



Resource Name Procedures for Reallocation of Resources

Description

To implement small learning community practices, school leaders often need to find a way to reallocate the school's resources to support the innovative they wished to implement. **This resource demonstrates the thinking that one school used to achieve their dual goals of both reducing class size and increasing the amount of time available for teacher collaboration.** The specific goal of this school was to develop a step by step process that would, over time, free up adequate funds so they could:

1. Reduce the class load of ninth and tenth grade teachers of core courses from five to four plus an advisory
2. Create a daily collaborative period for ninth and tenth grade teacher teams
3. Reduce the size of ninth and tenth grade core teacher/advisors' classes from 35 to 25
4. Create teacher leaders for each of three SLC houses

Instructions & Considerations

This tool may help you to:

- Understand the reasoning that schools use when they implement research-based SLC practices
- Plan your own strategy for resource reallocation
- Reduce class size in your SLC
- Increase the likelihood that your school can maintain the SLC approach beyond the grant funding

When applying this tool to your setting you may want to consider the following:

- Bringing data and having intensive conversations with local union representatives so they understand the reasoning behind the resource reallocation process. It may be necessary to request that the union provide a waiver to their usual hiring and/or staff transfer procedures.
- Working closely with district administrators and human resource departments so they will not undermine the effort by reducing positions.
- Be clear about both state and local requirements for staffing (this includes accreditation requirements).

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