

# Report on FY 23 Staffing

September 2022

---



**HINGHAM**  
PUBLIC SCHOOLS

---

**Presented by**  
**Margaret Adams, Superintendent of Schools**  
**Aisha Oppong, Director of Finance and**  
**Operations**

## Table of Contents

<b>Table of Contents</b>	<b>2</b>
<b>Introduction</b>	<b>3</b>
<b>East Elementary School</b>	<b>8</b>
<b>Foster Elementary School</b>	<b>11</b>
<b>Plymouth River Elementary School</b>	<b>14</b>
<b>South Elementary School</b>	<b>18</b>
<b>Elementary School Totals</b>	<b>21</b>
<b>Hingham Middle School</b>	<b>26</b>
<b>Hingham High School</b>	<b>31</b>
<b>District Level Staff</b>	<b>35</b>
<b>Conclusion</b>	<b>38</b>
<b>Benchmark District Financial Data</b>	<b>39</b>
Benchmark Communities-Teachers	41
Benchmark Communities-Students with Disabilities (SWD)	43
Benchmark Communities-District Staff	45
Benchmark Communities-Per-Pupil Expenditures	47
Comparable Districts-Teachers	48
Comparable Districts-Students with Disabilities (SWD)	50
Comparable District-District Staff	52

Note: A special thanks to the principals of each school in their support of the collection and reporting of the staff data that supports the analysis of the report.

- **Jonathan Hawes, Principal East Elementary School**
- **Matthew Scheufele, Principal Foster Elementary School**
- **Greg Lamothe, Principal Plymouth River Elementary School**
- **Mary Eastwood, Principal South Elementary School**
- **Derek Smith, Principal Hingham Middle School**
- **Rick Swanson, Principal Hingham High School**

## Introduction

During the spring of 2022, then Interim Superintendent of Schools, Dr. Gary Maestas collected information from each school principal on the staffing numbers in each school building. The staffing audit was to document and review the allocation of staff across the schools and levels. The initial data collection was based on the FY22 budget allocations and staffing.

In the summer of 2022, with principals and district leaders, the senior leadership team reviewed those initial results. The results were updated to include the FY23 budget allocations. The following is a report of the findings by school and level to reflect FY23 staffing and budget allocations. The purpose is to describe the most current status of the school staffing to the school committee and community. The results of this staffing audit will inform the FY24 budget planning process.

Included also is information based upon available statewide data on FY20 budgets information available from the Massachusetts Department of Elementary and Secondary Education. Hingham is compared to identified benchmark communities. For the purpose of comparisons, the student/staff ratio is used. The comparison employed state data available across the state for FY20 including across several staff reporting elements including teachers of general education, core subject, art/language, other subject, special education, medical staff, instructional coaches, and paraprofessionals.

In addition, data is also presented for 10 other districts considered comparable to Hingham in their demographics. Comparisons with comparable districts may support conclusions around the level of services for special education students. The comparable districts do vary in total student population.

In this analysis, the decision was made not to compare to national averages or national standards. Educational funding varies from state to state. Funding and quality of education in Massachusetts is superior across multiple measures in comparison to other states across the nation. Comparisons with national or other state staffing data were not likely to yield a useful means of analysis.

Relevant school committee policy (I-IIB) also dictates class size as indicated in the chart below:

Level/Program	Enrollment Per Class
Kindergarten and Grade 1	23 maximum
Grades 2-5	25 maximum
Grades 6-12	30 maximum
Physical Education	35 maximum
Laboratory and Elective Areas	35 maximum (or fewer as determined by

	facilities or lab stations)
--	-----------------------------

These numbers also dictate decisions for staffing levels.

Caution must be used in drawing conclusions from the data and comparisons for several reasons including the following:

- Staffing varies in districts for multiple reasons including decisions made at the local level in regards to the needs of the students, grade configurations, and community desires.
- Availability of special education services and programming will vary by district. Students' academic and social emotional learning needs will also vary by districts.
- This analysis uses both state and benchmark districts' student to staff ratios for comparisons. The benchmark districts were used as historically these towns have been used for means of comparison in Hingham. Benchmark districts vary in the overall student population, grade configurations, demographics, and programming available to students.
- Included is also data for students to staff ratio for comparable districts that are similar to Hingham's demographics. Comparable districts were identified using the state's DART tool. Caution must be made in these comparisons as districts vary in total student population, educational programming, and grade configurations.
- The data available for student to staff ratios available from both the state, district, and benchmark district used for comparison is from FY20. Comparisons to data that is two years old should be made with caution as schools have experienced significant changes and challenges due to the pandemic.
- Many districts because of increased federal and state funding and significant academic and social emotional learning needs of the students during and post-pandemic added staffing. The student to staff ratios for many districts from FY20 may not reflect that increased staffing.
- Student population for the schools and district was based on beginning school numbers. We can expect slight variations in student to staff ratios as the school population for the 2022-23 school year will change.

In conclusion, the analysis is most useful in identifying further points for investigation of relative differences and data outliers.

**All Teachers**

Comparison Points	Teacher/Staff Category	Year of Data	Student: Staff
State Average	All Teachers	FY21	11.9:1
Hingham	All Teachers	FY21	12.1:1
Benchmark Districts Average	All Teachers	FY21	11.97:1
State Average	All Teachers	FY20	12.6:1
Hingham	All Teachers	FY20	14.2:1
Benchmark Districts Average	All Teachers	FY20	12.5:1
State Average	General Education Teacher	FY20	15.4:1
Hingham	General Education Teacher	FY20	16.5:1
Benchmark Districts Average	General Education Teacher	FY20	15:1
State Average	Special Education Teachers	FY20	16.9:1
Hingham	Special Education Teachers	FY20	13.6:1
Benchmark Districts Average	Special Education Teachers	FY20	15:1
State Average	ELA/Reading/Math/ Science/Social Studies	FY20	21.2:1
Hingham	ELA/Reading/Math/ Science/Social Studies	FY20	22.7:1
Benchmark Districts Average	ELA/Reading/Math/ Science/Social Studies	FY20	21:1
State Average	Arts/Languages	FY20	128.9:1
Hingham	Arts/Languages	FY20	102.6:1
Benchmark Districts Average	Arts/Languages	FY20	100.2:1
State Average	Other Subjects	FY20	NA
Hingham	Other Subjects	FY20	148.3:1
Benchmark Districts Average	Other Subjects	FY20	107.8:1

**Students with Disabilities**

Comparison Points	Teacher/Staff Category	Year of Data	Student: Staff
State Average	SPED Teachers	FY21	16.9:1
Hingham	SPED Teachers	FY21	13.6:1
Benchmark Districts Average	SPED Teachers	FY21	15.0:1
State Average	SPED Paraprofessionals	FY20	8.8:1
Hingham	SPED Paraprofessionals	FY20	4.4:1
Benchmark Districts Average	SPED Paraprofessionals	FY20	6.8:1
State Average	SPED Instructional	FY20	103:1
Hingham	SPED Instructional	FY20	81:1
Benchmark Districts Average	SPED Instructional	FY20	55.6:1
State Average	SPED Related Staff	FY20	29.1
Hingham	SPED Related Staff	FY20	81:1
Benchmark Districts Average	SPED Related Staff	FY20	29.2:1

**District Staff**

Comparison Points	Teacher/Staff Category	Year of Data	Students: Staff
State Average	Administrators Instructional Leaders	FY20	105:1
Hingham	Administrators Instructional Leaders	FY20	154:1
Benchmark Districts Average	Administrators Instructional Leaders	FY20	115.6:1
State Average	Instructional Coaches	FY20	66:1
Hingham	Instructional Coaches	FY20	0
Benchmark Districts Average	Instructional Coaches	FY20	533.6:1
State Average	Instructional Support	FY20	185:1
Hingham	Instructional Support	FY20	204:1
Benchmark Districts Average	Instructional Support	FY20	184.3
State Average	SPED Instructional Support	FY20	589:1
Hingham	SPED Instructional Support	FY20	609:1
Benchmark Districts Average	SPED Instructional Support	FY20	412.3:1
State Average	Medical Health	FY20	448:1
Hingham	Medical Health	FY20	533:1
Benchmark Districts Average	Medical Health	FY20	467.6:1
State Average	Clerk Secretaries	FY20	115:1
Hingham	Clerk Secretaries	FY20	178:1
Benchmark Districts Average	Clerk Secretaries	FY20	127.6:1
State Average	Tech Support	FY20	683:1
Hingham	Tech Support	FY20	1,142:1
Benchmark Districts Average	Tech Support	FY20	879:1

## East Elementary School

East Elementary School is home to 511 East Elementary Explorers and approximately 100 staff members that work to support our students or our families. It is a strong and supportive school community that has many facets that make it unique. The HPS integrated Pre-K program is housed here at East Elementary, as well as the Language and Academic Home Base (LAHB) program. These programs offer special education services to students that are specially designed to meet varying student needs. We are also proud to host the East Explorers After-School Enrichment program, in partnership with the Hingham Recreation Dept. and the East Elementary PTO. This fantastic program will run again this fall, offering enrichment opportunities that encompass the Arts, STEAM, cooking, sports, gardening, and more. We are excited for what the future holds for East Elementary!

### Student Population

Subgroup	Number of Students	% Population of the School
ELLs	1	.2%
Special Education Students	105	20.5%
High Needs	126	24.7%
Total Student Population	511	

### Classroom Teachers

Grade	Number of Students	Teachers	Students: Staff
PreK	90	4	22.5:1
Grade K	76	4	19:1
Grade 1	80	4	20:1
Grade 2	63	4	16:1
Grade 3	70	4	18:1
Grade 4	75	4	19:1
Grade 5	57	3	19:1
Totals	511	27	18.9:1

### Student Services

(Based on 105 students with disabilities)

Teachers	FTEs	Students with
----------	------	---------------



		<b>Disabilities: Staff</b>
Special Education Teachers	5	21:1
Speech/Language	2 (1 K-5, 1 Pre-K)	52.5:1
School Psychologist/TEAM Chair	1	105:1
Occupational Therapist	1	105:1

Language Academic Home Base (LAHB) services students for grades 3-5 for students with language based disorders (specifically dyslexia) is based at East. The program is supported by one special education teacher.

### **Additional Student Services**

<b>Staff</b>	<b>FTEs</b>	<b>Students: Staff</b>
School Adjustment Counselors	1	511:1
Guidance Counselor	1	511:1
Instructional Coaches-Reading and Math Specialist	3	170.3:1
Reading/Math Interventionists	4	127.7:1

### **Specialists**

Specialists provide coverage for 40 minutes daily preparation period as required by the teacher contracts. They teach six blocks each school day. Elementary schools are on a six day rotation where students receive one of the specials each day.

For comparison below, specialist teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

<b>Specialist</b>	<b>FTEs</b>	<b>Students: Staff</b>
<b>Arts/Language</b>		
Art	1	511:1
Music	1	511:1
World Language	1	511:1
Band/Orchestra Teachers	.4	1,277.5:1
Total	3.4	150.3:1

<b>Other Subjects</b>		
Digital Literacy	1	511:1
Physical Education	1	511:1
Library	1	511:1
<b>Total</b>	<b>3</b>	<b>170.3</b>
<b>All Specialists</b>		
<b>Total</b>	<b>6.4</b>	<b>79.8:1</b>

### Paraprofessionals

Role	FTE	Students: Staff
Special Education Paraprofessionals	19	SPED Students: Staff 5.5:1
Kindergarten Paraprofessionals	4	Kindergartners: Staff 19:1
PreK Paraprofessional	7	PreK Students: Staff 12.85:1
<b>Total</b>	<b>31</b>	<b>All Students: Staff 16.5:1</b>

### Administrative Staff

Role	FTEs	Students: Staff
Principal/Assistant Principal	2	255.5:1
Administrative Assistant	3	170.3:1
Nurse	1	511:1

### Facilities

Role	FTEs	Students: Staff
Head Custodian	1	511:1
Night Custodians	2	255.5:1

## Foster Elementary School

The 408 members of Foster's Finest attend school at the William Foster Elementary School. Our school is a place in which everyone belongs because of our commitment to having a welcoming community. Our school is a place in which our students learn to love learning and leave us prepared to be lifelong learners. Foster's Finest are creative thinkers and problem solvers. Our PTO sponsors enrichments tied to our curriculum and they work hard to give students opportunities for learning inside and outside of the classroom. Our school has an award winning Green Team, which has been very active in learning how to conserve, protect, and grow plants in the environment. The entire Foster Community is excited at the prospect of having a new school building for us to continue our journey as educators and learners.

### Student Population

Subgroup	Number of Students	% Population of the School
ELLs	5	1.2%
Special Education Students	70	17.2%
High Needs	89	21.7%
Total Student Population	408	100%

### Classroom Teachers

Grade	Number of Students	Teachers	Student:Staff
Grade K	62	3	20.6:1
Grade 1	52	3	17.3:1
Grade 2	71	4	17.75:1
Grade 3	84	4	21:1
Grade 4	64	3	21.3:1
Grade 5	75	4	18.75:1
Totals	408	21	19.4:1

### Student Services

(Based on 70 students with disabilities)

Role	FTEs	Students with Disabilities: Staff

Special Education Teachers	5	14:1
Speech/Language	1	70:1
School Psychologist	1	70:1
Occupational Therapist	.3	233.3:1

**Additional Student Services**

Role	FTEs	Students: Staff
School Adjustment Counselors	1	408:1
Guidance Counselor	1	408:1
Instructional Coaches-Reading and Math Specialist	3	136:1
Reading/Math Interventionists	4	102:1

**Specialists**

Specialists provide coverage for 40 minutes daily preparation period as required by the teacher contracts. They teach six blocks each school day. Elementary schools are on a six day rotation where students receive one of the specials each day.

For comparison below, specialist teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

Specialist	FTEs	Students: Staff
<b>Arts/Language</b>		
Art	1	408:1
Music	1	408:1
World Language	1	408:1
Band/Orchestra Teachers	.4	1,020:1
Total	3.4	120:1
<b>Other Subjects</b>		
Digital Literacy	1	408:1
Physical Education	1	408:1
Library	1	408:1

Total	3	136:1
<b>All Specialists</b>		
Total	6.4	63.75:1

### Paraprofessionals

Role	FTE	Students: Staff
Special Education Paraprofessionals	14	SPED Students:Staff 5:1
Kindergarten	3	Kindergartners: Staff 20.6:1
Total	15	All Students: Staff 27.2:1

### Administrative Staff

Role	FTEs	Student: Staff
Principal/Assistant Principal	2	204:1
Administrative Assistant	3	136:1
Nurse	1	408:1

### Facilities

Role	FTEs	Student: Staff
Head Custodian	1	408:1
Night Custodians	2	204:1

## Plymouth River Elementary School

Plymouth River Elementary School (PRS) is a K-5 school with a little under 400 students. We are a close-knit community that provides a supportive, rigorous, and rich learning environment for all students to achieve their best. For over more than 50 years in existence, the PRS entire community has unified around giving students the best possible learning environment that demands rigor, meets students' needs, and guides students in becoming critical thinkers and problem solvers. Our professional learning opportunities, academic program, and student/family support structures all advance the school toward a shared school vision. It is a wonderful place for students, families, and educators to learn and grow!

### Student Population

Subgroup	Number of Students	% Population of the School
ELLs	5	1.3%
Special Education Students	67	17.6%
High Needs	108	28.4%
Total Student Population	380	

### Classroom Teachers

Grade	Number of Students	Teachers	Students: Staff
Grade K	64	3	21.3:1
Grade 1	56	3	18.6:1
Grade 2	58	3	19.3:1
Grade 3	66	3	22:1
Grade 4	60	3	20:1
Grade 5	76	4	19:1
Totals	380	19	20:1

### Student Services

(Based on 67 special education students)

Teachers	FTEs	Students with Disabilities: Staff
Special Education Teachers	5	13.4:1
Speech/Language	1	67:1

Occupational Therapist	.3	223.3:1
School Psychologists/TEAM Chair	1	67:1

Plymouth River will for the first year host the grades 3-5 Comprehensive Learning Center that support specific special education students with complex neurological disorders. The program is staffed with one special education teacher and paraprofessionals as needed.

### Additional Student Supports

Teachers	FTEs	Student: Staff
School Adjustment Counselors	1	380:1
Guidance Counselor	1	380:1
Instructional Coaches-Reading and Math Specialist	3	126.6:1
Reading Interventionists	2	190:1
Math Interventionists	2	190:1
Field Science Coordinator	.2	1,900:1

### Specialists

Specialists provide coverage for 40 minutes daily preparation period as required by the teacher contracts. They teach six blocks each school day. Elementary schools are on a six day rotation where students receive one of the specials each day.

For comparison below, specialist teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

Specialist	FTEs	Students: Staff
<b>Arts/Language</b>		
Art	1	380:1
Music	1	380:1
World Language	1	380:1
Band/Orchestra Teachers	.4	
Total	3.4	
<b>Other Subjects</b>		

Digital Literacy	1	380:1
Physical Education	1	380:1
Library	1	380:1
Total	3	
<b>All Specialists</b>		
Total	6.4	

### Paraprofessionals

Role	FTE	Students: Staff
Special Education Paraprofessionals	20	SPED Ss:Staff 3.4:1
Kindergarten	3	Kindergartners: Staff 21.3:1
Instructional Paraprofessional	2	All Students: Staff 190:1
Total	25	All Students: Staff 15.2:1

Three instructional paraprofessionals are classroom based kindergarten supports. One paraprofessional provides math intervention support and one ELA supports.

### Administrative Staff

Role	FTEs	Student: Staff
Principal/Assistant Principal	2	190:1
Administrative Assistant (2 Main Office and one Special Education Office)	3	126.7:1
Nurse	1	380:1

### Facilities

Role	FTEs	Student: Staff
Head Custodian	1	380:1
Night Custodians	2	190:1



Total	3	126.6:1
-------	---	---------

## South Elementary School

South School educates children in grades K-5, and we currently have around 500 students. The school dates back to the early 1800s, originally built on its present site in 1948, rebuilt and expanded in 1999, and is a wonderful, updated facility. Our mission at South Elementary School is to provide learning experiences that develop those habits and traits necessary to become independent, well-adjusted learners who understand their own learning styles. Our mascot is a **Bee**, and we always accentuate the positive by encouraging **all** to “bee” respectful, “bee” responsible, “bee” ready to learn, and most importantly, “bee” kinder than necessary! All of our teachers and staff work collaboratively to facilitate the development of all of our students. The members of the teaching staff are all highly qualified and are organized in grade-level teaching teams who meet often to plan curriculum and all grade level activities and events. Families are also encouraged and invited to collaborate and participate in the education of our children. We view each child as a unique individual and learner, and we like to say, “It takes a **village** to prepare the child for the path.” Our whole community participates in this endeavor together.

### Student Population

Subgroup	Number of Students	Population of the School
ELLs	3	.5%
Special Education Students	84	16.7%
High Needs	90	17.8%
Total Student Population	504	

### Classroom Teachers

Grade	Number of Students	Teachers	Students: Teacher
Grade K	81	4	20:25:1
Grade 1	90	4	22.5:1
Grade 2	72	4	18:1
Grade 3	80	4	20:1
Grade 4	90	4	22.5:1
Grade 5	91	4	22.75:1
Totals	504	24	21:1

### Student Services

(Based on 84 special education students)

Teachers	FTEs	Students with Disabilities: Staff
Special Education Teachers	7	12:1
Speech/Language	1	84:1
Occupational Therapists	.8	105:1
School Psychologist	1	84:1

South houses the district wide grades K-5 RISE program, a sub-separate program for students on the autism spectrum. Two special education teachers support the program along with 9 paraprofessionals.

### Additional Student Supports

Teachers	FTEs	Students: Staff
School Adjustment Counselors	1	504:1
Guidance Counselor	1	504:1
Instructional Coaches-Reading and Math Specialist	3	168:1
Reading/Math Interventionists	4	126:1
Field Science Coordinator	.25	2,016:1

### Specialists

Specialists provide coverage for 40 minutes daily preparation period as required by the teacher contracts. They teach six blocks each school day. Elementary schools are on a six day rotation where students receive one of the specials each day.

For comparison below, specialist teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

Specialist	FTEs	Students: Staff
<b>Arts/Language</b>		
Art	1	504:1
Music	1	504:1
World Language	1	504:1
Band/Orchestra Teachers	.4	1,260:1

Total	3.4	168:1
<b>Other Subjects</b>		
Digital Literacy	1	504:1
Physical Education	1	504:1
Library	1	504:1
Total	3	168:1
<b>All Specialists</b>		
Total	6.4	78.75:1

### Paraprofessionals

Staff	FTE	Students: Staff
Special Education Paraprofessionals	19	SPED Ss: Staff 4.2:1
Kindergarten Paraprofessionals	4	Kindergarteners:Staff 20.25:1

### Administrative Staff

Staff	FTEs	Students: Staff
Principal/Assistant Principal	2	252:1
Administrative Assistant	2.66	189.5:1
Nurse	1	504:1

### Facilities

Role	FTEs	Students: Staff
Head Custodian	1	504:1
Night Custodians	2	252:1

## Elementary School Totals

The following are total staff FTEs across the 4 elementary schools for comparison across the district. The state FY20 teacher to student ratios and the average for benchmark districts are used as points of comparison when the information is available.

### Student Population

Subgroup	Number of Students	% Population of the School
ELLs	14	.77%
Special Education Students	326	18%
High Needs	413	22.9%
Total Student Population	1,803	

### Classroom Teachers

Grade	Number of Students	Teachers	Students: Staff
PreK	90	4	23:1
Grade K	283	14	20.2:1
Grade 1	278	14	19.9:1
Grade 2	264	15	17.6:1
Grade 3	300	15	20:1
Grade 4	289	14	20.6:1
Grade 5	299	15	19.9:1
Totals	1,803	87	20.7:1

The following comparisons can support contextualizing the data:

- Across all of the elementary schools and as a whole the students to teacher ratio falls below the state averages for FY21 (11.9:1) and FY20 (12.6:1) for all teachers.
- For core subject teachers, also using FY20 state average (21.2:1) and benchmark district average (21:1), Hingham is slightly below these numbers.
- The range of student to core teachers ratios for benchmark districts is from 28.9:1 in Canton to 16.9:1 in Rockland. Hingham falls within that range.

The students to teacher ratio average for classroom teachers is consistent with these averages across the state and benchmark districts.

Note: Core subject teachers are defined as teachers of ELA, Reading, math, science, and social studies.

### Student Services

(Based on 326 students with disabilities)

Teachers	FTEs	Students with Disabilities: Staff
Special Education Teachers	22	14.8:1
Speech/Language	5	65.2:1
Occupational Therapists	2.4	41.6:1
School Psychologists/TEAM Chair	4	81.5:1

The ratios for Speech/Language and Occupational Therapists do not reflect their actual caseloads. They are presented here as a point of reference to state and other district staff to student ratios. In some cases, both specialists will serve in addition to special education students, non-special education students via a Section 504.

The following comparisons can support contextualizing the data:

- Across all of the elementary schools and as a whole the students with disabilities to teacher ratio fall below the state average for FY20 (16.9:1) and below the average for benchmark districts (15:1).
- The range in the benchmark districts for students with disabilities to teacher ratios is from 8.4:1 in Canton and 32.6:1 in Needham. Hingham falls near the lower end of the range in its student with disabilities to special education teacher ratio.

### Additional Student Supports

Teachers	FTEs	Students: Staff
School Adjustment Counselors	4	450.75:1
Guidance Counselor	4	450.75:1
Instructional Coaches-Reading and Math Specialist	12	150.25:1
Reading/Math Interventionists	16	112.7:1
Field Science Coordinator	1	1,803:1

The following comparisons can support contextualizing the data:

- The state average ratio for instructional coaches for FY20 is 661:1. Each school has two reading specialists and one math specialist that thus contribute to the lower students to instructional coach ratio. These specialists serve important roles in coordination of

assessment data, coaching general education teachers, and coordination of intervention supports.

**Specialists**

Specialists provide coverage for 40 minutes daily preparation period as required by the teacher contracts. They teach six blocks each school day. Elementary schools are on a six day rotation where students receive one of the specials each day.

For comparison below, specialist teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

Specialist	FTEs	Students: Staff
<b>Arts/Language</b>		
Art	4	450.75:1
Music	4	450.75:1
World Language	4	450.75:1
Band/Orchestra Teachers	1.6	1,126.9:1
Total	13.6	132.8:1
<b>Other Subjects</b>		
Digital Literacy	4	450.75:1
Physical Education	4	450.75:1
Library	4	450.75:1
Total	12	150.25:1
<b>All Specialists</b>		
Total	25.6	70.4:1

The following comparisons can support contextualizing the data:

- Across all of the elementary schools as a whole, the students to art/languages teacher ratio is higher than the state averages for FY20 (128.9:1) and FY20 benchmark districts (100.2:1).
- The range of student to arts/language teachers ratios for benchmark districts is from 60.2:1 in Concord-Carlisle to 165.3:1 in Rockland. Hingham falls within the lower end of that range.
- For other subject teachers, also using FY20 benchmark districts (107.8:1), Hingham’s student to other subjects ratio is higher at 150.25:1.

- The range of student to other subject teachers ratios for benchmark districts is from 43.9:1 in Cohasset to 185.7:1 in Rockland. Hingham falls within the midpoint of that range.

**Paraprofessionals**

Role	FTE	Students: Staff
Special Education Paraprofessionals	74	SPED Ss: Staff 5.6:1
Kindergarten Paraprofessionals	14	Kindergarteners: Staff 20.3:1
Pre-K Paraprofessionals	8	PreK: Staff 11.25:1
Total	83	All Students: Staff 21.72:1

The determination of special education services is determined by the student's Individual Educational Plans (IEP) as developed by a students team. Special education paraprofessionals are required in order to meet the district's obligation to the students' outlined IEP services. Paraprofessionals also play a vital role in the functioning of the school. They support various duties including lunch, recess and morning/afternoon dismissal. In addition, additional staff in classrooms supports all students. While they specifically support special education students, they can also be a resource to all students.

The following comparison can support contextualizing the data:

- Comparing all of the elementary schools as a whole, the students with disabilities to paraprofessionals for FY23 is below the FY20 state average (8.8:1) and below the benchmark district average (6.8:1).

**Administrative Staff**

Role	FTEs	Students: Staff
Principal/Assistant Principal	8	225.4:1
Administrative Assistant (2 Main Office and one Special Education Office)	11.66	154.6:1
Nurse	4	450.75:1

The following comparison can support contextualizing the data:

- The FY20 state average (488:1) of student to nurses is higher than the ratio for Hingham Middle School.
- The range of students to nurse ratios for benchmark districts is from 285 in Hull to 640 in Concord-Carlisle. Hingham falls in the mid-point of the range.



**Facilities**

<b>Role</b>	<b>FTEs</b>	<b>Students: Staff</b>
Head Custodian	4	450.75:1
Night Custodians	8	225.4:1
Total	12	150.25:1

## Hingham Middle School

Hingham Middle School is a place where students in grades six through eight and their teachers work together to create a caring and supportive community of learners. In addition to providing a rigorous educational experience, we strive to help our students explore new and varied interests through both our exploratory and elective classes during the school day, as well as a number of after school clubs. These extracurricular activities aim to appeal to any student, ranging from arts, athletics, sciences, community service, and beyond. We are sure that we have something to offer everyone. With a current enrollment of approximately 850 students, Hingham Middle School is large with a small school feel. As a member of one of our three academic teams in both grade six and seven, students enjoy the strong relationships formed with dedicated adults and the students on their teams. As eighth graders, they prepare to transition to a high school model, learning to manage a greater level of independence. We strongly believe that what happens during their time as HMS students helps shape the adults they will be in the future, and we are so proud of who they become.

The following are total staff FTEs for the middle school for comparison across the district. The state FY20 teacher to student ratios and the average for benchmark districts are used as points of comparison when the information is available.

### Student Population

Subgroup	Number of Students	% of School Population
ELLs	3	.3%
Special Education Students	158	18.5%
High Needs	188	22%
Total Student Population	854	

### Core Subject

Core subjects meet every day for 47 minutes. All students are assigned to core subjects.

Subject	Total Students	FTEs	Students: Staff
English	854	9.8	87.1:1
Math	854	9.0	94.8:1
Science	854	9.0	94.8:1
Social Studies	854	9.0	94.8:1
Total	854	36.8	23.2:1

The following comparison can support contextualizing the data:

- At the middle school, for core subject teachers, using FY20 state average (21.2:1) and benchmark district average (21:1), Hingham is above these numbers.
- The range of student to core teachers ratios for benchmark districts is from 28.9:1 in Canton to 16.9:1 in Rockland. Hingham falls within that range.

The students to teacher ratio average for classroom teachers is consistent with these averages across the state and benchmark districts.

### Exploratories

Sixth grade students participate in 1 exploratory each quarter for a total of 4 exploratories in the year. The purpose is to introduce them to the elective choices they will have in seventh and eighth grade. Seventh and eighth grade students participate in two electives that meet every other day for the full year. For comparison below, exploratory teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

### Arts/Languages

Subject	FTEs	Students: Staff
World Language	9.1	93.8:1
Art	1.8	474.4:1
Music	2.4	355.8:1
Drama	.8	1067.5:1
Total	14.1	60.6:1

The following comparison can support contextualizing the data:

- At the middle school, the students to art/languages teacher ratio is lower than the state averages for FY20 (128.9:1) and FY20 benchmark districts (100.2:1).
- The range of student to arts/language teachers ratios for benchmark districts is from 60.2:1 in Concord-Carlisle to 165.3:1 in Rockland. Hingham at the lower end of that range.

The amount of World Language teachers and the offerings at the middle school would account for this lower students to staff ratio. Hingham Middle School students have the opportunity to study French or Spanish in grades six, seven, and eight, or Chinese in grade seven. World languages meet every other day in grade six, and every day in grades seven and eight.

### Other Subjects

All seventh and eighth graders complete health class every other day for one quarter.

Subject	FTEs	Students: Staff
Industrial Technology	2	427:1
Family and Consumer Science	2	427:1

Library Media	1	854:1
Health	1	854:1
Physical Education	3	284.6:1
Total	9	94.9:1

The following comparison can support contextualizing the data:

- For other subject teachers, using FY20 benchmark districts (107.8:1), Hingham's student to other subjects ratio is lower at 94.9:1.
- The range of student to other subject teachers ratios for benchmark districts is from 43.9:1 in Cohasset to 185.7:1 in Rockland. Hingham falls within the midpoint of that range.

### Student Services

(Based on 158 students with disabilities)

Staff	FTEs	Students with Disabilities: Staff
Special Education Teachers	13	12.1:1
Speech/Language	1	158:1
Occupational Therapists	.2	790:1
School Psychologist	1.5	105.3:1

In addition to moderate special needs programming, the following specific special education programs are provided in the middle school.

- The RISE program is a substantially separate program. The program is assigned one teacher and paraprofessionals as needed.
- Comprehensive Learning Center supports specific special education students with complex neurological disorders. The program is assigned one special education teacher and at least one paraprofessionals.
- Language Academic Home Base services students with language disorders specifically dyslexia. The program is supported by one special education teacher. Paraprofessional assignments will depend on the students' IEPs.

The ratios for Speech/Language and Occupational Therapists do not reflect their actual caseloads. They are presented here as a point of reference to state and other district staff to student ratios. In some cases, both specialists will serve in addition to special education students, non-special education students via a Section 504.

The following comparisons can support contextualizing the data:

- At the middle school, the students with disabilities to teacher ratio fall below the state average for FY20 (16.9:1) and below average of the benchmark districts (15:1).
- The range in the benchmark districts for students with disabilities to teacher ratio is from 8.4:1 in Canton and 32.6:1 in Needham. Hingham falls near the lower end of the range in its student with disabilities to special education teacher ratio.

**Additional Student Supports**

Staff	FTEs	Students: Staff
ESL	.4	
School Adjustment Counselors	3	284.6:1
Guidance Counselor	4	213.5:1
Reading Teacher	1.2	711.7:1
Instructional Coaches-Reading and Math Specialist	2	427:1
Math/Reading Interventionists and Tutors	5	170.8:1

The following comparison can support contextualizing the data:

- The state average ratio for instructional coaches for FY20 is 661:1. At the middle school, these teachers provide for small group reading instruction.

**Paraprofessionals**

Staff	FTEs	Students: Staff
Library Media Specialist Paraprofessionals	1	All Students:Staff 854:1
Special Education Paraprofessionals	20	SPED Students:Staff 7.9:1
Total	22	All Students: Staff 38.8:1

The determination of special education services is determined by the student's Individual Educational Plans (IEP) as developed by a students team. Special education paraprofessionals are required in order to meet the district's obligation to the students' outlined IEP services. The following comparison can support contextualizing the data:

- At the middle school, the students with disabilities to paraprofessional ratio for FY23 is below the FY20 state average (8.8:1) and above the benchmark district average (6.8:1).

Paraprofessionals also play a vital role in the functioning of the school. Additional staff in classrooms supports all students. While they specifically support special education students, they can also be a resource to all students.

**Administrative Staff**

Staff	FTEs	Students: Staff
Principal/Assistant Principal	3	284.7:1
Administrative Assistant	4	213.5:1
Nurse	2	427:1

The following comparison can support contextualizing the data:

- The FY20 state average (488:1) of student to nurses is higher than the ratio for Hingham Middle School. The range of students to nurse ratios for benchmark districts is from 285 in Hull to 640 in Concord-Carlisle. Hingham falls in the mid-point of the range.

**Facilities**

Role	FTEs	Students: Staff
Head Custodian	1	854:1
Night Custodians	2	427:1
Total	3	284.6:1

## Hingham High School

Hingham High School (HHS) can cite a wide range of meaningful honors and awards. A “Blue Ribbon” attests to high academic achievement; a “Green Ribbon” illustrates an exceptional commitment to the environment; three consecutive Holmes Awards demonstrate the strength and breadth of its athletic programs; and numerous accolades point to the excellence of its faculty. However, no collection of trophies or prizes can fully capture the school’s ethos and spirit. As Principal Swanson has observed, “HHS graduates not only develop their skills and expand their knowledge in powerful ways; they know what it feels like to belong to a genuine community, drawing inspiration both from an excellent faculty and from each other. They leave our school wanting to improve the world and believing they can.”

### Student Population

Subgroup	Number of Students	% of School Population
ELLs	1	.0008%
Special Education Students	108	9.1%
High Needs Students	192	16.3%
Total Student Population	1175	

### Core Subjects

The HHS Program of Studies and/or MASS Core requirements for graduation require students to complete four years of English, three years of math, three years of science, and three year of social studies. In addition, many core subject teachers also deliver elective courses..

For most high school teachers, one FTE is equivalent to teaching five courses. For English teachers, though, one FTE represents teaching four courses.

Subject	FTEs	Students: Staff
English	15	78.3:1
Math/Computer Science	14	83.9:1
Science	14	83.9:1
Social Studies	12.8	91.8:1
Total	55.8	21:1

The following comparison can support contextualizing the data:

- At the high school, for core subject teachers, using FY20 state average (21.2:1) and benchmark district average (21:1), Hingham is comparable to these districts.

- The range of student to core teachers ratio for benchmark districts is from 28.9:1 in Canton to 16.9:1 in Rockland. Hingham falls within that range.

### Electives

The HHS Program of Studies and/or Mass Core requirements require at least one course in the fine or applied arts (i.e., music, art, family and consumer science, and industrial technology), two full semesters of physical education, one full semester of health, and two years of a world language. Many students select electives in these subjects and others that are offered through the core subjects.

For comparison below, elective teachers are divided into two categories, arts/language and other subjects to match the DESE reporting categories.

### Arts/Language

Subject	FTEs	Students: Staff
World Language	12.8	91.79:1
Art	2	587.5:1
Music/Performing Arts	2.2	534:1
Total	17	69.12:1

The following comparison can support contextualizing the data:

- At the high school, the students to art/languages teacher ratio is lower than the state averages for FY20 (128.9:1) and FY20 benchmark districts (100.2:1).
- The range of student to arts/language teachers ratio for benchmark districts is from 60.2:1 in Concord-Carlisle to 165.3:1 in Rockland. Hingham falls within the lower end of that range.

### Other Subjects

Subject	FTEs	Students: Staff
Industrial Technology	2.8	419.6:1
Business	1.2	979.16:1
Family & Consumer Science	1.8	652.78:1
Library Media Center (1.1 FTEs teaching and .9 library supervision)	2	587.5:1
Health	1.4	839.29:1



Physical Education	2.8	419.6:1
Total	12	97.92:1

The following comparison can support contextualizing the data:

- For other subject teachers, using FY20 benchmark districts (107.8:1), Higham’s student to other subjects ratio is lower at 97.92:1.
- The range of student to other subject teachers ratio for benchmark districts is from 43.9:1 in Cohasset to 185.7:1 in Rockland. Higham falls within the midpoint of that range.

### Student Services

(Based on 108 students with disabilities)

Teachers	FTEs	Special Education Students: Staff
Special Education Teachers	8	13.5:1
School Psychologists	1.5	72:1
Speech/Language	1	108: 1
Occupational Therapists	.2	540:1

The RISE and CLC programs for grades 9 through post Grad are supported by 2 teachers with paraprofessionals as needed.

The ratios for Speech/Language and Occupational Therapists do not reflect their actual caseloads. They are presented here as a point of reference to state and other district staff to student ratios. In some cases, both specialists will serve in addition to special education students, non-special education students via a Section 504.

The following comparison can support contextualizing the data:

- The students with disabilities to teacher ratio fall below the state average for FY20 (16.9:1) and below the average benchmark districts (15:1).
- The range in the benchmark districts for students with disabilities to teacher ratio is from 8.4:1 in Canton and 32.6:1 in Needham. Higham falls near the lower end of the range in its student with disabilities to special education teacher ratio.

### Additional Student Supports

Teachers	FTEs	Students: Staff
ESL Teacher	.2	5875:1
School Adjustment Counselors	2	587.5: 1

Guidance Counselors	7	167.85: 1
Transition Room	1	1175: 1
Tier 2 Intervention	1	1175:1

Director of Guidance is not included in guidance counselor allocation. The Director also has a small caseload of students.

### Paraprofessionals

Staff	FTE	Student: Staff
Special Education Paraprofessionals	19	SPED Students: Staff 5.68:1
Library Paraprofessional	1	All Students: Staff 1175:1
Total	20	All Students: Staff 58.75:1

The determination of special education services is determined by the student's Individual Educational Plans (IEP) as developed by a student's team. Special education paraprofessionals are required in order to meet the district's obligation to the students' outlined IEP services. The following comparison can support contextualizing the data:

- At the high school, the students with disabilities to paraprofessional ratio for FY23 is below the FY20 state average (8.8:1) and above the average of benchmark districts (6.8:1).

Paraprofessionals also play a vital role in the functioning of the school. Additional staff in classrooms supports all students. While they specifically support special education students, they can also be a resource to all students.

### Administrative Staff

Staff	FTEs	Student:Staff
Principal/Assistant Principal	3	391.67:1
Administrative Assistant	8	146.88:1
Nurse	2	587.5:1
Athletic Director	1	1175:1

The following comparison can support contextualizing the data:

- The FY20 state average (488:1) of students to nurses is lower than the Hingham High School average. The range of students to nurse ratios for benchmark districts is from 285 in Hull to 640 in Concord-Carlisle. Hingham falls in the mid-point of the range.

## District Level Staff

### Student Population

Subgroup	Number of Students	% of School Population
ELLs	18	.4%
Special Education Students	591	15.4%
High Needs	793	20.7%
Total Student Population	3,835	

In addition, the district services 46 students with disabilities through out of district placements. In addition, there are 32 active IEPs that are not attending Hingham Public Schools. The total special education population is 669 students.

### Administration/Instructional Leaders

Role	FTEs	Students: Staff
Superintendent/Assistant Superintendent	2	1,917.5:1
Director of Finance and Operations	1	3,835:1
Human Resource Director	1	3,835:1
Curriculum Directors	7	547.9:1
Coordinators	.8	4,794:1
Director of Technology	1	3,835:1
Supervisor of Transportation	1	3,835:1
Director of Maintenance	1	3,835:1
Special Education Administrators	4	958.8:1
Director of METCO	1	3,835:1
Principals/Assistant Principals	14	273.9:1
Early Childhood Coordinator	.7	5,478.6:1
Total	34.5	111:1:1

The following comparison can support contextualizing the data:

- In comparison to FY20, Hingham is slightly above the state average (105:1) for administration/instructional leaders.

- In comparison to FY20, Hingham is consistent with the average for benchmark districts (115.6:1) for administration/instructional leaders.
- In comparison to FY20, Hingham's students to administrators/instructional leaders ratio has decreased from 154:1 to 111.1:1.

### Technology Supports

Role	FTE	Students: Staff
Director of Technology	1	3,835:1
Technology Support	3	1,278.3:1
Total	4	958.75:1

The following comparisons can support contextualizing the data:

- In comparison to the FY20 state average for technology support of 638:1, Hingham's students to technology support ratio is higher.
- The FY23, students to technology support ratio for Hingham is lower than FY20 (1,142:1).
- In comparison to the FY20 average for benchmark districts technology support, Hingham's FY23 ratio is slightly higher.
- The range of ratios for students to technology support staff ranges from 171:1 in Weston and 2,977:1 in Scituate. Hingham falls at the midpoint of the range.

Caution must be used in considering this data. Given the pandemic and increased use of technology, it may be that comparisons between FY20 and FY23 may indicate increased technology support staff in districts.

### Clerical Staff

Role	FTE	Student: Staff
Central Administrative Assistants and Financial Support	11	348.6:1
School Clerical Staff	23.66	162:1
Total	34.66	110.6:1

The following comparisons can support contextualizing the data:

- In comparison to the FY20 state average for clerical staff of 115:1, Hingham's students to clerical staff is slightly lower.
- The FY23, students to clerical staff ratio for Hingham is lower than FY20 (178:1).
- The FY20 range of ratios for students to clerical staff ratio in the benchmark district ranges from 49:1 in Weston and 270:1 in Milton. Hingham falls at the midpoint of the range.

### Student Services District Staff

(Based on 591 students with disabilities)

Role	FTE	Student with Disabilities: Staff
Early Childhood Coordinator	.7	844.2:1
Speech and Language Pathologists	7	84.4:1
Occupational Therapists	2.8	211:1
Applied Behavioral Analyst	2	295.5:1

**Special Education Related Services**

(Based on 3,835 students with disabilities)

Role	FTE	Student with Disabilities: Staff
Speech and Language Pathologists	7	84.4:1
Occupational Therapists	2.8	211:1
Total	9.8	391.3:1

The following comparisons can support contextualizing the data:

- The FY23 students to special education related services ratio is lower in comparison to the FY20 state average of 589:1 and benchmark districts of 412.3:1. The district does contract out using consultants for some of these services in order to meet the needs of students. These consultants and their services would not be included in these ratios.

## Conclusion

As previously stated, conclusions from the staffing data must be made with caution for multiple reasons. Most importantly, the analysis is most useful in identifying further points for investigation of relative differences and data outliers. However, the following preliminary conclusions may be drawn from the data:

- In most cases, Hingham's student to staff ratios are consistent with the state average among most staffing categories. In addition, Hingham falls within the range of the average student to staff ratios for benchmark districts.
- Students with disabilities to special education paraprofessionals ratios across the elementary schools is an outlier. Across all of the elementary schools as a whole, the students with disabilities to paraprofessional ratio for FY23 (5.6:1) is below the FY20 state average (8.8:1) and below the benchmark district average (6.8:1). Special education paraprofessional support required services as outlined in students' Individual Educational Program. As noted above, paraprofessionals play a vital role in the functioning of the school including supporting additional coverage for duties. While primarily focused on the needs of special education students, they also are a resource to other students in the classroom.
- At the elementary level, students to instructional coaches is higher than the state average ratio for instructional coaches for FY20 (661:1). These specialists serve important roles in coordination of assessment data, coaching general education teachers, and coordination of intervention supports. These specialists serve important roles in the improvement of the core instructional program.

As next steps, the staffing audit supports the following actions:

- The data will inform the budget development for FY24 including additional discussions of how current staffing meets the academic and social emotional learning needs of students.
- The data supports the basis for additional reviews of specific areas of the district. For example, the district has begun an audit of technology including instructional technology. The audit will end with the creation of a three year technology plan.
- In addition, the staffing audit provides information to determine areas for further investigation of our educational programming and how we are best meeting the needs of all students. The district will develop a protocol for the review of our educational programs and begin on a rolling basis their review.
- The Special Education Continuous Improvement Task Force will reconvene to involve a variety of stakeholders in continuous improvement of the program and support the evaluation of our programs.

## Benchmark District Financial Data

The following is based on 2021-22 school year data reported by the Massachusetts Department of Elementary and Secondary Education [school and district profiles](#). The student/teacher ratio for Hingham is slightly above the state. In comparison to the 19 benchmark districts, Hingham ranks 9th highest among the districts in its student/teacher ratio.

The average student/teacher ratio of the 19 benchmark districts for the 21-22 school year is 11.97. Hingham is slightly above this average 12.1.

District	Total # of Teachers (FTE)	Student/Teacher Ratio
State	76,328.8	11.9:1
Andover	484.2	11.3:1
Braintree	412.2	13.0:1
Canton	238.9	13.5:1
Cohasset	120.1	11.8:1
Concord-Carlisle	107.4	12.3:1
Dedham	228.6	11.2:1
Hingham	319.7	12.1:1
Hull	78.2	10.3:1
Lexington	614.5	11.0:1
Marblehead	251.6	10.3:1
Milton	319.3	13.6:1
Needham	438.3	12.6:1
Norwell	164.5	13.3:1
Rockland	171.5	12.3:1
Scituate	233.2	11.9:1
Wellesley	389.7	11.0:1
Weston	167.3	11.6:1
Weymouth	457.8	12.1:1
Winchester	355.9	12.3:1





## Benchmark Communities-Teachers

The following data outlines across the specific job functions categorized as teachers and 19 benchmark districts including Hingham. Reported are the total number of staff for each job function and student to staff ratios based on FY20 data reported to the Massachusetts DESE. The [District Analysis and Review Tools \(DARTs\)](#) for Staffing and Finance provided by Massachusetts DESE was used to collect the information.

Hingham was above the state average student to teacher ratio in the job functions of all teachers, general education teachers, and all subjects. Hingham was below the state average in the job functions of special education teachers and arts/language teachers.

In comparison to the 19 benchmark districts, Hingham ranks 2nd highest for all teachers, 11th for special education teachers, 7th for all general education teachers, 5th for core subject teachers, 7th for arts/language teachers, and 6th for other subjects.

District	Students Enrolled	Students with Disabilities	Teachers	All Students: All Teachers	Special Ed. Teachers	SWDs: Special Ed. Teachers	All General Education Teachers	All Students: General Ed. Teachers	ELA/Reading/Math/Sci/Social Studies Teachers	All Students: Subject Teachers	Arts/Languages Teachers	All Students: Subject Teachers	Other Subjects	All Students: Subject Teachers
State	948,828	166,175	75,731.9	12.6:1	9,816.6	16.9:1	61,504.8	15.4:1	44,850.8	21.2:1	7,360.6	128.9:1	NA	NA
Andover	5,856	1,149	488.3	12.2:1	97.8	11.7:1	366.8	16.0:1	268.3	21.8:1	54.1	108.2:1	44.4	132.0:1
Braintree	5,795	1,100	438.2	13.7:1	81.3	13.5:1	331.1	17.5:1	257.7	22.5:1	35.2	164.8:1	38.3	151.3:1
Canton	3,297	303	250.4	13.4:1	36.0	8.4:1	206.1	16.0:1	113.9	28.9:1	34.1	96.8:1	58.1	56.7:1
Cohasset	1,500	178	110.4	13.6:1	3.1	57.4:1	107.3	14.0:1	54.4	27.6:1	18.7	80.3:1	34.2	43.9:1
Concord-Carlisle	1,280	218	103.5	12.4:1	11.2	19.5:1	91.3	14.0:1	60.9	21.0:1	21.3	60.2:1	9.1	140.9:1
Dedham	2,736	572	235.9	11.6:1	30.1	19.0:1	205.8	13.3:1	154.5	17.7:1	26.7	102.4:1	24.6	111.1:1
<b>Hingham</b>	<b>4,262</b>	<b>564</b>	<b>305.8</b>	<b>14.2:1</b>	<b>41.4</b>	<b>13.6:1</b>	<b>258.3</b>	<b>16.5:1</b>	<b>188.1</b>	<b>22.7:1</b>	<b>41.5</b>	<b>102.6:1</b>	<b>28.7</b>	<b>148.3:1</b>
Hull	854	167	83.1	10.4:1	15.9	10.5:1	64.8	13.2:1	47.7	17.9:1	8.5	100.7:1	8.6	99.6:1



**HINGHAM**  
PUBLIC SCHOOLS

Lexington	7,190	940	622.4	11.7:1	105.7	8.9:1	489.2	14.7:1	360.1	20.0:1	86.6	83.0:1	42.5	169.3:1
Marblehead	2,963	538	265.2	11.5:1	22.9	23.5:1	231.4	12.8:1	125.3	23.6:1	35.4	83.6:1	70.7	41.9:1
Milton	4,431	595	310.4	14.3:1	50.1	11.9:1	259.8	17.1:1	183.8	24.1:1	41.3	107.2:1	34.6	128.0:1
Needham	5,706	926	434.9	13.5:1	28.4	32.6:1	388.9	14.7:1	267.2	21.4:1	55.9	102.1:1	65.8	86.7:1
Norwell	2,210	332	166.8	13.4:1	19.8	16.8:1	144.0	15.3:1	110.3	20.0:1	21.9	101.1:1	11.9	185.7:1
Rockland	2,273	370	177.4	12.9:1	6.7	55.2:1	166.1	13.7:1	134.2	16.9:1	13.7	165.3:1	18.1	125.6:1
Scituate	2,977	397	244.6	12.2:1	17.7	22.4:1	226.9	13.1:1	161.4	18.4:1	33.6	88.6:1	31.9	93.4:1
Wellesley	4,862	762	397.2	12.2:1	28.2	27.0:1	357.4	13.6:1	239.5	20.3:1	68.3	76.8:1	54.5	89.2:1
Weston	2,039	335	180.9	11.3:1	29.3	11.4:1	148.1	13.8:1	102.1	20.0:1	30.1	67.8:1	15.9	128.2:1
Weymouth	5,763	1,109	458.0	12.8:1	96.1	11.5:1	334.2	17.2:1	257.8	22.4:1	38.7	148.8:1	37.6	153.1:1
Winchester	4,678	734	361.3	13.1:1	27.3	26.9:1	332	14.5:1	256.6	18.2:1	39.7	117.9:1	25.8	181.4:1

## Benchmark Communities-Students with Disabilities (SWD)

The following data outlines across the specific job functions that support students with disabilities for the state and 19 benchmark districts including Hingham. Reported are the total number of staff for each job function and student to staff ratios based on FY20 data reported to the Massachusetts DESE. The [District Analysis and Review Tools \(DARTs\)](#) for Staffing and Finance provided by Massachusetts DESE was used to collect the information.

In all job functions reported below, Hingham was below the state average when comparing students with disabilities to staff ratios except for special education related staff. In addition, in comparison to the 19 benchmark districts listed below, Hingham ranks among the highest in the job functions of special education instructional support and special education related staff. Specifically, for special education teachers Hingham ranks 10th in its student to staff ratio, 18th for special education paraprofessionals, 5th highest for special education instructional supports, and 2nd for special education related staff.

The following definitions outline the specific job functions outlined below:

- Special Educational instructional include the positions of school adjustment counselors, school psychologists, and social workers providing direct services to special education students.

District	SWD in-District	SPED Teachers	SWD: SPED Teachers	SPED Paraprofessionals	SWD: SPED Para	SPED Instructional Support	SWD: SPED Instructional Support	SPED Related Staff	SWD: SPED Related Staff
State	166,175	9,816.6	16.9:1	18,929.2	8.8:1	1,609.7	103:1	5,792.2	29.1
Andover	1,149	97.8	11.7:1	197.3	5.8:1	23.0	50:1	44.6	26.1
Braintree	1,100	81.3	13.5:1	131.9	8.3:1	12.8	86.1	43.5	25:1
Canton	303	36.0	8.4:1	76.0	4.0:1	6.0	51:1	13.5	22:1
Cohasset	178	3.1	57.4:1	27.5	6.5:1	4.0	45:1	18.2	10.1
Concord-Carlisle	218	11.2	19.5:1	25.8	8.5:1	5.0	44:1	1.5	145:1
Dedham	572	30.1	19:1	79.8	7.2:1	11.0	52:1	14.2	40:1

Hingham	564	41.4	13.6:1	128.3	4.4:1	7.0	81:1	7.0	81:1
Hull	167	15.9	10.5:1	16.4	10.2:1	3.0	56:1	5.5	30:1
Lexington	940	105.7	8.9:1	177.5	5.3:1	15.5	61:1	42.9	22:1
Marblehead	538	22.9	23.5:1	24.9	21.6:1	8.0	67:1	20.8	26:1
Milton	595	50.1	11.9:1	74.5	8:1	5.6	106:1	12.2	49:1
Needham	926	28.4	32.6:1	159.7	5.8:1	10.0	92:1	24.4	38:1
Norwell	332	19.8	16.8:1	30.8	10.8:1	4.0	83:1	9.6	35:1
Rockland	370	6.7	55.2:1	24.0	15.4:1	10.0	37:1	6.3	59:1
Scituate	397	17.7	22.4:1	62.9	6.3:1	5.6	71:1	13.6	29:1
Wellesley	762	28.2	27:1	178.9	4.3:1	17.1	45:1	39.7	19:1
Weston	335	29.3	11.4:1	22.8	14.7:1	5.1	66:1	12:0	28:1
Weymouth	1,109	96.1	11.5:1	121.9	9.1:1	40.1	28:1	28.1	39:1
Winchester	734	27.3	26.9:1	91.8	8:1	10.0	73:1	20.6	36.1

## Benchmark Communities-District Staff

The following data outlines across the district specific job functions for the state and 19 benchmark districts including Hingham. Reported are the total number of staff and student to staff ratios based on FY20 data reported to the Massachusetts DESE. The [District Analysis and Review Tools \(DARTs\)](#) for Staffing and Finance provided by Massachusetts DESE was used to collect the information.

In all categories reported below including administrators/instructional leaders, instructional support, SPED instructional support, medical health, clerk/secretaries, and tech support, Hingham was above the state average when comparing student to staff ratios in those categories. In addition, in comparison to the 19 benchmark districts listed below, Hingham ranks among the highest. Specifically, for administrative/instructional leaders Hingham ranks 2nd highest in its student to staff ratio, 6th for instructional support, 2nd highest for special education instructional supports, 7th for medical/health staff, 2nd for clerical and 5th for tech support.

The following definitions outline the specific job functions outlined below:

- The job functions classified as administrative/instructional leaders include the superintendent, assistant superintendent, school business officials, human resource director, and other district wide administrators.
- Special Educational instructional supports include the positions of school adjustment counselors, school psychologists, and social workers providing direct services to special education students.

District	Adnin/Ins tructional Leaders	Student: Staff	Instructio nal Coaches	Student: Staff	Instructi onal Support	Students :Staff	SPED Instruction al Support	Students: Staff	Medical Health	Student: Staff	Clerk Secretaries	Student: Staff	Tech Support	Students: Staff
State	8,998	105:1	1,435	661:1	5,142	185:1	1,610	589:1	2,119	448.1	8,257	115:1	1,390	683:1
Andover	49.4	119:1	8.4	697:1	21.9	267:1	2.3	255:1	10.0	586:1	41.9	140:1	3.7	1,596:1
Braintree	38.0	153:1	0.4	0	20.8	279:1	12.8	453:1	13.2	438:1	367	158:1	5.5	1,054:1
Canton	34.8	95:1	0	0	14.6	226:1	6.0	550:1	7.3	452:1	28.5	116:1	3.0	1,099:1
Cohasset	14	107:1	0	0	8,5	176:1	4	375:1	3.1	484:1	10.6	142:1	3.5	429:1
Concord- Carlisle	12.7	101:1	0	0	11.5	111:1	5.0	256:1	2.0	640:1	18.1	71:1	6.5	198:1

Dedham	32.6	84:1	7.2	380:1	18.0	152:1	11.0	249.1	8.8	312:1	21.0	130:1	7.0	391:1
Hingham	27.7	154:1	0	0	20.9	204:1	7.0	609:1	8.0	533:1	24.0	178:1	3.0	1,142:1
Hull	9.6	89:1	0.2	0	7.0	122:1	3.0	285:1	3.0	285:1	9.8	87:1	1.6	534:1
Lexington	70.2	102:1	12.0	599:1	54.1	133:1	15.5	465:1	16.3	441:1	113.6	63:1	18.0	399:1
Marblehead	25.0	119:1	0.8	0	22.9	129:1	8.0	370:1	8.2	361:1	22.3	133:1	5.8	511:1
Milton	28.7	154:1	3.0	1,477:1	24.3	182:1	5.6	791:1	6.0	739:1	16.4	270:1	2.0	2,216:1
Needham	58.8	97:1	12.3	464:1	37.3	153:1	10.0	568:1	13.0	440:1	69.0	83:1	9.3	614:1
Norwell	14.3	155:1	1.5	1,473:1	13.3	166:1	4.0	553:1	4.0	553:1	17.3	128:1	3.0	737:1
Rockland	18.1	126:1	3.0	760:1	8.5	267:1	10.0	227:1	4.0	568:1	19.0	120:1	5.0	455:1
Scituate	26.6	112:1	1.0	2,977:1	17.0	175:1	5.6	532:1	7.0	425:1	18.0	165:1	1.0	2,977:1
Wellesley	49.0	99:1	17.5	278:1	26.0	187:1	17.1	284:1	12.0	405:1	45.5	107:1	16.9	288:1
Weston	25.3	81:1	4	510:1	22.1	92:1	5.1	400:1	6.4	319:1	41.6	49:1	12.0	171:1
Weymouth	48	120:1	11	524:1	20.7	278:1	40.1	144:1	17.0	339:1	50.0	115:1	8.0	720:1
Winchester	36.1	130:1	0	0	23.1	203:1	10.0	468:1	8.3	564:1	27.5	170:1	4.0	1,170:1

## Benchmark Communities-Per-Pupil Expenditures

This following shows per pupil expenditures for FY21 by major functional categories, total in-district expenditures, and total expenditures for benchmark districts based on the fiscal year selected on the detail report. The range of per pupil expenditures for the 19 benchmark districts is from \$30,340.10 to \$16,817.90. Hingham ranks fourth from the bottom in comparison at \$17,319.40 in per pupil expenditures.

District	In-District FTE Pupils	Out-of-District FTE Pupils	Total FTE Pupils	Administration	Instructional Leadership	Teachers	Other Teaching Services	Professional Development	Instructional Materials, Equipment and Technology	Guidance, Counseling and Testing	Pupil Services	Operations and Maintenance	Insurance, Retirement Programs and Other	Total In-District Expenditures	Total Expenditures
Andover	5,587.9	104.4	5,692.3	\$547.08	\$1,259.38	\$8,169.16	\$2,083.00	\$215.83	\$381.02	\$736.69	\$1,541.71	\$1,798.70	\$3,173.50	\$19,906.07	\$20,941.36
Braintree	5,516.6	111.3	5,627.9	\$339.18	\$907.22	\$7,138.58	\$1,505.93	\$50.59	\$456.09	\$663.92	\$1,615.83	\$1,380.84	\$2,411.11	\$16,469.31	\$17,496.76
Canton	3,168.2	93.1	3,261.3	\$588.46	\$1,265.68	\$7,221.96	\$1,780.42	\$62.55	\$415.95	\$819.09	\$1,516.69	\$1,162.58	\$3,446.09	\$18,279.46	\$19,886.17
Cohasset	1,427.0	35.3	1,462.3	\$779.53	\$1,288.96	\$7,587.17	\$1,727.64	\$153.25	\$472.36	\$797.01	\$1,343.97	\$1,749.19	\$3,517.13	\$19,416.22	\$20,525.08
Concord-Carlisle	1,315.4	32.2	1,347.6	\$735.08	\$1,504.91	\$8,956.61	\$1,427.74	\$208.69	\$573.13	\$1,308.63	\$2,583.72	\$1,707.15	\$2,401.28	\$21,406.94	\$23,344.72
Dedham	2,548.7	110.0	2,658.7	\$977.30	\$1,461.09	\$8,727.55	\$2,033.55	\$417.89	\$630.60	\$1,080.52	\$1,813.08	\$2,280.09	\$3,368.95	\$22,790.62	\$24,010.81
Hingham	3,877.5	80.1	3,957.6	\$471.31	\$1,034.88	\$7,648.75	\$1,735.64	\$68.54	\$274.94	\$780.31	\$1,263.24	\$1,330.97	\$1,724.97	\$16,333.54	\$17,319.48
Hull	801.2	54.0	855.2	\$1,346.55	\$1,430.95	\$8,788.04	\$1,798.01	\$82.88	\$737.67	\$1,006.99	\$2,108.24	\$2,822.44	\$4,819.32	\$24,941.11	\$26,154.61
Lexington	6,884.1	117.5	7,001.6	\$543.99	\$1,843.52	\$8,503.93	\$2,284.87	\$279.09	\$302.89	\$919.19	\$1,672.36	\$196.91	\$3,478.39	\$20,025.14	\$21,429.38
Marblehead	2,698.5	167.2	2,865.7	\$567.93	\$1,090.72	\$8,022.51	\$1,605.10	\$42.34	\$706.89	\$777.57	\$901.68	\$1,815.29	\$3,340.08	\$18,870.09	\$19,558.01
Milton	4,351.2	61.5	4,412.7	\$555.24	\$1,343.32	\$6,381.64	\$1,317.06	\$111.78	\$346.90	\$447.30	\$1,297.02	\$1,249.23	\$2,611.79	\$15,661.29	\$16,863.97
Needham	5,531.0	102.4	5,633.4	\$861.41	\$1,658.25	\$7,482.15	\$1,954.58	\$254.83	\$822.39	\$701.69	\$1,178.43	\$1,694.85	\$3,582.98	\$20,191.55	\$21,146.56
Norwell	2,185.6	47.7	2,233.3	\$539.13	\$1,108.78	\$6,778.97	\$1,127.75	\$42.96	\$414.75	\$564.61	\$1,437.27	\$1,204.62	\$2,839.78	\$16,058.63	\$17,246.65
Rockland	2,163.9	165.4	2,329.3	\$582.84	\$1,440.12	\$6,570.81	\$1,224.76	\$182.80	\$559.65	\$546.15	\$1,651.35	\$1,104.38	\$4,181.46	\$18,044.30	\$18,816.56
Scituate	2,823.4	63.0	2,886.4	\$991.06	\$1,387.80	\$7,798.60	\$645.28	\$32.68	\$101.92	\$607.25	\$885.95	\$1,126.36	\$2,823.44	\$16,400.35	\$17,609.03
Wellesley	4,423.9	63.4	4,487.3	\$609.54	\$2,028.51	\$9,557.62	\$2,455.69	\$344.54	\$932.14	\$965.96	\$1,515.29	\$1,454.22	\$2,972.50	\$22,836.01	\$24,183.11
Weston	1,901.7	35.8	1,937.5	\$876.15	\$1,789.51	\$10,463.39	\$2,657.63	\$442.07	\$679.29	\$1,340.69	\$2,646.54	\$2,776.84	\$5,693.23	\$29,365.34	\$30,340.10
Weymouth	5,505.6	421.5	5,927.1	\$604.73	\$1,010.83	\$7,397.30	\$1,313.07	\$36.79	\$591.26	\$789.42	\$1,328.25	\$1,175.92	\$3,007.50	\$17,255.07	\$18,285.14
Winchester	4,462.0	68.6	4,530.6	\$710.47	\$1,194.69	\$6,989.77	\$1,338.49	\$118.95	\$763.35	\$628.98	\$881.83	\$1,083.82	\$2,276.95	\$15,987.29	\$16,817.90

## Comparable Districts-Teachers

The following data outlines across the specific job functions categorized as teachers and 10 comparable districts in relation to similar demographics to Hingham. Reported are the total number of staff for each job function and student to staff ratios based on FY20 data reported to the Massachusetts DESE. The [District Analysis and Review Tools \(DARTs\)](#) for Staffing and Finance provided by Massachusetts DESE was used to collect the information.

In comparison to the 10 comparable districts, the following can support contextualizing the data:

- Hingham ranks 2nd highest for all teachers, 7th for special education teachers, 1st highest for all general education teachers, 2nd highest for core subject teachers, 4th highest arts/language teachers, and 3rd highest for other subjects.

District	Students Enrolled	Students with Disabilities	Teachers	All Students: All Teachers	Special Ed. Teachers	SWDs: Special Ed. Teachers	All General Education Teachers	All Students: General Ed. Teachers	ELA/Reading/Math/Sci/Social Studies Teachers	All Students: Subject Teachers	Arts/Languages Teachers	All Students: Subject Teachers	Other Subjects	All Students: Subject Teachers
State	948,828	166,175	75,731.9	12.6:1	9,816.6	16.9:1	61,504.8	15.4:1	44,850.8	21.2:1	7,360.6	128.9:1	NA	NA
Cohasset	1,500	178	110.4	13.6:1	3.1	57.4:1	107.3	14.0:1	54.4	27.6:1	18.7	80.3:1	34.2	43.9:1
Duxbury	2,790	392	222.5	12.7:1	14.4	27.2:1	204.9	13.6:1	132.1	21.1:1	31.0	89.9:1	41.8	66.8:1
Groton-Dunstable	2,262	352	192.1	11.8:1	27.4	12.8:1	161.7	14.0:1	126.1	17.9:1	18.7	120.7:1	16.8	134.5:1
Hingham	4,262	564	305.8	14.2:1	41.4	13.6:1	258.3	16.5:1	188.1	22.7:1	41.5	102.6:1	28.7	148.3:1
Medfield	2,511	297	208.6	12.5:1	10.5	28.3:1	188.1	13.3:1	139.5	18.0:1	29.6	84.7:1	19.0	132.4:1
Norwell	2,210	332	166.8	13.4:1	19.8	16.8:1	144.0	15.3:1	110.3	20.0:1	21.9	101.1:1	11.9	185.7:1
Reading	3,951	662	321	12.5:1	63.6	10.4:1	250.8	15.8:1	197.5	20.0:1	33.6	117.6:1	19.7	200.6:1
Scituate	2,977	397	244.6	12.2:1	17.7	22.4:1	226.9	13.1:1	161.4	18.4:1	33.6	88.6:1	31.9	93.4:1
Sharon	3,493	471	244.8	14.3:1	—	—	244.8	14.3:1	172.8	20.2:1	37.9	92.2:1	34.1	102.4:1
Wellesley	4,862	762	397.2	12.2:1	28.2	27.0:1	357.4	13.6:1	239.5	20.3:1	68.3	76.8:1	54.5	89.2:1



Westford	4,714	690	345	13.7:1	34.5	20:1	305.8	15.4:1	224.0	21:1	41.7	113.1:1	40.2	117.2:1
----------	-------	-----	-----	--------	------	------	-------	--------	-------	------	------	---------	------	---------

## Comparable Districts-Students with Disabilities (SWD)

The following data outlines across the specific job functions that support students with disabilities for the state and 10 comparable districts in relation to similar demographics including Hingham. Reported are the total number of staff for each job function and student to staff ratios based on FY20 data reported to the Massachusetts DESE. The [District Analysis and Review Tools \(DARTs\)](#) for Staffing and Finance provided by Massachusetts DESE was used to collect the information.

In all job functions reported below, in comparison to the 10 comparable districts listed below, the following can support contextualizing the data:

- Hingham ranks ninth lowest in its students with disabilities to staff ratio and special education paraprofessionals to staff ratio. among the highest in the job functions of special education related staff.
- Among the comparable districts, Hingham ranks 5th highest in special education instructional support.
- For special related staff, Hingham ranks with the highest ratio for special education related staff. The larger student to staff ratio for special education related staff may be due to the fact the district contract some of these services.

The following definitions outline the specific job functions outlined below:

- Special Educational instructional include the positions of school adjustment counselors, school psychologists, and social workers providing direct services to special education students.
- Special education related services include occupational therapists, speech/language pathologists, and physical therapists.

District	SWD in-District	SPED Teachers	SWD: SPED Teachers	SPED Paraprofessionals	SWD: SPED Para	SPED Instructional Support	SWD: SPED Instructional Support	SPED Related Staff	SWD: SPED Related Staff
State	166,175	9,816.6	16.9:1	18,929.2	8.8:1	1,609.7	103:1	5,792.2	29.1
Cohasset	178	13.3	13.1:1	27.5	6.5:1	4.0	45:1	18.2	10.1
Duxbury	392	14.4	27.2:1	41.7	9.4:1	1.9	206:1	12.6	31:1
Groton-Dunstable	352	27.4	12.8:1	56.0	6.3:1	3.5	101:1	7.0	50:1
Hingham	564	41.4	13.6:1	128.3	4.4:1	7.0	81:1	7.0	81:1

Medfield	297	10.5	28.3:1	35.8	8.3:1	4.0	74:1	25.8	12:1
Norwell	332	19.8	16.8:1	30.8	10.8:1	4.0	83:1	9.6	35:1
Reading	662	63.6	10.4:1	70.1	9.4:1	3.0	221:1	16.7	40:1
Scituate	397	17.7	22.4:1	62.9	6.3:1	5.6	71:1	13.6	29:1
Sharon	471	–	–	35.1	13.4:1	6.0	79:1	26.2	18:1
Wellesley	762	28.2	27:1	178.9	4.3:1	17.1	45:1	39.7	19:1
Westford	690	34.5	20:1	90.5	7.6:1	9.5	73:1	15.8	44:1

## Comparable District-District Staff

The following data outlines across the district specific job functions for the state and 10 comparable districts in relation to similar demographics as defined by DESE. Reported are the total number of staff and student to staff ratios based on FY20 data reported to the Massachusetts DESE. The [District Analysis and Review Tools \(DARTs\)](#) for Staffing and Finance provided by Massachusetts DESE was used to collect the information.

The following definitions outline the specific job functions outlined below:

- The job functions classified as administrative/instructional leaders include the superintendent, assistant superintendent, school business officials, human resource director, and other district wide administrators.
- Special Educational instructional supports include the positions of school adjustment counselors, school psychologists, and social workers providing direct services to special education students.

District	Adnin/In structional Leaders	Student: Staff	Instructio nal Coaches	Student: Staff	Instructi onal Support	Students :Staff	SPED Instruction al Support	Students: Staff	Medical Health	Student: Staff	Clerk Secretaries	Student: Staff	Tech Support	Students: Staff
State	8,998	105:1	1,435	661:1	5,142	185:1	1,610	589:1	2,119	448.1	8,257	115:1	1,390	683:1
Cohasset	14	107:1	0	0	8,5	176:1	4	375:1	3.1	484:1	10.6	142:1	3.5	429:1
Duxbury	21.4	130.1:1	_	_	15.8	177:1	1.9	1,468:1	3.9	715:1	19.5	143:1	4	698:1
Groton-Du nstable	25	90:1	3.4	661:1	14.5	156:1	3.5	646:1	5.7	397:1	16.9	134:1	5	452:1
<b>Hingham</b>	<b>27.7</b>	<b>154:1</b>	0	0	<b>20.9</b>	<b>204:1</b>	7.0	609:1	<b>8.0</b>	<b>533:1</b>	24.0	178:1	<b>3.0</b>	<b>1,142:1</b>
Medfield	33.6	118:1	3.8	661:1	13.8	182:1	4.0	628:1	6.9	364:1	20.2	124:1	5.0	502:1
Norwell	14.3	155:1	1.5	1,473:1	13.3	166:1	4.0	553:1	4.0	553.1	17.3	128:1	3.0	737:1
Reading	33.6	118:1	0.1	_	26.8	148:1	3.0	1,317:1	8.8	449:1	17.5	226:1	10.5	376:1
Scituate	26.6	112:1	1.0	2,977:1	17.0	175:1	5.6	532:1	7.0	425.1	18.0	165:1	1.0	2,977:1
Sharon	25.3	138.1	_	_	13.1	267	6	582:1	4.3	812:1	25.1	139:1	4.0	873:1



**HINGHAM**  
PUBLIC SCHOOLS

Wellesley	49.0	99:1	17.5	278:1	26.0	187:1	17.1	284:1	12.0	405:1	45.5	107:1	16.9	288:1
Westford	40.7	116.1	12.6	374:1	24.8	190:1	9.5	496:1	10.5	449:1	33.9	139	10.0	471:1

## **Terms**

(Source: [DART User Guide](#))

Total per pupil expenditures Source: The total expenditures for a district include in-district costs related to administration; instructional leadership; classroom and specialist teaching services; professional development; instructional materials, equipment, and technology; guidance counseling and testing; pupil services; operations and maintenance; insurance and retirement; as well as costs for out-of-district placements. Unlike other metrics, per pupil spending also includes expenditures from all funding sources (Chapter 70 aid, local property taxes, state and federal grants, and all others). The amount of expenditures per pupil is reported in the chart and displayed in the line graph over the last five years. Per pupil spending is a good metric for comparing district expenditures because it controls district enrollment.

High needs students: A student is high needs if he or she is designated as either low income , economically disadvantaged, English learner/former English learner, or a student with disabilities. A former English learner student is a student not currently an English learner, but had been at some point in the four previous academic years.