



HYBRID CALENDAR
COMMITTEE UPDATE

THE “WHY”

- No fear in trying something new
- Improve teacher recruitment/retention
- Improve mental health of staff & students
- NOT cost savings



NON-NEGOTIABLES

- Preserve or increase instructional time
- Maintain order in schools
- No reduction in employee hours/wages
- No reduction in student activities/engagement/services



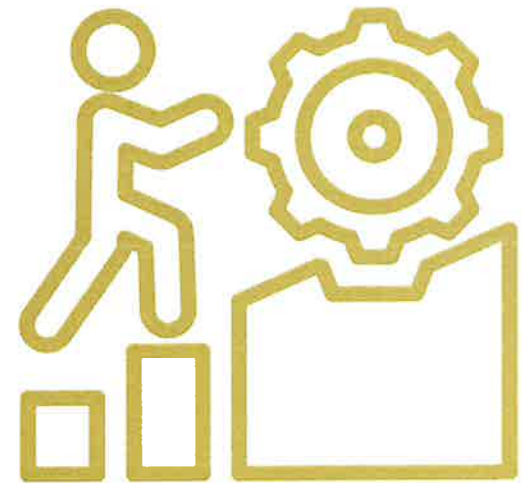
THE PROCESS

- 130+ members
- Multiple community surveys
- Committee of stakeholders; Research by subcommittee:
 - Elementary Education
 - Secondary Education
 - SPED
 - Support Services
 - Student Activities & Engagement
 - Human Resources & Finance



GLOBAL CHALLENGES

- Equity and access for all students (Wifi, food, SPED, etc.)
- Childcare availability and cost
- Extended school day impact
- Instruction continuity and quality
- Logistics (transportation, office hours, etc.)



GLOBAL OPPORTUNITIES

- Improves teacher retention & recruitment
- Improves attendance
- Decrease in student misbehavior
- Creates margin for family time
- Improves mental health



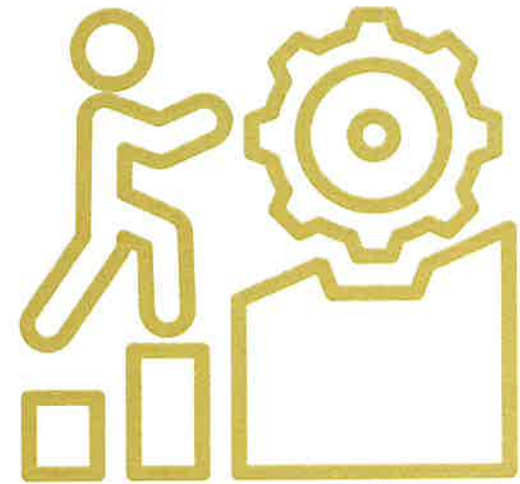
Based on research, qualitative and quantitative feedback from local and national school districts. Results vary by district.



SUPPORT
SERVICES

CHALLENGES

- Childcare access for families
- Staffing childcare programs
- Economic impact difficult to measure
- Providing meals to students
- Difficult to assess transportation needed for extracurricular activities
- Schedule disruptions



OPPORTUNITIES

- Increase childcare & enrichment programs through B&A
- Extra income for teachers to staff B&A
- Increased remediation with transportation
- Partnerships with community organizations for food and childcare
- Increased staff morale and development
- Family time and flexibility
- Pilot program or implement at grades 9-12

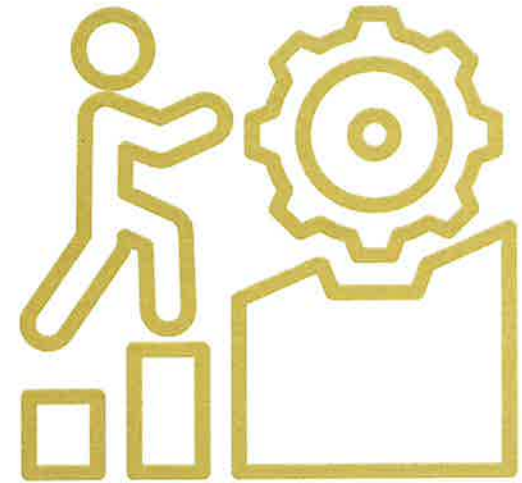




STUDENT ACTIVITIES
& ENGAGEMENT

CHALLENGES

- Reported decrease in some student attendance to practices, rehearsals, and events on the open day
- Fewer opportunities to get off the eligibility list
- One fewer contact during the week with most vulnerable students
- Possible longer evenings with less time for family dinner, studying, work and overall time management
- Lack of childcare for staff expected to work on the open day
- Activity absences during the week with fewer instructional days



OPPORTUNITIES

- Improvement in mental health with the additional day of rest, recovery and possible family time
- Open day during the week for appointments
- Enrichment/remediation opportunities on the open day
- Additional optional prep time for teachers on the open day
- Recruit and retain the best staff in Oklahoma
- Lower absenteeism and instances of bullying





HUMAN RESOURCES
& FINANCE

CHALLENGES

Staff Recruitment & Retention

- Increased workload per day
- Loss of veteran teachers
- Overwhelming to new teachers
- Less prep time
- Only a temporary solution for recruitment

Payroll

- Contract renegotiations
- Confusion about benefits and time off
- Additional work hours

Substitutes/Absenteeism

- Difficulties in coverage for longer days
- Limited sub availability
- Retention issues for subs



OPPORTUNITIES

Staff Recruitment & Retention

- Attractiveness of work-life balance
- Retention boost
- Competitive edge in recruitment
- More individuals may consider the educational career path
- May reduce burnout, with a three-day break from the students
- Mental health benefits

Payroll

- Simplified contracts
- Flexibility for staff; more work-life balance with same pay
- Consistent compensation; no reduction in pay

Substitutes/Absenteeism

- Fewer days to cover
- More predictable scheduling
- Day off used for personal business



TIMELINE

- First meeting: Sept. 25 - **COMPLETE**
- Subcommittee work: Sept 26 – Nov. 1 - **COMPLETE**
- Second meeting: Nov. 6 - **COMPLETE**
- Progress update to Board: Nov. 11 - **COMPLETE**
- Subcommittee work: Nov. 5 – Jan. 24 – **ONGOING**
- Progress update to Board: - **COMPLETE**
- Final meeting: Jan. 29
- Final recommendation to Board: Feb. 10

