



Student Support Services FY21 Budget Request

Needham School Committee
December 17, 2019



Presentation Overview

Build an understanding of the critical role student support services plays in providing equitable access to high quality inclusive educational experiences

Share budget drivers in the areas of student supports services

Provide an update on special education specific to enrollment, programs, and needs

Address workload capacity across special education, counseling, and ELL

Review requests/Revisit Drivers

Questions and Comments

Overview of Student Support Services

- All Students are general education students first!
- The District Curriculum Accommodation Plan (DCAP) ensures all efforts have been made to meet students' needs in general education through supports that address learner variability.
- A multi-tiered system of support is a framework endorsed by the Every Student Succeeds Act that is designed to assist schools in integrating the systems, practices, and supports needed to ensure equitable access to high quality education for all students.
- Student Support Services plays an important role in ensuring equity, access, and inclusion of all students by providing comprehensive programs and services

Special Education

Counseling

Health Services

English Language Learning

504 Accommodation Plans

FY21 Budget Drivers

The FY21 Budget focuses on continuing to build capacity and ensure equity for all students in an inclusive learning environment

Budget Drivers

- Growing student enrollment
- Increasing number of students requiring special education, counseling, and English language instruction
- Strengthening in-district capacity to meet students' needs through a continuum of academic and social-emotional programs and services
- Addressing caseload/workload barriers to equitable inclusive education

Special Education Enrollment

SPECIAL EDUCATION ENROLLMENT

- Needham - State



2014

2015

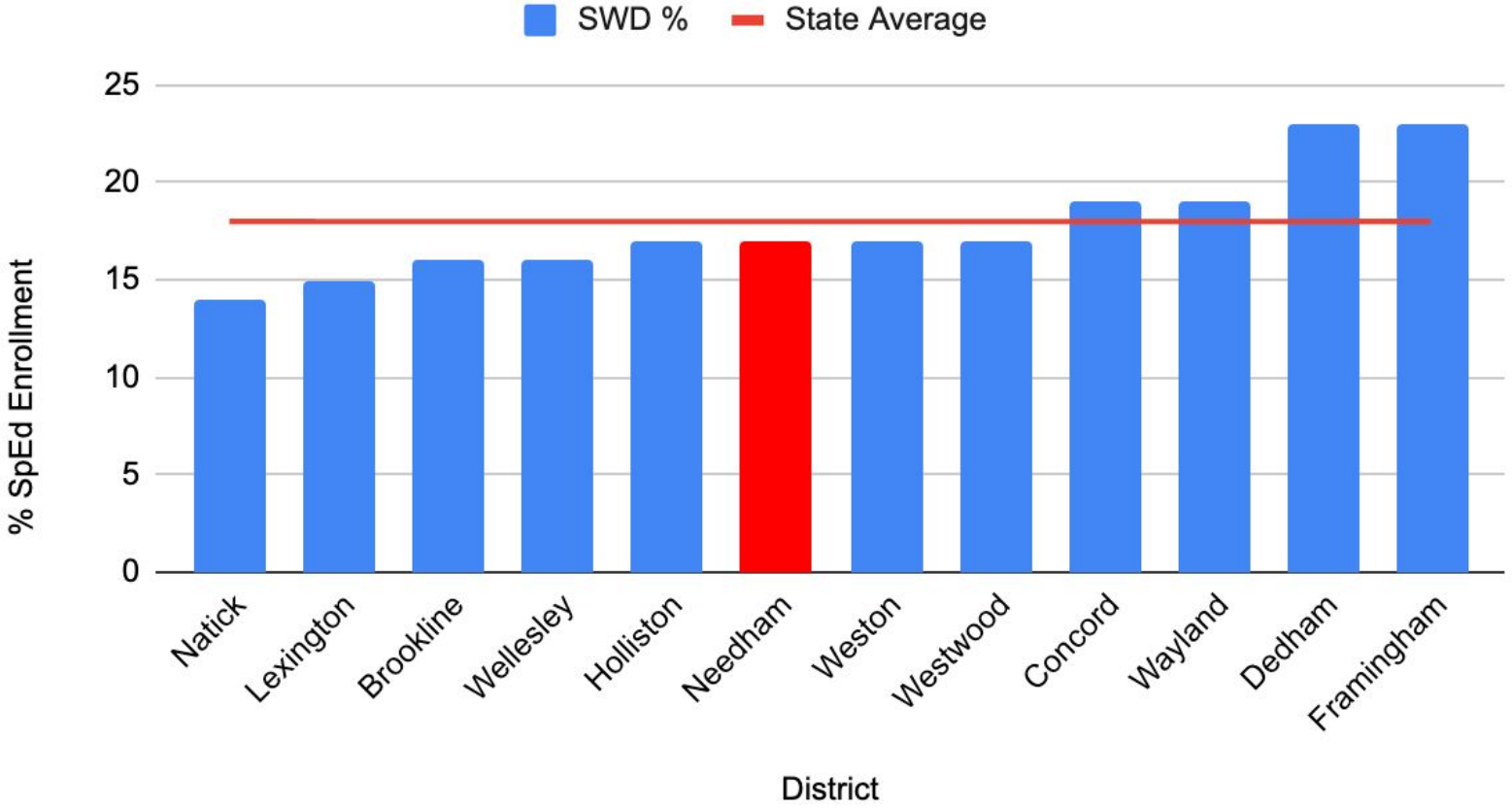
2016

2017

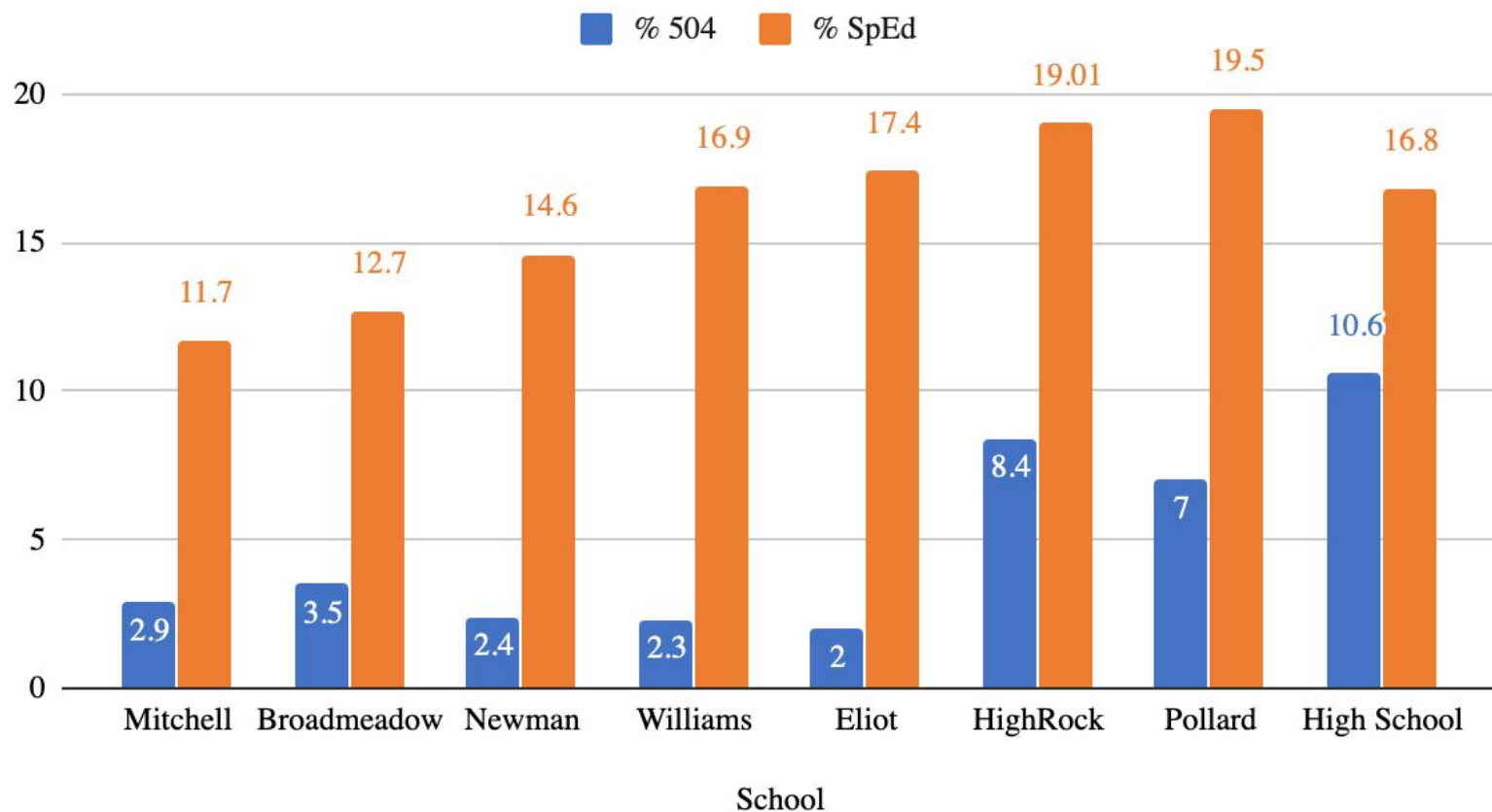
2018

2019

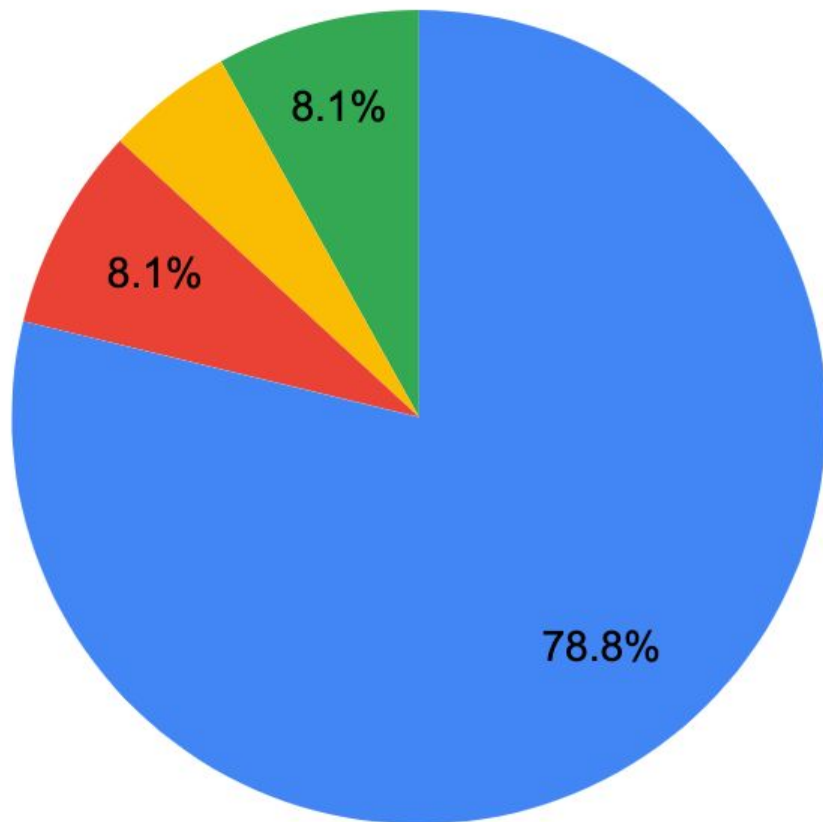
Percentage of Special Education: District Comparison



Percent of students with IEPs and 504 Plans

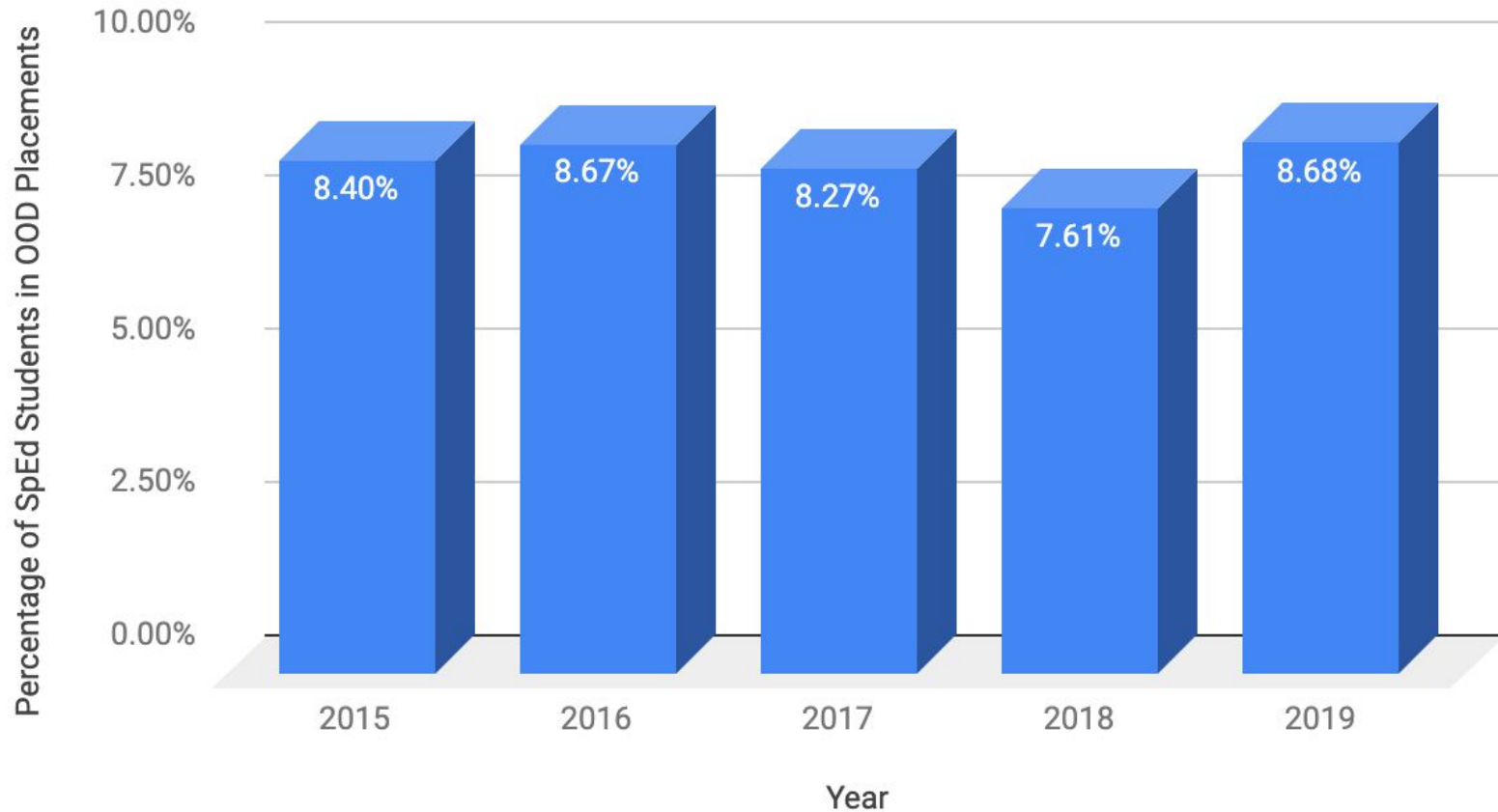


Placement by Type SY 2018-2019

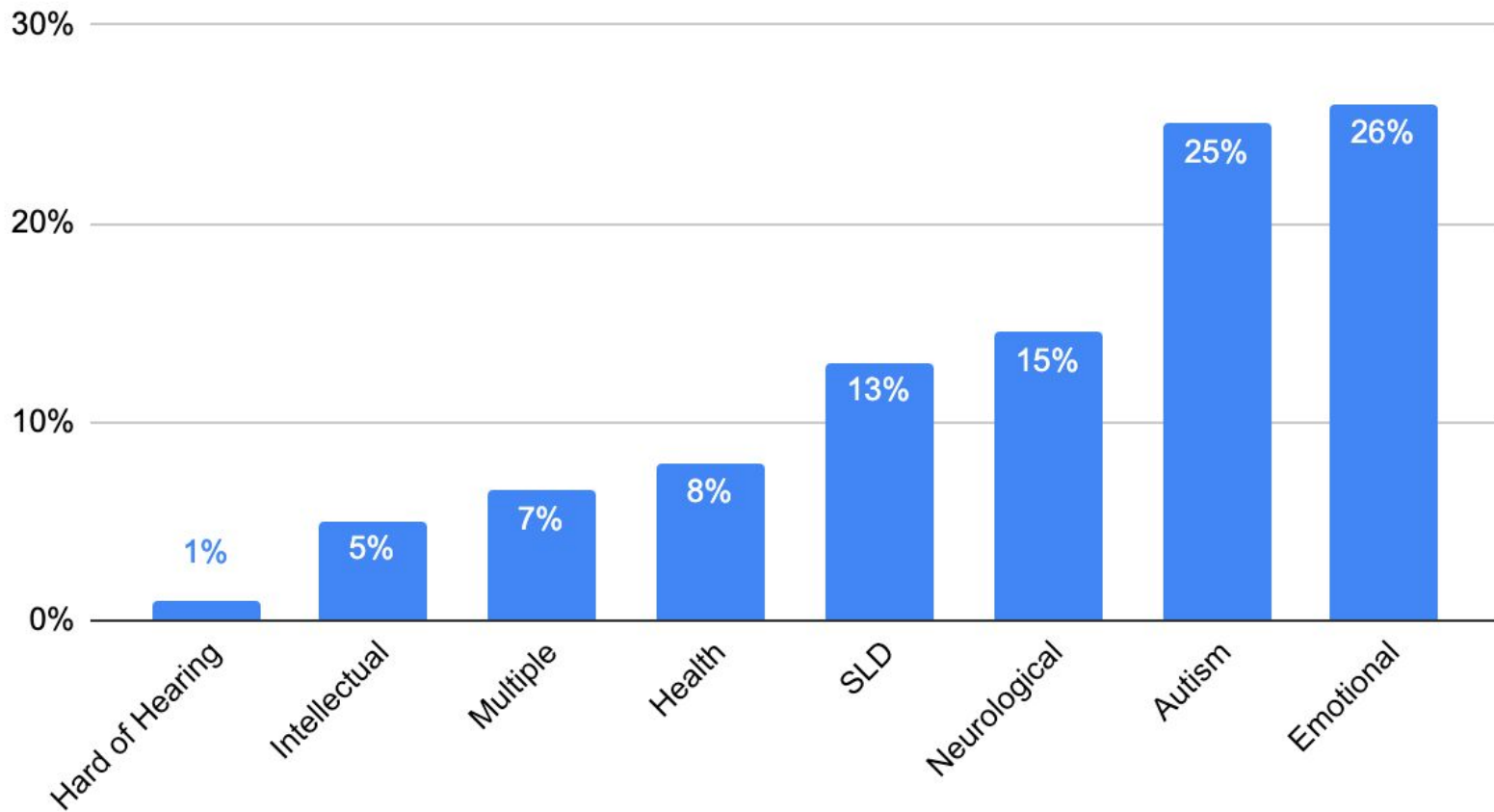


- Full Inclusion
- Partial Inclusion
- Substantially Separate
- Out of District

OOD as a Percentage of Special Education



Percent of Students Out of District by Disability Type



Specialized Programs

Connections Therapeutic Program

The District's specialized program to support students with social/emotional and behavioral challenges.

Connections provides a therapeutic classroom model, with inclusion opportunities for students who because of learning, social-emotional and behavioral difficulties are unable to participate fully in their grade level classroom.

The therapeutic approach often includes a positive behavioral support plan for a student. Students are provided counseling and other related services (Occupational Therapy, Speech and Language), in order to support their involvement in the general education program.

Current Need: Increased Clinical Support

Autism Specialized Programming

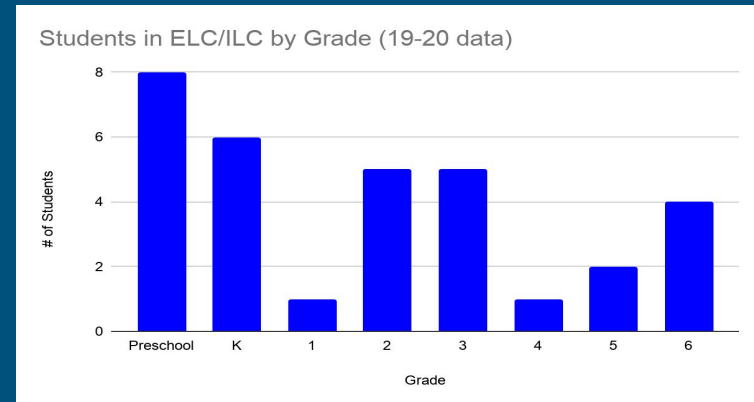
The specialized autism program supports students with disabilities that significantly impact the student's overall functioning.

The ABA program provides a smaller, highly structured classroom environment based upon the principles of Applied Behavior Analysis, with a low stimulation environment with clear, consistent routines and specially designed behavioral programs.

Early Learning Center at PreSchool and Elementary Level -
Currently 26 students in the ELC , grades K-5

High Rock cohort and temporary teacher

Current Need: 1.0 Special Educator (from temporary to permanent). .59 Teaching Assistant



Transitions

Program Description:

Transitions is a short-term program that supports the needs of students re-entering high school from a lengthy absence. Entrance into Transitions begins with a re-entry meeting in which an individual plan is designed to include communication with classroom teachers, making up work for return to classes from the student's original schedule or possibly a changed schedule. Transitions is also supported by a clinician who provides direct counseling and liaisons with in patient and day treatment facilities.

Population Served:

Students returning to school after a psychiatric hospitalization or who are struggling to attend and/or succeed in school due to a variety of psychological or psychosocial difficulties (including depression, anxiety, eating disorders, etc.) are provided counseling and academic support and are closely monitored in order to tailor supports and services based on individual needs.

Current Need: Convert Teaching Assistant to Special Education Teacher

Workload Capacity



Special Education Liaison Workload

All activities performed by SpEd Liaison

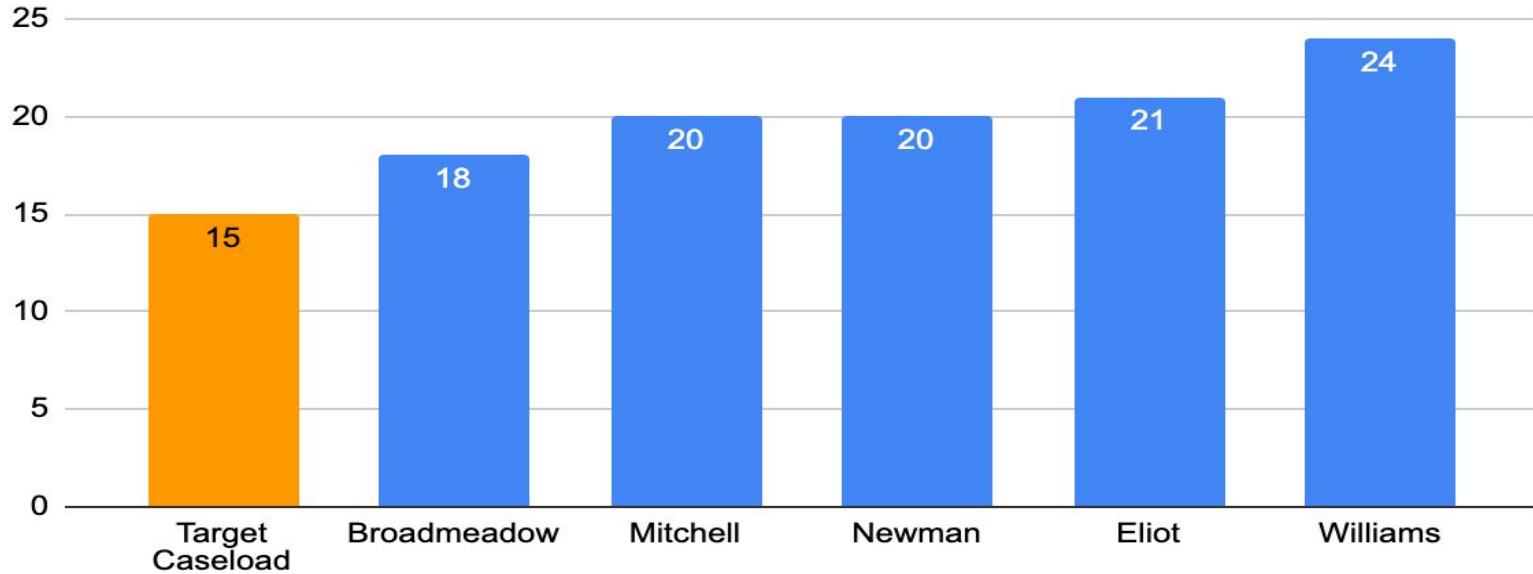
- Direct instruction
- Team Consultation
- Directing Teaching Assistants
- Special Education Assessment
- Family engagement
- IEP development
- Progress monitoring
- School-wide support teams

Additional factors impacting workload

- Complexity of student profile
- Intersectionality of special education, income status, ELL, METCO
- Compliance with IDEA and other mandates

Elementary Special Ed. Liaison Caseloads

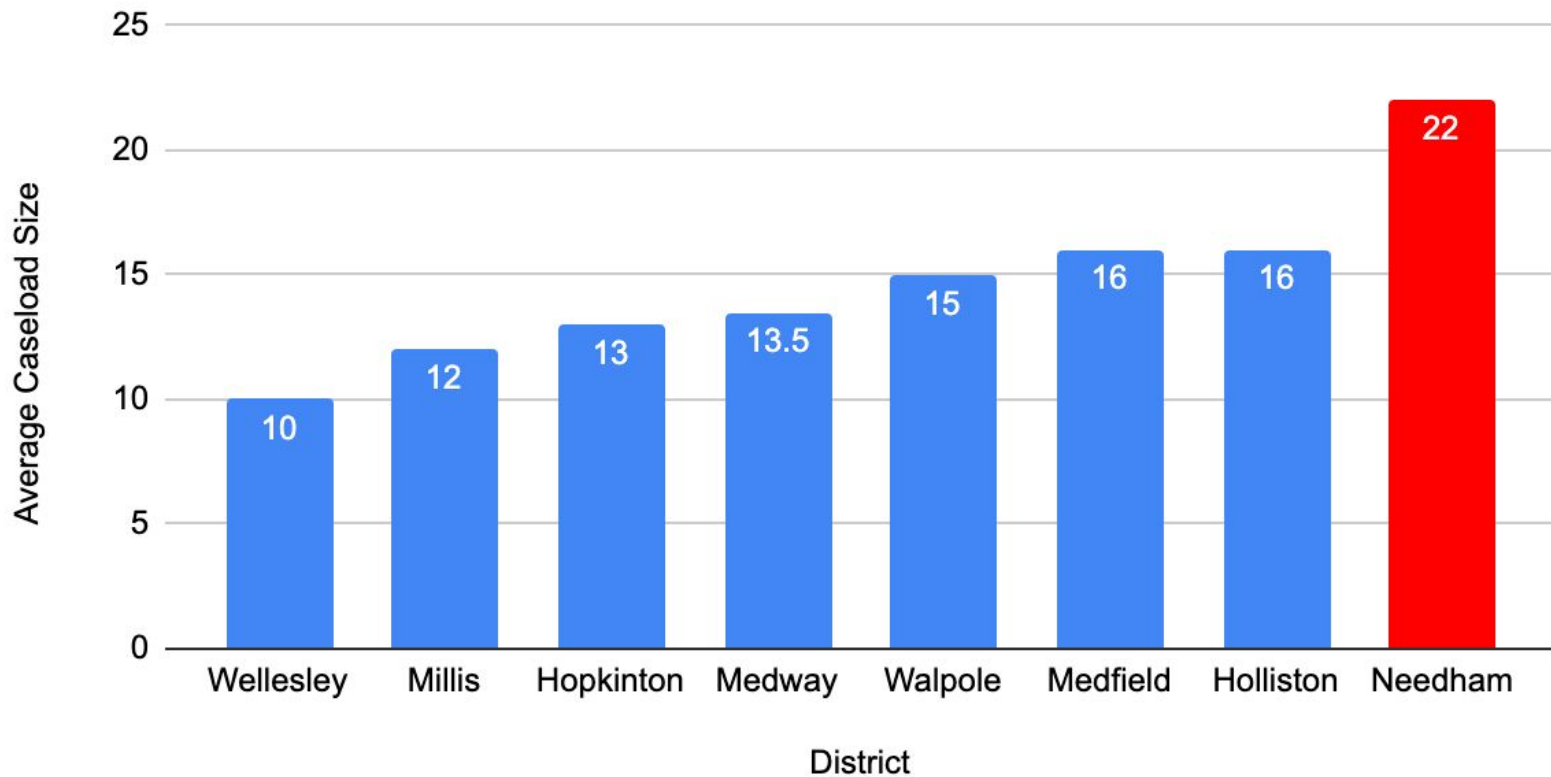
Compared to Target Caseload*



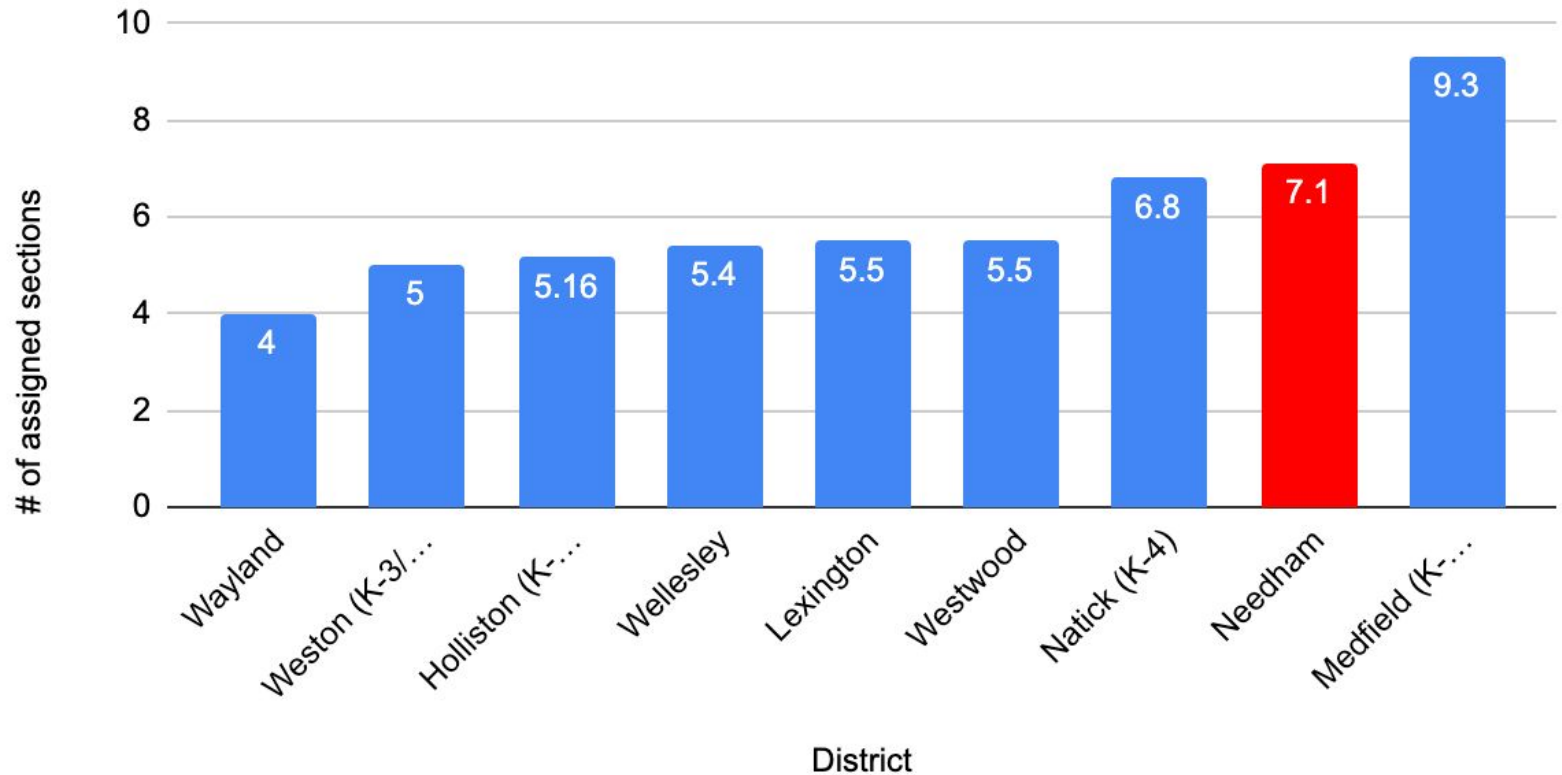
*Dependent on student needs and specific responsibilities of liaison

Current Need: 2.9 Special Education Liaisons

District Comparison: Average Elementary SpEd Teacher Caseload



Number of Assigned Classrooms Per Full-Time Special Education Teacher



Speech Therapist Workload

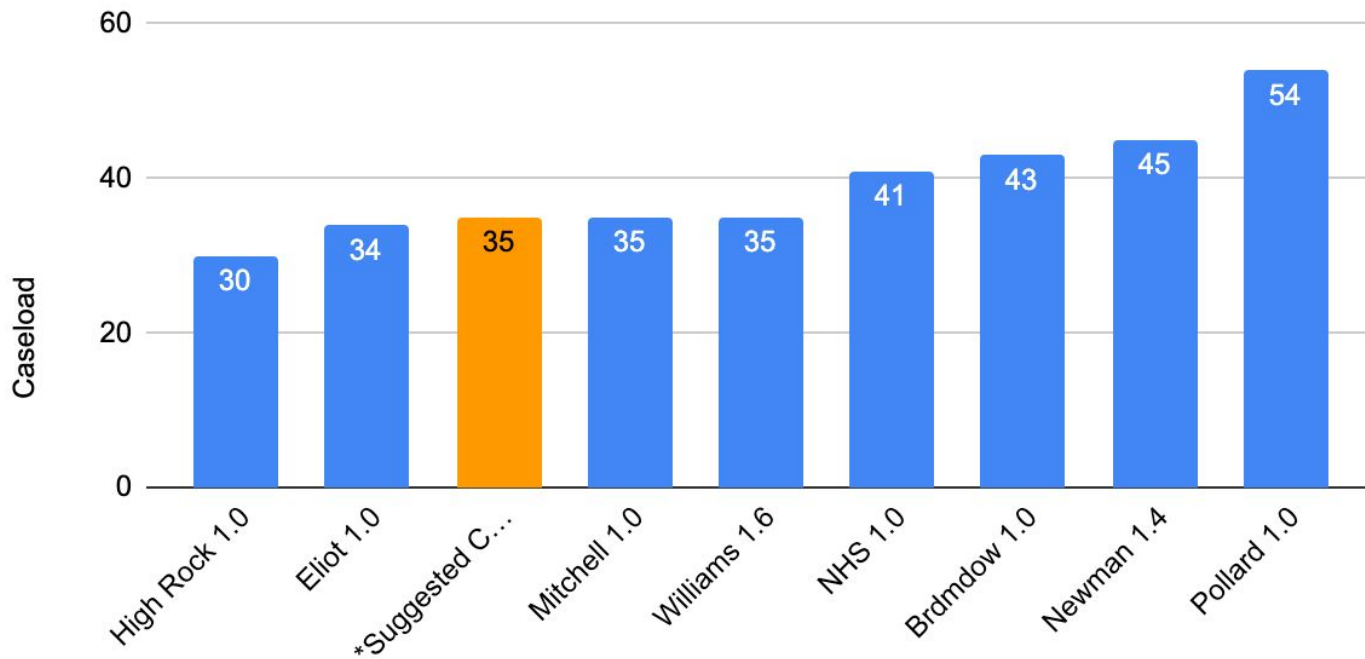
All activities performed by Speech Therapist

- Direct instruction
- Team Consultation
- Directing Teaching Assistants
- Special Education Assessment
- Family engagement
- IEP development
- Progress monitoring
- School-wide support teams

Additional factors impacting workload

- Complexity of student profile
- Intersectionality of special education, income status, ELL, METCO
- Compliance with IDEA and other mandates

Speech Therapy Caseloads



*Guidelines for workload & caseload from American Speech-Hearing Association

Current Need: .2 SLP Assistant

School Counselor Workload

All activities performed by School Counselor

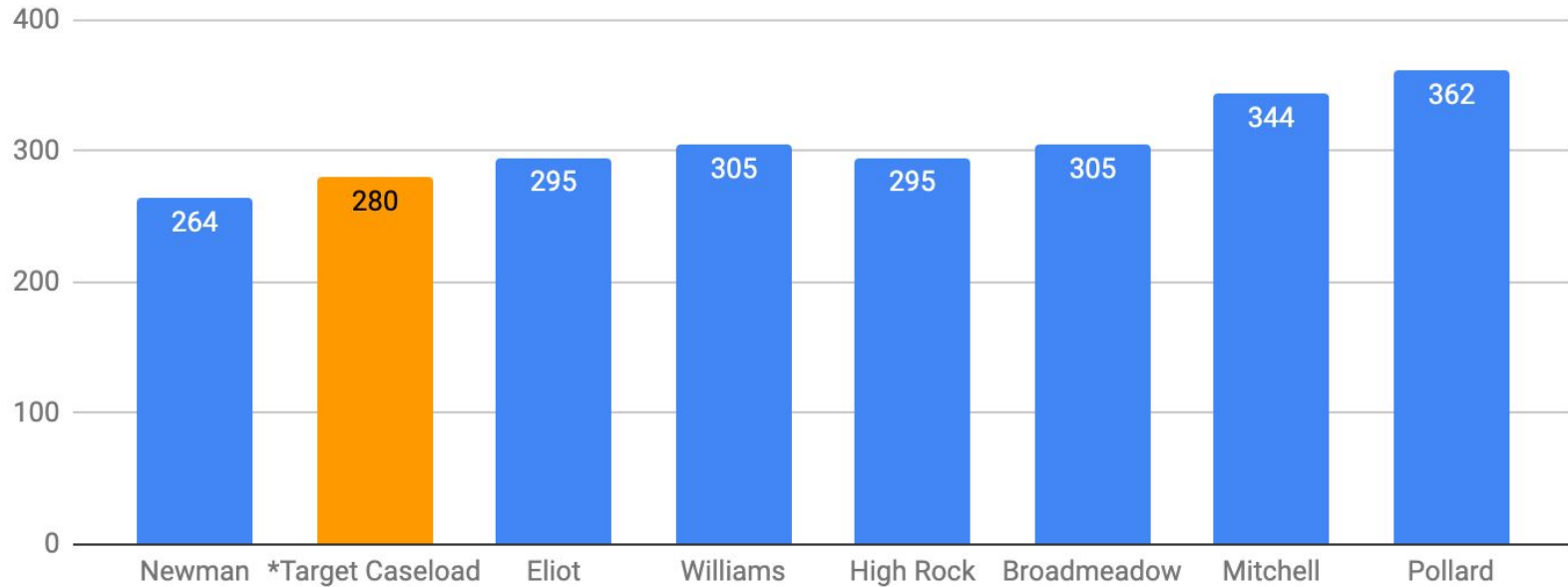
- Individual counseling
- Small group counseling
- Whole class instruction
- Team Consultation
- Family engagement
- IEP development
- Progress monitoring
- School-wide support teams
- Crisis intervention

Additional factors impacting workload

- Complexity of student profile
- Intersectionality of special education, income status, ELL, METCO
- Compliance with IDEA and other mandates

School Counselor Caseload

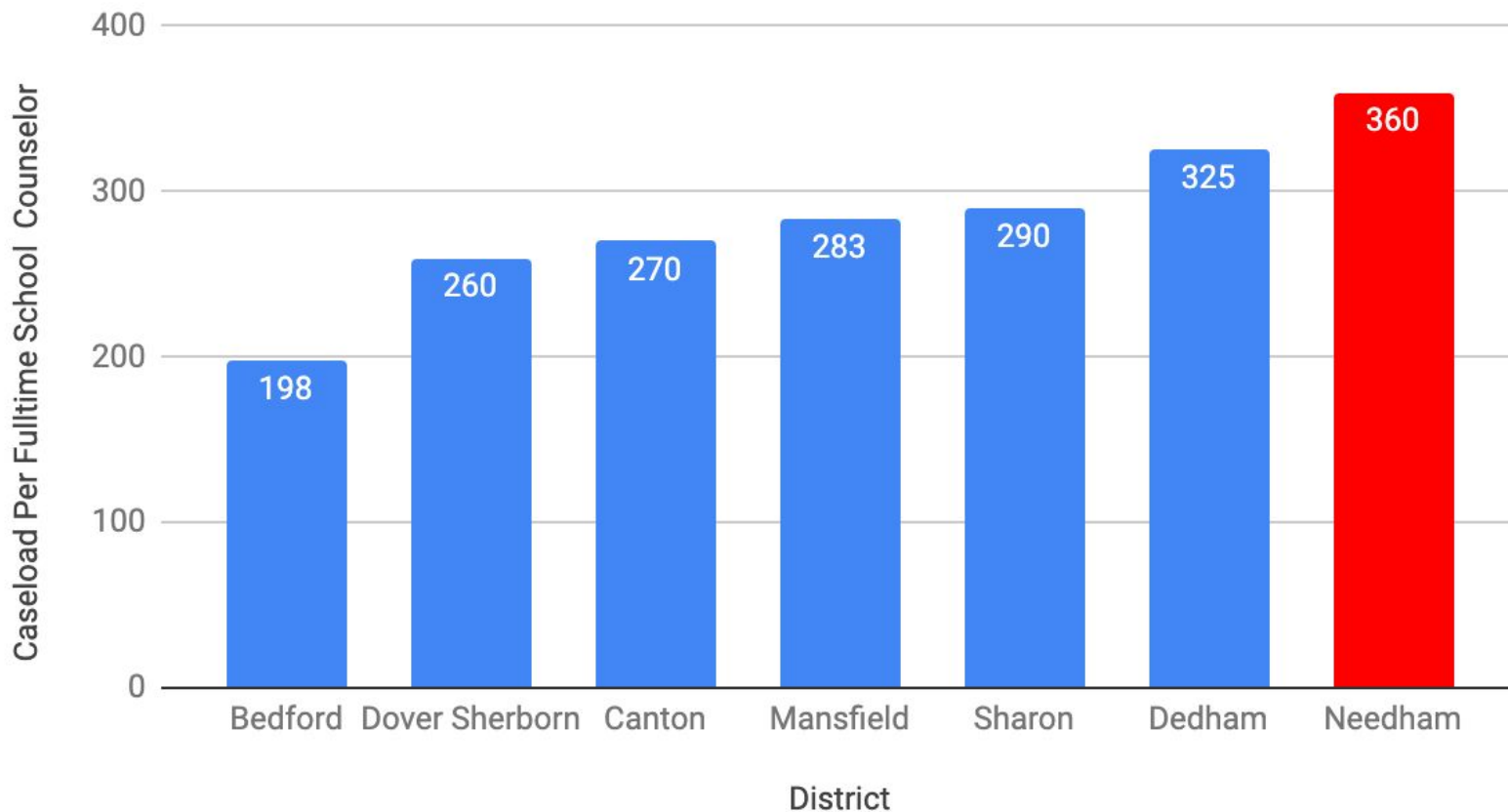
Compared to Target 280*



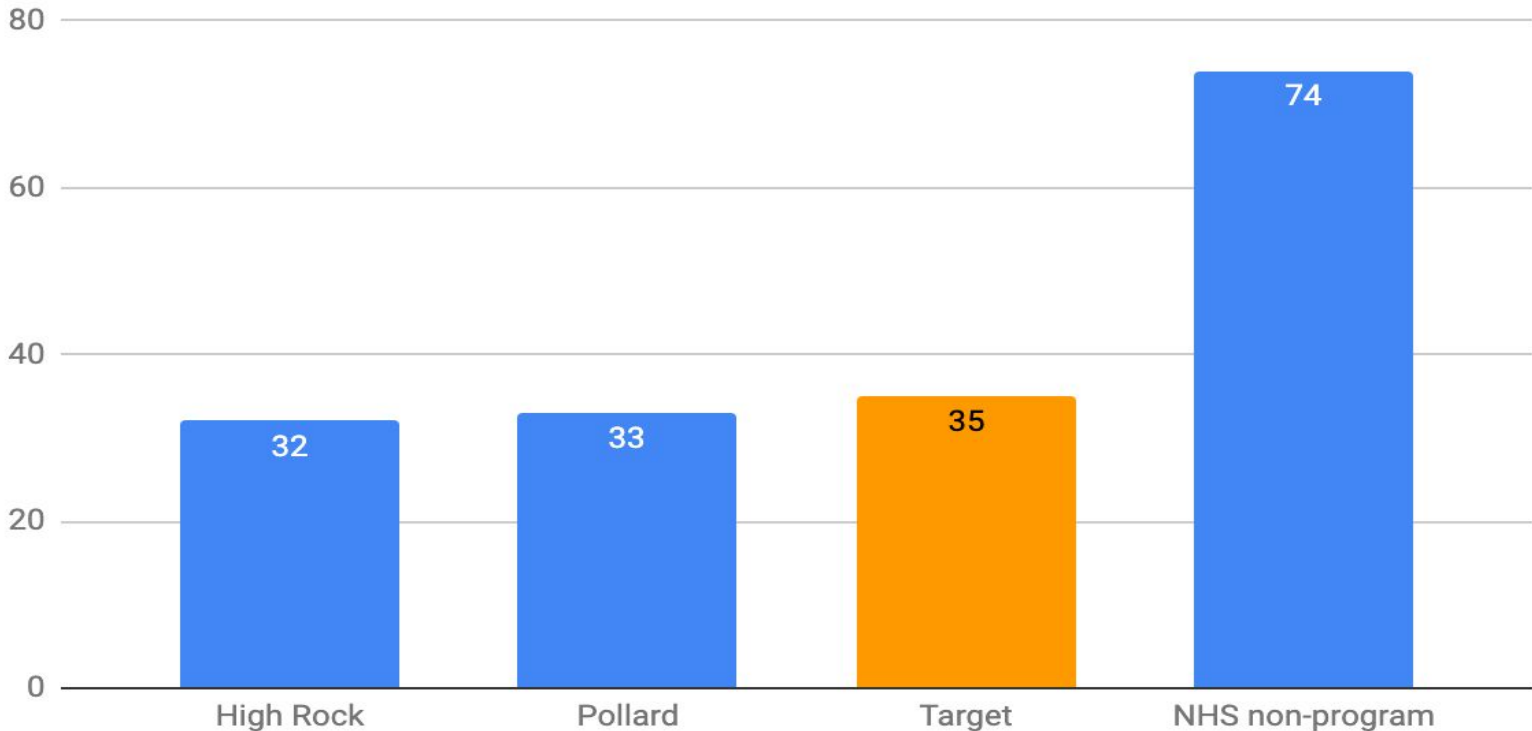
* Based on American School Counselor Association (ASCA) Recommended Caseload of 250 and District Comparisons

Current Need: .2 counselor Mitchell
.4 counselor Pollard

District Comparison: School Counselor Caseload



Middle & High School Adjustment Counselor SpEd Caseloads



Current Need: .5 counselor NHS

English Language Education Teacher Workload

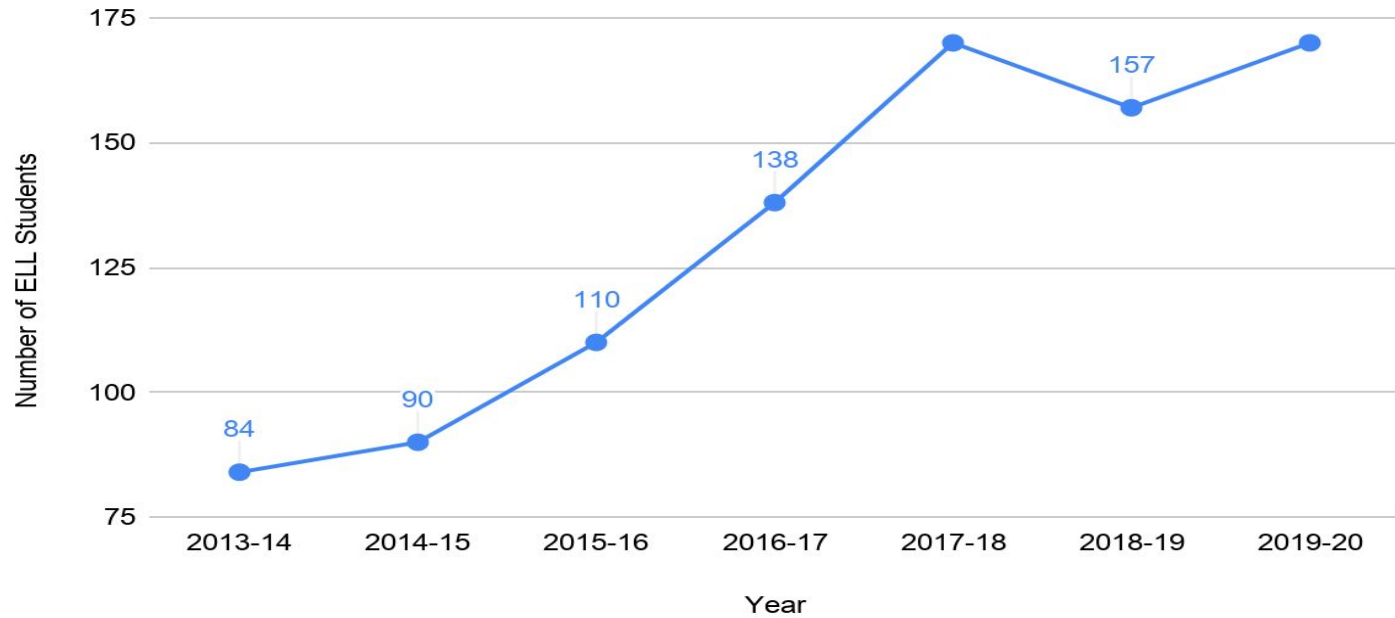
All activities performed by ELL Teacher

- Direct instruction
- Team Consultation
- Assessment
- Family engagement
- Progress monitoring
- School-wide support teams
- Language Assistance

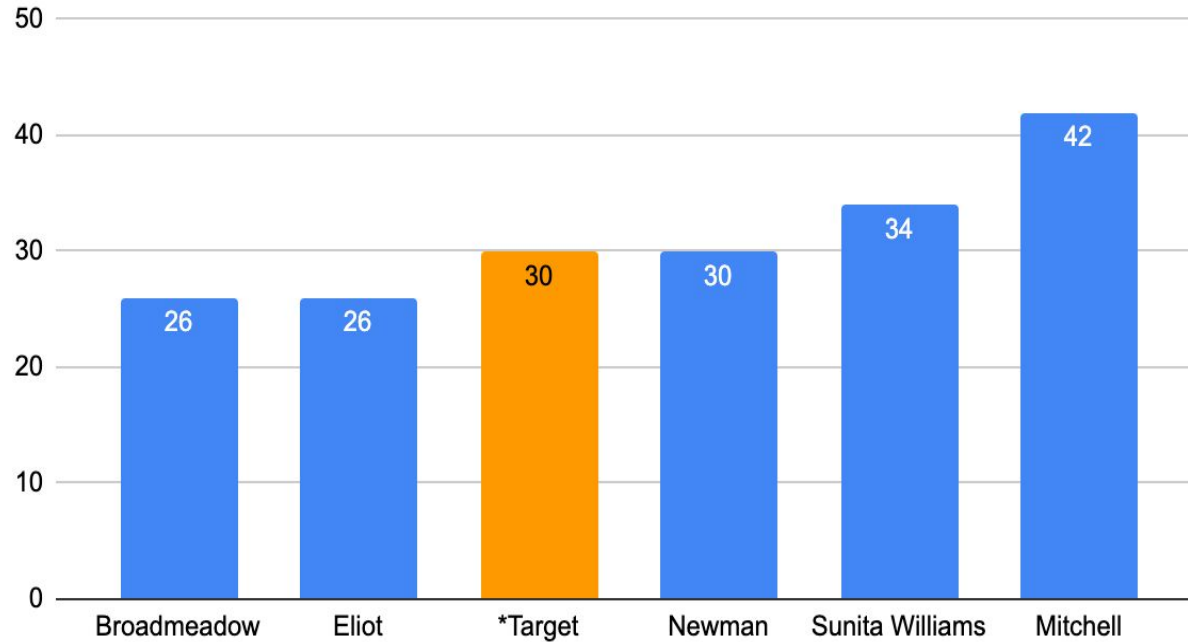
Additional factors impacting workload

- Complexity of student profile
- Intersectionality of special education, income status, ELL, METCO
- Compliance with state and federal mandates

ELL Enrollment Growth



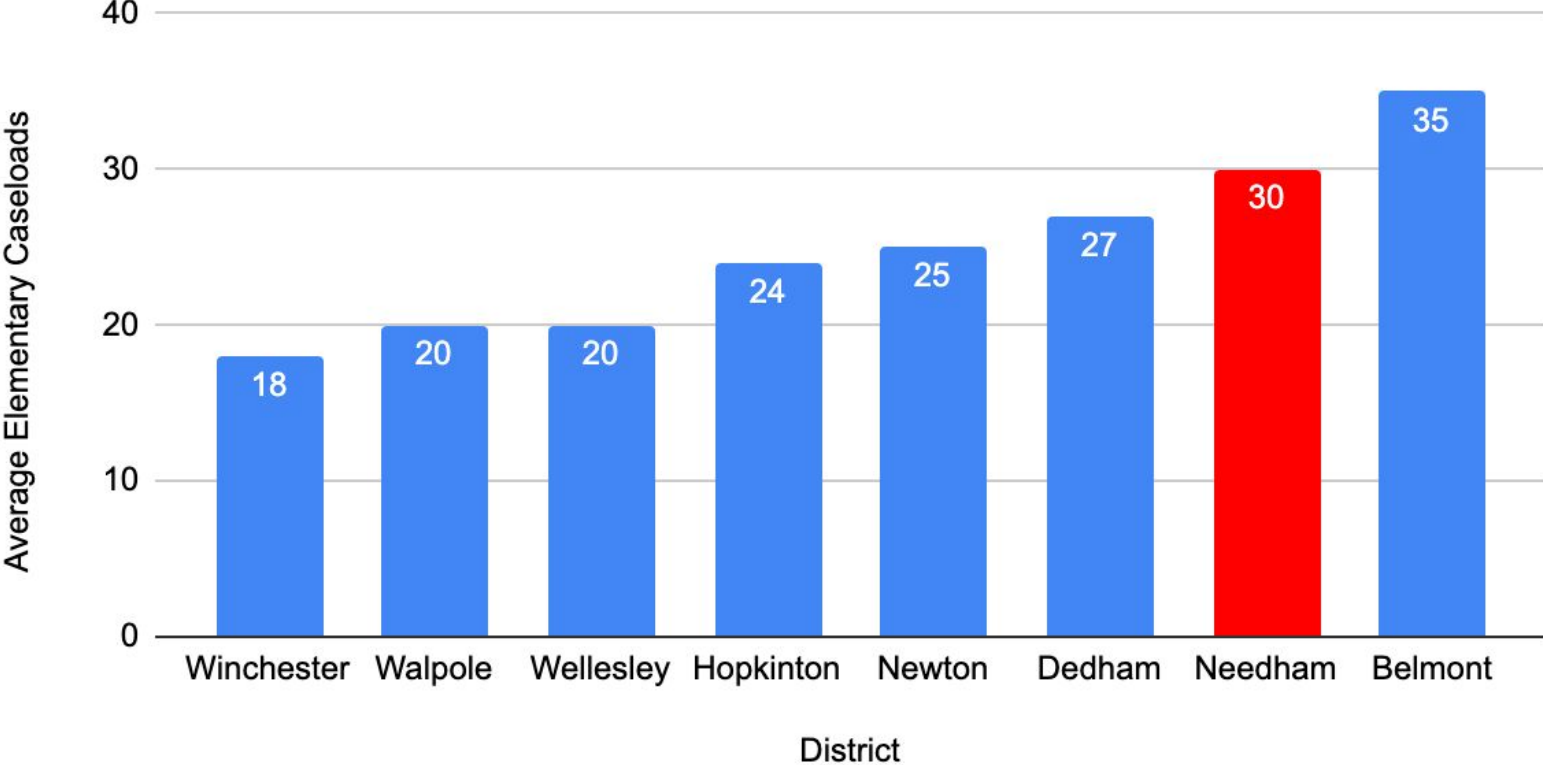
Elementary ELL Caseload Comparisons



*Based on DESE Guidance & District Comparisons

Current need: .1 ELL Teacher

District Comparison: Average Caseload for Elementary ELL Teacher



Recap of FY21 Student Support Services Needs

Drivers:

- Growing student enrollment
- Increasing number of students requiring special education, counseling, and English language instruction
- Strengthening in-district capacity to meet students' needs through a continuum of academic and social-emotional programs and services
- Addressing caseload/workload barriers to equitable inclusive education

FY21 Budget Requests- 10.19 FTE

☐ Special Education Teachers

2.9 Elementary Special Education Teachers

.5 Pollard Reading Teacher

☐ .3 Special Education Coordinator

☐ Specialized Programs

1.0 Middle School Autism Program SpEd Teacher

.59 Elementary Autism Program Teaching Assistant

1.0 NHS Transitions Special Education Teacher

.5 Connections Program Psychologist

☐ Social Emotional Behavior Support

1.0 Board Certified Behavior Analyst

1.1 School Counselors

☐ English Language Learning (ELL)

.1 ELL Teacher

☐ Special Education Related Services & Support Staff

.2 Speech Therapy Assistant

1.59 Teaching Assistants



Questions