

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Exhibit 4

Analysis of Positions Impacted by the Expiration of Grant Funding

Position	Division	Page #	Current Funding Source	Recommendation	Rationale for Retention / Impact of Elimination
Curriculum Supervisor, Literacy	Academics	6	Race to the Top	Retain position, General Fund	Literacy is the primary focus of the District's academic strategy moving forward. There are currently four (4) curriculum supervisors supporting the District's schools. Maintaining four supervisors is critical to optimize the supervisor/school ratio for support.
Curriculum Supervisor, Strategic Achievement	Academics	6	Race to the Top	Eliminate position	This position is currently vacant. The position was funded for 1 year by the Race to the Top (RTTT) grant. The instructional facilitators will now report directly to the Director, Strategic Achievement.
Specialist, Response to Intervention	Academics	7	50% General 50% IDEA	Retain position, 50% General Fund	This position originally funded 50% through Medicaid funds, can no longer be funded through such means according to ESE Director. <ul style="list-style-type: none"> • The position will lead the MTSS/RtI academic and behavior support, to school CPST. • Monitor accountability/compliance for district initiative of BEST & CARE. • Provide oversight and guidance around policy requirements for policies 6004 & 6000.1.
Supervisor, Clinical Nursing	Academics	7	Grant – Dept. of Health	Retain position, General Fund	Department of Health - Broward decided to administer the health requirements and associated funds through an FFP rather than grant them to BCPS. The position is needed to: <ul style="list-style-type: none"> • Meet State requirements (F.S. 381.0056) for student/school health compliance, monitoring, quality improvement & data collection. • Provide support to parents, and schools with health services, consultations, case management, trainings to schools on emergency and safety procedures for students with health conditions • Provide oversight of healthcare staff, (nurses, Health Support Technicians, Unique Aides) • Conduct nursing assessments, CPR/AED,

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					and management of communicable diseases
Assistant Director, Parental Engagement	Academics	7	Unfunded	Retain position, General Fund	<p>The position funding was denied by State Title 1 office In October 2014.</p> <p>The position will lead efforts that provide support for home-school partnerships that:</p> <ul style="list-style-type: none"> • Establish ongoing communication • Enhance teacher-child and parent-child relationships • Engage parent in the child’s academic and social emotional development • Prepare children and families for primary, middle, and high school transitions. • Provide support to parents in accessing community resources and reaching family goals.
Specialist, Parental Engagement	Academics	7	Unfunded	Eliminate position	<p>This position was eliminated in order to reduce financial impact to the district.</p> <p>A grant funded Instructional Facilitator (non-org chart) position was created to:</p> <ul style="list-style-type: none"> • Provide the necessary functions of supporting schools and teachers in administering parental engagement plans. • Train and facilitate the work of school parental engagement contact persons
Director, Compensation & HR Information Systems	Human Resources	11	Race to the Top	Retain position, General Fund	
Process Analyst, Business System Intelligence	Information & Technology	12	50% Food Service Fund	Retain position, General Fund	<p>In the FY 14/15, this position was partially supporting the Food and Nutrition Services Department 9725, (FNS) with 50% of the funding through the FNS budget. This position is no longer providing direct FNS support and 100% funding is required through the I&T budget to correctly allocate the full employee FTE to the Business Applications Department 9850. The funding to cover the additional costs has been requested through the District’s annual budget review process FY15/16.</p> <p>Rationale for retention:</p> <ol style="list-style-type: none"> 1) One of three staff fully supporting the SAP

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					<p>Business Intelligence (data warehouse) for the SAP reporting system.</p> <p>2) Increased reporting requirements and integration of business data.</p> <p>3) Increased demand for reports.</p>
Research Specialist	Strategy & Operations	16	Race to the Top	Eliminate position	<p><u>Option A: Position currently vacant.</u> Individual in position, prior to leaving, worked on RTTT activities, specifically on: a) making assessment data accessible and useful for teachers and parents, b) aligning tested standards to existing online resources such as CPALMS, and c) supporting local assessment development.</p> <p><u>Option B:</u> Retaining position would allow the above activities to be continued without being tied to RTTT. Additionally, if funded, the position would build the capacity of Student Assessment & Research to: a) revive department's ability to conduct internal program evaluations & needs assessment, & b) review/conduct psychometric analyses of assessments to determine their appropriateness, reliability, & validity.</p>
Senior Manager, Grant Programs	Strategy & Operations	16	Race to the Top	Retain position, General Fund	<p>This position has contributed to growth in the number of grant submissions to Federal, State, and Foundations. Several new Foundation grants have been awarded, and support to District and school based staff has been provided. If the results for 14-15 remain the same or increase for 15-16, retaining this position will be cost neutral for the District as it relates to the overall grant revenue generated.</p>
Director, Performance Evaluation & Teachers Incentive Fund	Talent Development	18	Teachers Incentive Fund	Eliminate position	<p>The Director of Performance Evaluations & TIF position has been funded by the TIF grant. The responsibilities aligned to performance evaluations will continue under the direction of the Director, Employee Evaluations and report directly to the Chief Talent Development Officer. The scope of work of the Teacher Incentive Fund grant will continue under the direction of the Director, Coaching and Induction and</p>

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					the newly created Supervisor, Coaching and Induction position. There will be no reduction in services or impact to the grant oversight as a result of the changes.
Curriculum Specialist, Educational Programs	Talent Development	18		Eliminate position	<p>The grant funds supporting the Ninth Grade Academies concept has concluded. In 2014-2015, the ten affected high schools have transitioned from Ninth Grade Academies to Freshman Inspired Supports (FIT) for continuity and support to their 9th grade students.</p> <p>The loss of the grant impacts district and support oversight as well as professional learning funds for the teachers. In anticipation of the loss of the grant, the schools have been developing internal processes to continue supporting the model.</p> <p>However, eliminating this coordinating position would mean the loss of the district's focus on ninth grade supports critical to improving graduation rates, valuable cross-school networking opportunities and momentum established at the current schools over the past four years. The loss of this coordinating position would also pose an obstacle to the continuation of important research with national implications that is beginning to yield data that can inform recommendations, program development, and strategic use of the district resources.</p>