

## *Are there positions you can do without?*

### *Bearfield*

At Bearfield, we use all positions fully and some days that doesn't seem to be enough!

### *Benton*

math coaches home school communicator community leaders

the elementary math coaches

Look at combining home-school communicator & health-room aide & halftime office secretary into one position rather than three.

AFL Math Coaches PBS coaches assistant athletic coaches playground supervisors

AFL coaches Coordinator of Community Relations

Coordinator of community relations and PIE; secretarial positions....one secretary per school should suffice

PBS coaches AFL coaches Math coaches "trim the fat" in the administration building DO NOT TAKE FROM THE CLASSROOM!

those that do not directly affect student learning and achievement

PBS district and coaches \$ Model School Stand by Me School Improvement Community Specialist PDC AFL

Math coaches, PBS coaches and admin, AFL coaches, trim down at Vandiver and Worley, do not trim classroom teachers, or people who have DIRECT contact with students, please trim elsewhere

Math coach, AFL coach, crisis counselor

I don't think there are direct line, student contact positions we can give up. PBS advisors may not be needed. I would like to think that central office would be looking at positions that do not directly touch students.

PBS, AFL, Math coach programs, Model School

PBS AFL Maht coaches

Math coach, AFL coach, technology coach, additional staff at school and community relations

All extra personnel at the Model school beyond what other elementary schools have. PBS district coaches AFL coaches School/Community personnel

### *Benton, Blue Ridge, Field, Parkade*

math coach, Afl coach

### *Benton, Blue Ridge, West Blvd.*

It has been my experience that the true strength of Columbia Public Schools is its ability to provide its students access to so many high quality educational professionals. All positions, from teachers to specialists to counselors, add significant value to the educational experience of students throughout the K - 12 continuum.

*Benton, Derby Ridge, Vandiver*

Math and literacy coaches

*Benton, Ridgeway, Rock Bridge Elementary*

math coaches

*Blue Ridge*

Literacy coach Math coach

Math Coach

paras

AFL coach

I am a nurse and Health Aides are crucial to the management of the Health Office. Nurses do not have time to do all of the essential clerical work, or see every student for first aid needs. Nurses are busy case-finding and case-managing. There are many times parents (or emancipated minors) rely on the school nurse to help with issues ranging from health, illness, medical or social.

Math Coach Literacy Coach Library Instructional Aide

eSchools Super User, PBS Coach, Math Coach, Literacy Coach, Outreach Counselor, recess supervisors

*Blue Ridge, Fairview, Parkade*

Playground Supervisors, Physical Education teachers can do this job just fine.

*Blue Ridge, Mill Creek*

Math coaches are still new that it is questionable if many buildings need a full-time one.

*Building Services*

We need more positions. And we need them filled.

Possibly. We need to be more productive in our shops, custodial staff etc. I will address these areas with superior.

No additional positions are associated with the Energy Manager. Work with current staff.

Building Services is already way understaffed for the 2,600,000 SF of space, >1,800,000 SF roof surface, on 40 campuses with 218 buildings, ~700 acres of ground, mowing scattered over 271 sq. miles

*Building Services, Fairview*

none

*Career Center*

We have been dropping sections in my area for several years even though there was enrollment. Principals have not been willing to use FTE for electives.

We have 1 1/2 teaching positions that produce data and more work for classroom teachers. Seems to me that they do administrator's work. Or maybe that too much data is produced. FTEs should be used for direct student instruction in a time that the district is cutting costs and looking for the best situation for district students. We also have positions where teachers have 2 to 1 students in classes--that's stretching it.

Counselors, if they aren't going to actually talk with students about their needs and what is best for their career decisions. Waiting in their office for a student to come to them will never work for a majority of the students.

Possibly Part-time secretarial positions

All these new coaches: literacy and math coaches Too many teachers removed from the classroom in administration grooming positions

Any position that does not have direct student contact on a regular basis.

### *Cedar Ridge*

PBS coaches and district support AFL specialists

All of the positions we have in our building are put to good use. We need all of the people we have helping out.

AFL positions, MAC Scholars coordinator (could this be 1/2 time or quarter time and teach/counsel other hours of the day), PBS paid positions (this program is up and running and can be handled by schools), Technology Specialists (these people are great to have and there is so much potential for their jobs, but not when we have such a tight budget)

Math and Literacy coaches. Literacy has been the most beneficial to the primary teachers and they have also been helpful for ideas and strategies for the upper elem. grades. I am not sure we need as many coaches as we have.

### *Derby Ridge*

I feel like the math and literacy coaches are being used in select classrooms, and I am not receiving any benefits from them.

District PBS coordinators

administrative assistant

I feel the adm. asst. is a position we could do without. I feel what she does is important, but I wonder if it makes us more top heavy.

AFL coaches, Primary program teacher, District level special education process coordinators.

Have seen custodial staff sit around all night "on Break" and think maybe they don't need as many staff members if they can take that many breaks.

Again- I don't feel that faculty have been given adequate data from which to make informed decisions.

We need all teaching positions, counselors and administrators we have now for a building this size with our at-risk population and increasing demands.

Personnel • Consolidation of ELL classrooms at the elementary schools increase kids/classroom, subsequent eliminate extra ELL positions (magnet model) • Consolidation of special needs kids classrooms to collector schools / (magnet model) • Elimination of various part-time para-professional positions at the upper grades • Elimination / consolidation of positions of extremely special needs • Consolidation of various part-time positions into full time positions. (note: elimination of part positions which receive benefits will have a double-savings). Approximate savings 60 full and part time positions

### *Derby Ridge, Hickman*

Home School Communicator- Would prefer the AP or counselor to handle these issues.

### *Derby Ridge, Paxton Keeley*

Unsure-as a new staff member, I don't know all of the inner-workings of the district.

### *Derby Ridge, Two Mile Prairie*

Literacy and math coaches

### *Douglass*

reading coach

Well, I'd hate to pick, but CPS has a huge array of support personnel, more than any district I've ever worked in. For example - does MAC scholars really need a full-time counselor? Couldn't that be a part-time position?

Considering the infancy of the positions, Literacy coaches and Math coaches. Also Home School Communicators.

home school comm.

### *Douglass, Paxton Keeley, Rock Bridge Elementary*

I would like a very intense and in-depth look at higher level administration as to the exact nature of the jobs and how effective they are in "educating" our students to be functional adults... Math and Literacy coaches-I think a decrease in the number of coaches, and utilize them more as "consultants" and serve several schools rather than being located at each school.

### *Early Childhood Center*

At our center: the autism support positions in the am could be filled by instructional aides rather than 3 certified teachers

### *Fairview*

I think everyone has a valuable position in the district, but it does seem a little "top-heavy." I don't know enough about all of the administrative positions to say specifics, but it is something to look at more closely.

Math Coach Literacy Coach

Student Success Center Recess Supervisors PBS Support Technology Super Users

Literacy Coaches ESL

math coaches These coaches provide no individual help and seem to primarily be enforcers for keeping us on Linda's schedule. I see little benefit for students. Does XXXXX need an assistant who earns more than most classroom teachers?

Without cutting people I am sure there are some jobs that can be eliminated and people shuffled around. I also think we need to look at stipends that are given to National Board Certified teachers on top of their guaranteed career ladder.

Middle administration, coordinators and some upper administration.

I think some coordinator positions can be cut. Some examples are elementary coordinators for counseling and also "heads of departments at the secondary level. I also think some administrative positions can be cut.

Math Coaches Literacy Coaches Home School Communicators Lead Teachers????

PBS, AFL coaches, math and lit support coaches

math coaches

I feel that the full time Literacy Coach has not been of benefit to the whole school. I can appreciate one per cohort, as then they could help more people with less resources. In my 3 years of teaching, my lit coach has never helped in my classroom. It is helpful when they provide MAP practice and ideas to incorporated into the room, but we don't need them full time at each building for that. Additionally, I have not had much help from the math coach in the same regards. I do not understand why we are paying "superusers" \$2000 a year. The only thing that I have gone to them for is to get my password if I forget it. Whenever I have computer problems, I ask my IT person or media specialist. They are the people that are available and able to help me.

I think that there are positions in the district that we could do without. The teachers should be the number one priority....remember we are here for the students in Columbia...we are the ones that deal with them first hand and have an affect on them!

Reduce number of technology "people." Reduce number of AFL coaches. Reduce number of administrators in secondary buildings. Reduce # of part time counselors.

Perhaps Math coaches, some of the support staff at the Administration level. NOT NURSES!!!!!!

### *Fairview, Shepard*

Home school communicators- this should be part of the assistant principal or counselor position.

### *Field*

lit coach

Literacy and math coaches

EEE bldg. teachers - move to schools and combine with fellows mentor position OR lit coach, etc.

### *Gentry*

Do away with at least one teacher workday during the year. That would save money.

Instructional Technology Specialist. Media center specialists and eMints teachers should be able to provide support for their building in the area of instructional technology.

Math Coaches District Department Supervisors One assistant principal's position

Math coaches Paraprofessionals

Possibly some of the higher administrative positions

Coaches don't need to be a top priority.

Math Coach. We don't need as many literacy specialists either. The reading teachers should be responsible for more differentiated instruction.

AFL coaches, some district department coordinators

math coaches, AFL specialists--do we need all of them?, communications specialist (substance abuse), PBS--do we really need a coordinator and 2 specialists?

The district is too administration-heavy, and administrators earn the highest salaries. Middle schools could do with only one assistant principal. We don't need someone supervising the new construction when it hasn't even started yet. There don't need to be as many assistant superintendents and other upper-level administration.

Literacy Center staff at Gentry is essential in providing struggling readers with the extra support they need.

Literacy Coaches Core Teachers Media Specialists

Not as many AFL representatives

### *Gentry, Lange*

OC/ISS positions (they seem to be rarely utilized) PBS support staff Administrators at the district level Math Coaches and Lit. Coaches do not typically work one on one with students.

### *Hickman*

I hate to say it, but the literacy coaches do not impact my program.

The EEE coordinator; Math coaches (not at secondary level)

Surely an Assistant Principal can oversee more than 420 students, but Hickman has 5 AP's for 2100 kids! One of them is assigned to activities (Admin. Assistant duties in other buildings) and building/facilities (secretarial or custodial elsewhere)?

eSchool SuperUsers--not a new program anymore. Reevaluate the need for full-time District Coordinators. Is it necessary to have THREE district PBS advisors? IITS Technology Trainers are a new position...are they really necessary? Data/testing department--we are testing more than required...why is this happening?

PBS hours for high schools.

Fewer support position (ie. coaches)

There are some support staff positions that could be combined.

I believe there are positions at the district and administration level that should be cut before teachers, paras, or individuals who work with students are looked at. I do not need a weekly email about what is going on in Columbia Public Schools. I also think in the schools, administrators are given a secretary who has other jobs to attend to, besides personal assistant to the administration. I think this needs to be the same at the district level. Perhaps not every Assistant Superintendent needs a personal secretary. Triple E resource - I think these students would still be served well in a study hall, rather than a special resource.

Coordinators Parking Attendants Department Secretaries

eSchool superusers - since this is no longer a "new" program and we seem to have more than adequate support at the district level, it seems this is a program that has outlived it's necessity.

Literacy Coaches, Math Coaches, PBS Coaches, AFL Coaches. It is my opinion that these coaches are constantly finding ways to validate and legitimize their position. They do not have enough to keep themselves busy so they take on extra duties in the building with extra pay. They should be put back in the classroom or be eliminated

before and after school hall supervisions

Director of Fine Arts. Need to return to having a person represent Art that has expertise in Art, Music person has expertise in music. Mr. Hook made a good effort however Art has lost ground with curriculum development, representation, etc., for the last 3 years. This has allowed teachers to return to teaching whatever and however they want. Very view principals have the expertise to identify an art or music teachers expertise. We have teachers teaching that should not be teaching at specific levels and/or ignore the curriculum.

district safety and security coordinator, perhaps some district level subject coordinators

We are understaffed right now. We don't have adequate police, janitors, groundskeepers, cooks, secretaries, teachers.

math coaches, lit coaches; PBS coaches

Having two department chairs for English

PBS coaches

we are already overwhelmed and feel that our staffing is not as good as it could be. we definitely could not afford to lose ANYONE from our office.

I don't feel the district needs 4 Super Users to support eSchool at Secondary schools. I am a Super User, and I feel two of us at HHS would be plenty. If we can get by with two at HHS, then the other buildings should be able to as well.

Coaches (lit, math, PBS especially--that's at the district level). Great if we have money, otherwise they need to be in classes teaching, preferably filling gaps left by attrition. Also, many teachers feel they are an annoyance and wonder what they do all day. My general opinion is similar to losing weight: the last weight that went on is often the first that comes off, so we need to look at gravy we've lately been pouring on and ladle it off. Also, as far as central admin goes, the district is way too top-heavy; better cuts there than cutting speds who are working with our most needy kids, but I am already seeing some jockeying toward that end. Another place that we can ill afford to see cuts is in building admins. At Hickman, with 2,100, it's hard enough for ours to do their jobs as it is.

so many literacy coaches, math coaches, professional development staff (our prof. dev. is so minimal, what does that staff do?); some of our staff is full time but only teach part time, earn stipends for coaching but have release time related to coaching...how does that happen?

Distict Athletic Director and Secretary. Save over 100,000. This can be done at the building level. Also decrease the number of paid "super users" for eSchool. Don't need as many now that things are running smooth and most people are more comfortable with the program more.

math & lit coaches, IITS tech trainers, AFL coaches, parking lot attendant (self-funded by fees, I hope)

parking attendants

home school communicators, math coaches, PBS and AFL coaches and any other district level personnel who do not currently directly impact classroom instruction according to teachers. One major cost saving area would be consolidation of duties for administrators and eliminating some of those positions. We need less out of building management and more on site management.

PBS Coaches, Math Coaches, AFL Coaches, Home School Communicators, technology coaches, MAC Scholars coordinator, some clerical assistance

Any full-time "coordinator" position--staff members who are not classroom teachers, but not counselors, administrators, media specialists, etc. Those positions should teach at least part-time.

I feel we should look at some of the newly developed positions that do not have direct student contact first.

unsure

Out Reach Counselor....Success Center Staff...Plato...Success Center...GED Option

Literacy and math coaches the new instructional technology positions

Classroom aides

If we are looking at positions, I believe we should begin cutting back positions that have no student contact...just support for teachers and administration. We should begin with those created last year

Re-evaluate all positions furthest away from students such as coordinators, academic/pd coaches, special education coordinators, and technology support

Too many admin at building and district level. I'm not sure what literacy coaches do.

Any non-athletic coach--math, literacy, PBS, etc.

### *Jefferson Jr.*

The first places cuts should be made would be to the jobs that least affect the daily teaching of the students

Literacy coaches.

Positions that do not have at least daily consistent contact with students. While I believe that coaches have a purpose, they should be in the classroom at least part time.

EEE - under-utilized classes/teachers in many schools

There are way too many non-teaching administrative positions added in the last few years. These positions do not affect directly the students - these positions should be cut BEFORE classroom numbers are increased and/or teaching positions cut

Energy Manager- The second Asst. Director-The two building supervisors-Specialized Maintenance Engineer-The two Engineer Asst.

The Lit and Math coaches the district has hired are nice to have, but a luxury we can't afford at this point-- they don't have direct contact with students, and while their advice is well received by some, others ignore their suggestions. One coach expressed frustration to me that he has no authority to insist that a teacher improve instruction. It is my understanding that these coaches are all certified teachers who could be placed in another position in the district, possibly replacing a retiring teacher.

math and literacy coaches

Example: MAC Scholar Coordinator. Our sponsor works her tail off on this organization, so what is the coordinator doing?? Coordinators in general are an unnecessary layer.

The ones named in the newspaper that even veteran teachers could not identify. Coordinators in general who do not have enough duties to warrant a full-time position and who make up work for teachers to justify their unwarranted position. Multi-levels of board office "assistants"

possibly, but it is not my place to deem one staff member as less important than another.

District AFL, PBS coaches individual buildings should be able to determine if they continue to have literacy and math coaches in their facility schools superusers

Possibly Math coaches, literacy coaches, etc.

literacy coach

Too many media specialists in our building; Literacy coaches and Math Coaches; part-time retired teachers;

### *Lange*

student support specialist

math coach

ISS OSS, Have the math and reading coaches teach them. This way kids that think they are getting out of work will only be in a smaller class with expert teachers!!

probably, but I am not sure what they would be.

we have tons of literacy and math positions - seem like some positions could be combined

BIST support personnel

Math coaches, Recovery Room....combine it with ISS;

Paraprofessionals have been provided for special needs children but are unqualified to provide the IEP support those children need. We need trained, qualified special educators, not paraprofessionals.

Math coaches, so many Lit coaches, PBS coaches, AFL coaches. If our teachers are trained to start with, they shouldn't need so much "coaching".

Seems like we could somehow decrease the lit and math coaches.

PBS positions Math coaches

Math and Literacy coaches

I do not know. Realistically, there probably are, but I cannot identify them.

### *Lange, Oakland*

Math coaches

### *Lee*

Math coach

Limit Lit and Math Coaches to more of a traveling position Cognitive coaching????

Math Coaches Reduce Literacy Coaches to multiple buildings- 2 to 3 varying on the size of buildings

See above

### *Lee, Field, Parkade*

Math coaches, literacy coaches

### *Midway Heights*

Everyone has a job and they are all needed.

Primary Program teachers PBS director AFL directors

math coaches

### *Midway Heights, Parkade*

I think the coaching positions are extremely important. Lit coaches lead a lot of PD for buildings and Math coaches are going to be very necessary with the new math curriculum.

### *Midway Heights, Ridgeway*

Perhaps the EEE instructors could be reassigned.

### *Mill Creek*

math coach

Same as above

math coaches and lit coaches

Secondary Math coaches; Reduce/eliminate stipends for any work that is not core academics; Eliminate stipends to PBS coaches (some district personnel are not even aware that these positions get a stipend) Reduce/eliminate other duties ie. after school club sponsors, various paid duties Freeze central office administration salaries.

science specialist - every elem. teacher has been trained to teach science!!!! literacy coach - put these with the kids!!! math coach

Put some of the head administrators at Vandiver back into the classroom.

literacy and math coaches

The new reading and math specialist are great if the district can afford it, but because they were just recently implemented, I think they could be dropped.

I question the need to keep adding coaches for literacy and math and behavior support and AFL etc. Maybe we need to look at better math curriculum, more consistent and teacher friendly literacy support from the curriculum coordinators that were there to begin with, and not jumping on every bandwagon that comes along.

math coaches

Math coach...she's great, but if it's between math coach and larger class sizes I choose math coach. The literacy coach has been around longer and support us a lot with literacy and I would prefer to keep her, but if it's between her and smaller class size I choose smaller class size. Maybe a secretary...they are all hard working and I don't know all the jobs they do, but we seem to have a lot of them. I'm not sure why we have a nurses aid. Maybe the behavior person at our school. There seem to be a lot of technology positions. We need our building technology person more than we have him, but some of the training and video people I don't know that we need.

Math and Literacy Coaches

There are too many paras and too many in the main office. Perhaps only some hours, not entire positions need to be cut. I have seen many times when some of these people have nothing to do.

The programs that oversee what is being done at the school level. PBS supervisors, Math and Reading Supervisor

### *Mill Creek, Russell*

those listed for above programs

### *New Haven*

math coach

Literacy, Math, and AFL Coaches

PBS district coach

Math Specialist

math specialist

Literacy and Math coaches

### *Oakland*

District Coaching positions created last year (lit coaches, math coaches, PBS coaches, AFL coaches) - all the positions created NOT IN THE CLASSROOM that pushed the budget out of whack

This district has many "middle-management" positions that do not appear to have a direct impact on teacher performance or student performance. These positions should be thoughtfully considered for their need.

hall monitor

keeping class size smaller is key to student success

N/A to my position

Maybe some of the paras that fill guided study/success center and supervision

I think some of the various administration and support staff positions can be combined into one.

Guided Study Literacy Coach Math Coach

Literacy and math coaches. Afl coaches and PBS coaches.

lit/math coaches

see above.

Integration specialists have not lived up to potential for us. I am also concerned about the other new non-classroom positions for which 1-time money was used. We did without them before and I believe that rather than cut classroom positions that existed before the new ones were created, we should eliminate those new ones.

Same as the above regarding the lit and math coaches program

Guided Study positions

hallway monitor, advisory/career counselor

It is extremely important that you get this compensation study figured out as soon as possible. Many faculty and staff are not making fair wages. As a Paraprofessional this year, I took a pay cut to continue working for the district. I was an Instructional aide last year. I have been a dedicated educator for this district for almost 3 years now. Myself and other educators like me deserve to be correctly compensated and told that they are appreciated by the administration of the Columbia Public School district. Show us you are committed to excellence.

The Literacy and Math Coaches, have not seemed to have that great of an impact nor have they been utilized. Also, can we use the hallway monitor position to fill an hour such as supervision, etc. The BIST program perhaps should be revisited to see if it is still effective for both students and teachers and if the recovery room component is utilized as it should. A behavior program should be in place but is BIST the most effective for our students?

Yes. Our Recovery Room position could be eliminated.

### *Oakland, West Junior*

1. content area "coaches"...some aren't even being used very much. (literacy, math, etc) 2.

### *Other*

Possibly cut the time on some positions by 30 minutes each instead of doing away with positions.

The PBS facilitators from the district. I feel we can do things without having three of them.

Math coaches.

home school communicator

I can not think of one position in my building that could be unfilled. Of course we are a small school and everyone is needed to meet basic educational needs of students, and try to keep moving forward. Some larger buildings might be able to spread out students to increase numbers by 1 or 2 without it having a major negative effect. While some might say to cut Lit Coaches or Math coaches, and I hear the rumor, especially of math coaches, I do not agree with that. The district has instituted their work to promote embedded, on-going professional development that lifts up instruction for all students. It was a sound decision to begin with and there is research to back up the efficacy and investment in coaching.

I think that Literacy and Math coach positions should be eliminated. Those people could then be put into positions in the regular classroom.

I think there are many administrators in this district, many for special programs, that I had never heard of until the paper printed the positions. Many of these jobs also never seem to be posted for individuals to apply for, they seem to be granted. I would like to see a listing of positions that have been added to the school district since XXXXX has been hired. I would like to know why new positions were added last year when the school board knew there would not be enough money to fund those positions. I think the Supt. should not receive such huge salary increases if there is not enough money to support such raises. I do not want to see art, music, pe and other special programs cut. For many children, this is the saving part of school where the classroom is a series of tests!

They are helpful, but their position could be part time as coaches and part time as teachers in Lit. or Math to make class sizes smaller in those two areas. Or, they could offer remediation or enrichment for small groups of students.

Fewer parent educators translates into fewer families being served, which translates into a direct decrease in reimbursement from DESE.

### *Parkade*

The home school communicator program could easily be cut. They do not do any home visits or anything to improve home-school relations. At Parkade, the home school communicator does breakfast duty and lunch duty from 11-1:50. I think you could find more things to do with \$50,000 per year. I can't identify one other thing the home school communicator does except get additional pay for coaching since they can leave early each day. The home school communicators get paid at the same as teachers (actually more with coaching) without ANY responsibilities or planning.

Though the math coach has been helpful when available, it seems that between two schools and numerous meetings they are not left adequate time to really support/benefit classrooms.

We would all benefit from fewer administrators in the upper levels, like the math coordinator.

There is too much spent in the main office and the area of administration.

I believe that we could do without lunch supervisors. Teachers could schedule a rotation to monitor lunch and recess.

Cafeteria supervisors, playground supervisors, positions at the district level (vs building level)...we are top heavy ; Science specialists at the elementary level...classroom teachers can teach their own science lessons

PBS coordinator/coaches

New math and literacy coaches- I feel that the new positions added should be the first looked at to cut. I believe that our classroom teachers and specialists that we had prior to this year could do the job if required to do so.

\* All school buildings should have a full time health aide with a nurse readily accessible for impaired student situations!! \* Specialists (art, science, music, pe) should be assigned to only one building with a student population of 400+. This would save \$\$ in travel expenses, save wasted time in travel that could be used for instruction or supervision rather than have them travel to 2-4 sites. \* Playground/lunchroom supervisors - teachers and specialists could share supervision and still have their required 30 minute lunch time.

Playground, lunchroom supervisors, some paraprofessionals. We need: full time health aide full time specialists - music, art, p.e., science

The recent hiring of reading and math specialists can be done without. Our teachers know how to teach. You can add aides to help with unruly students or add Instructional aides to work with students that are behind. Grade level teachers can divide students up into levels of needs and then make that need their speciality each day. Then a teacher will not trying to meet so many different levels of learning and will be able to focus on what their group needs. This could be done for math, reading, writing.

We could do without a Literacy Support and Math Support person. We could also reduce our number of custodians in the evening from 3 to 2. Many times they are "done" by 9:00 or 10:00 in the evening and just sit around in the lounge until time to clock out.

It is imperative that the students and their learning take precedence over all else. In this present time period test scores are of the utmost importance. Class size needs to be a priority. K-2 classes should be limited to 20. 3-5 classes should be limited to 22. In our present budget crisis we may need to cut some certified positions to make this possible. Certified staff in many positions can simply be moved to positions as classroom teachers.

Not at the building level. I think we should retain the literacy coach and math coach positions in buildings and do away with the administrative curriculum supervisors. The group of coaches could work together to do that job.

Maybe the new literacy and math coaches?

### *Paxton Keeley*

AFL coaches

Social studies support

AFL Facilitators the person overseeing building projects PBS staff

PBS Coaches AFL Coaches Math Coaches

Math and Literacy coach

As math coaches are so new, I haven't yet gotten used to having them. I could go back to not having this position.

AFL coach PBS coach

PBS coaches AFL coaches

I feel that all of our staff work together to provide a quality education for our students.

It seems we have a lot of upper level management- lots of superintendents, lots of staff that have little to no direct impact on children- we could scale back on administrative costs without impacting the classroom

District level AFL Coaches(Math/Literacy)

Perhaps in administration

AFL Coaches, PBS Coaches

Math coaches. Middle management positions.

PBS coaches, AFL coaches, some PDC and technology support, P.R. positions

coaches. the coaches are great. they offer wonderful support and are very valuable. however, they are a luxury, and in times when money is tight, luxuries, no matter how wonderful they are, should be at a minimum. we have math coaches, literacy coaches, afl coaches---do we need them all?

Literacy and Math coaches Much of the "support" help at the district level in academic areas, but also in IITS - this area seems to have ballooned over the past few years.

I believe that we have too many PBS employees

If the teachers did recess duty and lunch duty we would not need the extra part time staff

AFL, math coaches

AFL trainers

PBS coaches

This buildings population continues to grow with no additional resources.

District Literacy, Math, AFL and PBS Coaches (except at Title I schools). Unfortunately, these are a luxury.

PDC PBS coaches AFL coaches MATH coaches Secretaries---need only ONE per building Vice principals  
XXXXX

PR- Do we need two PR folks in central office? Data officer?

math coach, tech coaches

Coaches are helpful, but when we are talking about increasing class size because of decrease in funds, I think coaches should go 1st not class size.

There are three PBS coordinators.

Home school communicators or Administrative Assts PBS district coaches new AFL positions

Math coaches, literacy coaches, PBS coaches, AFL coaches

process co-ordinators

### *Paxton Keeley, Vandiver*

I think we could possibly scale back on AFL and PBS positions. Although effective and useful I feel they are a luxury instead of a necessity. I also think it would be a good idea to evaluate Coordinator/Director positions for equity and efficiency.

Reduce teacher release time Reduce or eliminate library support positions

### *Ridgeway*

coaches (lit and math)

Lit Coaches Math Coaches Technology Trainers

Lit Coach Math Coach the 2 days of training added to the calendar

math coach-not integrated into planning, problem solving like the literacy coach. Only interaction is talking to her "on the fly" in the hallway.

AFL coaches PBS coaches PBS university people who keep data the videographer at all administration meetings and AFL meetings PIE XXXXX Assistant principals secretaries----we only need one per building

Classroom teachers are overwhelmed with the variety of coaches in recent years. I spend a majority of my planning time in AFL, PBS, math coach, and literacy meetings. The sacrifice has been the reflective planning that needs to happen in order for my classroom to be run smoothly. Another sacrifice has been to my special education students. I find it extremely difficult to coordinate with the special education team due to all of these other meetings. I would like to KEEP only the literacy coach.

The \$85,000 new position of new building construction coordinator Math Coaches AFL Coaches Literacy Coaches

AFL coaches Data Mgt personnel PBS coaches

With initiatives come positions, perhaps the district should prioritize these initiatives: AFL, PBS, Math/Lit Coaches, E-schools, Mastery Manager, technology.

Math coach, "supervisor" of new construction, data analysis XXXXX

### *Rock Bridge Elementary*

Math coach, half-time secretary in library

SRO Officer

Math Coordinator Secretary in book room

Math Coach Bookroom Assistant

I feel there are new positions at the administration level that were created last year that could be eliminated.

Math Coordinators at Elementary level

There is a position in our building in which a student receives direct instruction from 1 teacher. This position is something that we could do without. I also think that having a book room position is something that we could do without.

math specialist

### *Rock Bridge High*

District Technology Trainers--the amount of training they do doesn't justify six of them. Also district department coordinators might be shifted to half-time? PLEASE DO NOT take away assistant principals! WE NEED THEM in school to keep discipline, encourage good behavior, communicate with parents, etc. We need as many staff IN OUR SCHOOLS as possible. Staff who are not assigned to a specific school should be considered first with budget cuts. If you cut staff from schools, student achievement will suffer.

EEE person as the high school level.

District Technology integration specialists District MAAC scholars coordinator Lit coach Math coach

or at least on a part time basis...ex assmt. for learning

Our AFL and data people haven't been useful to me. There seem to be some teachers who are overpaid and ineffective... that would be a place to cut. We also have a "success center" that requires several faculty members at any given time. I've heard from several of those faculty members that the program/positions are not a good use of our resources.

Look at the Board Office, Business Office and IITS first. Leave the schools and Building Services alone.

Math coaches

There are a lot of technology positions that seem to overlap, and would be unnecessary when in a budget crunch.

Fewer "support staff" that is always way to busy to help me when I need help. HENCE: I end up doing it myself anyway.

Any thing with AFL or assessment in the title

TWO positions for AFL

AFL coach and her secretary Hickman does not need secretaries for departments, RBHS does not have secretaries for its departments

Still, I think priority should go to positions where teachers have direct contact with students.

District Instructional Technology Specialists

All those fancy tech support positions can go. Gifted teachers in the Jr and Sr high can go. Do not eliminate any assistant principals, crisis counselors, main office secretaries, or positions that involve supporting at-risk, poor, or iep kids. AFL positions can go, some of Dr. Lyon's assistants that fuss with data all day long can go, too. The parking lot attendant position is peanuts, but probably unnecessary.

If there are, I haven't seen them.

AFL, XXXXX's position, extra study hall para position, combine athletics and activities.

AFL, District Subject Coordinators -- they are no help and are often completely out of touch with what's going on in the classroom

### *Russell*

Math coaches are great, but we did without them prior to this year, so I think we could do it again. PBS district people--every building is implementing it, so buildings should at this point be able to self manage.

Math coaches, lit. coaches, some administrative folks

FTE math and lit coaches FTE data persons FTE AFL & PBS employee FTE techs and a data teacher

techs in building when there is nothing to do AFL, maybe this should wait Data, SBL, better used elsewhere math support, get an more publically accepted program lit support, get a better framework to guide teachers

Math coach AFL coordinators

math coach

I don't think that we need district-wide PBS people. We have all been trained and are implementing this program. I'm not sure that Superusers are now necessary.

Curriculum Coaches

data, tech training (can be cut), AFL ( can be cut back), building techs (we don't use our for the entire half day each week)

Math Coach

AFL Coordinator PBS Coordinator Math coaches Literacy coaches

seems like a lot of admin. in building services that make a lot of money; PBS admin.; AFL admin.; look at curriculum coor.; look at math and literacy coaches

AFL coordinators and support PBS coordinators and support eliminate the newest central office coordinate for "building planning" Any position associated with programs mentioned in #1

### *Shepard*

Literacy and Math Coaches, PBS and AFL coaches. Only one coach has been in my classroom for a total of three days with any hands on with students. Instead, they attend meetings, conferences, and meetings within their individual groups to provide us with "new" programs and ideas that we are left to implement on our own, while "trying" to teach children the CPS curriculum, that have severe needs and deficiencies, and bring us "better" programs again. We do not need PBS coaches that stand in the hall with a clip board to monitor children! Education?

Math coaches, Super users for e-school, PBS stipened position (This should be something does as a professional enrichment plan, or simply regular committee work) and PBS administrative positions

I use everyone in our building

At the building level--Coaches (Math and Literacy), PBS, AFL, Tech SuperUsers, Professional Development Classrooms--if we still have them?? Would need more info to determine necessity of positions beyond the building level. Have questions regarding the reconfiguration and hiring of additional administrative personnel.

Math Coach

PBS staff, AFL and Math coaches

...not on a building level; however, it seems that upper administration (not building-level administration) needs to be seriously considered as an area of financial concern. When raises alone for ONE administrator are only slightly less in the last two years than my total salary in that same period of time, that concerns me. (I am NOT complaining about my level of compensation as I do feel that my wages are quite fair; I simply worry about the disproportionate emphasis on salaries for those who are not on the "front line.") While district administrative positions are important, school faculty and staff members along with curricular directors are much more vital to the individual students, their achievement, and their families. If, as a district, we are to encourage the voting public to support the tax levy, we need to seriously consider where a LARGE amount of our monies are spent. We know that 80%+ of the budget is spent on salaries. Now we simply need to make sure that this amount is spent in a way that most positively impacts each student enrolled in our fine district.

Again, at the elementary level there are no positions that we can do without. Actually, with 27-30 students in classes, there needs to be more teachers. I also feel that the math coaches are very valuable people, but they are so busy spending time in meetings and splitting time between schools that I rarely see ours. I also wonder why there are so many "upper" administrators making so much money. It is going to be very hard for me to get behind the tax levy and defend it to folks who ask me about it when XXXXX's raise has been in excess of \$70,000 in two years. I clearly think that the cuts should come from areas like that. Her raise would equal close to 2 additional classroom teachers! I think we have rewarded folks with substantial raises who do not have a direct impact on the learning of our students. As I mentioned above, it is hard to defend the levy to parents when the teacher to student ratio is so high, but so are some of the salaries.

math coaches, AFL coach, too many administrative positions at board office, super server, professional development classrooms, PBS coaches

I believe we can implement PBS and AFL without those positions.

coaches, super users, professional development classrooms.

PBS Coaches, Literacy Coaches, Math Coaches - These people are great teachers, but they are a luxury during tight times, especially when I am sitting with 29 students in my class already.

AFL coordinators, math coaches. These are positions most recently created. If we can not manage our needs, these latest positions should be eliminated.

Many of the new positions in the district have been created but I question how useful many of them in the past four-five years have really influenced the students! We have a lot of people focused on data but we truly don't see the benefit to children.

Math coach

Math coaches, lit. coaches, PBS, AFL, Super Users

Math Coaches Literacy Coaches Assessment for Learning Math Cohorts PBS

math coaches, AFL positions, ESchool positions, PBS positions, I am unsure what all the assist. superintendents do; extended contracts for some positions, see above

### *ShepardLee*

I wonder if math coaches are a priority for our district?

### *Smithton*

coach positions such as math coach, literacy coach, AFL coach

Support for math and literacy via Lit and Math coaches. Administration is crucial along with Media center, nurse, and counseling staff.

Math coaches

Full time Math Coaches

An assistant principal.

I say this with great reluctance. Perhaps some literacy positions (both language arts and math). Also look at restructuring the how the gifted program is implemented.

math coaches

Math coach?

Math Coaches Literacy Coaches DATA administrators Superintendents- The District ran well years ago when the top superintendent left leaving XXXXX and XXXXX in charge. The District survived and ran well with one less Super.

possibly fewer paras

Consultants for math

All personnel are essential. Maybe the math coaches at the middle level.

math coaches

### *Two Mile Prairie*

Math coaches Lit coaches Superintendents below Chase and Secretaries

PBS Staff

Technology Specialists PBS Coordinators PBS Coach stipends

If it means lower class sizes.

### *Vandiver*

The technical coaches, IITS

is

same as above

Positions as far as office/maintenance staff, I think that some of the positions could be looked at to see if we really need what we have. The more efficient workers can get the job done faster and better.

2 custodians at Vandiver

Concerned that we have so many coaches. Would like to see if hard data is available to validate these positions.

The PD support positions - although PD is vital, having AFL positions could be used in other ways

possibly administrative positions-combine responsibilities?

Even though I like them both, I don't think our building (Vandiver) needs two full-time custodians. I think IITS is top heavy plus I think they can cut back on the amount of staff they have.

People who were part of the 70 that were hired last year. The Board knew they would not have the money for salaries to support these people next year. Tax levy or not.

Instructional technologists

Tech services, special services, direct classroom support

Why are there full time coordinators in non-core areas but not in some core areas.

### *West Blvd.*

You can have paraprofessional that are not with severely disabled students work a half day in one room and then a half a day in another room and that would cut down on the number of para's.

Reduce the Stand By Me position to a half time position.

Stand By Me

Although the math coach is helpful and a wonderful asset, (She is AMAZING!), I think this is a position we could do without. I also think we could go down to one FTE for literacy coaches.

Our first priority has to be retaining a highly qualified teaching staff and keeping our teacher/student ratios at optimal levels. We may need to re-evaluate the need for some of our academic coaches and consider reducing the number of them. Many teachers are working very effectively without that direct support, especially more experienced teachers. Perhaps some of those positions could be part time positions to reduce the amount of money that goes into supporting benefits packages. Perhaps teachers who are highly experienced could do some of these jobs (in part) with a stipend for after-hours time and subs for time out of their classroom.

literacy coaches IA in Kindergarten full-time specialists

Literacy Coaches Math Coaches

I don't think the math coaches are as effective as the literacy coaches. I also wonder if using the specialist as tutors etc. is as beneficial as having them work in their area of expertise.

These would be positions in administration outside my school building. All positions in my building should be kept. Administrators are paid too much money for the very limited contact they have with children. They should make the same as teachers who put in many hours beyond our days in the classroom.

I'm thinking that we could look at the 70 positions we created last year. At \$60,500 per position, this adds up to \$4,235,000, which is nearly what the district wants to cut. We seemed to be doing alright prior to these positions being created. Can't we do without them again next year? If not, then I'm sure we can do without some of them! We could also do without 3 FTE specialists. They simply aren't used to capacity. Two of them do quite a bit of tutoring and work with our students. Perhaps we can cut back to 2.5 FTE specialists.

one lit coach - math coach

EEE teachers at the secondary level--they have honors courses cut the Stand by Me position at West Blvd. to half time too many IITS people! AFL coaches--Won't each school's team be taking over now that the training period is finished?

### *West Junior*

literacy coaches

Perhaps, an AFL coach and a PBS coach.

Positions where employees aren't working directly with students should all be looked at carefully. Certainly some newer administrative positions should be examined.

Although literacy coaches are important, they do not affect my day-to-day classroom activities.

success centers / reading literacy coaches

AFL Coordinators (3 new ones?)

Math coaches, PBS coordinators, AFL people We shouldn't have hired so many math coaches when we don't even know what our curriculum is going to be. But I know some teachers wanted them and asked for them. It's hard to make choices and please everyone, but that's one we can make up for by cutting those. PBS - Our partners in ed help us with much of this. I know that it's suppose to be a method of thinking and curriculum etc. But really it's just getting kids to behave and follow the rules. We can do that using rewards and incentives provided by our partners. PIE is a great program if you utilize your partners and keep the contacts going. I've heard people at other schools get worked up because they think the business should just appear and do all the work, but it's a partnership not a one-way street. This program could be expanded in place of PBS. With much less staff and effort. It already exists. AFL may have been a good idea. We just can't afford it. And perhaps what we have done so far can work with out so many people to manage it. Plus, it seems like a lot of flowery stuff for simply talking to students and parents about progress between the pre test and post test.

Home School Communicator....or the job description and expectations should be changed or reconsidered.

I guess if worse case scenario were to happen, we could slash some elective classes and therefore free up some teachers that are otherwise tied down. Another place, I guess, would be that we could pull from our hourly staff (we - both teachers and students - benefit from paras; but how many secretaries do we need?).

Those not connected to students' education

Teachers are vital to this district and they can not be eliminated effectively. Who would we choose to let go? A language teacher, a math teacher, a foreign language teacher, a physical education teacher? I could not say! They are all vital.

The Coaches--those people taken out of the classroom and assigned a title like Literary Coach.

See above

Again, I don't think that our school can do without any of our pre-existing academic programs prior to the 2007-2008 school year. Anything that was added to the 2007-2008 I believe we can do without.

Literacy and math coaches

Literacy Coaches Math Coaches

Math & Literacy Coaches.