



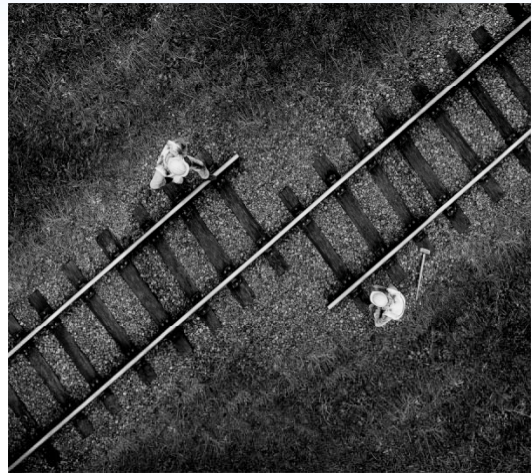
Hawaii Board of Education

*Special Education
Staffing Methodology:
Analysis and Suggestions*


May 1, 2012



Aligning Resources to Meet Needs



The Hawaii Department of Education engaged WestEd to help it identify how to align its system of support, including staffing, to meet the need of Hawaii's students with disabilities



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Increasing Student-Centered Focus to Improve Results



Random

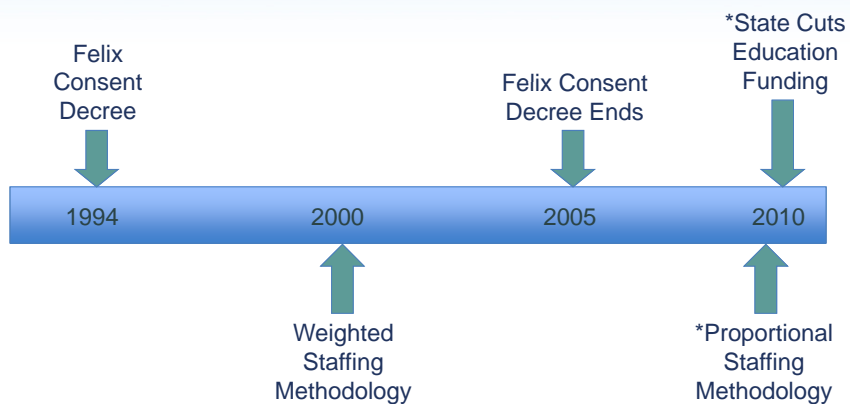
Student-Centered

Compliance-Based



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Evolution of the Special Education Staffing Methodology



* Independently, policy decisions made in 2009 for fiscal year 2010-11 implementation



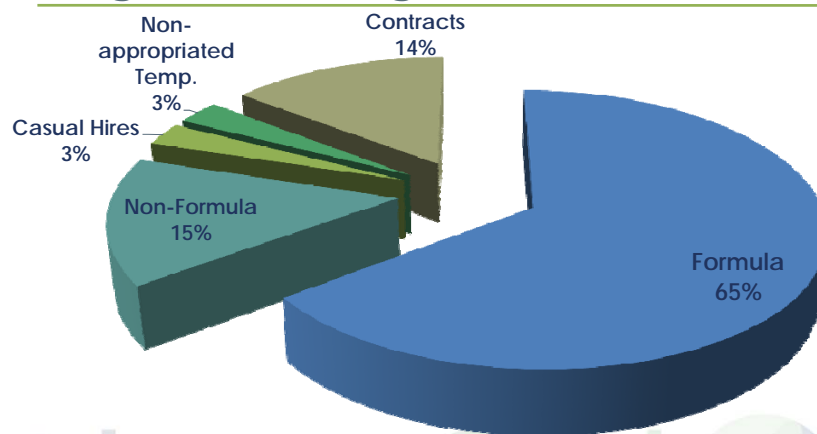
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Characteristics of Effective Resource Models for Special Education

- Understandable
- Equitable
- Adequate
- Identification Neutral
- Placement Neutral
- Fiscal Accountability
- Cost Control
- Outcome Accountability
- Connection to General Education

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State of Hawaii Special Education Program Staffing



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Positions by Funding Source State-wide

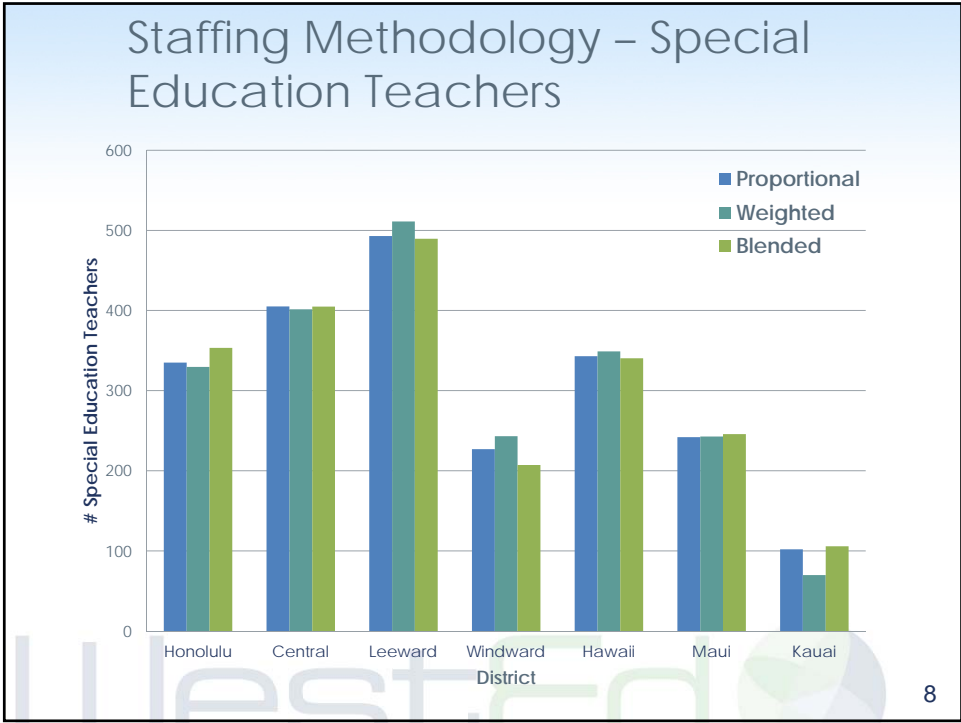
TYPE OF POSITION	STATE	%	FEDERAL	%
Formula	5,154	63%	-	-
Non-Formula	1,196	15%	-	-
Non-Appropriated Temp	-	-	228	3%
Casual Hire	220	3%	236	3%
Contracts	967	12%	184	2%
Total	7,537	92%	648	8%

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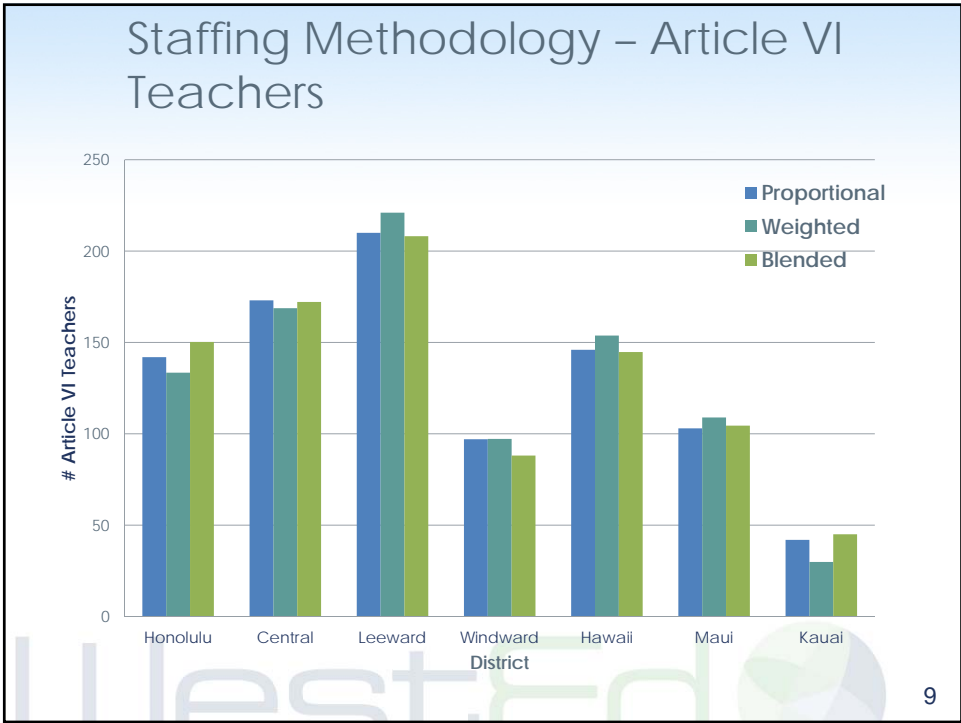
Staffing Methodology Options

- Weighted
- Proportional
- Blended
 - Student with disabilities and overall student counts

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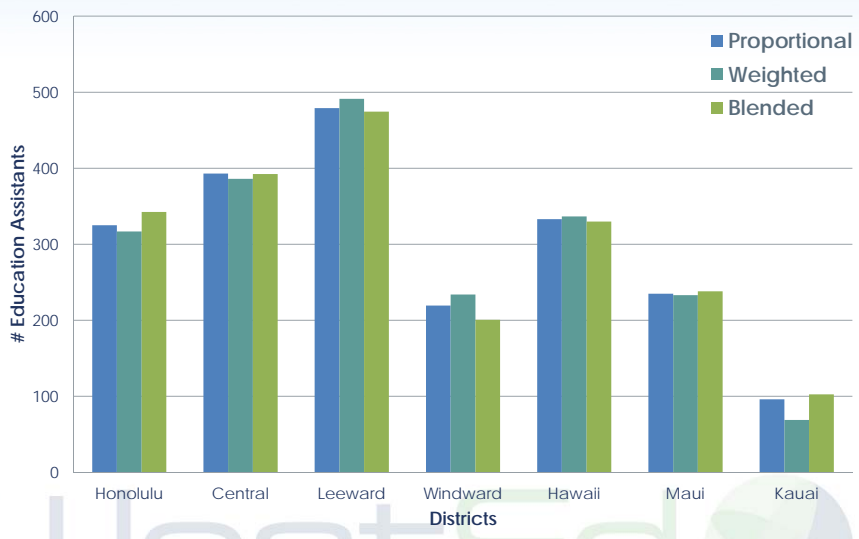


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Staffing Methodology – Educational Assistants



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Staffing Methodology Comparison

Characteristic	Weighted	Proportional	Blended
Understandable	Difficult	Easier	Moderately difficult
Equitable	Depends	Yes	Yes
Adequate	State appropriation process determines level of funding		
Identification Neutral	No	No	Yes
Placement Neutral	No	Yes	Yes
Fiscal Accountability, Cost Control, and Outcome Accountability	Depends on policies and processes in place to support and enforce such characteristics		
Connection to General Education	Moderate	Moderate	Moderate

Building an Aligned System

Resources, including staffing, support objectives and goals for students



Conclusions

- 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

