

Summary of Current Evidence-Based Funding for Student Success Adequacy Recommendations

November 22, 2016

Odden/Picus Studies Referenced:

- *National Louis IL Adequacy Study 2008*
- *Vermont Study 2015 - Kentucky Study 2014*

Prototype School Size	Elementary (K-5): 450 Middle (6-8): 450 High (9-12): 600	NL IL Adequacy Study 2008 w/ adjustment of elementary from 432 to 450 to reflect 150 students per grade.
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Definitions:

- AFR = 2015 Annual Financial Report
- CWI = 2014 Comparable Wage Index

CWI Applied	Funding Basis	EB Model Element	Element Definition	Current Recommendation	Comment/Source
STAFF RESOURCES FOR CORE PROGRAMS					
Yes	Research Based	1. Full Day Kindergarten	All kindergarten students attend school full-day vs half-day. Scheduling is similar to 1-3 with academic focus.	Each K student counts as 1.0 pupil in the funding model	NL IL Adequacy Study 2008
Yes	Research Based	2. Core elementary class sizes/Core teachers	Core teachers are the grade-level classroom teachers in elementary schools and the core subject teachers in middle and high schools (e.g., mathematics, science, language arts, social studies and world language, including such subjects taught as Advanced Placement in high schools).	Grades K-3: 15 Grades 4-5: 25	NL IL Adequacy Study 2008
Yes	Research Based	3. Secondary class sizes/Teachers	See above	Grades 6-12: 25	NL IL Adequacy Study 2008
Yes	Research Based	4. Specialist teachers	Specialist teachers are all teachers for subject areas not included in the core, including such classes as art, music, physical education, health, and career and technical education, etc.	Elementary Schools: 20% of core elementary teachers Middle Schools: 20% of core middle school teachers High Schools: 33 1/3% of core high school teachers	NL IL Adequacy Study 2008
Yes	Research Based	5. Instructional Facilitators (Coaches)	Instructional coaches--also called mentors, site coaches, curriculum specialists, or lead teachers -- coordinate the school-based instructional program, provide the critical ongoing instructional coaching and mentoring that the professional development literature shows is necessary for teachers to improve their instructional practice, do model lessons, and work with teachers in collaborative teams using data to improve instruction.	1.0 Instructional coach position for every 200 students	NL IL Adequacy Study 2008

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Yes	Research Based	6. Core Tier 2 and 3 Intervention Teachers	Tier 2 and 3 Interventionists, are licensed teachers who, during the regular school day, provide 1-1 or small group (no larger than 5) tutoring to students struggling to meet proficiency in core subjects.	1.0 teacher position in each prototypical school (Additional tutors are enabled through the at-risk and EL student counts in Element 22)	NL IL Adequacy Study 2008
Yes	Operational Average	7. Substitute Teachers	Substitute teacher costs are for either per diem teachers outside of the regular staff or per period coverage costs for regular staff to "cover" additional sections for other teachers. Related to element 14 below.	5.7% of 176 day school schedule for core and elective teachers, instructional coaches, tutors (and teacher positions in additional tutoring, extended day, summer school and ESL positions (Assume 33.3% per diem rate)	NL IL Adequacy Study 2008: Allows for 9 days outside the classroom (sick, FMLA, professional development, personal days etc.) Assumes subs are paid on a per diem not to exceed 33.3% of average teacher salary.
Yes	Research Based	8. Core Guidance Counselors and Nurses	These include guidance counselors, social workers, psychologists, family outreach workers, nurses, etc. Guidance counselors and nurses are provided for all students, and additional student support staff are provided for challenged learners in element 23 below.	1 guidance counselor for every 450 grade K-5 students 1 guidance counselor for every 250 grade 6-12 students 1 nurse (CSN) for every 750 K-12 students, (Additional student support resources are provided on the basis of poverty and EL students in Element 23 below)	NL IL Adequacy Study 2008
Yes	Research Based	9. Supervisory Aides	These are non-licensed employees who help students get on and off buses, monitor the hallways, doors and playgrounds, and supervise the lunchroom.	1 for every 225 elem students 1 for every 225 MS students 1 for every 200 HS students	NL IL Adequacy Study 2008
Yes	Research Based	10. Librarians	These are teachers with endorsements as school librarians.	1.0 librarian position for each prototypical school 1.0 librarian aide/media tech for every 300 students	NL IL Adequacy Study 2008 but added library/media tech aide based on Vermont Study
Yes	Research Based	11. Principal/ Assistant Principal	These are administrators endorsed to be school principals.	1.0 principal per prototypical school 1.0 assistant principal per prototypical school	NL IL Adequacy Study 2008
Yes	Operational Average	12. School Site Secretarial Staff	School site secretarial staff includes the primary school secretary and any additional clerical personnel assigned to the school.	1 secretary position for every 225 elementary students 1 secretary position for every 225 middle school students 1 secretary position for every 200 high school students	NL IL Adequacy Study 2008 , but eliminated differentiation between school secretary and clerical. Allows for 2 positions per prototypical elem and MS and 3 positions for prototypical HS

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PER STUDENT RESOURCES					
No	Research Based	13. Gifted and Talented	Gifted and talented students are those who exhibit top levels of performance, and can handle much more than a year of academic work in a regular school year.	\$40 per student	Increase to NL IL Adequacy Study 2008. NL = \$25 per student. (Recommendation consistent with current IL allocation per AFR)
No	Research Based	14. Professional Development	Professional development includes all training programs for licensed teachers in schools, including professional development for implementing new curriculum programs, sheltered English instructional strategies for EL students, gifted and talented, etc. It also includes assistance to teachers working in collaborative groups and ongoing coaching of teachers in their individual classrooms. Resources include instructional coaches, 10 pupil-free days for training, and additional per pupil funds for trainers and other expenses.	For training built into teacher contract year \$125 per student for trainers in addition to instructional coaches (Element 5) and provides time for collaborative work	Increase to NL IL Adequacy Study 2008. NL = \$100 per student. Based on Vermont Study 2015. Note \$125 per student is for trainers. Substitutes (item 7) cover the release time needed and institute days covers the remainder.
No	Operational Average	15. Instructional Materials	These include textbooks, consumable workbooks, laboratory equipment, library books and other relevant instructional materials.	\$190 per student for instructional and library materials	Increase to NL IL Adequacy Study 2008 NL = \$140 elem & middle, \$175 high school. (Recommendation consistent with current IL allocation per AFR)
No	Operational Average	16. Assessment	These include benchmark, progress monitoring, formative, diagnostic and other assessments teachers need in addition to state accountability assessment data.	\$25 per student for local assessments	NL IL Adequacy Study 2008 (Recommendation consistent with current IL allocation per AFR)
No	Operational Average	17. Computer Technology and Equipment	These include within school technology - computers, servers, network equipment, copiers, printers, instructional software, security software, curriculum management courseware, etc.	\$571 per student for school computer & technology equipment (based on 1:1 program cost)	Upgrade from NL IL Adequacy Study 2008. Change from 3:1 to 1:1. Cost is based on optional recommendation in Vermont Study.
Yes	Research Based	18. Extra Duty and Student Activities Stipends	These include non-credit producing after-school programs ,including clubs, music, drama, sports, and other such activities.	Elem: \$100 per student MS: \$200 per student HS: \$675 per student	Increase to NL IL Adequacy Study 2008. NL = \$175 per student at all levels. (Recommendation consistent with current IL allocation per AFR)

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CENTRAL OFFICE FUNCTIONS					
Yes (34% for salary) No (66% non-salary)	Operational Average	19. Maintenance and Operations	Covers functions such as custodial services, grounds maintenance and facilities maintenance, and minor repairs. Includes salary, supplies and materials as well as purchased services. Excludes employee benefits.	\$1,038 per student (33.57% or \$348 is the salary component that applies to element 21 - Employee Benefits)	Based on AFR study of current average IL expenses. Not addressed in NL Study.
Yes (49% for salary) No (51% non-salary)	Operational Average	20. Central Office Operations	Resources for central office staff including administrators and classified personnel charged with managing the instructional programs and business/operations of the school district. Includes salary, supplies and materials, telephone, software, computers, as well as purchased services (e.g. auditors, legal services, financial advisory services, etc). Excludes employee benefits.	\$742 per student (49.04% or \$364 is the salary component that applies to element 21 - Employee Benefits)	Based on AFR study of current IL expenses. (NL IL Adequacy Study 2008 called for \$658 per student)
No	Operational Average	21. Employee Benefits	Includes health, dental and vision insurance typically offered to all employees. Also includes any costs associated with payment of normal cost for teacher pensions. Also includes SS or IMRF contributions for non licensed personnel.	30% of total payroll + any additional employer pension normal cost shift	Decrease from NL IL Adequacy Study 2008. NL = 37.5% based on a similar study in WI. (Recommendation consistent with current IL allocation per AFR) Note: % would increase with pension cost shift.
RESOURCES FOR DIVERSE LEARNERS					
Yes	Research Based	22. Tier 2 and 3 Intervention Teachers	Tier 2 and 3 Interventionists, are licensed teachers who, during the regular school day, provide 1-1 or small group (no larger than 5) tutoring to students with the need for additional support See Element 6 above.	1.0 teacher position for every 125 DHS Poverty Count 1.0 teacher position for every 125 EL students (in addition to the one core intervention position in each prototypical school). These positions are provided additional days for professional development	Vermont Study 2015. NL = 1.0 for every 100 students on FRL. Current IL duplicated count is used.
Yes	Research Based	23. Additional Pupil Support Teachers	See Element 8 above.	1.0 pupil support teacher position (i.e. social worker) for every 125 DHS Poverty Count students 1.0 pupil support teacher position for every 125 EL students.	Vermont Study 2015. NL = 1.0 for every 100 students on FRL plus one guidance counselor for every 250 students (counselors addressed in Element 8 above). Current IL duplicated count is used.
Yes 11/22/16	Research Based	24. Extended Day	Extended-day programs provide academic extra help to students outside the regular school day before and after school.	1.0 FTE teacher position for every 120 DHS Poverty Count students and EL students.	Vermont Study 2015 terminology and model. NL study = "at risk" vs DHS w 15:1 for half of students qualifying for FRL.

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Yes	Research Based	25. Summer School	Summer school includes all programs provided during the summer months, i.e., outside the regular school year, largely focusing on academic deficiencies of students but includes a wider array of classes for high school students.	1.0 FTE teacher position for every 120 DHS Poverty Count students and EL students.	Vermont Study 2015 terminology and model. NL study = "at risk" vs DHS w 15:1 for half of students qualifying for FRL.
Yes	Research Based	26. English Learner Students	EL students are those who come from homes where English is not the native language and who have not obtained an overall composite proficiency level of 5.0 and a reading proficiency level of 4.2 and a writing proficiency level of 4.2 on the prior year ACCESS for ELs. This is in addition to the at risk resources of intervention teachers, extra pupil support, extended day and summer school which are resources for all EL students regardless of DHS Count.	1.0 teacher position for every 100 identified EL students. This provision is in addition to intervention specialists and additional pupil support, extended day and summer school resources. These positions are provided additional days for professional development (Element 14) and substitute teachers (Element 7).	NL IL Adequacy Study 2008
Yes	Research Based	27. Special Education	Programs for students with moderate, high incidence, special education needs. Services can be in the form of self-contained classrooms or as a part of regular education classes.	1.0 positions per 141 students for services for students with mild and moderate disabilities. Includes special ed teachers and the related services of speech/language pathologists and/or OT PT as well as related social workers. 1.0 psychologist or other related services positions per 1,000 students to overview IEP development and ongoing review. 1.0 teacher aides per 141 students.	Upgrade from NL IL Adequacy Study 2008. Change from 1.0 teacher per 150 students to recommendation in Vermont Study 2015 of 7.1 teachers per 1,000 students or 1.0 per 141 students. Note: Students with more significant needs - low incidence, would be appropriately supported through necessary funding. Additionally, there is a need for equalized funding for all students with low incidence needs based on the placement neutral proposal by IAASE. School districts and special education cooperatives will continue to be responsible for adhering to all federal and state laws and regulations associated with the delivery of appropriate programming and services.

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COMPENSATION TARGETS (Statewide Average Updated by ISBE 10/2016)					
		Position	K-8	HS	Comment/Source
Yes	Average	Teacher	\$60,578	\$67,565	EIS Salary Data (Public School Only)
Yes	Average	Guidance Counselor	\$68,887	\$74,674	EIS Salary Data (Public School Only)
Yes	Average		K-12		EIS Salary Data (Public School Only)
Yes	Average	Social Worker	\$64,647		EIS Salary Data (Public School Only)
Yes	Average	Psychologist	\$71,058		EIS Salary Data (Public School Only)
Yes	Average	Librarian/Media Tech	\$68,919		EIS Salary Data (Public School Only)
Yes	Average	Nurse	\$56,139		EIS Salary Data (Public School Only)
Yes	Average	Principal	\$104,135		EIS Salary Data (Public School Only)
Yes	Average	Assistant Principal	\$91,080		EIS Salary Data (Public School Only)
Yes	Estimate	Secretaries	\$30,000		Estimate (to increase by ECI annually)
Yes	Estimate	Clerical	\$25,000		Estimate (to increase by ECI annually)
Yes	Estimate	Non-Instr Assistants	\$25,000		Estimate (to increase by ECI annually)
Yes	33% of Avg	Substitute Teachers	\$119		Calculated based on average teacher salary
Yes	33% of Avg	Substitute Aides	\$46		Calculated based on average inst asst salary