





We are ALL better...with Understanding

- **Why - 4 Day Calendar**

- Recruit & Retain
- Teacher and Staff Shortages
 - Issue/Concern Across the State and Nation
 - Really Impacting Rural Colorado
- Competitive Disadvantage
 - Self Chosen?
 - Will It Solve?



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• Hiring Cycles

- We Employ 168
- Teachers 68
- Other School Based Staff 100
 - (includes Para's, Admin, Facilities, Transportation, etc)
- Applications per Position 1-4
 - Per TalentEd, received between 1-4 applications per position (as of February)
- Projected Turnover Out of 168 Employees
 - 3 Staff Members Indicated NOT Returning for the 24/25 SY (1.8%)
 - 8 Staff Members Indicated They Were “Undecided” (4.8%)
 - 116 Staff Members Indicated They Intended on Returning (69%)
 - 41 Staff Members Did Not Complete the Survey (24.4%)



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- **ECBOCES**

- Specialized Service Providers
- Districts – 4 Day
 - Agate, Arikaree, Arriba-Flagler, Bethune, Bennett, Burlington, Cheyenne Wells, Deer Trail, Genoa-Hugo, Hi-Plains, Idalia, Karval, Kiowa, Kit Carson, Liberty, Limon, Stratton, Woodlin
 - Strasburg, Byers



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- **Proximal**

- Districts - 4 Day
 - Brighton, Haxtun, Hayden, Holyoke, Akron, Brush, Calhan, Greeley, Hanover, Fort Morgan, Ellicott, Wiggins
 - Estimated that over 90% of Eastern Colorado on 4 Day Calendar
- Districts - 5 Day
 - Cherry Creek, Aurora, Denver Public Schools

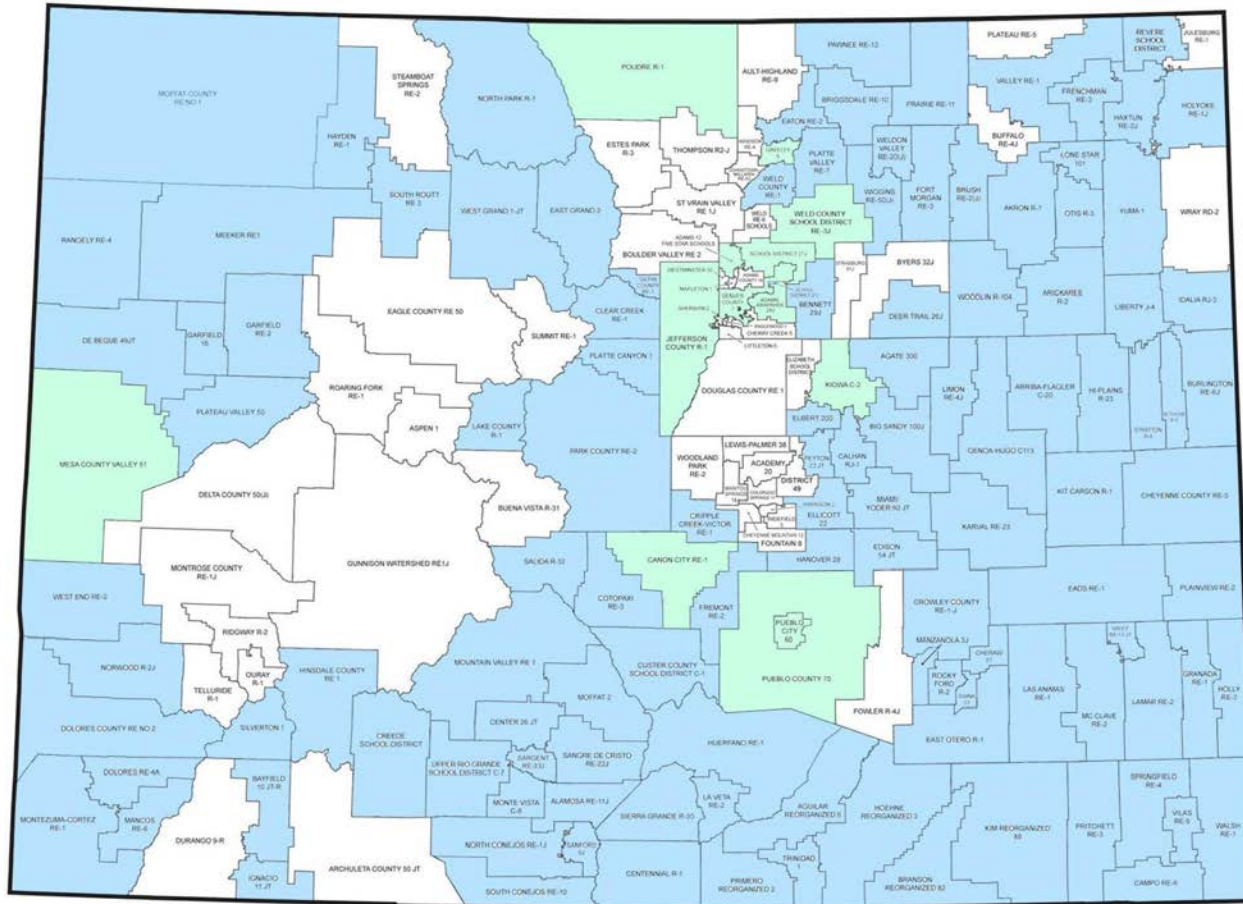


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- All schools on 4 day
- All schools on 5 day

Colorado School Finance Project School districts with 4-Day School Weeks 23-24

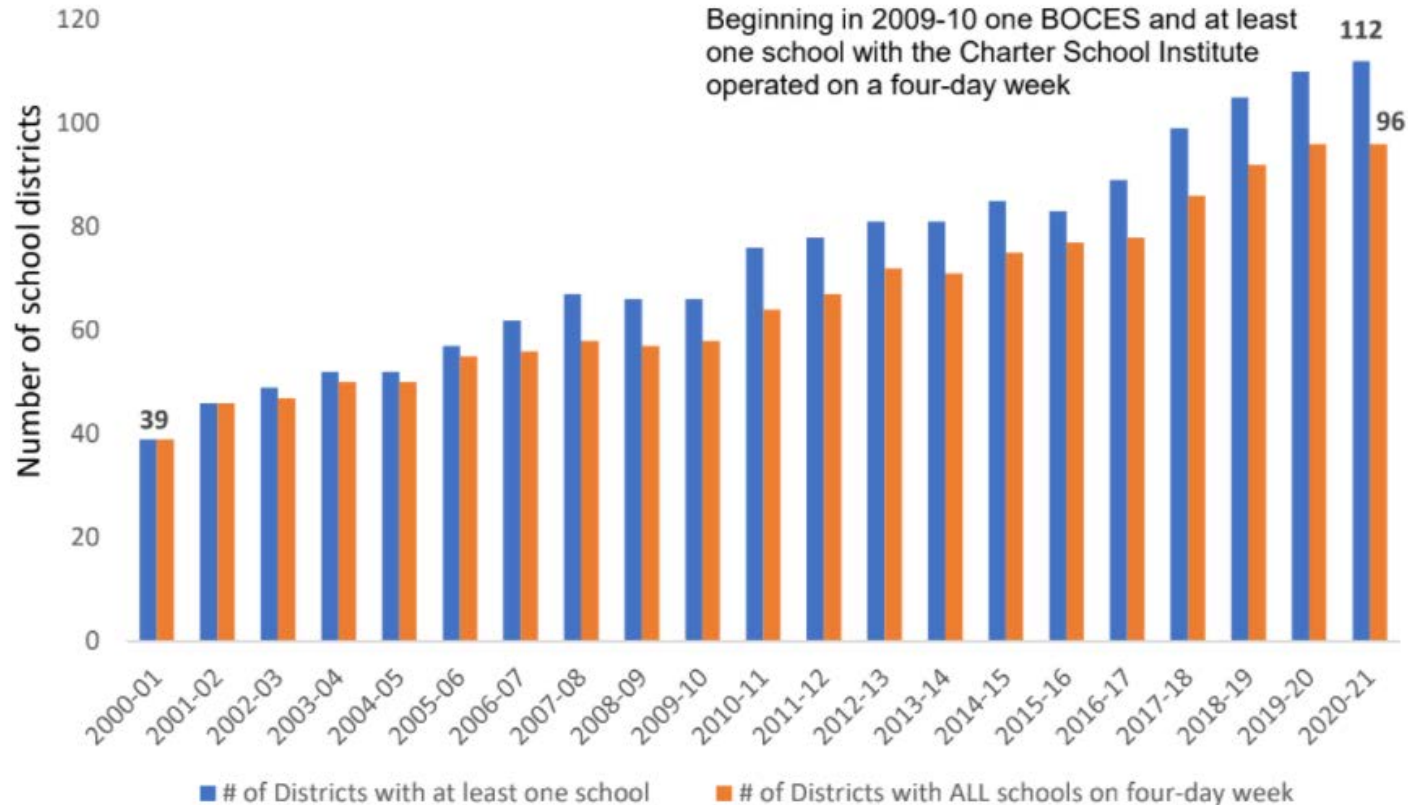
- One or more schools on 4 day
CSI: Multiple schools on 4 day
2 BOCES with schools on 4 day





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Number of Colorado School Districts on a Four-day Week: 2001-2021





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- **Current Data**

One hundred twenty-eight school districts, constituting **72% of the 178 school districts in Colorado**, plus three BOCES-operated schools and select schools of the Charter School Institute utilize a reduced academic calendar of fewer than 160 days to organize their school year. Out of 178 total districts, **Colorado has a total of 147 small rural and rural districts, with 119 on reduced calendars.** Of the 110 small rural districts (less than 1000 students), 101 are on reduced calendars. **Of the 37 larger rural districts (1000-6500 students), 18 are on reduced calendars.**

Updated August 2023

<https://www.cde.state.co.us/cdeedserv/reducedacademiccalendar>



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School Year	Number of Schools 4 Day Wek	Percentage
2019-2020	109	62.2%
2020-2021	111	62.4%
2021-2022	116	65%
2022-2023	124	70%
2023-2024	131	74%

Increase graduation rates

Helps recruit teachers to schools that can't afford to compete on salary

*Four-day school week can help to boost teacher morale. With an extra day to plan lessons, grade assignments and attend professional development opportunities, teachers can feel more prepared and engaged in their work. This can lead to better job satisfaction, which can translate into better classroom performance

Some studies have shown that student attendance improves under a four-day school week. With a longer weekend, students have more time to rest and engage in extracurricular activities, which can lead to better attendance during the week. This, in turn, can lead to improved academic performance



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• Patriot League

- 5/14 Schools are on 4 Day or modified 4 Day
- Strasburg would make it 6/14

School	4 or 5 day	Fri or Mon
Berthoud	5	
Brush	4	Fridays off
Eaton	5	
Estes Park	5	
Frontier Academy	4	Fridays off
Highland	5	
Liberty Common	5	
Platte Valley	5	
Resurrection Christian	5	
Sterling	4	Mondays off
Strasburg		
Timnath University	5	
Valley	4	Mondays off
Weld Central	5	
Wellington	5	



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• **Fridays Due to Games**

- 43% of SHS Students Participate (156). There are Duplicates
- Estimated to be 40-50 Students (Cheer Included) per Season
 - Higher During Football
- ½ Away, ½ Home, 2-8 Times on Friday
- This Estimates to a 4% Impact, 8% if MS Included of the 1200 Students in the School District
- Student Athletes, Higher GPAs Statistically (National)
- Opportunity with Monday Following, Makeup Day, Study Tables
- Schedule Games with Intent



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- **What Does a Day Look Like**

- Reduction of Passing Period Time in Secondary
- 30-35 Minute Lunch
- Adds 30-40 Minutes onto End of Day
- Practice 4:00pm-6:00pm
- Intent to Reduce Homework, Schedule Off Day Deadline



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- **Instructional Hours**

- **1108-1118 Hours Traditionally in Strasburg – All Schools**
- **1080/1056 Hours - Secondary**
- **990/968 Hours - Elementary**

All schools must continue to meet or exceed the instructional hours that are required by statute for elementary, middle, and high school schedules. The specific hour requirements are found in Colorado Revised Statute 22-32-109. State Board Rule 1 CCR 301-39, amended in 2012, states that teacher-pupil contact and teacher-pupil instruction means that time when a pupil is actively engaged in the educational process of a district.



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- **Survey Data**
 - Staff – 90
 - Longer Day, Shorter Calendar
 - Remote Learning (Snow Days)
 - Students – 111
 - Mental, Academics, Happy
 - Day (Hour) and Summer (Shorter)
 - Family Time/Trips
 - Enrichment/Daycare
 - Parent/Community – 157
 - Enrichment/Daycare
 - Longer Days/Calendar – Athletics/Calendar
 - Fridays/Mondays
 - Mental Health/Happy Balance
 - Spring 2023 Parent/Community/Student – 94
 - Fridays



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- **Survey Data**
 - **K12 Student Sounding Board**
 - 28 Students
 - Sleep, Fortnite (Video Games), Family Time, Homework Day, Doctors, Travel
 - Practice and Homework
 - Came from 4 Day, Everyone is Overthinking It
 - Senior - Pandemic, New Teachers, New Principals, New Superintendent, so much change can we just have a normal Senior Year?



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- **Survey Feedback**
 - **Enrichment/Day Care**
 - Champions Summer and Mondays
 - Enrichments
 - Interventions
 - Clubs/Activities
 - Practices (After 12pm)
 - **Pay**
 - INTENT Keep ALL Employees Whole
 - Flexibility
 - Different to Departments
 - One Less Staff Leave Day



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- **Comments**

- **4 Day School Districts**

- Parents can count on one day a week to schedule appointments. Teachers also try to schedule their appointments on the day off.
- TEACHER BURNOUT! A 4 day week is a great recruiting tool for certified staff. Teachers can use it to plan, travel to see games that their own kids are in (without the struggle to find a sub), etc.
- Six times a school year, I use a Friday for a PD day. I let teachers know what the dates are at the beginning of the school year.
- Students just seem to be in a better place emotionally and academically. A four-day week has not caused a learning gap
- Kids seem rested and happy to be in school. Staff as well.



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- **Comments**

- **4 Day School Districts**

- One LESS day to find a much-needed substitute. Truth.
- If you have to reduce salaries, perhaps find a way for those that are interested to pick up extra hours doing other functions for the district.
- The biggest advantage is obviously the three-day weekend; students love it as much as staff.
- Our engagement is high even on Thursdays because students aren't as worn out.
- Parents/Guardians will push on childcare costs for the extra day; invite them to apply to be a sub, para, etc. Nothing better than being able to have the same schedule as your kids.
- From a competitive standpoint, the 4-day work week is huge.



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- **Comments**

- **4 Day School Districts**

- Biggest advantage is attracting quality applicants to our district.
- Staff morale (subjective) has also seemed to really benefit with the move.
- None of us could ever imagine going back to the 5-day at this point.
- The only thing you should absolutely NOT do is stay on the 5 day!
- The teachers, students (and eventually the parents/community) will all love it.
- You will love it!
- Our test scores were the best they have ever been after the first year of implementation, and the feedback amongst students, staff, parents, and community has been overwhelmingly supportive of the change.



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From a Parent Perspective

- This would likely help with things like scheduling doc/ortho appointments for my family without having to miss school.
- Maybe this would help us get more qualified teachers in our classrooms because it could be a way to draw them to our school? Could it bring some of our teachers lost to the city back to our school?
- How might we use these days to ensure that students still get some learning done? For our gifted students, how might we find ways to make sure they are progressing given that this would reduce class time? Some of these students will hopefully be enrolled in multiple MCC or AP classes that require five full days of instruction in order to perform highly on the test.



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From a Teaching Perspective

- I often spend a decent chunk of my weekend grading and planning. A four-day week would enable me to do that on Friday instead and then have a true weekend. I do feel it would improve my work-life balance considerably. I'm getting worn out because at Strasburg we have very little planning time.
- I would suggest Mondays off because some of those days are already non-contact days for holidays. Then we wouldn't get stuck in a three day week on holiday weeks.
- I'm not sure of the feasibility of this, but something to consider is adding a few minutes to the beginning of the day as well as a few minutes at the end of the day (I don't know how many extra minutes we need to add). Rationale for that is that athletes and those involved in other school activities often leave school early. For students who already miss 7th hour quite often, it could mean they miss two classes at the end of the day if all of the extra time were added to the end of the day.
- On the same note of missed classes, if Fridays were off could that open up an opportunity to play as many games/meets/etc. on Fridays and reduce missed class time for both coaches and students because it is a non-school day?



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Creative Thinking

- For our kids who are way behind, would Friday be a day select students could receive extra tutoring and staff members be compensated? Or does this defeat the purpose of going to a four-day week and create too many additional expenses for the district?
- Could it be a day for ELL students to get extra attention from a qualified staff person for interested parents? Potentially even virtually?



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THE SURVEY IS STILL OPEN!

4-Day Week Survey: Community
Member



4-Day Week Survey: Students



4 Day Week Survey: Staff

