

Alvord ISD Family:

I have some updates for you on some personnel issues, we are working hard to make staffing decisions and fill positions for next year. We are also working on the budget and considering absorbing positions when possible to reduce the \$600,000 deficit budget.

We have made elementary grade level and secondary core subject area positions the priority when considering our staffing needs. As a result we seriously consider absorbing positions that are not core subject area or grade level teaching positions when we receive resignations.

Our goal is to get our staff compensation as close to the market value for districts like us. Just like we do with compensation, we look at data to tell us the staffing practices of similar districts. When considering staffing of the programs we offer we want to staff competitively.

HS Ag Teacher Jeremiah Greene recently resigned. The staffing data tells us that districts like us on average have 1.9 Ag teachers, we currently have 2. When considering our staffing needs we reviewed student enrollment in our Ag classes and the role Ag plays in our community. It would be difficult to completely absorb this position. We are advertising this position and moving forward with plans to fill it with either a full-time or part-time person.

We have previously made plans to absorb the HS Art position. It's never easy to absorb a position, the success of our HS Art students and their love for Art has made this a difficult decision. We are also working on filling assistant coaching positions. We recruited a HS Art teacher and coach for one of our coaching vacancies. This candidate has several years of successful experience teaching art and coaching. I am very pleased to announce that this candidate has accepted our offer and will be presented to the board for approval at the May board meeting. This is a win/win that will allow us to keep Art at the HS and fill a coaching vacancy with a great candidate.

The staffing data tells us that we will be staffing competitively in other areas.

- Similar districts typically have 2.6 Counselors / Testing Coordinators on average. We will have 3 (one full time elementary counselor, one full time secondary counselor, 1 part time secondary counselor, and one full time Elementary AP / District Testing Coordinator) in these positions next year.
- Similar districts typically have 1 secondary counselor; we will have 1.5 secondary counselors next year.
- Similar districts typically have 1.6 Band Directors on average. We will continue to have 2.

We are optimistic that we will have recommendations for the board to fill the following vacancies at the May board meeting:

- Girls Coordinator / Head Girls Basketball Coach / Teacher
- High School English Teacher
- High School Science Teacher
- Assistant Band Director

- 2 Assistant Boys Coach / Teacher positions (1 being the Art Teacher / Coach)

It's possible we may also be able to fill the Ag position at the May board meeting. I am excited about the candidates we have for these positions.

Staffing and Budgeting is an ever changing puzzle this time of the year. We will continue to look for opportunities to reduce our deficit budget. I hope this information will keep you informed and help you see and understand the big picture.

Thanks for your positive attitude and for pulling together to make it all work!

Dr. Randy Brown

Alvord ISD Superintendent