

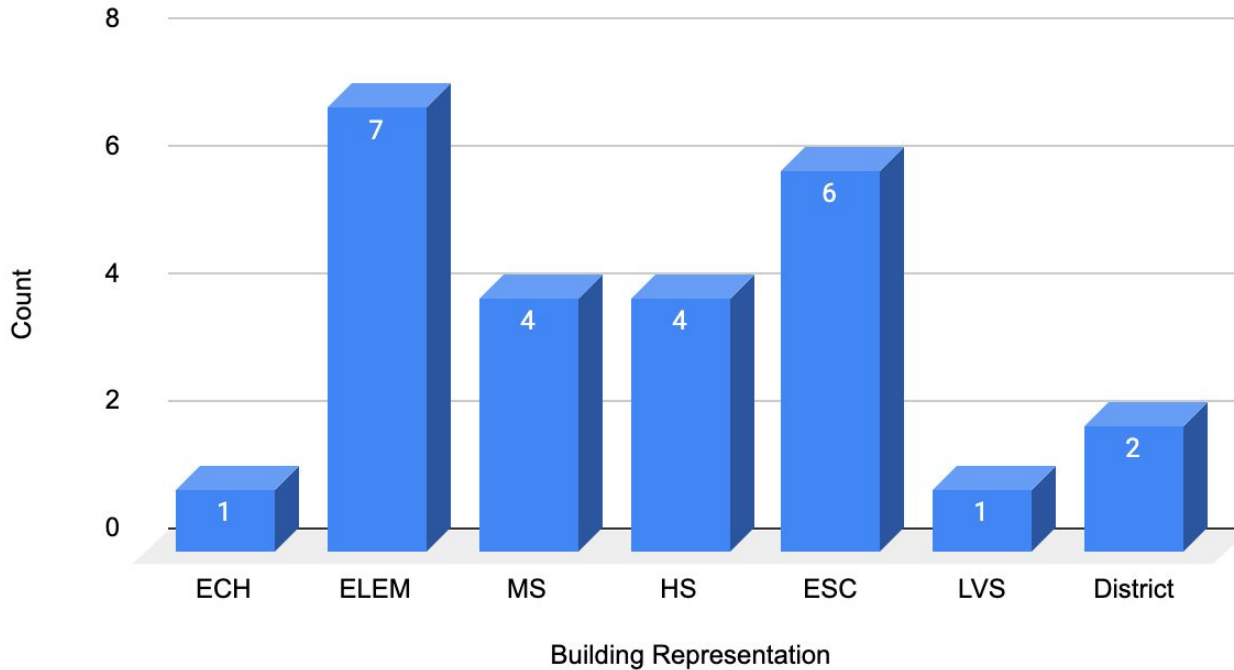


# Lawrence Public Schools

**Four Day Student Calendar  
Five Day Staff Work Week**

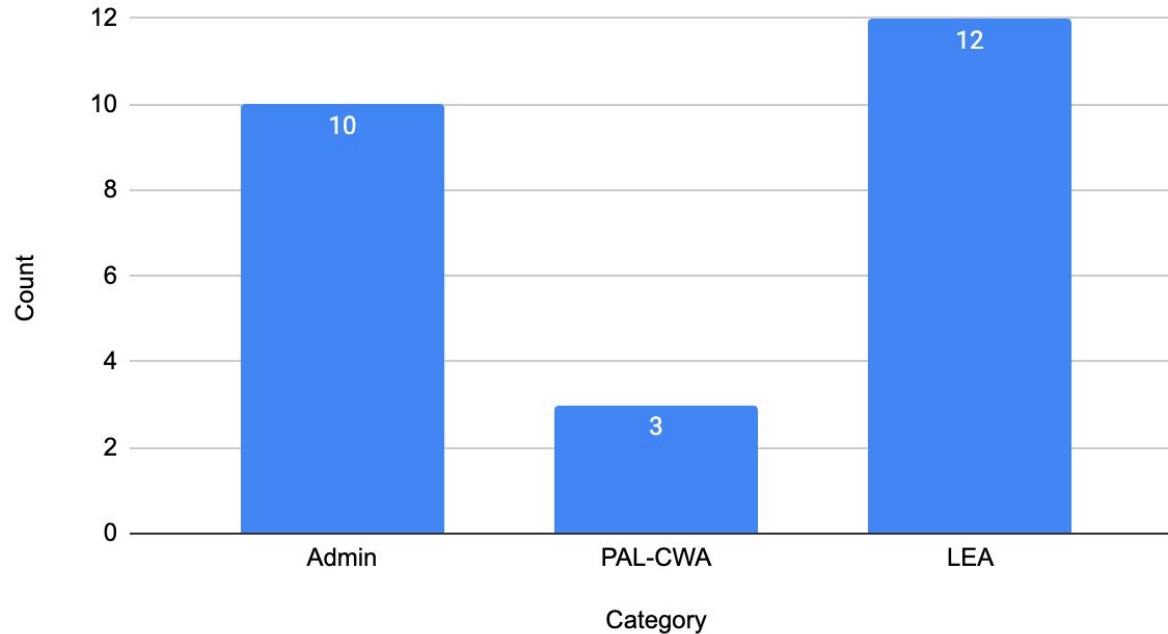
# Calendar Committee

Count vs. Building Representation



# Calendar Committee

Count vs. Category



# Timeline



# Henry Ford



# Current Challenges

|                |    |
|----------------|----|
| Administrator  | 1  |
| Certified      | 74 |
| Classified     | 63 |
| Non-contracted | 2  |
| Supplemental   | 5  |

- **Staff Recruitment and Retention**
  - 145 staff openings (start of Spring 2023 semester)
  - In May 2022, 127 certified staff resignations
    - 27% increase from the previous school year
- **Equitable Plan Time**
  - Inequitable plan time across levels, early childhood through high school, and general and special education.
- **Teaming and Data Response**
  - Stagnant and disproportionate data within marginalized populations
- **Financial Savings**
  - Budget shortfalls within LPS
  - Public school funding challenges in Kansas



# The Research

## Research

- [Missouri State University 4-day week google site](#)
- [6-year perception survey conducted by Ashland](#)
- [Article from The Hechinger Report with information about negative impact on rural students.](#)
- [Research article from Economics of Education Review](#)
- [Article from Journalists Resource with pros and cons](#)
- [What Do We Actually Know about the Four-Day School Week?](#)
- [Kansas City Star Article](#)
- [Four-Day Improves Mental Health](#)
- [The role of time in school on four-day school week achievement impacts](#)
- [The Four-Day School Week: Impact on Student Academic Performance](#)
- [4-Day School Weeks: Headed to Your District? Budget Decrease](#)

## Resources From Greenbush

- [4-Day Week Google folder](#) compiled by Amber Wheeler at Columbus
- [Where Do We Go From Here: Industry Outlook Report](#)



# Effects of 4-Day School Week

- **Decrease of:**
  - Bullying incidents by ~ 39%
  - Fighting incidents by ~ 31%
- **No detectable effect:**
  - Discipline problems related to:
    - Drugs or alcohol
    - Vandalism
    - School bus misbehavior
    - Bringing weapons to school
  - ACT scores
  - Student attendance





# Effects of 4-Day School Week

- **Maintaining instructional time is critical. The number of instructional minutes is what's important to student learning.**
- When arranging the sample into low (35.67%), middle (31.25%), and high (33.08%) time in school groups:
  - **Low = substantial reduction** in math and ELA achievement in the year of four-day school week implementation. In the following year, these effects diminish for this group but still found marginally significant impacts.
  - **Middle = some transitory negative impacts** in math during the year of four-day school week adoption, but this effect reverses in sign in the following year. No statistically significant impacts on ELA achievement.
  - **High = increases** in math achievement following four-day school week adoption. No statistically significant impacts on ELA achievement.



# 4-Day School Week Benefits

- Attract and retain teachers
- Improve morale and academic quality of teaching
- Higher attendance rates among students.
- More time for teachers to plan and collaborate.
- Better “work/life balance” for teachers and students.
- An extra day for students to seek opportunities, such as job shadowing, dual credit programs and volunteering.
- More time for staff professional development



# 4-Day School Week Barriers

- Some families struggle to find childcare. The most impacted are:
  - a. Elementary-aged children
  - b. Students receiving services in specialized a setting.
- Reduced access to school lunches.
- More time over the weekend for students to forget what they learned.
- Increased risk to children’s safety on the weekday without school.

**“Overall, parents tend to support the four-day week. But we need to pay special attention to those families with unique challenges,” Turner said.**



# Typical

# 4-Day Student



## Lawrence Public Schools

### 2023-2024 Staff Calendar

| July 2023 |     |     |     |     |     |     | August 2023 |     |     |     |     |     |     | September 2023 |     |     |     |     |     |     | October 2023 |     |     |     |     |     |     |
|-----------|-----|-----|-----|-----|-----|-----|-------------|-----|-----|-----|-----|-----|-----|----------------|-----|-----|-----|-----|-----|-----|--------------|-----|-----|-----|-----|-----|-----|
| Sun       | Mon | Tue | Wed | Thu | Fri | Sat | Sun         | Mon | Tue | Wed | Thu | Fri | Sat | Sun            | Mon | Tue | Wed | Thu | Fri | Sat | Sun          | Mon | Tue | Wed | Thu | Fri | Sat |
|           |     |     |     |     |     | 1   |             |     | 1   | 2   | 3   | 4   | 5   | 3              | 4   | 5   | 6   | 7   | 8   | 9   | 1            | 2   | 3   | 4   | 5   | 6   | 7   |
| 2         | 3   | 4   | 5   | 6   | 7   | 8   | 6           | 7   | 8   | 9   | 10  | 11  | 12  | 10             | 11  | 12  | 13  | 14  | 15  | 16  | 8            | 9   | 10  | 11  | 12  | 13  | 14  |
| 9         | 10  | 11  | 12  | 13  | 14  | 15  | 13          | 14  | 15  | 16  | 17  | 18  | 19  | 17             | 18  | 19  | 20  | 21  | 22  | 23  | 15           | 16  | 17  | 18  | 19  | 20  | 21  |
| 16        | 17  | 18  | 19  | 20  | 21  | 22  | 20          | 21  | 22  | 23  | 24  | 25  | 26  | 24             | 25  | 26  | 27  | 28  | 29  | 30  | 22           | 23  | 24  | 25  | 26  | 27  | 28  |
| 23        | 24  | 25  | 26  | 27  | 28  | 29  | 27          | 28  | 29  | 30  | 31  |     |     |                |     |     |     |     |     |     | 29           | 30  | 31  |     |     |     |     |
| 30        | 31  |     |     |     |     |     |             |     |     |     |     |     |     |                |     |     |     |     |     |     |              |     |     |     |     |     |     |

| November 2023 |     |     |     |     |     |     | December 2023 |     |     |     |     |     |     | January 2024 |     |     |     |     |     |     | February 2024 |     |     |     |     |     |     |
|---------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|--------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|
| Sun           | Mon | Tue | Wed | Thu | Fri | Sat | Sun           | Mon | Tue | Wed | Thu | Fri | Sat | Sun          | Mon | Tue | Wed | Thu | Fri | Sat | Sun           | Mon | Tue | Wed | Thu | Fri | Sat |
|               |     |     |     |     |     | 1   |               |     |     |     |     | 1   | 2   | 7            | 8   | 9   | 10  | 11  | 12  | 13  | 4             | 5   | 6   | 7   | 8   | 9   | 10  |
| 5             | 6   | 7   | 8   | 9   | 10  | 11  | 3             | 4   | 5   | 6   | 7   | 8   | 9   | 14           | 15  | 16  | 17  | 18  | 19  | 20  | 11            | 12  | 13  | 14  | 15  | 16  | 17  |
| 12            | 13  | 14  | 15  | 16  | 17  | 18  | 17            | 18  | 19  | 20  | 21  | 22  | 23  | 21           | 22  | 23  | 24  | 25  | 26  | 27  | 18            | 19  | 20  | 21  | 22  | 23  | 24  |
| 19            | 20  | 21  | 22  | 23  | 24  | 25  | 24            | 25  | 26  | 27  | 28  | 29  | 30  | 28           | 29  | 30  | 31  |     |     |     | 25            | 26  | 27  | 28  | 29  |     |     |
| 26            | 27  | 28  | 29  | 30  |     |     | 31            |     |     |     |     |     |     |              |     |     |     |     |     |     |               |     |     |     |     |     |     |

| March 2024 |     |     |     |     |     |     | April 2024 |     |     |     |     |     |     | May 2024 |     |     |     |     |     |     | June 2024 |     |     |     |     |     |     |
|------------|-----|-----|-----|-----|-----|-----|------------|-----|-----|-----|-----|-----|-----|----------|-----|-----|-----|-----|-----|-----|-----------|-----|-----|-----|-----|-----|-----|
| Sun        | Mon | Tue | Wed | Thu | Fri | Sat | Sun        | Mon | Tue | Wed | Thu | Fri | Sat | Sun      | Mon | Tue | Wed | Thu | Fri | Sat | Sun       | Mon | Tue | Wed | Thu | Fri | Sat |
|            |     |     |     |     |     | 1   |            |     |     |     |     | 1   | 2   | 5        | 6   | 7   | 8   | 9   | 10  | 11  | 2         | 3   | 4   | 5   | 6   | 7   | 8   |
| 3          | 4   | 5   | 6   | 7   | 8   | 9   | 7          | 8   | 9   | 10  | 11  | 12  | 13  | 12       | 13  | 14  | 15  | 16  | 17  | 18  | 9         | 10  | 11  | 12  | 13  | 14  | 15  |
| 10         | 11  | 12  | 13  | 14  | 15  | 16  | 14         | 15  | 16  | 17  | 18  | 19  | 20  | 19       | 20  | 21  | 22  | 23  | 24  | 25  | 16        | 17  | 18  | 19  | 20  | 21  | 22  |
| 17         | 18  | 19  | 20  | 21  | 22  | 23  | 21         | 22  | 23  | 24  | 25  | 26  | 27  | 26       | 27  | 28  | 29  | 30  | 31  |     | 23        | 24  | 25  | 26  | 27  | 28  | 29  |
| 24         | 25  | 26  | 27  | 28  | 29  | 30  | 28         | 29  | 30  |     |     |     |     |          |     |     |     |     |     | 30  |           |     |     |     |     |     |     |

EC-12 No School
EC-5 No School
School Days
Teacher Readiness
Federal Holidays
District Closed



## Lawrence Public Schools

### 2024-2025 Staff Calendar

| July 2024 |     |     |     |     |     |     | August 2024 |     |     |     |     |     |     | September 2024 |     |     |     |     |     |     | October 2024 |     |     |     |     |     |     |   |
|-----------|-----|-----|-----|-----|-----|-----|-------------|-----|-----|-----|-----|-----|-----|----------------|-----|-----|-----|-----|-----|-----|--------------|-----|-----|-----|-----|-----|-----|---|
| Sun       | Mon | Tue | Wed | Thu | Fri | Sat | Sun         | Mon | Tue | Wed | Thu | Fri | Sat | Sun            | Mon | Tue | Wed | Thu | Fri | Sat | Sun          | Mon | Tue | Wed | Thu | Fri | Sat |   |
|           |     |     |     |     |     | 1   |             |     |     |     |     | 1   | 2   | 3              | 1   | 2   | 3   | 4   | 5   | 6   | 7            | 1   | 2   | 3   | 4   | 5   | 6   | 7 |
|           |     |     |     |     |     |     | 1           | 2   | 3   | 4   | 5   | 6   | 4   | 5              | 6   | 7   | 8   | 9   | 10  | 6   | 7            | 8   | 9   | 10  | 11  | 12  |     |   |
|           |     |     |     |     |     |     | 7           | 8   | 9   | 10  | 11  | 12  | 13  | 11             | 12  | 13  | 14  | 15  | 16  | 17  | 13           | 14  | 15  | 16  | 17  | 18  | 19  |   |
|           |     |     |     |     |     |     | 14          | 15  | 16  | 17  | 18  | 19  | 20  | 18             | 19  | 20  | 21  | 22  | 23  | 24  | 20           | 21  | 22  | 23  | 24  | 25  | 26  |   |
|           |     |     |     |     |     |     | 21          | 22  | 23  | 24  | 25  | 26  | 27  | 25             | 26  | 27  | 28  | 29  | 30  | 31  | 27           | 28  | 29  | 30  | 31  |     |     |   |
|           |     |     |     |     |     |     | 28          | 29  | 30  | 31  |     |     |     |                |     |     |     |     |     |     |              |     |     |     |     |     |     |   |

| November 2024 |     |     |     |     |     |     | December 2024 |     |     |     |     |     |     | January 2025 |     |     |     |     |     |     | February 2025 |     |     |     |     |     |     |
|---------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|--------------|-----|-----|-----|-----|-----|-----|---------------|-----|-----|-----|-----|-----|-----|
| Sun           | Mon | Tue | Wed | Thu | Fri | Sat | Sun           | Mon | Tue | Wed | Thu | Fri | Sat | Sun          | Mon | Tue | Wed | Thu | Fri | Sat | Sun           | Mon | Tue | Wed | Thu | Fri | Sat |
|               |     |     |     |     |     | 1   | 1             | 2   | 3   | 4   | 5   | 6   | 7   | 5            | 6   | 7   | 8   | 9   | 10  | 11  | 2             | 3   | 4   | 5   | 6   | 7   | 8   |
|               |     |     |     |     |     |     | 8             | 9   | 10  | 11  | 12  | 13  | 14  | 12           | 13  | 14  | 15  | 16  | 17  | 18  | 9             | 10  | 11  | 12  | 13  | 14  | 15  |
|               |     |     |     |     |     |     | 15            | 16  | 17  | 18  | 19  | 20  | 21  | 19           | 20  | 21  | 22  | 23  | 24  | 25  | 16            | 17  | 18  | 19  | 20  | 21  | 22  |
|               |     |     |     |     |     |     | 17            | 18  | 19  | 20  | 21  | 22  | 23  | 22           | 23  | 24  | 25  | 26  | 27  | 28  | 23            | 24  | 25  | 26  | 27  | 28  |     |
|               |     |     |     |     |     |     | 24            | 25  | 26  | 27  | 28  | 29  | 30  | 29           | 30  | 31  |     |     |     | 26  | 27            | 28  | 29  | 30  | 31  |     |     |

| March 2025 |     |     |     |     |     |     | April 2025 |     |     |     |     |     |     | May 2025 |     |     |     |     |     |     | June 2025 |     |     |     |     |     |     |   |   |
|------------|-----|-----|-----|-----|-----|-----|------------|-----|-----|-----|-----|-----|-----|----------|-----|-----|-----|-----|-----|-----|-----------|-----|-----|-----|-----|-----|-----|---|---|
| Sun        | Mon | Tue | Wed | Thu | Fri | Sat | Sun        | Mon | Tue | Wed | Thu | Fri | Sat | Sun      | Mon | Tue | Wed | Thu | Fri | Sat | Sun       | Mon | Tue | Wed | Thu | Fri | Sat |   |   |
|            |     |     |     |     |     | 1   |            |     |     |     |     | 1   | 2   | 3        |     |     |     |     |     | 1   | 2         | 3   | 1   | 2   | 3   | 4   | 5   | 6 | 7 |
|            |     |     |     |     |     |     | 2          | 3   | 4   | 5   | 6   | 7   | 8   | 6        | 7   | 8   | 9   | 10  | 11  | 12  | 4         | 5   | 6   | 7   | 8   | 9   | 10  |   |   |
|            |     |     |     |     |     |     | 9          | 10  | 11  | 12  | 13  | 14  | 15  | 13       | 14  | 15  | 16  | 17  | 18  | 19  | 11        | 12  | 13  | 14  | 15  | 16  | 17  |   |   |
|            |     |     |     |     |     |     | 16         | 17  | 18  | 19  | 20  | 21  | 22  | 20       | 21  | 22  | 23  | 24  | 25  | 26  | 18        | 19  | 20  | 21  | 22  | 23  | 24  |   |   |
|            |     |     |     |     |     |     | 23         | 24  | 25  | 26  | 27  | 28  | 29  | 27       | 28  | 29  | 30  |     |     |     | 25        | 26  | 27  | 28  | 29  | 30  | 31  |   |   |
|            |     |     |     |     |     |     | 30         | 31  |     |     |     |     |     |          |     |     |     |     |     |     | 29        | 30  |     |     |     |     |     |   |   |

EC-12 No School
School Days
Teacher Readiness
Federal Holidays
District Closed

# Details

## Mondays

- Most federal holidays occur on Mondays.
- No additional days off throughout the school week for parent-teacher conferences, plan days, or professional development days.

## Staff Work Five-Days:

- Plan time
- Professional Development
- Allocated time for staff to discuss students and data (PLCs)
- Team Meetings:
  - Equity Team, Building Leadership Team, General Education Intervention (GEI), Ci3T, AVID

## EC-12 Consistent Calendar

Eliminates Early Release Wednesdays and Unpredictable No-School Days



# Why Mondays?

## Federal Holidays on Monday

- Labor Day \*
- Columbus Day / Indigenous People's Day
- New Year's Day \*
- Martin Luther King, Jr. Birthday \*
- Washington's Birthday
- Memorial Day \*

## Federal Holidays on Friday

- Veterans Day

## Other Considerations:

- Staff contract days fall between July 31st (staff benefit for new hires) and Memorial Day (historical preference to not return after the holiday).



# Calendar Comparison

|                                      | Typical Calendar |                 |                 | 4-Day Student     | Requirement by State of Kansas | Negotiated Contract |     |     |
|--------------------------------------|------------------|-----------------|-----------------|-------------------|--------------------------------|---------------------|-----|-----|
|                                      | ES               | MS              | HS              |                   |                                | ES                  | MS  | HS  |
| <b>Student Contact Days</b>          | 168<br>(149.5)*  | 170<br>(151.5)* | 170<br>(151.5)* | 149               |                                | 170                 | 173 | 175 |
| <b>Teacher Contract Days</b>         | 186              | 186             | 186             | 186               |                                | 186                 | 186 | 186 |
| <b>Reporting and Recording</b>       | 2.5              | 2.5             | 2.5             | 0                 |                                | 2.5                 | 2.5 | 2.5 |
| <b>Parent Teacher Conferences</b>    | 4                | 2               | 2               | 4.5               |                                | 4                   | 2   | 2   |
| <b>Plan Day</b>                      | 3                | 2               | 2               | 3.5               |                                | 3                   | 0   | 2.5 |
| <b>Professional Development Days</b> | 5                | 5               | 5               | 31<br>(inservice) |                                | 4.5                 | 4.5 | 4.5 |

\*In the typical calendar state calculator, early release Wednesdays count as a **full school day** (the number in parentheses is student contact days is if you count early release Wednesday as a **half-day**).

# Staff Work Day Considerations

## How are student minutes counted on work days per KSDE?

- 0% of Student Instructional Time Counted
  - Plan Day
- 50% of Student Instructional Time Counted
  - Staff Development & Inservice Training
    - “The training must be time reserved for staff development or inservice training programs for the purpose of improving staff skills, developing competency in new or highly specialized fields, improving instructional techniques, or curriculum planning and study”
- 100% of Student Instructional Time Counted
  - Parent-Teacher Conferences





# Keeping Student Hours Consistent

|                                   |                           |            |
|-----------------------------------|---------------------------|------------|
| Required Hours by State of Kansas | Kindergarten - 11th Grade | Seniors    |
|                                   | 1116 Hours                | 1086 Hours |

|       | Elementary School        | Middle School            | High School              | Seniors                  |
|-------|--------------------------|--------------------------|--------------------------|--------------------------|
| 5 Day | 1153.96<br>(8:00 - 3:05) | 1139.60<br>(8:00 - 3:06) | 1136.21<br>(8:00 - 3:10) | 1121.79<br>(8:00 - 3:10) |

|  | Monday:<br>8 hours Inservice | Monday:<br>6 hours Inservice<br>2 hours Plan | Monday:<br>8 hours Inservice | Monday:<br>6 hours Inservice<br>2 hours Plan | Monday:<br>8 hours Inservice | Monday:<br>6 hours Inservice<br>2 hours Plan | Monday:<br>8 hours Inservice | Monday:<br>6 hours Inservice<br>2 hours Plan |
|--|------------------------------|--|------------------------------|--|------------------------------|--|------------------------------|--|
| 4 Day                                    | 1144.42<br>(8:00 - 3:05)     | 1127.75<br>(8:00 - 3:05)                     | 1146.88<br>(8:00 - 3:06)     | 1117.88<br>(8:00 - 3:06)                     | 1156.75<br>(8:00 - 3:10)     | 1127.75<br>(8:00 - 3:10)                     | 1139.75<br>(8:00 - 3:10)     | 1110.75<br>(8:00 - 3:10)                     |
| 4 Day<br>→ Start and end times adjusted. | 1156.75<br>(8:00 - 3:10)     | 1152.42<br>(8:00 - 3:20)                     | Not Needed                   | 1140.08<br>(8:00 - 3:15)                     | Not Needed                   | 1140.08<br>(8:00 - 3:15)                     | Not Needed                   | 1122.92<br>(8:00 - 3:15)                     |

# Possible Solutions

## Staff Recruitment and Retention

- 450% increase in applications in Independence, MO

## Equitable Plan Time

- Between EC and high school staff, as well as between general and special education staff.

## Teaming and Data Response

- Well-developed PLCs = positive impact on teaching achievement.
  - Data-informed instructional decision

## Financial Savings - Yearly

- Substitute teachers and transportation (\$700,000 from FPC).
- Likely will no longer a need for middle school second plan time (\$1.3 million from FPC).
- Decrease or eliminate extra miscellaneous staff pay for after hour meetings and work.



# Considerations

## Students/Families:

- Providing:
  - meals to students on Mondays
  - care to students in need on Mondays

## Staff:

- Clarifying Monday staff schedule
  - professional development
  - plan time
- Classified Staff Work Schedule

## Technical:

- Build snow days into school calendar
- Lengthening and/or re-alignment of the student school day



# New High School Graduation Requirements (3/2023)

## KSDE - Post Secondary Assets for High School Graduation

- Students will complete **two or more** postsecondary assets from either of two categories, Academic and Career and Real World Experience, aligned with their Individual Plan of study.
- Real World Experience examples include: youth apprenticeships, 40 or more community service hours, workplace learning experiences directly related to IPS, and industry recognized certifications, to name a few.
- These changes will begin with the class of 2028, the current 7th grade class.



# Next Steps

## Solidifying Available Monday Support

- Engage Community Partners to help wrap support around students and families:
  - Boys & Girls Club
  - Lawrence Public Library
  - Theater Lawrence
  - The University of Kansas
  - Lawrence Arts Center
  - Lawrence Parks and Recreation
- Access to meals on the student's day off.
- Possibility of scholarships for and transportation to programming.

## Feedback:

- Survey students, staff and families.

## Technical:

- Do we build snow days into the school calendar?
- Do we lengthen and/or re-align the student school day?
- Renegotiate the Master Agreement for needed changes with a new calendar.



# Questions?

