

4-Day Week FAQ

- 1) Will the results of the surveys be published? Yes, the results of the surveys will be placed on our website on the front page near the bottom with the FAQ, sample Calendar, and Presentation.
- 2) Is the slide presentation presented on February 22, 2023 the exact same presentation presented on Monday, February 13, 2023? No. The second presentation had one additional slide that pertained to Student Academic Achievement. The slide is included in the presentation that is on the district website.
- 3) Will this negatively affect our free/reduced lunch students? They would be attending school 10 less 10 so yes they would be receiving 10 less lunches over a school year. However, we have worked with China Spring Cares and pending board approval have agreed to send home breakfast and lunch for the 10 school days different from a 5-day calendar to a 4-day calendar. The students parent would just request the assistance and we will make sure they get their meals.
- 4) Why does it have to be Friday off instead of Monday? The reason Friday works best for CSISD is due to how many kids/sponsors/coaches who have to leave on every Friday early before school is released. This causes those kids and staff members to miss class as well as those remaining not having their teachers teaching the class.
- 5) What are other schools doing about low attendance rates? Yes, other school districts are facing the same attendance issues. They have all tried everything we have with incentives and rewards. The court system is an option and most districts use it however, the legislature made changes to it a few years ago which does not help school districts require attendance. Most of the districts I know well are running on a deficit budget including China Spring.
- 6) Has the 4-day calendar already been decided upon or does our vote really count? We value our community input and want to hear their thoughts. We will use those thoughts, the surveys from all parties, and make the best recommendation we can to the Board of Trustees. Then it will be up to the Board of Trustees on what direction we go from there.
- 7) Does the district have a plan to counteract the deterrence if traditional working families stop moving to CSISD? This will be part of the two to three-year evaluation of a 4-day week calendar if approved. That data along with student academic performance, student/staff attendance, and teacher recruitment/retention will be driving factors in the effectiveness of the 4-day week calendar.
- 8) What impact will this have on the district if schools are funded on attendance and traditional working families transfer their student back to schools that offer a 5-day school week? All schools will only receive funding on the students enrolled in their district based on attendance. We expect there to be some fluctuation in enrollment both ways (meaning some leaving because they want a 5-day week and some coming because they want a 4-day week).
- 9) What other retention benefits and recruitment benefits does CSISD offer? Five local sick leave days per year that may accumulate to 30 (in addition to state leave); Sick Leave Pool;

\$325.00/month for employee health insurance; \$50,000 annual term life insurance policy; Secondary Math, Science, English & Spanish Stipends; Honors and Advanced Placement Stipends; Extraordinary Teaching Environment, Supportive and Caring Community, Outstanding Students.

10) What benefits are there for elementary and intermediate students? Students will receive a little higher quality of instruction because teachers have the opportunity to plan more engaging lessons. Their teachers will be well rested and more focused on individual student needs and learning. The students will be learning from their highly qualified teachers more often with improved teacher attendance. If it increases student attendance as well then their academic performance will improve.

11) Does the admin plan on asking the tax payers for a tax rate increase or bond in the foreseeable future? A bond depends on community growth with an influx of students. The three younger campuses have plenty of room to grow with the community. The middle and high school are tighter when it comes to capacity. However, if we continue to grow at these levels a bond would be needed in the future. The VATRE that was voted down in November could be brought back to voters. As of now, there has not been any discussions on another VATRE election at this time.

12) Does passing a 4-day week calendar change if teachers get a raise? If the VATRE would have passed, we would not have had to look at alternatives like a 4-day week calendar for teacher recruitment/retention.

13) Could the teacher retention problem be fixed with a change in administration? The teacher retention/recruitment problem is largely based on the demands of the job, low pay, and feeling valued by all parties connected to the school. If new leadership could bring in additional funds as well as reduce the demands of the job, then it is a possibility.

14) What resources will the district have for families where all parents work? We have met with Champion Zone and they are working on a plan to accommodate students on Fridays at their camp location. Champion Zone will be some out of pocket expense. The district could offer a Friday school for certain age students for the days students are off and teachers are not in training.

15) How do we sign up to be a substitute teacher? Go to www.chinaspringisd.net and click on the departments tab. Then click on Human Resources and view job postings. The substitute pool posting is located on that page. If you want a paper copy of the application just swing by the administration building and ask for the HR department and they will help you.

16) What are ISD's that have implemented a 4-day week saying are the negatives of this schedule? A) Childcare for younger students, missing breakfast and lunch by free/reduced students, the adjustment teachers must make with instruction. We have reached out to several more and are waiting on responses.

17) Should we be worried that this will give tweens/teens too much free time? As with any change there will always be concerns. Yes, too much time on their hands could be one of those concerns. However, many of our teenagers are involved in many different activities both in school as well as outside of school. They are super busy with these activities along with 40 hours a week of school. More time to rest, study, and be a kid could be beneficial.

18) Will sports continue to practice 5-days a week? If so, does this send a wrong message? As per UIL rules all HS UIL activities can only practice on school days besides events in season. For example, in the fall, football, cross country, and volleyball can practice on Fridays and Saturdays. Baseball and softball cannot. However, as soon as the sport starts their official practice/season they may practice on Friday and Saturday as well. Once the season is over they may only practice on school days.

19) If students are involved in extracurricular activities, will they get their Fridays off? Right now, their days off are still spent at school. This depends on the coach/sponsor and if they are in season or not. See the above question and answer.

20) With longer school days, will this impact athletes negatively making their days longer? The days will be longer by 30 minutes. We are encouraging our sponsors/coaches to be mindful of the hours that athletes put in and to be as efficient with their minutes as possible.

21) Three days off in a row seems less than ideal for students to retain instruction. Have you considered taking Wednesday off instead? We have not considered that but we certainly will consider it and any other viable option moving forward.

22) Many parents arrange childcare in February or March preceding the next school year. Have you considered delaying this until 24-25 so parents have time to adapt? We are considering all things. This is a concern for many we know and are doing what we can to help create child care options for younger students. No decision has been made as of yet on the calendar.

23) What are options A & B? A and B options are traditional 5-day week calendars.

24) If there is budgeting savings where would the savings be redirected? If there is budget saving all savings will be redirected to teacher/staff salary increases.

25) What would a typical day look like for a student? A typical day would look much like it does now. The difference would be that class periods and/or instructional time would be a few minutes longer.

26) Right now I'm not getting enough time for lunch. Will this give me more lunch time? No, the extra minutes will be added only to instructional time.

27) What percentage of teachers are wanting a 4-day work week? We are sending out a teacher survey Friday, March 3rd, and we will collect, analyze, and publish the data on our school website.

28) Will there be extra recess with the longer days? No, the extra minutes will be added only to instructional time.

29) If it is academic instruction for PK-4 it would be during instructional days with required attendance, so could lunch be provided? If we just held school on Friday for pre-k to 4th grade yes, you possibly could serve meals. However, we are not holding it as regular school and being tied to the TEKS, special education laws, etc. It would be an educational child care day. Attendance would be required so that the program can be budget conscious and adequately staffed.

30) Why are parents just learning that a 2% increase in attendance equals 300k? Anytime parents or community members inquire about school finance we are transparent as possible. The school finance system is as complex as any system we know. Parents know that schools get funded based on student attendance. Our board meetings are open to the public and we encourage active participation.

31) How would longer days and shorter summers impact the mental and physical health of students? If it were more than 30 additional minutes it would be a big concern. However, we feel strongly that the addition of 3-5 minutes per instructional period will have a positive impact on student learning. There always is and always will be a concern for student mental and physical health. We feel for the most part this will be a huge benefit to active students.

32) How will a 4-day week impact absences on Saturday school? (Did the schools you talked with move Saturday school to Friday school?) Saturday school for disciplinary or attendance reasons will remain on Saturday.

33) Will my student be at a disadvantage on Fridays, because I have a traditional work schedule and won't be able to have them in activities like some of their peers which would affect their mental health and will still not be home to reset due to daycare or will be home alone all day which is a child safety? We feel that most parents will figure out how to get students to activities on Fridays.

34) How will this affect student that are in intervention and special needs and when will they get to meet with their special needs and intervention teachers. Will they be having services on Fridays? Students will always receive a commensurate education as their peers. ARD and 504 committees will continue to make decisions based on the needs of each individual student. Intervention needs will continue to be addressed during the instructional day. Services will only be offered on school days.

35) What are other teachers in other districts saying about how the 4-day calendar is helping them be better teachers? Here is what we have so far. We have requested from two more districts but have not received anything to date.

I teach the behavior (BASE) kids. At first I was very skeptical of them being able to handle the extra minutes in the day, especially since they are Prek-1. We have found that they are generally good Monday, then they begin to escalate until Wednesday, and Thursday is pretty level.

Having that extra day for me and staff in my classroom helps keep us refreshed and mentally ready to approach the challenges with a fresh outlook.

I have only been a teacher a little while, but one HUGE thing in a teacher/coaches' wife roll is being able to help our athletes/students on Fridays off. These kids have so much weight on their shoulders during season the late nights, the long hours on a field after school, and all while trying to stay caught up. I know that this is a choice they make but being able to help them on Fridays is huge. They have time to come to the school before games and get help from us on their assignments. I know for my own twins who are in all honors classes this gives them the day to make sure all their work is done and a day to breath just for a little bit. As a teacher in a classroom with students who are doing credit recovery, I am able to help them in a small setting on those days and this is huge for them. - High School Teacher

It has made me feel more prepared to do my job, not to mention more relaxed and at ease. I really like the built in pd days too. Feel free to share . - Life Skills Teacher

I think it is super beneficial to the special education department because we have challenging days when we can't get all the papers graded or make/ correct accommodations for the students. So, on professional development days we can get these tasks done. – SPED Teacher

For me, as a single woman with a home and livestock, the four day workweek gives me that chance to balance my life. I can get chores done along with whatever project comes up (there's always at least on "gotta do it now" project each week. Because I have more time to take care of business at home, I can also have a social life as well as rest and be refreshed come Monday morning. I'm loving teaching again! Because I'm not feeling so overwhelmed each week, I'm more creative and better able to handle what comes up in class which results in my students being more engaged and learning more. I've watched my students become more and more interested in their work and proud of what they are accomplishing. I feel it is making me a better teacher. – Life Skills teacher

As a mental health counselor, the four day work week has allowed me to be replenished not only mentally but physically from the demands of attending to my students' needs. The taxing, unseen emotional and mental health aspects are just part of the equation when it comes to caring for children, the body needs rest to refuel for endurance. When I speak with teachers and administrators about their experiences, many of them echo the same feelings about the day off. Even on the weeks that we are required to be in office, it allows for catch-up time, **ACTUAL TIME TO THINK AND PLAN** in our own space which sandwiches the creative experience and to be able to bond and strategize with colleagues about **REAL** plans to help kids, teachers, staff and families. Truly, its been a life saver and cup filler when it comes to working in the public school system. – Mental Health Counselor

The four-day week has helped me to become a better teacher by allowing me to take better care of myself and having the ability to make my various doctor appointments on Fridays, so that I do not have to miss school therefore, my students do not miss valuable instruction time. It also,

allows me to have a mental health break since the demands of the state have only increased each year that I have taught not only for myself, but most importantly for the students as well. – 7th Grade ELAR

couple of things come to mind:

I do not seem as exasperated with my students and they don't seem as frustrated with me. I feel that the 4 day week allows both student and teacher to refresh mentally and physically. We all seem to be in better spirits...(unless you are an ag teacher and work every Friday-LOL)

1. to address my pedagogy, I feel that I am engaged from bell to bell more and catch myself hearing the bell ring before we have finished the notes/project/etc. (so you are getting your money's worth...I'm sure this was happening before, just didn't emphasize as much-LOL)
2. Cannot imagine going back to a regular 5 day school week...would be interested to see hard data...some graduate student should disaggregate attendance, test scores, behavior write-ups, etc...would be interesting pre and post data to analyze.
3. Thank you for all you do for our students, faculty, staff and community. Just my ramblings and thoughts off the cuff - HS Ag Teacher/FFA Director

A 4-day work week and 3 days at home is almost a perfect split. I am a better teacher because I am more "present" with my students. I feel more refreshed for them because I do get so much time with my family now. I also never have to take work home with me.

I am more present for my students, and also more present for my family. Win-Win!

– Pre-K teacher

The four-day week has helped me become a better teacher because it allows me to spend time with my own 3 children on the weekends instead of lesson planning, grading, and prepping for the week on a Saturday or Sunday like I did in the past. I do not look at my Fridays "off" as a "Free day". I look at Fridays "off" as my day to prepare for the following week and do all the things I don't have time to complete during the week, even staying an hour or two after school every day. I also feel that 4-day weeks allows me to prioritize my classroom time in a way that eliminates unnecessary activities. I teach and the students work bell to bell every class period, and the students know that our class time is important and relevant each day. In addition, I have found the accelerated learning days on Fridays very beneficial to my students. I enjoy working with my students in a small group setting for extended periods of time and being able to target instruction to their individual needs on AI days. - 4th grade ELAR

On a personal note, I have found that my teaching has become more purposeful because of the four-day week. Time matters now...more than ever. The students feel it, as well. I happened to see one of my former students (now in high school) working at Walmart a few weeks ago and I asked her what she thought about the new four-day school week. She replied, "I don't like it because now it matters if I'm absent. If I'm absent I actually miss something so I can't take off like I did before." As a teacher, I was elated by her response. It seems that some students now realize that being absent negatively affects their education! That is a win!

On an even more personal note, the four-day week has allowed me to work on my PhD without overextending myself in the process. I have an extra day to work on assignments and still feel refreshed enough to start a new week of teaching each Monday. The four-day week allows me to have an extra day to distress so that I am at peak efficiency for my students. The chance for potential teacher burnout has been decreased as a result. It also gives me a day to conduct business meetings or personal appointments without taking a day off and preparing for a sub. That helps my teaching because I am in class with my students! The four-day week helps me to be a better person...and that is reflected in my classroom with my students. – MS History

According to a June 2022 Gallup poll, "K-12 teachers report the highest burnout rate of all U.S. professions, with more than four out of every 10 teachers noting that they feel burned out "always" or "very often" at work." While this is my first year in education, I mostly left another profession with a high burnout rate and can say the four-day work week has been a life changer for myself and my family. My wife is also an educator, and being on the same four-day workweek has allowed us to create many memories with our children. We love to take advantage of the extra day off and have made it a mission to utilize those days as family time.

Being a first-year educator requires a lot of homework as I prepare and build my work database. In my talks with other seasoned educators, this remains the same as they still have some tasks to complete. Having the extra day away really offsets the homework for many educators. While homework still exists, it consumes a much smaller part of the time off than it did before the four-day workweek.

While more money would also be nice to counter the fact that Texas ranks 28th in the nation for teacher pay, would it make me a better teacher? I believe the "more me time" allotted with a four-day workweek makes me a better teacher, while more money would make me feel more appreciated by the state. At the end of this school year, we will still work the same minutes. The main difference is we received a life-changing amount of more three-day weekends to relax, recoup, and prepare for those minutes.

– 1st year teacher

A four day week has been helpful in so many ways! As a teacher, it has helped me to be refreshed and prepared for the week ahead. The pacing is faster, but learning to stay on track by condensing and integrating subjects has been good. It helps students make cross curricular connections. I have learned to balance the content and still do some fun activities and projects.

It helps that we have a strong team of teachers with experience to know what should take priority. It would be very hard to go back to 5 days a week! I love working for our district. We hope to show growth and improvement so we can continue to have a 4 day schedule. That has been very motivating for us to work hard while we are here. I still work a lot on the weekends, but I think that is just part of teaching. - 3rd Grade Reading/Social Studies

The four-day week has helped me become a better teacher by adding motivation back. Our four days are rigorous but knowing you get a day to sleep in, go to appointments, lesson plan (if needed) ups your motivation throughout the week to get things done. I have a toddler and one on the way, adding a day at home cannot be taken for granted. Just extra family time and being able to schedule all my prenatal appointments without missing school has been such a blessing. I'm only on year 4 of teaching and took a two-year break to be an accountant because the load of teaching was so stressful, my passions brought me back to education and honestly, I never imagined a four-day work week, but now that we have it, I cannot imagine any other way! Having true weekends, being a mom and wife, along with being the best teacher I can be by giving me more motivation and allowing me time to de-stress is amazing! Definitely take time to consider it for your school district, your teachers will love you and thank you! It has an adjusting period but I feel like we are getting the hang of it, enjoying our time, and being more productive during the 4 days than we could've imagined. - 3rd Grade

The four-day week forces me to consider what is important to teach and what is fluff.

It allows me to have a complete discussion with my kids over a story we have read.

It increases the opportunity for "teachable moments" with my students.

It gives me an extra day of "rest" which means I don't need "mental health" days.

That extra day off helps me be more present and focused on my students and their educational need – HS English

Having a four-day week has helped me feel like I have a life outside of work without the stress of "I am not putting my free time into my classroom." I used to feel like on a five day week that I would spend majority of my weekend prepping for the next week, and that any free time I had on the weekends for myself was limited. During my free time on the weekend, I wanted to take time for my mental health, but felt guilty because I wasn't putting that time and energy into my classroom. Being on a four-day week has allowed me to have a better, healthier balance of work life and self-care. I feel like I can enjoy my free time because I have "extra time" to make sure I am ready for the week ahead. Taking care of myself and being given the time to do stuff for me has allowed me to fill my cup up, so during the work week I am pouring from a full cup every week. I am so much happier and I can feel that I am happier in the classroom with my kiddos.
4th & 5th ELAR

Being a mom of a 2 year old, I LOVE having Fridays off to be able to spend those with him. I love having the extra day to go and visit relatives who live further away. On the Fridays we have to work, we have an hour lunch most of the time, and that is nice to spend with colleagues who I don't normally see every day. One thing I do not like is being short one conference period. It is all about time management, and this first year of a 4-day week has been an adjustment and continuous adjustment throughout the year to make sure we get everything done. With this, having a one-hour conference on a few PD days helps a ton. 3rd Grade

The four-day work week has been very beneficial for helping me be a better teacher in so many ways. I have a better work, home-life balance, which ultimately makes me very happy to come to work. I have time to focus on work that takes place outside of the classroom. I know regular classroom teachers use this time to catch up on grading or other paperwork.

I feel appreciated as an employee of MWISD. I have worked in MWISD for 7 years, one year through COVID, and I realized that the people I work with have the best servant attitude and positive outlook. The 4-day work week has made everyone's overall mood that much better. We look forward to serving the children and giving them our undivided attention each day. I am happy to teach in an ISD that appreciates what we do and our time.

The students also appreciate the time. They tell me of family trips they go on, like camping, or they go see their extended family. The students get very excited with the end of the week comes because they are spending more quality time with their families.

I am very grateful for the 4-day work week. I am thankful to have more time to be with my own family. I appreciate the time it gives me to rest and reset for the next week, which helps me be more mentally prepared as a teacher.

- Elementary Art Teacher

Implementing the four-day school week has allowed us to have more time for family(#mwisdfamilyfriday) personal responsibilities, and rejuvenation. This has prevented a lot of burnout not only for myself but also with my fellow teachers. I do spend a lot of time after school, but I can also use those Fridays if needed to catch up on items I haven't been able to do during the week.

From an MCL perspective...

I have faced challenges when planning curriculum meant for a five-day week and adjusting it to fit a four-day week. As an MCL, our PLCs have become more meaningful and collaborative. We work together more to come up with creative ways to deliver our lessons while ensuring that we meet our scope and sequence calendar timeline. There is less chit-chat and more down to business. Having dedicated PD Fridays has been a great opportunity for us to plan ahead for a couple of weeks and prepare for upcoming lessons, which has allowed us to use our regular PLC times during the week more efficiently. Since we plan ahead, I have been able to use this time to model more lessons during our weekly PLC's. It has also allowed us to take a deeper dive into

analyzing student data and collaborating more meaningfully during our regular PLC times. This has in turn prompted my math teachers to look at and input their data more quickly and incorporate times into their lesson plans for me to pull small groups of students not meeting expectations.

I along with our teachers use this time to identify areas where our students may be struggling, and to explore new and innovative ways to deliver our lessons. This has resulted in me being asked to come into classrooms more often than in the past to co-teach, model a lesson or just to be there to help with small groups. Our classroom times are now longer, but we have been able to make the most of this time, focusing on meaningful engagement and reducing the amount of "fluff" in our lessons. This was the hardest to adjust to, but we have made it work. We have incorporated many more hands-on activities than in the past, making our lessons more enjoyable and memorable for our students. Even though we have streamlined our lesson plans, we still make sure to have fun, and you can see this in any math class on any given day, with high levels of student engagement. I have been taken out of my comfort zone of "how I used to do things" and it makes me think more out of the box.

- 2nd & 3rd Math/Interventionist

I have enjoyed the 4 day work week. As a teacher that also wears a hat as a foster parent it allows me time to schedule most of the known appointments, therapies, and visitations on the day off so that I can be in the classroom with my students as much as possible. The challenge of fitting a 5 day curriculum into a 4 day week also pushes me to really evaluate my data and instructional activities to make sure I am doing the best for my students. I do generally work on many Fridays on preparation for the next week, but that allows me to really enjoy my weekends without feeling guilty for not working on grades or plans. That also helps me feel more rested for the next week.

– 3rd Grade

36) What alternatives other than calendar have you looked at? Time and money are the two most important drivers behind teacher recruitment and retention. The TRE was one solution to paying teachers more. We also tried implementing planning days for teachers during the school year but have had to cancel them all because of a lack of substitute teachers. We raised substitute pay. We have held competitions on campuses to raise student attendance.

37) What are you looking at for saturation in the market and what are you doing to get retention back in order so as to not utilize a calendar option? If this is going to go across Texas, isn't this just a temporary Band-Aid? There is currently a legislative session taking place and another one on January 2025. Our hope is that good adjustments will be made to education funding to raise teachers' salaries and provide discretionary funds to districts to use as they see fit. We would use those for faculty and staff salary increases. However, as more districts move to a 4-day calendar and saturate the market, our hope is that the quality educators we have recruited will be retained.

We feel that once we can get them here, they will fall in love with China Spring ISD and, with legislative help with increased salaries, they will not want to leave.

38) Are exit surveys done when teachers leave and if so has it been brought to your attention that they're leaving because of money or specifically a 4-day week in another district? Yes, exit surveys are completed when teachers leave and are shared with the administrative team. It has been brought to our attention that some educators have left because they need more money; however, there has not been any specific to a 4-day week.

39) Will paras and support staff be working as well and what will they be doing? Yes, paras and support staff will be working. Those who work directly with students will attend the professional development and training sessions with the teachers. Paras and support staff who work in offices and do secretarial work will be doing their normal jobs.

40) If Fridays are off, how does it work for getting kids to campus for games? It is the parent's responsibility to get their students to extracurricular activities as it has been for school holidays, long breaks, and days with no school this year.

41) Would a 5th day with a lesser qualified individual be a better alternative? Our goal is to continue the excellent academic achievement China Spring ISD is known for, and we can do that by recruiting and retaining the most qualified teachers in central Texas. It is always optimal to have students receiving high quality instruction.

42) At what point do you assess if the 4-day calendar is working or not? 2-3 years of data would give us optimal data to determine the effectiveness of a 4-day calendar. We will consistently monitor student data and performance to ensure the effective implementation of a 4-day calendar.

43) Why are we waiting so long to make this decision? We typically post teaching vacancies in March. If we wait until April, we are already behind and will miss out on the best, "highly qualified" teachers. Can we send out the survey by the end of the week and make a decision by mid-March? The survey for parents/guardians and students went live on Feb 27, 2023 and will close on March 13, 2023. The teacher/staff survey will go live on Mar 3, 2023. After all data has been collected we will have the information to recommend to the Board of Trustees for approval of a 2023-2024 School Calendar at the March or April board meeting.

44) Why are there still Five, Five day weeks? Those are necessary to meet the required number of minutes from TEA. If the 5 day weeks were not in the calendar we would have to extend the school day even more or go back earlier in July or get out later in June.

45) Have you considered the economic impact that this decision could have on the district economy? What are your plans for a drop in the home values? While those things are important to us we first have to make decisions based upon what we feel is the best educational situation for our students. If a 4-day calendar is approved, we will re-evaluate at the end of 2-3 years to make sure the calendar is effective.

46) Is the school standardizing curriculums so the teacher do not have to plan it every month? Teachers will use the Year at a Glance Document to map out the year of their lessons. China Spring Teachers always have the freedoms to teach the way they want but not necessarily what they teach. That is prescribed by the TEKS from TEA. Teachers still have to plan out their lessons as a team or department.

47) Why are we not considering spreading this out over 3 years?

Year 1 - HS & TAG

Year 2 - MS & Intermediate

Year 3 - All others

We have way too many teaching positions that work on several different campuses. Logistically it just would not work. It also would not present any savings to be redirected toward teacher/staff salaries.

48) Have there been discussions with Waco PD regarding possible crime from students based on the fact that they're home on Fridays? Stepping up patrol? We have six 3-4 day weekends this school year, so adding more 3-day weekends does not warrant discussions with Waco PD about possible crime increase. However, we have started discussions with Waco PD as well as have our Police Dept. reaching out to McLennan County Sherriff's Office to let them know of the possibility.

49) Have there been discussions about the impact that longer days have on students that struggle with ADD and take medicine? We will continue to monitor student needs during an extended school day. Changes to students' individual plans will be made as needed by ARD/504 committees.

50) Have you considered retention/longevity stipends? Yes, we are looking at retention/longevity stipends. It is high on our priority list, depending on funding from state legislatures.

51) What conversations or questions have you considered with regards to pacing guides? How/when will teachers alter them? Will they be paid to do so? The pacing guides are not determined by a 4 or 5-day calendar. They are written in units of study and days assigned to those units for needed instruction. Teachers will be able to work on their planning days to make adjustments as needed. We have also discussed having teams look at and adjust if needed during the summer.

52) Has an early-out Wednesday with teachers staying full-day been considered? This would give weekly planning alignment and training time. It has been discussed and does allow for more planning time for teachers; however, it does not provide a solution for recruitment or retention concerns. Historically speaking, attendance is low on half-days and shortened periods of instructional time is not as effective. We also have several teachers that are bus drivers due to the shortage of drivers. By the time they return to campus it only provides 2 hours of planning.

53) How will only working one Friday a month give enough time for planning, vertical and horizontal alignment, and training? Teachers will still be doing grading and planning after hours. There are three day weekends with this possible 4-day calendar most weeks during the school year. Our hope is that if teachers have to plan or grade after hours, it would be able to be done on one of the three days so there is a full two-day weekend to spend doing whatever the teacher wants to do.

54) If 2-3 years of data are needed to see trends, why are we being quoted Mineral Wells data? Mineral Wells data was put into the presentation to show how their recruitment efforts increased for this first year of implementation. It was representing how even in the first year, there appears to be increased quality applicants.

55) What impact will this proposal have on afterschool activities? How early/late will students have to stay? The additional time for MS/HS should be 30 minutes. We are talking about starting the MS/HS at 7:50 so it would be split before and after school. The afterschool activities would then start 20 min later so they would be completed 20 minutes after they do now.

56) What do you expect single working parents to do with their kids on Fridays? Champion Zone is currently working on a plan to accommodate the needs of families. As soon as a plan is finalized notification will be sent to parents and those interested can sign up.

57) Why do you let students vote on something so important? Students in grades 6-12 are given a survey to complete on the possibility of the 4-day calendar. It is important to hear the benefits and challenges they foresee if a 4-day calendar is implemented from a student's point of view.

58) Will there be a metric to measure if the 4-day instructional week is working for our students academically? If so, is this district collecting this data internally? Yes, the district will create checkpoints to measure how the 4-day instructional week impacts our students academically. The district will also track student and staff attendance as well as teacher recruitment and retention information. All of the information gathered will be used in determining the effectiveness of the proposed calendar.

59) Will this affect substitute pay? We hope to raise substitute pay again to recruit additional people who are willing to work when teachers are absent.

60) Were there mandatory Fridays at the districts that were surveyed for 4-day instructional weeks? Yes, almost every district we looked at had some mandatory Fridays in the schedule. It really is the only way to reach the minimum number of minutes required by TEA without extending the school day too much.

61) What are the repercussions if attendance continues to be a problem? Is it any different if the week has been shortened? The repercussions will be no different than they are now which is loss of funding. There will be slips in academic gains as we cannot teach kids if they are not here.

62) On the staff retention slide, how many years of data does it represent? Three years.

63) Would it not be easier to start school earlier and end later in the calendar year instead of having the 7 random mandatory Fridays? I am afraid it would be confusing on when they should

be there. The 7 mandatory Fridays are in place to; 1) strategically offset federal Monday holidays; and 2) provide end of grading period opportunities to catch up on the instructional needs of students. Also, the goal of the school district is to keep the school calendar within the time from August-May. Extending the calendar anymore would create additional problems if the school year extended into June students summer school, camps, summer athletics, etc. We will do a good job of communicating and reminding parents of those 7 days in advance as well as the week of days required for Friday.

64) Does a 4-day week make it less desirable for working parents to live here? Would this drop student enrollment? Would this drop in enrollment reduce market value for the homes in China Spring ISD causing less tax revenue? In research with other districts that have implemented a 4-day calendar, a decline in student enrollment was not listed as a concern. Actually, increases in student enrollment have been noted in many of the districts we reviewed. For example, Mineral Wells ISD saw a student enrollment increase of 200 students in this first year of a 4-day calendar.

65) If we do 4 days, can we make the days start later? Even though it would end later, as well, there is research on how teens/pre-teens need more sleep in the mornings. School start times will be determined by the availability of bus drivers and bus routes available, which will determine the degree of staggered starts that will be required. Secondary students will have later start times for a school day in a staggered start system. However, starting much later than the secondary schools do now would be difficult for more than half of our students who participate in extra-curricular activities.

66) Will there be more homework or work put on the parents to help with it at home than there would be during a 5-day week? No, homework requirements will not change in a 4-day system. With more instructional time added in the 4 instructional days, more work samples can be completed by students during the school day. A student/parent should expect the same amount of homework students take home currently.

67) Do you think homeschooled students will come back which will bring more money for the district? We do not feel that homeschooled students will re-enroll in the district if a 4-day week calendar is approved. Most parents did not choose homeschool due to a calendar issue.

68) With mental health of students and teachers such a concern, will there be any training to help teachers cope with their own mental health as well as with student mental health? Yes. China Spring ISD offers mental health services to all district employees and each year teachers are provided with mental health professional development. Some of that PD is required by the State of Texas.

69) Will there be any consideration in getting teachers certified to work with SpEd students since these are the ones who are more likely to have mental health concerns? Teachers are always encouraged to be lifelong learners and continue to develop their knowledge of how to work with all students and their individual needs. To assist in this endeavor, teachers and staff are provided with annual training on how to support various student needs, including specialized needs and students with mental health concerns to name a couple.

70) All teachers are certified to teach GT but those students make up only 3% of the student population, whereas the Sped population comprises around 10% and many of those are mainstreamed. Will there be any attempt to increase Sped certifications or training for teachers in this area? Yes, this is always a critical area of need and we will continue to search for ways to encourage and incentivize teachers to add Special Education certification to their professional credentials.

71) What empirical peer-reviewed studies have been looked over and what do the studies say about the impact of a 4-day week on different sub-pops? The articles below are from the RAND Corporation. RAND is a research organization that develops solutions to public policy challenges to help make communities throughout the world safer and more secure, healthier and more prosperous.

Can Four Equal Five? Assessing the Four-Day School Week, Kilburn, M. Rebecca, Andrea Phillips, Celia J. Gomez, Louis T. Mariano, Christopher Joseph Doss, Wendy M. Troxel, Emily Morton, and Kevin Estes, Can Four Equal Five? Assessing the Four-Day School Week. Santa Monica, CA: RAND Corporation, 2021. https://www.rand.org/pubs/research_briefs/RBA373-1.html.

Does Four Equal Five? Implementation and Outcomes of the Four-Day School Week, Kilburn, M. Rebecca, Andrea Phillips, Celia J. Gomez, Louis T. Mariano, Christopher Joseph Doss, Wendy M. Troxel, Emily Morton, and Kevin Estes, Does Four Equal Five? Implementation and Outcomes of the Four-Day School Week. Santa Monica, CA: RAND Corporation, 2021. https://www.rand.org/pubs/research_reports/RRA373-1.html. Also available in print form.

72) What studies/data are out there about length of day and quality of learning? Extending the School Day or School Year: A Systematic Review of Research (1985–2009), Patall, E. A., Cooper, H., & Allen, A. B. (2010). Extending the School Day or School Year: A Systematic Review of Research (1985–2009). *Review of Educational Research*, 80(3), 401–436. <https://doi.org/10.3102/0034654310377086> An additional reference page will be added below.

73) Does the district receive federal funds for meals? How will this affect reimbursement since one-day attendance less may affect reimbursement? The district participates in the National School Lunch Program and does receive reimbursement on meals purchased. There is no reason to assume the number of meals served per day and the reimbursement associated with those meals will change in a 160-day calendar or a 170-day calendar. In the sample 4-Day calendar, we would have 10 less days of meals served, but we would also have 10 less days of expenditures/costs associated with those meals. We do not anticipate any monetary change (profits/loss) in food service.

74) Will coaches and sponsors be allowed to schedule midday Friday practices on the days off? Will students be penalized if they are not able to make it because they cannot drive and parents can't get them there? At the High School level only, sports that are in season will be allowed to schedule practices on off-Fridays. Out of season sports will not have scheduled practices on off-Fridays. Student attendance expectations for Friday practices will be determined by the Head Coaches and Athletic Director.

75) Nationally, what percentage of schools our size or bigger have implemented a 4-day school week? We do not have the statistics on this question.

76) What has been the effect of a 4-day school week on teen pregnancy rates in other districts who have implemented this? We have not seen a correlation between a 4-day school week and teen pregnancy. As a district, we will continue to partner with parents in teaching abstinence and educating students on being responsible young adults.

77) If attendance increases and more funding results, what percentage of increased funding will go towards teacher raises? Same for cost savings? It is anticipated that all cost savings and increased attendance funding will go towards increasing teacher and staff salaries.

78) Do you anticipate juvenile crime increasing with a 4-day week? There are already 3-day weekends and holidays embedded in a traditional school calendar. We do not have any evidence to suggest that juvenile crime will increase in a 4-day calendar. This is an important issue to the district but our focus is on academic performance, teacher and staff recruitment and retention, and attendance.

79) Can the school district use campus fundraisers to pay teachers more? Money raised through fundraising must be spent based on the parameters established at the onset of the fundraiser, and the monies raised are often unpredictable. Salary increases require a commitment of a specific amount of funds and typically fundraisers do not make the profits needed for this commitment.

80) What is the plan to recruit and retain teachers after the 4-Day schedule is implemented? What are the plans for CSISD when higher paying schools go to 4-Day week? CSISD will continue to evaluate ways to recruit and retain staff. The faculty/staff have indicated that if we can't provide them with increased pay, they would appreciate additional time to plan and train together. Regardless of whether CSISD is on a 4-Day or 5-Day calendar, increasing teacher/staff pay will continue to be major obstacle that must be addressed by the legislature. If we can raise teacher salaries some we feel we can recruit and keep great teachers. They do not have to be the highest paid teachers but certainly need to be closer to competing school salaries.

81) From 2019-2021 my CSISD taxes increased. Where did those additional funds go? The increase in your taxes was due to increase in property values and a voter approved bond to build the new elementary, CTE Classrooms, Ag shop and competition gym. However, the CSISD tax rate has actually decreased while property values increased. As local funding (taxes from increased property values) increases, the state of Texas reduces the amount of money they send to that district. It is not dollar for dollar, but if local funds increase by 10%, the state will reduce their contribution by similar percentages. There are no additional funds to the district unless there are new students.

82) If the 4 Day week doesn't happen, are there other options? If it is determined that a 4-Day week is not a fit for CSISD at this time, we will move forward with a calendar similar to what we are using now and continue to seek opportunities/solutions to address the many challenges we face at CSISD.

83) For staff that are not paid by salary, does the district feel they will be willing to stay at a school that only operates 4 days instead of 5? Yes, because no employee's pay will be reduced with the move to a 4-Day calendar.

84) What happens if the attendance starts to drop on Thursday? China Spring ISD will continue to monitor student absenteeism and inform parents/guardians of the required state compulsory attendance laws. There is current legislation being proposed aimed at restoring past truancy standards that could positively impact student attendance.

85) Staff currently have 10 paid days off per year. Will this remain the same? Yes – staff will continue to receive 5 state and 5 local days.

86) Would the 30 extra minutes be distributed evenly to each class or only core subjects? Will electives be cut? The use of the minutes will vary, as administrators and staff evaluate what best fits the needs of their campus. No, electives will not be cut. The minutes will be applied to instructional times as much as each campus schedule allows.

87) Why are subs paid so little? How do you expect to get quality subs when they can make more money at McDonalds? We can only pay what the budget allows us to pay. Subs get paid \$75, \$80, \$85 a day depending on credentials. We will look at increasing this number for the 2023-2024 school year to encourage more sub participation.

88)The “current challenges” are true for every business post COVID. Will there really be a larger pool of teachers? Why? How does 4 Days appeal to teachers? We believe there will be a larger pool of teachers. We believe this because of the experience other 4-day districts have shared. The 4-day hybrid calendar appeals to teachers by allowing them more time to plan, train, meet with teacher teams, etc. during the work week. There will still be planning, grading, contacting parents, etc. that will have to be completed in the evenings and weekends but hopefully not nearly as much. This gives them the opportunity to be a parent, a spouse, and do what most of the working world does...which is not work on the weekends.

89) How does a student's mental health improve going from 5 to 4 days? School is stressful for some kids. This will give them more time to study, more time to rest, and more time to be a kid, especially the students who are very active in school/out of school activities.

90) Does 4-days hamper or increase learning? Most studies show that the calendar does not have a direct correlation to student academic performance. However, using the instructional minutes wisely will be important to us.

91) Is this a set plan or something the community will vote on? The only vote will be by the Board of Trustees however; we will use data from all three surveys to inform decisions.

92) What specifically are the options for childcare on Fridays for those that qualify? Have local churches offered some type of care for those 20 Fridays? Is Champion Zone able or willing to care for children on those 20 Fridays?

Champion Zone is currently working on a plan for children on Fridays and will announce that plan if the board approves a 4-day calendar.

93) For optional Fridays: Will we need to apply for this during summer?

Will a priority be given to dual working/single parent families? Will there be a cutoff for how many students will be accepted? As of now, CSISD has not made a decision on holding any Friday school. However, Champion Zone will have a plan for students on Fridays we are not in school.

94) What are the units of measurement to show this is working?

The district will be monitoring student academic achievement, student and employee attendance, and retention and recruitment numbers. The district will also use teacher/staff input to make sure they feel it is being effective.

95) What are the plans for the ADHD kids if the day ends up being too long for them?

Teachers and staff will work with each individual student to ensure they have a plan that is specific to their needs. ARD and 504 committees will continue to make the best possible plans for students to meet their needs.

96) What has been done to address the statistics in property crime rates of districts on a 4-day week? Have local law enforcement agencies been contacted and can their resources address this increase? Waco law enforcement agencies have been contacted as well as McLennan County law enforcement agencies.

97) If we aim to attract quality teachers, why the long wait to vote on the calendar?

We met with district employees in December to discuss incentives for retention and recruitment. The biggest incentive, aside from more pay, was more time. This is a big change, so we wanted to be as thorough as possible with the time we have. Researching, meeting with leadership, presenting the possibility to the community, and surveying stakeholders requires time.

98) Why the added minutes? There are added minutes to each day to ensure the instructional time meets the required 75,600 minutes by TEA.

99) What does a Friday look like without students present? There are scheduled days for planning, training, and work time (such as grading, lesson prep, etc.). There will be a schedule sent to faculty and staff before school begins for specific days that are protected to just teacher planning, etc. and which days would be used for district trainings and professional development.

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