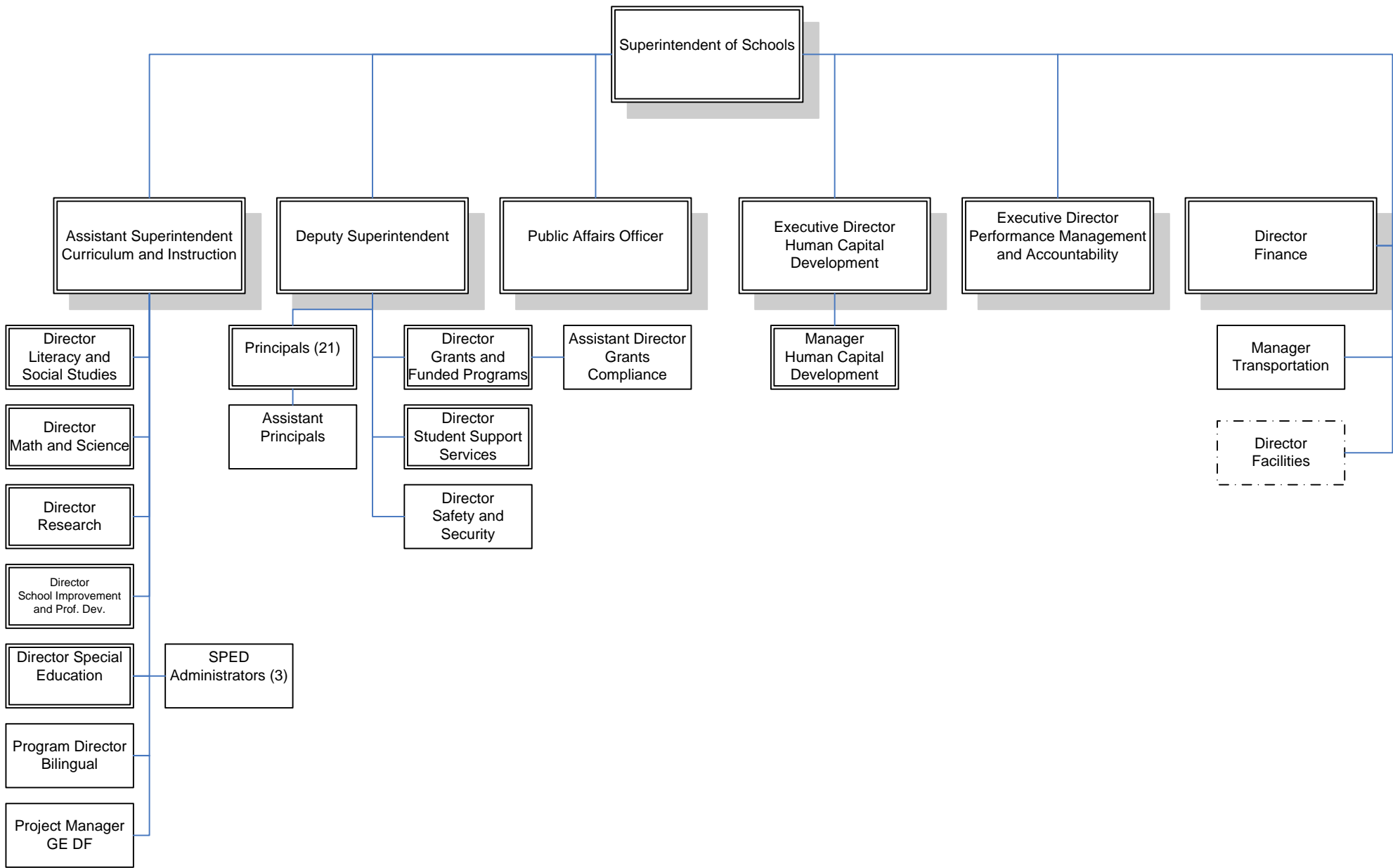


Human Capital Development





2009-10 SPS Administration Organization Chart

Major Responsibilities of Central Administration Positions (2009-2010)

Dr. Joshua Starr, Superintendent of Schools

The Superintendent serves as the Chief Executive Officer of the Stamford Public Schools and reports directly to the Board of Education. The Superintendent provides leadership for the school system based on Board policies as well as local, State, and Federal laws. The Superintendent develops an organizational structure, establishes administrative procedures, and delegates appropriate responsibilities for managing the school system effectively.

Dr. Winifred Hamilton, Deputy Superintendent

Major responsibilities include: responsible for day-to-day operations of district; serves as the head of the District in the absence of the Superintendent of Schools; the supervision of all school principals, the Director of Adult Education, Director of Student Support Services and Director of Grants and Funded Programs . The primary function of the Deputy Superintendent is to support administrators in providing standards-based school improvement so that all students are academically successful. Member of Superintendent's Cabinet.

Dr. Linda Bruno, Assistant Superintendent, Curriculum & Instruction

Major responsibilities include: supervision of Curriculum and Instruction Department, Research Office, , and Special Education Department; is responsible for implementing and overseeing all initiatives related to improving the academic performance of all students; oversee the design and implementation of programs and practices intended to increase student achievement. Member of Superintendent's Cabinet.

Denise Gagne, Executive Director, Human Capital Development

Major responsibilities include: providing oversight, leadership and expertise for the full scope of HCD functions including organizational design, succession planning, retention, training & development of classified staff, employee relations, HRIS systems, Worker's Compensation, inclusiveness, and engagement. Additional duties include advising the Superintendent and Cabinet regarding the interpretation and implementation of contracts, HCD policies, practices and procedures, resolution of employee relations issues, creating and implementing HCD strategies that align with district goals, establishing metrics that determine results of recruiting efforts and insuring state, federal and regulatory employment law compliance. Member of Superintendent's Cabinet.

Amy Karwan, Executive Director, Performance Management & Accountability

Major responsibilities include: implementation and management of the Stamford Public Schools Strategic District Improvement Plan; district efforts to increase accountability at all levels; district efforts to evaluate programs using comprehensive data; and management of State Accountability requirements. Member of Superintendent's Cabinet.

Al Barbarotta, Director, Facilities Management (AFBCM)

Major responsibilities include: supervises, monitors and evaluates all custodial, trades and maintenance personnel; oversees the general operations of the Building Inspection Division including scheduling, priorities, goal setting and staff development; ensures the cleanliness and maintenance of all facilities as well as the proper heating and ventilation of all buildings; plans, prepares and supervises preventative maintenance and energy management programs; reviews plans, schedules and supervises improvements, alterations and repairs to existing facilities.

Natalie Elder, Director, School Improvement & Professional Development

Major responsibilities include: directing the school improvement planning process, supporting schools in fulfilling their school improvement goals, and establishing a coherent professional development plan for teachers and administrators in the Stamford Public Schools.

Mona Hanna, Director, Mathematics & Science

Major responsibilities include: planning and developing mathematics and science programs in grades kindergarten through grade twelve, provide leadership in staff development and coaching for the improvement of teacher knowledge and skill in teaching mathematics and science, monitor mathematics and science curriculum development, implementation and instruction, and develop and implement pilot programs which give promise of improving mathematics and science instruction.

Wayne Holland, Director, Special Education

Major responsibilities include: the supervision of all district special education programs including the evaluation of students, planning and placement team meetings, speech pathologist and the services they provide, inclusion, early intervention services grade K-8, oversight of Medicaid reimbursement program and special education compliance. This position consults with building administrators, program directors and the Department of Human Capital Development in making recommendations for employment decisions for all staff in the Department of Special Education

Mary Jennings Director, Literacy & Social Studies

Major responsibilities include: planning and developing literacy and social studies programs in grades kindergarten through grade twelve, provide leadership in staff development and coaching for the improvement of teacher knowledge and skill in teaching literacy and social studies, monitor literacy and social studies curriculum development, implementation and instruction, and develop and implement pilot programs which give promise of improving literacy and social studies instruction.

Mike Meyer, Director, Student Support Services

Major responsibilities include: the supervision and evaluation of Student Support Services staff assigned to pre-school through elementary including School Psychology and Social Work. This position will also develop and establish the Office of Family Engagement which will coordinate initiatives for parent engagement and family learning and assist in the development, implementation, and evaluation of Social Emotional Learning programs. This position consults with building administrators, program directors and the Department of Human Capital Development in making recommendations for employment decisions for all staff in the Department of Student Support Services and Office of Family Engagement.

Hugh Murphy, Director, Finance

Major responsibilities include: the development, presentation and supervision of the Board of Education operating and grants budget and operation of the national school lunch program in the district. Other duties include preparation of budget books, monthly budget reports and analysis; grant cash analysis; processing, reporting and verifying national school lunch forms; supervision and review of Board of Education purchasing, payroll, accounts payable and general ledger transactions; holding grant review meetings; interfacing with external auditors, city payroll, benefits, personnel and grant departments. Also responsible for Board of Education print shop. Member of Superintendent's Cabinet.

John Perrotta, Director Safety and Security

Major responsibilities include: directing, planning and implementing a comprehensive security program for security for all of Stamford Public School facilities; develops and administers organizational and administrative procedures designed to maintain district activities on an efficient and effective basis; plans and directs a regular program of safety and loss prevention inspections of District's property; maintains effective working relationships with District departments, law enforcement agencies and the public.

Steven Schneider, Director, Transportation

Major Responsibilities include: the development, supervision and implementation of all transportation for the Stamford Public Schools. This office develops and maintains school bus routes using an automated routing system. This position interacts with the Director of Special Education, ensuring all transportation needs are met for children with special needs. This position assists in establishing bell times and developing and implementing the transportation contract.

Mara Siladi, Director, Grants and Funded Programs

Major responsibilities include: the application, management and reporting processes related to federal and state entitlement grants. Other duties include collaborating with school principals to assure that grant funded programs are implemented according to each grant's guidelines and mandates, including Title I, NCLB, Priority School District Grant, Perkins and other entitlement grants; co-facilitating the

School Improvement Planning Process; overseeing the Career-Technical Education and any related audits; and facilitation of specific district grant funded programs.

Dr. Judith Singer, Director, Research

Major responsibilities include: the collection, analysis and reporting on student demographics and achievement; coordination of district-wide testing including CMT's and CAPT; oversight of StarBase and TetraData; management of the lottery for magnet school admission and requests for placements in schools other than a student's assigned school; completion of state and federal reports; training staff on administrative computer applications.

Lupe Dauplaise, Program Director, Bilingual Education & English as a Second Language

Major responsibilities include: the supervision of the bilingual education programs Pre-K through 12, design, implement and provide staff development for Bilingual instruction to ELL and non-ELL teachers, interpret state and federal mandates for district policy, process, operation and programs related to bilingual education, student assessment and placement and collaborate with central office and schools to provide appropriate bilingual services. This position consults with building administrators, program directors and the Department of Human Capital Development in making recommendations for employment decisions for all staff in the Department.

Supervision of the ESL program Pre-K through Adult, coordinate student initial and annual assessment, design, implement and provide staff development for ESL instruction to ELL and non-ELL teachers, interpret state and federal mandates for district policy, process, operation and programs related to ESL and collaborate with central office and schools to provide appropriate ESL services. This position consults with building administrators, program directors and the Department of Human Capital Development in making recommendations for employment decisions for all staff in the Department.

Sarah Arnold, Public Affairs Officer

Major responsibilities include: the oversight of communications within the school district (district calendar, district guide, Administrators' Weekly, district-wide event planning); communications with the media (pitching stories and responding to reporter questions); and communications with the general public (providing information to Realtors and prospective families). The Executive Secretary in the Public Affairs Office also functions as the secretary for the Board of Education. Member of Superintendent's Cabinet.

Peter Ruppert, Co-Coordinator, GE Developing Futures Program

Major responsibilities include: the facilitation of the GE College Bound District Program grant activities through the District, serve as a liaison with other GE College Bound districts, coordinate site visits and GE College Bound District Program events, and collaborate with district staff on GE College Bound District Program professional development initiatives.

Doreen O’Leary, Project Manager, GE Development Futures Program

Major responsibilities include: the oversight and implementation of the GE grant, coordination of planning activities and development of evaluation measures for the math and science planning process. This position also serves as the primary communicator of the initiative with district staff, the community at large and corporate stakeholders.

Melissa Bang, Manager, Human Capital Development

Major responsibilities include: day-to-day supervision of department and staff; i.e., personnel records and retention compliance, developing and maintaining a recruitment plan for professional staff, attending recruitment fairs, and assuring certification and job qualification compliance. Additional duties include the management of substitute teacher placement and programs, oversight of district minority recruitment efforts, participating in collective bargaining negotiations and interfacing with city representatives regarding classified staff matters.

Carrie Chiappetta, Curriculum Associate, Secondary Math

Major responsibilities include: building staff development capacity with key building personnel through modeling, coaching, and leading action research groups to increase secondary student achievement in mathematics, plan and deliver secondary staff development in mathematics, facilitate curriculum writing for secondary mathematics, and assist in the planning of district professional development programs in secondary mathematics.

Heather Carrero, Curriculum Associate, Secondary Literacy

Major responsibilities include: building staff development capacity 6-12 in the requirements of Connecticut’s Framework for Literacy; building staff development capacity with key building personnel through modeling, coaching, and leading action research groups to increase student achievement in literacy; facilitate curriculum rollout for literacy; assist in the planning of district professional development programs in literacy.

Beth Eiseman, Curriculum Associate, Science

Major responsibilities include: planning professional development in science that provides teachers with timely understanding of the concepts and best practices in instruction to improve student learning in science; facilitating science curriculum work, including the development of syllabi, pacing guides and common assessments; working with school science leaders, and others in the district to ensure consistent inquiry-based science experiences for all students.

Mary Schaefer, Curriculum Associate, Elementary Literacy

Major responsibilities include: building staff development capacity K–5 in the requirements of Connecticut’s Framework for Literacy; building staff development capacity with key building personnel through modeling, coaching, and leading action research groups to increase

student achievement in literacy; facilitate curriculum rollout for literacy; work with community center tutors in the area of literacy; assist in the planning of district professional development programs in literacy.

Sharon Granelli-O'Reilly, Individualized Education Administrator – Secondary Education

Major responsibilities include: responsible for supporting Stamford's Secondary Schools population on all issues related to IDEA-2004 and appropriate support services for children in grades 6 through 12. This includes transition services for students up to the age of 21 as determined in the individualized education plan for the student; additionally it includes prevention, intervention services. Reports to the Director of Special Education Services.

Barbara Lewis, Individualized Education Administrator – Elementary Education

Major responsibilities include: responsible for supporting Stamford's Elementary Schools population on all issues related to IDEA-2004 and appropriate support services for children in grades K through 5. This includes prevention and intervention services. Reports to the Director of Special Education Services.

Carole Baldassano – Special Education Administrator for Autistic Spectrum Disorder Services and Low Incidence

Major responsibilities include: supervises all aspects of educational opportunity for children on the Spectrum and low incidence disabilities; chairs all PPTs for children on the spectrum, and low incidence disabilities; oversees and coordinates the tracking of out-of-district-placements for children on the spectrum and low incidence disabilities; oversees ESY Services and supervises lead teacher/s. Reports to the Director of Special Education Services.

**2010-2011 HUMAN CAPITAL BUDGET
STAMFORD PUBLIC SCHOOLS**

Object	2005-06 Actual	2006-07 Actual	2007-08 Actual	2008-09 Adjusted	2009-10 Approved	2009-10 Adjusted	2010-11 Requested	Variance +/-
101 Teachers	1,323.3	1,341.0	1,343.1	1,309.9	1,266.3	1,263.1	1,262.8	(0.3)
102 Administrative	73.3	76.2	70.0	68.4	65.7	64.7	65.7	1.0
Total Certified	1,396.6	1,417.2	1,413.1	1,378.3	1,332.0	1,327.8	1,328.5	0.7
113 Administrative	5.0	5.0	5.0	6.0	7.0	8.0	8.0	
114 Clerical	84.4	84.4	82.4	82.4	78.4	77.4	78.4	1.0
115 Paraeducators	253.4	254.4	275.4	278.0	274.0	287.2	287.2	
116 Custodial/Mechanics	147.5	156.5	161.5	169.5	168.5	168.5	168.5	
117 Other	33.0	38.0	38.0	38.0	38.0	38.0	37.0	(1.0)
Total Non-Certified	523.3	538.3	562.3	573.9	565.9	579.1	579.1	0.0
Total Operating Budget	1,919.9	1,955.5	1,975.4	1,952.2	1,897.9	1,906.9	1,907.6	0.7
101 Teachers	100.3	108.9	113.5	105.7	119.0	124.3	130.7	6.4
102 Administrative	5.2	6.0	4.2	3.6	4.6	5.3	5.3	0.0
Total Certified	105.5	114.9	117.7	109.3	123.6	129.6	136.0	6.4
113 Administrative					1.0			
114 Clerical	1.0	1.0	1.0	1.0	2.0	3.0	3.0	0.0
115 Paraeducators	62.0	90.0	46.0	50.0	53.0	53.4	53.4	0.0
116 Custodial/Mechanics								
117 Other		2.0	1.0	1.0	1.0			
Total Non-Certified	63.0	93.0	48.0	52.0	57.0	56.4	56.4	0.0
Total Grants Budget	168.5	207.9	165.7	161.3	180.6	186.0	192.4	6.4
101 Teachers	1,423.6	1,449.9	1,456.6	1,415.6	1,385.3	1,387.4	1,393.5	6.1
102 Administrative	78.5	82.2	74.2	72.0	70.3	70.0	71.0	1.0
Total Certified	1,502.1	1,532.1	1,530.8	1,487.6	1,455.6	1,457.4	1,464.5	7.1
113 Administrative	5.0	5.0	5.0	6.0	8.0	8.0	8.0	
114 Clerical	85.4	85.4	83.4	83.4	80.4	80.4	81.4	1.0
115 Paraeducators	315.4	344.4	321.4	328.0	327.0	340.6	340.6	
116 Custodial/Mechanics	147.5	156.5	161.5	169.5	168.5	168.5	168.5	
117 Other	33.0	40.0	39.0	39.0	39.0	38.0	37.0	(1.0)
Total Non-Certified	586.3	631.3	610.3	625.9	622.9	635.5	635.5	0.0
Total System Budget	2,088.4	2,163.4	2,141.1	2,113.5	2,078.5	2,092.9	2,100.0	7.1

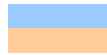
2010-2011 BUDGET OF THE STAMFORD PUBLIC SCHOOLS
Operating and Grants Budget Positions - Additions/Reductions ()

No.	Object	2009-10 Positions	ARTS	ELL	Rogers	SHS	2010-11 Positions	Change
101	Teachers	1263.1	(1.0)	0.7			1,262.8	(0.3)
102	Administrative	64.7	1.0				65.7	1.0
113	Administrative - Non Certified	8.0					8.0	0.0
114	Clerical	77.4				1.0	78.4	1.0
115	Paraeducators	287.2					287.2	0.0
116	Custodial/Mechanics	168.5					168.5	0.0
117	Other	38.0	(1.0)				37.0	(1.0)
Total Operating Budget		1906.9	(1.0)	0.7		1.0	1,907.6	0.7
101	Teachers	124.3		0.3	6.1		130.7	6.4
102	Administrative	5.3					5.3	0.0
113	Administrative - Non Certified						0.0	0.0
114	Clerical	3.0					3.0	0.0
115	Paraeducators	53.4					53.4	0.0
117	Other						0.0	0.0
Total Grants Budget		186.0	0.0	0.3	6.1	0.0	192.4	6.4
Total System Budget		2,092.9	(1.0)	1.0	6.1	1.0	2,100.0	7.1

**Stamford Public Schools
2010-11 Position Budget Additions/Reductions ()**

No.	Object	Operating Budget	Grant Budget	Total Budget
101	Teachers - adjusted budget 2009-10	1,263.1	124.3	1,387.4
	Add 6.1 teachers at Rogers for grade 7 startup: English, Social Studies, Math, Science, .6 Music, .4 PE, .5 Mandarin, .5 Spanish, .1 Magnet		6.1	6.1
	Add TOSA to assist with ELL/Bilingual administration	0.7	0.3	1.0
	Reduce ARTS teacher to add Director of Alt. Education position	(1.0)		(1.0)
Teacher Budget 2010-11		1,262.8	130.7	1,393.5
102	Administrative -adjusted budget 2009-10	64.7	5.3	70.0
	Add Director of Alt. Education position from teacher savings	1.0		1.0
Administrative Budget 2010-11		65.7	5.3	71.0
113	Administrative - Non Cert- adjusted budget 2009-10	8.0	0.0	8.0
Admin Non-Cert Budget 2010-11		8.0	0.0	8.0
114	Clerical- adjusted budget 2009-10	77.4	3.0	80.4
	Add office clerical at Stamford High	1.0		1.0
				0.0
Clerical Budget 2010-11		78.4	3.0	81.4
115	Paraeducators- adjusted budget 2009-10	287.2	53.4	340.6
Paraeducators Budget 2010-11		287.2	53.4	340.6

116	Custodial/Mechanics- adjusted budget 2009-10	168.5		168.5
	Custodial/Mechanic Budget 2010-11	168.5	0.0	168.5
117	Other- adjusted budget 2009-10	38.0		38.0
	Reduce Assistant Social Worker in ARTS program	(1.0)		(1.0)
	Other Budget 2010-11	37.0	0.0	37.0
	Total BOE Adjusted Budget 2009-10	1,906.9	186.0	2,092.9
	Superintendent's Budget Request 2010-11	1,907.6	192.4	2,100.0
	Changes from 2009-10 Budget	0.7	6.4	7.1


 Superintendent's request 1/1/09
 BOE approved