

Parma School District No.137 strives to achieve student/personnel ratios that are consistent with state goals; however, limitations may exist on facilities, funding, and staff that preclude the district from meeting the state goals. Therefore, the district adopts this policy for setting personnel standards that enable it to implement the educational program of the district, provide a low student-personnel ratio, and allow flexibility as necessary to meet the special needs of the student population.

### **SCHOOLS ACCREDITED BY THE NORTHWEST ACCREDITATION COMMISSION**

In accordance with requirements of the State Board of Education, all schools in this district serving grades 9-12 will meet the accreditation standards of the Northwest Accreditation Commission.

### **SCHOOLS NOT ACCREDITED BY THE NORTHWEST ACCREDITATION COMMISSION**

**[This section must be included if there are schools within the district that are not accredited; otherwise, inclusion of this section is optional.]**

Any school in this district not accredited by the Northwest Accreditation Commission will employ personnel (including educators; certificated school counselors, social workers, and psychologists; media generalists and assistants; administrators; classroom assistants; and classified personnel) as necessary to meet the goals for the district's educational programs.

### **ASSESSMENT OF STAFFING NEEDS**

Staffing needs will be assessed on an annual basis. To assist this district in setting personnel standards, the board of trustees will appoint a committee consisting of administrators, educators, classified personnel, and community members to discuss student-personnel ratios and other assignments in all schools in this district. The committee may consider the following when addressing staffing needs:

1. Student age;
2. Subject matter;
3. Special needs of students;
4. Teacher experience;
5. Availability and use of technology in the classroom;
6. Assignment of classroom assistants;
7. Availability of facilities;

8. Availability of funds;
9. Idaho State Board of Education personnel goals; and
10. Other local considerations.

The committee will meet regularly and prepare an annual report for the board of trustees recommending student-personnel ratios and other assignments based on its assessment of school district needs. The annual report will be available for review by the public at the school district's administrative offices.

**LEGAL REFERENCE:**

IDAPA 08.02.02.110 – Personnel Standards

**ADOPTED: September 8, 2003**

**AMENDED: November 9, 2009**

**AMENDED: April 12, 2021**

**Note:** Each school district *must* select one or more of the accreditation methods set forth in Policy No: 602, Accreditation, and Policy No: 604, Personnel Standards. School districts that have one or more schools accredited by the Northwest Accreditation Commission must use the corresponding option for personnel assignments in those schools. A school district is not precluded from using different methods of accreditation among its schools, provided that all schools serving grades 9-12 must be accredited by the Northwest Accreditation Commission.