

Hingham Public Schools

# FY 23 Staffing Audit



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## Caution in Analysis

- 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.
- Benchmark districts vary in the overall student population, grade configurations, demographics, and programming available to students.



# Caution in Analysis

- Comparisons with comparable districts vary in total student population, educational programming, and grade configurations.
- Comparisons to FY20 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 may not reflect that increased staffing.

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

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Elementary Schools



# 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

- 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.



# Core Subjects

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



# Student Services

<b>Teachers (Based on 326 students with disabilities)</b>	<b>FTEs</b>	<b>Students with Disabilities: Staff</b>
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
Special Education Paraprofessionals	74	5.6:1

- 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).
- 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).

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Hingham Middle School





# 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

- 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.



# Arts/Language

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

- 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.



# Other Subjects

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

- For other subject teachers, using FY20 benchmark districts (107.8:1), Higham's student to other subjects ratio is lower at 94.9:1.



# Student Services

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
Special Education Paraprofessionals	20	7.9:1

- 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).
- 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).

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Hingham High School



# Core Subjects

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

- 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.



# 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

- 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





# Student Services

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
Special Education Paraprofessionals	20	7.9:1

- 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. Hingham falls near the lower end of the range in its student with disabilities to special education teacher ratio.

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District Staff



# 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

- 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.



# 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

- 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 range of ratios for students to clerical staff ratio ranges from 49:1 in Weston and 270:1 in Milton. Hingham falls at the midpoint of the range.



# Conclusions

- 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 Plans.
- 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.



## Next Steps

- The data will inform the budget development for FY24 including additional discussions of how current staffing meets students' academic and social emotional learning needs.
- 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.
- 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 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.