



Staff Report

Webster Groves School District
Presented to Board of Education
September 12, 2016



Identified Strengths:

- High percentage of teachers who remain in the district.
- Experienced teaching staff.
- Percentage of staff with Master's and Doctoral Degrees.
- High staff attendance.

Performance

Performance-Based Teacher Evaluation

- ⁴ New PBTE was used only with the teachers on summative evaluation cycle 2013-14
- New PBTE tool was utilized with all WGSD teachers in 2014-2015.
- The Student Learning Objective (SLO) process for teachers will be fully implemented this year.
 - Document in iObservation
 - 10% of final evaluation
 - PD teachers & Administrators
- All teachers are evaluated each year.

Education and Experience

Education and Experience

Education

84.8% of Certified Staff
Master's Degree or
Above

Experience

Average Years of Teaching
Experience 15.44

Average Years of Teaching
Experience in
WGSD 12.09

Education and Experience: Advanced Degrees and Experience

	12/13	13/14	14/15	15/16	16/17
<i>Certificated Staff with Master's Degrees or Above</i>	83%	81%	85%	85%	84.8%
<i>Average years of teaching experience</i>	15.78	15.15	13.64	15.97	15.44

Levels of Acceptable District Performance: Indicator: Education & Experience (2016-17 Data)

PERFORMANCE MEASURES	EXCELLENT	SATISFACTORY	UNACCEPTABLE
<i>% of staff with Master's Degree or Above</i>	More than 80%	70% - 79%	Less than 70%
<i>Average years of Teaching Experience</i>	More than 10	8-10	Less than 8



Student / Teacher Ratios

Student / Teacher Ratios

2012-2016

Students Per Teacher
(K-12)

School Year	12-13	13-14	14-15	15-16	16-17
WGSD	13	13	13	14	13
MO	13	13	13	13	N/A

Note

- 2012-15 WGSD numbers based on the last Wednesday in September attendance data.
- SY 2016-17 data is based on current (September 7, 2016) attendance data.
- The final numbers include all of our counselors, coordinators, librarians, administrators, etc. into the final calculation.

Student / Teacher Ratios

2012-2016

Students Per Classroom Teacher

School Year	12-13	13-14	14-15	15-16	16-17
WGSD K-8	20	20	20	21	21
WGSD 9-12	15	15	15	15	15
MO	18	18	18	17	N/A

Note

- SY 2016-17 data is based on current (September 7, 2016) attendance data divided by the number of sections
- High School sections can vary, for example:
- Freshman English (13 sections) avg 23 students
- Algebra 3 (3 sections) avg 12 students

Levels of Acceptable District Performance: Indicator: Culture and Climate (2015-16 Data)

PERFORMANCE MEASURES	EXCELLENT	SATISFACTORY	UNACCEPTABLE
<i>Teacher Attendance Rate</i>	95% - 100%	90% - 94%	Less than 90%
<i>Average Years of Teaching Experience in WGSD</i>	More than 8	5 - 8	Less than 5
<i>Student-Teacher Ratios</i>	7-12 less than 25	K-2 ---- 18 - 20 3-4 ---- 19 - 22 5-6 ---- 22 - 25	K-2 ---- 21 - 25 3-4 ---- 23 - 27 5-6 ---- 26 - 30 7-12 --- 29 - 33

Extra Talking Points

Overall HR Objectives since July 1, 2016:

1. HR Staff Meetings
2. All Department Staff On-Boarding and/or Exiting process
3. Research on current software programs
4. Creating transparency, where applicable
5. Creating more collaborative partnerships with other departments (PD)
6. Developing our vision as a department
7. Recruiting Strategies
 - Partnership with universities
 - Have solidified approximately 137 qualified substitutes

WGSD Certificated Staff

	2014-2015	2015-2016	2016-2017
Teachers	312	302	309
Counselors	15	15	16
Coordinators	5	4	4
Librarians	9	9	9
Administrators	29	28	28
Retirees	6	6	4
Social Workers	5	5	4
Total	381	369	374

WGSD Support Staff

2014-2015

2015-2016

2016-2017

Total	195	193	189
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This number represents aides, custodians, maintenance techs, nurses, secretaries, technology specialists, crossing guards, and tutors. We still have one lead custodian, one nurse, and two aide positions open; of which will put us back to having 193 Support Staff members.

Areas for Continued Growth:

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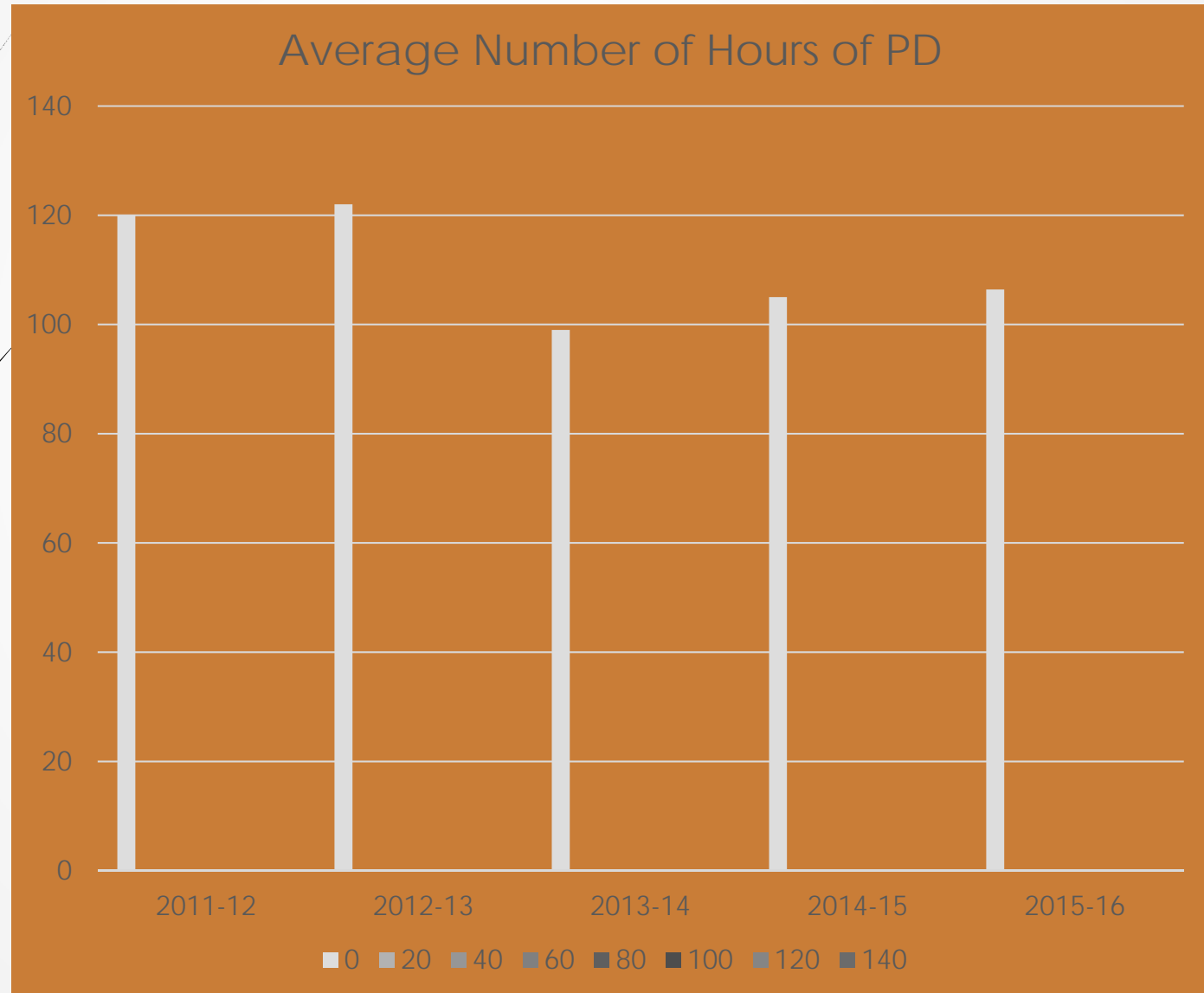
- Select certified staff of color to more closely reflect our student population.
- Review of our data and HR management programs (centralized)
- Maintain the amount and quality of professional development available to support continuous learning for all staff.
- Fair Labor Standards Act—December 1
 - Exempt versus Non-Exempt status
- Support Staff Committee to discuss status, salary, compensatory time, and expectations
- Provide PD to principals related to our systems and legalities of HR
- Data review



Supporting Data

Professional Development

Annual Professional Development Hours Per Staff



Levels of Acceptable District Performance:

Indicator: Performance

PERFORMANCE MEASURES	EXCELLENT	SATISFACTORY	UNACCEPTABLE
<i># of PD Hours/Staff Member</i>	More than 100	More than 60	Less than 60

Culture and Climate: Teacher Data

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<i>Teacher Attendance</i>	95.39%	95.10%	96.52%	96.52%	95.76%
<i>Average Years in WGSD</i>	11.72	11.83	11.59	11.95	12.09

TEACHERS AND SPECIALISTS -- ABSENCE ANALYSIS

PERSONAL ILLNESS AS % OF TOTAL ATTENDANCE

2015-2016	97.61%
2014-2015	96.52%
2013-2014	96.93%
2012-2013	97.05%
2011-2012	97.46%
2010-2011	97.04%
2009-2010	96.11%
2008-2009	96.88%
2007-2008	97.12%
2006-2007	97.30%
2005-2006	97.30%

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Questions or
Comments?