



STATEMENT

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Richmond Public Schools' (RPS) middle and high schools are currently undergoing a leveling process, which involves adjusting the number of teachers at respective school buildings to meet the instructional needs of students based upon enrollment figures and student course requests. This process is based on an average middle school staffing ratio of 19:1 and an average high school average staffing ratio of 20:1.

The reassignment of core content and elective staff is needed to meet enrollment and students' course requests across the school district as a result of changes in projected enrollment and actual student enrollment.

At this time, the primary points that should be known are as follows;

- RPS teachers **will not** lose jobs as a result of the leveling process.
- This process is not directed toward a specific school.
- Leveling has occurred previously in RPS, it is not new.
- All secondary schools are undergoing the leveling process.
- RPS is currently working within the budget adopted by the School Board. This budget has a funding gap of approximately \$5 million.
- Our goal in this process is to provide teachers and students with clarity of scheduling in advance of the upcoming school year to reduce as much as possible teacher reassignments at the beginning of next school year.

We are hopeful this process will minimize some of the reassignments at the beginning of the school year, thus allowing students and teachers to better prepare for the next school year and the district to more effectively utilize its staffing resources within the current budget.

As always, staffing decisions made by RPS leadership will be made with student needs in mind. We must balance leveling decisions that affect individual schools against the larger responsibilities associated with leading a large school district.

RPS respects and appreciates any feedback we receive from students, parents, staff and community members. We want to be a responsible, engaged partner in the educational experience of all students and appreciate the support and commitment of our stakeholders.

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