

Four-Day School Week Survey: Summary of Staff Questionnaire Results

Information Provided to the Liberty Elementary School District Governing Board



October 24, 2022

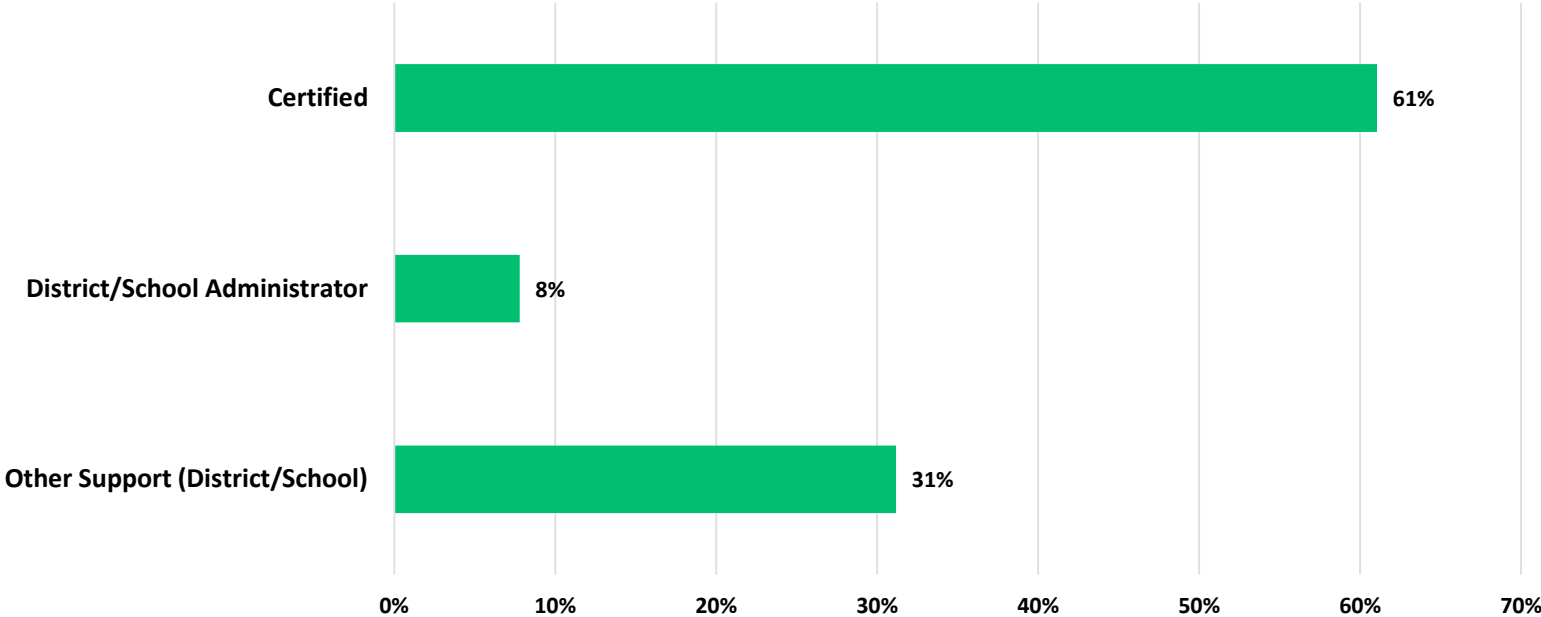
**Liberty Elementary School District #25
19871 West Fremont Road
Buckeye, AZ, 85326**

General Data Set:

- **Survey Open Dates:** Sept 20 – Oct 17
- **Total Records in Database:** 308

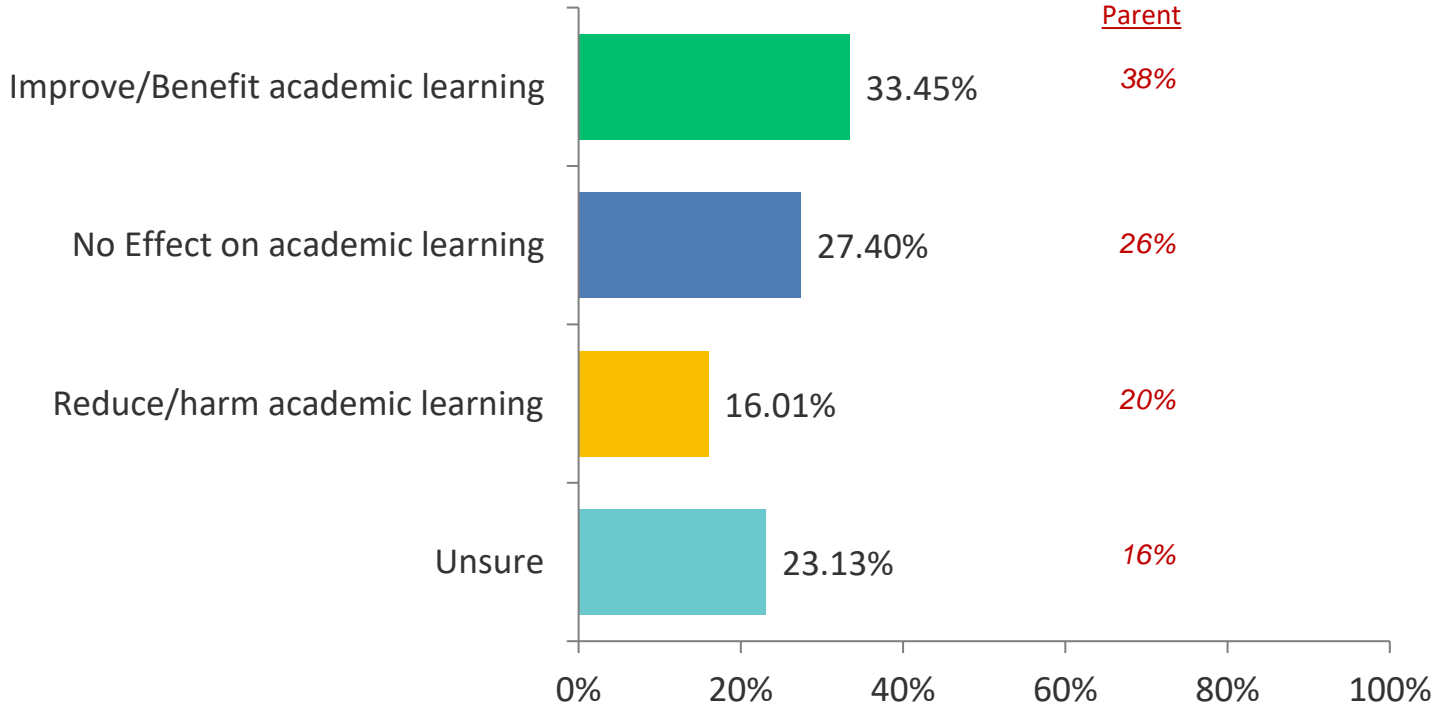
Q1: What type of position do you hold with the Liberty Elementary School District?

N = 308



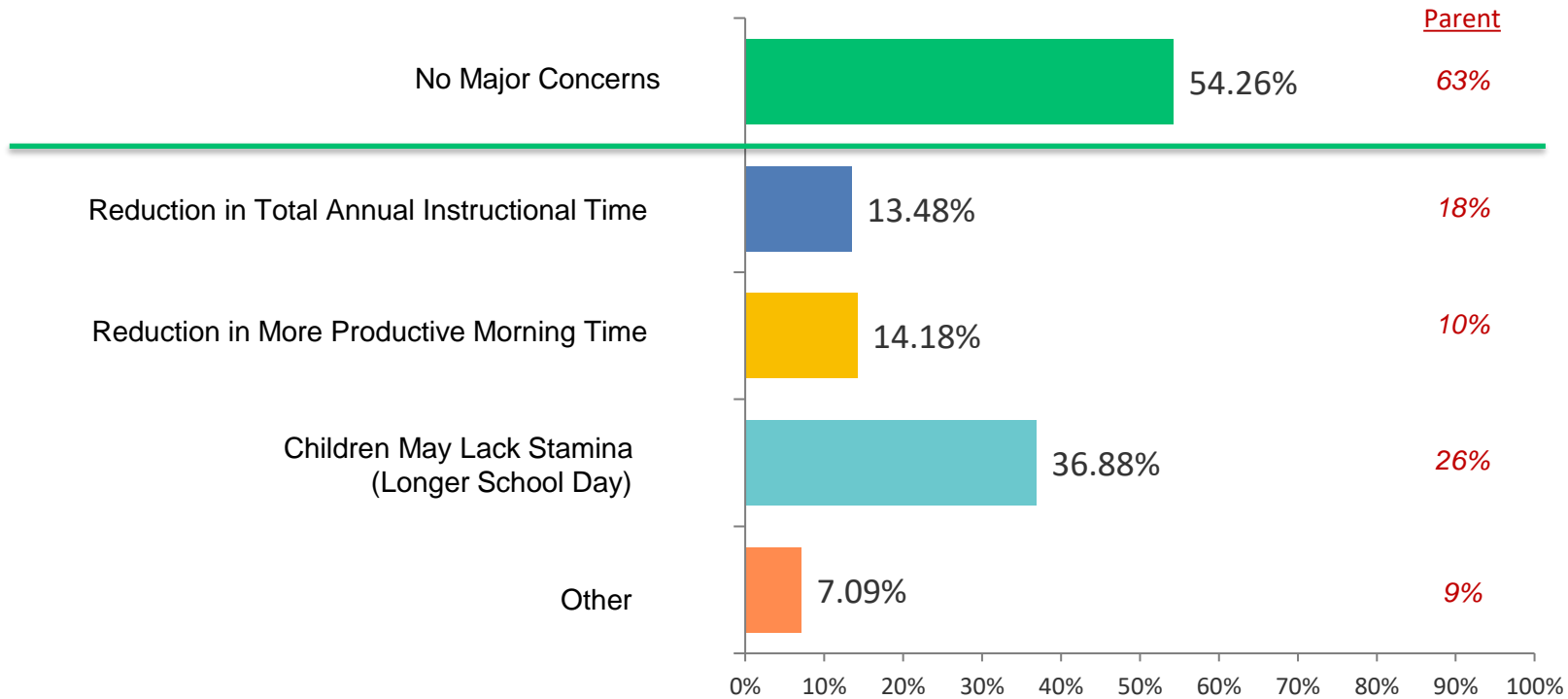
Q2: In your opinion, how would switching to a 7.5 hour/day, four-day per week schedule impact the academic learning of LESD students?

N= 281



Q3: Concerns - Academic Learning: With respect to the learning environment of LESD students, what are some concerns or issues you might have if LESD switched to a 7.5-hour, four-day per week, schedule? (Check all that apply)

N = 282

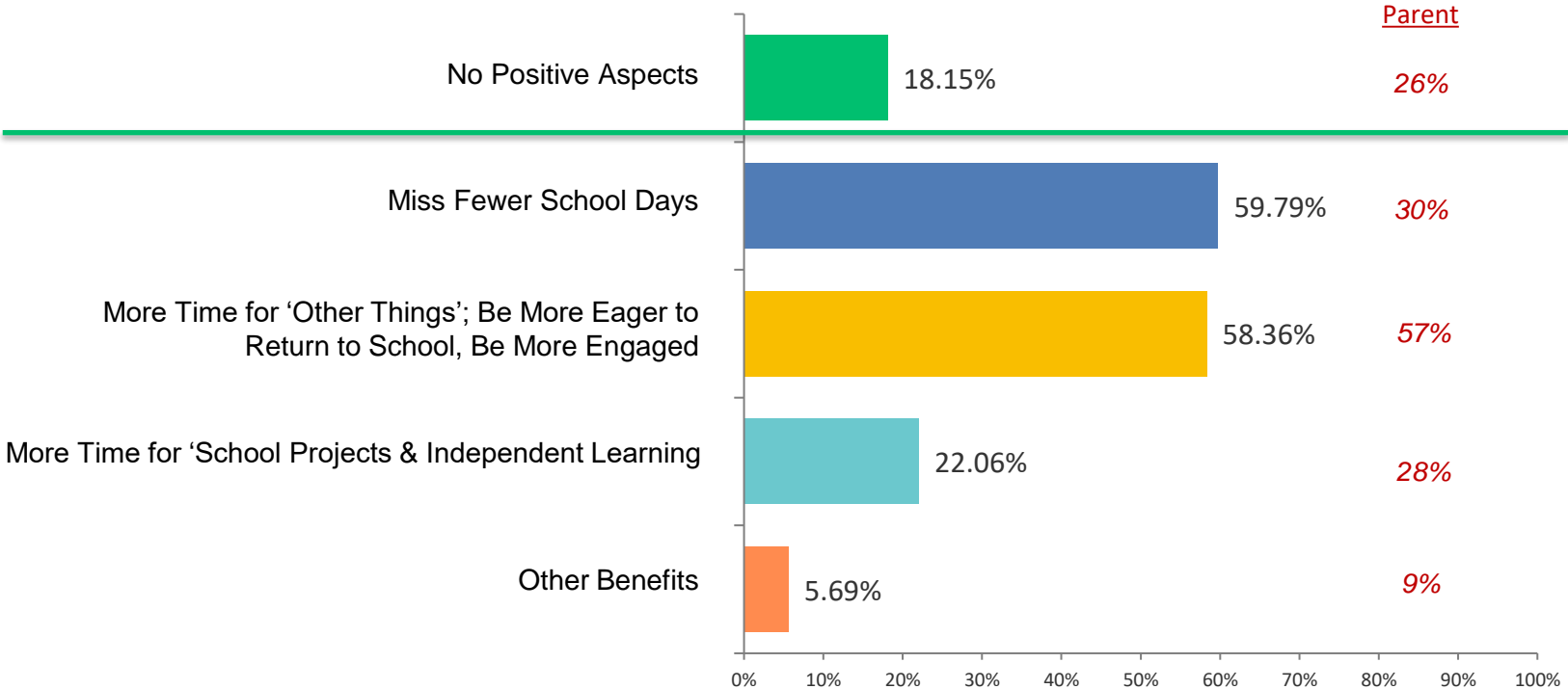


Note: Proportions may reflect multiple category responses

Note: Labels have been paraphrased for readability

Q4: Benefits - Academic Learning: With respect to the learning environment of Liberty ESD students, what are some benefits or positive aspects about switching to a 7.5 hour/day, four-day school week? (Select all that apply)

N = 281

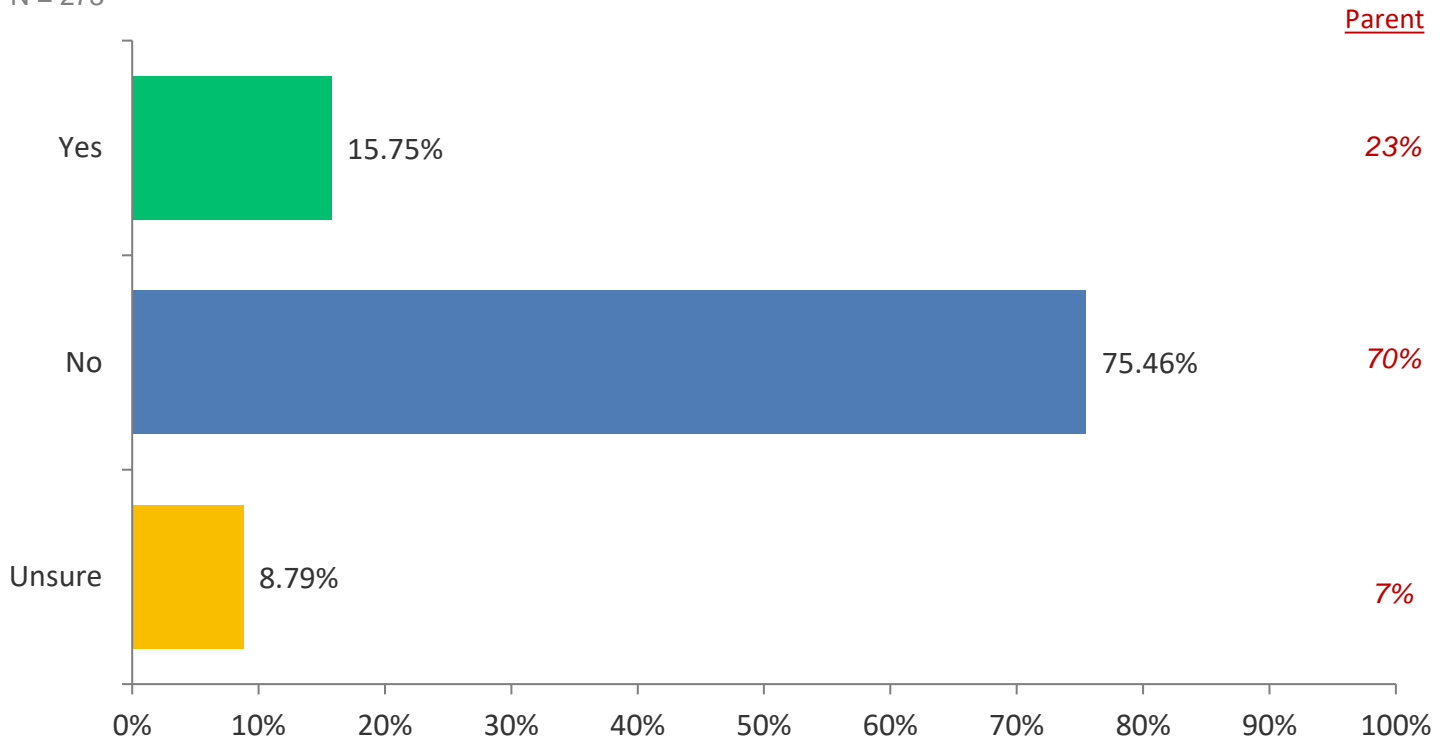


Note: Proportions may reflect multiple category responses

Note: Labels have been paraphrased for readability

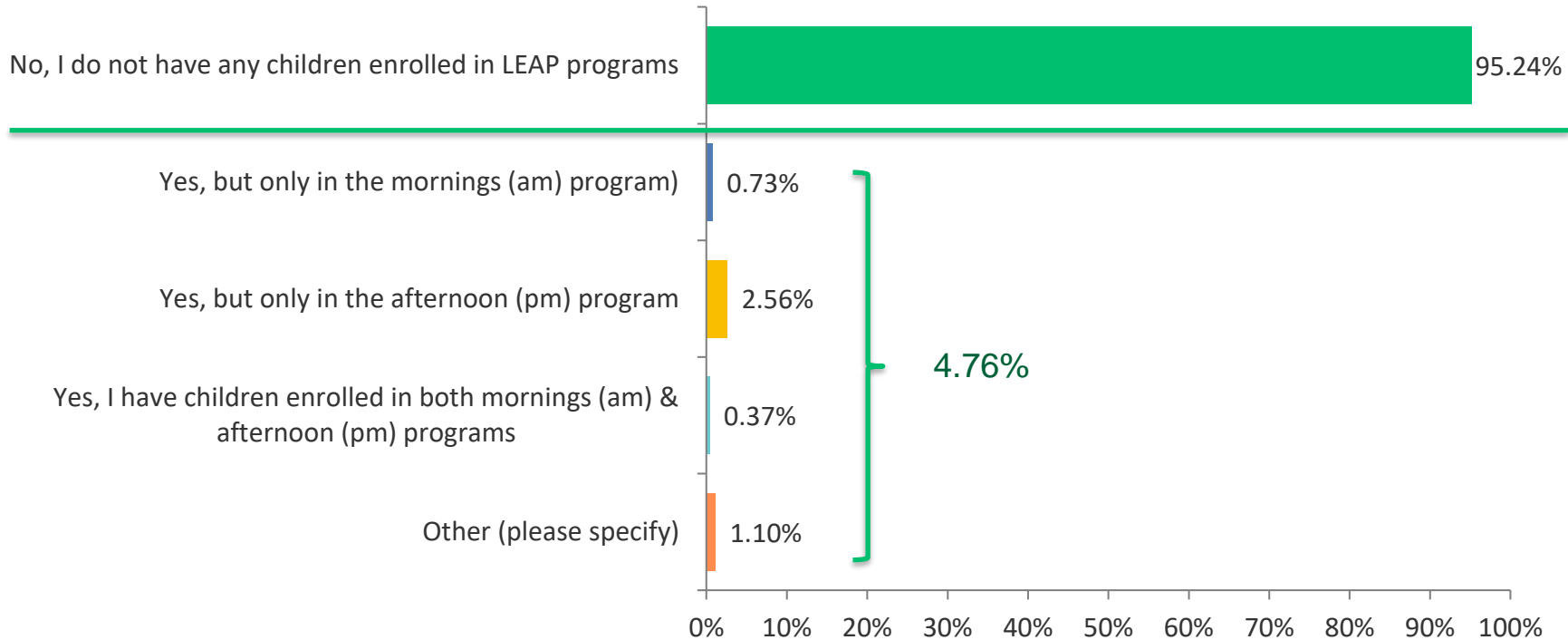
Q5: If the district were to transition to a four-day schedule, would this create new or added childcare issues with your family?

N = 273



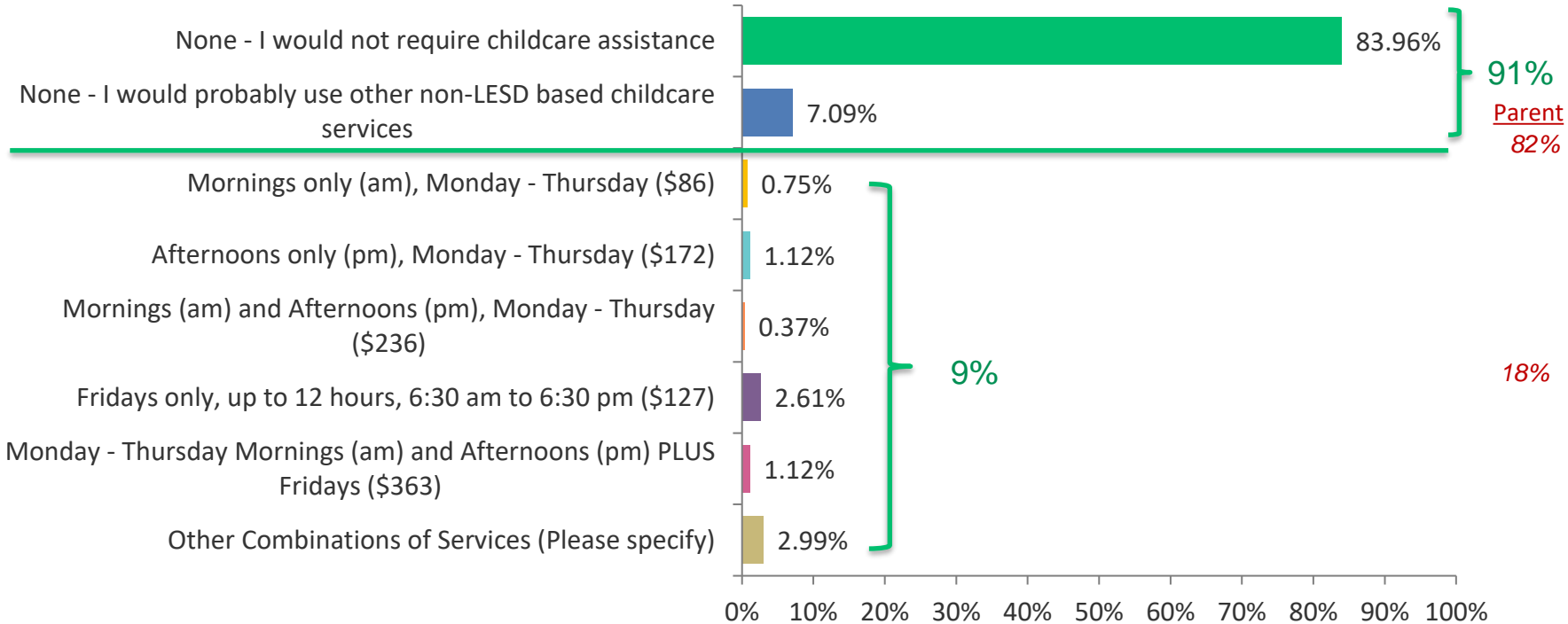
Q6: Do you currently have children enrolled in LEAP childcare services in Liberty ESD?

N = 273



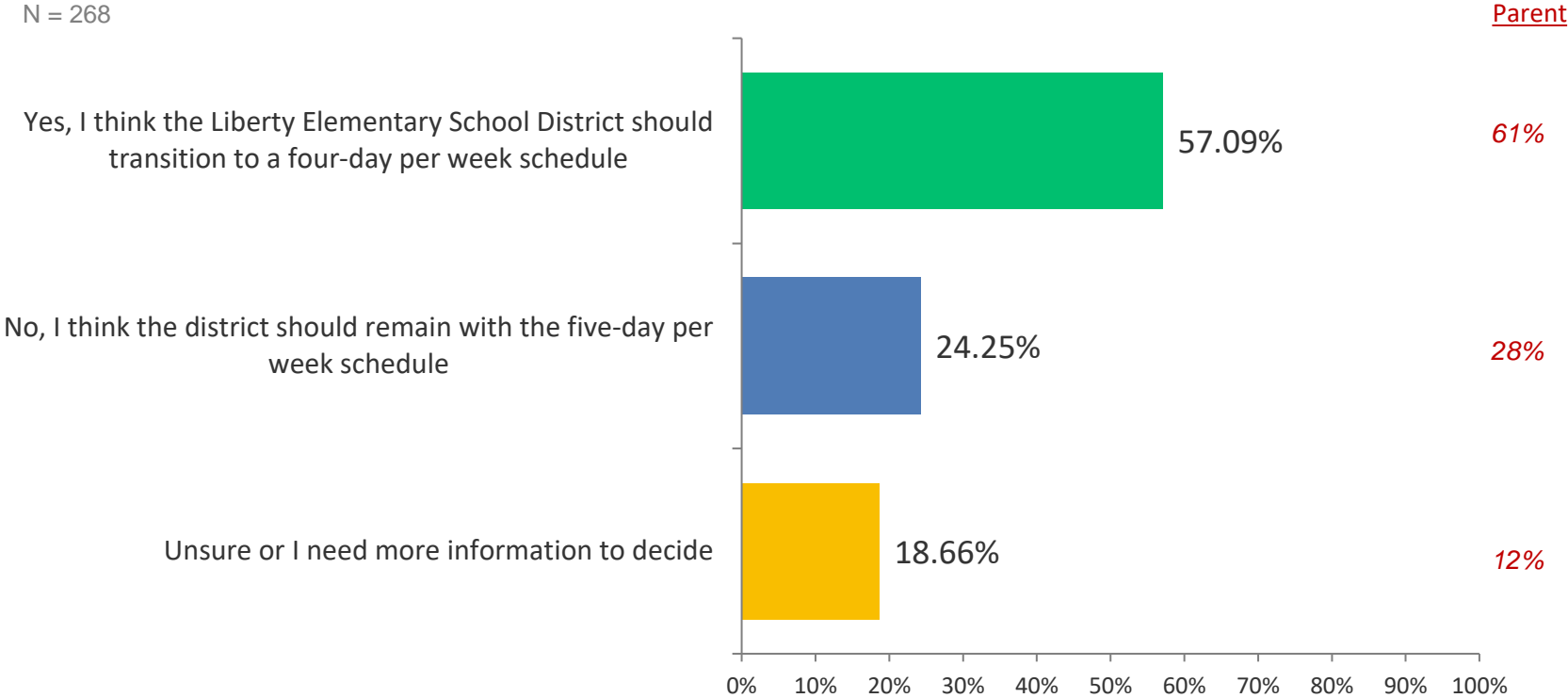
Q7: If the district were to transition to a four-day school week, which of the following LEAP service programs would you be most likely to enroll your child/children?

N = 268



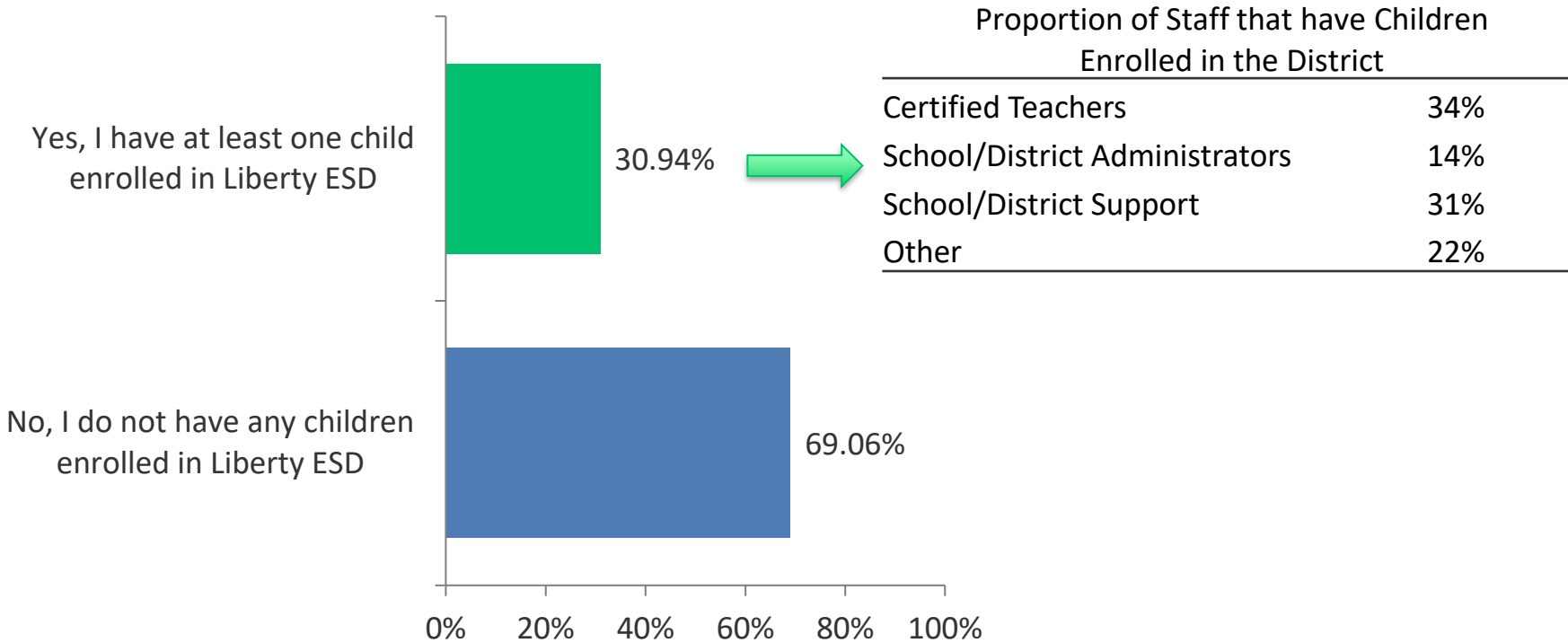
Q16: Do you think that the Liberty Elementary School District should transition from a five-day to a four-day school week?

N = 268



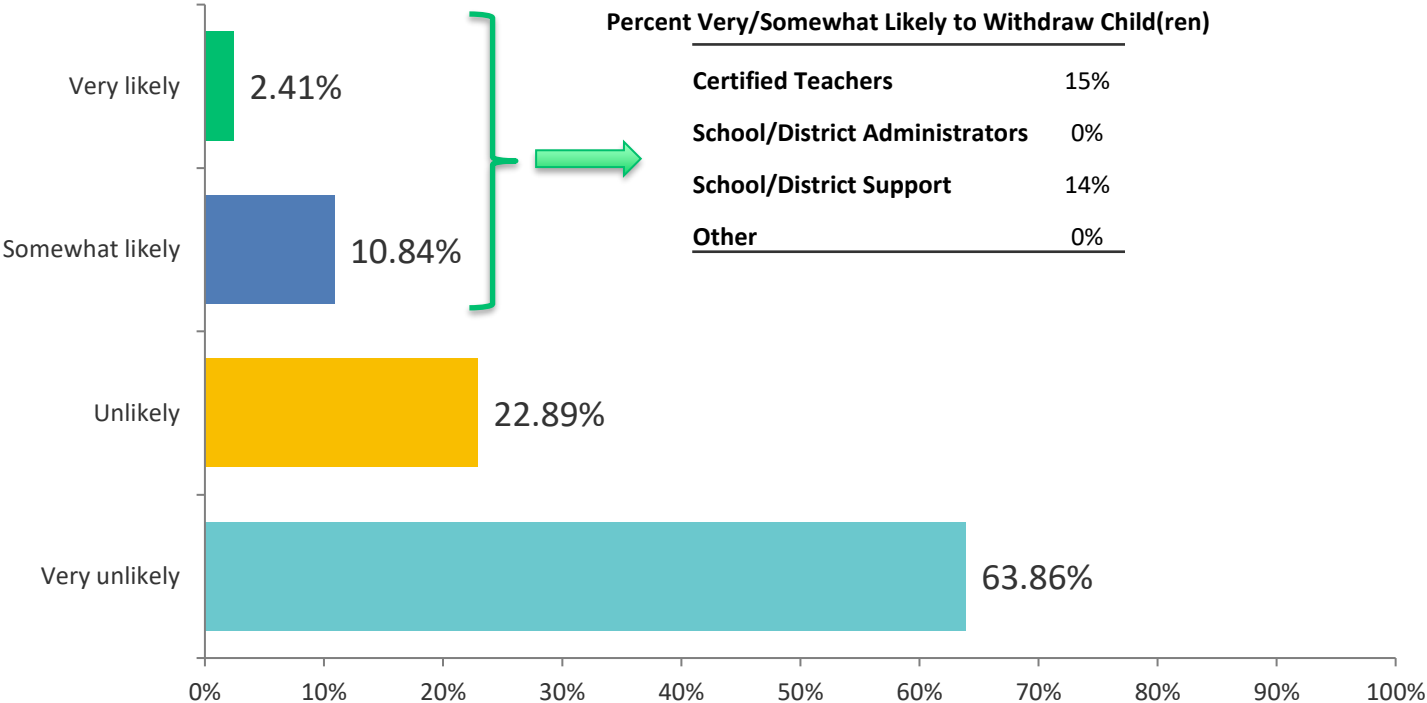
Q17: Do you currently have children enrolled in the Liberty Elementary School District?

N = 265



Q18: If the district switched to a four-day school week, how likely is it that you would withdraw your child(ren) and enroll them in a school/district with a five-day school week?

N = 83



Parent

12%

10%

22%

56%

Impact of 4-Day on Compensation & Benefits – Staff Retention

- The Staff survey indicated potential impacts on compensation, benefits, and work hours resulting from a transition to a four-day schedule
- These potential impacts differ by general employment category
- If a transition were to take place, staff were asked:
“... how likely is it that you would choose to continue employment in the Liberty District?”

Impact of 4-Day on Compensation & Benefits – Staff Retention

Four-Day Impact Survey Prompts/Descriptors by Employment Category

Job Category	Category Descriptors "If the District were to switch to a four-day schedule ..."
Support Staff: Paraprofessional, Office Staff, Library Assistants, and Transportation Services	... and was able to closely maintain your compensation and benefits, how likely is it that you would choose to continue employment in the Liberty District?
Support Staff: Maintenance, Grounds, Information Technology (IT), District Office, Warehouse	... and was able to closely maintain your compensation and benefits, how likely is it that you would choose to continue employment in the Liberty District?
Support Staff: Food Services, LEAP Program	<p>The employee work hours in your program area are dependent on the revenues generated from the services provided to students. With a shortened school week, this may mean that the compensation and benefits in your position may be reduced.</p> <p>With this understanding, if the district switched to a four-day schedule, how likely is it that you would choose to continue employment in the Liberty District?</p>
Certified: Classroom Teachers, Counselors, Related Services, Behavior Interventionist, Instructional Coaches, and Reading Interventionists	<p>... the compensation and benefits of certified staff would not be impacted. Rather, certified staff would benefit from increased flexible hours to independently perform job responsibilities.</p> <p>With this understanding, if the district switched to a four-day schedule, how likely is it that you would choose to continue employment in the Liberty District?</p>
Certified: School-Based Administrator; District: Departmental Administrator/Supervisor/Manager	<p>... the compensation and benefits of certified staff, including district and school administrators, would not be impacted. Rather, certified staff would benefit from increased flexible hours to independently perform job responsibilities.</p> <p>With this understanding, if the district switched to a four-day schedule, how likely is it that you would choose to continue employment in the Liberty District?</p>

Impact of 4-Day on Compensation & Benefits – Staff Retention

[Understanding the possible impacts] If the District were to switch to a four-day schedule ... how likely is it that you would choose to continue employment in the Liberty District?

Category	Very Likely	Likely	Unlikely	Very Unlikely	Category N-Count
Support Staff: Paraprofessional, Office Staff, Library Assistants, and Transportation Services	56%	31%	13%	0%	39
Support Staff: Maintenance, Grounds, Information Technology (IT), District Office, Warehouse	77%	15%	8%	0%	13
Support Staff: Food Services, LEAP Program	29%	43%	19%	10%	21
Certified: Classroom Teachers, Counselors, Related Services, Behavior Interventionist, Instructional Coaches, and Reading Interventionists	64%	31%	2%	2%	167
Certified: School-Based Administrator; District: Departmental Administrator/Supervisor/Manager	62%	33%	5%	0%	21
				Total N:	261

Questions, Comments, Discussion

End of Slide Set