

# Collins-Maxwell Community School District

*4-Day School Week*

Community Forum: November 19, 2024

# Historical Perspective and Objective:

- Collins-Maxwell's history of 4-Day School Week
- By the end of the learning tonight stakeholders will have a better understanding and provide informed feedback on the idea of a 4-day school week from both the individual and collective perspectives.

# Tonight's Agenda:

- I. Our why
- II. Provide new learning/information
  - A. Timeline
  - B. Historical Context
  - C. Benefits
  - D. Challenges & Possible Solutions
  - E. Next Steps
- III. Round Table Conversation

# Why a 4-Day School Week?

- Teacher Retention and Recruitment
- Improved student & staff morale; positive school climate
- Make Collins-Maxwell a destination to learn and work
- Innovative idea

# Why a 4-Day School Week?

Collins-Maxwell CSD's primary driving force behind this examination of a 4-day school week is geared toward teacher retention and recruitment. We currently have one unfilled position at the MS/HS and consistently have a low applicant pool in both buildings. In order to keep up with a highly competitive job market in the metropolitan area, we, as rural school, need to consider all solutions for recruitment and retention strategies for the overall benefit of our learners.

# Why a 4-Day School Week?

Absenteeism for teachers:

- August through October
  - 327 vacancies
    - 127 not needing coverage
    - 200 needing coverage
- 150 unfilled vacancies (in house coverage)
- 25% of vacancies are filled by a Substitute

# Why a 4-Day School Week?

Absenteeism for students:

- Chronic absenteeism law
- Mondays & Fridays are typically the most missed days

# Why a 4-Day School Week?

- Most important factor in student success is the Teacher – *John Hattie*
- Recruit the best teachers to Collins-Maxwell
- Train, evaluate, and support (wellness)
- Retain quality teachers at Collins-Maxwell



# Research:

**Over the last twenty years, the concept has taken hold in rural, western states.**

- **In Iowa Waco CSD became the first school to implement a four-day school week. They are now in their 11th year of implementation.**
- **As of September 2024 there are 17 districts in Iowa**
  - North Iowa Community School District
  - Cardinal Community School District
  - Central Decatur Community School District
  - East Union Community School District
  - Highland Community School District
  - Keota Community School District
  - Martensdale-St. Mary's CSD
  - Melcher-Dallas Community School District
  - Moravia Community School District
  - Moulton-Udell Community School District
  - Murray Community School District
  - Seymour Community School District
  - Sidney Community School District
  - Twin Cedars Community School District
  - WACO Community School District
  - Winfield-Mt. Union Community School District

# How does this work in Iowa?

- IA § 256.7: Hours (1080) vs. Days (180)
- Currently at Collins-Maxwell:
  - 169 days
  - 1097.13 hours
  - Includes “extra” hours that may be used for closures, delays, early outs

*Days and hours varies annually*

# Benefits

## Students & Families

- Increased engagement
- Attendance
  - Appointment planning / scheduling
- Positive learning environment
  - Fewer discipline issues
- Standardized schedule for days off
- Time for other important matters
- A day off for students to work (Apprenticeships, College Visits, Internships, Career Readiness)
- Teacher retention

## School & Staff

- Professional Development engagement
- Appointment planning / scheduling
- Time
- Increased Open-Enrollment In
- Some cost savings, but limited
- 85.2% of staff surveyed are in support of this change

# Challenges

- Childcare
- Student Activities
- Food & Nutrition
- Change

# Childcare

- Schools currently operating on a 4 day week reported this was a concern amongst parents at first – but it has not been an issue to date
- Our local providers could have capacity to meet childcare needs

# Activities

- Activities are still held on Monday
- Explore keeping as many events off of Monday
- Run an activities bus route if needed
- No activities, including practices, will begin until 3:30 or later on Mondays

# Food

- Nutritional Department
  - Potentially provide meals on Mondays
  - Charged to student lunch account
- Food Insecurity
  - Backpack program
  - United Way

# Changes in Education

- All schools we have talked with have witnessed positive changes in education
- Changes impact students, staff, and families
- The best way to manage this change is to plan and communicate effectively



# Timeline

- 2023-2024: Calendar Committee Discussion and Community Meetings
- 2024-2025: Added 9 full PD Mondays
- October 2024: Meetings with Martensdale-St. Marys and Saydel and met with and surveyed our staff
- November 20: Board Discussion and community survey to follow

What could this look like at Collins-Maxwell?

Day of the week with no school:

Monday

# What could this look like for students?

- School Days
  - **151 days**
  - **1080 hours**
- Mondays in the spring could be used to make up hours if necessary
- Still have a Spring Break Week
- Still get out before Memorial Day

**\*\* Final schedule subject to change**

# What could this look like at Collins-Maxwell?

- Teacher Schedule
  - Currently – 186 days / 4-Day Week – 167 days
- Current Contract Hours
  - 7:30am – 3:30pm (8 hours)
  - One Monday per month are for PD, Planning and Preparation
- 4-Day week
  - 7:30am – 4:00pm (8.5 hours)
  - One Mondays per month would be for PD, Planning and Preparation\*

# What could this look like at Collins-Maxwell?

- The School Day Today (30 minutes for lunch)
  - Elementary 8:20 am - 3:20 pm (6.5 hours)
  - MS/HS 8:10 am - 3:10 pm (6.5 hours)
- With a 4-Day Week (30 minutes for lunch)
  - Elementary 8:05 am – 3:35pm (7 hours)
  - HS 8:00 am - 3:30 pm (7 hours)
- Full weeks in September and January

*Final schedule subject to change*

Martensdale-St. Marys and Saydel

Martensdale-St. Marys

Saydel

# Roundtable Discussion

# Roundtable Norms:



- Be Present/Participate
- Positive Attitude
- Allow Time for all Voices
- Open Mindset



# Roundtable Discussion

## Questions

- *What might be benefits a 4-day school week could provide your student?*
- *What might be concerns a 4-day school week could have for your student?*

## Protocol

- Review Norms
- Introductions
- Record responses on chart paper
- Notecards
- Wrap up with whole group



# Wrap-Up

- Groups share out
- Questions/Comments/Concerns

## Next Steps

- November 20- Board Meeting Discussion/Community Survey