



Weighted Staffing Standards "WSS" Meeting Minutes

November 21, 2024

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The following is a PowerPoint presentation.

Weighted Staffing Standards Meeting

November 21, 2024





Agenda

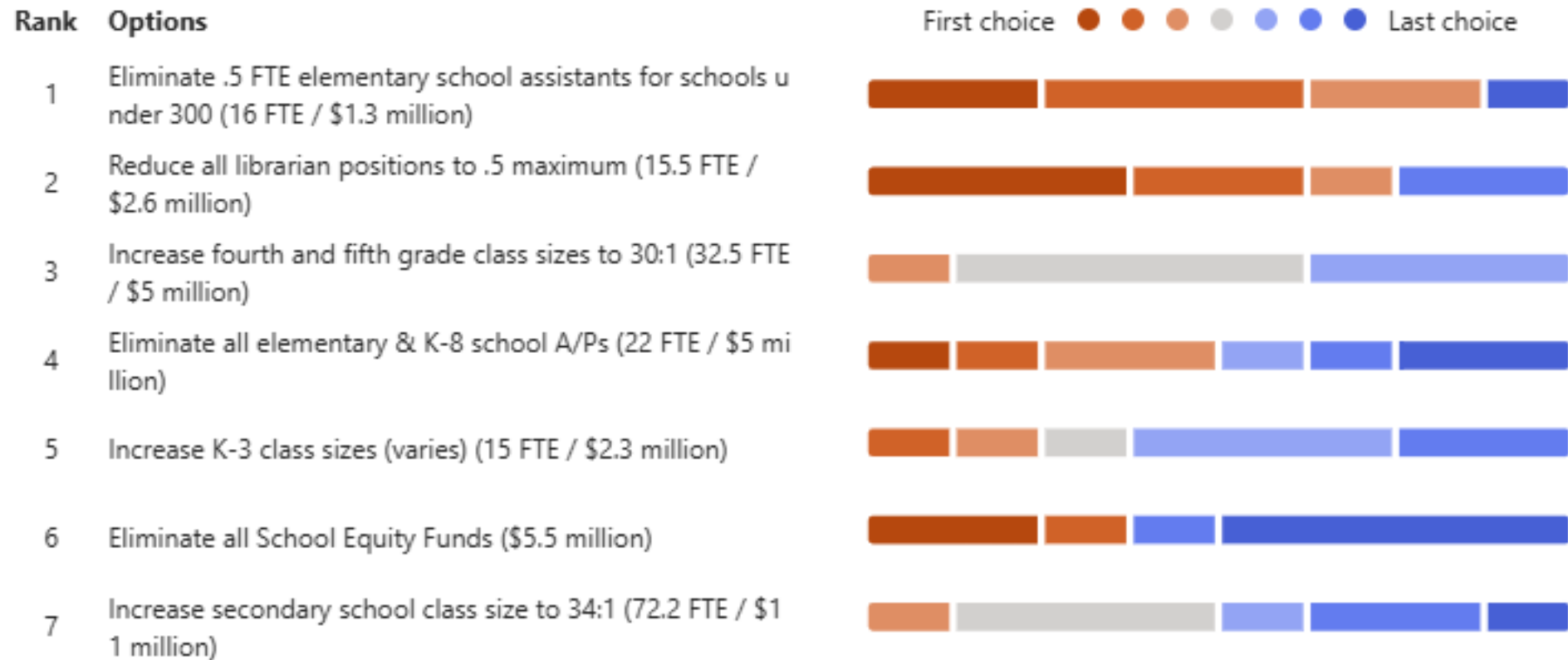
1. Welcome
2. Review Survey Results
3. Draft Memo to Superintendent
4. Proposed Gold Book Changes
 - Advanced carry forward
 - School non-staff
 - Social Worker allocations
5. Update on WSS Project – December 17 meeting at Whittier

Links to supporting Materials/Documents:

- [Gold Book 24-25](#)
- [October 2024 Meeting Notes](#)



Survey Results: Ranking potential cuts



Ranked in order of "least damaging to student outcomes" to "most damaging to student outcomes." In other words, "least damaging" should be at the top, "most damaging" at the bottom.



Other Suggestions

Respondents also offered the following suggestions/comments:

- Secondary school social worker reductions
- High school SAEOP reductions
- Converting Assistant Principals to House Administrators
- Concerns were raised about overage pay when class sizes would be increased
- Further reductions in central office
- Leaner administrative organization chart
- Other suggestions?
- Use racial equity tool in any decision making
- Preserve equity funding
- Analyze all revenue – including grant funding
- Support school closure more than these other proposed cuts



Draft Memo to Superintendent

[20241118 Sup Memo WSS.docx](#)



Proposed Gold Book Changes

1. Advanced carry forward
2. School non-staff



Advanced Carry Forward

WSS Per-Pupil and Equity Dollar Allocations – ~~Yes~~ **Not Allowed**

Advance carryforward will not be available to schools during the 202~~5~~⁴-2~~6~~⁵ budget development process. ~~and will be allowed for staff funding. This is a one-year exception only for the FY24-25 school year.~~



School non-staff

NON-STAFF ALLOCATIONS

The following are allocations distributed through the WSS as dollar amounts, ~~though some of the funding may be used to support additional staffing (FTE). There may be additional funding unique to certain schools.~~ To find the complete non-staff funding allocation for a particular school, please see the 2024-25 Schools' Funding Allocations.

Discretionary (Non-staff) Allocations

In addition to staffing, the WSS model provides enrollment-driven discretionary funding that allows each school to customize the budget for their unique needs. Discretionary budget may also be referred to as "non-staff," though all Equity dollars and up to 50% of Per-Pupil dollars (after stipends), ~~it~~ can be used for additional staffing ~~and-or~~ personnel-related expenditures. "WSS Discretionary Allocations" on page 22 contains more detail on the use of discretionary funding.



Social Worker Allocations

SOCIAL WORKER ALLOCATIONS

~~Converting an allocation for Elementary Social Worker to Elementary Counselor will require approval through a WSS waiver and a [documented plan](#) (see form on Budget Forms page) that demonstrates how the Counselor will provide behavioral and social emotional support for students. Schools may not convert Secondary Social Worker to Secondary Counselor and any waivers for this change will be denied.~~

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. (Justin to help refine)

- K8 Clarification from last meeting (Roe / Gray)



Update on WSS Project

Next full WSS meeting:

- Tuesday, December 17, 2pm to 4pm
 - Holiday refreshments will be provided
 - In-person at Whittier Elementary
 - Remote option available
-
- Topic: Subgroups convene to share reports

Thank you!





Weighted Staffing Standards

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

Meeting Date: *November 21, 2024*

Location: *MS Teams*

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. Sarah Pritchett, Dr. Pam Faulkner, Tim Moynihan, 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. James Mercer, Dr. Michael Starosky

Links to supporting Materials/Documents:

- [Gold Book 24-25](#)
- [October 2024 Meeting Notes](#)

Objective: Discuss 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.

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1. Welcome
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5. Update on WSS Project – December 17 meeting at Whittier

Time	Topic	Presenter	Action Items/Notes
3:00	Welcome		
3:05	Review Survey Results		<p>Summary of Discussion:</p> <ul style="list-style-type: none"> • Closing small Elementary, K-8, and non-comprehensive High Schools should continue to be a consideration. • There was consensus that these are all terrible options and would have negative impacts on students. • Reducing School Equity Funds shouldn't be considered in light of Seattle Public Schools' stated goals. • There continue to be concerns about overage pay reducing the actual savings that would be gained from class size increases. This issue is particularly acute in grades 4-5. • Elementary schools are currently struggling to provide basic services. • There was a request to break out potential secondary school class size increases between middle and high schools and to provide options for smaller student increases than just 31 to 34. • There was a request to provide more transparency around contact time at secondary schools. Concerns around how changes to class size ratio shouldn't be looked at in isolation without also understanding how contact time and SPS inclusion practices also impact actual class sizes.
3:55	Next Steps:		Agreed to meet again in December to review Superintendent memo and proposed Gold Book changes.
4:00pm	Closing		Reminder: Meeting December 17 at Whittier Elem.