

RFF for Late Start at Alpharetta High School

Concept: Late Start

Topic: Strategic Initiative: School and District Culture, Staff Engagement

Waivers Requested: Seat time.

Topic that most closely fits: Instructional Minutes

Describe the challenges/how it is outlined in the school strategic plan:

Stress and exhaustion from students and staff are very high due to the demands of our school's ambitious (and successful) mission to "create opportunities for excellence in academics, athletics, arts, and altruism." While we have seen a welcome increase in professional development, teachers do not have any additional time to work with and/or implement these research based practices. Additionally, with the growing number of personalized pathways and elective opportunities, teachers are assigned to more preps than ever before, requiring more planning time than has been provided within the traditional model.

We seek with this RFF to provide both students and staff much needed time once a month to spend on personalized goals and activities. Doing so aligns with our People and Culture Outcomes of making Alpharetta High School a place that would be highly recommended to potential students and staff.

Proposed Concept:

Once a month, we would have a two-hour late start. Students could use the time to rest, complete homework, do volunteer work etc. Teachers could use the time to plan, utilize data to inform instruction, and/or meet with PLCs (if planning a common assessment, etc.). Students who cannot arrange late start transportation will participate in a silent study hall in the cafeteria under supervision on a rotational basis.

Planning Time	7:50-10:15	<i>Breakfast 9:50-10:15 am</i>
First Period	10:20-11:00	<i>Pledge, Moment of Silence, Announcements</i>
Second Period	11:05-11:45	
Fourth Period	11:50-1:15	
Lunch	4A: Lunch 11:50-12:30 Class 12:35-1:15	<i>Language Arts, Social Studies, World Language, PE/Health</i>
	4B: Class 11:50-12:30 Lunch 12:35-1:15	<i>Math, Science, Career Tech, Fine Arts</i>
Third Period	1:20-2:00	
Fifth Period	2:05-2:45	
Sixth Period	2:50-3:30	<i>Afternoon Announcements</i>
40 Minute Classes/40 Minute Lunch Periods/5 Minutes between Classes		

Project Outcomes:

We would like to increase the percentage of families, student, and staff that would recommend AHS as a place to attend or place to work to families and friends.

Short Term Goals:

- Provide teachers with time to more effectively plan, especially in terms of implementing professional development, using data to inform instruction, to plan differentiated lessons, and to plan common assessments.
- Increase community service opportunities for students (more available hours during traditional business hours).
- Improve teacher morale and potentially improve teacher retention rates by reducing stress of staff and students.

Long Term Outcomes:

- To promote the well-being of the whole child
- To increase talent retention

Research:

Multiple studies support the benefits of (and need for) additional planning time. According to sources cited in the Phi Delta Kappan's article "Time for teacher learning, planning critical to school Reform":

Teachers from Wisconsin were asked, "When all is said and done, which of the following do you believe would have the greatest positive impact on your ability to help your students learn and realize their potential?" They listed more planning time as their top choice, above more money or fewer disruptive students (Wood Communications Group, 2014, p. 19). Another group of teachers ranked more planning time during the school day as the most important factor that would help them with their teaching (Rentner, Kober, & Frizzell, 2016). Teachers also have listed lack of planning time as a reason for leaving the profession and as a barrier to successful implementation of curricular reforms or evidence-based practices (McGoey et al., 2014; Provasnik & Dorman, 2005).

Article by Eileen G. Merritt, June 4, 2017.

Plans for risk mitigation:

We do not believe there will be any negative effect on student achievement or any other component of our Strategic Plan. While there will be a reduction in seat time for students, we believe that more planning time will create more effective learning opportunities.

Known implications:

- **Nutrition:** Breakfast will still be available for students once they arrive.
- **Schedule:** We will be on an alternative schedule but have procedures in place to disseminate the information.
- **Transportation:** Transportation will still be provided as usual for students that choose to arrive early.
- **Budget:** n/a