

Resource Materials

Staffing Enrichment Workgroup

This outline of high leverage and well researched priorities was submitted to the Staffing Enrichment Workgroup on July 12, 2019, by Simone Sangster, Assistant Superintendent of Finance and Operations, Bellingham School District. This communication is in response to the facilitators' request for participants to provide information to begin to identify priorities.

Simone pointed out that previous groups charged with examining our state's funding spent considerable time and resources examining appropriate supports and resources that have not been fully funded and recommended that we utilize that work.

Early Childhood Education

This is widely regarded as a key equity tool supporting students from higher poverty backgrounds or with higher Adverse Childhood Experiences (ACEs) scores. Heckman, a Nobel prize winning economist, has been one of the most vocal researchers on this topic.

Coaches

There is a large body of research on the benefit of teacher coaches. Common teacher planning time is also mentioned in much of this research. Deanna Burney and Richard Elmore laid a lot of the groundwork for this research back in the late 1990's to early 2000s. This is an intervention that Simone saw having powerful results on student learning when she was doing her own research.

Instructional rounds and use of data are similar interventions. That are also supported by a lot of research. These are methods of engaging teachers in looking at their own and others' practices. Instructional coaching, instructional rounds, collaborative planning time, teacher led professional learning, are all related initiatives: they interrogate practices and engage teachers in each other's work. This requires facilitation, it requires staff time integrated in the school day and possibly more specialist time. It also requires skilled leadership investment through training for school leaders.

System supports

Simone encourages us to focus beyond the direct provision of education in the classroom, and to remember the "village it takes to provide a building, get the kids to school, feed them, provide counseling, address planning and run the schools and system daily (pay people, hire people, comply with OSPI requirements!)" The University of Washington has done considerable work in this area through Center for Educational Leadership (<https://www.k-12leadership.org/>), Meredith Honig, and earlier through Paul Hill's group (Center on Reinventing Public Education).