

**“Four-Day School Week: What We’ve Learned”
(Almost Two Years Later)**

3/24/10

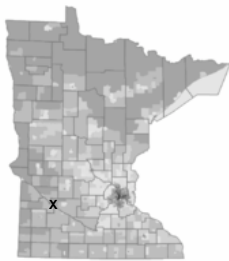
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**2010 MASA/MASE
Spring Conference
Northland Inn
Brooklyn Park, MN
March 18, 2010**

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Location of MACCRAY



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Communities

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District Demographics

MACCRAY

- is an acronym that stands for the communities of Maynard, Clara City and Raymond is located 115 miles west of downtown Minneapolis
- has approximately 710 students K-12
- covers about 320 square miles
- contracts with transportation provider
- The district has 11 bus routes, the longest being about 42 miles
- district boundaries lie in portions of three counties (Chippewa, Kandiyohi, and Renville) in southwestern Minnesota
- MACCRAY is bordered by the following districts: Benson, KMS, Willmar, Prinsburg, Renville County West, Yellow Medicine East, and Montevideo

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Staff Demographics

- Approximately 100 total staff members – bus drivers are not MACCRAY’s employees
- 31 of 58 individuals on our district’s seniority list are 50 years of age or more and have served the district for 20 or more years
- Another 7 certified staff members are over 50, but haven’t served in the district for 20 or more years
- Yes, the superintendent is over 50 years of age, but he doesn’t have seniority.

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MACCRAY's Budget



- Total Budget (all funds) = \$8,000,000
- General fund reduced by \$800,000 from 2006-07 to 2007-08 = 11%
- General fund reduced by another \$300,000 from 2007-08 to 2008-09
- General fund reduced by another \$300,000 from 2008-09 to 2009-10
- General Fund expenditures are now approximately \$6.7 million

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Reasons for Transition to a Four-Day Week

- Reduce expenses
- Minimize staff reductions
- Maintain elective offerings

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Research Done Prior to the Decision being Made

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Research Suggested These Benefits

- More environmentally friendly
- Increase enrollment
- Improve attendance of students and staff
- Improve student morale
- Decrease discipline referrals
- Save money

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Research re: Effects on Students

- Students reported having better attitudes toward school
- Academic achievement and standardized test scores reported to be the same or higher
- More instructional time available
- Longer class periods allow for more material to be covered
- Greater likelihood of student appointments being scheduled for days off
- More family time available

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Research re: Effects on Teachers

- Fewer absences – teachers can schedule appointments on days off
- Less need for substitute teachers
- Increased staff development time

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MACCRAY's Estimated Savings

- Substitute Teacher Costs \$9,023
- Transportation Costs \$65,201
- Energy Savings \$16,374
- Maintenance Costs \$3,611
- Faculty Mileage Reimbursement \$994

Total \$95,203

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Snapshot of MACCRAY's 4-Day Week

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4-Day Schedule

- Monday is the "off day".
- Staff in-service days were moved from Fridays to Mondays.
- School was scheduled on nine (9) Mondays in 2008-09. School is scheduled on eight (8) Mondays in 2009-10.
- In 2008-09 there were four (4) five-day weeks throughout the year. There are three (3) five-day weeks scheduled in 2009-10.

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Mondays could be used to:

- Complete homework
- Work on projects
- Work at a part-time job
- Complete 20 hour/year service learning requirement
- Participate in community education offerings

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Student Day

2007-08

- 1st bell 8:12 a.m.
- Period 1 8:15 – 9:02
- Period 2 9:05 – 9:52
- Period 3 9:55 – 10:42
- Period 4 10:45 – 11:32
- 1st Lunch 11:32 – 11:57
- Period 5A 11:35 – 12:22
- Period 5B 11:57 – 12:44
- 2nd Lunch 12:22 – 12:47
- Period 6 12:47 – 1:34
- Period 7 1:37 – 2:24
- Period 8 2:27 – 3:14

47 minute class periods

Current

- 1st Bell 7:57 a.m.
- Period 1 8:00 – 8:55
- Period 2 8:58 – 9:53
- Period 3 9:56 – 10:51
- Period 4 10:54 – 11:49
- 1st Lunch 11:49 – 12:14
- Period 5A 11:52 – 12:47
- Period 5B 12:14 – 1:09
- 2nd Lunch 12:47 – 1:12
- Period 6 1:12 – 2:07
- Period 7 2:10 – 3:05
- Period 8 3:09 – 4:04

55 minute class periods
Additional 65 minutes per day

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Instructional Time

2007-08

419 min/day x 172 days = **72,068 minutes**

Excluding lunch (25 min.) & passing time (18 min.)
376 min/day x 172 days = **64,672 minutes**

2008-09**

484 min/day x 149 days = **72,116 minutes**

Excluding lunch (25 min.) & passing time (18 min.)
441 min/day x 149 days = **65,709 minutes**

**Actual Gain in Instructional Time:
1,037 minutes (17.28 hours) annually**

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Teacher Day

2007-08

- 7:45 a.m.–3:44 p.m.
- 172 student days
- 7 in-service days
- 2 conference days
- 181 contract days

Today

- 7:30 a.m. – 4:34 p.m.
- 149 student days
- 8.5 in-service days
- 2 conference days
- 159.4 contract days



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Extracurricular Activities

- Practices end later (6:15), except on Wednesday - Community Night (5:45).
- Events and activities occur on Monday evenings as usual. Some events rescheduled.
- Thermostats were not turned up for Monday practices, games, activities
- No junior high practices on days off



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Our Communities

- With the extended school day, many students' schedules better aligned with parents' work schedules
- Child care – Families needed to make adjustments due to change in schedule
 - It appears that many daycare providers charge a "flat" fee
 - Many family members "pitched in"
 - MACCRAY Community education (in partnership with 4-H) trained students as babysitters
 - Fun Day Mondays @ Willmar YMCA
 - Many community education special events are scheduled on Mondays

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Evaluation



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**MACCRAY's
Evaluation Plan**


- Parents, students, staff surveys
- Community members' surveys
- Outside evaluator (did not do this)
- Assess test scores, failure rates, behavior data, and absentee rates for students and staff
- Compare 2008-09 expenses with 2007-08 expenses



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What We've Learned...

- Days are especially long for students that ride the bus
 - A few students are picked up as early as 6:40 compared to 6:50 a.m. in 2007-08
 - Elementary-age students get home as late as 5:10 p.m.
 - Some high school students don't get home from practice until between 6:30 and 7:00 p.m.
- Extra-curricular practices
 - Coaches in many cases have been more organized and practices more intentional and efficient – less "down time" or "transition time" during practice
 - Go later into the evening than in the past



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What We've Learned (continued...)

- Practices are shorter on Wednesdays (4:15-5:45)
- Evenings are noticeably shorter for students and staff members
- Students enjoy having Mondays off
- Staff members enjoy having Mondays off
- A few staff members have had difficulty with the adjustment.

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Academic Impact

- No negative academic impact has been identified at the K-12 level with either grades or test scores. Failure rates improved.
- No issues with information retention have been identified by the staff in our special education population. MACCRAY's special education population is high compared to surrounding districts and the state average. 17% of MACCRAY's students were on IEPs in 2008-09. The state average is 13%.
- MACCRAY's senior high students did not make AYP in the free and reduced sub-category in either reading or math. This is the second consecutive year that has occurred. MACCRAY's free & reduced percentage in 2008-09 was 36%. The state average was 33%.
- MACCRAY students did make AYP in all other areas.

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Contract/TRA Issues

- The teachers currently represent the only unionized group in our district
- The principals (2) had formed a union for purposes of negotiating a 2007-09 contract, but are no longer unionized
- 181 duty days vs. 159.4 duty days
 - Addressed through a Memorandum of Understanding between the Board and the MACCRAY Education Association
- TRA credit was earned by comparing the number of days teachers worked with the number of duty days – which is now 159.4

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Other Issues

- Schedules of all hourly employees
- Adjusting IEPs
- Sharing staff with another district
- Daycare

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Economic Advantages for the District

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Transportation Savings

*8.84% savings

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Electricity



*13.70% reduction

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Water/Sewer



*Water main issues- water was running unnoticed.

*8.82% reduction

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Fuel Oil

*9.14% reduction

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Estimated vs. Actual Savings

	@ 2007-08		
	Estimated	Rates	Actual
• Substitute Teacher Costs	\$9,023	\$22,184**	\$22,184**
• Transportation Costs	\$65,201	\$65,201	\$65,201
• Energy Savings	\$16,374	\$56,495	\$93,775
• Maintenance Costs	\$3,611	*	*
• Faculty Mileage	<u>\$994</u>	*	*
Total	\$95,203	\$143,880	\$181,159

* Needs further analysis

** It's not likely that all savings can be attributed to the four-day week

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7-12 students report...

- having a better attitude toward school - "the weeks go so fast!"
- Monday is a day to "de-stress"
- more time for family activities.
- longer class periods allow for more work to be completed.
- improved attendance.

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K-6 students report...

- "There's not enough recess time."
- "I am hungrier during the day."
- "I like having two snack times."
- "I like having less school."
- "The days go fast."



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MACCRAY parents report...

- Nights are very short for elementary-age students
- "I've been surprised how easy the transition has been."
- Homework needs to be completed before Monday since parents work on Monday
- "I'm enjoying the extra day for appointments and family time."
- "The new schedule is a disadvantage for those that have to leave early for sports."

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Teachers report...

K-6 staff

- The day goes just as fast as before.
- We're on track with language arts.
- I'm honestly surprised how well it is going.

7-12 staff

- I love the longer class periods for labs.
- I am a little ahead of where I was last year.

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Adjustments Made for Students

- SMART program (K-3)
- Later breakfast time (K-6)
- Later lunch times (K-6)
- Adjust schedules in fall and spring (7-12)
- Snacks sold at 7-12 level

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My Most Important Advice

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If you want it to work, it will.

If you don't believe it can work, you're right.

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