

Brookline High School Staffing

School Committee Presentation, 1/16/19

1. Student Experience
2. Student Support and Administrative Structure
3. Alternative and Special Education Programs, Staffing
4. Department Structure and Staffing
5. Benefits and Challenges of BHS Staffing, Structures

Student Experience

9th Grade

- Geometry
- Physics
- Responding to Literature
- WHISP
- World Language
- Lifetime Wellness
- 1.5 to 2.5 elective classes and/or student support

10th to 12th Grade

- 2 to 3 credits Mathematics
- 2 to 5 credits Science
- 3 credits English
- 2 to 4 credits Social Studies
- 2 to 3 credits World Language
- 3 years Wellness
- 1.5 to 6+ elective classes and/or student support

BHS Administrative and Student Support Structure

Grade 9 Student Support Team, OLS/115

Dean of OLS

1.6 Associate Deans

1.0 Coord. of Therapeutic Programs

2.7 Guidance Counselors

- Career Counselor w/ .5 load
- AD w/ .2 load

1.0 Social Worker

Total = 6.3 FTE plus 1 unaligned

10-12 Student Support Team, 115 Greenough

Dean of Students; Dean Student Support Syst.

3.2 Associate Deans*

7.4 Guidance Counselors

- ACE counselor w/ .5 mainstream load
- Assoc. Dean w/ .2 mainstream load
- College Counselor w/ .5 load
- Guidance Coordinator w/ .2 load

3.0 Social Workers

Total = 13.6 FTE plus 2 unaligned

* Assoc. Deans teach or carry guidance caseload

Mainstream Alternative Program Staffing

ACE

SWS

Current capacity = 55 students

1 Unit B Program Coordinator
.5 Unit A Guidance Counselor

4.0 Unit A Teachers

Competency-based program for
10th-12th graders who learn at their
own pace

Current capacity = 125 students

1 Unit B Program Coordinator w/ dual role:
dean and counselor

4.0 FTE Teachers

A participatory, democratic program for
10th-12th graders

Special Education Program Staffing

ExCEL

1 Unit A School Adj
Counselor
4 Unit A Teachers

Substantially separate program with dual certified educators for students with significant social/emotional/regulation disabilities.

RISE Community

3.5 Unit A teachers

Substantially separate program with special educators holding a license for severe disabilities. These students are typically on the autism spectrum and/or have an intellectual disability and/or multiple disabilities.

Winthrop House

1 Unit B Program Coordinator
w/ dual role: dean and
counselor
1 Unit A Social Worker
4.0 Unit A Teachers

An off-site component of BHS that provides a therapeutic, special education alternative for students who need more support than is provided in a traditional setting.

Special Education Program Staffing (cont.)

Bridge Alliance

2.0 Unit A Teachers
2.0 Unit A Transition Teachers

Substantially separate program for 18-22 year olds with severe disabilities continuing their education towards independent living skills, community internships/work experience. Also supports 10-12th graders with transitional services.

Supported LC

1.0 Unit A Teacher
.6 Psychologist

Serves students with moderate social/emotional disabilities that impact their ability to sustain full day general education/special education classes without therapeutic supports throughout the day.

LAHB

1.0 LC/co-teacher
1.0 small group/co-teacher

Provides specialized instruction for students with language-based specific learning disabilities (e.g. dyslexia).

Department Structure and Staffing

At Brookline High School, we have 10 departments:

- Career and Technology Education, 9-12 Curriculum Coordinator, .8 FTE*
- English, 9-12 Curriculum Coordinator, .75 FTE*
- Mathematics, 9-12 Curriculum Coordinator, .8 FTE*
- Performing Arts, K-12 Curriculum Coordinator, 1.0 FTE (district-wide)
- Science, 9-12 Curriculum Coordinator, .8 FTE*
- Social Studies, 9-12 Curriculum Coordinator, .8 FTE*
- Special Education, Therapeutic Program Coor. ; 9-12 Coordinator, 2.0 FTE
- Visual Arts, K-12 Curriculum Coordinator, 1.0 FTE (district-wide)
- Wellness Education, K-12 Coordinator, 1.0 FTE (district-wide)
- World Language, 9-12 Curriculum Coordinator, .8 FTE*

*denotes coordinator teaches .2-.25 at BHS

Class Size: 2017 & 2020

Year to Year comparison of class sizes

BHS January 10, 2020 --2080 Students

	BHS	BHS Core	ELL	EN	WE	MA	PA	SC	SE*	SO	SWS	TU	CTE/VA#	WL
Total Sections in Dept	786	453	10	87	63	92	43	97	67	92	17	14	119	85
Total student enrollment	14530	9447	90	1869	1156	1919	890	2009	410	1918	320	157	2060	1732
average class size	18.5	20.9	9.0	21.5	18.3	20.9	20.7	20.7	6.1	20.8	18.8	11.2	17.3	20.4
Standard#		17.1		16.9		17.6		17		15.8				18.4
Honors/Advanced		22.5		22.9		22.4		22.4		23.2				21.7

#does not include unlevleed or multileveled courses

BHS November 1, 2017 --2070 Students

	BHS	BHS Core	ELL	EN	HF	MA	PA	SC	SE*	SO	SWS	TU	CTE/VA#	WL
Total Sections in Dept	759	433	12	83	56	91	38	93	57	87	17	29	113	79
Total student enrollment	14620	9421	159	1818	1157	1923	865	2039	354	1898	334	302	1968	1743
average class size	19.3	21.8	13.3	21.9	20.7	21.1	22.8	21.9	6.2	21.8	19.6	10.4	17.4	22.1
Standard#		18.8		17.8		18.5		18.6		19.1				20.2
Honors/Advanced		23.8		23.3		25.2		23.5		24.5				22.6

#does not include unlevleed or multileveled courses

Class Sizes: 2010, 2013, 2016

BHS January 2016 --1947 Students

	BHS	BHS Core	ELL	EN	HF	MA	PA	SC	SE*	SO	SWS	TU	CTE/VA#	WL
Total courses in Dept	721	400	11	79	51	82	38	86	55	77	16	25	125	76
Total student enrollment	13936	8795	149	1707	1108	1833	804	1913	363	1725	341	299	2077	1617
average class size	19.3	22.0	13.5	21.6	21.7	22.4	21.2	22.2	6.6	22.4	21.3	12.0	16.6	21.3
Standard#		18.5		18.1		21		18.3		17.8				17.5
Honors/Advanced		23.7		24.1		24.2		23.7		24.2				22.5

#does not include unleveled or multileveled courses

BHS January 2013 --1769 Students

	BHS	BHS Core	ELL	EN	HF	MA	PA	SC	SE*	SO	SWS	TU	CTE/VA#	WL
Total courses in Dept	680	383	11	72	53	77	36	79	40	76	17	31	109	79
Total student enrollment	12487	7986	121	1484	1032	1645	644	1705	237	1639	354	287	1826	1513
average class size	18.4	20.9	11.0	20.6	19.5	21.4	17.9	21.6	5.9	21.6	20.8	9.3	16.8	19.2

BHS January 2010 -- 1744 Students

	BHS	BHS Core	ELL	EN	HF	MA	PA	SC	SE*	SO	SWS	TU	CTE/VA#	WL
Total courses in Dept	699	392	10	69	57	76	34	83	50	79	22	24	110	85
Total student enrollment	12164	7716	110	1450	1054	1512	591	1604	342	1652	375	299	1677	1498
average class size	17.4	19.7	11.0	21.0	18.5	19.9	17.4	19.3	6.8	20.9	17.0	12.5	15.2	17.6

**less RISE, CBC, Excel, WH*

many co-registered classes

Staffing by Department - 2019/2020

Dept.	FTE				
ACE	4.5	MA	23.8	SO	21.4
CTE	6.65	NURSE	3.0	Stud. Supp.	16.1
DEAN	7.55	OTHER	4.0	SWS	5.1
Dept. Coord.	11.25	PA	6.65	VA	4.6
EL	2.7	SC	24.4	WE	4.6
EN	21.75	SE	58.0	WL	22.0
Lib.	5.0				

Student - Teacher Ratios

DOE Measured Student/Teacher Ratio	Brookline	State	NwtN North
2019	10.7	12.9	12.0
2018	11.5	13.0	12.0
2017	12.0	13.2	11.9
2016	12.0	13.2	11.9
2015	12.2	13.3	11.4
2014	12.6	13.6	12.0
2013	11.6	13.5	12.2
2012	12.3	13.7	12.2
2011	11.6	13.9	12.0
2010	11.7	13.7	11.0

BHS Staffing

We work with a 7 class (“block”) schedule: ABCDEFG (plus Z)

All teachers are assigned for 5 of the 7 classes (except English teachers assigned for 4 of the 7 classes)

- Over the two-week 49 block cycle teachers are assigned for 35 blocks as teaching, 6 blocks as duties, and 8 blocks as prep
- Math, Science, Social Studies and World Language are assigned 7 blocks of student directed intervention/support in the form of Tutorial, 2nd Teacher, and departmental support centers.
- English teachers have 7 blocks (not formally assigned) for conferencing

Duties

Teachers have 3 duties each-- typically 2 as community duties and 1 as a department duty.

- **Community:** cafeteria, morning cafeteria, library, advisory, faculty council, legislature, judiciary, study hall, building supervision, etc.
- **Department:** mentoring, technology, book captains, various others

Special Education teachers and Guidance staff perform 1.5 community and 1.5 department in recognition of increased meeting loads

BHS Staffing - Benefits & Challenges

Benefits

- Manageable student caseloads that foster relationship and individualization
- High quality teaching supervised and evaluated by coordinators with significant content and pedagogical knowledge
- Students have multiple general and special education programs and pathways
- Academic support offered in variety of forms both within and outside of the regular school day
- Stimulating innovative environment that fosters educator retention

Challenges

- OLS travel creates significant scheduling and staffing challenges
- 3pm contractual end of day limits options for scheduling
- Z block creates scheduling logjams and requires students to arrive at 115 at 7:30am
- Huge variety of courses offered leads to many singleton classes and scheduling issues
- Challenges of over and under scheduled students
- Multiple programs can lead to lack of ownership of the success of all students