

Priority Staffing for 2019-2020

These are staffing positions that the Academics Team is requiring and/or highly recommending for the 2019-2020 school year. Please use this document as you complete your staffing model and prepare for Winter budget meetings.

A few notes:

- Our middle school requirements apply to schools with 400+ students. For smaller middle schools, please work with your MD to determine the staffing model that best meets the needs of your school.
- We will share stipended roles (i.e. Illuminators, Blended Learning Coordinators, etc.) in December.

Position(s) & Role Type	School Level	Required	Highly Recommended	Time Commitment	Notes
Assistant Principal	All Schools	All fully grown schools should have 2 APs		Full-time	We believe all APs should be generalists and responsible for both instruction and school culture. See our regional AP job description .
Content Specialist	All Schools	All fully grown schools should have at least one CS		Full-time At fully grown K-8 schools, there should be a content specialist in lower and another one in upper.	We believe that this position is essential to ensure that our instructional and cultural enabling systems are implemented at high levels. Asking our APs to lead high quality instructional coaching, RTI, and content teams in addition to all the cultural systems is a huge lift. Schools would be able to choose with their SL Manager if the content specialist needs to specialize in Literacy, Math or culture (depending on APs expertise, school data, ELL population). At the lower grades we would prioritize literacy. *This assumes that schools also

					<p>have 2 APs.</p> <p>Please see here for a job description.</p> <p>Content Specialists are pre-APs. Ideally a Content Specialist is in their role for 2-3 years before moving into AP Role.</p>
Mental Health Counselors	All Schools	Yes*		Full-time	Work on releasing the burden from school leaders and make it a regionally controlled and budgeted.
2 adults in every TK, K and 1st grade classroom	Elementary School	Yes			
Science instruction for at least two grade levels	Elementary School (3rd - 4th)	Some sort of dedicated science or STEM block for 3/4	For K, 1, 2 (with increasing prioritization)	Full-time classroom teachers	A portion of the Grade 5 assessment for NGSS encompasses K-5 PEs. The CA NGSS assumes science is taught K-12 and have established standards for each .
Social Studies Teachers	Middle School	Yes for 7th and 8th	For 5th or 6th (with preference in 6th)	Full-time classroom teachers	At this point, they do not need to be full year/full 90 minute classes. But we want students to have Social Studies for at least part of their day/year in 7th and 8th grade
Science Instruction for at least 3 grade levels	Middle School	Yes for 5, 7, and 8	For 6th*	Full-time classroom teachers	<p>This will enable our students to be prepared for the new assessment in 18-19 where the Grade 8 assessment encompasses 6-8 PEs.</p> <p>*School Leaders are strongly encouraged to leverage elective courses to support 6th STEM work</p>

					*If School Leaders are struggling to find credentialed science teachers, the Academics team will discuss creative options (to support with credentialing, to support with scheduling for the year, etc.)
Science instruction for four years	High School (9th - 12th)	Yes, at least one core science course - 9 (Biology), 10 (Chemistry, 11 (Physics), 12	AP Course Availability	Full-time classroom teachers	CA NGSS offers three- and four-year course sequences. I strongly advise HS go for a four-years science course sequence, depending on the content alignment to the sequences provided by NGSS. As of now, there is no requirement for integrated or content-specific course progression.
Computer Science Teacher	High School	Not required	Highly recommended for 9th Intro to CS course Recommended for 10-12	Full-time	Cleared secondary math credential is sufficient for CS (full math 10-12) OR certified CS teacher. 9th offering is highly recommended (all 9th graders), either in form of a dedicated course, single/few sections, or elective. 10th students may want to elect in to this course, too.