

Welcome

School Start Time Committee members will **actively engage** with one another as they consider sleep research, benchmark comparisons, Wisconsin education requirements, community input, and related human and economic constraints in order **to develop recommendations** related to **school start time** and Board of Education policies supported by the **majority** of participants.



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Critical Success Factors

1. Create a shared understanding of the current environment and all contributing factors
2. Establish a school start time recommendation for elementary, middle, and high school based on sleep research, student performance data, Committee member perspectives and values, family and staff feedback, and human and financial constraints
3. Consider and recommend changes to any related School Board policies necessary to successfully implement the school start time recommendation(s)



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Committee Timeline

All meetings will be held at Burleigh Elementary in the Viking Room from 6pm-8pm.

| Meeting | Forecasted Agenda Items |
|------------------------------|---|
| Wednesday, November 13, 2024 | Committee Introductions & Expectations; Review of Sleep Research; Current Status and Background Information |
| Tuesday, December 3, 2024 | Contributing Factors; Benchmark Comparisons; Considering Options |
| Wednesday, January 15, 2024 | Evaluating Start Time Options |
| Tuesday, February 18, 2025 | Narrowing Start Time Options; Consider Policy Changes; Identifying Survey Needs |
| Tuesday, March 11, 2025 | Review Survey Feedback; Reach Consensus on Recommendations |
| Tuesday, March 18, 2025 | Advisory Team Representative(s) Presentation of Recommendations to the Board of Education |



Agenda for December 3

6:00 - Scope of Work and Sleep Research

6:15 - Past School Start Time Conversations

6:30 - Benchmark Districts' Start Times

6:40 - Relevant Data

7:00 - Factors and Constraints

7:10 - Two Models to Consider (there will be others)

8:00 - Adjourn



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Scope of Work

Recommendations regarding:

1. School start time - elementary, middle & high
2. Related changes to School Board Policy (e.g. transportation)
3. Reconsideration of District's Hazardous Zones
4. Financial investments or efficiencies related to start time (expansion of buses, drivers, wraparound care to support start time model)
5. Stakeholder engagement strategies

Not in Scope:

- Private & Parochial Start Time and Transportation Recommendations
- How instructional hours are accounted for, # of school days



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Additional Sleep Research

Factors that impact sleep patterns and healthy development:

- Biological maturation
- Hormonal changes
- Environmental Factors
- Parent Practices
- Cultural Norms
- Socioeconomic Status

Goel, P., & Goel, A. (2024). Exploring the evolution of sleep patterns from infancy to adolescence. *Cureus*, 16(7), e64759.

<https://doi.org/10.7759/cureus.64759>

2nd Resource: [The Basics of Adolescent Sleep Biology](#)

How has school start time
been considered in the
past?



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School Start Time Over the Years

1998 - Transportation contract states 3-Tier busing model, but requests 2-Tier busing price option to provide flexibility for the Board of Education

1999 - A two-tier model was estimated to have a 33% increase in transportation costs (\$2.4M vs \$3.2M)

2002 - Two-tier transportation language abandoned in the 2002 Transportation contract

2017 - Calendar Committee formed to draft two-year District calendar and to study and make recommendations regarding school start time

2017 Calendar Committee Summary Recommendations

- Survey feedback across the three stakeholder groups was decidedly mixed when it came to satisfaction/dissatisfaction with our current school day start and end times and did not provide the committee with clear direction nor a mandate for change from our current structure.
- The costs associated with a move away from current school day start and end times appears cost-prohibitive at this time.

2017 Calendar Committee Summary Recommendations

- The committee believes it important to allow the new bus transportation provider time to become acquainted with the district so that they can become an informed and engaged partner in these discussions in the future.
- The committee would like the medical research reviewed on the topic of adolescent sleep to be shared with the broader Elmbrook Community, to include internal and external groups whose activities and actions may have a direct impact on student sleep schedules. These include, but are not limited to athletic and activity coaches and advisors, club sports organizations who use district facilities for practices, and private and parochial school leaders.

2017 Calendar Committee Family & Staff Survey

| Option | Scenario | Arrival Time | AM Bell Time | PM Bell Time | Bus Depart | Family Approval | Staff Approval |
|------------------------|--|-------------------------------|-------------------------------|-------------------------------|--|-----------------|----------------|
| A | Elementary High School Middle School | 7:30 am 8:07 am 8:50 am | 7:40 am 8:17 am 9:00 am | 2:33 pm 3:31 pm 4:13 pm | 2:40pm 3:40 pm 4:22 pm (5:02 last home arrival) | 46% | 51% |
| B | Middle School High School Elementary | 7:27 am 8:07 am 9:02 am | 7:40 am 8:17 am 9:12 am | 2:53 pm 3:31 pm 4:05 pm | 3:02 pm 3:40 pm 4:12 pm (4:45 last home arrival) | 70% | 55% |
| C (Current) | Middle School High School Elementary | 7:05 am 7:45 am 8:40 am | 7:18 am 7:55 am 8:50 am | 2:31 pm 3:09 pm 3:43 pm | 2:40 pm 3:17 pm 3:40 pm (4:30 last home arrival) | 70% | 89% |

What other data could be
used to help inform
decisions and/or
recommendations?



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Academic Benchmarks' Start / End Times

| District | Elementary | Middle | High |
|-----------------|--|--|-----------------|
| Cedarburg | 8:40am - 3:35pm | 7:30am - 2:47pm | 7:30am - 2:45pm |
| Hamilton | 9:05am - 3:50pm (4K-4th) | 8:40am - 3:30pm (Gr 5 & 6) 7:30am - 2:45pm (Gr 7 & 8) | 7:20am - 2:25pm |
| Kettle Moraine | 8:30am - 3:30pm | 7:20am - 2:35pm | 7:20am - 2:35pm |
| Kimberly | 8:35am - 3:35pm (4K - 4th) | 7:35am - 2:50pm (Gr 5 & 6) 7:30am - 2:58pm (Gr 7 & 8) | 7:40am - 3:00pm |
| Mequon | 9:00am - 4:00pm | 7:57am - 3:20pm | 7:25am - 2:37pm |
| Muskego | 9:00am - 3:45pm | 8:05am - 3:05pm | 7:25am - 2:25pm |
| New Berlin | 8:15am - 3:15pm (2 Elem) 8:50am - 3:50pm (2 Elem) | 7:25am - 2:40pm | 7:25am - 2:40pm |
| Pewaukee | 8:35am - 3:35pm | 7:30am - 2:45pm | 7:30am - 2:45pm |
| Whitefish Bay* | 7:50am - 3:00pm | 8:05am - 3:20pm | 8:15am - 3:35pm |

*Whitefish Bay does not offer bus transportation

Regional Benchmarks' Start / End Times

| District | Elementary | Middle | High |
|-----------------|--|-----------------------------|-----------------|
| Arrowhead | n/a | n/a | 7:25am - 2:35pm |
| Menomonee Falls | 8:30am (2) - 3:45pm 8:45am (2) - 3:45pm | 7:15am - 2:34pm | 7:50am - 3:09pm |
| Oconomowoc | 8:40am - 3:40pm (4K - 4th) | 7:30am - 2:55pm (5th - 8th) | 7:20am - 2:40pm |
| Waukesha | 8:40am - 3:40pm | 7:30am - 2:36pm | 7:35am - 3:05pm |
| Wauwatosa* | 8:20am - 3:20pm | 8:05am - 3:30pm | 7:50am - 3:10pm |

*Wauwatosa does not offer bus transportation

Y Care

YMCA before and after school care (YBase) is offered to Elmbrook families at each of our elementary schools. Additionally, 4K wrap care is offered to students in our AM or PM half-day, 4K program.

Participation and Staffing Rates

| | Brk El | Burleigh | Dixon | Swanson | Tonawanda |
|------------------------------------|-----------|----------|-------|---------|-----------|
| YBase Before/After Students | 40 | 65 | 40 | 50 | 35 |
| YBase Teachers | 2-3 | 3-4 | 2-3 | 3 | 2 |
| 4K Wrap Students | 14am/15pm | 26/16 | 14/13 | 26/16 | 12/13 |
| 4K Wrap Teachers | 1-2 | 2-4 | 2 | 2-4 | 1-2 |

Student capacities and teacher ratios are determined by the State of Wisconsin and are dependent upon age (differentiated between 4- and 5-year olds) and facility capabilities.

GoRiteway Profile

| | |
|--------------------------------------|---|
| GoRiteway Contract (2019-2029) Terms | <ul style="list-style-type: none">● Includes all District (public and private) regular and special education routes● Designates primary provider (not exclusive) for co-curricular needs |
| Assignments | 58 Driver assignments support 342 daily routes |
| Drivers (as of 11/1) | <ul style="list-style-type: none">● 48 Regular Drivers● 9 Standby Drivers● 3 Office Staff Backup Drivers● Shared resources between other GoRiteway terminals |
| Ridership | Public: 5,650 Riders / 7,706 Eligible Students (73%) Private: 426 Riders / 1,899 Eligible Students (22%) |

GoRiteway Route Details

| | # of Routes | Average Route Length (Minutes) | Route Length Range (Minutes) |
|--|-------------|--------------------------------|------------------------------|
| District - Regular Transportation | 238 | 27 | 11 - 47 |
| Elementary | 96 | 28 | 11 - 41 |
| Middle School | 75 | 28 | 18 - 45 |
| High School | 67 | 26 | 16 - 47 |
| District - Special Education | 43 | 19 | Varies |
| District - 4K Mid-Day | 20 | 21 | 13 - 27 |
| Private & Parochial (All) | 41 | 31 | 13 - 60+ |
| Catholic K-8 Schools | 17 | 29 | 13 - 49 |
| Brookfield Christian | 17 | 24 | 17 - 55 |
| Brookfield Academy | 7 | 55 | 24 - 60+ |

GoRiteway Route Cancellations

Route Cancellations / 4th Tier Due to Driver Shortage

| | 2022-23 | 2023-2024 | 2024-25 |
|--------------|------------|------------|-----------|
| Sept | 86 | 45 | 10 |
| Oct | 9 | 98 | 4 |
| Nov | 4 | 79* | 2 |
| Dec - Jan | 10 | 47 | |
| Feb - June | 53 | 0 | |
| Total | 162 | 269 | 16 |

*In November 2023, the District implemented a weekly attendance bonus with GoRiteway which has dramatically stabilized our driving workforce and route execution.

Fall 2024 Co-Curricular Cancellations: 14

Hazardous Zones

In 1976, the District requested permission and received approval to declare the entire District as a hazardous zone, thus providing all students access to a bus route to/from school. Wisconsin state statute requires school districts to transport students who live 2 miles or more from their resident school. One way to consider alternative start time models would be to review the District's hazardous zones (would require a study by the County Sheriff) and to declare a walk zone of a specific distance from each of our schools.

For example, a 1.5 mile walk zone for our middle and high schools would reduce ridership by about 20%:

- High School - 1,875 to 1,500
- Middle School - 1,370 to 1,170

High School Co-Curricular Absences

Co-Curricular Absences (2023-2024)

| Term | T1 | T2 | T3 | T4 | Total |
|---------|-------|-----|-----|-------|--------------|
| Central | 964 | 124 | 637 | 3,329 | 5,054 |
| East | 1,355 | 471 | 709 | 2,932 | 5,467 |

Co-Curricular Absences - Student Impact

| | 1-11 Periods | 12-19 Periods | 20+ Periods | Total Students |
|---------|-----------------|------------------|----------------|-------------------|
| Central | 372 | 156 | 76 | 604 |
| East | 497 | 147 | 56 | 700 |

Top Sports

- Boys Golf (Spring)
- Boys Tennis (Spring)
- Girls Golf (Fall)
- Girls Tennis (Fall)
- Boys & Girls Track & Field (Spring)

Absence by Period (Both Schools)

- Period 1: 654
- Period 2: 1,016
- Period 3: 1,737
- Period 4: 7,114

Middle School Attendance Rates

Attendance Rates (State of WI - 93.1%)

| | 2021-2022 | 2022-2023 |
|----------------------|--------------|--------------|
| Elementary | 95.9% | 95.5% |
| Middle School | 96.1% | 96.0% |
| High School | 95.3% | 95.7% |

1st Period - Late Arrivals (2023-2024)

| | 6th | 7th | 8th | Total |
|------|-----|-----|-----|------------|
| PPMS | 325 | 191 | 228 | 744 |
| WHMS | 157 | 183 | 395 | 735 |

of Students Arriving Late

| | 1-4 Times | 5-9 Times | 10+ Times | Total Students |
|------|--------------|--------------|--------------|-------------------|
| PPMS | 178 | 20 | 16 | 214 |
| WHMS | 165 | 34 | 14 | 213 |

Parent Pickup/Dropoff Volume

| School | Parent Pickup |
|-----------------------|---------------|
| Brookfield Elementary | 65 cars |
| Burleigh | 75 |
| Dixon | 100 |
| Swanson | 140 |
| Tonawanda | 60 |
| Pilgrim Park | 250 am/ 80 pm |
| Wisconsin Hills | 225 am/ 75 pm |
| Brookfield Central | 125 |
| Brookfield East | 130 |

Factors and Constraints

The complexity of a school start time model considers some or all of the factors and constraints listed below. What other factors or constraints do you feel are important to consider when evaluating models or making a recommendation?

- Research
- Financial
- Family
- Staff
- Co-Curricular
- Transportation
- Academic
- Childcare
- Ridership
- Scope of Impact/Change
- Aligned to Benchmark Districts

Evaluating our first two
models (there will be more)!



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Scenario #1 - Current Model

Elmbrook Schools

| Bus Tier | School Type | Start & End | # of Buses | # of Riders in 2023-24 |
|----------|---------------|-------------|-------------------------|------------------------|
| Tier 1 | Middle School | 7:18 - 2:31 | 37 Large Buses, 3 Small | 1,500 |
| Tier 2 | High School | 7:55 - 3:09 | 34 Large Buses, 3 Small | 1,474 |
| Tier 3 | Elementary | 8:50 - 3:42 | 47 Large Buses, 8 Small | 2,676 |

Notes about the model: Current approach, no changes.



Scenario #2 - Flip High School & Middle School

Elmbrook Schools

| Bus Tier | School Type | Start & End | # of Buses | # of Riders in 2023-24 |
|----------|---------------|-------------|-------------------------|------------------------|
| Tier 1 | High School | 7:30 - 2:44 | 34 Large Buses, 3 Small | 1,474 |
| Tier 2 | Middle School | 8:07 - 3:20 | 37 Large Buses, 3 Small | 1,500 |
| Tier 3 | Elementary | 9:00 - 3:52 | 47 Large Buses, 8 Small | 2,676 |

Notes about the model: Switch high school and middle school tiers and move the high school start time forward by 12 minutes to 7:30. This change would result in later start/end times at middle and elementary schools.

