



Lansing School District Late Start Proposal

The Late Start Proposal originated by a small group of administrators gathering to brainstorm ways to keep out teaching staff in front of our students, yet at the same time being able to provide consistent professional development to all staff, and as an added bonus save money on the expenditure of substitutes.

The proposal is that each Wednesday teachers would attend professional development for two hours and twenty minutes at the beginning of the day (see attached draft calendar for specifics). This time would allow for the following each month, or however we designed it:

- Centrally planned professional development district-wide
- Building planned professional development (identified needs by School Improvement plans)
- Staff meeting, data digs, Culture and Climate, iCollaborate, professional learning dialogues
- Optional Professional Development

The plan does not add any additional money to the teacher salary, even though they are working an additional 77 hours over the course of the school year.

We believe the district will save money on the number of substitutes, in that we will not be releasing teachers during the school day for in-service, as we have in the past. During the 2014-15 school year, we utilized 1,176 substitutes for a variety of curricular needs. If we were to cut this number of substitutes by 75% that would save the district approximately \$65,000.00.

We realize for some of our parents child care on that day would become a hardship, and we will reach out to the Boys & Girls Club, Foster and Gier Community Centers, and Y Care to provide a morning place for their children. In addition, some of the buildings would offer extended programs on that morning, i.e. garden club, ITEC math, Girls on the Run, perhaps and all-district choir and/or band. We will work diligently to provide options for our students.