

Timestamp	Email Address	Please check the best description of your role in the district	1. What grade level/s do you work with?	2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.	3. Please indicate how the 4-day student week influences any decisions about continuing employment with TSD 401.	4. How would your colleagues rate your participation in your teams?	6. How supported do you feel by your administrator/s in the collaboration process?	7. How can the 4-day student week be improved?	8. Is there anything else you'd like to share about the 4 day student week/collaboration?
1/10/2025 17:01:28		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/10/2025 17:28:42		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Contributing to the direction of the school	4	Participated in an active and positive manner	4	Give some Friday time for acting on the work we are discussing....	Concerns about students being behind in academics and lacking parent support to help catch up. Four days of school doesn't seem enough for the student to catch up...
1/10/2025 17:29:34		Admin, Teacher, Counselor (Certified Position)	Elementary	Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/10/2025 17:39:56		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Neutral	5	I think with time, collaboration meetings will become more beneficial. As a first year teacher, I feel somewhat on the outskirts and much less knowledgeable than my co-workers, so I do not feel like I contribute as much as they do. However, these meetings give me clarity, a safe place to ask questions, and inspiration for changes in my classroom.	I love it. It feels very sustainable and gives me time to make my instruction and classroom environment better.
1/10/2025 17:50:13		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Contributing to the direction of the school, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	4	Time. The more time we have to adjust to our new roles, understand collaborative roles, and learn to honor team norms, the better we will get at making collaboration useful.	
1/11/2025 10:27:29		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	4	I can't think of anything other than sticking with it so we can get used to it and just keep improving.	
1/11/2025 12:49:50		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities	4	Participated in an active and positive manner	5	More unstructured planning time for teachers is still needed.	
1/11/2025 13:41:20		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	4	By providing collaborative work time with colleagues who work with my classes. For example, in my case as a dual program teacher, I would like to have time with the teacher who has reinforcement hours with my students, the special education teacher, my dual partner, 5th grade dual teachers etc.	Just to better organize the collaboration times and teams, especially for the dual program
1/11/2025 20:16:17		Admin, Teacher, Counselor (Certified Position)	Elementary	Feeling supported by colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	5	Participated in an active and positive manner	5		

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1/12/2025 21:09:36		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Creating supports for colleagues	1	Neutral	3	Often our prep time is taken for meetings that in the past would have happened after school. IEP's, 504's and parent meetings during our one prep period or lunch make the day very challenging. At the start of the year it was worse, but still some weeks there are 2 or three meetings during prep or lunch. I find it extremely difficult to perform my duties when I don't have any time to make copies, plan, grade, etc. I know that IEP's and 504's fall under the category of "additional duties" and that there is no funding for them, but taking our prep time is a HUGE problem in my opinion.	I underestimated the important role school plays in our community. I believe that it contributes to the "Matthew Effect" (where people with an initial advantage gain more advantage over time, while those disadvantaged become more disadvantaged- the rich get richer so to speak). I feel like our students who are at risk and/or have unstable family lives are truly suffering from this schedule. While Friday programming efforts have occurred without transportation they aren't accessible to those who need these programs the most. My heart breaks for the kids with challenging home lives. I worry that students have unlimited, unsupervised screen time and all the dangers that involves. I worry that our students with food insecurity aren't getting what they need. While these are worries with the 5 day week also, and during summer month, this huge transition seems like it is leaving some of our kids in risky situations.  Planning as a 5th grade STEM team used to happen every week for 45 minutes. Now we get 1 hour every two weeks and at the start of the year we didn't get any. This is the most valuable time for me and directly impacts my teaching in a positive manner- I am missing that time. I feel like we have gone backwards in terms of having the time to really work together and make decisions as a 5th grade STEM team. We have had more time with the 4/5 team, but those meetings don't compare in their value to the 5th grade only meetings in my opinion.  Getting the math modules taught in fewer days is stressful. I feel like the pace I need to keep to get all the math taught is taking away from flexibility and enjoyment in both teaching and learning. I feel like there are meaningful activities that I'd love to do that I can't do with the current schedule because I quite have to complete a lesson or more each day. Students' depth of understanding seems to be suffering because of this pacing.  I'm not a fan of the 4 day week, clearly. I think while the intentions were good, it is a bad fit for our community, and that it will contribute to societal and academic problems in the long run.
1/13/2025 8:31:27		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Longer school year, shorter day. (But go into June- don't cut into August!)=)	It's a lot of meetings. It would be nice to have a little more flexibility on our Fridays so we can meet when there's a need and with whom there is a need.
1/13/2025 13:37:26		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	SCHOOL needs the ability for SpEd teachers to meet with their grade level teams cohorts.	I'm able to work more closely with my colleagues.
1/13/2025 23:42:37		Admin, Teacher, Counselor (Certified Position)	Elementary	Increased clarity around my role and responsibilities	3	Participated in an active and positive manner	5	Not sure how. It is a huge upheaval. Stop changing the calendar, especially after it's been published. The trimester is not great for high school.	I have seen no positives yet. I have less time with the colleagues I collaborated before. I have come to know sides of other colleagues that are unpleasant, that I wish unknown again. They were nicer at a distance. It made work more pleasant. The longer days are making it really hard to have a life outside of school, like family life. I wanted to collaborate. I might eventually see positives, but definitely not the ones listed above, yet I had to choose one.

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1/14/2025 9:08:10		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members	5		5	<p>I think one of the biggest problems with the 4day week implementation was what felt like micromanagement of the time on Fridays. SCHOOL already had a robust collaboration system and I felt like we lost the most important part of that collaboration which was gradelevel/subject time.</p> <p>District/School/Vertical all took priority and I think that was a mistake which led to a lot of unnecessary stress. I expressed my concern toward the end of Fall and felt that Weston listened and made some adjustments that I could directly see got us the time we so desperately needed. Since those changes I have felt much better about the time on Friday's and from looking around at my colleagues I don't think I'm the only one.</p> <p>At my previous school, I was on 4 day for 17 years and we too had some bumps in early implementation and calendar issues as well. I'm well aware that it takes some time for things to settle but I do feel that some of the initial stress this fall was avoidable. It's never a good sign when you sit in meetings and people are crying because they are so stressed.</p> <p>In order for a 4day to be successful you have people and system that support it. I think the shaky start for faculty I work with left it in peril but I do think that if the changes that have started to happen can continue the 4 day can be successful.</p>	<p>I answered #2 because it made me in order to submit this but it's a poor question. You leave it open only to positive responses, it is possible that some are experiencing negative outcomes and the question doesn't leave it open for them to answer honestly. Also my feelings overall are mixed at this point but with a hope that the recent changes with the Friday collaboration time will push the needle into a more positive place.</p>
1/14/2025 11:41:18		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	3	Participated in an active and positive manner	5	<p>Allow IEP meetings to occur on Friday collaboration days during teacher time. Create more equal planning for teachers between schools' schedules (Elementary gets prep + kids leave early; SCHOOL has prep + daily team meetings, HS has longer preps each day). I also think more proactive wording and announcements about changes (like ending winter sports) would have been helpful. I don't think the community understands that it wasn't just the 4-day week that was affecting that decision, but also Targhee's price hikes and difficulty to work with, students opting out, and trying to find "something" for every student to do vs. it being truly doing a winter sport.</p>	<p>I love collaborating with my teams and having set times to do so every other week. It is going to take more than half of a year to see changes. I don't think that we'll see true effects for a minimum of three years. When we look at all the cycles of change that we are in at each school and as a district, we need to step back and say that we have time to figure out what works best. When we're working on year 2 of a new reading curriculum, and update of a current math curriculum, and figuring out the process of a 4-day week, that's a lot of new that we're figuring out. When you add in teacher turnover and training new teachers, that is even more. So, I feel like assuring people that we aren't going to get everything dialed-in in one trimester, one year, etc., it gives us permission to slow down and not make mistakes that don't need to be made.</p>
1/21/2025 10:06:37		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Creating supports for colleagues, Contributing to the direction of the school	3	Participated in an active and positive manner	4	<p>Find a balance between district and building level collaboration and clarify the schedule. Create more time for teachers before and after school.</p>	

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1/10/2025 17:19:56		Admin, Teacher, Counselor (Certified Position)	Elementary & Secondary	Stronger relationship with team members	1	Negative toward and non-supportive of the collaboration process	1	It can canceled!	<p>The 4 day week is a disaster. Student achievement is the lowest it has ever been. Satisfaction with the Friday collaboration is horrible due to micromanagement. Teacher time to work on things for students is no longer in existence with no grade days or teacher work days and how our Friday collaboration is we can no longer dedicate our time without students to being the best possible teachers we can be. The meetings all day on our ½ day Fridays are about as useful as tits on a bull! Our building leadership is completely lacking in any sort of ability to communicate effectively or efficiently and will take no responsibility for any and all things that need attention.</p> <p>Teachers need time that is not so micromanaged and pointless!</p> <p>We need administrators who can communicate effectively and efficiently who understand what true leadership is! As well we require accountability for administrators much in the same way teachers are held accountable. Leadership with the extreme bias held by those currently involved is often hard to deal with and makes me want to kill myself.</p> <p>Trimesters are another issue that should be reconsidered!</p> <p>Thank for your time and consideration of these matters!</p>
1/10/2025 16:49:48		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Contributing to the direction of the school, Increased motivation, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I like the way it is working. No specific ideas for improvement.	I love being able to collaborate using a fresh mind on Friday mornings. I feel more effective as a team member when I have a fresh mind rather than an exhausted one at the end of a day with students.
1/10/2025 17:07:36		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	3	Participated in an active and positive manner	3	There was prep time lost to losing a school day. It would be really nice to have an allocated prep period for lessons and grading on Friday workdays.	
1/10/2025 17:16:17		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	3	Participated in an active and positive manner	5	My only area on a personal note would be the bussing times from elementary age and the upper elementary. It would be easier on my family if my youngest could go home on the bus with his other siblings to begin their homework and I wouldn't feel stressed or pressure with after school requirements since my spouse gets home from work after 6pm.	I like the collaboration time. Its a positive. As far as putting a 3 on my likelihood to stay is due to the fact that if we had to go back to 5 days I still love my job and if we stay 4 days I still love my job and work experience at TSD 401.
1/10/2025 17:20:03		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/10/2025 17:43:44		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Creating supports for colleagues, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	4	More opportunities on Fridays for learning for students of all ages. More time for individual work.	Students are more rested and ready to learn on Monday.
1/10/2025 17:50:26		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Creating supports for colleagues, Increased motivation	3	Participated in an active and positive manner	5	We are making great strides.	It is a lot to get used to down in the trench. Compressing five days of instruction into four and staying on track to cover the same material is a challenge but I'm learning for next year. I think it is a challenge for the students to go that extra hour of the day and this also makes it a challenge for the teachers to manage that behavior. Both issues may quell with time.

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1/10/2025 19:44:34		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/10/2025 20:10:50		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I am excited about aligning with teachers at the high school to better prepare 8th graders for high school ELA.	
1/10/2025 20:42:08		Admin, Teacher, Counselor (Certified Position)	Secondary	Increased clarity around my role and responsibilities	2	Participated in an active and positive manner	5	More cross collaboration school to school	
1/10/2025 23:56:02		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Creating supports for colleagues, Increased motivation, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I would like to give more input on how to use Friday collaboration time.	I think it is why our attendance numbers have improved.
1/11/2025 7:05:39		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	3	Participated in an active and positive manner	5		
1/11/2025 8:25:32		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	It would be nice if parents wouldn't take kids out of school on Thursday (their new Friday).	I like having the time to collaborate with my colleagues during contract time rather than after school (in the past it was often multiple times a week).
1/11/2025 9:29:32		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I think we need to keep the current plan for now and let it chance to work.	No
1/11/2025 13:18:47		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Contributing to the direction of the school, Increased clarity around my role and responsibilities	5	Participated in the effort	4	Bring back winter sports	From a teacher's perspective, it seems like it would be more beneficial to use Fridays for grading purposes/planning, and maybe have collaborative meetings once per trimester
1/11/2025 17:17:39		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Increased clarity around my role and responsibilities	5	Participated in an active and positive manner	5	For me, it's working well the way it is planned	I feel that having the time on the collaboration days to meet and have the needed conversations with my team is very beneficial for the succes of our program
1/12/2025 9:36:27		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	The instruction time is very important and needs to be protected from other activities that take away from it. We are trying to get through the same amount of curriculum in less days, yes I know the time is the same, but students adjusting to the longer days doesn't mean that they understand quicker. There are some outcomes that I didn't see coming and am not sure how to deal with it just yet. Time is needed still to move forward.	There are unseen situations that have come up that need time to adjust to. I still think there are people who are having a hard time with all the "new" and need support, even if they don't recognize it.
1/13/2025 7:50:58		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Increased clarity around my role and responsibilities	3	Participated in an active and positive manner	5		
1/13/2025 8:25:29		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Contributing to the direction of the school, Increased motivation, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	One component I feel is missing in the collaboration Friday is the clarity and connection to other groups in the district. It would be nice to organize time to work with other district teachers for my department.	I feel that this is an efficient and organized way to collaborate and work on school, team, and department initiatives.

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1/13/2025 8:31:25		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in the effort	5	N/A	N/A
1/13/2025 12:54:41		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues	4	Participated in an active and positive manner	4		
1/13/2025 12:56:30		Admin, Teacher, Counselor (Certified Position)	Secondary	Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in the effort	4	I would like a little more flexibility in the types of collaboration that can be done on Fridays. For example we could have parent teacher conferences on Thursday after school and during a collaboration Friday.	
1/17/2025 22:55:38		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	3	Participated in an active and positive manner	5	Maybe allow collaboration on certain topics that might be motivational in a different way such as kindness, empathy, making a difference. Etc.	Personally, 4-day week is good for my mental health. It's an opportunity to take a step back each week and re-group for myself or with my colleagues.
1/21/2025 9:59:25		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	It is just going to take some time to really cement these behaviors into our weekly operations.	It is a huge win for our district. It absolutely helped with hiring this past year.
1/21/2025 11:26:59		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Let's continue with the 4 day week.	Collaboration time is helpful. The other Friday is also very helpful.
1/10/2025 16:56:27		Admin, Teacher, Counselor (Certified Position)	Secondary	Participating in organizational decision making	1	Participated in an active and positive manner	4	More personal/individual work time. I feel like the collaboration days have created more work instead of making existing work better. Allowing for Sped IEP meetings on Fridays (within contracted time) would be very helpful	
1/10/2025 17:13:43		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Creating supports for colleagues, Contributing to the direction of the school	3	Participated in the effort	5	More Time for k12 alignment More time for grading	I like having the flexibility of the Friday time.
1/10/2025 19:54:58		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/10/2025 16:32:24		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	5		
1/10/2025 16:54:47		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities	4	Participated in the effort	5	Allow teachers to make their own professional decisions about how to use the collaboration time.	Students seem to procrastinate less and have more urgency to get their work done and pass the class.
1/10/2025 16:59:17		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	5	Participated in an active and positive manner	4	I think it is working good. I feel kids are missing less days, but there are those that will miss no matter what.	I sometimes feel that our days on the collaboration days are too ridged and sometimes we don't get to meet with those that we feel we need to.

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1/10/2025 16:59:29		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Increased clarity around my role and responsibilities	4	Participated in an active and positive manner	5	More structured schedules with trainings and possible things we can study up for it	N/A
1/10/2025 17:45:11		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I am not sure yet. Maybe provide enrichment opportunities as an option on Fridays?	The collaboration time is amazing for Basin. I don't actually know what we would do without it. I have also never felt fresher as a teacher. It has made the profession seem so much more sustainable!
1/10/2025 17:57:17		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	4	It has been good	No
1/10/2025 18:29:02		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members	5	Participated in an active and positive manner	3	Less meetings and more prep time in our classrooms	Love the 4 day week. I don't feel improved motivation or support with all the meetings. We are unable to fulfill our key initiatives with all the meetings.
1/10/2025 19:29:38		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities	5	Participated in an active and positive manner	4	High School Teachers need time to grade and prepare for new trimesters. Teacher workdays should be implemented for next calendar year.	Enjoying it!
1/10/2025 19:43:37		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	4	Better community support. Swap weeks of spring break.	It's the best decision we could have made. I've seen better participation in class, less appointments during school days, and better attitudes towards school. It was a hard transition at first, but it has been phenomenal.
1/10/2025 19:48:27		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues	3	Participated in an active and positive manner	3	Pack time is both a waste of time and too long.	I like the trimesters but prefer the five day week.
1/10/2025 19:51:15		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Increased motivation, Continuing in my role feels more sustainable	5	Participated in the effort	4		I wasn't hired to be a professional babysitter. Please don't let the commuters dictate what is best for our students and staff.
1/10/2025 19:55:24		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Continuing in my role feels more sustainable	5	Participated in the effort	4		Keep it going. Do not be negatively swayed by a few naysayers.
1/10/2025 20:36:18		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members	3	Neutral	5	The Friday's are exhausting after having to work long 4 days and would be more beneficial if we had time to catch up on class work and plan. The forced collaboration time loses the benefits of collaboration as you are in mandated meetings with no free time. Basic business management principles would call for trusting your employee's and believing that they will can manage their time in way that is most productive for the organization. One of the reasons people leave the teaching profession is because of a lack of autonomy and overworked. The current Friday format has meant more work that does not result in improved student learning but creates more work for teachers. A compromise might be one Friday with planned meetings and the other open.	The 4 day week is a great concept that our district managed to make very difficult. The days are very long and the Fridays are feel forced. If we could extend the year by one week and reduce the school day by 15 to 30 minutes it would make a huge difference.
1/10/2025 21:47:35		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	3	No transitioning between classes during Pack Time.	I have seen better retention of course curriculum in students.
1/10/2025 22:00:58		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Contributing to the direction of the school, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in the effort	5		

Timestamp	Email Address	Please check the best description of your role in the district	1. What grade level/s do you work with?	2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.	3. Please indicate how the 4-day student week influences any decisions about continuing employment with TSD 401.	4. How would your colleagues rate your participation in your teams?	6. How supported do you feel by your administrator/s in the collaboration process?	7. How can the 4-day student week be improved?	8. Is there anything else you'd like to share about the 4 day student week/collaboration?
1/10/2025 22:38:23		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues	5	Participated in an active and positive manner	2	I want some of the Fridays or an hour every Friday to work in our rooms. I feel like many of our meeting aren't meaningful. Due to shorter prep periods, I need TIME to get work done!	Please stop coming up with random paperwork for us to fill out! I feel like the district has added to our workload instead of helping...
1/10/2025 23:22:22		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school	1	Negative toward and non-supportive of the collaboration process	5	Less oversight and micro-management	The students enjoy having an extra day to make up work and recover from the longer school days.
1/11/2025 4:43:03		Admin, Teacher, Counselor (Certified Position)	Secondary	Increased clarity around my role and responsibilities	3	Participated in the effort	3		
1/11/2025 8:20:31		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	2	Clarity on attendance policy	I've loved it. It's made coming to work on Monday easier, more prepared, and I also love seeing my students everyday.
1/11/2025 9:14:37		Admin, Teacher, Counselor (Certified Position)	Secondary	Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school	5	Participated in an active and positive manner	3	The most common issue I've seen at the high school is the imbalance of class sizes. Some classes have 35+ students while other have 11-14. But this is more due to the trimester than the 4 day week, and I am confident it will sort itself out as we move into next year.	It is absolutely game changing. With coaching two sports year round, having the extra weekend day has allowed me to have one true day off in the week where I don't have to grade, lesson plan, or coach. As far as work-life balance, I cannot see myself going back to a 5 day week and continuing to coach and teach simultaneously.
1/11/2025 9:57:04		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I think it has been great so far! Just continue.	It has greatly improved my ability to manage my physical health as well as my mental and emotional health.
1/11/2025 11:53:31		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	3	The prioritizing of sports classes over core classes and vocational training tells our community where our values are, gives coaches too much control over academic teachers, is a disservice to our students, and is plain wrong.	The roll out of collaboration was painful. It gave me great pause in comparing how the "skilled" administrators taught a skill/task/procedure/knowledge and how I am doing in my classroom. It is amazing that the same challenges exist whether it is elementary age, high school age or adults. It gave me great empathy for my students. The Industrial model served our country well but also gave us cars that wore out at 60,000 miles. Consumers bought foreign cars giving our country the rust belt, closed factories and unemployment. Are we doing the same thing in our classes, how we administer, and our collaboration. We have committees, policies and procedures that need remediation. We have things that work. Let's praise what is working and give the resources to make it better and help those that need our help. Establishing procedures and norms is a good thing but the emphasis is follow the rules over making this a great school district.
1/12/2025 12:53:00		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	4	Participated in an active and positive manner	5	Fine tune collaboration time; more time for personal prep.	Find ways to better motivate students at end of day.
1/12/2025 14:05:11		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members	5	Participated in the effort	4	I've had a case of the "drink from the firehose" this year, but I trust that with time, the process will be beneficial.	We need a little more practice with the meetings being productive, but for just starting, it's okay.
1/12/2025 16:55:29		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	5	Participated in the effort	4	longer lunch time would help	



Timestamp	Email Address	Please check the best description of your role in the district	1. What grade level/s do you work with?	2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.	3. Please indicate how the 4-day student week influences any decisions about continuing employment with TSD 401.	4. How would your colleagues rate your participation in your teams?	6. How supported do you feel by your administrator/s in the collaboration process?	7. How can the 4-day student week be improved?	8. Is there anything else you'd like to share about the 4 day student week/collaboration?
1/13/2025 6:33:25		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	3	Participated in an active and positive manner	5		
1/13/2025 8:52:48		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		I am very grateful for the opportunity to work with colleagues to improve relationships, systems and strategies. For the first time since I began working here 4 years ago, we have the time and space to question why we are doing things a certain way and discuss ways to do them better. As a direct result, students are benefitting this year from a happier, healthier staff and school culture.
1/13/2025 9:37:14		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/13/2025 11:41:34		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues	4	Participated in the effort	3	I think it's going pretty well for the first year.	Most of us would feel much more supported if we weren't constantly being tracked and filling out 3-4 attendance forms every Friday. The VAST majority of us are professionals and should be treated as such.
1/13/2025 14:53:13		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I would like teams to discuss ways of implementing interventions at the high school level for EL students.	I would like to see training for teachers in making accommodations and modifications for students on IEPs, ELPs, 504 plans, and those identified through the RtI process.
1/14/2025 9:03:44		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Because we have Friday's for collaboration, I feel like we lost all teacher work days. At the high school, we need work days built into the calendar. Ideally, a day after one trimester ends, before the next begins. It's incredibly difficult and time consuming to finish grading one trimester, create and print off new syllabi, print new rosters, etc... to begin the next trimester. The other grade levels may not need the work days, but we do at the high school. However, because we only have 4 days a week with students, I think there will be pushback if we have a Monday, teacher work day.	I love having the time to collaborate with my Dept. I feel like our key initiatives are being met thanks to this collaboration time. I feel there are still bugs to work out for the other meetings. I think the attendance in every meeting is demeaning. Also, our teams change at the trimester depending on what grade level we are teaching, yet the attendance sheets don't allow for that. I think there could be some differentiation in attendance based on the school you teach at rather than a blanket attempt for all schools.
1/16/2025 7:33:31		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	4		
1/16/2025 15:04:58		Admin, Teacher, Counselor (Certified Position)	Secondary	Stronger relationship with team members	4	Participated in an active and positive manner	5	To have some Fridays to work with colleagues, because the meetings so far have been about initiatives (which are also important), but we need time to really talk about our students and make improvements.	NO
1/21/2025 9:59:52		Admin, Teacher, Counselor (Certified Position)	Not Applicable	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	3	Participated in an active and positive manner	5		
1/21/2025 10:03:21		Admin, Teacher, Counselor (Certified Position)	Not Applicable	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	There is always room for improvement but I think providing individual time teacher work and preparation would be a nice thing	I love it, it has helped our program and department have a vision and mission. Our team feels empowered and with a clear purpose, something I have never experienced before.

Timestamp	Email Address	Please check the best description of your role in the district	1. What grade level/s do you work with?	2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.	3. Please indicate how the 4-day student week influences any decisions about continuing employment with TSD 401.	4. How would your colleagues rate your participation in your teams?	6. How supported do you feel by your administrator/s in the collaboration process?	7. How can the 4-day student week be improved?	8. Is there anything else you'd like to share about the 4 day student week/collaboration?
1/10/2025 16:51:02		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Contributing to the direction of the school, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/10/2025 17:08:51		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues	4	Participated in an active and positive manner	4	I wish that our lunch was later in the day. We have lunch at 11:05 but we are not dismissed until 320. It's a long afternoon.	The Friday collaborations aren't always good uses of our time. We have so much work to do as teachers. I wish that we could spend more time in our schools with our own staff.
1/10/2025 17:09:52		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	3	Neutral	5	I like it. The long days can be hard...	
1/10/2025 17:46:48		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members	4	Participated in an active and positive manner	4		I would like to spend more time with grade level teams to develop a true PLC / MTSS procedure where we bring student data from common formative assessments and discuss how to use curriculum and resources to impact student achievement. I would like to spend more time at my building with staff to vertically align the curriculum to meet the needs of our students in order to master standards. I have spent a lot of time talking about attendance and the conversation grows unproductive quickly for many reasons beyond Elementary teachers purview.
1/10/2025 17:47:39		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities	4	Participated in an active and positive manner	5	The 4 day student week isn't a big change for the preschool program as we already were only having students 4 days/week. It has lessened the days our AM 3PreK students attend but we are still seeing great progress with those students. No negative impacts have been indicated with a day less of class. We appreciate the continued prep time on Monday mornings and 1/2 day Fridays twice a week feel like just the right amount of Collaboration time.	I am sometimes confused on where and when I need to be each Friday for collaboration as it changes. Still trying to get used to the schedule. Is there a schedule that can be printed out or a digital copy to refer to that outlines the collaboration schedule for different teams?
1/10/2025 18:11:44		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school	5	Participated in the effort	5	Developing a committee that is dedicated to looking at our current curriculum district wide and trimpling it down to fit our 4 day week while continue to target Idaho state standards.	Students are doing very well with the transition and gives teachers time to collaborate and be apart of a community. We are moving all in the same directions and have time to discuss what changes need to be made to help improve our teaching, student behaviors and moral.
1/10/2025 18:45:15		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues	5	Participated in an active and positive manner	4	More sustainable class/student load for some elementary specials teachers.	Love it as a parent, love seeing the benefit of collaboration Fridays for my colleagues and all our students.
1/10/2025 18:51:39		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Combining some subcommittees to make them more efficient; i.e. Data and MTSS.	
1/10/2025 19:30:03		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	5	Participated in an active and positive manner	5		
1/10/2025 20:28:53		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	No feedback here!	I love this schedule—the longer school days allow for focused work time and opportunities for interventions. I also like having bimonthly meetings with grade level teams and my own school team. It is time we don't always have, so we have made great progress in aligning across school, asking important questions, and learning how to become better together.
1/10/2025 20:32:24		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities	5	Participated in an active and positive manner	5		I would really appreciate once we get our system in place with goals etc., that we would be able to spend some of our collaboration day working in our rooms to put together and prepare for the things that we are collaborating about and learning from each other.

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1/10/2025 21:52:02		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Neutral	5	Talking about DLI as teacher is great because every other Friday when we don't have collaboration day I can plan, create material, prepare what I need for my next week of class and not only planning for the next day. In relation with students I feel a strong compromise as teacher, I work harder with them during the 4 day week and the Friday I suggest them and parents to review my teacher's page in clever to listen again what we saw during the week, this practice includes math, listening to songs in Spanish, listening to stories in Spanish, review vocabulary thorough videos I filmed, games that increase their motivation to be involved and engage with the language.	I wish to have more time to spend with my coworker so we can talk about concerns and growing areas in our everyday teaching.
1/11/2025 3:10:43		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		The 4 day week is the best thing that has happened. It has been amazing to have time to actually collaborate. I feel that our school has become stronger because we are on the same page and have improved relationships which helps make the workplace a much better place to look forward to come to
1/11/2025 13:42:33		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Continuing in my role feels more sustainable	4	Participated in the effort	4	I am still not feeling enough collaboration with the right team members. I think that may be due to the key initiatives process, and now that it finished it might change that.	The longer day have definitely been hard for me to adjust to and I do still feel some confusion about what we are supposed to be doing on some collaboration days.
1/12/2025 8:49:35		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Increased clarity around my role and responsibilities	4	Participated in the effort	5		
1/13/2025 6:01:38		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Creating supports for colleagues, Contributing to the direction of the school	4	Participated in an active and positive manner	4	We are getting to a place where staff members have the opportunity to work on improving TSD401 education.	It has been a lot of work for all TSD401 teachers and staff. Everyone has stepped up and used the collaboration time to improve our educational systems.
1/13/2025 7:20:33		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Creating supports for colleagues, Contributing to the direction of the school, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	4		Although I feel great personally about the 4 days..... I'm concerned with the impact on the students, mostly our more at risk pop (which is growing). I feel we need to provide all day options to our low income families for Friday going forward.
1/13/2025 7:57:05		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Increased clarity around my role and responsibilities	5	Participated in the effort	4	Providing more program for the students, like abc	
1/13/2025 8:17:16		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Increased motivation, Increased clarity around my role and responsibilities	5	Participated in the effort	5	We should have important meetings like MtSS, Data, PBIS, Leadership, These should be held on Friday during collaboration time. These are very important collaborative meetings.	It's okay to have a grade day on Friday.
1/13/2025 8:25:51		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Less subcommittees to reduce schedule conflicts that result in staff consistently missing out on collaboration with one team to collaborate with another. Less subcommittees would enable staff more time to collaborate with grade level teams on their key initiatives. Building level collaboration is also a challenge for staff who work in more than one building, as well as those who have multiple roles (i.e., paras who are also specials teachers). In addition, while DLI needs to collaborate to discuss their unique challenges, they also need more time in district grade-level collaboration rather than spending the majority of their time separated.	The dedicated time for collaboration ensures the district Counselors get together to tackle key initiatives without the risk of a student crisis superseding collaboration time (as it rightfully should).
1/13/2025 9:01:38		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5		
1/13/2025 9:06:11		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making	3	Participated in an active and positive manner	4	To use Fridays for professional development for things we have not been trained in using. Collaborating with my school team to deepen our understanding in best practices in teaching Elementary. Develop a writing curriculum based on our students' needs in our school setting.	I appreciate using it to enhance our curriculum instead of adding extra tasks.

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1/13/2025 9:37:44		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school	3	Participated in an active and positive manner	4	More time to explore incorporate curriculmn and tools we are learning about.	Our time should not be wasted. Please give us time to plan and implement the things we are learning.
1/13/2025 11:03:48		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	I feel very happy about the 4 day student week schedule and supported by my admin and colleagues.	Occasionally Friday collaboration gets a bit confusing for those of us who work in more than 1 building, as well as participate in building and district committees at the same time. However, admin is working so very hard to work out the kinks and I trust their ability to problem solve this and other small issues that have come up. It is a process that I have faith in and will continue to give my very best in return!
1/13/2025 12:05:14		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making	3	Participated in an active and positive manner	5	We should be allowed to do some required team meetings that are difficult to get to on the other four days.	
1/13/2025 13:08:09		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Contributing to the direction of the school	5	Participated in an active and positive manner	4	Allow staff to be able to plan together as a school so that interventions and pull outs can run smoothly.	no

Timestamp	Email Address	Please check the best description of your role in the district	1. What grade level/s do you work with?	2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.	3. Please indicate how the 4-day student week influences any decisions about continuing employment with TSD 401.	4. How would your colleagues rate your participation in your teams?	6. How supported do you feel by your administrator/s in the collaboration process?	7. How can the 4-day student week be improved?	8. Is there anything else you'd like to share about the 4 day student week/collaboration?
1/13/2025 14:59:08		Admin, Teacher, Counselor (Certified Position)	Elementary	Feeling supported by colleagues	5	Participated in the effort	4	I am really enjoying the 4 day student week. I longer days allow for my class to complete more tasks and I feel like we are able to get more done in all units. I also have been able to add to my week with a science driven study and both the class and myself enjoy it very much.	<p>Many of these Fridays have felt forced in fulfillment of time. I think when we as teachers were talking about collaboration it was more geared towards working within out teams, being able to utilize the time to dive into curriculums, (some of which are new, we had NO training on but are expected to teach), classroom management, working together to help with PBIS, behaviors etc. within our own grade levels. Currently the grade level meetings feel very forced with time for Key Initiatives vs. in the moment discussions on what are current strengths from one peer that could be a challenge for another. Being able to support one another with what is working and what is not working. With the big change of a 4 day student week there are many line items and discussion topics that each grade level could be and want to be focused on, when our time is told what we are to discuss and what to work on vs. the autonomy to have open productive conversations.</p> <p>Our Fridays have felt there is lots of "let's fill this time with busy work to make the board happy" not necessarily helpful work within our teams. I feel that what staff members view as collaboration is not what the admin and board have created as their own definition.</p> <p>There are too many subcommittees and other group meetings during grade level collaboration time. When meetings are overlapped it's another period of time in which meetings as a whole team grade level isn't happening, staff members are being pulled for ESL, SPED, DLI, Leadership, Grade-level etc.</p> <p>I sit in four different groups within Fridays and the overall morale seems to be diminishing as time is being spent sharing frustrations of this Friday time.</p> <p>Frustrations that have been voiced are:  -Wasted time  -Lack of direction  -Lack of team/grade level time  -Frustration with non-whole group meeting at grade level  -Having to be at two meetings at once  -forced schedule to fill time  -Subcommittees on topics that are district/state level topics not something a group of 3 teachers is going to fix  -Redundant conversations on Key initiative topics or district level topics that are huge challenges or needs yet resources are unable to help</p> <p>I think it could help to have one Friday be Elementary committee/DLI/SPED/Leadership etc meetings and the other be dedicated to our grade level teams as a whole with no missing personnel.</p> <p>Some things that would be great to receive on these Fridays:  -Trainings on resources our district is already licensed for  -PD on how to use resources or TIME to learn and explore with our team  -District level PD  -TIME - time to meet with respected peers for the correct discussions</p>
1/13/2025 15:35:35		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	The early bus schedule at the end of the day has shortened my instruction time. The need for snacks due to a longer day has shortened my instruction time. Mondays always feel like we have regression in our behavior and skills.	

Timestamp	Email Address	Please check the best description of your role in the district	1. What grade level/s do you work with?	2. Please indicate any outcomes that you are beginning to experience as a result of regular collaboration with your team.	3. Please indicate how the 4-day student week influences any decisions about continuing employment with TSD 401.	4. How would your colleagues rate your participation in your teams?	6. How supported do you feel by your administrator/s in the collaboration process?	7. How can the 4-day student week be improved?	8. Is there anything else you'd like to share about the 4 day student week/collaboration?
1/14/2025 17:51:13		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	More building only collaboration	Everyone seems to like it.
1/16/2025 7:41:37		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation	5	Participated in an active and positive manner	4	conferences not planned on a Friday Collab week, other than that, it's worked really well for me and my class this year.	Friday collab: I have had huge moments of frustration when I didn't understand what we were doing and felt without enough guidance. I have also had many moments of gratitude for the opportunity to meet with my team. this past Fri time to meet at our own school was wonderful. I think it has the potential to be amazing once we have it streamlined. I would like more trust from the school board that we are professionals. Thanks for the chance to respond.
1/21/2025 10:04:03		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school	4	Participated in an active and positive manner	5	It feels jam packed and there is so much to get done within in 4 hours. Teachers actively participate but I do worry about potential burnout. I wonder if it is possible to be able to give some time for personal work during this day as well.	We have had great conversation which have not happened before.
1/21/2025 11:40:44		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	3	Extend the school year (number of days) rather than the length of the school day	The school day is too long for our Elementary students, and the last hour of the day is like pulling teeth. I think they would benefit more from a longer school year rather than a longer school day.
1/10/2025 17:56:00		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues, Increased clarity around my role and responsibilities	4	Participated in the effort	5		
1/13/2025 7:30:50		Admin, Teacher, Counselor (Certified Position)	Elementary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Increased motivation, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Coming from a different school district, this has been an incredible change being able to focus on school while I am at work, and then focus on my family when I am at home.	I am beyond grateful to the team that developed the calendar to align our Fridays off with the major holidays and breaks. I finally feel like I can travel to spend quality time with family without the stress of taking time off or missing important events. This has been a wonderful change to join this school district.
1/13/2025 8:29:23		Admin, Teacher, Counselor (Certified Position)	Elementary	Creating supports for colleagues	3	Participated in an active and positive manner	4		
1/11/2025 8:45:08		Admin, Teacher, Counselor (Certified Position)	Elementary & Secondary	Stronger relationship with team members, Contributing to the direction of the school, Increased motivation	3	Neutral	3		I think it's great
1/14/2025 7:49:25		Admin, Teacher, Counselor (Certified Position)	Elementary & Secondary	Stronger relationship with team members, Feeling supported by colleagues, Creating supports for colleagues	3	Participated in an active and positive manner	5	Our teams would like a more time to informally meet with one another to collaboratively plan lessons/units and to support differentiation by General Ed Teachers.	A positive: The District level teams that I support have appreciated the time to regularly collaborate with teachers/staff/related service providers from other schools.  A concern: The scheduling of Special Ed related meetings after school has become more problematic due to the length of our current school day.
1/21/2025 9:58:25		Admin, Teacher, Counselor (Certified Position)	Elementary & Secondary	Stronger relationship with team members, Participating in organizational decision making, Feeling supported by colleagues, Creating supports for colleagues, Contributing to the direction of the school, Increased motivation, Increased clarity around my role and responsibilities, Continuing in my role feels more sustainable	5	Participated in an active and positive manner	5	Continue to move forward. Change is hard, but we are doing it.	We are getting there!