

Standard 5: Resources and Support Systems

The system has the resources and services necessary to support its vision and purpose and to ensure achievement for all students.

Human Resources

The West Feliciana Parish School System recognizes that an outstanding school system is dependent upon the employment and retention of highly qualified personnel. The district is committed to recruitment, retention, compensation and ongoing professional learning. The school board feels that it can accomplish this by providing attractive salary schedules, good working conditions, and adequate facilities. In an effort to recruit and retain highly qualified personnel, the district pays local salary supplements in addition to the state's minimum requirements. Our district also recognizes and rewards National Board Certified teachers with an additional amount above the state allocation. New teachers are provided mentors for two years for support and assistance in accordance with Louisiana Teacher Assistance and Assessment Program, as well as the support of other key teachers in order to provide a smooth transition and effective induction.

The Superintendent, Assistant Superintendent, and supervisors are responsible for coordinating and maintaining the instructional program, business, and auxiliary operations. The Superintendent requires that all teaching personnel employed by the district meet all licensure and legal requirements for the positions they hold. All instructional leaders hold a minimum of a master's degree from accredited universities. Each principal is responsible for assigning teachers to classes based on areas of certification.

Professional development and education is important for the constant professional growth and improvement of an employee. WFPSS ensures that professional personnel research new developments and participate in staff development opportunities. The school system has

focused on the Louisiana Comprehensive Curriculum (LCC) for the last three years. The district provides 6 full days and 3 half days for staff development. The principals at each school, in dialogue with their faculties, determine the type of professional development that occurs at their schools.

Staffing needs are assessed annually to ensure that appropriate staff is employed to support improvement and student success. Student enrollment, funding, instructional goals, and class sizes are considered in determining staff at each school. The Human Resources Supervisor meets with the individual schools to determine staffing for the upcoming year. The system seeks to balance the schools by considering the needs of the student populations and programs.

Financial Resources

Louisiana provides clear guidelines for maintaining financial accounts, and WFPSS follows these guidelines throughout its accounting practices. Annual audit reports are available for review. The audit report for the year ending June 30, 2006, is an unqualified report indicating no questioned costs in any audited area. This indicates that the West Feliciana Parish School Board is in compliance with fiscal practices and procedures for local, state, and federal requirements. The Supervisor of Finance and Management and some business staff members are certified through the Louisiana Association of School Business Officials. In 2006 the West Feliciana Parish School System was recognized by the Louisiana Department of Education as one of the best fiscally managed districts in the state.

Total revenues for 2005-2006 were \$26,650,093. Total general fund revenues for the 2005-2006 fiscal year were \$21,196,509. State sources supplied 41% of total funding, while local sources accounted for 40% of total revenue. Federal and miscellaneous sources accounted for nineteen percent (19%) of general fund revenue. Expenditures for the 2005-2006 fiscal year

were \$25,155,451. The per-pupil expenditure for regular education by the WFPSS is \$5,693. WFPSS operates from a sound financial base.

The board has an internal review that audits all schools on a regular basis to ensure that all board policies relating to fiscal management are being followed, as well as the annual external audit by our contract audit team. The finance department maintains and monitors a balance sheet in accordance with generally accepted accounting procedures and presents these to the board annually.

The development and presentation of the annual budget for WFPSS is an inclusive process. Principals, Directors and Supervisors meet with the Superintendent and Supervisor of Finance and Management to present their budgetary needs. The budget is advertised in the official journal and made available to the public for a period of ten days. The School Board votes on the budget, and after approval, it is sent to the Louisiana Department of Education for its final approval.

Physical Resources

Each school has a principal's designee and head custodian who work with their custodial staff and the maintenance department to maintain facilities. The Supervisor of Ancillary Services works directly with the administrators on the school level and supervises the head custodians and maintenance workers on a daily basis. Presently, schools notify the central office of any potential problems, which aids in tracking requests, posting status of jobs, and providing the organization needed to operate efficiently. Each school in the parish has been renovated within the last five years, with the exception of the middle school, which was completed in 2000.

Effective use of technology is a district priority. Teachers and students have the use of up-to-date classroom computers, data projectors, computer labs, and carousels of laptop computers

at each school. The middle school was recently named a district model for the *TOTL (Turned on to Learning)* initiative through the State Department of Education. Through this grant, each 6th grade student in the district has the use of a Macbook laptop computer for the school year. Sixth grade teachers, the school librarian/teacher and the school technology facilitator have three full days of professional development concerning their use. OnCourse software is used at all schools to write lesson plans – these are available by grade/subject level or on each teacher’s personal website on the district website (wfpsb.org). Equipment is updated and/or replaced on a regular basis. The district is in the process of updating the technology infrastructure to more efficiently support current and future technology devices.

Transportation is another major component in the effective operation of the school system. Because the majority of students live in rural areas of the parish, bus transportation is provided to all students living within the parish.

The WFPSS has a written security plan and a crisis management plan available at all schools. Fire and emergency drills are conducted on a regular basis at each school. The WFPSS, with the assistance of the maintenance department, is in compliance with the fire marshal, health department, and all other local, state, and federal guidelines.

Support Systems

The West Feliciana Parish School Board is committed to providing a safe, healthy, comfortable, and functional environment that is conducive to teaching and learning. Through the Family Service Center (FSC), students are provided a wide array of services including health education, nutritional guidance, and mental health counseling. An itinerant nursing staff serves all five schools. Additionally, full-time guidance/counseling services are available at West Feliciana High School and West Feliciana Middle School. Elementary schools receive assistance as needed from the FSC and from the district’s behavior intervention specialist. Co-

curricular activities are available to students at all school sites. All students who live in West Feliciana Parish are provided with bus transportation to and from school. Instruction is designed to address and meet the learning styles and needs of all students. Support services are coordinated with the school, the Family Service Center, the home, and the community.

West Feliciana Parish Schools provides a wide variety of support for students with special needs, as determined by each student's Individual Education Plan (IEP). WFPSS has used the full inclusion model since 1990. Students with Special Needs receive instruction in the regular classroom with the support of a certified Special Education teacher. A small number of students receive instruction in the Intensive Services classroom. Along with special instruction, students may also receive speech therapy, occupational therapy, physical therapy, counseling services, behavior intervention services, nursing services, and other appropriate services as needed. Students receive special education support services in several different ways. The least restrictive environment for each student is individual and may take place in the following sites: the regular classroom with the support of a Special Education teacher; in the regular classroom where the regular education and special education teachers co-teach; or in an Intensive Services classroom, where special education services are provided outside the regular classroom. This is the placement for the most severe students who are working on a functional curriculum. Students in this setting may also require child specific attendants because of their severe needs.

The WFPSS follows the guidelines of the State of Louisiana and Bulletin 1508 in classifying and serving students. Each student is evaluated as an individual, and the IEP is written for that individual, so that the learning styles and strengths of the student are taken into account.