



MEMO

TO: Weber School District Board Members: Paul Widdison, Jon Ritchie, Kelly Larson, Douglas Hurst, Janis Christensen, Bruce Jardine, and Jan Burrell
Superintendent Gina Butters

FROM: Mary Jo Williams - Elementary Education Director
Brock Mitchell - Secondary Education Director

DATE: April 29, 2024

SUBJECT: Elementary and Secondary Early Out Wednesdays

As part of our ongoing commitment to enhance educational excellence in Weber School District, we propose a significant enhancement to our professional development (PD) schedule by implementing district-wide, weekly early-out Wednesdays starting in the 2024-2025 school year. This initiative is designed to support our educators by providing dedicated time each week for professional development and collaborative planning, aligning directly with Superintendent Butters' strategic plan for the district.

The primary purpose of this proposal is to allocate more consistent and focused time for our educators at both elementary and secondary levels to engage in professional development activities. These activities are crucial for:

- Enhancing collaborative efforts within and between departments and grade levels.
- Sharing and honing instructional strategies to improve classroom practices.
- Embedding new knowledge and skills into daily teaching routines.

Details of the Proposal

Elementary Schools:

- Current Schedule: Early dismissal every Wednesday at 1:15 PM.
- Proposed Schedule: Early dismissal every Wednesday at 12:20 PM, extending PD time by 60 minutes weekly.

Secondary Schools:

- Current Schedule: Early dismissal two Wednesdays per month at 12:15 PM.
- Proposed Schedule: Early dismissal every Wednesday at 1:15 PM, providing more frequent, though slightly shorter, PD periods.

Benefits of the Proposal

1. Enhanced Professional Development: The additional time each week allows teachers to engage deeply with professional learning communities (PLCs), ensuring that PD is substantial and consistent with our strategic goals. This aligns with Superintendent Butters' emphasis on fidelity in implementing PLCs.

2. **Consistent Schedule for All Stakeholders:** A unified early-out schedule across the district simplifies planning for families and aligns all schools under a common operational framework, enhancing our ability to deliver district-level support efficiently.
3. **Strategic Alignment:** Regular, structured PD sessions are critical for achieving the district's strategic goals, particularly those focused on instructional excellence and student outcomes.
4. **Legal Compliance and Parental Convenience:** This schedule maintains compliance with the state's instructional hour requirements and offers a predictable weekly schedule that assists parents in planning childcare and family time.
5. **District-Wide Inclusion:** On these days, all employee groups, not just teaching staff, will have opportunities for professional growth, fostering a culture of continuous improvement across the district.

Implementing weekly early-out Wednesdays represents a strategic move to prioritize educator development, which is directly linked to student achievement. This proposal supports our educators' professional growth and aligns with our district's broader objectives under Superintendent Butters' leadership. We believe that this change benefits our teachers and enhances our students' overall educational environment.

We recommend the Board's approval of this proposal to establish a more effective and unified approach to professional development across Weber School District.