



Finance

Standard Program Evaluation

Program Evaluation Question(s)

Does SSD provide sufficient financial resources to hire and retain qualified teacher level staff which provide effective educational programs and services?

I. Program/Service Information

1. Name of Program or Services: Finance
2. Personnel Responsible for Evaluation and Program (list):
Rich Carver
Dr. Chuck Farris
Don Bohannon
3. Demographic Description of Program:
Location(s) Districtwide
Number of staff: 2,690

Length of program/service: 12 months
4. Date of Evaluation (Year/Duration):
July - June
5. Goal/Objective of Program/Services:
To provide sufficient fiscal resources to support an effective learning environment. This is manifested by competitive salaries which result in minimal teacher level vacancies.
6. Brief description of relationship between program goals, CSIP and MSIP Standards:
MSIP 8.5.4 The district has sufficient financial resources to support effective educational programs and services.



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II. Evaluation Criteria for Programs/Services Offered (check type utilized)

The evaluation procedures and the criteria are used to evaluate program goals and objectives.

What data are you going to use to answer your evaluation questions?

- Staff perception__
- Assessment statistics__
- Financial data X
- Attendance rate__
- Dropout rate__
- Suspension rate__
- Expulsion rates__
- Participation rate in co-curricular/extracurricular__
- College/vocational attrition rates__
- Student attitude and interest survey__
- Longitudinal performance data__
- Achievement data__
- Perception data__
- IEPs__
- Movement to LRE__
- Other (list): X Vacancy rate

III. Description of Stakeholders Engagement in Program Evaluation:

The participants met twice in October to determine the strengths, concerns, and recommendations for the Program Evaluation. Separately, the committee met with Michele Augustin specifically concerning strategies to deal with the school psychology vacancies. A follow up meeting is scheduled for late November.



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IV. Results

Describe the results by using percentage, means, and other measurements.

1. Strengths of program/service

SSD has a solid fund balance of 23.3 % as of June 30, 2006, and SSD has maintained a fund balance of at least 14.2% in the past four years. This fund balance coupled with teacher salaries which are generally at or above the St. Louis County median have enabled SSD to hold teacher vacancies to a minimal level.

2. Concerns regarding program/service

The main concern is the capability to maintain competitive salaries in the face of minimal revenue growth. There are a total of 18 teacher level vacancies as of October. A specific concern at this time is the high number of school psychologist vacancies. This year there were 13 vacancies of which seven are being filled by interns and six are currently filled by retirees. There are concerns that there could be a significant number of school psychologists retirements at the end of this school year.

3. Recommendations regarding program/service

The goal remains to maintain teacher vacancies at a minimal level. If revenues continue to be flat over the next three years, it will be a difficult challenge to achieve this goal. One example is the school psychologist vacancy level. SSD should continue to develop the intern program and to further explore opportunities to fill vacancies with retirees. If the vacancies are not fully addressed by these measures, SSD should consider changes to compensation that will attract new staff. For example, a stipend should be considered for school psychologists. This and other compensation options would be subject to the meet and confer process.