



Board Meeting: 10.7.24

Title: Recommended Additional District Professional Calendar Day on the 2024-25 Calendar

Type: Action

Presenter(S): Jody De St. Hubert, Director of Teaching and Learning

Description: Professional development is crucial for educators as it ensures they stay current with best practices, provides time for learning new standards and resources, and creates collective efficacy across the district. By investing in professional development, we are investing in the quality of education students receive, ultimately leading to improved academic outcomes and a more engaging, inclusive school experience for all. Currently the Edina 2024-25 calendar has 5 Professional Development Days, 3 of which are not aligned with conferences. These 3 days are labeled “Professional Development Days” and are district-led with strong collaboration with site administrators.

Over the next three years there are many topics that are critical to provide professional development for staff at every level of the Early Learning-12 system. These topics include, but are not limited to, new curriculum resources, STEAM, Culturally Proficient School Systems, Social & Emotional Learning, and the Edina Early Learning-12 Comprehensive Literacy Plan which encompasses implementing legislative READ Act requirements.

In the spring of 2024 the board discussed adding a one-time 4th Professional Development Day to the spring 2024-2025 calendar. After gathering feedback from stakeholders throughout the system, the recommended date is May 9th. May 9th allows for critical preparation for the 2025-2026 school year that we are unable to enact due to READ Act legislation requirements on the other 3 designated “Professional Development Days.”

Recommendation: This report is recommending the approval of May 9th as the one time recommended additional “Professional Development Day” for the 2024-2025 school year.

Desired Outcomes for the Board: Review and approve May 9th as the one time recommended additional “Professional Development Day” for the 2024-2025 school year.

Background Information: Gathering Input

In collaboration with Cabinet Members, Early Learning-12 Administrators, Building Leadership Teams, and Early Learning-12 Parent Teacher Organizations multiple dates for the one time additional “Professional Development Day” for the 2024-25 school year have been discussed over the last two months.

The original three dates that were discussed were March 28th, April 7th, and May 9th. Due to strong and consistent concerns about the quality and timing of a professional development on the day before Spring Break and a scheduling conflict with our Polar Plunge Unified partnership, March 28th was taken off the table as an option in early discussions.

As April 7th and May 9th continued to be discussed it was clear that both were strong options.

April 7th

April 7th is the Monday after Spring Break. It is the beginning of the MCA testing window. The 23rd is highlighted in yellow as an already scheduled “District Professional Development Day.”

APRIL '25						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
15	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Pros	Cons
<ul style="list-style-type: none"> * It connects to an already scheduled break for families. * It gives a shorter week after a break to help with transition. * There is less impact on end of the year calendar events, specifically in elementary. * Although less staff may be in attendance when tied on to an existing break, having it after (instead of before) will ensure better engagement. 	<ul style="list-style-type: none"> * Past data does indicate that less staff will be in attendance when PD is tied to an already scheduled break. * There will be a slight impact on MCA testing. It will push MCA testing back with one less day of instruction and preparation. * It may be harder for kids who struggle transitioning back from a break as the time away just gets longer. * The preparation for the PD is slightly more difficult after a long break. * There are a lot of Mondays off throughout the year. This impacts specific services, content areas, and specialist classes in unique ways. * The length of the break can be harder for some families to find child care for an extended period of time.

May 9th

May 9th is a Friday during the last month of school. It is at the end of the MCA testing window. The 26th is highlighted in pink as a holiday and the red is highlighted as the last do of school.

MAY '25						
S	M	T	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

Pros	Cons
<ul style="list-style-type: none"> * Preferred date for End of School Year (ESY) planning. The March and April window are critical to securing staffing for summer positions. Having the additional PD in April impacts the ability to secure staffing in unique ways. * It is the end of the MCA window. It is specifically the last day of Science Make-Ups which can be easily shortened by a day. An additional work day instead of testing all the way through the last day of the window, would help with test closure for our testing administrators. * For all MCA and MTAS testing it is good to have the day at the end of testing instead of at the beginning for student attendance. Our educated guess is that attendance rates will be higher. * This is an enormous help for AP testing. Due to AP testing space limitations, this allows the building to be used for the day without interrupting direct instruction time for the students not taking AP testing. * A Friday off is a good option because so many Mondays are already missed during the 24-25 school year. This impacts specific services, content areas, and specialist classes in unique ways. * The timing for a May PD session aligns with PD needs. Elementary will be ready to start transitioning to the new ELA curriculum and secondary will be ready to start reviewing data to inform the C-SIP process for the 25-26 school year. * With the date being later, it gives families more time to make a plan. * It is connected to Mother’s Day weekend and may give families a nice opportunity to have a three day weekend in celebration. 	<ul style="list-style-type: none"> * There are some important elementary building end of the year events scheduled that would have to be rescheduled. * There is always a lot going on in May and it can feel hectic. Another day off could add to the feeling of “so much to do with so little time.” * There is less time to celebrate teachers on Teacher Appreciation Week. * This is more disjointed for most family schedules when it is an extra day on the calendar and not tied to an already planned break.

Either April 7th or May 9th are viable options for the one time “Additional Professional Development Day.” However the recommendation for May 9th comes after recognizing the large number of opportunities that are provided with this option beyond supporting the critical professional development for staff. The opportunity to support a much needed space challenge with AP testing, assist with Student Support Services ESY planning, and provide families more time to plan for the additional day tied to Mother’s Day weekend are all positives that were only unsurfaced through the collaborative process of gathering feedback through I.R.O.D.

May 9th specifically allows for critical preparation for the 2025-2026 school year that we are unable to enact due to READ Act legislation requirements on the other 3 designated “Professional Development Days.” The spring is always a time that school systems are looking ahead while simultaneously finishing strong. May 9th will create a welcome opportunity to evaluate the successes and opportunities for growth of the 2024-25 school year and begin to create response plans that support multi-year continuous school improvement planning into the future.

Additional critical information that surfaced while gathering stakeholder feedback was that:

1. This additional date will provide much needed professional development for Edina Public Schools Paraprofessionals and Bus Drivers.
2. It is critical that a communication plan be developed and that the final decision is communicated as quickly as possible after the final decision.
3. Plans for programming for students to access (Kids Club) need to be created and also communicated as quickly as possible after the final decision.

Next Steps:

Upon board approval, Teaching and Learning will collaborate with:

1. Communications to ensure clear information is shared with all stakeholders.
2. Human Resources, Buildings and Grounds, and Student Support Services to ensure an intentional professional development plan is created for contracted staff that will not be engaging in targeted professional development sessions outlined in this report but who are currently contracted to work.
3. Community Education and all of our district sites to create a plan for Kids Club is available on May 9th.