

Flip Flop - Barriers and Strategies

District Department Or School Area	Barrier	In Our Control Y or N?	Potential Strategies/Solutions (Resources)	Notes
Childcare	Childcare hours will change Adjust childcare hours No need for before care at Kinawa: drop in hours for staff	Yes	Adjust times for childcare to maintain offerings and staffing	
Food Service	Staffing breakfast at Elementary schools - Would need 8 people who are able to work a shift that early as opposed to only needing 2 at OHS. Many of our employees are from out of district and have to get their children to school on time at area schools.	Yes	Possibly hiring people who only work breakfast shift (1 hr shift each day). Increased staffing to accommodate this would incur increased cost.	Worker shortage is of concern in adding staffing.
	Reduced time to prepare elementary lunches from OHS	Yes	Hire additional staff	
Transportation	K-6 students will be walking to bus stops in the dark.	No		
	K-6 students will be arriving home before older students.	No		
	Schedule not aligned with WTC start and end times which affects transportation to and from WTC (8:00)(2:15)	Yes	Add bus and hire additional driver	National bus driver shortage is of concern. Open positions currently with very competitive wages and benefits.
	Elementary bus runs take longer than secondary runs and this will impact when secondary can start school. With our current fleet we would need an hour and five minutes between the elementary and secondary runs to transport students to and from school.	Yes	Extend times between bus runs or add routes; elementary takes longer and is not time bound right now	Secondary would need to start more than hour later
	When a parent is not at the bus stop for a kindergarten student in the afternoon, our drivers currently transport students back to the elementary school, which would make the bus to the high school significantly late.	No		Cannot control if someone is home, but can control where we take them to
	Elementary After School Programming transportation: If the program ends an hour after school is dismissed, busses will not be available to transport students from these programs home.	Yes	Hire additional driver	National bus driver shortage is of concern. Open positions currently with very competitive wages and benefits.
High School	Wilson Talent Center hours not aligned	Yes	bussing, will need to add a WTC route/driver	National bus driver shortage is of concern. Open positions currently with very competitive wages and benefits.
	Clubs will go later	Yes	clubs could meet in am as an option	
	Finding classroom coverage for teachers who coach	No		Substitute teachers are limited.
Chippewa	Shared Staff	Yes	coordinate schedules with other administrators	
Kinawa	First bus pick up for students at 6:40- students waiting in the dark being dropped off without families at home	Yes	Hire additional staff	Would this impact on the number of parents dropping students off in the morning or bus ridership?
	students getting out at 2:15pm would require families to find supervision for after school	No		
	Shared Staff	Yes	coordinate schedules with other administrators	
	Staff getting their own kids to school who live outside the district	No		Open up schools of choice option for all staff members students
	Overall Sleep for younger students needing to get to school so early	No		Younger students sleep impact, loss of family time in the evening
Elementary	Shared Staff	Yes	coordinate schedules with other admin	

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	First pick up is very early (still dark) for young students	No		
	Increase in school breakfast needs for students due to early start time.	Yes	Increase staffing	
	All meetings would have to be moved to after school (currently IEPs, etc are before school.)	Yes	Assess meeting impact and strategize	
	Could increase the need for after school care (but decrease before care)	Yes	Providing more after school programming	
OPM	Impact parents being able to transport students at OPM	No		
Edgewood				
Special Education	Care for highest needs students (self contained program students) - district childcare options end at grade 8. Parents may now need to find care for their high needs child that attends the high school for both before and after school. The after school care challenge is something I already hear about a lot from parents. Finding morning care may be even more of a challenge.	Yes	Identify needs and explore options to offer care for this group of students.	
Special Education	potential issues for Dean Transportation	No		Driver shortage may impact Dean's ability to add or move routes.
	possible impact on community job site opportunities	No		Consideration, impact unknown.
Special Programs (Career Center, Dual Enrollment, etc)	Wilson Talent Center has hard stop/end times: AM - 8:00-10:40 PM - 11:35-2:15	No		Non-negotiable with WTC. Add district bussing.
Athletics/Extra Curriculars	Home games that start at 4 pm. (baseball/softball)	Yes	Move to a later time	Daylight will impact early games in March/April so the double headers will be limited, this will cause loss of games (allowed 38 games total). A barrier to this is the pitch counts for baseball. Solution would be to build lights so we could play later and daylight would not be a limiting factor. Another barrier is our league schudule which mandates double headers, this could be a huge barrier if we did not have lights. If we move to another date, this then snowballs into non-league games and would effect competitive levels in our teams.
	Home games that start at 4 pm. (soccer/basketball)	Yes	Split to different dates or different locations (Chippewa for 9th or Rubber gym)	Splitting these games into different sites or playing them at the same time is not possible due to the officials shortage that we are experiencing in all sports, not just soccer and basketball. Typoically the officials that work the 9th grade game will roll over and work the following JV game and varsity game as well. Gate workers, and supervision for two locations provide a staffing issue and increased game worker fees. Parents that have kids on both teams will not be able to watch both kids play. The teams that use a "lesser Venue" will feel slighted that they are representing Okemos High school while playing in Chippewa Middle school. If we are being truly honestly, Chippewa middle school gym doesn't come close to the same "venue type" that the high school does. How is that equal? Also, transporation to away but home venues can be an issue as well. Not enough buses and drivers at the 3 pm time slot that is required.

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	Home games that start at 4 pm (Track)	Yes	Starting time of track meets and how long a meet goes	Track Meets start at 4:30 (field events) and running at 5. We can either pull kids out of class to keep this time. In the current system a track meet ends around 9-9:30. If we delay the start of the meet, kids wouldn't get home until even later. Other schools might not agree to this as they wouldn't get home until 11 ish and these games are played during the school week. Game workers, would be another barrier. How would I get people to want to stay until 11 on a school night? The community that is next to the school would not like a loud event taking place this late on a week night.
	Home games that start at 4 pm with games that use the same field for all levels (Soccer and Basketball)	Yes	Move to a later time	If we start 9th grade basketball/soccer at 4:30 pm it would shift our games back to 4:30/6/7:30 pm. However, these games will never run on time. I would expect that our realistic times would be 4:30/6:30/8:30 pm so our families are leaving the gym around 10:30-11 pm each night. Basketball is allowed 22 games total in a season - 11 home games for the boys and girls (roughly, 50%). Soccer is allowed 16 dates - 8 home games for girls and boys. This is not great for the spring season as it's still snowing in March when we start and it's cold outside later at night - higher injury rates
	Home/Away game time changes to stay at 4 pm	Yes	Pull kids from class	Missing class time is never a good thing, this also puts teachers in the middle when kids are not making up school work when missing classes on a regular basis. Changes from student-athletes to athletes - students. Transportation issues to away games as our buses will not be available until later after they do the afternoon routes, which will push that time frame back in this model. Currently, we have a tough time with buses arriving before 4 pm for games. This model will push that back.
	Transportation to away games - earliest bus I can get is 4:30 pm in the current system. Might be around 5:15-5:30 in the proposed schedule.	No	Hire more drivers, but that has been a challenge in my opinion. Not as many workers	We can always look to buy more buses but hiring drivers is always the challenge.
	Increased teacher/coaches that miss 6th hour because of bussing and/or home games (4 pm start time)	No	Hire more subs in the district. Tough to find subs currently	Coaches and game workers that are teachers in the building would need more subs for coverage. We have 28 coaches that work at the high school and middle school so this could cause ALOT more subs. Additionally, all of our gate workers are OPS employees or students here at Okemos. Most impacted season would be the spring 11 coaches could miss in one day.

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	Missing of 5th-6th hour	Yes	Moving the times back but you can read above those challenges	Fall season - XC - leaves early for 6 dates currently, would increase the amount of instructional time missed in those 6 dates - 75 kids total in the program. Football - 4 away games (9th/JV) that would miss 6th hour - 30 kids total. Soccer (9th) - pulled out one date early, would be 9 games if moved to 3:20 dismissal - 20 kids total. Tennis - excused 3 times - in proposed system it would be 9 dates pulled early - 20 kids. Water Polo - missed one class, would miss 1-2 in new system (20 kids). Winter Season - Basketball - 9th/JV leave at 2:50 for a start time at 4 pm. In the current system they do not miss school. If moved to 3:20 dismissal they will miss 11 dates and this is both girls/boys (total 60 kids). Ski - leaves at 4:30 for practice day and game days are 2:45. They are allowed 17 game days and we have 32 athletes. Spring - Baseball/softball - leaves at 2:50 for games (allowed 38 each) - Typically do not need to miss school, but will miss 16-20 days for away games. Also, do we allow baseball/softball to leave early for home games? Field prep and proper warm up for pitchers (total kids 65). Golf - practices need to tee off by 4 pm per course and golf leagues. Would we allow our golfers to miss for practice based on course practice times available? (Total girls and boys = 54 athletes total). Soccer (girls 9th - same as boys in the fall). Tennis (girls) - same as boys. Track - 125 total, would we allow early dismissal for home events? 3 total dates.
	Moving practices to later times	No	Nothing	Typically we can be done with practices around 7 pm, in the new model we would be around 8 pm. This would cut into family time. Lights, and heat in the building will have to stay on longer so more money for the district.
	Early morning practices?	Yes	Saying no	Some coaches would like to do early morning practices in this model, do we let them?
	Turf in the spring	No	Weather	Baseball/softball, girls soccer, track and boys/girls lacrosse use the same facility in March - would make those practices later and with the March weather could lead to injuries/sickness.
	Leaving early for practice/games	No	None	What if parents call students out early for practices and games? Even ones that we do not approve? Attendance is already tough to track and manage, this would be a nightmare.
	Parking Lot conflicts	No	None	Basketball starts at 4 pm here, opponents get here around 3:15 for their game. Students leaving and opponents parents coming into the parking lot. Do we allow away schools to come into the building during school hours?