

Board Special Meeting



2445 – 3rd Avenue South, Seattle WA 98134

Work Session: Community Engagement Options for Future School Schedules
Wednesday, September 14, 2016, 4:30-6:00pm
Auditorium, John Stanford Center

Agenda

Call to Order

4:30pm

Work Session: Community Engagement Options for Future School Schedules

- Purpose
- Interrelated Initiatives for 2017-18
- Today's Focus Initiatives
- Decision Points
- Draft Timeline
- Assumptions
- Community Engagement Tool Review
- Initial Analysis Results
- Recommendation
- Background Information on 20 Minute addition
- Background Information on Teacher Collaboration Timeline
- Discussion of Recommendation

Adjourn

6:00pm



Board Work Session Materials

September 14, 2016

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School Board Office
206-252-0040

The following pages are presentation materials reviewed at the September 14, 2016 Board work session.



Seattle Public Schools



Photos by Susie Fitzhugh

**Work Session: Community Engagement on Future School Schedules
Late Arrival or Early Dismissal & Addition of 20 Minutes Core Instructional Time (2017-18)**

September 14, 2016

Work Session Purpose

To obtain School Board input on the level of community engagement for the:

1. Addition of 20 minutes of core instructional time for students beginning in the 2017-18 school year.
2. One hour per week late arrival or early dismissal for teacher collaboration time beginning in the 2017-18 school year.

Interrelated Initiatives 2017-18



Focus of Today



Decisions

- **DECISIONS:** We will need to determine how to add 20 minutes of core instructional time to the K-12 school day and either a late arrival or early dismissal of one hour per week for teacher collaboration for the 2017-18 school year.
- **IMPLICATIONS:** These decisions will impact our transportation standards which go to Operations Committee by October 20, 2016.
- **COMMUNITY ENGAGEMENT:** Today we are asking you to provide input on the level of engagement and strategies related to these decisions.

Draft Timeline

- Today, **September 14**: Introduce decisions, engagement recommendations and gather feedback
- **September 15 – 23**: Design engagement strategies (e.g. surveys/focus groups) and communications
- **September 26-October 7**: Conduct community engagement including “inform”
- **October 10-13**: Analyze results and make recommendations to transportation department
- **October 14**: Produce draft transportation standards
- **October 20**: Bring transportation standards to the Operations Committee

Assumptions

- Final decisions needs to be cost neutral
- Final decision needs to support the recent bell time shifts
- Not exacerbate family need for childcare
- 20 minutes needs to be added at the same time (before/after/split) for all grade levels
- Late arrival or early dismissal needs to be consistent across all grade levels
- Continue a 3-tier transportation model because 2-tier is cost prohibitive.

SPS COMMUNITY ENGAGEMENT TIERS

Adapted from International Association for Public Participation

Tier 3: COLLABORATE
Partner with stakeholders in development and identification of preferred solutions

TIER 2: CONSULT/INVOLVE
Obtain public feedback and or work directly with stakeholders throughout the process to ensure perspectives are understood and considered.

TIER 1: INFORM
Provide accurate, objective and timely information to stakeholders.

Initial Analysis of Engagement Level

Initially we analyzed the decisions separately using the District's Community Engagement tool-

20 Minute Add: Inform (2.8 total score)

Late Arrival or Early Dismissal: Involve/Consult (3.4 total score)

But as we worked through the options, determined that the decisions couldn't be made independently of each other....

Recommended Level of Engagement

Add 20 Minutes of Core Instructional Time & Late Arrival or Early Dismissal

With guidance from the District's Community Engagement tool, the level of community engagement recommended is: Involve/consult (3.1 total score)

Rationale:

- The 20 minutes of core instruction needs to coordinate well with the late arrival or early dismissal
- Families will be significantly impacted by either an late arrival or early dismissal depending on their current bell schedule
- Potential for significant negative public response
- Significant impacts on childcare once a week

Focus of Today



Why Add 20 Minutes of Core Instructional Time?

Seattle School District Strategic Plan

+

Our Data

+

Compliance

+

Collective Bargaining Agreement (CBA)

=

Our Opportunity



SEATTLE SCHOOL DISTRICT STRATEGIC PLAN

GOAL 1: Ensure Educational Excellence and Equity for Every Student

Strategy 1:

- Challenge and support each student by providing equitable access to a rigorous and relevant curriculum aligned to Common Core State Standards and 21st Century skills **(20 minutes additional time & 24 Credits)**
 - Initiative/Objective A. Implement **academic assurances** in all schools for all students across the district (e.g. Arts, Physical Education, English Language Learners (ELL), Special Education, and Highly Capable services)



SEATTLE SCHOOL DISTRICT STRATEGIC PLAN

GOAL 1: Ensure Educational Excellence and Equity for Every Student

Strategy 2:

- Elevate professional practice by investing in effective, culturally responsive teachers, staff and leaders **(20 minutes additional time, 24 Credits and Teacher Collaboration Time)**
 - Initiatives/Objective C. Recruit, **develop** and retain an effective, culturally competent and more diverse workforce of teachers, staff and leaders to better meet the needs of our diverse student population

Why Add 20 Minutes of Core Instructional Time?

Seattle School District Strategic Plan
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Our Data: Shared on TRI Day

- Absenteeism
 - 20% African American
 - 10% White
- Grade 3-8 SBA Math
 - 80% White
 - 31% African American
- Suspension Rate
 - 14% African American
 - 3% White
- Grades 3-8 SBA ELA
 - 85% White
 - 34% African American

Our Data: SPS Instructional Time Compared to Surrounding Districts (prior to the 2015-18 Collective Bargaining Agreement)

District	Approximate Teacher Instructional Time w/Students
Seattle	5
Shoreline	5
Lake Washington	5
North Shore	5.16
Tukwila	5.25
Everett	5.25
Highline	5.25
Renton	5.42
Mulkey	5.5
Bellevue	5.67

Our Data: SPS Instructional Time Compared to Surrounding Districts

(prior to the 2015-18 Collective Bargaining Agreement)

- Certificated Teachers are required to be on site 7.5 hours/day (not including additional Time Responsibility Incentive (TRI)/collaboration time)
- Teachers with students ~5 hours/ 10 minutes per day (by contract)
- Elementary Specialist with students ~4 hours/day (by contract)
- Student's access to core instructional time among the lowest in the state

Why Add 20 Minutes of Core Instructional Time?

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Compliance: Instructional Hours

- RCW 28A.150.220(2)
 - In 2016-17 grades 1-8 must have 1,000 instructional hours and grades 9-12 must have 1080 hours. The district calculation for compliance may be a district-wide annual average of 1,027.
 - “Instructional hours” includes all time in a school day from the beginning of the first scheduled class period to the end of the last scheduled class period, reduced by time actually spent for meals.

Compliance: Adding 20 Minutes Instructional Time for Students

Why did we negotiate with the Seattle Education Association to add 20 minutes of instructional time?

- Elementary schools are **not able** to meet academic assurances with current schedule
- Secondary schools need to increase instructional hours to meet basic education requirements and 24 credit requirements. Failure to meet requirements could impact basic education compliance funding
- Providing unequal and inequitable access to basic education services
- Shorter elementary school day compared to neighboring Districts
- A need to decrease teacher non instructional time and increase instructional time with students
- A need to increase instructional hours to allow for teacher collaboration time

Why Add 20 Minutes of Core Instructional Time?

Seattle School District Strategic Plan

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CBA: Agreed to in 2015-18 CBA w/Seattle Education Association

- Increase the instructional time provided to all students. Add 20 minutes of instructional time in core content areas in 2017-18
- Restructure the use of specialists (was 40 sections per week to provide 150 minutes per week, increasing to 165 minutes per week beginning in the 2017-18 school year) allocated to teachers as Preparation-Conference-Planning (PCP) time.
- Restructure Teacher day to provide additional instructional time
- Build in Teacher Collaboration Time – Late Arrival or Early Dismissal
- Minimum requirements for recess
- Salary adjustments (3%, 2%, 4.5%) – not including COLA

CBA: 20 Minutes Instructional Time

Seattle Public Schools and the Seattle Education Association (“SEA”) agree, effective the 2017-18 school year, that 20 minutes of K-12 instructional time will be added to the student instructional day to support core content, e.g. science, social studies, English, language arts, mathematics, social emotional development, physical education, and the arts. No time will be added to the length of the certificated staff work day, which will remain at seven and one-half (7.5) hours. In addition to the existing practice of PCP, “WAC time”, and a duty-free lunch being embedded into the work day, collaborative and/or common planning time will be incorporated into the teacher work day beginning in 2017-18.

SPS and SEA further agree that, no later than May 31, 2016, the parties will begin meeting no less than twice monthly, using an interest-based bargaining method, to bargain over remaining implementation matters related to the additional 20 minutes of K-12 instructional time. The subject of bargaining agreed herein, shall include but not be limited to how time will be apportioned at elementary, secondary, and K-8 schools in the 2017-18 school year, the impact of the change on certificated non-supervisory employees, SAEOPs, Paraprofessionals, and substitutes, and other matters as mutually identified by the parties in the interest-based bargaining process.

The parties further agree to schedule joint training on interest-based bargaining provided by the Washington State Public Employees Relations Commission within ninety (90) days of the demand to bargain being made by the District.

Why Add 20 Minutes of Core Instructional Time?

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Opportunity: Adding Instructional Time - Options

Time Options	Pros	Decision Variables/Cons
1: All schools add 20 minutes at the end of the day	<ul style="list-style-type: none"> Consistency across tiers Elementary families would need less childcare after school No cost impact 	<ul style="list-style-type: none"> Impact on MS/HS sports Impact on after-school programs 3rd Tier students walking after sunset
2: All schools add 20 minutes at the beginning of the day	<ul style="list-style-type: none"> Consistency across tiers No impact on MS/HS athletics or after school activities No cost impact 	<ul style="list-style-type: none"> Tier 1 would start at 7:35 Elementary families would still require several hours of after-school care Reverses changes to bell times so HS start later based on sleep research Elementary students walking before sunrise
3: All schools 10 minutes to the beginning and end of the day	<ul style="list-style-type: none"> Less impactful on community as it is closest to 2016-17 schedule Smaller impact on MS/HS athletics and after school activities Slightly less childcare time for younger students Maintains compliance with sleep expert recommendations No cost impact 	<ul style="list-style-type: none"> No cost impact on transportation 2 changes for families-start and end times Students walking at sunrise/sunset, but less than Options 1 and 2
4: Two Tiers Move Tier 3 schools into Tiers 1 or 2	<ul style="list-style-type: none"> Maximizes daylight travel times Consistent with community input during Bell Times Feasibility Engagement Maintains compliance with later arrival times shifts Consistent with Tier 3 school requests 	<ul style="list-style-type: none"> Cost impact on transportation \$3.8 million

Discussion

Focus of Today



Why Collaboration Time – Late Arrival or Early Dismissal?

Seattle School District Strategic Plan

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+

Compliance

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CBA: Collaboration Time

K-12 Collaboration Time. Beginning in 2017-18, the District will schedule one sixty (60) minute late arrival or early dismissal per week for the purpose of providing professional collaborative time, common planning time, and technological proficiency. Late arrival or early dismissal will be determined by SPS with input from SEA Executive Board. Common planning time, collaboration time, and tech time will be determined using interest-based bargaining, as described by the school day MOU and Article IX, Section P.

a. Schools may designate no more than one early release/late arrival per month for common planning. All remaining early release/late arrival days are designated and reserved as collaboration days as set forth in this Agreement in Article IX, Section P.

Why Collaboration Time – Late Arrival or Early Dismissal?

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Opportunity: Collaboration Time – Late Arrival or Early Dismissal

- Superintendent's SMART goals and a key initiative of the Teaching and Learning Division is implementation of the Multi-tiered Systems of Support (MTSS) Framework. One driver of MTSS is enhanced teacher collaboration time (e.g. PLC's) within the contractual day.
- John Hattie's Effect Size
 - Collective Teacher Efficacy 1.57
 - Response to Intervention (similar to MTSS) 1.07
 - Formative Assessment 0.9
 - Feedback 0.75

Opportunity: Late Arrival or Early Dismissal

Late Arrival

- Pro: Better for HS students
 - sleep expert information
- Con: Tier 3 wouldn't start until ~10:45

- *Based on 2016 bell times
 - Tier 1 – 8:55
 - Tier 2 – 9:45
 - Tier 3 – 10:45

Early Dismissal

- Pro: Current Practice
- Con: Child care and student supervision concerns

- *Based on 2016 bell times
 - Tier 1 – 1:05
 - Tier 2 – 2:15
 - Tier 3 – 2:45

Opportunity: Late Arrival or Early Dismissal

- Decisions needed for Transportation Standards
 - Late Arrival or Early Dismissal?
 - Day of the Week for Late Arrival or Early Dismissal
- Labor Relations Department will create and negotiate the final 2017-18 calendar that includes late arrivals or early dismissals. Calendar will be ready for presentation and recommended adoption to the School Board.

Recommended Level of Engagement

Add 20 Minutes of Core Instructional Time & Late Arrival or Early Dismissal

With guidance from the District's Community Engagement tool, the level of community engagement recommended is: Involve/consult (3.1 total score)

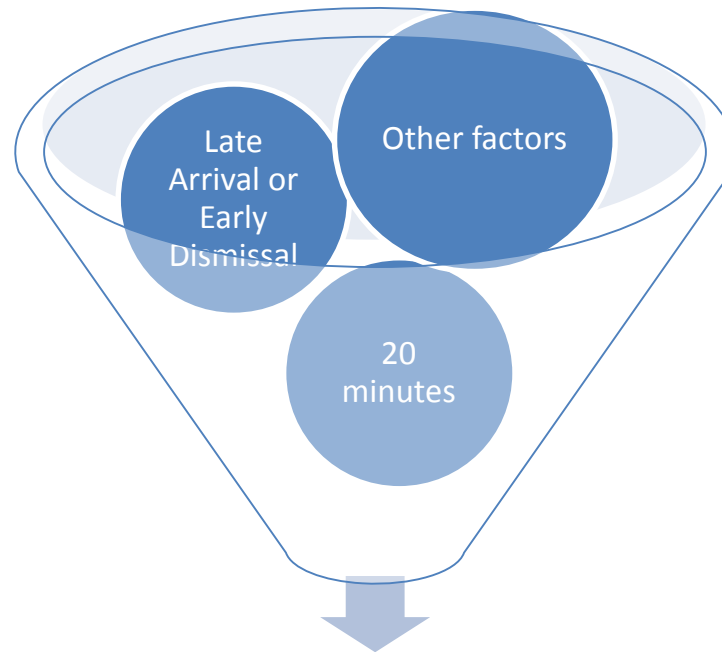
CONSIDERATIONS:

- Culturally responsive strategies
- Timeline
- Budget
- Other

DISCUSSION:

- 1) Is this right level of engagement?
- 2) What types of strategies do you recommend?
- 3) Board support?

Looking Forward/Next Steps - Recap

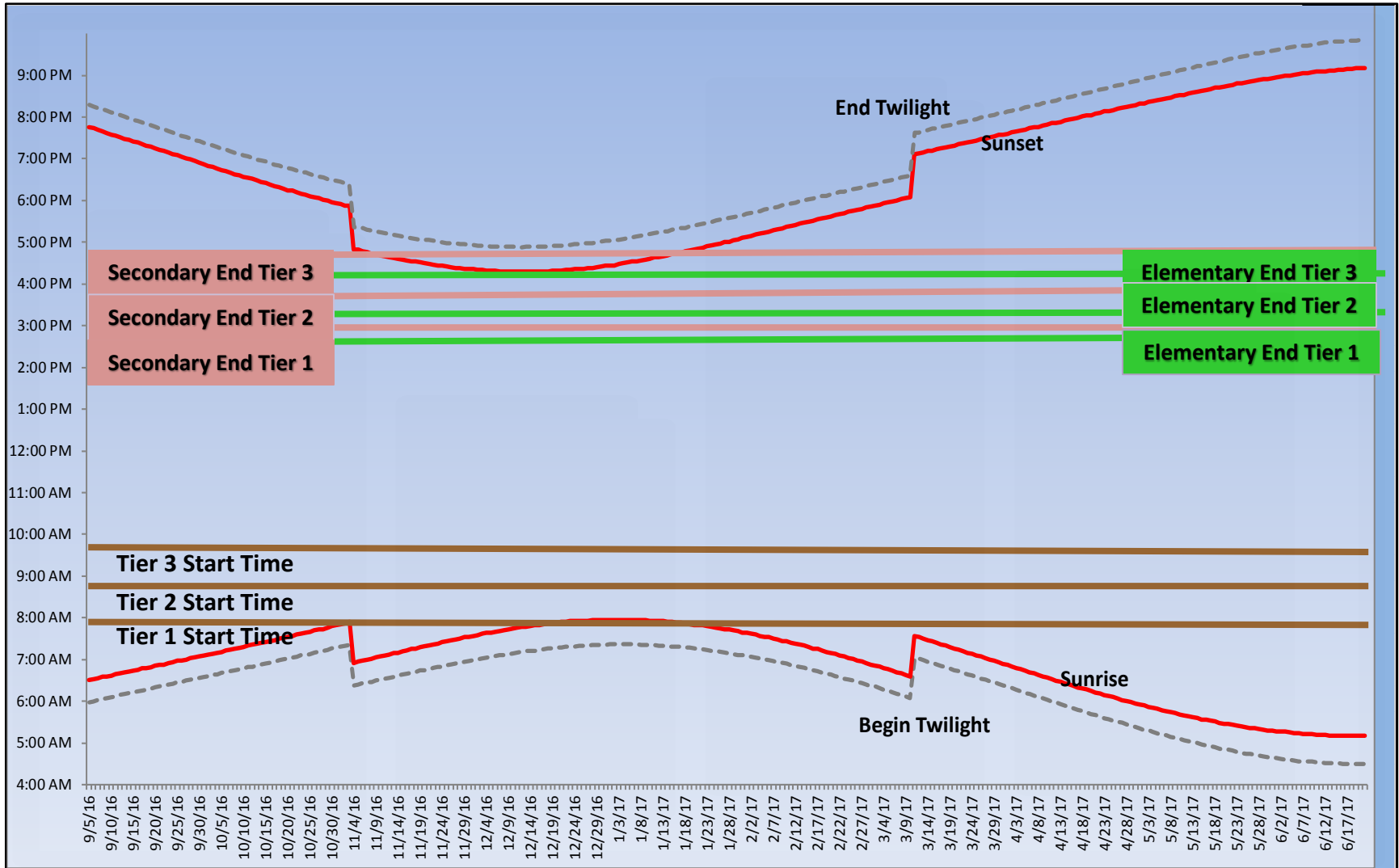


Transportation Standards

**Every Student. Every Classroom.
Every Day.**

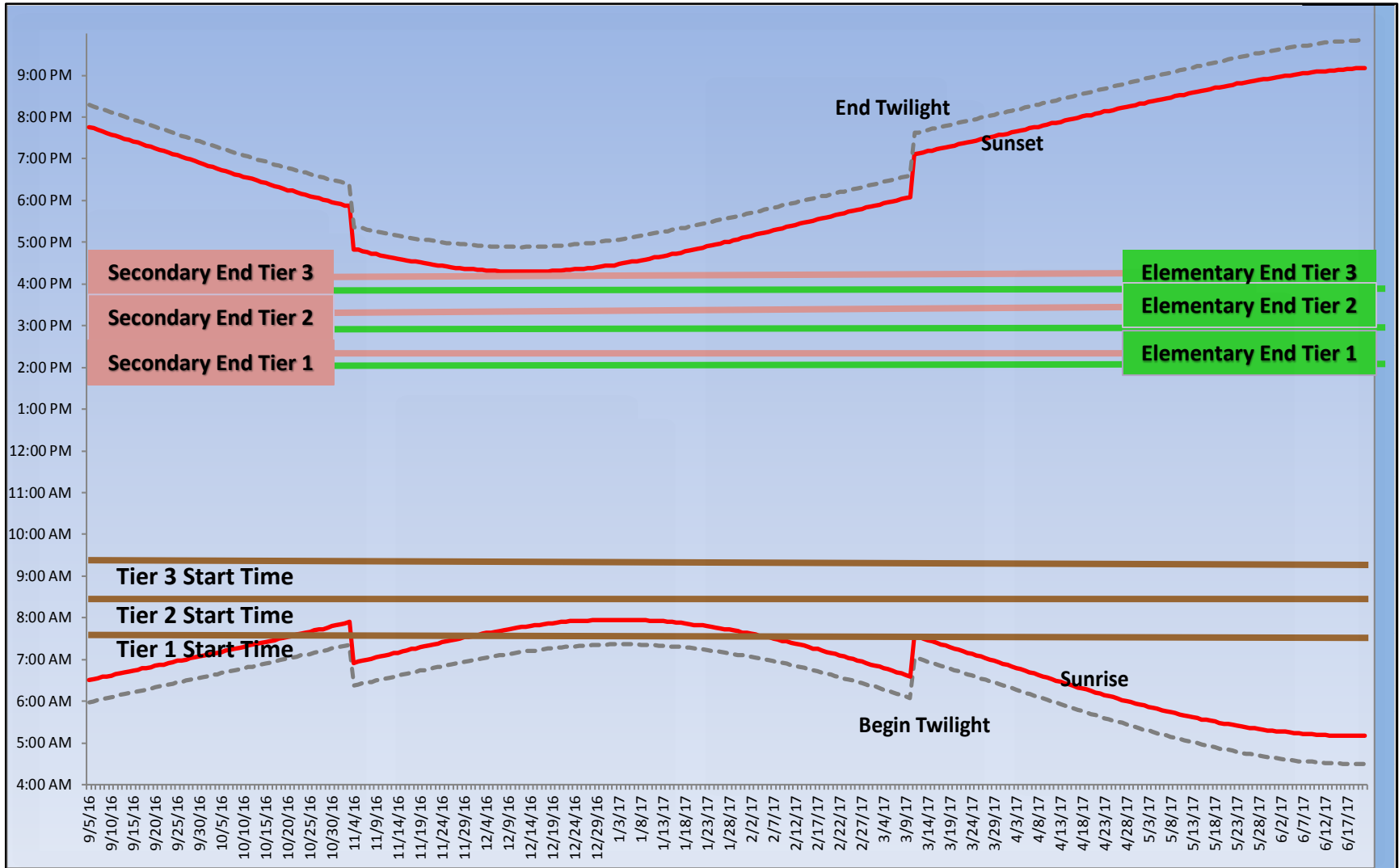
Seattle Public Schools 2017-18 School Travel Times and Daylight Option 1: Shift Later

Option 1: 2017-18 Start-End Times			
Tier	Program	School Starts	School Ends
I	Elementary/K-8	7:55am	2:25pm
I	Secondary	7:55am	2:45pm
II	Elementary/K-8	8:45am	3:15pm
II	Secondary	8:45am	3:35pm
III	Elementary/K-8	9:35am	4:05pm
III	Secondary	9:35am	4:25pm



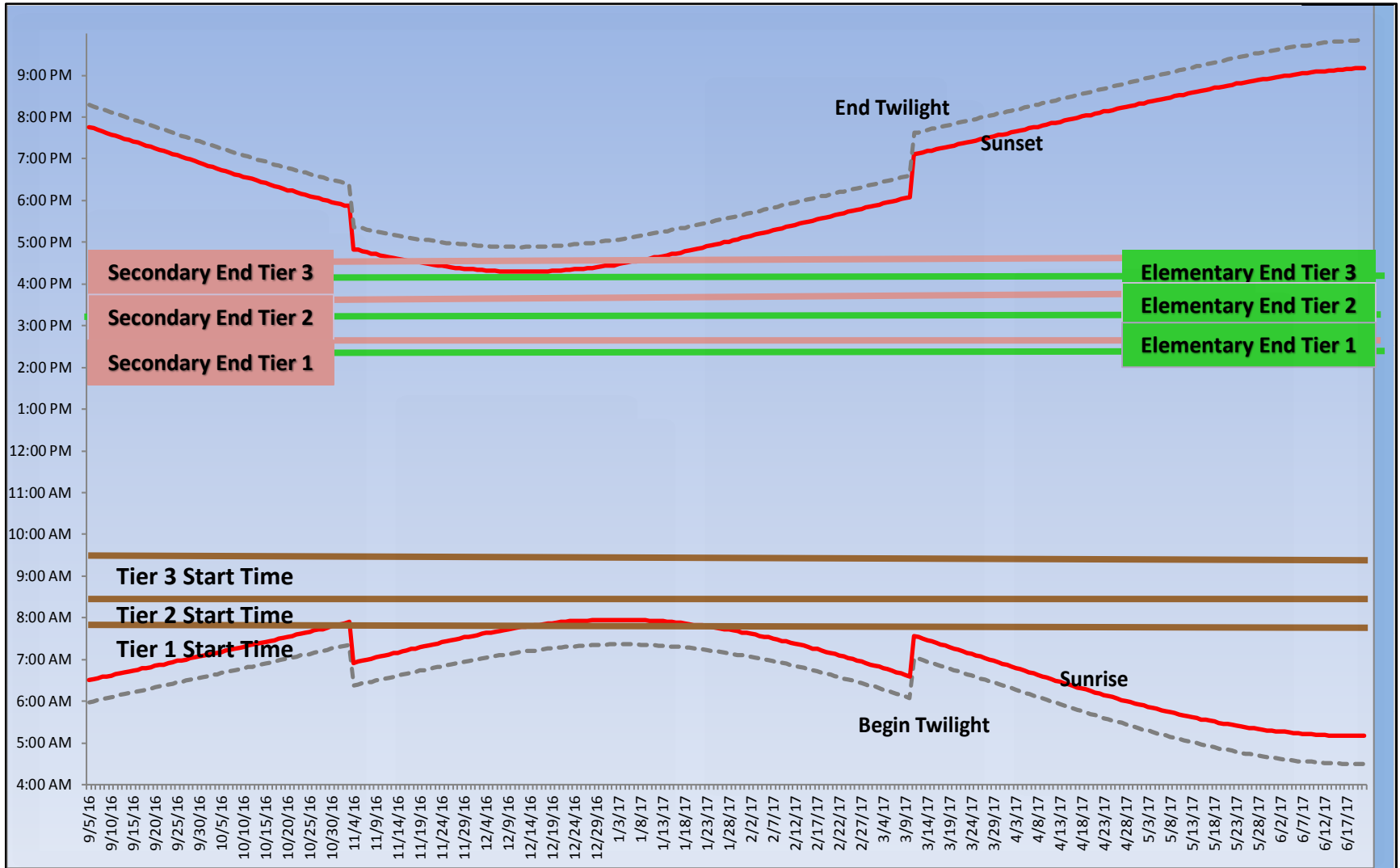
Seattle Public Schools 2017-18 School Travel Times and Daylight Option 2: Shift Earlier

Option 2: 2017-18 Start-End Times			
Tier	Program	School Starts	School Ends
I	Elementary/K-8	7:55am	2:05pm
I	Secondary	7:55am	2:25pm
II	Elementary/K-8	8:45am	3:15pm
II	Secondary	8:45am	3:15pm
III	Elementary/K-8	9:35am	3:45pm
III	Secondary	9:35am	4:05pm



Seattle Public Schools 2017-18 School Travel Times and Daylight Option 3: Split Times

Option 3: School Start-End Times			
Tier	Program	School Starts	School Ends
I	Elementary/K-8	7:55am	2:15pm
I	Secondary	7:55am	2:35pm
II	Elementary/K-8	8:45am	3:05pm
II	Secondary	8:45am	3:25pm
III	Elementary/K-8	9:35am	3:55pm
III	Secondary	9:35am	4:15pm



Seattle Public Schools 2017-18 School Travel Times and Daylight Option 4: Two Tiers

Option 4: School Start-End Times			
Tier	Program	School Starts	School Ends
I	Elementary/K-8	8:00am	2:30pm
I	Secondary	8:00am	2:50pm
II	Elementary/K-8	9:00am	3:30pm
II	Secondary	9:00am	3:50pm

