

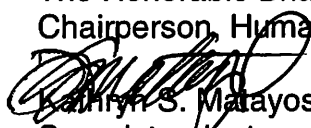


**STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
P.O. BOX 2360  
HONOLULU, HAWAII 96804**

OFFICE OF THE SUPERINTENDENT

January 19, 2016

TO: The Honorable Brian De Lima  
Chairperson, Human Resources Committee

FROM:   
Kathryn S. Matayoshi  
Superintendent

**SUBJECT: Report on and evaluation of results of 2010 staffing allocation for special education positions and resources**

1. DESCRIPTION

The Department's Office of Human Resources (OHR) provides centralized support for the recruitment, selection, and employment processing. Among its functions, the Recruitment Section administers the recruitment process for the filling of vacant positions for teachers and educational assistants for the special education program.

2. UPDATE

OCISS in collaboration with the Office of Human Resources (OHR) will provide an overview of the current staffing methodology.

KSM:CSM:itk  
Attachment

c: Office of Curriculum, Instruction and Student Support

# Board of Education

## Human Resource Committee

January 19, 2016

### Special Education Staffing Methodology

OFFICE OF CURRICULUM, INSTRUCTION & STUDENT SUPPORT  
HawaiiPublicSchools.org

**OCISS**



## Proportional Methodology

- Implemented in SY 2009-2010
- Allocates to the districts:
  - special education teachers,
  - general education Article VI teachers, and
  - educational assistants.

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HawaiiPublicSchools.org

**OCISS**



**Allocations to districts are based on the percentage of special education student enrollment in each district to the state's total special education student enrollment.**

- That means if a district has ten (10) percent of the special education student enrollment, the district would receive ten (10) percent of the total special education teacher, general education Article VI teacher, and educational assistant positions.



## **WestEd**

- Contracted in Fall 2010
- Recommendations in the Report based on 2008 data
- Recommended revision to the weighted staffing methodology
- Conducted stakeholder workgroup (sped teachers, SEAC, HSTA, HGEA, principals, DES, CAS)
- Compared different methodologies

MAY 1, 2012 WestEd Presentation to the BOE on the Special Education Proportional Staffing Methodology.



- Current proportional methodology has strengths
  - Equitable
  - Placement neutral
  - Understandable
- Supporting policies and procedures support accountability for funding and outcomes
- Focus all efforts, including resources, on goals for students



## Appropriation from the Legislature

- |  |          |
|--|----------|
| ➤ SPED Teacher                         | 2,169.50 |
| ➤ General Education Article VI Teacher | 899.50   |
| ➤ Educational Assistant                | 2,084.75 |
- **NOTE:** Districts/complex areas allocate positions to schools to support special education students. Districts may convert SPED teacher positions to general education Article VI teacher positions and vice versa; general education Article VI teacher positions to SPED teacher positions, based on a careful review of the needs of schools supported by their SPED student population data.
- Teacher positions cannot be sold or converted to EA positions, nor can the EA positions be converted to teacher positions.



## District Allocation to Schools

- **District and complex areas:**
  - Review district/complex/school special education enrollment
  - Review previous year's school position allocations
- **Complex areas may:**
  - Consider special populations/programs (e.g., Hearing Impaired/Deaf, Medically Fragile/Needy, Preschool, Inclusion, Intensive Learning Centers)
    - Review trend data (e.g., Preschool growth throughout the year)
  - Account for the needs of multi-level or multi-track schools
  - Complete a survey/walk through of schools
  - Consider ratio of students to personnel in schools



## CONCLUSION

- Proportional methodology is:
  - Fair
  - Objective
  - Easily understandable