

# Exploring a Four-Day School Week

Hallsville School District

Board of Education Meeting

December 18, 2019



# Exploring a Four-Day School Week

- Recruiting and retaining quality staff
- Improved attendance during the four days
- Providing time for staff collaboration in preparing for high quality instruction
- Increased quality time for families



# Goals of the Study Group

- Review summary data and research
- Review and analyze community input
- Identify and address local issues
- Explore potential calendar options
- Seek additional community input
- Report to Board of Education on progress



# Study Group Members

Matt Boyer, HHS Counselor

Logan Carter, Mayor & Parent

Kelli Cash, Parent

Jessica Cobb, Intermediate Staff & Parent

Brandon Crites, Parent

Matt Foster, Bus Driver

Stephanie Hampton, Para & Parent

Michelle Haynam, Parent

Travis Kinkade, HHS Teacher & Coach

Monica Melton, HMS teacher, coach, & parent

Whitney Myers, Title I Teacher & parent

Shanda Nichols, BOE member & parent

Chelsea Otten, Primary Teacher & parent

Ty Sides, MS principal & parent

Lauren Terry, K-5 Interventionist & parent

Mallory Tuttle, Intermediate teacher & parent

Bryan Wildenhain, BOE member & parent

Tara Wise, Parent

Jessi Conyers, Parent

Debbie George, Community member & daycare owner





## Hallsville School District

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## EXPLORING A FOUR DAY SCHOOL WEEK

Hallsville School District / Our District / Exploring a Four Day School Week

### Exploring a Four Day School Week

Historically, the Hallsville School District has held classes five days a week. Feedback provided through annual climate survey results and calendar feedback indicates a desire for the district to explore a four-day week school calendar. In response to this feedback, Hallsville School District is beginning to research and study the implementation of a 4-day school week.

# Four-Day School Week Resource Center

**[Map of Missouri Four-Day School Week Districts \(2019-2020\)](#)** (61 total)

**[Map of Missouri Four-Day School Week School Districts \(2018-2019\)](#)** (33 total)

**[List of Missouri Four-Day School Week Districts With Contact Information \(2019-2020\)](#)**

## Four-Day School Week Newsletters

**November 5, 2019** <https://www.smore.com/jadhu>

**September 10, 2019** <https://www.smore.com/yj76k>

**May 9, 2019** <https://www.smore.com/smrag>

**April 30, 2019** <https://www.smore.com/zn50e>

**April 24, 2019** <https://www.smore.com/8bwvr>



four day school week research



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About 270,000,000 results (0.53 seconds)

## Four-Day School Week Overview - NCSL

[www.ncsl.org](http://www.ncsl.org) › [research](#) › [school-calendar-four-day-school-week-overview](#) ▼

Sep 10, 2019 - **Research** shows that the maximum possible cost savings for districts on a **four-day week** is 5.43 percent, but average savings range from 0.4 to ...

[How States Implement the ...](#) · [Future of the Four-Day Week](#)

### People also ask

What is a four day school week? ▼

Why should students have a four day school week? ▼

Does a 4 day school week improves attendance? ▼

What states have 4 day school weeks? ▼

[Feedback](#)

## A Four-Day School Week? | Harvard Graduate School of ...

<https://www.gse.harvard.edu> › [news](#) › [four-day-school-week](#) ▼

Jun 28, 2018 - Preliminary **research** suggests district savings are small, and critics ... Staff Perspectives of the **Four-Day School Week**: A New Analysis of ...

## The four-day school week: Research behind the trend

<https://journalistsresource.org> › [studies](#) › [society](#) › [education](#) › [four-day-sc...](#) ▼

Jun 5, 2018 - To save money and help with teacher recruitment, more schools are taking Fridays off. Here's the newest **research** on the **four-day school week**.

# Roundtable Discussions

- 7 Topics for discussion

#1: School Calendar

#2: Childcare

#3: Food Insecurity

#4: Athletics & Activities

#5: Academics

#6: Staff Recruitment & Retention

#7: Community Outreach

#8: General Feedback (not in rotation)





# Calendars

- 5 Day Traditional Schedule
- 4 Day School Week with Traditional Spring Break
- 4 Day School Week with Alternative Spring Break



# 5 Day School Week Calendar

## Hallsville School District Calendar 2020-2021

August					September					October				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
3	4	5	6	7	7	8	9	10	11	5	6	7	8	9
10	11	12	13	14	14	15	16	17	18	12	13	14	15	16
17	18	19	20	21	21	22	23	24	25	19	20	21	22	23
24	25	26	27	28	28	29	30			26	27	28	29	30
31														

  

November					December					January				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
2	3	4	5	6		1	2	3	4					1
9	10	11	12	13	7	8	9	10	11	4	5	6	7	8
16	17	18	19	20	14	15	16	17	18	11	12	13	14	15
23	24	25	26	27	21	22	23	24	25	18	19	20	21	22
30					28	29	30	31		25	26	27	28	29

  

February					March					April				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
1	2	3	4	5	1	2	3	4	5				1	2
8	9	10	11	12	8	9	10	11	12	5	6	7	8	9
15	16	17	18	19	15	16	17	18	19	12	13	14	15	16
22	23	24	25	26	22	23	24	25	26	19	20	21	22	23
					29	30	31			26	27	28	29	30

  

May					Days by Semester		Legend	
M	Tu	W	Th	F	Sem1	Sem2	District Holidays	Faculty Inservice
					74.5	87.5	Faculty Inservice 8:00-1:00	Faculty Inservice 8:00-3:30
3	4	5	6	7	162		New Teacher Academy	Breaks/Vacation/No School
10	11	12	13	14			Weather Make-Up Days	Early Dismissal 12:30 PM
17	18	19	20	21				
24	25	26	27	28				
31								

Inclment weather hours will be made up in accordance with state law

## DRAFT

Aug 12, 13, 14	No School; New Teacher Academy
Aug 19, 20	No School; Faculty Inservice Day
Aug 20	Meet the Teacher Night
Aug 21	No School; Faculty Inservice Day
Aug 25	First Day of School
Sept 4	Faculty PLC Day, No School
Sept 7	No School; Labor Day Holiday
Sept 25	Faculty PLC Day, No School
Oct 9	Faculty PLC Day, No School
Oct 16	End of First Quarter (36 Days)
Oct 19	Second Quarter Begins
Oct 29	Faculty PLC Day, No School
Oct 30	No School
Nov 6	Faculty PLC Day, No School
Nov 25-27	No School; Thanksgiving Break
Dec 4	Faculty PLC Day, No School
Dec 22	End of 2nd Quarter, 12:30 Dismissal (39.5)
Dec 23-Jan 1	No School; Winter Break
Jan 4	Faculty PLC Day, No School
Jan 5	Third Quarter Begins
Jan 15	Faculty PLC Day, No School
Jan 18	No School; Martin Luther King Day
Feb 5	Faculty PLC Day, No School
Feb 15	No School; Presidents Day
Mar 5	Faculty PLC Day, No School
Mar 12	Third Quarter Ends (44 Days)
Mar 15	Fourth Quarter Begins
Mar 26	Faculty PLC Day, No School
Mar 29-Apr 2	Spring Break
Apr 23	Faculty PLC Day, No School
May 7	Faculty PLC Day, No School
May 27	Last Day of School, 12:30 Dismissal
	End of Fourth Quarter (43.5 Days)
May 28	Faculty PLC Day, No School
May 31	Memorial Day

## DRAFT

- Days by Semester  
Semester 1: 74.5  
Semester 2: 87.5
- Total Instructional Hours: 1093.5 Hours
- Doors Open 7:40 a.m.
- Class Starts 8:00 a.m.
- Dismissal 3:15 p.m.
- 17 PLC Days: 102.5 Hours
- 16 weeks: 5 days of school
- 18 weeks: 4 days of school
- 2 weeks: 3 and 3.5 days
- 2 weeks: 2 and 1.5 days



# 4 Day School Week with Spring Break

## Hallsville School District Calendar 2020-2021

August					September					October				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
					1	2	3	4		5	6	7	8	9
3	4	5	6	7	7	8	9	10	11	12	13	14	15	16
10	11	12	13	14	14	15	16	17	18	19	20	21	22	23
17	18	19	20	21	21	22	23	24	25	26	27	28	29	30
24	25	26	27	28	28	29	30							
31														

November					December					January				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
2	3	4	5	6	7	8	9	10	11	4	5	6	7	8
9	10	11	12	13	14	15	16	17	18	11	12	13	14	15
16	17	18	19	20	21	22	23	24	25	18	19	20	21	22
23	24	25	26	27	28	29	30	31		25	26	27	28	29
30														

February					March					April				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
1	2	3	4	5	8	9	10	11	12	5	6	7	8	9
8	9	10	11	12	15	16	17	18	19	12	13	14	15	16
15	16	17	18	19	22	23	24	25	26	19	20	21	22	23
22	23	24	25	26	29	30	31			26	27	28	29	30

May				
M	Tu	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

Days by Semester	
Sem1	68
Sem2	80
<b>Total</b>	<b>148</b>

Legend	
<span style="background-color: #f8d7da;">■</span>	District Holidays
<span style="background-color: #d4edda;">■</span>	Faculty Inservice 8:00-1:00
<span style="background-color: #d1ecf1;">■</span>	Faculty Inservice 8:00-3:30
<span style="background-color: #d4edda;">■</span>	New Teacher Academy
<span style="background-color: #fff3cd;">■</span>	Breaks/Vacation/No School
<span style="background-color: #fff3cd;">■</span>	Weather Make-Up Days
<span style="background-color: #d4edda;">■</span>	Early Dismissal 12:30 PM

## DRAFT

Aug 12, 13, 14	No School; New Teacher Academy
Aug 18, 19, 20	No School; Faculty Inservice Day
Aug 20	Meet the Teacher Night
Aug 21	No School; Faculty Inservice Day
Aug 25	First Day of School
Sept 7	Labor Day Holiday
Oct 16	End of First Quarter (32 Days)
Oct 20	Second Quarter Begins
Nov 25-27	No School; Thanksgiving Break
Dec 22	End of Second Quarter (36 Days)
Dec 23-Jan 1	No School; Winter Break
Jan 5	School Resumes, Third Quarter Begins
Jan 18	Martin Luther King Day J
Feb 15	President's Day
Mar 12	Third Quarter Ends (40 Days)
Mar 16	Fourth Quarter Begins
Mar 29-Apr 2	Spring Break
May 27	Last Day of School, Fourth Quarter Ends (40 Days)
May 31	Memorial Day

Days by Semester	
Sem1	68
Sem2	80
<b>Total</b>	<b>148</b>

**Total Instructional Hours: 1084.84 Hours**

**Doors Open 7:40 a.m.**  
**Class Starts 7:50 a.m.**  
**Dismissal 3:40 p.m.**

**14 PLC Days 8:00 a.m. - 3:30 p.m.: 105 Hours**

**36 Weeks: 4 days of school**  
**2 weeks: 2 days of school**

- **Days by Semester**  
Semester 1: 68  
Semester 2: 80
- **Total Instructional Hours: 1084.84 Hours**
- **Doors Open 7:40 a.m.**
- **Class Starts 7:50 a.m.**
- **Dismissal 3:40 p.m.**
- **14 PLC Days: 105 Hours**
- **36 weeks: 4 days of school**
- **2 weeks: 2 days of school**



*Incent weather hours will be made up in accordance with state law*

**DRAFT**

2020-2021 Four Day Calendar with Spring Break

# 4 Day School Week with alt. Spring Break

## Hallsville School District Calendar 2020-2021

**DRAFT**

August					September					October				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
					1	2	3	4					1	2
3	4	5	6	7	7	8	9	10	11	5	6	7	8	9
10	11	12	13	14	14	15	16	17	18	12	13	14	15	16
17	18	19	20	21	21	22	23	24	25	19	20	21	22	23
24	25	26	27	28	28	29	30			26	27	28	29	30
31														

November					December					January				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
2	3	4	5	6	1	2	3	4						1
9	10	11	12	13	7	8	9	10	11	4	5	6	7	8
16	17	18	19	20	14	15	16	17	18	11	12	13	14	15
23	24	25	26	27	21	22	23	24	25	18	19	20	21	22
30					28	29	30	31		25	26	27	28	29

February					March					April				
M	Tu	W	Th	F	M	Tu	W	Th	F	M	Tu	W	Th	F
1	2	3	4	5	1	2	3	4	5				1	2
8	9	10	11	12	8	9	10	11	12	5	6	7	8	9
15	16	17	18	19	15	16	17	18	19	12	13	14	15	16
22	23	24	25	26	22	23	24	25	26	19	20	21	22	23
					29	30	31			26	27	28	29	30

May					June					Legend				
M	Tu	W	Th	F	M	Tu	W	Th	F					
					1	2	3	4		District Holidays				
3	4	5	6	7	7	8	9	10	11	Faculty Inservice 8:00-1:00				
10	11	12	13	14	14	15	16	17	18	Faculty Inservice 8:00-3:30				
17	18	19	20	21	21	22	23	24	25	New Teacher Academy				
24	25	26	27	28	28	29	30	1	2	Breaks/Vacation/No School				
31										Weather Make-Up Days				
										Early Dismissal 12:30 PM				

Incliment weather hours will be made up in accordance with state law

**DRAFT**

Aug 12, 13, 14	No School; New Teacher Academy
Aug 18, 19, 20	No School; Faculty Inservice Day
Aug 20	Meet the Teacher Night
Aug 21	No School; Faculty Inservice Day
Aug 25	First Day of School
Sept 7	Labor Day Holiday
Oct 16	End of First Quarter (32 days)
Oct 20	Second Quarter Begins
Nov 25-27	No School; Thanksgiving Break
Dec 22	End of Second Quarter (36 Days)
Dec 23-Jan 1	No School; Winter Break
Jan 5	School Resumes, Third Quarter Begins
Jan 18	Martin Luther King Day J
Feb 15	President's Day
Mar 12	Third Quarter Ends (40 Days)
Mar 16	Fourth Quarter Begins
Mar 31-Apr 2	Spring Break
May 27	Last Day of School, Fourth Quarter Ends (42 Days)
May 31	Memorial Day

Days by Semester	
Sem1	68
Sem2	82
	150
<b>Total Instructional Hours: 1087.5 Hours</b>	

<b>Doors Open 7:40 a.m.</b>
<b>Class Starts 7:50 a.m.</b>
<b>Dismissal 3:35 p.m.</b>

**14 PLC Days 8:00 a.m. - 3:30 p.m.: 105 Hours**

**36 Weeks: 4 days of school  
3 weeks: 2 days of school**

- **Days by Semester**  
Semester 1: 68  
Semester 2: 82
- **Total Instructional Hours: 1087.5 Hours**
- **Doors Open 7:40 a.m.**
- **Class Starts 7:50 a.m.**
- **Dismissal 3:35 p.m.**
- **14 PLC Days: 105 Hours**
- **36 weeks: 4 days of school**
- **3 weeks: 2 days of school**



2020-2021 Four Day Calendar with alternate Spring Break

# Additional Childcare Days

Extra Days of Childcare (By Month) 5 day vs 4 day with spring break					
Month	5 Day		4 Day w/SB		Additional childcare days needed each month
	Student Contact Days	Childcare days needed	Student Contact Days	Childcare days needed	
August	5	0	4	1	1
September	19	3	18	4	1
October	19	3	18	4	1
November	17	4	14	7	3
December	14.5	9	14	9	0
January	17	4	16	5	1
February	18	2	16	4	2
March	18	5	16	7	2
April	17	5	16	6	1
May	17.5	2	16	3	1
	162	37	148	50	13

\*Childcare needed each month counts holidays, holiday breaks, PLC days, Mondays (4 day)

\*Counting starts on student first day of school (Tuesday, August 25) and end on the last day of school for students.

Extra Days of Childcare (By Month) 5 day vs 4 day with alternative spring break					
Month	5 Day		4 Day w/ alternative spring break		Additional childcare days needed each month
	Student Contact Days	Childcare days needed	Student Contact Days	Childcare days needed	
August	5	0	4	1	1
September	19	3	18	4	1
October	19	3	18	4	1
November	17	4	14	7	3
December	14.5	9	14	9	0
January	17	4	16	5	1
February	18	2	16	4	2
March	18	5	18	5	0
April	17	5	16	6	1
May	17.5	2	16	3	1
	162	37	150	48	11

\*Childcare needed each month counts holidays, holiday breaks, PLC days, Mondays (4 day)

\*Counting starts on student first day of school (Tuesday, August 25) and end on the last day of school for students.



# Childcare

- What do other districts do?
  - Warrenton: Free “Care Days” on non-PLC Mondays
    - Partner with community resources, staffed by district paras, organized by district summer school/care days administrator; dental cleanings, medical checkups, mental health, safety, hygiene.
    - Fee for before and after school care on “Care Days”
    - No “Care Day” on PLC Days
  - Montgomery County:
    - 2 churches offered free care on Mondays
    - 8 children combined attended
    - Cancelled after first year
    - No concerns since then



# Childcare

- Continued: What do other districts do?
  - East Newton:
    - Small group of concerned citizens before implementation
    - District offered childcare for a fee
    - Zero families enrolled
    - No church implemented programs
  - North Callaway:
    - 4 groups consisting of daycares and churches offered program
    - 1 student signed up
  - Community:
    - Specialist did a needs analysis before the switch, in prep to open a business. No need found.
    - 2 churches committed to start programs. No students enrolled.
    - Gather list of high school students willing to watch. None were used.



# Childcare

- 11 Licensed Providers in Hallsville
  - 3 currently take no school aged children
  - 4 can take on an additional 2-3 students on Monday
  - 1 can take on an additional 8-10 students on Monday and possibly more if the need arises
  - 2 inquiries with in past few months into starting before and after school licensed programs
- Churches
  - Continuing to reach out to find about the availability of starting a day program
- Hallsville High School Students
  - Provide list of parents based on HHS students who would be interested
- What about using the school to provide a program?





# Food Insecurity

- **Warrenton**
  - Buddy packs expanded.
  - K-12 students may come in for food on Monday; increased district expense
- **Montgomery County**
  - Ministerial alliance provided backpacks and has increased donation to cover third day.
  - Application for program to provide after school meals starting in January (depends on 50% FRL)
- **East Newton**
  - Already had volunteer group funding backpack program
  - Sending 180 weekly.
  - Volunteers raised extra \$6,000 per year to fund food for third day.
- **North Callaway**
  - Local churches provided extra food for buddy backpacks
  - High School created food pantry
- **Community**
  - Donations from local businesses to the food bank. Expanded to meet the need.



# Food Insecurity

- How are our current student needs currently being addressed?
  - K-5 Buddy Packs
    - 50 students at Primary
    - 76 students at Intermediate
    - Still waiting on total number of families served
  - 6th-12th Grade Buddy Packs
    - If a student needs one, they go to the school counselor
    - 6th grade has not had anyone utilize for several years
    - HHS had 1 student for a few weeks last year



# Food Insecurity

- Concern regardless of calendar selected
  - Would like to see the district connect families with resources through the counseling offices
- Food on the additional 11 or 13 days of school if moving to a four-day week
  - Secure additional funding for Buddy Packs
  - Around \$500-600 per additional day
  - Fundraising could be a possibility
  - Would like to see if the district could sponsor the additional cost



# Athletics & Activities

- **Participation**

- Warrenton, Montgomery County, East Newton, Harrisburg, Community, and North Callaway:  
No decrease in participation

- **Practices**

- Warrenton: No MS practice on Mondays, HS during the day
- Montgomery County: Practices during the day
- East Newton: Practices after 3:00 p.m.
- North Callaway: Practice optional with no impact on playing time
- Harrisburg: HS anytime, MS after 5:00 p.m.
- Community: MS practices initially restricted to evening, however, now held any time because transportation has not been an issue

- **Currently**

- Student's responsibility to ensure they have made arrangements with teachers for classes missed
- RTI/8th Hour continue to be at end of day

- **Recommendation**

- Possibility to hold HS practices during the day, MS practices after 5:00



# Academics

- **Warrenton**

- More students achieving at grade level compared with last year
- Increased time for literacy interventions
- Consistent schedule has had a positive impact on students
- No observed negative impact on students
- Teachers are tired at end of day
- Student and staff attendance is flat this year.

- **Montgomery County**

- College-bound/AP students very appreciative of Monday time for studying and completing papers/projects.
- Many other students working/interning and securing employment for after graduation.
- Career center numbers have increased, even with attendance the fifth day
- Students and staff attendance both improved slightly
- Savings on substitutes



# Academics

- **East Newton**
  - No change in student academic performance
  - Mondays have a high positive impact on weekly stamina for students and staff
  - Student attendance up 1% this year
  - Staff attendance improved with scheduling of appointments on Monday
- **North Callaway**
  - MAP scores have seen an increase
  - DESE growth metrics at Exceeding
  - Big decline observed in non-instructional activities (e.g., reward parties, movies, extra recesses).
  - Student attendance has increased, especially at higher-FRL building
  - No observed change in staff attendance
- **Community R-VI**
  - Teacher and Student attendance improved, including FRL students
  - Academics has increased, but district does not attribute to four-day



# Academics

- **A+ Program**
  - Students would still have enough volunteer hours
    - Students need to complete 50 hours of tutoring (160 hours possible in a 4 day week semester)
- **Flex Students**
  - Currently have 26 students
  - Monday would allow students to work and earn hours that they otherwise may not be able to get.
- **MATC Students**
  - Tuesday-Friday: Bus traveling to MATC leaves at 6:55 a.m.
  - Monday: MATC on delayed start, those students can take bus to school
  - Transportation is already a part of the agreement with students and parents when enrolling in classes
  - MATC students are currently expected to attend MATC when Hallsville is not in session - provided Moberly is.



# Academics

- **Data Tracking**
  - MAP & EOC results
  - DRA, SRI, STAR, reading levels
  - Will continue to track regardless of calendar adopted
  - High School is implementing homework tracking in order to improve turn in rate. This will be tracked with either calendar adopted.
- **Homework**
  - Concerns about increasing homework were mentioned
    - Each building would need to address those concerns if a 4 day week calendar is adopted.





# Academics

- **GATE**

- Serves 3-12 students
- K-2 Enrichment
- Enough hours in the day to service students in a four-day week
- Concern over scheduling for next year
  - 2nd grade to Primary
  - Avoiding specials and recess
  - Time spent transporting students to MS & avoiding passing periods in MS
  - Avoiding too long of classes
  - Yearly challenge for scheduling because of schedule changes.

- **ECSE Preschool**

- Currently attend 4 days a week (Tuesday-Friday, 720 minutes weekly)
- Monday currently being used for IEPs and teacher plan
- Four Day School Week Calendars
  - Still attend Tuesday-Friday with 720 minutes weekly
  - AM time stays the same, PM class gets pushed back to ride bus home
  - Add plan time into day between classes



# Academics

- **Special Education**

- We have 146 students on IEPs preschool through 12th grade.
- 48 students have speech (only) IEPs
- 98 are eligible in a special education category other than speech (only) and receive support with academic skills, social/emotional skills, language skills, adaptive skills, motor skills, vision and hearing.
- Approximately 6 students leave for therapy and/or counseling services (outside services) during one or more school days.

- **Special Education & Academics**

- Retention of information was addressed as a concern, but it has been found that the students often had difficulty focusing on the fifth day of school anyway and that the change actually improved focus and attention.
- Although we have not had regression of academic loss, we have had some behavioral regression, if the house is not as structured as the student needs it to be.



# Academics

- **Special Education & Benefits**

- There has been an increase in productivity in the classroom
- Increased student and staff attendance.
- Increase in quality of staff selection, individuals are willing to make a drive four days a week

- **Special Education & Concerns**

- 60 calendar days to complete an evaluation
- Losing Monday for testing
  - School actually stated this as a positive change.
  - While they did lose a couple of days to test, the teachers had Mondays to write thorough evaluation reports, which they previously did not between teaching, testing, and writing the evaluations.



# Academics

## **Do SPED minutes have to be done/written differently going to a 4 day week?**

- In special education, we look at student percentage of time pulled out or pushed into the classroom instead of minutes per day.
- With the four-day calendars, the consistency the calendar has would allow the percentage of minutes to be more accurately served each week.
- When looking at total student contact days, the four-day school week calendars would result in 11 to 13 of lost instructional days.

## **Do SPED services (occupational, speech, etc.) have to be done differently going to a 4 day week?**

- Our therapists do not see the kids daily. OT and PT work in other districts and would adjust the days they are needed in our district.



# Staff Recruitment & Retention

- **Warrenton**

- Best teacher retention in 5 years, one of the best in the last 16 years
- Previously had 20% turnover
- Bus driver: Modest raise
- Paras: No increase

- **Montgomery City**

- No one works on Mondays except for one part-time custodian
- Increase in applicants since implementation in 2011, a few applicants state the four-day week
- Lower turnover
- Highered two quality math teachers in one year
- Teachers able to spend weekend with family; use Monday for instructional planning



# Staff Recruitment & Retention

- **East Newton**
  - Competing with suburban SW MO districts where salaries are \$6,000 higher
  - Since four-day implementation, they have been able to recruit veteran teachers from higher-paying districts
- **North Callaway**
  - Applicant pool has increased across all staff classifications
  - All positions currently filled
  - Still have 20% turnover
- **Community R-VI**
  - Recent math opening had 5-6 applications, compared to 1-2 before switch
  - Similar results for science
  - All positions currently filled, including hourly and drivers
  - Turnovers attributed to spouse moves or moving back home



# Additional Questions

- **Juvenile Crime**

- At least four other school districts have not seen an increase in juvenile crime, the other it was not mentioned in conversation.

- **Home Values**

- No change in sale home prices observed in districts questioned
- One school district the realtors are advertising as a family-friendly community due to four-day calendar



# Next Steps

- **January Study Group Meeting**
- **Update the FAQ Document online**
- **Continue to provide updates to the district's website**
- **Possible Survey**
  - All PreK-12 families
  - All staff
  - Present 3 calendars





# Information

- The information provided in these slides came from discussions Superintendent John Downs had with other area superintendents of four-day school weeks and Special Education Director, Angie Maseman, had with other SPED Directors of four-day school weeks.
- Their notes can be found below and online.

[Discussions with Superintendents](#)

[Discussions with Special Education Directors](#)

