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Frequently Asked Questions: 2023-24 DCSD Comprehensive Class Coverage Plan

DeKalb County School District Educators and Staff:

As part of the DeKalb County School District's ongoing commitment to ensuring quality education despite the nationwide teacher shortage, we have developed the [2023-24 DCSD Comprehensive Class Coverage Plan](#). As you know, this plan outlines various strategies and options to provide adequate classroom coverage and maintain a high standard of learning for our students.

This memorandum addresses some common questions regarding this plan:

- 1. What is the School District's Comprehensive Class Coverage Plan for the teacher shortage?** [DCSD's Comprehensive Class Coverage Plan](#) is a multi-faceted approach to address classroom coverage challenges. It includes the following strategies:
 - STAR Substitutes: Each school has been allocated one Star Substitute.
 - Day-to-Day and Long-Term Substitutes: We have a pool of over 900 substitute teachers available.
 - Paraprofessionals: Summer graduates will be hired as paraprofessionals to provide support.
 - Extended Day and Planning Period Coverage: Opportunities for teachers to provide coverage during extended periods.
 - Retiree Job Share and HB385 Options: Options for retired educators and those eligible under HB385 to assist in Math, Science, and Special Education.
 - Instructional Specialists: Support for up to the first 45 instructional days.
 - District and School Administrators: Administrators will step in as instructors when needed.
 - APEX and Buddy Teacher Program: Utilization of APEX and a Buddy Teacher Program for enhanced learning.
 - DeKalb Teacher Residency: Launching in Winter 2024 to further strengthen our teaching force.
- 2. Who is considered an Instructional Specialist?** Instructional Specialists include individuals in roles such as MTSS coordinators, Academic Coaches, IB Coordinators, LTS, Student Support Specialists, Math Specialists, Reading Specialists, and any other supporting instructional roles.
- 3. Will an Instructional Specialist be required to serve in both capacities if requested to cover a class?** No. Instructional Specialists are not required to fulfill their regular duties while providing classroom coverage. We understand the additional workload and will provide support during this period.
- 4. Why do Instructional Specialists receive a \$1,500 supplement for up to 45 workdays?** A supplement of up to \$1,500 will be provided for the entire 45 days to support Instructional

Specialists during classroom coverage. While this averages around \$34 per day, it is important to note that substitute teachers pay \$180 daily, and Instructional Specialists typically earn at least \$380 daily. This supplement aims to recognize their contribution.

5. **What happens if I am promoted to an Instructional Specialist at the start of the school year?** Newly promoted Instructional Specialists will remain at their current school for up to 45 instructional days. If the current school is fully staffed, they may transition to their new location sooner.
6. **Why are Instructional Specialists the only ones required to cover classes?** It's crucial to clarify that all certified employees in the district are part of the pool to assist in filling classroom gaps. This includes teachers from various disciplines and other DCSD schools.
7. **I am certified in Math 6-12. Will I be qualified to teach Social Studies?** While certified employees may be temporarily assigned to instruct in a subject area outside their specialization, this is allowed only temporarily and is similar to the role of a substitute teacher.
8. **Why must I go to another region/area for class coverage if my school is fully staffed?** If your assigned school is fully staffed, you may be temporarily assigned to another school within the same region to address educational gaps and maintain consistent learning opportunities.

We appreciate your understanding and cooperation as we navigate these challenges to provide the best possible education for our students.

If you have further questions or need clarification, please do not hesitate to contact your school administrators or District HR representatives.