

# COMMUNITY MEETING: FOUR-DAY INSTRUCTIONAL WEEK

Independence School District  
November 2022



# WHY

- Retain current quality staff, recruit new staff to the ISD earlier in the hiring process
- Work/life balance for students, staff, families

# ISD BOARD OF EDUCATION

President Eric Knipp  
Vice President Blake Roberson  
Treasurer Carrie Dixon  
Director Jill Esry  
Director Denise Fears  
Director Greg Finke  
Director Anthony J. Mondaine



# TONIGHT'S SCHEDULE

6-6:05pm Eric Knipp, Introduction

6:05 – 6:20pm Dr. Jon Turner

6:20 – 6:35pm Dr. Dale Herl

6:35 – 6:45pm Dr. Gregg Klinginsmith  
Ms. Ginger Schenck

6:45 – 7:30pm Q&A

7:30pm Dr. Dale Herl, Conclusion

# Q&A OVERVIEW

[fourdayinfo@isdschools.org](mailto:fourdayinfo@isdschools.org)

- Administrators passing out cards + pens
- Write down your questions during presentations
- Raise hand for administrator to collect your card
- BOE members will read questions
- Questions to be answered by panel and ISD leadership

# Four-Day School Week A Strategy to Recruit and Retain High Quality Teachers



**Dr. Jon Scott Turner, Associate Professor**

**Missouri State**  
UNIVERSITY

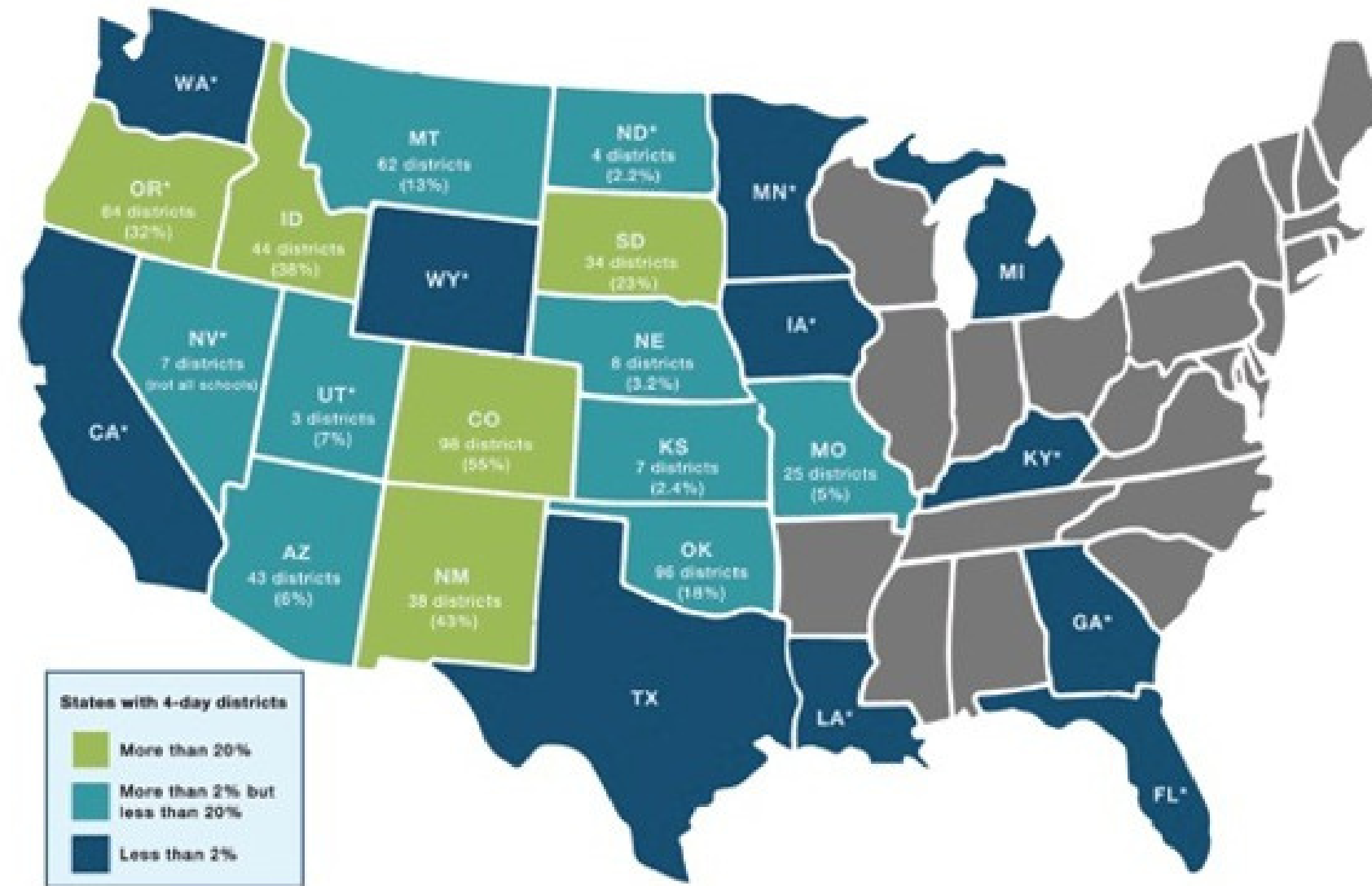


# Historic Context of the Four-Day School Week

- Four-day school week was fairly common historically
- During the 20<sup>th</sup> Century as education standards became more rigorous the four-day school week became relatively rare
- During The Great Depression many schools used the four-day school week for a short period of time
- During the 1970's Arab Oil Embargo—again short-term resurgence
- Over last 15 years Hawaii and Utah have both implemented large scale implementation due to state budget issues
- Historically focused in the rural western states

## 25 States Have at Least One District Using a Four-Day School Week

Approximately 550 of the Nation's School Districts Use a Four-Day Schedule<sup>2</sup>



\* The number of districts in these states are estimates because the data are from old department of education reports or newspaper reports.

**Notes:**

a. We only included states that have districts currently using four-day schedules. Some states had districts using the four-day schedule in the past but no longer do (e.g., Maine, Massachusetts, New Jersey).

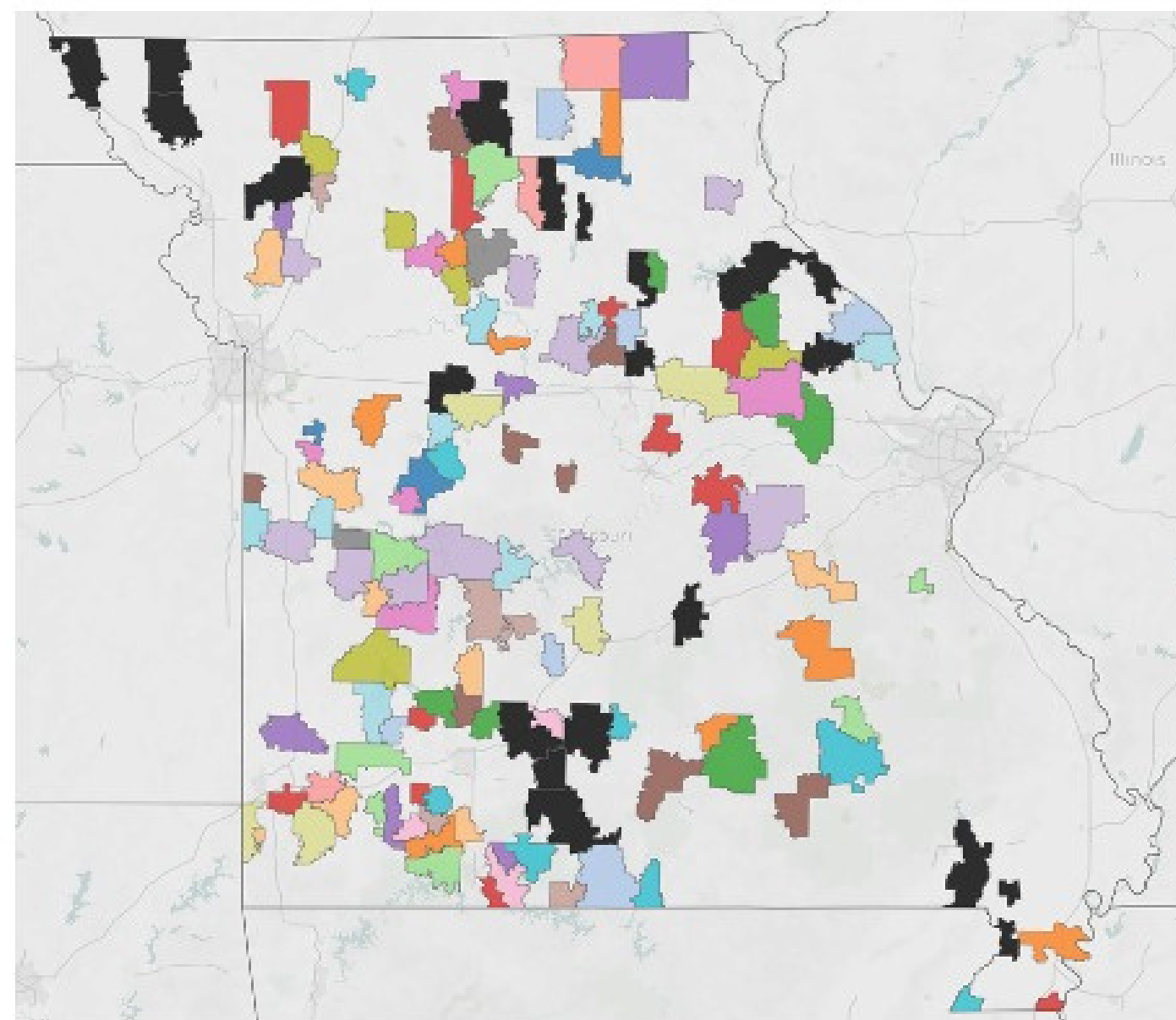
b. All data are from the 2018 school year except for Arizona (2015), California (2011), Missouri (2017), Montana (2017), Nevada (2012), Oklahoma (2017), Oregon (2013), Texas (2016), and Utah (2013).

Source: Heyward, Georgia. *What Do We Actually Know about the Four-Day School Week?* Seattle: Center on Reinventing Public Education, 2018.



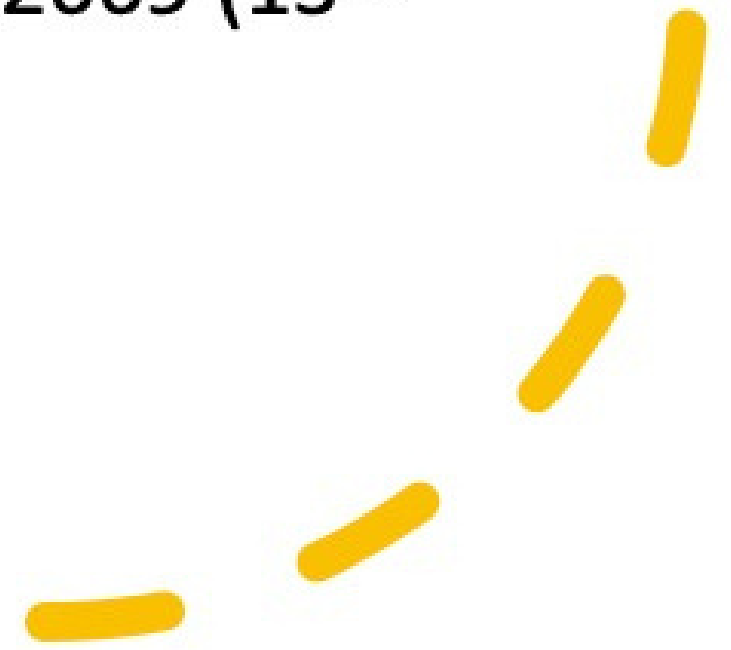
# Growing Trend of 4-Day Week in Missouri

- 2015-2016 12 school districts
- 2016-2017 17 school districts
- 2017-2018 25 school districts
- 2018-2019 33 school districts
- 2019-2020 61 school districts
- 2020-2021 105 school districts
- 2021-2022 123 school districts
- 2022-2023 141 school districts
- 27% of Missouri public schools



# Missouri Four-Day Schools Districts 2022-2023

- Estimated- 141 School Districts using 4 day school week
- 21 new schools this year
- 15 have more than 1,000 students grades K-12
- Two districts over 3,000 students
- 12 districts have less than 100 students
- First became an option in Missouri in 2009 (13<sup>th</sup> year)



# Four-Day School Week- No Clear Impact on Academic Performance

Mixed results on academic performance

Some research indicates some minor impact one way or the other

Some research indicates impact on academic achievement may be short term—and long-term impact seems to be neutral

Other variables like the quality of teaching probably have a larger impact on academic performance

Parent  
Perspectives:  
Our results did  
not support  
these  
commonly cited  
concerns of  
parents

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Few parents expressed concern for their child's safety during the extra day out of school

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Few parents expressed concern about the ability to find childcare during the extra day out of school  
**(two important groups did express concerns)**

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Few parents expressed concern about the loss of free or reduced lunches (even families who received this benefit)

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Single parent households did not show a significant difference in opinion of the four-day school week

# Overall Parental Perceptions

68.9% of families supported using the four-day school week in the future


80.5% of families felt their children were as successful in school with the four-day week as they had been the previous year on a traditional calendar

73.1% of families felt that the four-day school week had had a "positive impact" on their family

## Where parental perceptions significantly differ

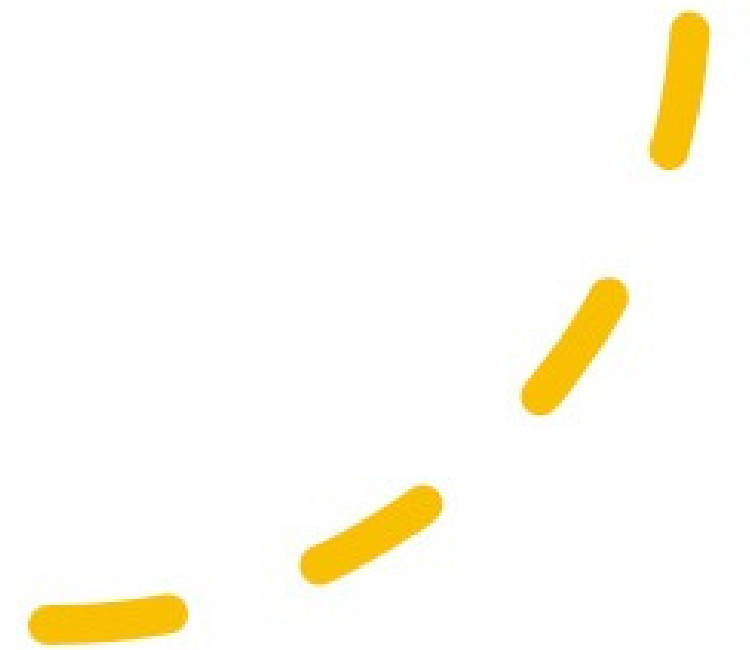
- Parents with only elementary aged children are less supportive of the four-day school week than others
- Parents with only elementary aged children have more concern about finding daycare as compared with others (25.6%)
- **Parent with students receiving special education services were less supportive than other parents. 33% wanted to return to the five-day week as compared to 12% of other families**
- **29.4% of parents with special education students felt the four-day week had not had a positive impact on their family, only 10.1% of other families had this negative impression**
- Families receiving free and reduced lunches were less likely to feel their child had been as successful in school with a four-day week

## Why Missouri administrators are switching to a four-day school week?

- Most commonly mentioned reason BY FAR—  
1<sup>st</sup> -Teacher recruitment and retention (can't match salaries or benefits of larger districts)
  - 2<sup>nd</sup>-Additional collaboration and professional development time
  - 3<sup>rd</sup>-Attendance of students and teachers
  - Only **one** of 142 Missouri schools to adopt the four-day school week returned to a five day week.
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## Faculty and Staff Findings

- Overwhelming support from both certified and classified staff (even staff that report earning less money)
- Unclear if it drives staff/faculty retention or improves faculty and staff attendance





# What changes for teachers with four-day week?

- Obviously fewer “teaching days” — but additional professional development days
  - about half of the teachers come in two days less a month. (2 PD day per month)
- On average, in Missouri the length of the teaching day increased 27 minutes (Missouri only monitors instructional hours—minimum 1,044 hours)
- On average, the amount of annual Professional Development time triples. Some school establish graduate programs and grow your own teacher programs for off days.
- Many schools revise “sick days” policies for faculty/staff

# Superintendent Interviews

- All report many more applicants for positions
- Unexpected Consequences Repeatedly Mentioned
  - Expected more recent college graduate applications---surprised by the large number of veteran teacher applications.
  - Unexpectedly, hired spouse teachers from other districts to come to their district.
  - Disappointed by the number of teacher absences—although nearly all said teachers missed school less often but didn't reduce the number of absences as much as expected nor did they save much money on substitute teachers.
  - Mood, engagement, and morale during professional development days much higher.
  - Fewer retirees at year 30 (typical retirement year in Missouri)

# My Personal/Professional Advice

Focus on the 5<sup>th</sup> day---as much (maybe more) as you do the 4 day school week. How will the 5th day “look”?

Look for opportunities----focuses academic intervention, career exploration, college visitations/exploration, extra-curricular programs, apprenticeships (Pathways for Paras), and graduate programs (grow your own).

Have clear vision of PD days---how many, how they will be organized, focus.

Communication---both within and around the school district about what you’re doing on the 5<sup>th</sup> day.

Have long and focused conversations EARLY about who is this going to impact. Families with only early childhood aged children and families with students have special medical or behavioral needs.



TM

**Missouri  
State**™

## Contact information

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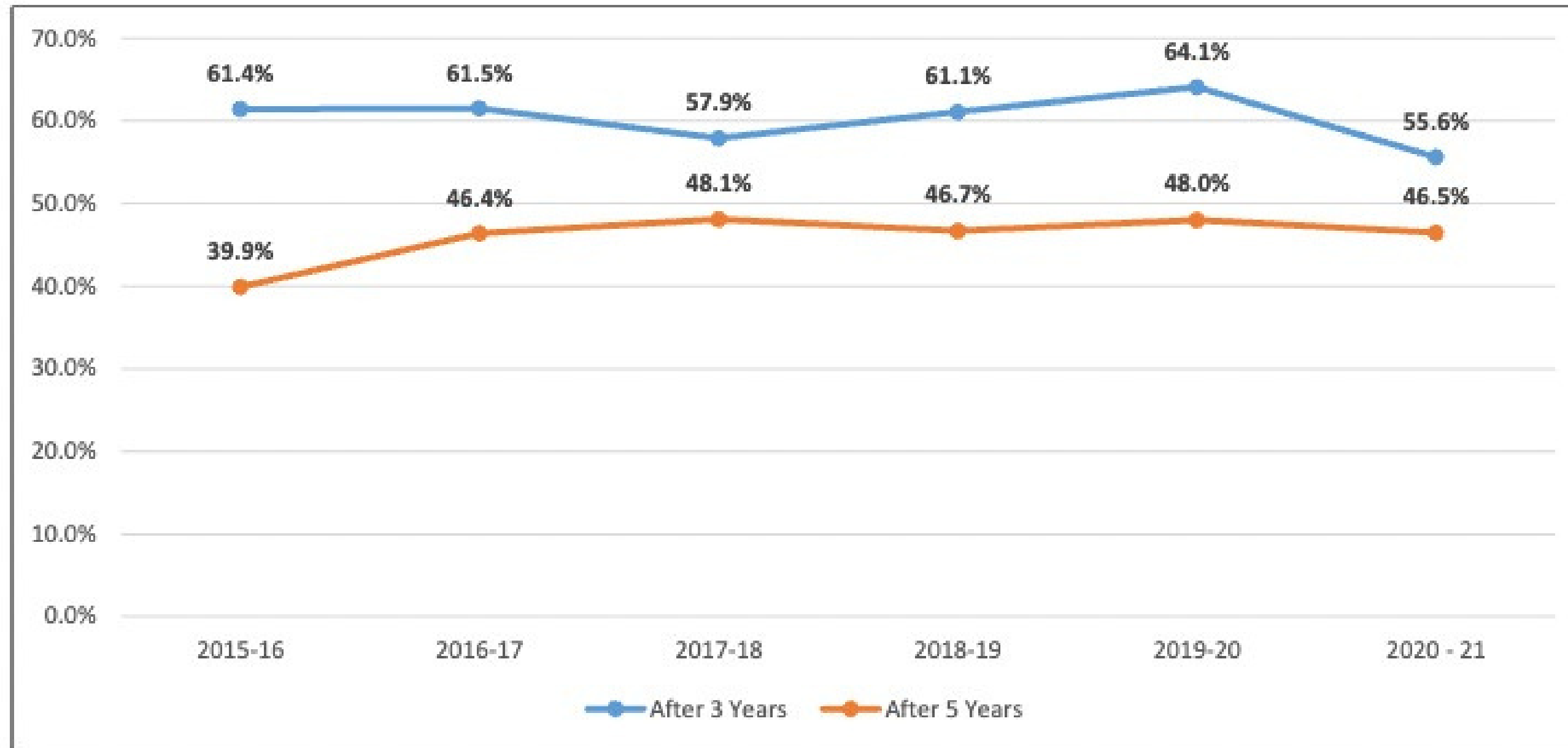
# Resources

- [www.fourdayweek.us](http://www.fourdayweek.us)

# WHY

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### Teacher Retention in Missouri's Public School Work Force 2015-16 to 2020-21



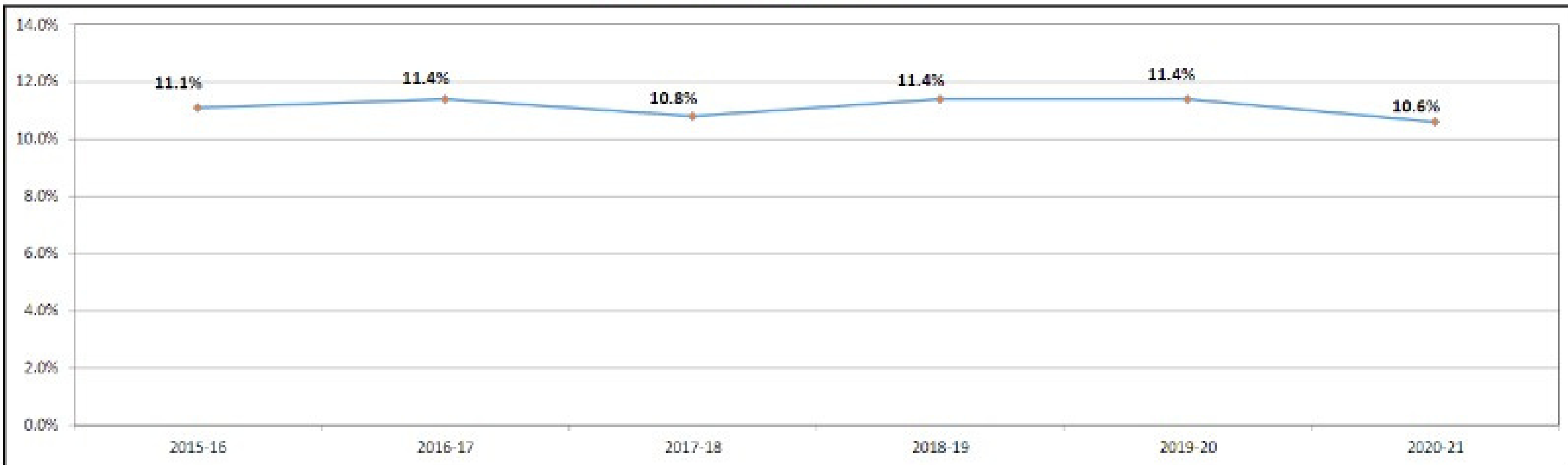
#### Missouri's First-Year Teacher Retention 2015-16 to 2020-21

School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
After 3 Years <sup>8</sup>	61.4%	61.5%	57.9%	61.1%	64.1%	55.6%
After 5 Years <sup>9</sup>	39.9%	46.4%	48.1%	46.7%	48.0%	46.5%

#### Missouri's Teacher Retention Rates 2015-16 to 2020-21

Total Teachers	70,162	70,640	70,575	70,233	70,783	71,055
First- Year Teachers	4,267	4,387	4,127	4,025	4,251	4,378

## 2015-16 to 2020-21

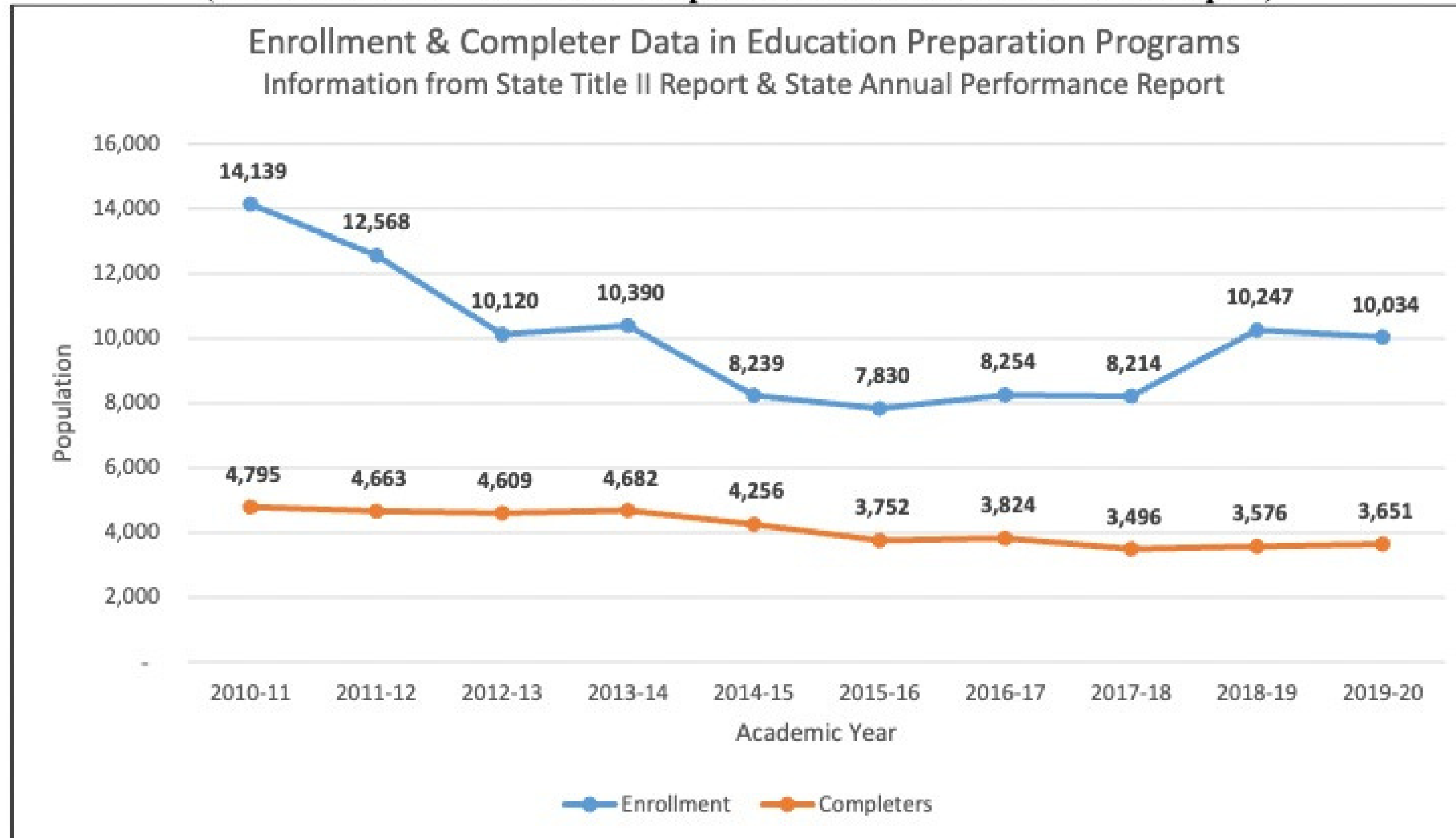


Hiring & Retention Rates 2015-16 to 2020-21						
School Year	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Total Teachers	69,683	70,220	70,575	70,233	70,783	71,705
District New Hires	7,714	7,987	7,587	8,020	8,072	7,560
Teacher Hiring Rate	11.1%	11.4%	10.8%	11.4%	11.4%	10.6%
Overall Teacher Retention Rate	86.6%	86.3%	83.6%	86.3%	86.4%	85.6%

ISD 86.7% 87.8% 87.1% 88.5% 88.7% 86.8%



**Enrollment & Completers in Educator Preparation Programs from 2010-11 to 2019-20**  
**(Information from State Title II Report & State Annual Performance Report)**



**Educator Preparation Enrollment 2010-11 to 2019-20<sup>1</sup>**

School Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Enrollment</b>	14,139	12,568	10,120	10,390	8,239	7,830	8,254	8,214	10,247	10,034
<b>Completers</b>	4,795	4,663	4,609	4,682	4,256	3,752	3,824	3,496	3,576	3,651

***4-day week: no school most Mondays***  
***School Week = Tuesday - Friday***

	current	4-day
Tier 1	7:15 am - 2:25 pm	7:10 am - 2:55 pm
Tier 2	8:12 am - 3:22 pm	8:05 am - 3:50 pm
Tier 3	9 am - 4:10 pm	8:50 am - 4:35 pm

Total school day increase = 35 minutes

# MONDAY FIFTH-DAY OPTIONS:

## BIRTH - AGE 5

### **EARLY EDUCATION**

**AGES BIRTH - 2**

NO CHANGE

remains on current  
five-day schedule

### **PRE-K**

**AGES 3 - 5**

KIDS' SAFARI CHILDCARE

new full-day program

# MONDAY FIFTH-DAY OPTIONS:

## GRADES K - 12

### **GRADES K - 5**

Learning League

Monday Enrichment

Monday Enrichment

FS / LS / CBSS

Kids' Safari Childcare

### **GRADES 6 - 8**

Academic Support

Monday Enrichment

Monday Enrichment

FS / LS / CBSS

Kids' Safari Childcare

### **GRADES 9 - 12**

Academic Support

Monday Enrichment

# MONDAY FIFTH-DAY OPTIONS: GRADES K - 12

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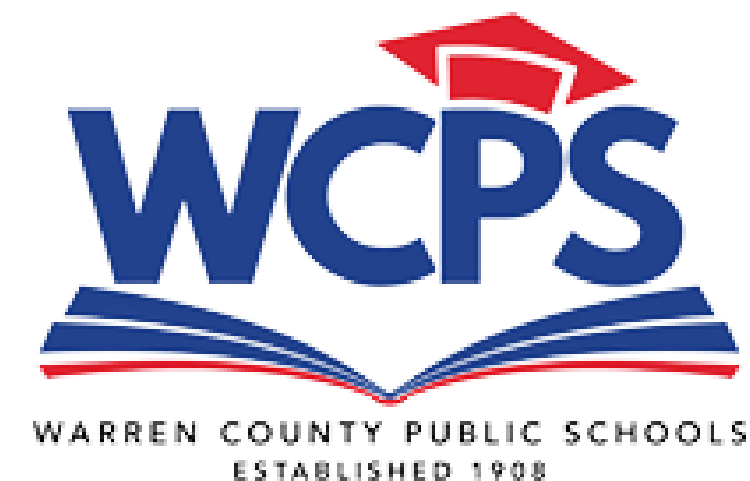
Monday Enrichment



# WARREN COUNTY R-III SCHOOLS

Dr. Gregg Klinginsmith  
Superintendent

Ginger Schenck  
Board of Education President



# Q&A SESSION



***FOURDAYINFO@ISDSCHOOLS.ORG***

Thank you for partnering with us in the education of ISD students.

