



Metropolitan School District of  
**WASHINGTON TOWNSHIP**  
 "Superior Schools in a Supportive Community"

Nikki C. Woodson, Ph.D., *Superintendent*

To: MSDWT School Board  
 Dr. Nikki Woodson, Superintendent

From: Dr. Thomas Oestreich, Director of Human Resources

Date: June 8, 2017

Subject: **2017-2018 Staffing Review**



The following is a 2017-2018 staffing overview as of June 8, 2017 with regards to positions added with the referendum fund, positions added with the general fund or other funds, future considerations for staffing, our social worker transition and teacher turnover.

**Positions Added with our Referendum Fund – Similar to what was shared at our March 22, 2017 meeting.**

LOCATION	POSITION
8 <sup>th</sup> Elementary School	Principal
8 <sup>th</sup> Elementary School	Assistant Principal
8 <sup>th</sup> Elementary School	Speech Therapist
8 <sup>th</sup> Elementary School	School Psychologist
8 <sup>th</sup> Elementary School	ENL Teacher
Greenbriar	Grade 4 Teacher
Greenbriar	Grade 5 Teacher
Greenbriar & District	3 Special Education Teachers
District	7 Social Workers
District	3 Custodians
Greenbriar & Fox Hill	2 Front Office Staff
District	Literacy and Math Specialist





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**Positions added with General and/or Other Funds**

LOCATION	POSITION
Eastwood	Special Education-ED Classroom
Northview	.5 Exploratory Arts
True North Academy	Social Studies
Westlane	Math
Westlane	Special Education-EH Classroom
WL/EW	4 ED IAs
District	Social & Emotional Behavior Coach
North Central	Science Teacher
North Central	Deaf and Hard of Hearing Teacher
District	Special Education Diagnostic Teacher

**Future Considerations**

The MSDWT Teaching and Learning division is working closely with the Human Resources office along with the Business Office in determining future needs of the district related to staffing. Moreover, as presented to the school board on March 22, 2017, we will be considering IA support for large class sizes that may be evident as the school year approaches with our referendum operating funds. All future considerations are based upon feedback from our community, teachers, administrators and staff. All three departments mentioned above will continue to monitor class sizes, special education and ENL caseloads, and student support needs as we consider any future staffing positions.

**School Social Workers**

We are currently immersed in the process of hiring our 7 additional social workers and are extremely excited with how this position will positively impact our students, families and the community as a whole.

We are in the final stages of developing the organizational structure for this position in order to maintain consistency among all schools regarding the day-to-day responsibilities of the social worker position. Dr. Milleman, Mary Lowe and our Student Program Coordinator, Crystal Hasslet, are creating protocols and oversight for this important position.





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Additionally, Mr. Doss is already putting together meetings at the secondary level with buildings and counselors when they return in order to define the roles and responsibilities at the secondary level.

We are grateful to our Washington Township community for voting to approve our referendum and we have a great responsibility in ensuring that these important positions are structured in a way that will have the greatest impact for our students and community.

**Hiring Timeline**

May 22, 2017	Position posted
June 7, 2017	Application deadline
June 7-9, 2017	Review Applications
June 13, 2017	1 <sup>st</sup> Round Middle School Interviews Eastwood, Northview, Westlane
June 14, 2017	1 <sup>st</sup> Round Elementary School Interviews Crooked Creek, Greenbriar, John Strange, Nora
TBD	Final Round Interviews at the discretion of the Building Principal
July 26, 2017	School Board Approval

**Teacher Turnover Overview and Data**

	<b>Retirees</b>	<b>Resignations</b>
2012/2013	39	55
2013/2014	29	68
2014/2015	22	80
2015/2016	15	78
2016/2017	10	54

