



## **Weighted Staffing Standards "WSS" Meeting Minutes**

**October 29, 2024**

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For questions and more information about this document, please contact the following:

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The following is a PowerPoint presentation.

# Weighted Staffing Standards Meeting

October 29, 2024





# Agenda

1. Welcome & Introductions
2. Linking the WSS to the New Strategic Plan (Kurt)
3. Why are you here?
4. Relevant Policies / Superintendent Procedures
5. Timeline
6. 3:00pm Follow up from May meeting
7. Next Steps: In person? School host? Date?



# 2024-25 WSS Members

Cindy Watters, Whittier Elementary (new)  
Angela Clement, Bagley Elementary (new)  
Patrick Gray, Catharine Blaine K-8 (new)  
Amy Schwentor, TOPS K-8  
Dr. Paula Montgomery, Jane Addams Middle School (new)  
Dr. Barbara Casey, Center School  
Keven Wynkoop, Middle College High School (new)  
Jeff Clark, Seattle World School (new)  
Justin Hendrickson, Principal Leadership Coach  
Meesh Vecchio, SEA President  
Rainey Hartford Swan, PASS Exec. Director  
Dr. Kurt Buttleman, facilitator  
Dr. Sarah Pritchett  
Dr. James Mercer  
Dr. Michael Starosky  
Dr. Pam Faulkner



# Strategic Plan

- Transportation Efficiency
- Safety
- Artificial Intelligence
- **School Consolidations & Site Closures**

- Special Education/Inclusion
- English Language Learners
- Expansion of Highly Capable Access
- Mental Health



- New Goals & Guardrails
- Full Board
- Stable Leadership
- SOFG Implementation
- Policy Discipline

- Fiscal Stabilization (eliminate structural deficit)
- Multi-year Budget
- Levy Passage
- Legislative Push
- Strategic Philanthropic Requests

- Predictable School Allocations
- New Weighted Staffing Standards (WSS)
- Music, Physical Education, & Art



# Why are you here?

1. Why did you decide to serve on WSS Committee?
2. What are you hoping to accomplish?



# Board Policy 6010

It is the policy of the Seattle School Board that budgetary formulas and staffing standards determining school budgets within Seattle Public Schools be reviewed annually in the budget development process to ensure service of the academic needs of their students, within the confines of the district's annual budget.

The Seattle School Board directs the Superintendent to implement a school funding model that provides a core foundation which includes necessary resources for teachers, teachers support and administrative support for academic success for all students of Seattle Public Schools and uses the following guiding principles:

1. Provide the basic staffing for school – adjusted for substantive size differential considering non-instructional costs;
2. Result in a transparent school funding model that schools, families, and community members can understand;
3. Provide the core staffing needed for schools to focus on academic issues;
4. Based on data, provide personnel differentially to schools on the basis of student characteristics, including poverty, bilingual, special education, highly capable, and academic performance levels;
5. Align resources with funding requirements, state and federal grant requirements, and contractual obligations;
6. Align staff adjustments with changing student populations and school level administrative duties;
7. Invest more resources in early learning (K-3); and
8. Provide continuity of programs by attempting to retain core staff levels from year-to-year.

The Superintendent shall establish procedures or administrative guidelines to support the implementation of this policy.



# Superintendent Procedure 6010

<https://www.seattleschools.org/wp-content/uploads/2021/07/6010SP.pdf>





## Board Policy 0060

<https://www.seattleschools.org/about/school-board/policies/0060-financial-planning-and-budgeting/>

Specifically Items 6 & 11.



# FY23 Spending vs SY24 Outcomes

- <https://public.tableau.com/app/profile/edunomicslab/viz/WashingtonFY23SpendingvsSY24Outcomes/WAFY23SpendingvsSY24Outcomes#1>

# Strategic Plan Development for 2025-2030



- Engagement throughout Spring 2024
- Board Work Session: “Goals and Guardrails 2025-2030” presented to the Board October 23, 2024



# Tentative Timeline of Work

- **October 29:** Kickoff
- **Mid-November:** Report outs / 1 pagers
- **December:** Recommendation to the Superintendent / Q&A
- **February:** WSS Model Development (1/2 day)
  - Racial Equity Tool work?
- **March – April:** Finalize Proposed Model
- **May:** Recommendation to the Board



# Proposed Fall Work

Objective: Provide one-page document with how a new WSS model may better reflect the Board's Strategic Plan

- Fall – Potential Workgroups
  - Immediate challenge group (Sarah / Kurt)
  - Policy 0060 (Pam)
    - All funding in schools
  - Policy 6010 (Pat)
  - Research other models (Kurt)
  - CBA/Other Impacts (State Law)/Constraints (HR/Budget)
  - Equity Tiers (Eric)
  - Enrollment Model inputs (Faauu?)
    - SPED / MLL

*Poll for committee selection; Templates will be provided*

# Discussion





# Review last meeting

## Operational / Gold Book changes

- Counselor / Social Worker allocation and direction
  - DRAFT: *"If an elementary school has a vacancy in their allocated social worker position or it is a newly allocated position, they can decide between counselor or social worker. Additionally, we have and will continue to approve waivers for elementary schools to keep their counselors if they already have them in place at their school."*
- Waiver
- Simpler information on how the WSS works would be helpful for principals, PTSA's, etc.

## WSS Project

- Be clear about how the WSS committee will engage in the process.
- How will WSS evolve if there is a change in the system of schools?
- Model doesn't fit for some of the smaller, non-traditional schools.



# Next Steps

Next meeting?

- In person? At a school? Would anyone like to host?



# Thank you!





## Weighted Staffing Standards

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**Meeting Name/Purpose:** Weighted Staffing Standards (WSS)

**Meeting Date:** October 28, 2024

**Location:** MS Teams & JSCEE 3802

**Facilitator(s):** Dr. Kurt Buttleman

**Invited:**

Principals: Cindy Watters, Whittier Elementary; Angela Clement, Bagley Elementary; Patrick Gray, Catharine Blaine K-8; Amy Schwentor, TOPS K-8; Dr. Paula Montgomery, Jane Addams Middle School; Dr. Barbara Casey, Center School; Keven Wynkoop, Middle College High School; Jeff Clark, Seattle World School; Justin Hendrickson, Principal Leadership Coach; Meesh Vecchio, SEA President; Rainey Hartford Swan, PASS Executive Director; Dr. Kurt Buttleman, Pat Roe, Linda Sebring, Dr. James Mercer, Dr. Michael Starosky, Dr. Sarah Pritchett, Dr. Pam Faulkner, Elizabeth Ward Robertson, SEA, Director of center for education and racial justice; Otis Golden, SEA Parapro President, Kent Tse, SEA; Gerard Montejo-Thompson, SEA Vice-President

**Invited, but not in attendance:**

Dr. Starosky, Linda Sebring

**Links to supporting Materials/Documents:**

[Gold Book 24-25](#)

- [April Meeting Notes](#)
- May Meeting Notes

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Time	Topic	Presenter	Action Items/Notes
2:00	Welcome & Introductions	Kurt	
	Year Zero of Strategic Plan for 2025-2030	Kurt	Updated WSS members on the Superintendent and Board’s work to create a new Strategic Plan for 2025-2030 <a href="#">Engagement throughout Spring 2024</a>
	Why are you here?	All	Members discussed their goals for the committee for the 2024-25 school year.
	Policy & Procedure guiding the work of the WSS	Kurt	<ul style="list-style-type: none"> <li>Reviewed <a href="#">Board Policy 6010 – School Funding Model</a> and <a href="#">Superintendent Procedure 6010SP School Funding Model</a> which directs the work of the WSS Committee.</li> <li>Reviewed data on <a href="#">FY23 Spending vs SY24 Outcomes</a></li> <li>Reviewed the Strategic Plan Development for 2025-2030 <a href="#">Board Work Session: “Goals and Guardrails 2025-2030” presented to the Board October 23, 2024</a></li> </ul>
	Project & Timeline	All	<ul style="list-style-type: none"> <li>Discussed the potential of a long-term project to review the WSS and align with a future Strategic Plan. The proposed plan would create several subgroups to research information on: Policy 0060, Policy 6010, pros/cons of staffing model &amp; research of other districts/states, CBA/Other impacts/constraints, equity tiers, and enrollment inputs. The proposed plan creates a draft timeline of future meetings culminating with a proposed recommendation to the Board in May 2025.</li> <li>Discussed the short-term need to make recommendations to the Superintendent for the administration of school allocations for the 2025-26 school year. Per Board Policy 6010, that recommendation will need to be made by mid-December. WSS Meeting to discuss will be scheduled for November 2024.</li> </ul>
3:00	Follow up from May meeting	Kurt	Reviewed May WSS Meeting. Discussed proposed changes to the 2025-26 Gold Book regarding Counselor/Social worker allocation. Discussed waivers for middle schools.
3:25	Next Steps: In person? School host? Date?	All	Agreed to a meeting at Whittier Elementary, which can also accommodate a remote option. Potential dates are December 17 and 19.