

GCSB

Gulf School District Strategic Plan 2014-2019

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Gulf School District Strategic Plan 2014-2019

Mission

The Gulf School District shall provide a safe, nurturing environment and a comprehensive curriculum that meets the needs of all learners.

We Believe:

- A safe and caring environment is essential for learning and the well being of all individuals.
- Individuals and organizations are accountable for their behaviors and actions.
- High expectations and challenging standards promote continuous improvement and high achievement.
- Community involvement and teamwork are critical to a high quality educational system.
- Respect for individual diversity and ideas is essential.
- High quality education demands innovation and risk.
- All decision-making must be child-centered.
- The balance of academics and extracurricular activities is essential for a well-rounded education.
- Students require discipline and direction in order to be successful learners.
- The practice of sound fiscal management is essential to the stability of the system.
- All students can learn when provided instruction commensurate with their individual talents and learning styles.

State Goals and Priorities

State Goal 1: **Highest Student Achievement**

State Goal II: **Seamless Articulation and Maximum Access**

State Goal III: **Skilled Workforce and Economic Development**

State Goal IV: **Quality Efficient Services**

State Priority 1: **PreK-12 Students**

- *Improve kindergarten readiness*
- *Increase the percentage of students scoring at or above grade level*
- *Increase student participation and performance in accelerated course options*
- *Increase high school graduation rates*
- *Improve college readiness*
- *Expand digital education*
- *Expand STEM-related educational opportunities*
- *Increase career and technical educational opportunities*
- *Improve adult education programs*

State Priority 2: **Teachers and Leaders**

- *Increase the percentage of effective and highly effective principals*
- *Increase the percentage of highly effective teachers*
- *Reduce the number of out-of-field teachers*

State Priority 3: **School Choice**

- *Increase the percentage of charter school students performing at grade level.*
- *Ensure SES providers are high performing*
- *Expand choice options for students*

State Priority 4: **Postsecondary Students**

- *Increase college readiness and success*
- *Maintain affordability and access*
- *Prepare for careers*

Gulf School District's Goals and Objectives

Goal 1: To provide a quality education for all learners in Gulf County.

- Objective 1: To increase by 2% annually the number of students scoring Level III or above on the FCAT or above the 30th percentile on a normed reference test in reading and math or pass the Algebra I EOC.
- Objective 2: To annually provide services, resources and assistance for 100% of identified ESE students.
- Objective 3: To annually provide an Adult Education program which allows 100% of students enrolled to earn a standard high school diploma or to enhance employability skills.
- Objective 4: To annually provide a highly qualified instructional and support staff at 100% of Gulf School District's schools.

Goal 2: To provide an environment conducive to teaching and learning.

- Objective 1: To annually provide a student food services program available to 100% of Gulf School District's students.
- Objective 2: To annually address, 100% of routine and priority facility projects.
- Objective 3: To annually maintain and upgrade technology at each instructional site.

Goal 3: To provide and maintain a safe environment for students and employees.

- Objective 1: To annually ensure efforts to promote safety and civil rights for 100% of students and employees.
- Objective 2: To ensure safety for 100% of transported students by routinely monitoring equipment, training and health of drivers, and bus stop sites a minimum of once a year.
- Objective 3: To fully implement by June 30, 2014, a personnel plan that provides drivers for 100% of all regular routes, provides substitutes to maintain a level commensurate with 40% of the total number of regular drivers, and adequately provides for volunteers.

Goal 4: The Gulf County School Board shall be financially sound.

- Objective 1: To be financially sound, the Gulf County School Board shall maintain a 5% undesignated fund balance of the FEFP formula in the General Fund on an annual basis.

Gulf School District Strategic Planning 2014-2019

Goal 1: To provide a quality education for all learners in Gulf County.

Objective 1: To increase by 2% annually the number of students scoring Level III or above on the FCAT or above the 30th percentile on a Normed Referenced Test in reading and math or pass the Algebra I EOC.

State Goal 1 State Priority: 1, 2

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Provide certified personnel as per the Board adopted staffing plan for each school and as per state and federal requirements.	Superintendent School Board Principals	Personnel recommended and hired prior to school starting or on an as needed basis/Board minutes	2014-2019	Based on approved salary schedule
Provide paraprofessionals and support staff to adequately support the instructional program and who meet NCLB requirements of highly qualified.	Superintendent School Board Principals	Personnel hired annually Board minutes	2014-2019	Based on approved salary schedule
Adopt and purchase textbooks as indicated by the state adopted textbook cycle or as needed. Purchase test preparation materials.	Principals/Teachers Asst Sup. of Instruction SAC Rep.	Textbooks selected and purchased prior to school and/or as needed for replacement. Supplementary materials as needed purchased.	April 1 Annually	\$150,000.00 DE 6,000.00
Purchase supplementary instructional materials which support the Next Generation and/or CCSS: \$20 per elementary student \$35 per middle/high school student	Principals Teachers Finance Officer	Purchase Orders	Annually Aug.-March 2014-2019	Based on enrollment
Provide staff development in recognizing signs of abuse and what to do.	Teachers Principals Staff Dev. Coordinator	Identify participants Document training New teacher orientation Teachers complete online course and Certification of Completion is placed in personnel file	Annually	\$1,000.00
Provide staff development for teachers and school leaders to ensure understanding of CCSS, District and State approved Evaluation Instruments, CTE CPALMS, ESE and STEM initiatives.		Identify participants Document training New teacher orientation ePDC	Annually	\$60,000.00

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State Goal 1, 2, 3, 4
State Priority: 1, 2, 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Provide staff development in technology, classroom management, safety, assessment, curriculum, parent involvement, textbook usage	Staff Dev. Coordinator Principals/PAEC Instr. Tech Coaches Title I Coordinator	Teachers surveyed In-service scheduled Sign-in sheets ePDC	On-going	Based on categorical, Titles I, II, IDEA & projected amount of \$100,000.00
Update School Improvement Plans, Student Progression Plan, Code of Conduct, ESE Special Procedures & Programs, Parent Involvement Plan, Parent Guide	Principals, ESE Coordinator, Asst Sup. of Instruction SAC's	Plans updated and approved by the Board Plans entered into State system	Annually	\$3,000.00
School Improvement Plans will address safety, discipline, technology, parent involvement, reading, math, science, writing and other needs relevant to student achievement.	Principals Asst Sup. of Instruction	Plans written, reviewed and Board approved	Annually	\$200.00
Allocate school improvement dollars based on October FTE to each elementary, middle and high school.	Finance Officer	SI dollars allocated per FTE for designated cost centers Purchase Orders complete by 12/15	November 2014-2019	Based on enrollment and Legislative appropriation
Recruit and train to qualify substitutes as per state statute.	Staff Dev. Coordinator	Training records Sign-in sheets	Ongoing	\$3,000.00
Provide board approved substitutes.	Superintendent School Board Principal	Board minutes Substitute list sent to schools	Annual	\$100,000.00
Use current data to determine deficient areas in the core curriculum. Provide training to implement newly legislated requirements.	Principals, Teachers Director of Instruction Testing Coordinator	Data gathered and dispensed to schools and teachers Update curriculum	Annually 2014-2019	\$100,000.00
Provide parent involvement opportunities and services at each elementary school.	Title I Coordinator Principals	Staff schedules Sign in sheets Board minutes Personnel records	Ongoing	Title I - \$45,000.00 General \$4,000-6,000

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**State Goal 1, 2, 3, 4
State Priority 1**

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Identify students who need additional services such as remediation or credit recovery and extended services for ESE in reading, writing, math, science, social studies, and provide staff and curriculum.	Principals Guidance Counselor Teachers District	SAI Plan developed and funds allocated for remedial services Software purchased	Annually	Based on SAI, Title I Allocations, and other state or federal special funds
Provide a summer Reading Enrichment Camp for Level 1 students in grade 3.	Superintendent Principals Asst Sup. of Instruction Finance Officer	Reading Camps established Teachers hired Board minutes	Annually	SAI \$15,000.00
Provide services to teen parents and expectant parents.	Teen Parent Coordinator	Plan developed and funds allocated	Ongoing	General
Provide a reading coach for each geographical area of the school district.	Superintendent Asst Sup. of Instruction	Comprehensive Reading Plan written and approved	2014-2016	Based on Reading Grant
Provide instructional materials and supplies for Gulf Academy and a certified instructor.	Asst Sup. of Instruction Teacher Supervisor of Gulf Academy	Purchase Orders Staffing Plan/schedule	2014-2016	\$130,000.00
Allocate Perkins dollars to high schools as dictated by state guidelines and the State approved CTE Plan.	Vocational Coordinator Principals	District vocational budget established	2014-2019	Grant amount
Provide supplementary services for juniors and seniors who have not passed FCAT or a required EOC exam.	Principals Asst Sup. of Instruction Finance Officer Adult Education Sup.	SAI Plan developed and funds allocated for remedial services	2014-2019	Based on SAI Allocation or grant funds
Utilize the Title I Parent Advisory Council to give input on the grant and other Title I specific issues.	Title I Coordinator Principals Parent Liaison	Council Established Bi-annual meeting Agendas Sign-in Sheets	2014-2019	\$200.00
Allocate funds from Title I to support academic success for students identified as homeless.	Title I Coordinator Truant Officer	Students identified and funds provided as needed.	2014-2019	\$1,000.00

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State Goal 1, 2, 3, 4
State Priority 1, 2, 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Provide instructional media resources to support classroom instruction.	Superintendent School Board Finance Officer Principals	Media budget developed Purchase orders into Finance Officer by Oct. 1	2014-2019	State and District \$10,000.00
Maintain SACS accreditation for high schools and Wewahitchka Middle School. Provide funds for preparation for SACS site visit and a comprehensive needs assessment.	Principals Teachers Asst Sup. of Instruction	Secure consultant for each school Remit annual fees	Annually	\$3,500.00
Develop pacing guides for implementation of the CCSS for each grade.	Asst Sup. of Instruction Teachers Principals Coordinator of Curriculum	Establish schedule Secure substitutes Document completed and Board approved	2014-2016	\$2,500.00

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State Goal 1, 2, 3, 4 State Priority 1, 2

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Provide VPK services as mandated by the state.	Director of Special Services	Summer program implemented Pre School available to 4 year olds – Students enrolled	Annually	State funded \$100,000.00
Assess all kindergarten students for readiness. Administer FLKRS to all kindergarten students.	Director Of Special Services Coord. Of Assessment Principal/Teachers Guidance Counselors	Order assessment instrument Student records Train kindergarten teachers and guidance counselors	Annually	\$500.00
Blend entitlements to ensure using best practices to achieve cost effectiveness.	Finance Officer Program Administrators	Program budgets and goals	Ongoing	Based on allocation
Utilize PAEC to enhance student achievement.	Superintendent Board Administrators PAEC	Signed “Resolution of Participation” Agreement Resource services director Posters outlining goals Master list of PAEC services	Annually	2,500.00 (As per FTE)
Explore/plan to move PreK to main school site	VPK Coordinator Asst. Supt. For Business Director of Maintenance	Facility survey Budget Plans implemented	2014-2015	\$25,000.00

Gulf School District Strategic Planning 2014-2019

Goal 1: To provide a quality education for all learners in Gulf County.

Objective 2: To annually provide services, resources and assistance for 100% of identified ESE students.

State Goal 1, 2, 3, 4
State Priority 1, 2, 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Provide accommodations and modifications to increase the number of students in the general curriculum.	Teachers Principals Guidance Counselors	# of students receiving regular diplomas will increase from the previous year	2019	\$2,000.00 In-service
Provide supplementary funds for materials and assistive technology.	Principals ESE Director Asst Sup. of Instruction	Purchase orders Equipment inventories	Annually	Based on need, IDEA, and General funds
Provide extended year services as indicated on IEP's	Superintendent Finance Officer Asst Sup. of Instruction ESE Director	SAI Plan	Annually	Based on SAI Funding
Maintain an ESE District Advisory Council	Staffing specialist Director Special Services	Council meets semi-annually Sign-in sheets	Annually	\$50.00
Relocate classroom and needed facilities for complex needs students for WHS.	Director of Special Services ESE Advisory Council Asst. Supt. For Business Director of Maintenance	Facility located renovated students moved	2014	\$10,000.00
Provide update for ESE teachers, administrators and guidance counselors on new mandates as required by Florida or federal law.	Director Special Services PAEC Consultant	Agendas Sign-in sheets	Annually	\$2,000.00

Gulf School District Strategic Planning 2014-2019

Goal 1: To provide a quality education for all learners in Gulf County.

Objective 3: To annually provide an Adult Education program which allows 100% of students enrolled to earn a high school diploma or to enhance employability skills.

State Goal 1, 2, 3, 4
State Priority 1, 2, 3, 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Staff the adult education program utilizing grant and performance monies available.	Adult Education Principal	Board minutes	Annually	\$166,600.00
Provide adequate textbooks, software, and supplemental materials to ensure adult education aligns with NGSS and CCSS.	Adult Education Principal Teachers Tech. Resource Person	Adult Education personnel Assignments Student records	Annually	\$2,500.00
Provide computer awareness courses to develop skills for personal use and employability skills.	Adult Education Principal Teachers Technical Resource Staff	Adult Education Personnel Assignments Student Records	Annually	\$2,500.00
Continue Transition Counselor for the adults who graduate	Adult Ed. Principal Asst. Supt. For Instruction	Grant application completed and submitted to FLDOE	Annually	\$45,000.00 Grant funds

Gulf School District Strategic Planning 2014-2019

Goal 1: To provide a quality education for all learners in Gulf County.

Objective 4: To annually provide staff to maintain facilities and functions at 100% of the school sites..

**State Goal 1, 2, 3, 4
State Priority 1, 2**

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Implement the Board approved staffing plans by meeting and discussing with administrators staffing needs for support personnel.	Administrators Superintendent	Staff recommendations submitted to the Superintendent	March-July 2014-2019	Based on approved salary schedule
Assess support staff annually using the District approved instrument and procedures.	Administrators	Annual assessment filed in personnel folders	June 30, 2008-2013	\$2,000.00
Write individual improvement plans for all staff who do not achieve an effective or better on the adopted appraisal plan.	Program Administrators	Improvement plans written and signed	Ongoing	\$3,000.00
Provide training for current and potential administrators.	Superintendent	ePDC Sign-in Sheets Participate in Leadership PAEC and S.A.I.L.	2014-2019	Title II Staff Development Dollars \$5,000.00

Gulf School District Strategic Planning 2014-2019

Goal 2: To provide an environment conducive to teaching and learning.

Objective 1: To annually provide a student food services program available to 100% of Gulf School District students.

State Goal 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Have Board and State approved Food Services Plan	Superintendent Asst. Sup for Business School Board	The written plan approved by the Board	Update Annually	\$90,000.00
Provide a breakfast program of 180 days for elementary and high schools.	Asst. Sup for Business Principals Managers	The assessed written plan approved by DOE	Annually	Based on Personnel & Food Cost
Implement and make available a lunch program for 176 days to all students.	Asst. Sup for Business Principals Managers	The assessed written plan approved by DOE	Annually	Based on Personnel & Food Cost
Inspect and correct kitchen and dining facility deficiencies.	Asst. Sup for Business Principals Managers Facilitators	Health Department inspection reviewed, posted and corrected Comprehension Safety inspection Deficiencies corrected	Annually	\$700.00
Provide safety in-service for food handlers. Provide in-service for cashiers and managers. Explore putting nutritional items in vending machines instead of sodas. Implement the Healthy, Hunger Free Kids Act to align new standards to school meals. Apply for Community eligibility option.	Asst. Sup for Business Facilitators Principals	Complete in-service: sign-in sheet will be maintained Collect information on ROI Implement with fidelity Submit application	Annually 2014-2015 2014-2019 2014	\$1,500.00

Gulf School District Strategic Planning 2014-2019

Goal 2: To provide an environment conducive to teaching and learning.

Objective 2: To annually address 100% of routine and priority facility projects.

State Goal 1, 4 State Priority 1

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Present an updated Project Priority List for review.	Support Services Finance Officer Superintendent	The Project Priority List reviewed/updated and approved by the School Board	October of each year	Dependent on number and cost of projects
Implement routine maintenance plan. Repair and complete minor renovations as needed and/or requested. Maintain online work order requests.	Asst. Supt. For Business Director of Maintenance	Complete Principals' work order requests Site maintenance checklist completed on established routine and submitted to coordinator of facilities	On-going	General \$250,000.00
Continue to contract custodial services.	Asst. Supt. For Business Director of Maintenance	List devised and used Documentation of services	On-going	\$358,000.00
Move Pre-K from main street to River Road site. Renovate room to accommodate Pre-K. Relocate and remodel rooms to expand facilities for special needs students at WHS (Bridges Classroom).	Asst. Supt. For Business Director of Maintenance	5-year facilities plan	2014	\$35,000.00

Gulf School District Strategic Planning 2014-2019

Goal 2: To provide an environment conducive to teaching and learning.

Objective 3: To annually maintain and upgrade technology at each instructional site.

State Goal 1, 2, 3, 4
State Priority 1, 2, 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Utilize LCI funds to support instructional technology. Survey instructional sites for needs. Pursue grant opportunities for supplemental funding. Evaluate progress and impact of technology projects at scheduled intervals. Purchase software systems to store and disaggregate student assessment data. FOCUS Purchase hardware and software to accommodate instructional management. Utilize School Technology committees to prioritize purchases for LCI.	School Board Superintendent Principals District Staff	Board minutes Technology survey completed for each school Grants submitted Evaluation reports	2014-2019	LCI
	Asst. Superintendent for Business and Asst. Superintendent for Instruction	Purchase Orders		\$21,000.00
		Purchase Orders		\$75,000.00
		Principal Request Purchase Orders		LCI
Provide software to administer the TABE and to collect data.	Adult School Coordinator	Adult Ed. Budget Purchase software program	2014-2019	\$1,000.00 \$2,500.00

Gulf School District Strategic Planning 2014-2019

Goal 3: To provide and maintain a safe environment for students and employees.

Objective 1: To annually ensure efforts to promote safety and civil rights for 100% of students and employees.

State Goal 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Provide through the PAEC/RM Consortium property, casualty, liability and workman's compensation insurance coverage.	Superintendent School Board Asst. Supt. For Business	An annual contract with PAEC/RM to participate in the insurance program approved Board minutes	Ongoing	\$500,000.00
Provide student accident, athletic team accident and catastrophic student athlete coverage for students.	Superintendent School Board Asst. Supt. For Business	An annual contract with the PAEC/RM coverage approved Board minutes	Ongoing	\$60,000.00
Participate with PAEC/RM in safety training programs.	Asst. Supt. For Business Transportation Facilitator	The District will participate in training programs year-round by PAEC Participants sign-in Invoice records	Ongoing	\$300.00
Collaborate with the Sheriff's Dept. to provide SRO's in High schools.	Superintendent Principals Sheriff	Inclusion of SRO position in district budget	September Ongoing	\$103,000.00
Ensure an appropriate database and maintain so that student civil rights are protected.	Support Services Principals Data Clerks	MIS training completed Policies developed and implemented	Ongoing	
Provide DARE training to elementary students.	SDFS Coordinator	Contract with Sheriff Department	2014-2019	
Review safe schools criteria for OPPAGA best practices.	Safe Schools Coord. Community/school Committee Members	Review criteria and update responses	Annual	\$50.00

Gulf School District Strategic Planning 2014-2019

Goal 3: To provide and maintain a safe environment for students and employees.

Objective 2: To ensure safety for 100% of transported students by inspecting school bus stops annually.

State Goal 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Inspect all school bus stops.	Bus Trainer Transportation Director	Annual inspections	On-going	\$500.00
Attend workshops and training sessions concerning safety issues annually.	Transportation Director Trainers Bus Drivers	In-service records Sign-in sheets	On-going	\$1,000.00
Purchase new buses based on a replacement schedule of one bus per year as financially feasible.	Board Superintendent Transportation Director Finance Officer	Purchase Orders – Receipts	2014-2016	\$125,000.00 (LCI)
Reduce by 2 the number of regular route buses that have more than 100,000 miles.	Transportation Director Head Mechanic	5 year plan includes provision to replace buses with more than 100,000 miles	Annually	
Explore purchasing GPS System to identify location of buses and students on the bus.	Transportation Director Head Mechanic	Information gathered and analyzed for feasibility.	2016-2018	\$25,000.00 equipment \$800.00 per month
Replace camera system on each bus		Purchase Orders		\$50,000.00

Gulf School District Strategic Planning 2014-2019

Goal 3: Provide and maintain a safe environment for students and employees.

Objective 3: To establish by June 30, 2010, a personnel plan that provides drivers for 100% of all regular routes, provides enough substitutes to maintain a level commensurate with 40% of the total number of regular drivers, and adequately provides for volunteers.

State Goal 4

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Maintain a 4:10 ratio of substitute drivers to regular drivers. Recruit and train bus drivers a minimum of two (2) times per year	Transportation Director Trainers	In-service records Substitute pool established	2014-2019	\$2,400.00

Gulf School District Strategic Planning 2014-2019

Goal 4: The Gulf County School Board shall be financially sound.

Objective 1: In order to be financially sound, the Gulf County School Board shall maintain a 5% undesignated fund balance of the FEED formula in the General Fund on an annual basis.

State Goal 1, 2, 3, 4 State Priority 2

ACTION PLAN

Strategies	Person(s) Responsible	Adequate Progress and/or Completion Evidence	Timeline	Budget
Establish and adopt board policies to maintain a 5% undesignated fund balance.	School Board Superintendent Finance Officer	AFR, Budget and Audit reports	Annually 2014-2019	\$875,000.00
Adhere to staffing formulas for instructional personnel as required by the state.	School Board Superintendent Cost Center Directors	Budget Personnel Records	2019	As per approved salary schedule