



Needham Public Schools

Superintendent's FY21 Operating Budget Request

Needham School Committee
January 7, 2020



Portrait of a Needham Graduate

Portrait of a Needham Graduate

Strategic Priorities 2020-2025

PRIORITY #1
ALL STUDENTS
ARE DRIVERS
OF THEIR OWN
LEARNING

PRIORITY #3
ALL STUDENTS
LEARN & GROW
WITHIN
ADAPTABLE
ENVIRONMENTS

PORTRAIT OF A NEEDHAM GRADUATE
SHARED VISION OF THE FUTURE FOR OUR PRE-K TO 12 STUDENTS

PREPARING ALL NEEDHAM PUBLIC SCHOOLS STUDENTS TO BE...

- CREATIVE THINKERS AND PROBLEM SOLVERS**
Raise questions driven by curiosity; Analyze relevant information;
Express creativity; Design and innovate solutions
- COMMUNICATORS AND COLLABORATORS**
Listen effectively; Articulate ideas using a variety of communication
strategies and skills; Interact with others respectfully and productively;
Contribute to teamwork
- SOCIALLY AND CULTURALLY RESPONSIVE CONTRIBUTORS**
Understand and respect diversity; Act with empathy and courage to
ensure equity, access, and an anti-racist culture; Address local and
global issues through civic and community engagement
- RESPONSIBLE AND RESILIENT INDIVIDUALS**
Take responsibility for actions; Make healthy choices to achieve
physical and emotional well-being; Self-advocate;
Persist to overcome personal challenges; Adapt to change
- EMPOWERED LEARNERS**
Discover and integrate content from multiple disciplines;
Engage in self-directed learning; Use technology to support
learning and navigate a digital world

Needham
Public Schools

PRIORITY #2
ALL STUDENTS
EXPERIENCE
INTEGRATIVE
TEACHING AND
LEARNING

PRIORITY #4
INFRASTRUCTURE
SUPPORTS
NEEDS OF
ALL STUDENTS

FY21 Proposed Increases: Middle School & High School Staff

- Grades 7-8 Classroom Teachers **2.4 FTE**
- Grades 9-12 Classroom Teachers **1.5 FTE**

Total FY21 FTE Request: 3.9 FTE

FY21 Proposed Increases: Middle School & High School Staff

- Grades 7-8 Classroom Teachers
 - 2.4 FTE Core and Elective Teachers to address enrollment growth of 60+ students
- Grades 9-12 Classroom Teachers
 - 1.5 FTE math, English, social studies teachers for enrollment growth & interdisciplinary teaching

FY21 Proposed Increases:

Assistant Principals

- **Assistant Principals provide vital administrative and leadership capacity at the building level:**
 - They help the principal and staff build a strong, positive, and inclusive school culture
 - They assist all students to grow, accept responsibility, and build relationships
 - They provide support, guidance, and direction to families and caregivers
 - They work closely with staff, including nurse, guidance, School Resource Officer, & others to meet student and school needs & ensure school and student safety/wellbeing
 - They supervise teachers and TAs and provide support, ideas, and suggestions for growth and improvement
 - **Needham's Assistant Principals act as "co-pilots" with their principal in leading each school**

FY21 Proposed Increases: Assistant Principals

0.8 FTE Assistant Principal Positions to improve student & school support and ensure equity among schools

School	FY21 Students	FY21 Base FTE	FY21 Base Ratio Student: AP	FY21 FTE Recomm	FY21 Recom Ratio Student: AP
Broadmeadow	557	1.00	557	1.00	557
Eliot	425	0.30	1,417	0.60	708
Williams	533	0.60	888	0.80	666
Mitchell	481	0.60	802	0.70	687
Newman	638	1.00	638	1.00	638
High Rock	430	0.60	717	0.80	538
Pollard	955	2.00	478	2.00	478
NHS	1680	3.00	560	3.00	560

FY21 Proposed Increases: Assistant Principals

FY21 School Operating Budget
Assistant Principal Recommended Staffing Ratio Students: AP

