
- Alan Strauss, Principal, South Broward High School
- Joe Luechauer, Core Curriculum
- Marla Armstrong, Core Curriculum
- Diane Carr, Executive Director, Core Curriculum
- Sue Dumala, Director, Employee Relations
- Gina Eyerman, Director, South Area
- Joel Herbst, Area Superintendent, South Area