



Sanger ISD

4-Day Instructional Week Calendar Town Hall Meetings

February 26, 2024 - Meeting #1
March 4, 2024 - Meeting #2

Welcome to the Sanger ISD Town Hall Meeting!

After a short presentation we will open
up the floor for questions.



4-Day Week Instructional Week

Teachers matter more to student achievement than any other aspect of schooling.

“Many factors contribute to a student’s academic performance, including individual characteristics and family and neighborhood experiences. But research suggests that, among school-related factors, teachers matter most.”



Teachers Matter

The Current State of the Teaching Profession

- A 2022 poll conducted by the Charles Butt Foundation found that, in general, teachers feel “undervalued, underpaid, and overworked”
- The poll also showed the percentage of teachers considering leaving the profession in 2022 was 77%, up from 58% in 2020
- 41% of new teachers will leave the profession within five years
- 89% of Texas teachers who work a second job do so during the school year
- 53% of teachers currently work at least 60 hours per week with 19% working over 70 hours per week

Future of the Teaching Profession in Texas

At the end of the 2021-2022 academic year:

- **36,000** teachers left the profession
- **6,000** graduated from Teaching Colleges across the state, and **23,000** teachers entered the profession through an Alternative Certification Program
- Several state colleges have suspended education programs due to low enrollment



Sanger ISD Staff

Teacher Turnover Rate Percentages

Teacher Turnover % Based on PEIMs FTEs	District	State
2022-2023	22.5%	21.4%
2021-2022	18.3%	17.7%
2020-2021	16.1%	14.3%
2019-2020	19.6%	16.8%
2018-2019 (new football coach)	26.8%	16.5%
2017-2018	15.6%	16.6%
2016-2017	17.3%	16.4%
2015-2016	17.7%	16.5%

Sanger ISD Statistics

❖ **At the end of the 2022-2023 academic year, 84 employees left Sanger ISD.**

- *Teachers - 41
- Paraprofessionals - 26
- Principals - 1
- Counselors - 1
- Transportation - 8
- Child Nutrition - 7

**19 took positions outside of education,
24 went to a different district, 8 retired*



Sanger ISD Statistics

Since August 2023, 18 employees left Sanger ISD.

- ❖ **18 left the field of education completely**
 - *Teachers - 9
 - Paraprofessionals - 9
- ❖ **Currently 10% of Sanger ISD teachers are not certified in the content area in which they teach according to the State of Texas**

**5 took positions outside of education,
3 resigned for health reasons, 1 retired for
health reasons*



Average Applicant Pool

- 6 or less applicants for any given open position
- 3 of the 6 are not certified teachers in the State of Texas
- Of the remaining 3, there may be 1 certified in the specific content area needed



Sanger ISD Calendar Option for 2024-2025

- Currently **100+** school districts across the state of Texas are practicing or investigating the move to a 4-day instructional week
- Friday vs Monday

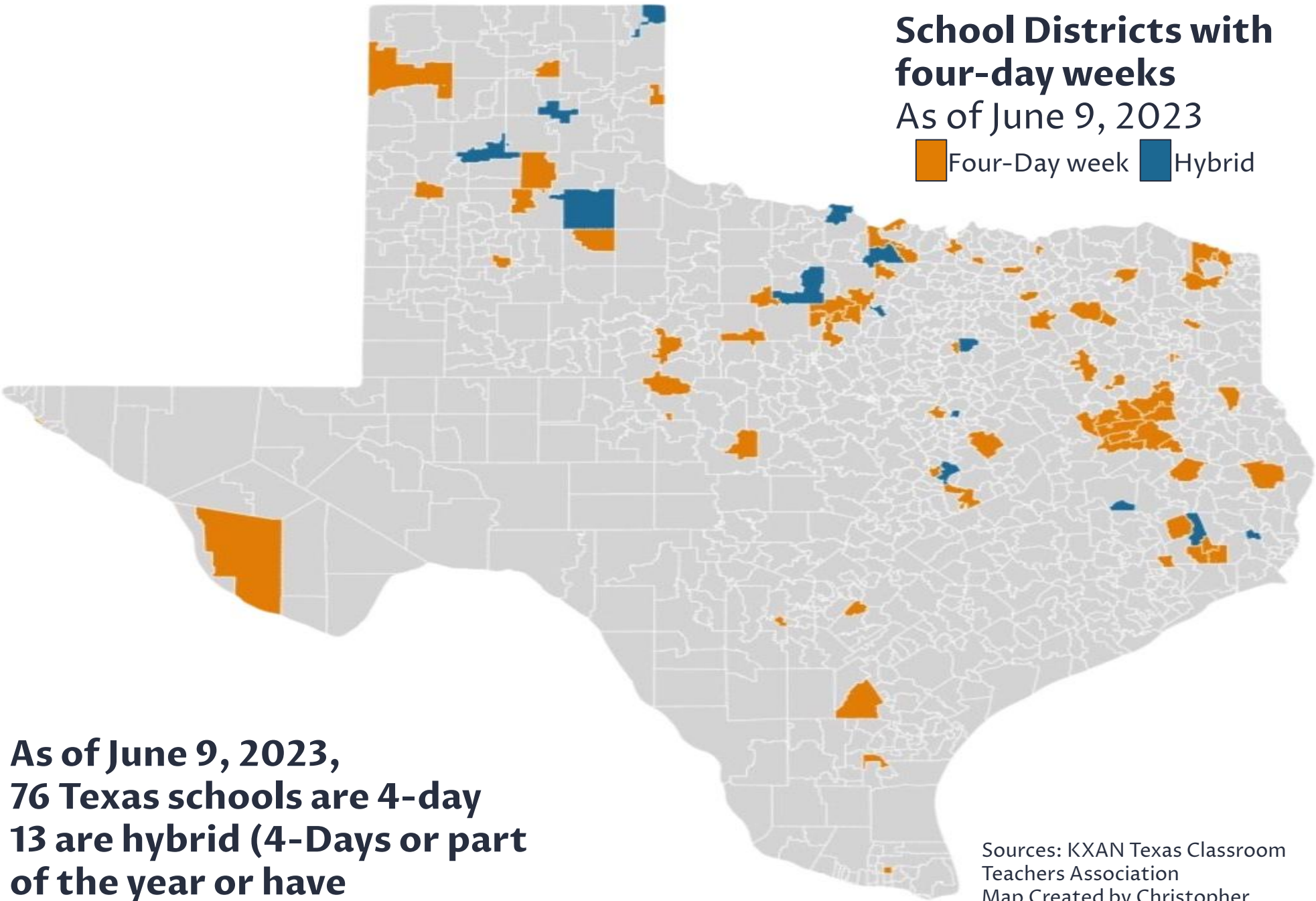


Four-Day Instructional Week

School Districts with four-day weeks

As of June 9, 2023

Four-Day week Hybrid



**As of June 9, 2023,
76 Texas schools are 4-day
13 are hybrid (4-Days or part
of the year or have
independent learning days)**

Sources: KXAN Texas Classroom
Teachers Association
Map Created by Christopher
Adams, KXAN

**North Texas
School Districts
that have
implemented
4-Day
Instructional Week**

***Sanger is part of
ESC Region 11***

District	Began 4-Day	Size	Location
Chico ISD	2023-23	2A	North Texas - Region 11
Gainesville ISD	2023-24	4A	North Texas - Region 11
Gordon ISD	2019-20	1A	North Texas - Region 11
Graford ISD	2022-23	1A	North Texas - Region 11
Huckabay ISD	2023-24	1A	North Texas - Region 11
Mineral Wells ISD	2022-23	4A	North Texas - Region 11
Morgan Mill ISD	2023-24	K-8	North Texas - Region 11
Palo Pinto ISD	2022-23	K-8	North Texas - Region 11
Peaster ISD	2023-24	3A	North Texas - Region 11
Rio Vista ISD	2023-24	2A	North Texas - Region 11
Strawn ISD	2023-24	1A	North Texas - Region 11
Three-Way ISD	2023-24	1A	North Texas - Region 11

Sources: KXAN Texas Classroom
Teachers Association
Map Created by Christopher
Adams, KXAN

**Continued
North Texas
School Districts
that have
implemented
4-Day
Instructional
Week**

***Sanger is part of
ESC Region 11***

District	Began 4-Day	Size	Location
Venus ISD	2023-24	4A	North Texas - Region 11
Anna ISD	2023-24	4A	North Texas - Other Region
Bowie ISD	2023-24	3A	North Texas - Other Region
Gorman ISD	2022-23	1A	North Texas - Other Region
Merkel ISD	2022-23	3A	North Texas - Other Region
Montague ISD	2022-23	1A	North Texas - Other Region
Moran ISD	2022-23	1A	North Texas - Other Region
Perrin-Whitt CISD	2022-23	1A	North Texas - Other Region
Petrolia CISD	2021-22	2A	North Texas - Other Region
Prairie Valley ISD	2021-22	1A	North Texas - Other Region
Tioga ISD	2022-23	2A	North Texas - Other Region
Woodson ISD	2019-20	1A	North Texas - Other Region

Sources: KXAN Texas Classroom
Teachers Association
Map Created by Christopher
Adams, KXAN

Sanger ISD Student Absences

August - February 2023-2024	Monday	Tuesday	Wednesday	Thursday	Friday
Butterfield	713.5	734.5	682	648	932
Clear Creek	394	419	409	414	469
Chisholm	437.5	476.5	486	496.5	583
Sixth Grade Ctr	166	177	170	173	211
SMS	383	420	415	405	564
SHS	1029	1065	1052	1022	1204
LTHS	92	68	76	77	90
TOTAL	3215	3360	3290	3235.5	4053

Sanger ISD Student Early Leave

August - February 2023-2024	Monday	Tuesday	Wednesday	Thursday	Friday
Butterfield	306	382	345	470	626
Clear Creek	100	133	205	182	434
Chisholm	186	220	235	253	468
Sixth Grade Ctr	66	101	119	188	110
SMS	169	215	232	224	304
SHS	539	523	557	567	716
TOTAL	1366	1574	1693	1884	2658

Sanger ISD Substitutes by Day


August 1, 2023- January 31, 2024

2023- 2024 Aug. 1 - Jan. 31	Mon	Tues	Wed	Thurs	Fri	Total
Number Substitutes Used Per Day of the Week	694	728	793	811	1,099	4,125



Academic Data Review

Various districts within Texas - These districts are similar in size to Sanger ISD.

					District Demographics Reported from the 2023-2023 TAPR				
District Name	Current Calendar	2022 Snapshot	2021-2022 Accountability Rating	Number of Schools	Enrollment	Attendance	Econ. Disc.	Special Education	Emergent Bilingual
Sanger ISD		2022 Snapshot	<u>B</u>	7	2840	93.6%	46.2%	15.9%	10.5%
Athens ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	5	3099	92.4%	78.7%	16.3%	24.6%
Farmersville ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	4	2115	94%	59.1%	14.2%	14.8%
Gainesville ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	5	3096	92.4%	64.8%	12.4%	30.6%
Liberty ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	4	2398	93.3%	67.8%	15.1%	19.3%
Merkel ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	3	1140	94%	54.6%	20.5%	2.5%
Mineral Wells ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	4	3352	92.3%	77.1%	15.8%	14.5%
New Boston ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	3	1154	92.8%	76.7%	17.5%	3.2%
Quinlan ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	4	2784	91.7%	76.2%	16.2%	19.5%
Tioga ISD	2023-2024 Calendar	2022 Snapshot	<u>B</u>	1	719	94.8%	29.8%	14%	7.1%

District Name	4-Day Feedback Highlights and Notes
Rockdale ISD	<p>Consider stakeholders: community, school board, leadership team, teachers. Communication: survey, town hall meetings, prepare for media, have Q&A. Send parent reminders often. C&I Pros: increased time, reduce missed class time, dedicated time. C&I Cons: less flexible time, now wasted instructional time, teacher absences, less time. HR Pros: staff retention and recruitment, increased time for PD and teacher collaboration, few substitutes needed, mental wellness, increased morale, improved work-life balance. HR Cons: equitable adjustment on work calendars for each position, possible loss for hourly positions, scheduling of campus district meetings, employee definition of what Fridays look like. Lessons learned: adjustment period - front load Fridays on campus to provide time for younger students to acclimate to attending school, adoption the role of a student, teacher workload - managing a compress schedule can increase the workload for teachers initially, flexibility in implementation - there is no one-size-fits-all approach, create a pattern, targeted intervention should start from the beginning, Clear communication and transparency are key, label Fridays differently as opposed to “Friday Off”, equity and morale of employees working 5-day weeks vs those working 4-day weeks, started targeted intervention early, 4 back to school days was not days for teachers.</p>
New Diana ISD	<p>Reasons for considering: recruitment, increase staff morale, increase staff retention, salary, financial benefits. First Steps: research, informational video, surveys, discussions with board, staff Q&A with Superintendent, board action. Pros: morale, discipline, attendance, flexibility. Cons: shared services, compressed timelines, food service. District hurdles: shared services, transportation, food service, length of school day, Monday vs Friday, quality of instruction, childcare, extra curricular activities. Fall survey results: 98% positive impact on classroom, 92% positive overall experience, 88% positive impact personally.</p>

District Name	4-Day Feedback Highlights and Notes
Gainesville ISD	<p>Positives: i. Pep rallies now allow for attendance by district wide staff and students; ii. Public reaction largely positive; most opposition was from people who don't even have kids in school; iii. Teacher morale at an all-time high; iv. Number of applicants and quality of applicants both increased; v. Number of schools adopting 4-day week is growing, making it easier to not be out here on an island; vi. Money savings: 1. Subs (teachers are putting off absences for appointments to miss on Fridays), 2. Electricity, 3. Bus fuel; vii. Attendance rate has improved by 3%; viii. Enrollment is up 100 kids (getting lots of transfers-in from surrounding 5-day districts); ix. We've sold 7,000 more lunches than this time last year; x. Discipline rates are falling significantly; xi. Public pushback dissipates drastically after the decision is made; during decision-making, you hear from the anti- group</p> <p>Negatives: i. Media requests are through the roof and I don't understand why (4-day weeks aren't new, but boy they are killing me with interview requests); ii. Liberal media will beat you up because poor kids have another day at home: 1. "Unsafe homes" – I tell them "you're really gonna hate what we do in June and July then", 2. "More time to get in trouble" – I say, "Do you want us to have them just live at school 24/7? Because we send them home every night and expect parents to parent."; iii. Conservative media will beat you up because you're being too nice to teachers: 1. They'll spin it as spoiled teachers, 2. The good thing is that most people realize teachers work very, very hard - a. Couching it in terms of staff retention has helped, because the teacher shortage is real (though some outlets are trying to deny it), 3. The other thing you can tell the conservative media is that it is saving money.</p>
Mineral Wells ISD	<p>"All of the teachers are exhausted by the end of the day on Thursday, but if you talk to them, they have no desire to go back to the 5 day work week. We moved to the 4 day week for staffing. We lost quite a few great teachers to surrounding schools already on the 4 day week and we would have maybe 1 or 2 applicants for open positions. We advertise we are a 4 day week and this has made it to where we actually have a job pool to pick from. All pay remained the same, even for hourly employees, so moving to 4 days was like a pay raise. Employees are encouraged to use Fridays for all appointments that would have them miss school. Some of our teachers have used the extra days to complete their masters. It has also been a huge benefit for our mental health. Most teachers will still be at work or work from home on Fridays to get caught up/plan, which then allows them a full weekend to spend with family, etc." - John Kuhn, Superintendent</p>

District Name	4-Day Feedback Highlights and Notes
Mineral Wells ISD	<p>Our STAAR scores did not decline, we offer a Friday school for students who are Pre-K through 5th grade for parents who don't have anyone to watch their students. I'm not sure what the enrollment number is currently, but last year it was only about 45 students. Our community did not complain about the change, we used our social media outlets to create polls and the response was in favor of the change. In all honesty, we did everything backwards. The questioning/polling of staff and community took about a week. Once the superintendent saw the positive feedback, it was quickly added to the board meeting and approved. We then had to figure out all the details. So our board approved it in May of 2022 and we had until the end of July to get it all worked out. Our summer that year was spent planning. I think we had to recreate our master schedule 3 times in order to meet all the requirements. It may have been easier in a way, because the decision had been made, we just had to figure out how to make it work. - Deeann Hampton, CTE Director"</p>

La Vernia ISD Zoom Q and A

1. Did you survey the staff about a 4-day week? Yes, they were 85% in favor.
2. Did you survey the parents? Yes, we surveyed the parents. Stay-at-home parents were not in favor due to the day being too long and childcare.
3. Did you do a town hall meeting? Yes, to tell the why.
4. What was your reason for investigating the 4-day week? The reasoning was the teacher shortage because teachers are the strongest effect in the classroom. The misconception is that is being done for the teachers.
5. Why did you decide on Fridays? There are issues with staffing on Fridays and too many substitutes in the classrooms on Fridays.
6. What are some of the benefits of a 4-week? Technology can do system upgrades on Fridays. It helps with maintenance and facilities to make repairs on Fridays. It has cut down on teachers taking days off. Families have said it has offered more family time.
7. Did you provide childcare on Fridays? YMCA is using our intermediate campus to offer a program. We offered it to 300 students and 70 ended up showing up.
8. What did you do about curriculum? We shifted the curriculum to 4 days and the fluff is gone and teachers are very thoughtful in what they are teaching.


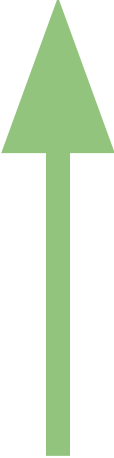
La Vernia ISD Zoom Q and A


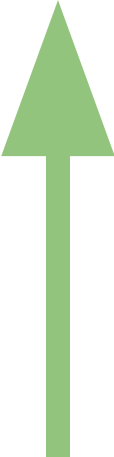
9. How long are you going to implement a 4-day week? We are doing a 3-year pilot, getting feedback, watching student achievement to see if everyone benefits from it.
10. How many days are your students and teachers in school? 153 days for students and 165 for teachers. Everyone still has all of their holidays.
11. How many minutes is your day? 495 minutes.
12. **After implementing what is one thing you would change? We would change the beginning of the year process for employees coming back including registration, professional development, and new teacher orientation.** There were conflicts with extra curricular activities starting at the same time.

Disaggregation of Data



- A variation of 3% was used to account for mitigating factors such as emergent bilingual status, special education populations, etc.
 - For example, Athens' Reading Masters level declined 6% from 2022 to 2023; therefore it is colored red
- Math scores
 - Have dropped across the state since COVID
 - STAAR Redesign implemented in 2023
- A baseline year (2019) of scores were added to give you a frame of reference before the district began a 4-day instructional week



District Summaries

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Athens ISD Started in 2019-2020	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	69	40	13	79	44	20	
	COVID 2020							
	*2021	66	37	13	65	35	15	
	2022	70	47	22	67	37	17	
	2023	74	47	16	70	36	16	



Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Farmersville ISD Started in 2020-2021	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	83	57	23	88	56	22	
	COVID 2020							
	*2021	78	50	19	76	39	15	
	2022	83	62	29	77	42	16	
	2023	83	63	21	79	43	13	



District Summaries Continued

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Liberty ISD Started in 2021-2022	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	73	42	16	76	42	18	
	COVID 2020							
	2021	71	44	16	70	35	13	
	*2022	74	49	20	72	36	14	
	2023	75	47	14	72	37	10	



Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Merkel ISD Started in 2021-2022	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	68	42	13	81	45	20	
	COVID 2020							
	2021	67	43	14	72	39	17	
	*2022	70	46	19	66	34	13	
	2023	76	48	15	71	38	13	



District Summaries Continued

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Mineral Wells ISD Started in 2022-2023	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	65	36	11	76	40	17	
	COVID 2020							
	2021	61	33	10	63	31	11	
	2022	69	42	16	68	35	14	
	*2023	70	41	12	70	39	14	


Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 New Boston ISD Started in 2022-2023	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	62	26	6	75	32	13	
	COVID 2020							
	2021	46	23	10	64	34	14	
	2022	71	46	19	67	36	15	
	*2023	74	48	15	73	41	16	


District Summaries Continued

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Quinlan ISD Started in 2021-2022	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	65	36	12	73	38	15	
	COVID 2020							
	2021	61	37	13	57	28	10	
	*2022	69	44	20	63	29	12	
	2023	68	40	11	69	32	11	

Overall District Academic Growth		ALL READING			ALL MATH			Outcome
 Tioga ISD Started in 2022-2023	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters	
	2019	87	55	25	90	57	25	
	COVID 2020							
	2021	80	52	21	78	44	17	
	2022	85	61	26	83	48	22	
	*2023	87	58	17	81	45	11	

District Summaries Continued

Overall District Academic Growth		ALL READING			ALL MATH		
 Anna ISD Started in 2023-2024	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters
	2019	77	46	18	86	55	26
	COVID 2020						
	2021	70	43	15	75	45	21
	2022	77	52	18	72	40	18
	2023	80	55	24	74	42	15

Overall District Academic Growth		ALL READING			ALL MATH		
 Gainesville ISD Started in 2023-2024	Spring of	Approaches	Meets	Masters	Approaches	Meets	Masters
	2019	60	31	11	77	43	19
	COVID 2020						
	2021	60	34	10	65	34	14
	2022	62	37	13	68	31	12
	2023	60	32	6	65	29	7

5-day Calendar

4-day Calendar

5-Day Calendar 77,280 min.

4-Day Calendar 77,220 min.

60 minute difference

2024 - 2025 School Year Sanger ISD Traditional Option 2								
July 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Semester/Nine-Week Aug. 14 - Oct. 4 (36 Days) Oct. 10 - Dec. 20 (47 Days) Jan. 8 - March 7 (40 Days) March 18 - May 22 (45 Days)			January 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		
August 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Student Days = 168 Total Minutes = 77,280 Minutes Needed = 75,600			February 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28		
Staff Development/Workday August 1 - 2, 2024 August 5 - 9, 2024 August 12 - 13, 2024 September 2 - 3, 2024 October 7 - 9, 2024 January 6 - 7, 2025 February 17, 2025 March 17, 2025 May 23, 2025								
September 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			March 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			April 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30		
October 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Bad Weather/Make Up (if needed) February 14, 2025 April 21, 2025			May 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		
Holidays and Non-School Days September 2, 2024 - Labor Day October 7, 2024 - Fair Day November 25 - 29, 2024 December 23, 2024 - January 7, 2025 - Christmas Holiday January 20, 2025 - MLK Day March 10-14, 2025 - Spring Break March 28, 2025 - Non-School Day April 18, 2025 - Good Friday May 26, 2025 - Memorial Day								
November 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			June 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Early Release Nov. 22, 2024 Dec. 20, 2024 March 7, 2025 May 22, 2025		
December 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Graduation May 20, 2025 @ 8:00 pm			Legend: () Begin/End of 9 wks H Holidays/Other Non-School E Early Release		

2024 - 2025 School Year Sanger ISD 4-Day Hybrid Option 1								
July 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Semester/Nine-Week Aug. 7 - Oct. 10 (44 Days) Oct. 14 - Dec. 19 (36 Days) Jan. 8 - March 20 (40 Days) March 24 - May 22 (36 Days)			January 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		
August 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Elementary (Pr-K-5) 7:40 - 3:55 Secondary (6-12) 8:05 - 4:30 Linda Tutt High School 7:40 - 3:55			February 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28		
Staff Development/Workday August 1 - 2, 2024 August 5 - 6, 2024 August 11, 2024 November 8, 2024 January 6 - 7, 2025 February 7, 2025 March 21, 2025 May 23, 2025								
September 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			March 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			April 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30		
October 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Bad Weather/Make Up (if needed) May 16, 2025			May 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		
Holidays September 2, 2024 - Labor Day November 25 - 29, 2024 Thanksgiving December 23, 2024 - January 7, 2025 Christmas Holiday January 20, 2025 - MLK Day March 10-14, 2025 - Spring Break May 26, 2025 - Memorial Day								
November 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			June 2025 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Graduation May 20, 2025 @ 8:00 pm		
December 2024 S M T W Th F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			Legend: () Begin/End of 9 wks H Holiday BW Bad Weather/Make Up			Legend: () Begin/End of 9 wks H Holiday BW Bad Weather/Make Up		

Potential Benefits

- Teacher retention and **recruitment**: Attract quality teachers and compete with larger districts with higher pay or local districts that offer a 4-Day week
- Increased employability for all departments
- Schedule flexibility: Extended planning time and/or professional development one Friday a month
- Travel to extracurricular activities on Fridays does not impact instruction or attendance
- Reduce substitutes
- Possible increase in student and staff attendance
- Possible increase in student and staff morale
- Improved employee wellness and work-life balance
- Decrease the wear and tear on the bus fleet

Curriculum & Instruction

A 4-day work week can potentially benefit teachers in several ways regarding planning and professional development:

- Extended Planning Time
- Professional Development Opportunities
- Flexibility and Creativity



Curriculum & Instruction

- Curriculum and instruction will not be negatively affected since curriculum resources used by the district are designed based on minutes
- Instructional minutes (class time) in each content area will be extended
- Elementary teachers will provide multiple opportunities within each class for varying instructional delivery - engagement strategies such as movement and discourse
- Teachers will provide “brain breaks” and possibly more recess time so students can maintain focus and stamina for maximized student learning
- Sanger ISD ensures the TEKS will be covered thoroughly in the 4-day school week

Special Education

- A 4-day week will not change Individual Education Program (IEP) services provided to students
- Student schedule of services will be adjusted to reflect the same support time within the 4-day week as determined by the ARD committee
- Parents of students with Individual Education Programs (IEPs) will be contacted to discuss any changes to the student's schedule

Educational Opportunities on Fridays

- The district is in communication with several programs, including AlphaBEST Education, to provide educational opportunities on Fridays
- The program selected will conduct a parent night and manage all registration
- The program will be provided on Fridays (free of charge) for up to 300 students (K-5) who meet specific educational need criteria; The only expense for parents will be a \$75 registration fee
- Educational need is determined by results from universal screeners in reading and math for grades K-2, STAAR results in reading and math for grades 3-5, students (K-5) who failed reading or math during the current school year
- Any student (K-5) who doesn't meet the criteria and wants to take advantage of the program may do so at the parent's expense; That expense has yet to be determine
- Any student who misses three (3) Fridays will be removed from the program
- Transportation will not be provided
- The program will be evaluated after the first year to determine the rate at which it is utilized

** Mineral Wells ISD reported that less than 1% of their students signed up for district-offered opportunities on Fridays.*

Child Nutrition



- Student lunch times will be later in the day to provide sustenance for a more significant period of the school day. Students can bring healthy snacks from home to consume later in the day
- All students will still have access to breakfast and lunch on Fridays
 - Families will need to pick up meals at a designated location
 - Students attending Fridays will have access to breakfast and lunch
- The “Friday Backpack” Program will be provided for a Friday, Saturday, and Sunday for those enrolled in the program
- The “Friday Backpack” Program currently serves 85 students

How Will We Measure Success

- A 50% increase in highly qualified applicants per open position
- No learning loss on STAAR assessments using the +/- 3% variable
- Employee attendance rates improve
- Employee retention rates improve
- Student attendance rates improve



Student's Perspective

- Less class time missed on Fridays due to extra curricular activities
- More time for outside interests
- More time to catch up on rest or finish homework
- More time with family and friends
- Opportunity to work more hours for spending money or to help the family



**Scan the QR
code to ask
additional
questions.**



Thank you for coming!
We appreciate your feedback.

