

Agenda

1. Call to Order / Roll Check

Presenter: Board Chair Rebecca Dyson

2. AI (Artificial Intelligence) Use in the Classroom 30 minutes

Presenter: TRAILS Teacher Laurie Green

3. Report from the Board Innovation Committee on Calendar and Schedules 60 minutes 3

Presenter: Co-Chair Director Russell Hatch, Co-Chair Assistant Superintendent Erika Bare and committee members

4. School Board Summer Retreat 30 minutes

Presenter: Board Chair Rebecca Dyson

5. Ashland Board Collaboration with Phoenix-Talent School Board 10 minutes

Presenter: Board Vice Chair Jill Franko

6. Executive Session 15 minutes

Presenter: Board Chair Rebecca Dyson

7. The Board will emerge from the Executive Session to review any other items of interest that members bring before it.

Presenter: Board Chair Rebecca Dyson

8. Adjourn

Presenter: Board Chair Rebecca Dyson

Presenter: Board Chair Rebecca Dyson



CALENDAR & SCHEDULE INNOVATION COMMITTEE

Presentation to school board

OUR CHARGE

The charge of the Ashland School District Innovation Committees is to gather information and present ideas with possible solutions to the Ashland School Board regarding five of the most pressing issues facing the Ashland School District:

1. Improving Student Achievement and Academic Support;
2. Calendar and Schedule;
3. Creating Sustainable, Caring School Communities;
4. Re-imagining High School; and
5. Enrollment: Attracting New Children and Families to Ashland

The Calendar and Scheduling Committee will consider whether the current calendar and schedule are ideal for the people of the Ashland School District, and if not, what solutions could be pursued, and why?

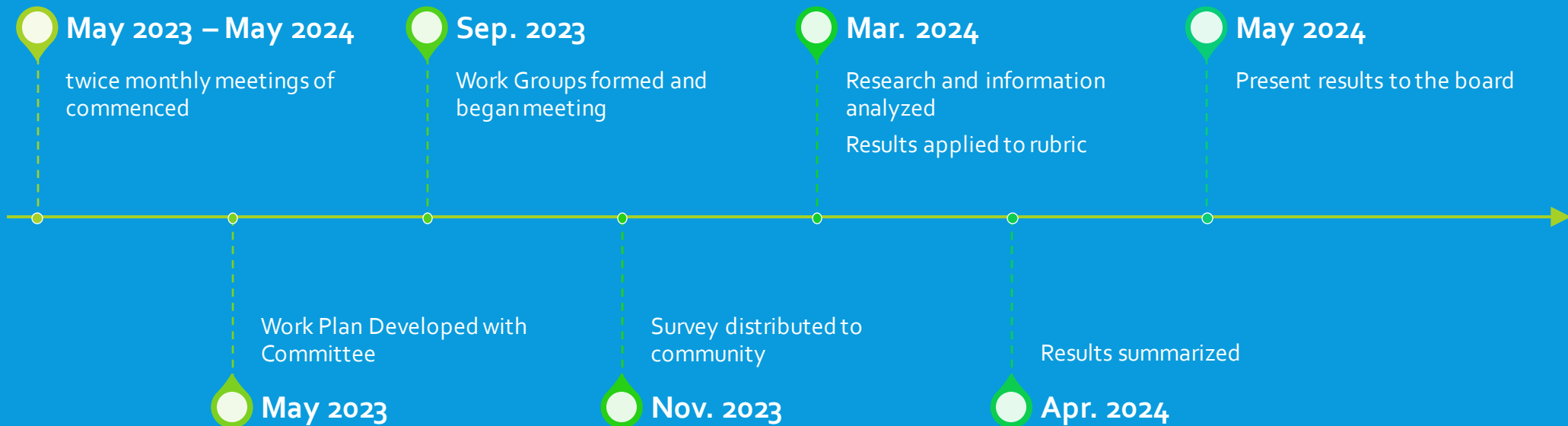
COMMITTEE MEMBERS

1. Michelle Ahearn - community member, Ashland parent
2. Elisabeth Atanes – AMS teacher, Ashland parent
3. *Erika Bare – ASD Assistant Superintendent (Co-chair), community member, Ashland parent
4. Tiffany Burns - Elementary Principal, community member, Ashland parent
5. Chris Chambers – Ashland parent, community member
7. Becky DeSalvo - AHS teacher, community member, Ashland Parent
8. Christine McCollom - Elementary Principal, community member, Ashland parent
9. *Sabrina Prud'homme – Ashland parent, School Board Member; served as community member after 7.1.23
10. Serena Robinson - ASD classified employee, community member, Ashland parent
11. J'me Strowbridge - Walker teacher, Ashland parent
12. Stacey Cheshire - Transportation Director
13. Laurie Rooper – Ashland parent, ASD HR Director; served as community member after 6.1.23
14. *Russel Hatch - School Board Member and Co-Chair
15. Patrick Grady - ASD Athletics Director
16. Mohammed Zamani (Maz) – Ashland parent, community member
17. Secoya Joaquin – AHS student
18. Hayden Shepherd – AHS student

GUIDING PRINCIPLES

- Does not decrease instructional time
- Keeps equity at the forefront
- Maximizes consistency in schedule, to the extent possible
- Supports mental health
- Allows continued student participation in activities and athletics
- Provides a streamlined and consistent calendar, for breaks and instruction, across K-12, to the extent possible
- Maximizes professional development opportunities for ALL staff with minimal impact to student instructional time
- Considers the economic impact on our community

OUR JOURNEY – OVERVIEW?



RUBRIC

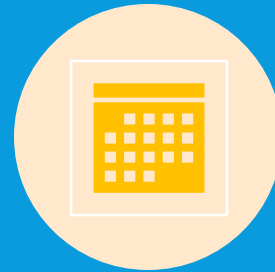
All groups utilized a rubric to evaluate options. That rubric and the results can be found here.

[Consideration Rubric.xlsx](#)

FOUR WORKGROUPS



Balanced Calendar
(year round calendar)



Enhanced Traditional
Calendar



4-Day School Week; 5-
Day Work Week



Communications

COMMUNICATION GROUP

- We conducted a survey of our community asking for them to rate as well as provide commentary on the following options:
- Traditional calendar
- A four-day school week
- A "balanced" calendar, presented as year-round schooling with more consistent breaks spread throughout the year
- We had over 650 respondents, mostly parents, staff and students with a few community members as well.
- All options had mixed ratings with no clear standout best option for the community.
- The four-day option had the strongest positive percentage but the lowest overall response

Links to in-depth survey results and summaries:

[Survey Summary](#)

[Survey Data](#)

COMMUNICATION GROUP

- Key Themes
- Health Concerns: Addressing the early start and smoke season to prioritize student health.
- Childcare Challenges: Streamlining days off and early release schedules to support working parents.
- Communication: Improving communication about calendar changes to minimize disruptions.
- Year-Round Schooling: Exploring a balanced calendar with shorter summer breaks and more frequent breaks throughout the year.
- Consistent Weekly Schedule: Simplifying schedules to reduce stress for students and families.
- Overall, there is a strong need for a more parent-friendly and health-conscious school calendar that considers childcare, consistent scheduling, and effective communication.

BALANCED CALENDAR

A BALANCED CALENDAR IS AN ALTERNATIVE WAY OF STRUCTURING A SCHOOL CALENDAR, WHERE SHORTER INSTRUCTIONAL BREAKS ARE SCHEDULED MORE FREQUENTLY THROUGHOUT THE YEAR RATHER THAN CONCENTRATING THE TIME OFF INTO A LONG SUMMER BREAK.

Research done

- Published outcomes from Districts
- State Department of Education publications
- US Department of Education publications

Types

The following balanced calendar plans were applied to the rubric:

(days in session/days off)

- 30 on /5 off
- 45 on /10 off
- 45 on /15 off
- 60 on / 15 off
- 60 on /20 off
- 90 on /30 off

Results

While several of the different plans met many of the guiding principle requirements, some factors making a balanced calendar not feasible are:

- Would require extensive work with OSAA to amend rules to allow students to participate in athletics
- Students would be out of school for chunks of time during smoke season
- Post secondary impacts
- Requires added workdays to both classified and certified contracts resulting budgetary implications
- Frequent breaks negatively impacting retention/regression rates
- Inconsistent calendars between levels to continue AHS semester and AMS trimester schedules

CONSIDERATION CATEGORIES	BALANCED CALENDAR TRACKS						
	Periods/Breaks	45/10	30/5	45/15	60/20	60/15	90/30
Guiding Principles							
Can it maintain instructional time?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the schedule allow for weekly and daily consistency?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the schedule maximize consistency between grade levels to the extent possible?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the schedule support mental health concerns (pacing/on and off times/allows for decompression)?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does it allow for continued student participation in activities and athletics?	No	No	No	No	No	No	No
Can it maintain professional development opportunities for all employee groups?	Maybe	Maybe	Maybe	Maybe	Maybe	Maybe	Maybe
Do we believe that this schedule would have economic impacts on our community?	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Keeps equity at the forefront?	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Additional Considerations							
How does it effect student learning?	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Are there weather impacts smokey days?	More	More	More	More	More	More	More
Are there weather impacts on the number of inclement weather days?	No Change	No Change	Fewer	Fewer	No Change	No Change	No Change
Could there be post secondary impacts?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does this support access to pre-college opportunities (AP Testing, Advanced Southern Credit, Summer research programs, early-credit, overlap with start times)?	No	No	No	No	No	No	No
Is there an increase in the number of days with extreme heat?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does this require a change to the number of work days for certified staff?	More	More	No Change	No Change	More	More	More
Does this require a change to the nubmer of work days for classified staff?	More	More	More	More	More	More	More



QUESTIONS?

ENHANCED TRADITIONAL CALENDAR

- Research done
 - Add at two-week Spring Break option/ or at least 2 extra days
 - If we keep doing what are doing, we are going to get the same results
 - More accepting community response
- Rubric
- Results
 - How it aligned with the rubric

EXTENDED SPRING BREAK (UP TO 2 WEEKS)

- Pros

- We are used to it
- Talent/Phoenix school district have two additional days added to the Spring Break calendar- we could be more aligned with them
- Prevents student absences due to travel time. Allows families to travel to destination
- Adding on an additional week allows for a mental reset
- Since there are currently fewer breaks April-June it would make those months more manageable for students and teachers
- High school could have fundraiser childcare options week 2
- May retain students/ staff

- Cons

- Adds days onto the end of calendar
- Childcare concerns
 - Could be mitigated with collaboration with YMCA
 - High school clubs/ sports could use the second week for fundraiser camps

CONSIDERATION CATEGORIES		BALANCED CALENDAR TRACKS	
	Periods/Breaks	Extended Spring Break	First Friday Off
Guiding Principles			Serena
Can it maintain instructional time?		Yes	Yes
Does the schedule allow for weekly and daily consistency?		Yes	No
Does the schedule maximize consistency between grade levels to the extent possible?		Yes	Yes
Does the schedule support mental health concerns (pacing/on and off times/allows for decompression)?		Yes	Yes
Does it allow for continued student participation in activities and athletics?		Yes	Yes
Can it maintain professional development opportunities for all employee groups?		Yes	Yes
Do we believe that this schedule would have economic impacts on our community?		Unknown	Unknown
Keeps equity at the forefront?		Yes	No
Additional Considerations			
How does it effect student learning?		Unknown	Unknown
Are there weather impacts smokey days?		No Change	No Change
Are there weather impacts on the number of inclement weather days?		No Change	No Change
Could there be post secondary impacts?		No	No
Does this support access to pre-college opportunities (AP Testing, Advanced Southern Credit, Summer research programs, early-credit, overlap with start times)?		No Impact	No Impact
Is there an increase in the number of days with extreme heat?		Yes	Yes
Does this require a change to the number of work days for certified staff?			
Does this require a change to the nubmer of work days for classified staff?			



SAMPLE CALENDAR

Link to Calendar [HERE](#)



QUESTIONS?

4-DAY SCHOOL WEEK
5-DAY WORK WEEK

4-DAY SCHOOL WEEK, 5-DAY WORK WEEK

- Research done:
 - National Conference on the 4-day school week (OSU)
 - Estacada interview
 - Scott Carpenter, La Grande Assistant Superintendent interview
 - Literature review

RESEARCH SUMMARY

- Most school districts chose a 4DSW to save money
 - Minimal financial savings
- Most school districts cut instructional time when they switch to a 4DSW
 - This results in lower achievement levels
- There is high satisfaction with 4DSW across the board
 - Very few schools ever go back to a 5DSW
- Since COVID, more school districts are choosing 4DSW for social/emotional reasons
- Research shows that what schools choose to do with the fifth day makes a huge difference

CONSIDERATION CATEGORIES		BALANCED CALENDAR TRACKS			
	Periods/Breaks	No Mondays	Teachers work every other	No Fridays	No Wednesdays
Guiding Principles					
Can it maintain instructional time?		Yes	Yes	Yes	Yes
Does the schedule allow for weekly and daily consistency?		Yes	Yes	Yes	Yes
Does the schedule maximize consistency between grade levels to the extent possible?		Yes	Yes	Yes	Yes
Does the schedule support mental health concerns (pacing/on and off times/allows for decompression)?		Yes	Yes	Yes	Yes
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Does this require a change to the number of work days for certified staff?		No Change	No Change	No Change	No Change
Does this require a change to the nubmer of work days for classified staff?		No Change	No Change	No Change	No Change

SAMPLE CALENDAR

- 159 Instructional Days
 - 1st Mon = no work (unless after a holiday)
 - 40 weeks
 - 39 full weeks
 - Veteran's Day is the only anomaly
- August 18th is a half day orientation for new students (maybe only at AMS and AHS?)
- August 19th is the first full day of school
 - Adheres to a calendar that is more familiar to our community



K-8 CALENDAR

- **Kinder Instructional Days: 154**
- **Hours:**
952.25 **Required**
Hours: 900
- **1-5 Instructional Days:**
158 **Hours:**
967.58 **Required**
Hours: 900
- **K-5 School Day: 8:15-3:00**
- **Kinder soft start:** Family visits
August 5-8, 1/2 days August 12-15

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August 2025						
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March 2026						
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April 2026						
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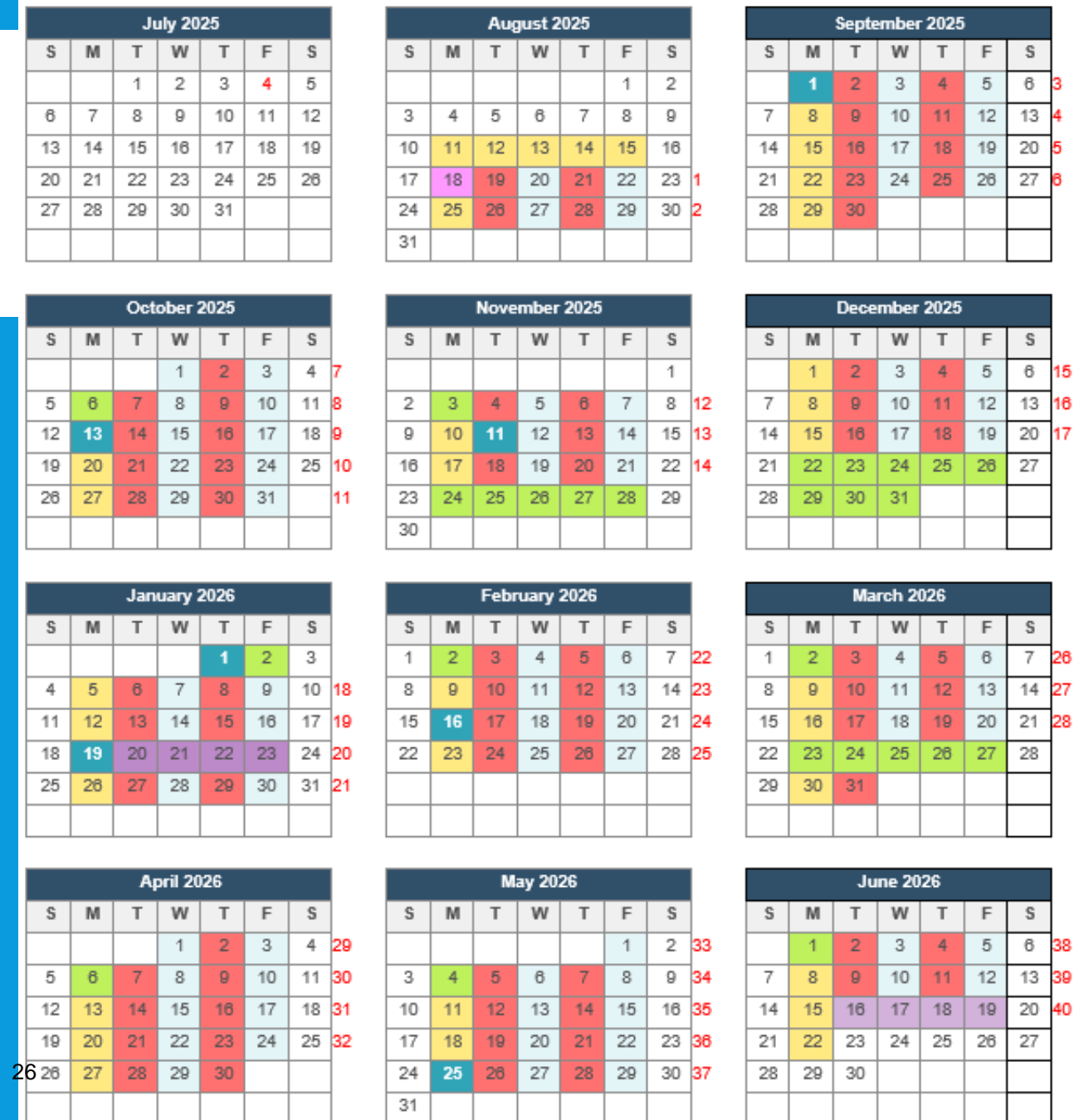
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Colors:

Regular School Day	Conferences	No School/ No Work	Holiday/Reserve Snow Day	Half Day	Staff Work Day
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AHS CALENDAR

- 159 Instructional Days
 - 151 Red-White Days
 - Red Days: S1: 37 S2: 38
 - White Days : S1: 38 S2: 38
 - 8 Final Days (4 per semester)
- August 18th is a half day orientation for new students
- August 19th is the first full day of school
- Would require 359 minutes per day of instructional time
 - Could be accommodated by a 90-minute period schedule with an additional 5-minutes for announcements in the morning
 - Total Hours: 1002.6 (990 needed)



Colors: Red Day White Day Finals No School/Work Half Day Orientation Holiday

POTENTIAL AHS BELL SCHEDULE

EVERYDAY SCHEDULE	90 MIN PERIODS		MINUTES:
1 and 5	8:30	10:00	90
2 and 6 <i>(5 min extra for announcements)</i>	10:10	11:45	95
Lunch	11:45	12:30	
3 and 7	12:30	2:00	90
4 and 8	2:10	3:40	90
total daily minutes:			365

TOTAL STAFF WORKDAYS (same as 2023-24)

10 PD Days

6 Conference Days

14 Teacher Planning, Staff Meeting & PLC Days

8 Recess Days- no staff on campus

Staff PD/Meeting Schedule

August 11-15 In-service week

August 25 Job alike meetings (PLC)

August 8 Staff meeting/Planning

August 15 PLC/Planning

August 22 Staff meeting/Planning

August 29 PLC/Planning

September 15 Staff meeting/Planning

September 22 PD Day

September 29 off

October 6 Conferences

October 20 Conferences

October 27 Conferences

November 3 PD Day

November 10 off

November 17 Staff Meeting/Planning

November 24 -28 off

December 1 PLC/Planning

December 8 Staff Meeting/Planning

December 15 PLC/Planning

January 5 PLC/Planning

January 12 Staff Meeting/Planning

January 26 PD Day

February 2 off

February 9 PLC/Planning

February 23 Staff Meeting/Planning

March 2 Conferences

March 9 Conferences

March 16 Conferences

March 30 off

April 6 PD Day

April 13 PLC/Planning

April 20 off

April 27 Staff Meeting/Planning

May 4 off

May 11 PLC/Planning

May 18 Staff Meeting/Planning

June 1 off

June 8 PLC/Planning

June 15 Staff Meeting/Planning

June 19 PD Day

June 22-26 Reserve Snow Days

BREAKDOWN OF STAFF WORKDAYS

PROS WITH DIRECT EFFECT ON STUDENT ACHIEVEMENT

- Consistency of scheduling
 - Bell Schedule: Same start and end time each day
 - Calendar: Same days each week
 - Allows families to plan
- Maintains or increases instructional time
- Increased attendance
- Increased PD for all staff
- Supports mental health for students & staff
- Consistent Red/White Schedule:
 - More opportunities for internships, jobs,
 - More opportunities for online classes, classes at SOU
- Increased intervention/ tutoring time for students
 - Time to close the opportunity gap
 - Enrichment opportunities
 - Field trip opportunities at the high school
- Increased time for students to make up absences

PROS FOR FAMILIES

- Consistency of scheduling
 - Same school days K-12
 - Bell Schedule: Same start and end time each day
 - Calendar: Same days each week
 - Conferences will take place on days that are already off days (Mondays)
 - Allows families to plan
- All of Thanksgiving week is off
- Opportunity for free tutoring every week
- A day a week that students can get a job
- More time in the week for medical appointments, mental health support, wrap around services without impacting attendance

PROS FOR STAFF

- Consistency of scheduling
 - Same school days K-12
 - Bell Schedule: Same start and end time each day
 - Calendar: Same days each week
 - Allows teachers to plan
- Supports staff & student mental health
- Reduced sub costs
- Increased PD for all staff
 - Support staff included in PD
 - Increased planning time (chunk of time)
 - Increased collaboration time
 - PD, planning time, & collaboration time can all be integrated for better implementation
 - K-12 alignment could occur
- All of Thanksgiving week is off

PROS FOR DISTRICT

- Huge recruitment tool/ staff retention
- Reduced sub costs
- More supportive schedule for students, families, and staff
- Increased PD for all staff
 - Support staff included in PD
 - Increased planning time leads to better instruction
 - Increased collaboration time
- All of Thanksgiving week is off

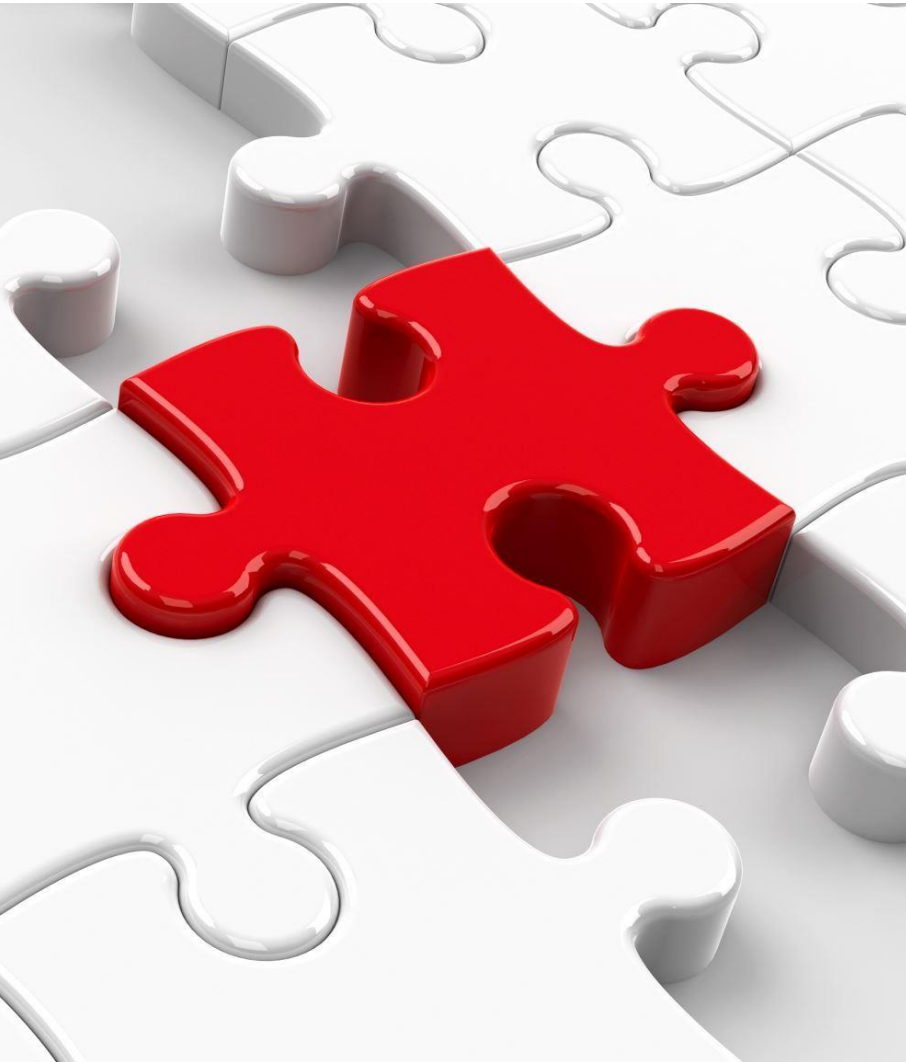
CONCERNS/PERCEPTIONS TO ADDRESS FOR A 4 DAY SCHOOL WEEK

- Athletes will miss more of the afternoon on away games
- Out of sync with other districts in state/ region
- Perception that students are in school less (reality: instructional minutes the same)
- Perception that educators are doing less
- Childcare (has not manifested in other districts)
- Parenting agreements

MITIGATIONS FOR CONCERNS

- Athletes will miss more of the afternoon on away games
 - Opportunity to make up work on Mondays
- Out of sync with other districts in state/region
 - We are already not consistent
 - Intentional planning with other institutions
- Childcare
 - Research shows this has not manifested in other districts
 - Pursue partnerships with YMCA, ScienceWorks, etc.
- Perception that students are in school less
 - Reality: instructional minutes the same
- Perception that educators are doing less
 - Quality of communication (Highlighting work teachers are doing in newsletters)

COMMUNITY PARTNERSHIPS TO PURSUE



- RCC
 - Classes on Mondays?
- YMCA
 - Childcare on Mondays
- ScienceWorks
- Cirque camps, etc

POSSIBLE NEXT STEPS

- Visit Estacada SD
- Investigate joining OSU's research hub on 4-day weeks
- Visit/Consult Three-Rivers School District
- Significant Community Engagement



QUESTIONS/DISCUSSIONS

EARLY START VS. LATER START

- We also considered calendars that start the year in the beginning of August
- Advantages:
 - Students would be in school with clean air during smoke season
 - Students would have more instructional time before standardized exams (SBAC, AP tests, SATs, etc)
 - AHS could complete semester 1 before Winter Break
- Disadvantages:
 - This would be a large change for our community
 - Change is hard

DRAFT CALENDAR

- 159 Instructional Days
 - 151 Red-White Days
 - Red Days: S1: 35 S2: 36
 - White Days : S1: 40 S2: 40
 - 8 Final Days (4 per semester)
- August 4th is a half day orientation for new students
- August 5th is the first full day of school
- To make it work out well for S1 and S2, school would need to start July 29th. This seems challenging.

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June 2026						
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Colors:

Red Day	White Day	Finals	No School	Orientation Day	Holiday
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