

Tuesday,  
January 21, 2025

# 4-Day Student Week Update



# Meeting Goals & Outcomes

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## Meeting Goals

-We are still actively implementing two key initiatives (below) which resulted in the 4-day student week:

- Recruitment/Retention
- Collaboration

We are here to gather feedback to improve its implementation and provide information about 4-day week to the community

## Outcomes

-Inform an improved 4-day calendar for 25-26

# Meeting Agenda

6:00 pm	Presentation
6:20 pm	Questions & Answers
6:40 pm	Public Comment
7:00 pm	Meeting Adjourns

# Meeting Norms

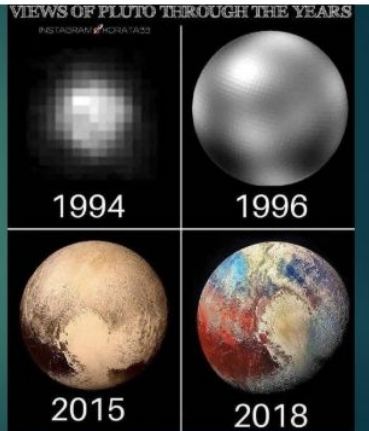
- Assume good intent
- 2 minute public comments and/or questions (following policy)
- If time runs out, QR codes are located around the room so that comments can be shared with the school board and administration.

Why a 4-day  
student week?

Retention &  
Recruitment  
Cooperation

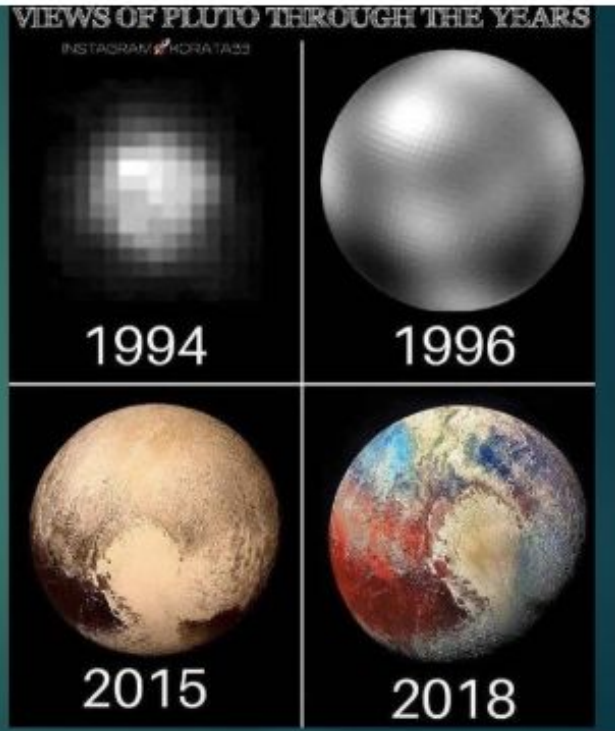
Effective School  
Organizations:

Come into Focus -  
One Step at a Time



# Effective School Organizations:

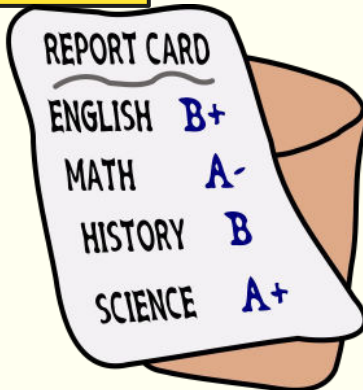
Come into Focus -  
One Step at a Time



Implementing  
Collaboration  
Will be a  
Process NOT  
an Event

# Data Collection

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## Bilingual Parent & Staff Survey

- Family Survey - 483 Responses
- Staff Survey - 164 Responses

## Retention & Recruitment

## Friday Collaboration Data

- Overall average on attendance for collaborative Fridays - 98%

# Collaboration Friday

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## Clarity, Vision, & Engagement.

100% of teams have identified key initiatives to drive their work

Clarity in priorities to impact student achievement & engagement

Developing teacher leadership

## Engaged Participation

Clearly defined roles and responsibilities of each team, dept., and their members.

District wide alignment:

- Key initiatives
- Standardized collaboration agenda
- Vertical and Horizontal

## Admin Support

88.7% of teachers feel strong support from admin in the collaboration process

## Healthy Culture

Deliberate effort to focus on culture as a crucial component of healthy organizations.

Create a common language about healthy culture

Empowered vs. victim/villain mindset

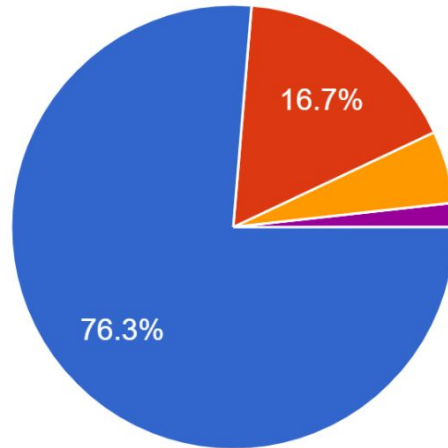


# Certified Collaboration Participation

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## 4. How would your colleagues rate your participation in your teams?

114 responses



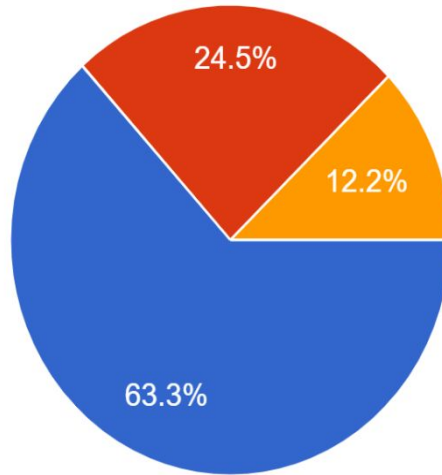
- Participated in an active and positive manner
- Participated in the effort
- Neutral
- Was distracted with other things (email, phone, or not paying attention)
- Negative toward and non-supportive of the collaboration process

# Classified Collaboration Participation

9

## 4. How would your colleagues rate your participation in your teams?

49 responses



- Participated in an active and positive manner
- Participated in the effort
- Neutral
- Was distracted with other things (email, phone, or not paying attention)
- Negative toward and non-supportive of the collaboration process

# Hiring Process

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**56 applicants for Elementary teaching positions for 24-25**

**Entered 24-25 with 1 unfilled certified position in DLI**

**63 applicants for High School Teaching positions for 24-25**

**Entered 23-24 with 3 unfilled certified positions & 2 late start**

**59 applicants for Middle School teaching positions for 24-25**

**Entered 22 - 23 with 2 unfilled certified positions**

# Retention

11

## Positions opened for 24-25

Average certified applicants/position: 5.32

Admin- 3  
Certified- 32  
**Paras- 14**  
Secretary- 2

Transportation- 2  
Custodial- 2  
Tech- 1  
**Cook- 1**

## Positions opened for 23-24

Average certified applicants/position: 3.51

Admin- 4  
Certified- 49  
Paras- 23  
Secretary- 3

Transportation- 2  
Custodial- 3  
Tech- 0  
Cook- 4

## Positions opened for 22-23

Average certified applicants/position: 2.37

Admin- 0  
Certified- 35  
Paras- 26  
Secretary- 1

Transportation- 3  
Custodial- 4  
Tech- 0  
Cook- 4

# Teacher Preparedness

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**# of alternative  
authorizations in 24-25**

**16**

**# of alternative  
authorizations in 23-24**

**27**

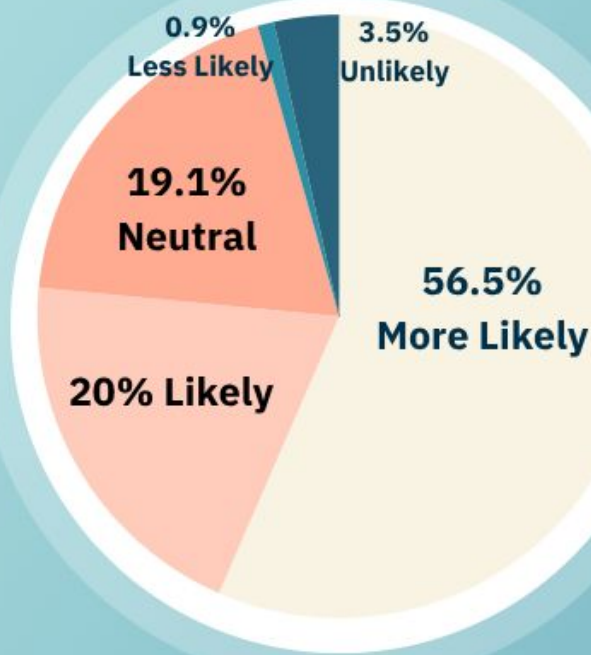
**# of alternative  
authorizations in 22-23**

**17**

How does a 4-day week influence your decision to continue in your position?

13

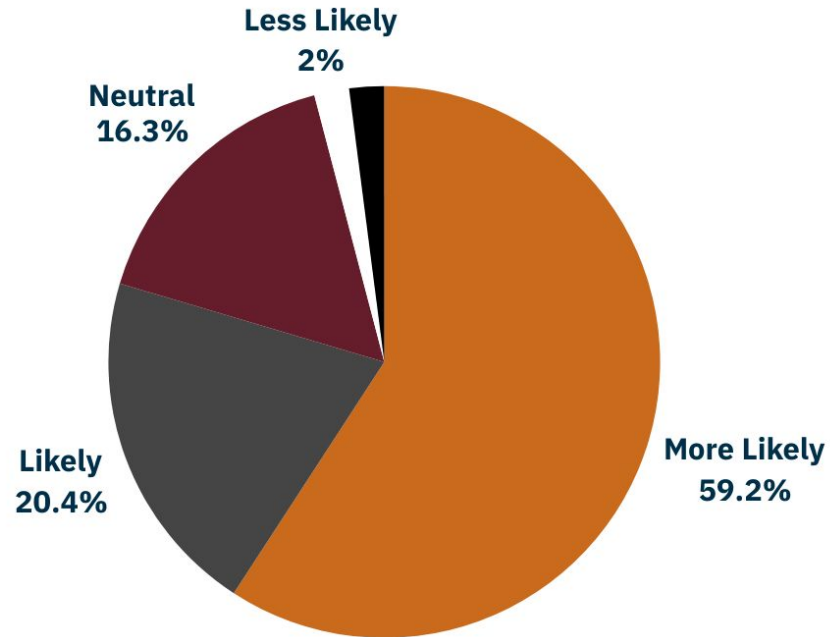
## Certified



How does a 4-day week influence your decision to continue in your position?

14

**Classified**

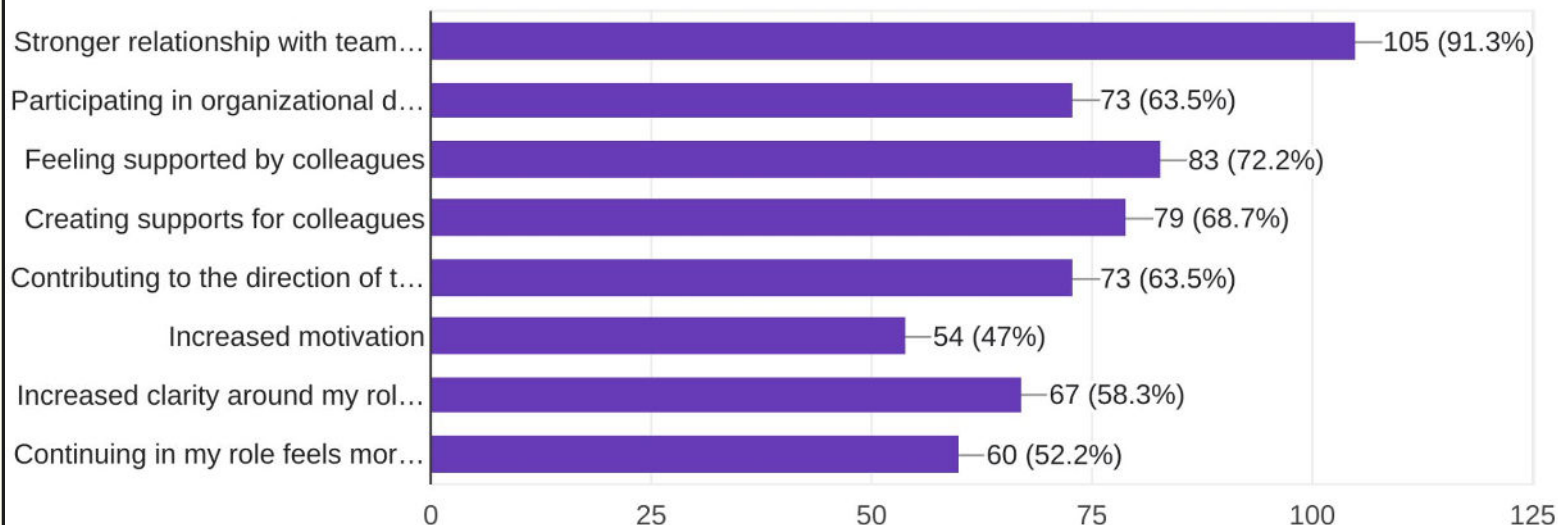


# Certified Staff Outcomes

15

2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.

115 responses



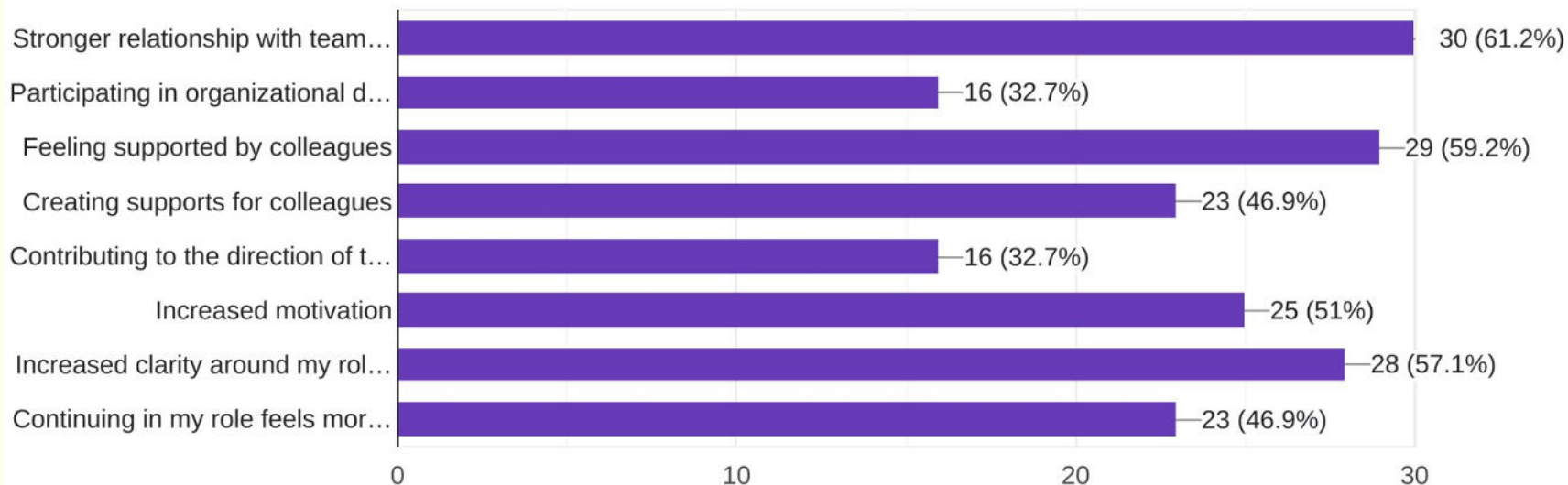


# Classified Staff Outcomes

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2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.

49 responses



# Staff Feedback- Improvements

## Common Suggestions:

1. **Flexibility and Autonomy**
  - 32% of certified staff and 12% of classified staff expressed a desire for more flexibility in how collaboration time on Fridays is structured
2. **Balance of Collaboration**
  - While collaboration is valued, there is a need for more balance, especially in terms of informal team collaboration and grade-level meetings. Teachers also expressed a desire for better coordination across departments and schools to streamline collaboration efforts and reduce conflicts.
3. **Challenges with time available for planning, grading, preparing for instruction**
  - 10% of certified staff and 4% of classified staff noted that the 4 day student week and collaboration structure leaves them with less time for essential tasks like lesson planning, grading, or meeting with colleagues for curriculum discussions.

# Parent Feedback- Improvements

## Common Suggestions:

1. **Inclusion of Sports and Extracurricular Activities:**
  - 6% of respondents were concerned about additional activities such as winter sports and field trips in a 4-day schedule.
2. **Community Activities on Off Days:**
  - Organizing more structured community or recreational activities for students on non-school days.
  - Requests for academic support options or activities for students needing extra help on the off day.
3. **Adjustments to the Schedule:**
  - Proposals to modify the off day (e.g., making Monday instead of Friday off) to align with appointment availability and family schedules.
  - Staggered dismissal times between all schools have been challenging
5. **Reverting to a 5-day Week:**

9% of parents surveyed expressed a desire to return to a traditional 5-day school week.
6. **Shortened School Day**

9% of parents surveyed expressed concerns about the long school day