

PRESENTATION OF ADJUSTED STAFF DEVELOPMENT CALENDAR

Proposal: By banking some of the allotted staff development time and staff meeting time in the current contract, schools could provide one hour of time for Learning Teams 2-3 times per month, at the end or beginning of the school day. An alternate option would be to provide 45 minutes of time for learning teams 2-3 times per month.

Guiding Question: After studying the proposal, what are the remaining issues and questions that need to be addressed?

Currently:

- 1) We have 15 hours of time during the August preservice week at the beginning of the year. (8 hours of administratively directed preservice time and two staff development days at 3.5 hours each)
- 2) We have 10.5 hours of staff development time on scheduled staff development days (3.5 hours x 3 days = 10.5 hours) throughout the school year. (We are not counting statewide inservice day)
- 3) Every month, we have 2 hours of staff meeting time, resulting in 18 hours (2 hours x 9 months) for the school year.

Consider the following:

- 1) We could bank some of 7 hours of staff development time during the preservice week, still leaving 8 hours of administratively directed time during preservice week for principals to accomplish beginning of the year staff development/nuts and bolts needs.
- 2) We could bank some of the 10.5 hours of the staff development time throughout the year on the designated staff development/work days.
- 3) Every month, we would bank 1.25 hours of staff meeting time, still allowing for one 45-minute staff meeting every month. (Each month = 2 hours possible) This would bank 11.25 of the total 18 hours (9 months) of staff meeting time for the school year.
- 4) In scenario #1 below we would need 12.75 hours from professional development time, taken from a combination of time from # 1 and #2 above, in addition to the 11.25 hours of staff meeting banked time. The total combined available time is 28.75 hours. This would leave 4.75 hours still available on professional development days.
- 5) In scenario #2 below we would need 6.75 hours taken from a combination of time from #1 and #2 above, in addition to the staff meeting banked time. The total combined available time is 28.75 hours. This would leave 10.75 hours still available on professional development days.

Scenario 1:

Teachers would meet for one hour in Learning Teams on Tuesdays either before school (MS) or after school (ES & HS). This would occur 2-3 weeks of the month (depending on the month) with the remaining Tuesday reserved for staff meetings. The calendar might look like the following:

- September: 2 Tuesdays of Learning Teams & one Tuesday staff meeting
- October: 3 Tuesdays of Learning Teams & one Tuesday staff meeting
- November: 3 Tuesdays of Learning Teams & one Tuesday staff meeting
- December: 2 Tuesdays of Learning Teams & one Tuesday staff meeting
- January: 3 Tuesdays of Learning Teams & one Tuesday staff meeting
- February: 3 Tuesdays of Learning Teams & one Tuesday staff meeting
- March: 2 Tuesdays of Learning Teams & one Tuesday staff meeting

- April: 3 Tuesdays of Learning Teams & one Tuesday staff meeting
- May: 3 Tuesdays of Learning Teams & one Tuesday staff meeting
- June: 1 Tuesday of Learning Teams

Note: This scenario with 25 learning teams hours would require teachers to work an additional 15 minutes over the professional day on the learning team days, resulting in 6.25 hours of comp time that would need to be addressed. Suggestion: Teachers could leave early on work days/grading days

Scenario 1 Detailed:

If we choose the 60-minute option for learning teams we assume there are 2 hours of staff meeting time each month and need an additional 12.75 hours from staff development time. The following details each month's schedule with a 45-minute staff meeting and the remainder in 60 min learning teams.

Below in () is the amount of additional time needed from staff development hours. June time is uncertain.

September: 1 hr., 1 hr., 45 = 2 hours and 45 min – 2 hours = (45 min)

October: 1 hr., 1 hr., 1 hr., 45 = 3 hours and 45 min – 2 hours = (1 hr. and 45 min)

November: 1 hr., 1 hr., 1 hr., 45 = 3 hours and 45 min – 2 hours = (1 hr. and 45 min)

December: 1 hr., 1 hr., 45 = 2 hours and 45 min – 2 hours = (45 min)

January: 1 hr., 1 hr., 1 hr., 45 = 3 hours and 45 min – 2 hours = (1 hr. and 45 min)

February: 1 hr., 1 hr., 1 hr., 45 = 3 hours and 45 min – 2 hours = (1 hr. and 45 min)

March: 1 hr., 1 hr., 45 = 2 hours and 45 min – 2 hours = (45 min)

April: 1 hr., 1 hr., 1 hr., 45 = 3 hours and 45 min – 2 hours = (1 hr. and 45 min)

May: 1 hr., 1 hr., 1 hr., 45 min = 3 hours and 45 min – 2 hours = (1 hr. and 45 min)

June: 1 hr.

Total needed beyond the 18 hours of staff meeting time = (12.75 hours).

Because teachers are working beyond their contract hours by 15 minutes each time there is a learning team, they would have 6.25 hours of comp time to be expended on work/grading days.

Scenario 2: Same as Scenario 1 except the Learning Teams would be for 45 minutes rather than one hour and there would be no comp time.

Scenario #2 Detailed:

If we choose the 45-minute option for learning teams we assume there are 2 hours of staff meeting time each month (18 hours) and will need an additional 6.75 hours from staff development time. The following details each month's schedule with one 45 minute staff meeting and the remainder in 45 minute learning teams.

September: 45, 45, 45 = 2.25 hours – 2 hours = (15 minutes)

October: 45, 45, 45, 45 = 3 hours – 2 hours = (1 hour)

November: 45, 45, 45, 45 = 3 hours – 2 hours = (1 hour)

December: 45, 45, 45, = 2.25 hours – 2 hours = (15 minutes)

January: 45, 45, 45, 45 = 3 hours – 2 hours = (1 hour)

February: 45, 45, 45, 45 = 3 hours – 2 hours = (1 hour)

March: 45, 45, 45, = 2.25 hours – 2 hours = (15 minutes)

April: 45, 45, 45, 45 = 3 hours – 2 hours = (1 hour)

May: 45, 45, 45, 45 = 3 hours – 2 hours = (1 hour)

June: 45

Total needed beyond the 18 hours of staff meeting time = (6.75 hours). No comp time needed.

SAMPLE CALENDAR - *ELEMENTARY*

2012-2013 School Year

August 2012						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September 2012						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2012						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2012						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December 2012						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2013						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2013						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March 2013						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2013						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2013						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 2013						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July 2013						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



Staff Meeting

Learning Teams

Staff Development Day



No School

First and Last Day of School

Preservice Week

- 8 hours Preservice
- 7 hours Staff Development
- 25 hours Teacher Work Days

Learning Teams Presentation Community Feedback

- Love the idea of learning teams ✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓
- Use existing time instead of (specials, double specials) late start/early release or time outside the normal workday ✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓
- Not enough information about learning teams ✓✓✓✓✓✓✓✓✓✓✓✓
 - What is accomplished during this time
 - Get parents excited rather than focus on the late start, how many minutes do they have now vs. what they would receive
 - Hours lost in the classroom vs. real gains for collaboration
 - How does the learning teams model emphasize student learning by taking away valuable class time
 - Evidence from other districts that Learning Teams has a direct and positive influence on student learning
 - How will this help students already excelling in school
 - How will we judge, report the effectiveness
- Principals stated meetings were not largely attended ✓✓✓✓✓✓✓✓✓✓
- Would rather have early dismissal vs. late start ✓✓✓✓✓✓✓✓
- What role can parents play in assisting to develop learning teams? ✓✓✓✓✓✓✓✓
- Too many new programs at once/timing ✓✓✓✓✓✓✓✓
- Communication ✓
 - A video posted explaining the benefits of learning teams-give us a reason to support it as we do support teachers and want what is best for kids
- Move forward with the plan. If you ask for permission you will never get it ✓
- People have an unrealistic picture of what goes into teacher planning. Perhaps a presentation on what has to happen and what they have to learn to teach
- Why does it have to occur every week? It would be better on a monthly basis
- All teachers don't see the value
- No road map established on how to get them accomplished