

Over the next five years, above the baseline funding formula (not including the existing enrollment growth factor):

1. APS needs \$4.5M to address enrollment growth:

- Keep most elementary and middle school class sizes below 25
- Reduce class sizes at AHS so that most core class sizes are below 27 and science classes are below 25
- Ensure sufficient sections of electives at AHS to allow students to enroll in their top selections
- Keep caseload of school counselors at the middle schools below 300
- Keep caseloads of nurses, occupational and physical therapists, reading teachers, etc. stable
- Add part-time assistant principals to the remaining 5 elementary schools

2. APS needs \$1.1M to improve instruction for students:

- Fund library book budget at all levels to provide better access to current materials and materials relevant to all cultures
- Update curriculum materials to improve and modernize instruction*
- Add a librarian/digital learning specialist to each elementary school to increase integration of digital learning tools in instruction and to teach students how to learn and think critically.
- Expand computer science instruction at the middle schools.

3. APS needs \$2.5M to undertake the following initiatives to close the achievement gap for high needs students (current or former English language learners, receive special education services, and/or are economically disadvantaged) as mandated by the Massachusetts Every Student Succeeds Act Plan:

- Expand and improve special education programming*
- Expand the core subject coaching model at the elementary schools to improve the instructional methods used by our generalist classroom teachers and increased differentiated instruction
- Restructure elementary specialist staffing to allow for common grade-level meeting and planning time, strengthening instructional planning and student interventions*
- Implement math intervention model at the elementary schools
- All schools will have the accountability rating of “meeting expectations” under the state accountability plan (District is currently partially meeting expectations)

4. APS needs \$0.4M for safe and supportive schools:

- Increase social workers and add High School lead counselor to provide a proactive approach to support a healthier school climate with less disruption to learning*
- Restore part-time administrative assistants at Elementary Schools to provide front-door coverage at all times as well as additional support to building administrators*

5. APS needs \$1.3M to attract, retain and develop talented staff:

- Increase professional development budget to improve instruction, build cultural competency, and strengthen capacity on social emotional learning*
- Bring APS salaries closer to the average levels offered by the town manager 12 communities to improve recruiting and retention in hard to staff areas (such as special education, substitutes, teaching assistants, sciences)

* also impacted by enrollment growth