


# DCPS Comprehensive Staffing Model


# High School





FY 2020


This Comprehensive Staffing Model shows how individual schools receive funding based on projected student enrollment and other key factors. The model ensures that every school has certain resources that are needed for the school to operate, and it also provides school leaders with the flexibility to staff their school in ways that support the school's unique goals.

SCHOOL LEADERSHIP 	
<b>School Principal</b>	Every school receives a principal.
<b>Assistant Principal</b>	Schools receive 1 assistant principal for every 300 students.
<b>Assistant Principal - Ninth Grade Academy (Title I Funded)</b>	Schools operating a Ninth Grade Academy receive 1 full-time Ninth Grade Academy assistant principal.


GENERAL EDUCATION 	
<b>Core Content</b>	Staff are allocated to meet all scheduling requirements, including a minimum of 20 academic electives and 8 Advanced Placement courses.
<b>Career and Technical Education (CTE) Teachers</b>	
<b>JROTC (Cost Shared with Federal Partner)</b>	<p>All comprehensive high schools, and application high schools with interested populations, have a JROTC program. All DCPS JROTC programs will be staffed with two instructors:</p> <ul style="list-style-type: none"> <li>• Senior Instructor (Teacher – JROTC Department Chairman) who is a commissioned officer;</li> <li>• Instructor who is a non-commissioned officer (Teacher – JROTC Instructor).</li> </ul>


ENGLISH LANGUAGE LEARNING (ELL) 	
<b>ELL Teacher</b>	Schools receive 1 ELL Teacher for every 22 ELL students. Schools with less than 12 students receive an itinerant ELL teacher.
<b>ELL Instructional Aide</b>	Schools receive 1 ELL instructional aide for every 50 Level I ELL students.
<b>ELL Bilingual Counselor</b>	Schools receive 1 ELL bilingual counselor for every 100 ELL students.

SCHOOLWIDE INSTRUCTIONAL SUPPORT 	
<b>Instructional Coach</b>	Every school receives an instructional coach.
<b>Athletic and Activities Coordinator</b>	Each comprehensive and application high school except Duke Ellington is allocated 1 athletic and activities coordinator.
<b>Pathways Coordinator</b>	All comprehensive high schools and alternative schools receive a Pathways Coordinator.
<b>Librarian Media Specialist</b>	<ul style="list-style-type: none"> <li>• Schools with 300 or fewer students receive a part-time librarian.</li> <li>• Schools with more than 300 students receive 1 full-time librarian.</li> </ul>


SOCIAL-EMOTIONAL POSITIONS 	
<b>Social Worker</b>	<p>Allocations are based on a formula that incorporates multiple variables to estimate the number of providers needed to effectively provide services at each school. The formula considers:</p> <ul style="list-style-type: none"> <li>• Assessments (functional behavior, social history, and psychological) completed during the past school year;</li> <li>• Students with Response to Intervention (RTI) Plans;</li> <li>• Manifestation Determination meetings held during the past school year;</li> <li>• Individualized Education Program (IEP) meetings held during the past school year;</li> <li>• Prescribed Behavior Support Service (BSS) hours in IEPs and 504 Plans;</li> <li>• Other discipline specific factor.</li> </ul>
<b>Psychologist</b>	
<b>Guidance Counselor</b>	High schools receive 1 full-time guidance counselor for every 250 students. All partial allocations are rounded up to the nearest 0.5.


All gray entries are non-required/flexible positions.

RELATED ARTS 	
<b>Art Teacher</b>	Staff are allocated to meet all scheduling requirements, including a minimum of 20 academic electives and 8 Advanced Placement courses.
<b>Music Teacher</b>	
<b>Physical Education/ Health Teacher</b>	
<b>World Language Teacher</b>	

SPECIAL EDUCATION 	
<b>Special Education Teachers – Inclusion/Resource</b>	
Allocation is based on the hours of specialized instruction on students' Individualized Education Programs (IEPs) and the setting in which instruction is to be provided. Schools receive: <ul style="list-style-type: none"> <li>• 1 Special Education teacher for every 15 students with fewer than 11 hours per week inside of the general education setting;</li> <li>• 1 Special Education teacher for every 12 students with 11 or more hours per week inside of the general education setting;</li> <li>• 1 Special Education teacher for every 24 students with fewer than 11 hours per week outside of the general education setting;</li> <li>• 1 Special Education teacher for every 12 students with 11 or more hours per week outside of the general education setting.</li> </ul>	
<b>Special Education Teachers – Specialized Programs</b>	
<ul style="list-style-type: none"> <li>• Schools with full-time specialized programs are allocated 1 Special Education teacher per class.</li> </ul>	
<b>Special Education Instructional Aides</b>	
<ul style="list-style-type: none"> <li>• Schools with specialized full-time programs are allocated 1 Special Education Instructional Aide per class except for Communication &amp; Education Support programs which are allocated 2 Special Education Instructional Aides per class.</li> <li>• Schools in ADA-compliant buildings with a disproportionate number of students with physical disabilities and needs in Early Learning Support classrooms are allocated an additional Special Education Instructional Aide.</li> </ul>	
<b>Behavior Technicians</b>	
Behavior & Education Support programs are allocated 1 Behavior Technician per class.	
<b>Board Certified Behavior Analysts</b>	
Schools with least 4 Communication & Education Support classrooms and/or a high percentage of students with ASD Level 1 and 2 in the overall student population are allocated a Board Certified Behavior Analyst.	

**Note:** For all non-staffing allocations, please refer to DCPS Non-Personnel Services Model.

CUSTODIAL AND OTHER ADMINISTRATIVE STAFF 	
<b>Custodial Foreman and Custodial Staff</b>	<ul style="list-style-type: none"> <li>• 1 Foreman.</li> <li>• 1 RW-5.</li> <li>• 2 additional RW-3 for 100,000 square feet and another RW-3 for every 50,000 square feet above 100,000.</li> <li>• Additional RW-3's and based on enrollment:               <ul style="list-style-type: none"> <li>- 1 more if over 500 students.</li> <li>- 2 more if over 1000 students.</li> <li>- 3 more if over 1500 students.</li> </ul> </li> </ul>
<b>Business Manager</b>	<ul style="list-style-type: none"> <li>• Schools with 300 or fewer students receive a part-time business manager.</li> <li>• Schools with more than 300 students receive a full-time business manager.</li> </ul>
<b>Administrative Aide</b>	Every school receives an administrative aide.
<b>Clerk</b>	Schools receive 1 clerk for every 400 students.
<b>Registrar</b>	High schools receive 1 full-time registrar.
<b>Attendance Counselor</b>	High schools receive 1 full-time Attendance Counselor.

ADDITIONAL PROGRAMMING – NOT AT ALL SCHOOLS 	
<b>Director - NAF Academy</b>	Each high school with a National Academy Foundation Career Academy will be allocated 1 director and 1 coordinator per academy.
<b>Coordinator - NAF Academy</b>	
<b>Schoolwide Enrichment Model (SEM) Teachers</b>	Schools participating in the SEM program in FY 2019 receive 1 full-time SEM coordinator.
<b>International Baccalaureate (IB) Coordinator</b>	Candidate schools and schools continuing their authorized IB program in FY 2019 receive 1 full-time IB coordinator.
<b>Pool Management</b>	Ballou, Cardozo, Dunbar, Woodson and Roosevelt HSs will receive additional funds each to partner with the Department of Parks and Recreation (DPR) to manage their pools.

 All gray entries are non-required/flexible positions.

**Additional key resources are provided to schools but not on their budgets, such as curriculum; summer school; food services; security; utilities; and supports such as HR and legal counsel.**