

# Browning High School

## 4-Day Instructional Week THINK TANK

Date: 3/5/25

### Questions:

- Can food be given out on Thursdays?
- Fridays? Extended Wednesdays?
- Who are the decision makers? Do we get a vote?
- Will the district decide and that's just going to be?
- Can we try it for a year, if it works, keep it, if it doesn't change it back?
- Looking ahead, funding, budget cuts?
- Who is this coming from? Union, employer?
- What does the master contract look like if we do this?
- Can food be sent home Thursdays?
- Can we utilize other programs to provide services? Consultants
- How is the supper program going to be impacted?
- If this costs the district more, how does this impact salaries moving forward?
- Are we worried about saving money or are we worried about saving students?
- Will we be considered full time still and get health insurance?
- Would we serve supper for students? Would that be for all students and staff?
- If we do go to 4 days can we work 10 hours?
- In what areas would we be spending more money if we went to a 4-day week?
  - Food?
  - Transportation?
  - What else?
- In what areas would the district be saving money, if any?
- Can the Supper Program be extended to all meals on Friday?
- Would we still have an extended day during Wednesday, or would that be absorbed in a once-a-month Friday workday?
- What community groups / tribal programs would be available to provide offerings on Fridays?
- Would Eek-ka-kii-maat be offered on Fridays? (partnering up with another agency for meal offerings?) So instead of after-school, when students are worn out, they could come in fresh on Fridays.
- What other Class A schools are in a 4-day week? (maybe Havre?)
- When will community members and families be given the survey?
  - What information will they be given prior to the survey?
- Can the district rent out buildings/gyms to offset costs?
- Feeding students on Friday, will that happen?
- What other services can help with food insecurities?
- Why are we doing this? What is the motive behind the possibility of looking at a 4 day week?
- Why could classified be cut to 32 hours?
- What services would we provide on Friday?

- Why would we provide services on Friday? We are an educational institution first
- Are we going to have places for the community to come in to complete the survey if it gets that far? Make sure the google form is set up properly for accepting responses

Positives:

- Students traveling on Fridays for various things coming in Mondays lost - extra day would give them a mental break and recharge/regroup
- Teaching students to chunk (study for hour, take a break) as you do in college
- Students would get a good break, teachers would get a good break.
- Teachers can see doctor/dental without taking leave
- Most staff bank out of town and can take care of business and do their own home life business
- Being able to meet with other people to create opportunities - I don't have enough time during prep or the regular school day to have these conversations.
- Because of our sporadic internet/phone service in the school, we miss out on other opportunities (submitting grant proposals) that we can do at home with better internet services.
- Students would be able to work, make money.
- 3 day weekend
- Would be able to participate in student sports without taking leave.
- Extra sleep on the 3 day weekend
- We already have low attendance on Fridays, so hopefully we wouldn't see that carry over to Thursdays.
- We wouldn't be losing so many students to sports travel on Fridays.
- For families that don't live in town, it would reduce the number of times they would have to make the drive into town (this would especially be helpful in inclement weather).
- Better teacher attendance if they can schedule appointments on Fridays.
  - And we wouldn't be paying subs on these days.
- Less is more - fewer school days may increase student engagement.
- With an earlier start and later release, it may be beneficial to families when dropping off and picking up.
- Fewer hours in a week would make it more attractive getting new staff and retaining staff.
- Reduced student anxiety by having fewer days of school/week.
- Staff from other districts seem to be really happy with the 4-day week (anecdotal evidence).
- More family time!
- Staff are burnt out! Doing the same thing (5-day week) is not going to address this.
  - Maybe not a positive, but needs to be known.
- Maintenance issues could be addressed in a more timely manner when students are not in the building.
- For some families not having to worry about school on Friday is one less thing to worry about
- Scheduling of appointments, activities on Fridays for both students and staff
- Less use of leave
- Increased staff morale, trickles down to students
- Incentive for students to attend knowing they get a 3 day weekend
- Continuing as we are is not going to be good
- Teacher retention, improves consistency

Negatives:

- Too many unknowns
- Earlier start times, end times - for staff who need to drive - dangers
- People with childcare earlier/longer
- If we get called in on Fridays what does that look like? More things added to our plates that we can't finish during the week.
- Tired after 4-10 hour days, too tired to enjoy the Friday off
- If we start early, advisory and first may not get students means changing the schedule to move core classes
- If classified are cut to 32 hours they would not be able to afford their health insurance, and it would negatively impact their finances. Would not accumulate leave for the 8 hours that they would be cut.
- Not all kids will get fed.
- Longer days would get tiring for us, Classified get hourly rate.
- School is a safe place for a lot of students, so cutting back one day would have a negative impact.
- Hard to find child care, especially for SPED students.
- Kids missing 1 day- some kids are going to fall even further behind.
- It can be a long day for students (and staff!).
- Positive peer-to-peer interaction would be reduced.
- When taking leave M-Th we would need to take off more time/day.
- Classified would have a reduction in hours and/or pay...

Need more information about:

- Are there studies showing positive attendance, that it would improve it?
- Other programs around the reservation providing services on those Fridays (like the tribal council platforms is always about the youth)
- BCC providing opportunities
- Need more information about:
- What could classified staff do to still get 40 hours per week (Professional Development)
- Will it affect SPED IEP's.
- When schools/districts cut back to a 4-day school week, did they save money? If so, in what areas?
- Can staff see the numbers/data that is showing there would be an increase in costs?
- How many students/families are
- See data/number for students eating meals on Friday
- See data on student and staff attendance on Friday
- What will happen with extended Wednesday?

School board member from Cut Bank with the four day week; teacher retention better, attitude better, behavior went down

We need to have a mindset shift that the school district doesn't need to be the sole provider/caretakers for our students. Utilize tribal resources more efficiently, let the community step up to support the students not only on Fridays, but everyday.

Make sure there is a plan for all the things that will be affected by this change.

In Hardin - teacher said their 4 day week has dramatically improved attendance even the LSE students are attending more.

Teacher in Cutbank - attendance improves.

As a parent who teaches in the district, a high achieving student who's been out of school for a week now, has been exhausted and has missed, he's stressed. And for younger child, I will let him take off a few days because he needs a break too.

Parent of student, student wants to because it would give him Fridays to be able to do his chores and enjoy fun things.