



# Overview – Why Ratios Matter

- Ensure compliance with Department of Elementary and Secondary Education (DESE) and professional standards



- Support equitable access to services for all students



- Inform staffing priorities and budget planning



- Identify areas of overextension or need for reinvestment

# SHPS RECOMMENDED STAFFING RATIOS

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Jennifer Voyik, Superintendent

Lyn Jacques, Assistant Superintendent

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# Class Size / General Education Teachers

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## **State Recommendations:**

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- K-3  $\leq$  20 students
  - Grades 4-6  $\approx$  21 students
  - Grades 7-9  $\approx$  20 students
  - Grades 10-12  $\approx$  19 students
  - DESE max K = 25 students
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## **South Hadley Current:**

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- K: 96 students / 5 sections  $\rightarrow$  19:1
  - 1: 107 students / 5 sections  $\rightarrow$  21:1
  - 2-4: 23-25:1
  - 5-8: 23-24:1
  - HS: ELA/Math 25-28
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**Most elementary grades exceed state targets by 3-5 students.**

# Special Education Teachers

## State Requirements:

- Inclusion  $\leq 8$  students per special educator
- +1 aide = 12 students; +2 aides = 16 students
- Substantially Separate  $\leq 8$  students (+ aide = 12)
- Pre-K Inclusion  $\leq 20$  w/ 1 teacher + 1 aide ( $\leq 5$  students w/ disabilities)

## South Hadley Current:

- Skala: 3.5 Pre-K, 2 K/1 FTEs
- Mosier: 5 Inclusion, 1 Access, 1 TTC
- MESMS: 6 Inclusion
- SHHS: 12 Inclusion + Life Skills, Bridge, TTC

Within guidelines but high caseloads in upper grades.



# Specialists (SLP, OT/PT, BCBA)

## Professional Recommendations:

- 1 SLP per 40–60 students w/ IEPs
- 1 OT/PT per 40–50 students
- -1 BCBA per 75–100 students

## South Hadley Current:

- OT/PT/SLP ratios exceed benchmarks → heavy caseloads
- Shared specialists across multiple schools limit direct service time

**Not meeting recommended individualized therapy levels.**

School  
Adjustment  
Counselors(SAC)  
& Guidance  
Counselors

American School Counselor Association  
(ASCA) Recommendation:

- - 1 Guidance Counselor per 250 students
- - 1 SAC per 50 special education students

South Hadley Current:

- - Skala: 0 guidance; 1 SAC (267:1)
- - Mosier: 0 guidance; 1 SAC (378:1)
- - MESMS: 1 guidance (469:1) + 3 SAC
- - SHHS: 3 guidance + 3 SAC (459 students)  
→ 153:1

**HS meets standards; elementary levels  
under-resourced.**

# School Psychologists

National Association of School Psychologists (NASP)

Recommendation:

- - 1 Psychologist per 500 students

South Hadley Current:

- - 2 Psychologists for  $\approx 1,635$  students  $\rightarrow$  818:1

**Below recommended levels by 40%.**

# School Nurses

National Association of School Nurses (NASN)

Recommendation:

- - 1 Nurse per 250–500 students (+1 FTE per 50 beyond 500)

South Hadley Current:

- - 1 Nurse per school + Director + 2 one-to-one Nurses + Float Nurse

**Meets minimum but limited capacity for coverage and complex needs.**

# Administrators – Principals & Assistant Principals

## Best Practice:

- 1 Admin per 250–400 (K–8)
- 1 Admin per 350–500 (HS)

## South Hadley Current:

- Each school: 1 Principal + 1 AP (HS has 2 APs)

**Appropriate for district size and complexity.**

# Central Office Personnel

Best Practice for Central Office Staffing in a smaller district is as follows:

- Superintendent
- Assistant Superintendent
- Director of Business, Finance & Operations
- Director of Student Support Services
- Director of Curriculum and Instruction
- Human Resources Specialist
- Communication and administrative support for each department

# South Hadley Central Office

- South Hadley's Central Office:
- Superintendent – South Hadley's Superintendent is currently holding the role of Superintendent as well as Business Administrator (Director of Finance & Operations) & Human Resources Specialist
- Assistant Superintendent – holds the role of Director of Curriculum & Instruction
- No Director of Finance and Operations
- No Director of Curriculum and Instruction
- Director of Student Support Services & Assist. Dir. of Student Support Services
- Director of Technology
- Director of Social Emotional Learning

# South Hadley Central Office

- No Director of HR
- Director of Technology
- Communication and support for each

# Summary – Key Takeaways

Class sizes slightly above target K–8; HS variable

Specialists and Psychologists below recommended levels

Elementary Counseling support below ASCA standard

Nursing meets minimum; stretched by 1:1 students needs

Administrative coverage aligns with best practice

Priority Investment Areas:

- Counseling (K–8)

- Mental health services

- Specialists (OT/PT/SLP/BCBA)

- Early-grade class size adjustments