

# MARYLAND ASSOCIATION OF PUPIL PERSONNEL

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## MAPP Position Statement

### Pupil Personnel Worker-Student Ratio

The Maryland Association of Pupil Personnel (MAPP) recognizes that Pupil Personnel Workers play an integral role in student academic success. All Pupil Personnel Workers are certified by the Maryland State Department of Education and have varied educational experiences. Most Pupil Personnel Workers have taught and have worked successfully as school administrators, school counselors, special educators, and curriculum specialists. Pupil Personnel Workers are specialists trained to assess student needs, serve as student advocates and act as a motivating force in removing barriers to student achievement.

### Role and Function of the Pupil Personnel Worker:

The role of the Pupil Personnel Worker may be divided into four major job functions. The Pupil Personnel Worker serves primarily as an **advocate** for all students and as a **consultant** to school staff and parents/guardians on a variety of issues. In an effort to forge home/school/community partnerships, the Pupil Personnel Worker serves as a **liaison** between various departments within local school systems, as well as a **referral** source to outside agencies and community resources. Some of the most common functions of the Pupil Personnel Worker throughout Maryland's twenty-four local school systems include:

- Counseling/conferencing with individuals and groups
- Conducting home visits to promote family involvement
- Responding to emergency welfare situations for students and families
- Collaborating with the classroom teacher to facilitate the adjustment of students
- Providing crisis support for schools
- Interpreting school policies, county policies and procedures for students and families
- Coordinating home and hospital teaching
- Monitoring/supervising home schooling cases
- Investigating out of county and out of district residency requests
- Petitioning cases to the District Court for violations of the Maryland Compulsory Attendance Law
- Arranging and facilitating intake conferences for students returning from DJJ facilities
- Providing case management for suspended and/or expelled students

### Pupil Services Providers/Student Population Ratio:

In order for any pupil services provider (Pupil Personnel Worker, School Counselor, School Social Worker, and School Psychologist) to fulfill the role and function of their position,

the ratio of students to provider must be manageable. At one time in Maryland, the State Department of Education mandated for all local school systems a ratio of one pupil personnel worker for 2,500 students. This ratio was removed from the Code of Maryland Regulations (COMAR) in the 1980's and consequently the ratio has risen. At present, it is not unusual for Pupil Personnel Workers to have a student ratio in excess of 1:4000. The Maryland Association of Pupil Personnel Workers recommends to all school systems a ratio of one Pupil Personnel Worker for every 2,000 students. The National Association of School Psychologist recommends one psychologist for every 1,000 students. The American School Counselor Association recommends one school counselor for every 250 students. The School Social Worker Association of America suggests a ratio of one school social worker for every 800 students.

**Summary:**

In order to fulfill the role and function of the Pupil Personnel Worker, and to effectively improve the learning environment and remove barriers to academic success for all Maryland students the number of Pupil Personnel Workers in every local school system needs to be increased. The State Board of Education can take the lead in this endeavor by reinstating in COMAR the recommended ratio of one Pupil Personnel Worker to 2,000 student.

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