

Calendar Options Possible Benefits Compared

4-day

- ✓ High satisfaction and less stress reported by staff, students, & families
- ✓ Decreased absenteeism for staff
- ✓ Opportunity for appointments
- ✓ Positive impact on morale, school climate, and energy
- ✓ Many districts have successfully transitioned to 4-day
- ✓ More time for teen work opportunities
- ✓ More family time

✓ Increased teacher retention & recruitment

5-day

- ✓ Familiar, successful in the past
- ✓ Studies indicate higher academic achievement & growth
- ✓ Food security of school meals on 5th day
- ✓ Shorter length of day, especially helpful for elementary students
- ✓ Easier for special ed services
- ✓ No need for 5th day childcare
- ✓ 5th day of instruction & repetition
- ✓ Curriculum tools are designed for 5 days

✓ All calendars have equivalent, increased instructional hours

- ✓ A compromise between 4 and 5-day calendars
- ✓ Shares some benefits of 4 and 5-day calendars
- ✓ Redistribution of hours allows increased daily prep, collaboration, & meeting time for elementary staff
- ✓ Flexibility for future move to 4 or 5-day calendar
- ✓ Higher satisfaction and less stress & fatigue
- ✓ Middle ground of childcare & food concerns
- ✓ Longer summer

Modified

4-Day Calendar

Possible Benefits & Considerations

- Improved staff retention & recruitment.
- More family time.
- Staff, students, & families report high satisfaction.
- More opportunity for teens to work on 5th day.
 - Decreased absenteeism for staff.
 - Opportunity to tend to appointments.
- Positive impact on morale and school climate.
- Research studies show lower test scores-- specifically a slower growth rate for learning.
- Longer school day may be challenging , especially for elementary students.
 - 1 instructional day less (though number of hours are equal to 5-day).
- Curriculum tools are designed for 5 days and would need to be condensed into 4.
 - Possible food insecurity with no 5th-day meals at schools.
 - Childcare needs & shortages on 5th day.
- Possible impact with special needs population and students on IEPs.
 - Financial impact on families due to childcare costs on 5th day.
 - Possible negative impact to subjects needing repetition—Math, etc.
 - 1 day of absence would be equivalent to 1.25 days of instruction.
- For some students, a lost 5th day is one less day in the safe place of school.
 - Unsupervised students on 5th day.
- Time constraints for sports practices & extracurricular activities on school days.
- With 4 days, staff hours would be adjusted to compensate for one less workday.

Adjustments would impact bus drivers, food service workers, etc.

 - Once a move is made to 4-day, it is extremely difficult to go back.

Of Note

- There is no cost savings with 4-day.
- Staff wages will NOT be reduced.
- Other 4-day districts include New Plymouth, Weiser, Horseshoe Bend, & Middleton.
- Other 4-day districts have adapted to the challenges.
- ESD has lost staff to 4-day districts.
- Recruitment is challenging when competing with surrounding 4-day districts.

5-Day Calendar

Possible Benefits & Considerations

- Familiar. Successful in the past.
- Research studies in Idaho and nationally show higher academic achievement and growth from 5-day districts.
- Food security with meals offered on 5th day.
 - Shorter length of day-- ideal for elementary students.
- Families do not need to find and provide 5th day childcare.
- Repetition from a 5th day may be more educationally valuable than longer school days.
- Providing services for special needs and students on IEPs may be easier with 5 days.
 - Provides repetition needed for subjects like Math, etc.
- Adjustments to staff schedules would not be needed to compensate for one less workday.
 - Curriculum designed for 5 days can be implemented as intended.
- Teacher retainment—ESD has lost some teachers & staff to 4-day districts.
- Recruitment is a challenge when competing against surrounding 4-day districts.
 - Teacher & staff fatigue & burnout.
- 5-day calendars seem to include an increased need for substitutes—a challenge with substitute shortages.
- Continued struggle with retaining and recruiting teachers, which could impact instruction and the education ESD provides.

Of Note

- Other 5-day school districts include West Ada, Boise, Vallivue, and Nampa.
- 4-day districts report a high preference for 4-day vs 5-day with many employees stating they would never return to a 5-day.

Modified Calendar

Possible Benefits & Considerations

- Provides a compromise between 4 and 5-day.
 - Could be an incentive for staff retention and recruitment.
 - For staff, a modified calendar means approx. 1 extra work day most months compared to other 4-day districts.
 - Redistribution of hours allows increased daily prep, collaboration, & meeting time for elementary staff.
 - Would require less adjustments to hours for some staff like bus drivers and food service.
 - Longer summer (School would not start until after Labor Day).
 - A later start date means the summer heat would have less impact on learning for facilities that struggle with air conditioning (EMS).
 - More three-day weekends could positively impact morale, school climate, and energy.
 - Would allow for flexibility—could return to 5-day or move to 4-day more easily.
 - Could allow teachers to test and decide if they prefer 4-day or 5-day for instruction.
 - There are no studies about a modified calendar. We do not know if it would impact learning & test scores.
 - Longer school day than 5-day, shorter than 4-day.
 - Longer school day could negatively impact elementary students.
 - Childcare could be a challenge for the extra Fridays off from school.
 - Longer summer could see more “summer slide” with academics.
 - Could still see some of the benefits & challenges of 4-day & 5-day calendars.
 - Modifying curriculum & instruction to fit both 4 and 5 day weeks might be challenging.

Of Note

- Other school districts are looking at a modified calendar instead of moving fully to 4-day.
 - Secondary teachers would not have as many non-student hours as elementary teachers, but they will still have daily designated prep time.