

5. Resources and Support Systems

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

Impact Statement: A school is successful in meeting this standard when it has sufficient human, material, and fiscal resources to implement a curriculum that enables students to achieve expectations for student learning, to meet special needs, and to comply with applicable regulations. The school employs and allocates staff that are well qualified for their assignments. The school provides ongoing learning opportunities for all staff to improve their effectiveness. The school ensures compliance with applicable local, state, and federal regulations.

1. What is the process for recruitment, induction, placement, development, evaluation, and retention of qualified teachers, administrators, and support staff?

DoDEA headquarters establishes the qualifications, process and procedures for the recruitment and hiring of all professional staff members. The principal has the authority for local hiring, based on eligibility lists provided by the Human Resources Office at DoDEA-E. At KBES, the human resource process also involves recruiting by word-of-mouth and posted notices. The professional staff is required to update and maintain their professional certifications with their home state, as well as with DoDEA. Each faculty member is required to take part in the Professional Growth Plan process and is monitored annually to ensure that acceptable standards are met. The principal routinely visits classrooms and provides feedback to the professional staff. The administrative staff is hired and evaluated according to DoDEA guidelines and procedures.

2. How does the leadership ensure that the allocation of financial resources is supportive of the school's vision, educational programs, and its plans for school improvement?

The annual allocation of funds is a group decision involving all of the staff at KBES. The primary supplies and equipment to operate the DoDEA mandated curriculum are replenished and purchased as a first priority. If additional fiscal resources are available at the school level, the staff then submits requests to the principal for consideration. Each year, the Isles-DSO requests schools send in unfunded requests and as monies become available in the latter part of the fiscal year, these items are often ordered for the schools. If there is a need for professional educational support or training, the DoDEA-E or Isles-DSO office will assist in acquiring that training or support.

3. How does the leadership ensure a safe and orderly environment for students and staff?

Each school year, safety checks are conducted quarterly by safety officers from the Kleine Brogel Air Base. During the 2008-2009 school year, security updates were implemented at DoDEA expense which included new exterior doors, new door locks, new thumb locks on

interior classroom doors, mylar film on all windows, and security gates connecting the two buildings. Visitors to KBES are required to sign in by the front office and wear a visitor's badge while on the premises. When picking up ill children from the school nurse, parents are required to sign in at the nurse's office and sign the children out at that location.

KBES developed a school-wide behavior plan with input from the SAC, educators and students. This plan can be found in the KBES parent handbook and is prominently displayed in the entry hall at our school. The principal discusses student behavior expectations at the beginning of school and as necessary during the year. Individual teachers establish their own classroom expectations with input from their students and communicate this to the parents through classroom newsletters, informal conferences, formal parent-teacher conferences, and telephone conversations; individual classrooms also post their rules/guidelines/expectations along with the school-wide behavior expectations.

4. What process is used to ensure and monitor that each student has access to guidance and resource services that meet the needs of the student?

The needs of Kleine Brogel Elementary School students are met through a wide range of services from the school and from the military community. All DoDEA students have access to psychologists, therapists, and diagnosticians. Our students are provided physical education, library, art, counseling and special education. The needs of students with disabilities are met through specific programs of support as outlined in a student's Individualized Educational Plan (IEP) and/or a 504 plan as specified under the Individuals with Disabilities Education Act (IDEA). KBES supports the philosophy of the inclusion of special education students in the general education classroom to the maximum extent appropriate and provides the majority of services in the general education setting. Our special education department is staffed with one part-time special education para-educator, and with one part-time teacher of learning impaired, who is also the part-time Speech Language Pathologist. The services of a special education assessor and a speech/language assessor are also available to the school on an as-needed basis. The Child Study Committee (CSC) works closely with the Educational and Developmental Intervention Service (EDIS), a military component that provides medically related evaluation and direct services to students on IEPs. Services available through EDIS include those of an occupational therapist, physical therapist, social worker, child psychologist, child psychiatrist, audiologist and developmental pediatrician. Gifted services are also available for students that qualify under DoDEA guidelines. Whole-group enrichment opportunities are provided for students within the classroom environments. In addition, the counselor and the educational technologist from the neighboring Geilenkirchen Elementary School (GKES) service the students of KBES on a weekly basis. The media specialist from GKES also assists in library/media center concerns as needed.

Overall Assessment: Safety and security are high priorities at the Kleine Brogel school. Recent safety up-grades to the school have enhanced the perimeter and visitor security situation. Staff members are fully qualified and maintain certification in accordance with DoDEA and CONUS home state requirements. Resource allocation and distribution within KBES is done by group meetings to determine the school and classroom priorities. Numerous support personnel are available on a regular and on-call basis to assist with delivering a quality program to the students and parents.