

Feb. 7, 2018

Good Afternoon Carson Families,

As many of you know, the Carson school leadership team, instructional leadership team, staff and Collaborative School Committee (CSC) have spent the past two weeks engaging in conversations regarding the 2018-19 staffing model.

Last night, the CSC met to discuss the changes that will be made in staffing. Thank you to the community members and staff members who attended, asked clarifying questions and gave feedback. In addition to this communication, I will be sending an FAQ sheet in response to the questions raised. The process in aligning our staffing with our school goals has been difficult as staff members are impacted by these decisions. As a Carson Community, we value all of our staff members, students and families.

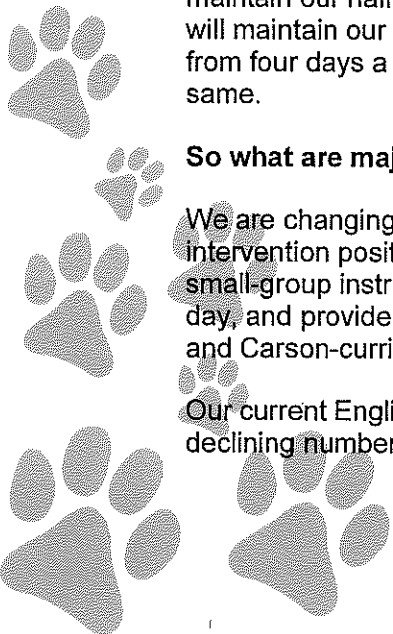
Each year in DPS, schools must examine their budgets and staffing models to ensure they are meeting the needs of students, school goals and the Denver Plan 2020 goals. Our staff and CSC, analyzed several staffing scenarios over the past two weeks. The feedback we received is that we need to prioritize a staffing model that supports small-group instruction in alignment with our school goals. We also heard that library services and technology are programming components we aren't willing to give up.

We will maintain three rounds of classes in grades kindergarten through fifth, with HGT centers classes in grades second through fifth. Students in our DHH classrooms will be instructed in their respective grades with district-allocated paraprofessional support. We will maintain our half-time GT Specialist and full-time Special Education positions. In addition, we will maintain our two kindergarten paraprofessional positions. Our psychologist will increase from four days a week to full time. Our office support and nursing services will remain the same.

So what are major the changes?

We are changing roles from three tutor-paraprofessional positions to a full-time teacher intervention position. This position will be made up of two half-time teachers to support our small-group instruction priority. Teachers will have a classroom of their own for half of the day, and provide small group instruction during the other half. This allows for highly-qualified and Carson-curriculum trained teachers to provide the small-group instruction.

Our current English Language position will shift from full time to half time which is due to declining number of students in our program.



We are changing from a full-time librarian to two positions for library and technology services. Students will receive library services with a trained paraprofessional. The library services paraprofessional will support with early literacy and interactive read alouds, DPS library resources, mobile workstations (laptop carts), and digital-citizenship instruction to create a positive school culture that supports safe technology use.

Technology support will be provided by a centrally-managed School Technology Partner. This position will ensure the best use of school technology to enhance student learning and growth. Supports will include collaboration among teachers regarding technical needs, manage software and websites, support students with online platforms, professional learning for staff and students, and repair of all devices.

This staffing plan allows us to serve ALL students in alignment with our current Unified Improvement Plan (UIP) and student data. This staffing scenario is the most fiscally responsible for Carson, as it allows us to support our goals while maintaining an operational budget for the coming year.

In collaboration with both the Carson School Leadership Team and Instructional Leadership Team, we will further flush out specific job functions and schedules for our new positions as planning for next school year continues.

Thank you for your support as we transition into this new staffing plan. We appreciate your understanding and positivity. The CSC minutes and presentation are posted on the Carson website at Carson.dpsk12.org.

As always, feel free to connect with me if you have any questions or concerns.

In partnership,

Anne Larkin
Principal
Carson Elementary

