4 Day School Week

Elementary Presentation

Eastgate - PK-K

Prickly Pear - 1st, 2nd

Radley - 3rd - 5th

Objective and Purpose

The purpose of our presentation is to provide you with information on how a 4 day school week would impact the elementary schools.

Representatives

Administration - Brandon Crusat
Office/Other - Shana Dachs
Specials - EG/PPE - Marne Bender
Specials - Radley - Traci Mazanec
Classified - EG/PPE - Monica Foster
Classified - Radley - Michelle Lashway
LittleLantes - Kate Johnson
Kindergarten - Adrienne Simonson
1st Grade - Erin Vetsch
2nd Grade - Chrissy Power
3rd Grade - Caitlyn Lesofski
4th Grade - Heather Countryman
5th Grade - Veronica Rubio-Pratt
SpEd/Title - Josh Jones

Student - Pro

-Opportunities for older and younger student relationships through tutoring

Parent - Pro

-Siblings of athletes not having to miss school for sporting events

-Possible opportunity for staggered times, assisting with pick up/drop off and traffic flow

Staff - Pro

-Increased morale for an extra day off

-Staff could plan appointments on Fridays

-Possible assistance with recruitment

Student - Con

-Longer day may be difficult for younger students

-If a student misses a day, that would equate to more instructional time lost

-For some students, school is their safe place and where they get a meal

Parent - Con

-Childcare on Fridays may be a hardship

-Longer day may mean less family time

Staff - Con

-If PD is on a Friday, staff who coach may miss

-Subs may not be interested in working a longer day

Wonderings

???

NOTE 1

* How will drivers and cafeteria staff be impacted?

NOTE 2

*How does this impact special education and the Prickly Pear Co-Op?

NOTE 3

*What would it look like to have the secondary level do a 4 day school week and the elementary level do a 5 day school week?

NOTE 4

*Who would provide curriculum mapping for a 4 day week?

NOTE 5

*How would para, tutor, and secretary hours change?

NOTE 6

*Would the Tiger After School Program still be an option?

Wonderings

???

NOTE 1

* What could be options for 5th day supervision?

NOTE 2

*Could we staff 5th day supervision?

NOTE 3

*What would have to change with meals/nutrition contracts?
We cannot serve food on non school days

NOTE 4

*How does this impact transportation?.
Looking into rules and MDOT to see if there are regulations with plows and buses and time in between.

NOTE 5

*Which CBA items/language needs to be addressed?

- Prep?
- Leave?

Current Districts - 4 Day Week

1. **Sydney** Slide 13

2. **Dawson** Slide 14

3. **Miles City** Slide 15

Examples

Student's recess and lunch break times are times taken out of the instructional day

Current 5 Day Week - 180 Days

- Student Hours - 1,011.74 hr/year
  - 8:15 - 3:10 = 5.67 hr/day
- Certified Hours - 1,364.40 hr/year
  - 7:55 - 3:30
- Para Hours - 1,274.40 hr/year
  - 7:55 - 3:30
- Tutor Hours - 1,274.40 hr/year
  - 7:55 - 3:30
- Secretary Hours - 1,440 hr/year
  - 7:30 - 4:00

- 172 Full Days
- 6 Early Releases - 12:30
- 2 Early Releases - 1:30
- 180 Days Total

4 Day Week - No Fridays - 144 Days

- Student Hours - 1,008 hr/year
  - 7:45 - 4:00 = 7 hr/day
- Certified Hours - 1,307.52 hr/year
  - 7:25 - 4:30
- Para Hours - 1,271.52.69 hr/year
  - 7:20 - 4:40
- Tutor Hours - 1,271.52 hr/year
  - 7:20 - 4:40
- Secretary Hours - 1,343.52
  - 7:00 - 4:50

Examples

Student's recess and lunch break times are times taken out of the instructional day

<u>4 Day Week - 1 In Service Friday For Staff</u>

144 Days
- Student Hours - 1,008 hr/year
  - 7:45 - 4:00 = 7 hr/day

153 Days
- Certified Hours - 1,350.99 hr/year
  - 7:30 - 4:20

- Para Hours - 1,274.49 hr/year
  - 7:40 - 4:30
    *If joining 1/month Friday

- Tutor Hours - 1,274.49 hr/year
  - 7:40 - 4:30

- Secretary Hours - 1,377 hr/year
  - 7:10 - 4:40

<u>4 Day Week - Add one week to the calendar year</u>

148 Days
- Student Hours - 1,010 hr/year
  - 7:45 - 4:00 - 7 hr/day

148 Days
- Certified Hours - 1,320.16 hr/year
  - 7:25 - 4:20

- Para Hours - 1,258 hr/year
  - 7:30 - 4:30

- Tutor Hours - 1,258 hr/year
  - 7:30 - 4:30

- Secretary Hours - 1,332 hr/year
  - 7:10 - 4:40

Sidney

Chrissy talked with Sharri Vandall, 3-5 principal. She was also the k-5 principal at Wolf Point when they went to 4 day weeks. Sidney has a PK-2 building, 3-5 building, 6-8 building & 9-12 building.

- How has student achievement, student behavior, and staff and student attendance been impacted? Does your district have any reports that can be shared?
  - Attendance, behaviors and academics are actually pretty much the same but your data and percentages shift so it will seem different. Families who are absent are still absent. Data is also slightly skewed there due to the community and setting. (Oil booms, families coming and going, community norms, & population)

- How has the culture of the school and district changed?
  - Most staff loves it. K-2 it is very hard on students and staff.

- Does your district provide meals on Fridays?
  - They do not provide any meals or services on Friday. They do have "homework club" which is 2 hours on Friday mornings. 2 para's work this. This is an invite only "club" is a tutoring opportunity for students who need to make up missing or late work. She did note that in Wolf Point they did "Fun Friday" that was available for all students k-5 to attend. Each teacher worked 3 fridays a year to cover this. It would be STEAM, field trips, art, etc. After a year and a half attendance plummeted! There was no need for year 3.

- How has special education and student service minutes been impacted?
  - It was a hard switch, they amended every IEP to alter minutes and services available.

Sidney Cont.

- What was the timeline to make the change for your district?
  At both schools, they took an academic year to evaluate and re-pace. As they went through the curriculum they took notes at what was priority and what they could compact. She said this a MUST.

- Have you seen an increase in staff retention or have hiring practices improved?
  - She thinks so but they don't have a ton of data to reflect this. She did mention that about the time they switched to this they had a huge retirement wave! So they have a lot of younger staff and staff that isn't as local as previous years. For example: The 3rd grade team I taught with (6 teachers) all but 1 of them retired the year they switched to 4 day weeks, 2 of them doing an early retirement. This was the case with many teachers at or close to retirement. Also, a lot of the community works trade jobs & they don't do 8-5 M-F schedules.

Other notes:
-Training 1 Friday a Month 8-12
- Friday school anytime they don't have school on Monday. She did say she would recommend doing that differently because they have very low attendance on these days. It has happened before that attendance was so low they can't count the day. Based on this they don't think they could ever go back to a 5 day week.
- Kindergarten only has recess & centers & play from 2pm to end of the day, no curriculum. But it is still REALLY hard on students and staff.
-They do 2 kindergarten schedules. Full & Half day. All students born March-December are tested with the genesis testing to see if they would be better fit for Kindergarten or K, ½ day k does full day the next year. So Kindergarten is almost all 6 year olds. (Not itelligence, stamina and ability).
-The biggest impact is loss of intervention and reteach time.
-They changed specials so youngest kids have them first and do them by grade in order.

Dawson

- How has student achievement, student behavior, and staff and student attendance been impacted? Does your district have any reports that can be shared?
  No significant change to student behavior or achievement. They do see better attendance from students and staff.

- How has the culture of the school and district changed?
  Staff and a large percentage of parents really like the four day week.

- Does your district provide meals on Fridays?
  No, not even on the Friday school days. Students who are not proficient are required to attend school on Fridays that they have designated as "Friday School" days. Approximately 3 Fridays a month have Friday school. These Fridays are staffed by a rotating schedule of teachers and classified staff. Students attend from 8am to 11am.
- How has special education and student service minutes been impacted?
  IEP minutes were adjusted to be by the day and not by the week. Most of the students on IEPs are required to attend Friday school and minutes are calculated to include those days.
- What was the timeline to make the change for your district?
  The change was made for the 2021-2022 school year. Surveys were sent to staff, parents and community members. Results were used by the school board, administration and staff to build a plan and calendar. Adjustments were made to the plan and schedule after the first year.
- Have you seen an increase in staff retention or have hiring practices improved?
  Yes, there has been less turnover in staff, teachers and classified staff. Substitutes they haven't really seen much of a change in turnover. The subs like the four day week but turnover remains about the same.

Miles City

Kate spoke with Mrs. Roesler the principal at Highland Park Elementary School. It is a Pre-K/Kindergarten School. She was the principal of K-2 school when they moved to 4-day school week 4 years ago.

- How has student achievement, student behavior, and staff and student attendance been impacted? Does your district have any reports that can be shared?
  - No impact on behaviors or scores. They aren't lower or higher than when they were 5-day school week.
  - She did mention that the "Sunday Scaries" and anxieties they see from kids on Mondays are bigger than when they were a 5-day school week. (They see this in the little kids and the middle schoolers)
- How has the culture of the school and district changed?
  - Staff love the 4-day week. Mrs. Roesler did mention that staff takes just as many days off as when they were a 5-day week schedule, even though they have Fridays off.
- Does your district provide meals on Fridays?
  - Nope and they do not run any busses so they can have more staggered release times.
- How has special education and student service minutes been impacted?
  - Their IEP minutes are written by the day not the week. So ultimately they do not see an impact in their ability to make their minutes... but they have less days for students to receive their minutes. Mrs. Roesler said specialist schedules were harder to configure because they share specialist between buildings and have less days to schedule them.
- What was the timeline to make the change for your district?
  - Admin studied the change for a year. In January of that "study year" they did community, staff and student surveys. They saw 80-90% of those groups want a 4-day school week. So they made calendars for a 4 day week and just went for it.
- Have you seen an increase in staff retention or have hiring practices improved?
  - Staff/ subs love the 4 day week and she believes they will never go back to a 5-day week.

Miles City

Continued...

Miles City School district took all their Early Release time and added it up to figure out how many hours they would need on Fridays for PIR/continuing Ed. They had 8 fridays 8:00-1:30 their first few years and then this year decided to do 7 Fridays 8:00-3:00. These Fridays are staff meetings, teacher prep and a 2-hour student activity led by teachers. They have intervention and enrichment activities. Only about 25% of parents bring their students in for this 2 hour time.

To make up for the loss of hours by classified staff the district increased their hourly rate so that they did not take a pay cut with the change.

If Monday is a holiday they will have school on Friday to keep the 4-day week. They are running on a 151 instructional day calendar.

The summer before the switch the district offered PIR hours for grade levels to create new curriculum maps for the school year. They looked at their standards and really honed in on what needed to be taught and some of the "fluf" was saved for the optional Fridays.

Their Elementary schedule currently look like this:
PreK- Kindergarten- 7:45-3:15
1st-2nd - 7:45-3:30
3rd-5th- 7:45-3:45

Plentywood School District

AGGREGATE/INSTRUCTIONAL HOURS 2023-2024

Grades K-4

8:00 a.m. - 3:58 p.m. = 7 hours, 58 minutes (478 minutes)

Minus AM recess (15 min.)

Minus lunch and lunch recess (33 min.)

Minus PM recess (15 min.)

6 hours, 35 minutes (395 minutes)

Times 155 days **1,020.42 total aggregate hours (Need 720 hours)**

Grade 5

8:00 a.m. - 3:58 p.m. = 7 hours, 58 minutes (478 minutes)

Minus lunch & recess (36 min.)

7 hours, 22 minutes (442 minutes)

Times 155 days **1,141.83 total aggregate hours (Need 1,080 hours)**

Grades 6-8

8:00 a.m. - 3:58 p.m. = 7 hours, 58 minutes (478 minutes)

Minus lunch & recess (36 min.)

7 hours, 22 minutes (442 minutes)

Times 155 days **1,141.83 total aggregate hours (Need 1,080 hours)**

Grades 9-12

8:00 a.m. - 3:58 p.m. = 7 hours, 58 minutes (478 minutes)

Minus lunch (36 minutes)

7 hours, 22 minutes (442 minutes)

Times 155 days **1,141.83 total aggregate hours (Need 1,080 hours)**

Fairview School District

2011-12

180 Days of School

8:15am-3:20pm (students)

8:00am-3:40pm (teachers)

Student Hours	1150
Teacher Hours	1388

Fairview Collective Bargaining agreement prior to Four-Day week allowed for 5 days of personal leave for teaching staff.

7.8 hours (work day) x 5 days = 39 hours

2023-24

156 Days of School

8:00am-3:45pm (students)

7:40am-4:20pm (teachers)

Student Hours	1150
Teacher Hours	1388

Fairview Collective Bargaining agreement after Four-Day week allowed for 39 hours of personal leave.

8.66 hours (work day)
Work Week = 36.64 hours

Elementary Informational Presentation
4 Day School Week

Objective

- The purpose of our work is to provide information on how a 4-day school week would impact the elementary schools.

Overview

- The elementary schools created a committee to research how a 4-day school week would impact our levels. We created a team that is composed of a representative from all grade levels as well as classified representatives and specialists. Our work was focused on teasing out pros and cons, identifying questions that may need to be answered, and speaking with other districts who are currently in a 4-day week and share similar demographics.

Pros

- Increased staff morale and recruitment.
- Opportunities for younger and older students to build relationships through possible tutoring.
- Increased opportunities for families to spend time together on longer weekends.
- Possibilities of less days missed.

Cons

- Longer days could be more difficult for younger students.
- If a student misses a day, that would equate to more instructional time lost.
- A longer day could mean less family time in the evenings.
- Childcare on Fridays may be a hardship on families.

Findings From Other Districts

- There is a mixed bag of feelings from 3 other districts that we spoke to. Overall, the majority is in favor of a 4-day week.
- No significant impact on academics or behavior.
- Overall, better attendance was reported.
- Each district requires planning based on their specific dynamics.

Continued Needs

- Careful planning and purposeful communication.
- Continued research and how operations would be impacted.

Examples

Current 5 Day Week - 180 Days	4 Day Week - No Fridays - 144 Days	4 Day Week - 1 In Service Friday For Staff
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