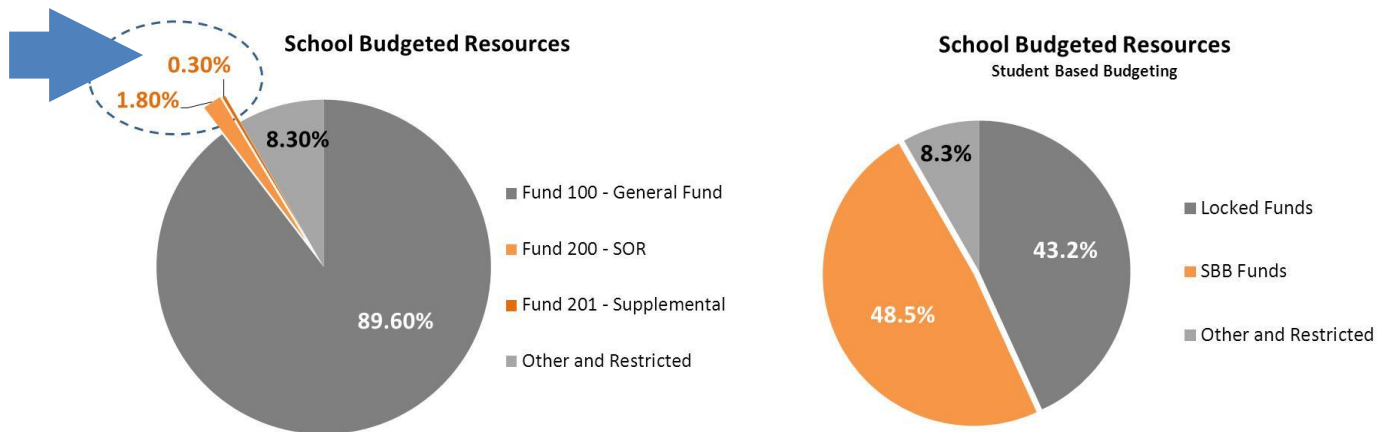


Funding Student Needs: School Level Flexibility

What resources will schools be able to budget?

Why give schools more flexibility?

With SBB, schools will have the flexibility to plan and use funds towards instructional staff, administrative and school support staff, and discretionary resources to best meet the needs of their students. A primary goal of SBB is to balance accountability for student outcomes with the flexibility to allow schools to be more strategic with their resources.



What is a “Locked” and “Unlocked” position?

Schools are able to purchase “Unlocked” resources with their SBB funds.

“Unlocked”

- Positions and resources that can be purchased using SBB funds
- Schools determine the composition and mix
- *Example: School A is able to purchase additional classroom teachers if sufficient SBB funds are available.*

“Locked”

- Positions and resources that are funded and staffed by the central office
- Positions typically have special requirements or restricted funding
- Does not mean that the position is guaranteed to be funded at previous levels
- *Example: School A receives Special Education staff (teachers, secretaries, etc.) based on the staffing policies and procedures of the Special Education department.*

“Lock+”

- Positions and resources that are funded and staffed by the central office
- Schools may supplement existing allocation using SBB funds
- *Example: The central office may provide a 0.5 Library Media Specialist position to School A, and School A may then decide to purchase an additional 0.5 FTE to make it a full position.*

Funding Student Needs: School Level Flexibility

What resources will schools be able to budget?

While schools will have increased flexibility in selecting the mix of positions, they will also be provided with support in developing their budgets. Schools will still need to meet standards set by federal regulations, the Code of Maryland Regulations (COMAR), PGCPS negotiated labor agreements, and will need to be consistent with internal policies and procedures.

Locked, Unlocked and Lock+ Resources

Positions in PGCPS that are Locked, Unlocked and Lock+ are reviewed and determined on an annual basis.

Updated March 2011

Resource / Position	Status	Comments
Principal	Locked	
Academic Dean	Unlocked*	<i>*Available to Turnaround schools only</i>
Assistant Principal	Unlocked	
Data Coach	Unlocked	
Instructional Lead Teacher	Unlocked	
Library Media Specialist	Lock+	
Professional School Counselor	Unlocked	
Reading Specialist	Unlocked	
Testing Coordinator	Unlocked	
Athletic Director	Lock+	
Classroom Teacher	Unlocked	
Classroom Teacher, AVID	Lock+	
Art Teacher	Locked (ES, K8)	<i>Locked in Elementary and K8 only Unlocked in MS, HS</i>
Music Teacher (General)	Locked (ES)	<i>Locked in Elementary and K8 only Unlocked in MS, HS</i>
Music Teacher (Instrumental)	Locked (ES, K8)	<i>Locked in Elementary and K8 only Unlocked in MS, HS</i>
Physical Education Teacher	Locked (ES)	<i>Locked in Elementary and K8 only Unlocked in MS, HS</i>
ESOL Teacher	Unlocked	
In School Suspension Monitor	Locked	
Instructional Media Aide	Unlocked	
Paraprofessional – ESOL, General	Unlocked	
Pupil Personnel Worker	Lock+	
School Accounting Secretary	Unlocked	
School Business Accounting Tech	Unlocked	
School Guidance Secretary	Unlocked	
School Secretary I	Unlocked	
School Secretary II	Unlocked	
School Registrar	Lock+	

Funding Student Needs: School Level Flexibility

What resources will schools be able to budget?

Resource / Position	Status	Comments
Security Assistant	Lock+	
Building Staff	Locked	<i>Supervisors, auditorium technicians, etc.</i>
Cleaner	Locked	
Food Services Staff	Locked	
Nursing and Health Service Staff	Locked	
Transportation Staff	Locked	
Grant Funded Positions	Locked	<i>Turnaround Schools, Medicaid Grant, etc.</i>
Head Start Positions	Locked	<i>Teachers, coordinators, etc.</i>
Pre-K Positions	Locked	<i>Classroom teachers, paraprofessionals</i>
Specialty Program Resources	Locked	<i>Staff and resources associated with programs such as Visual and Performing Arts, Creative and Performing Arts, Talented and Gifted, International Baccalaureate, Career and Technical Education, Biotechnology, Biomedical, Montessori, Language Immersion, Project Lead the Way, Advanced Placement, Middle College, Project Lead the Way, ROTC, Secondary School Reform, etc.</i>
Special Education Resources	Locked	<i>Teachers, paraprofessionals, speech/language, clerical, etc.</i>
Title I Resources	Locked	<i>Positions and discretionary resources</i>