



Palos Heights School District 128

12809 S. McVicker Ave • Palos Heights, IL 60463
Phone: (708) 597-9040 • Fax: (708) 597 9089 • www.palos128.org

Merryl B. Brownlow, Ed.D.
Superintendent

Staffing Overview for 2023-2024 Recommendations for 2024-2025

This overview is intended to provide the board with a big picture view of our staffing and enrollment. It incorporates the current state of the district and our future vision for continuing to provide high quality programming in a fiscally responsible manner. In order to examine the needs of the district, it is important to consider our mission and vision, our strategic plan (Portrait of a Learner), and the program parameters that guide our decision-making.

Program Considerations

- **Early Intervention:** We are committed to supporting literacy and mathematical concept development at the younger grades to intervene and fill gaps for struggling learners to better prepare them to access the instruction in later intermediate and middle school years.
- **Class Size Guidelines:** We are committed to responding to best practices as outlined by the Evidence Based Funding (EBF) model. We use EBF as a guide for appropriate class sizes to maximize instruction. Guidelines are just that. **We always consider context when making a formal recommendation that may be above or below the guidelines below.**
- **Recommended Class Size Guidelines**
 - Kindergarten = Recommendation to stay at 20 students per class
 - Smaller class sizes in Kindergarten provide higher levels of intensive support to close gaps from those with no previous formal school experience
 - First Grade = Range of 20-22 students per class
 - EBF recommendation is 20
 - Grades 2-3 = 22 -24 students per class
 - EBF recommendation is 20
 - Grades 4-8 = 24-26
 - EBF recommendation is 25
 - We are comfortable going to 26 in our core classes
- **Co-Teaching:** We are committed to an inclusive education for all students and have created a co-taught instructional model to support that commitment. Requires a special educator to be assigned to core content classes in the areas of literacy and mathematics to be sure IEP goals are supported and students achieve the targeted goals.
 - **Note:** Individual IEP needs may dictate a need for individual direct instruction programming.

INDIAN HILL
12800 S. Austin Ave
(708) 597-1285

CHIPPEWA
12425 S. Austin Ave
(708) 388-7260

NAVAJO HEIGHTS
12401 S. Oak Park Ave
(708) 385-3269

INDEPENDENCE JR. HIGH
6610 W. Highland Dr
(708) 448-0737

- **Middle School Programming:** We are committed to developing a true middle school model to support our students. Our recommendations reflect adjustments to take steps toward best practices that represent a successful middle school model.
 - **Grade Level Teams:** Creating teams at each grade level builds continuity and coherence for each cohort of students. It allows teachers the necessary collaboration and common planning opportunities to fully support at-risk students. It provides interdisciplinary instructional opportunities with common scheduling.
 - **Advisory:** Advisory continues to be a key component of a middle school model program.

2023-2024 CURRENT YEAR ENROLLMENT

Grade	Projected 23-24 Enrollment	Enrollment as of 1/8/2024	Sections	Average Class Size
Kindergarten	63*	79	4	20
1	68	69	3	23
2	84	81	4	21
3	93	92	4	23
4	77	77	4	19-20
5	91	90	4	22-23
Core 6	71	69	3** (4FTE)	23
Core 7	75	72	3** (4FTE)	24
Core 8	61	60	3** (4FTE)	20
TOTALS	683	689		

Projected Enrollment 2024-2025					
Grade	Current Enrollment 23-24	Projected Enrollment 24-25	Sections	Notes	Avg Class Size
Kindergarten	Grade PK4 - 45	66	3	Likely 4 given 45 PK Students	22
1	Grade K - 80	86	4	+1 FTE (Current K)	21-22
2	Grade 1 - 69	72 No gain 22 to 23	3	-1 FTE	24 (cap)
3	Grade 2 - 84	86	4		21-22
4	Grade 3 - 92	94	4		23-24
5	Grade 4 - 78	80	4		20
Core 6	Grade 5 - 89	92	4		23
Core 7	Grade 6 - 69	70	3** (4FTE)		23-24
Core 8	Grade 7 - 72	72	3** (4FTE)		24
TOTALS		718			

* Current Pre-K enrollment is 45, so more likely to tip to 4 sections in Kindergarten

** Core teachers are assigned as additional support for Tier 2 intervention in disciplines or for support for small group instruction. IJHS to be 4 sections at all grade levels over the next two years.

Staffing Implications for FY 2024

Class Size Core

- **Kindergarten Enrollment:** Kindergarten is likely to tip to 4 sections given the preschool enrollment. We currently have **45** Pre-K students enrolled.
- **Grade 1:** One additional section needed to address enrollment.
- **Grade 2:** Will go down a section if current enrollment holds. However, they sit at 69 and with 4 additional students could tip. This decision would not be made unless we had actual enrollment.

Summary of District Impact

- Flat staffing or down 1 FTE (depending on Kdg), unless Grade 2 tips a section.