

RFA Staffing Note

Of critical importance is performance, accountability, and results. The lead agency/fiscal agent and KYAE Skills U Director are responsible for all three (performance, accountability, and results) and assembling the highest quality staff in order for students to progress further and faster.

Instructional staffing levels should be evaluated and determined based on criteria noted in the RFA:

- **Student demand** – It is **not** required or expected that the budget be fully allocated to instructional staff positions. Demand should (enrollment) guide these decisions. It is easier to add staff if demand/enrollment materializes. Fully staffing in advance of demand, leads to low instructor/student ratios. This ratio will be apparent to KYAE Skills U and shared with lead agencies/fiscal agents and KYAE Skills U Directors with questions as to efficient use of resources.
- **High-quality instruction and acceleration** – Instructional staff should be qualified to instruct at a college- and career-ready level in order for students to progress further and faster.
- **Efficiency** – KYAE Skills U Directors may determine, for example, a high-quality mathematics instructor's time be apportioned over the entire service area (e.g., multiple counties).

Adult education has realized a 35% reduction in state general funds since 2008. Therefore, it is incumbent upon lead agencies/fiscal agents and KYAE Skills U Program Directors to use resources efficiently, especially through staffing efforts, in order to facilitate the transformative nature of WIOA, Title II, and realize desired outcomes.