



# Hour Late Start Proposal

GHS High School

# Richard DuFour (Adlai Stevenson) - Godfather of PLCs



# The Monumental Barrier To Our Work Is “Time to Meet”

- Due to the nature of our school size and course offerings, our high school teachers do not get common planning time by departments. This is different from the elementary and middle schools where they have common planning time everyday and target tasks to complete weekly.
- Since it is important for our teachers to have this time to meet in departments on a weekly basis, I would like the board to consider allowing the high school to have a “One Hour Late Start” once a week for the purpose of PLC’s and Department Collaboration/Work Time.
- Many School Districts have a hour early dismissal or late start once a week including: Moline, Sterling, Dunlap, DeKalb, Kaneland, Stark County, Champaign, and Peoria.
- Any loss in instruction time will be made up through more effective instruction, assessment, Rtl, timely feedback, and an increase in collective teacher efficacy.
- Students who need to ride the bus or be dropped off early on this day will be accommodated and be placed into a supervised study hall/learning lab with support. Breakfast will also be provided so that students won’t have to go without.
- [Example Schedule](#)

# Pros and Cons of a 1-Hour Late Start

## Pros:

- **Collaboration:** Results in more effective teaching strategies and better student outcomes/achievement.
- **Sharing of Resources:** Resources and materials are shared and therefore each gets to utilize.
- **Support System:** Teachers can seek guidance and support from their colleagues.
- **Increased Accountability:** Common teaching practices and student outcomes.
- **Improved teacher retention:** Teachers are more likely to stay with the school or district. This can help reduce turnover and maintain continuity in the classroom.
- **Increased teacher morale:** PLC's can help boost teacher morale and job satisfaction. This can translate into improved classroom environments and student outcomes.
- **Potential for Intervention Services:** Target specific students to come in for support.

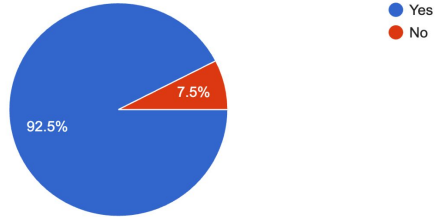
## Cons:

- **Reduced instructional time:** (5 min less per class 1 time per week =150 less minutes per year = 2% reduction for the year)
- **Disruption of routine:** An change in schedule can disrupt the routine of the school day, which can be challenging for some students and teachers.
- **Transportation:** Students who need to ride the bus or be dropped off early will have a supervised study hall/learning lab and breakfast.
- **Early Bird Classes:** Lessons and assignments would be posted online for these days.
- **Wellness Class:** Depending on the day of the week, wellness class may need to be supervised along with Angelo by an admin.
- **Increased Supervision:** Depending on students who have to come early.

# Staff Survey Results

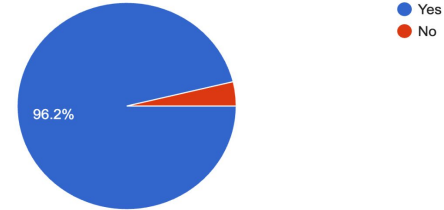
Would you like to see more department collaboration time?

53 responses



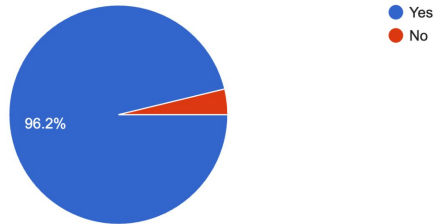
Do you believe department collaboration time will help increase student achievement?

53 responses



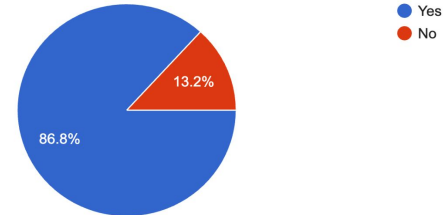
Do you believe department collaboration time will help align your courses with curriculum, instruction, and assessment?

53 responses



Would you be in favor of piloting a "One Hour Late Start" one day a week next year for the purpose of department collaboration time?

53 responses



# Staff Comments From Survey

- *Ability to collaborate with colleagues is what is best for kids.*
- *We desperately need department time together. We have zero time right now.*
- *The high school deserves to have a common planning time like the rest of the schools in the district.*
- *This is one of the few ways that we would actually be able to implement the PLC concept.*
- *If we're going to have more consistency across courses, teachers are going to need collaboration time.*
- *I think the high school has missed out for years on common planning and has forced most teachers in the building to feel like independent contractors and not a team.*
- *I think it fills a need, especially for departments who have missed out on the ability to collaborate consistently due to uncommon planning periods and high volumes of singletons.*
- *I think having the time to meet as a department is great and allows us the opportunity to brainstorm ideas with our colleagues on a weekly basis when we may not get that opportunity during the week now.*

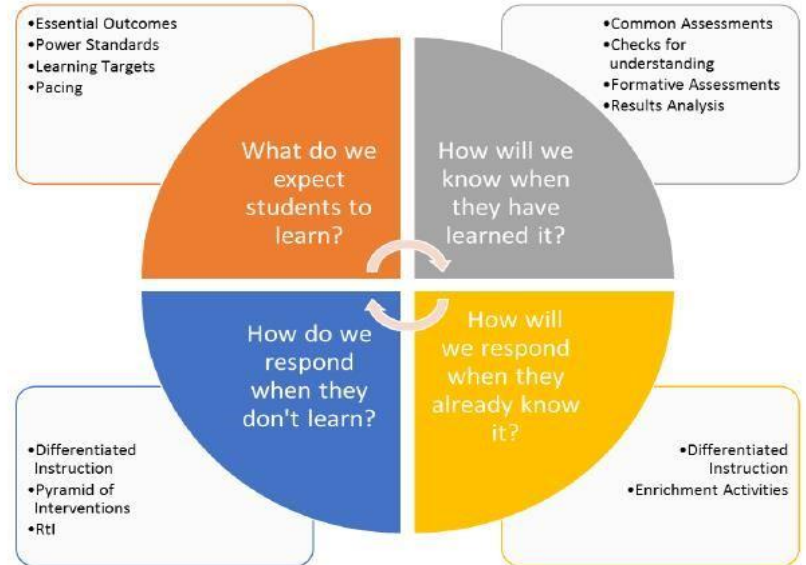
# Staff Comments Continued

- *It would be great to have a set time every week to work in our departments and work towards goals to best meet the needs of our students.*
- *I have only had a couple days to collaborate with a new teacher this year about instruction and I could use the time to make sure our curriculum is aligned and to help a new teacher plan lessons in a subject they have never taught.*
- *I've done this at a different district for common planning time. I liked having this time since at the high school we don't have any of this common planning time and many teachers are involved with extracurricular activities after school.*
- *I feel like the high school teachers deserve common work/planning time with departments in order to be the best teacher we can be and to have time to get our curriculums in line. I personally never have time to collaborate with my other department teacher unless we plan time outside of school hours (which can be tricky to find common available time). If other buildings are granted this planning time, I feel that this is a perfect solution for the high school to be granted it as well.*
- *HS Dept time is minimal. Demands are great. Teachers are not islands.*

# Department Time and PLC's

A Professional Learning Community (PLC) is a group of educators that meet regularly, shares expertise, and works collaboratively to improve teaching skills and students' academic performance on an ongoing basis. PLCs were created by Richard DeFour (Adlai Stevenson High School) and are research-based; utilized by the highest-achieving districts across the country. Collaborative Teams are accountable to the Four (4) Pillars in the Graphic to the right.

## *Four Critical Questions to Guide PLCs*



*Professional Learning Community*



# PLC-Success Data

- The National Staff Development Council conducted a study in which they surveyed over 1,500 teachers who had participated in PLCs. They found that **85% of the teachers reported that their participation in the PLC had a positive impact on their teaching, and 65% reported that it had a positive impact on student achievement.**
- A study published in the Journal of Teacher Education, researchers conducted a meta-analysis of 13 studies on teacher PLCs. They found that teacher PLCs had **a significant positive effect on student achievement,** with an **effect size of 0.21**. This means that students in classrooms with teachers who participated in PLCs had higher achievement scores than students in classrooms with teachers who did not participate in PLCs.

# Qualitative Data - Parents (representative sample)

- If Geneseo High School implemented an hour late start one day a week, what additional questions and concerns would you have? What would we need to be aware of?
  - *Thanks for asking. I don't have any concerns about this, it makes sense and I believe will be valuable for all. One question I have is if you would consider starting one hour late on Fridays? This way the early bird gym students are not driving back and forth and overall this would seem to make a lot of sense from a student and parent perspective*
  - *We don't have any issues with a late start. Bottom line for us is that we would support it if you think it would be useful time for teachers.*
  - *I like the idea of a late start day and I know the kids will too! I would be aware that some might ask why we can not have a 9:00-3:00 day everyday. I realize it is for bussing logistics, but it does open the public to the question or possibility. My two questions for the late start day would be.*
    - *\* Would the late start day be the same day of the week each week? For example, every Wednesday.*
    - *\* Would this eliminate or be in addition to the second Tuesday of the month having no Early Bird class?*
  - *I read over everything and logistically it sounds good. I really don't have any questions or concerns. We did PLC's at my previous district and it was a wonderful opportunity to plan and collaborate. It was a district and building requirement that seemed to run pretty smoothly.*

# Qualitative Data - Students (representative sample)

- Student Welfare and Advisory students were asked the following questions: “What are the pros and cons of the One Hour Early Release?” “What additional feedback do you have?”

**Pros:** No after school conflicts. Teachers/Subjects on the same page. Extra hour of sleep. Social Hour for students (i.e.-coffee shop) to build relationships. Option to come in early for independent study/or preparation.

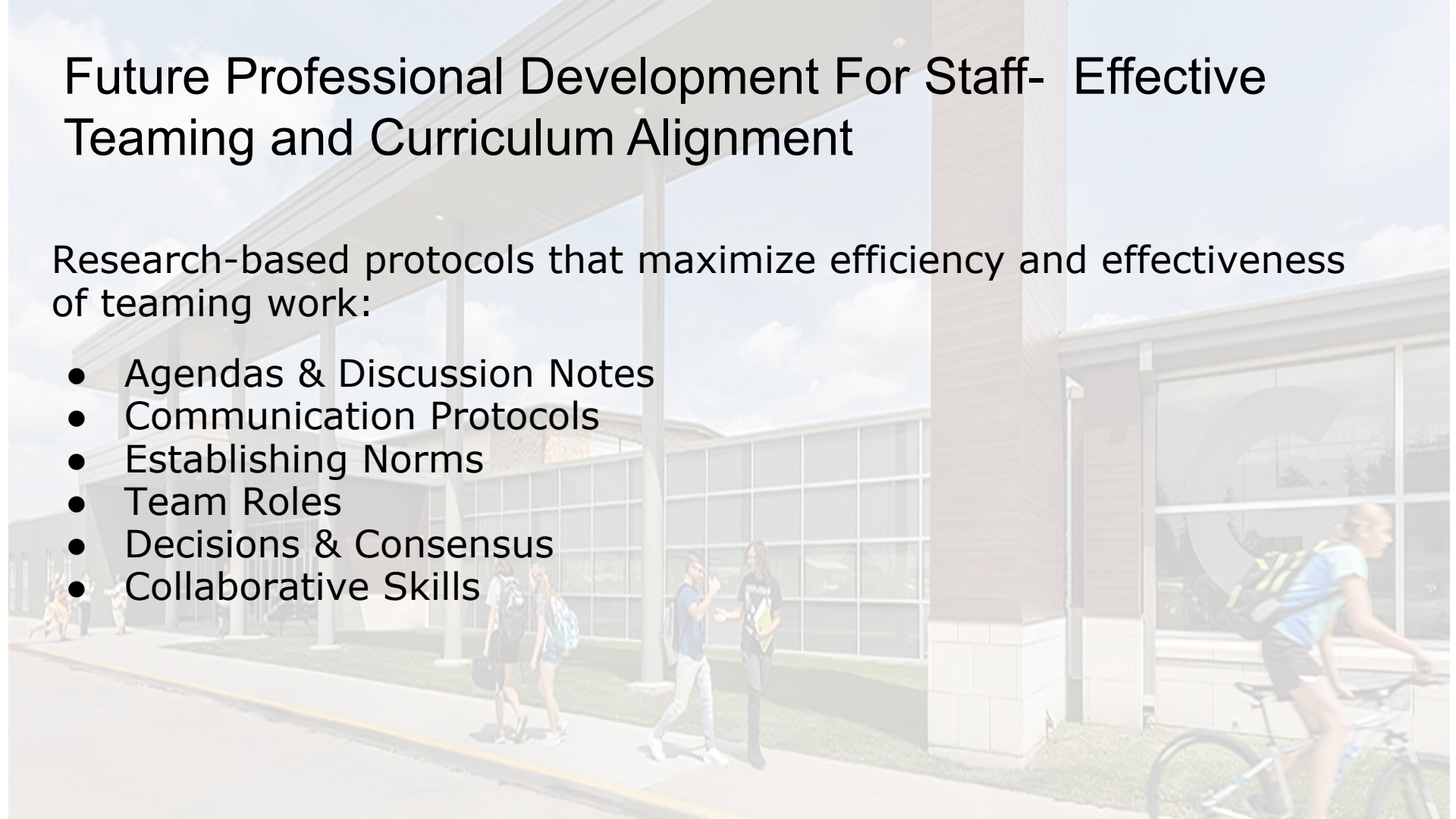
**Cons:** Kids who signed up for EB might not know about 1 day of online posted assignments. Loss of “WIN” time. If an assessment lands on the hour late start time- less time to complete assessment.

\*All SWA students were in favor of the pilot\*

# Future Professional Development For Staff- Effective Teaming and Curriculum Alignment

Research-based protocols that maximize efficiency and effectiveness of teaming work:

- Agendas & Discussion Notes
- Communication Protocols
- Establishing Norms
- Team Roles
- Decisions & Consensus
- Collaborative Skills

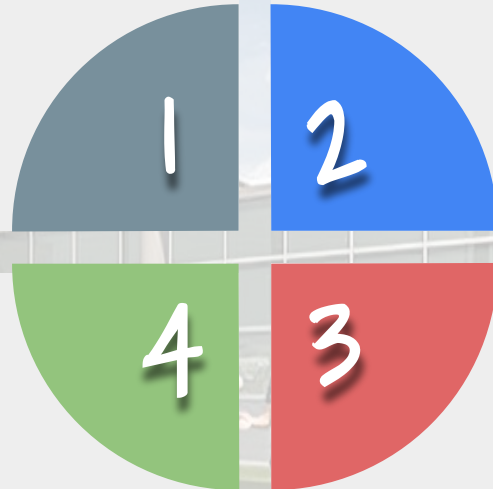


# Future PD For Staff- Formal PLC Process

## QUESTION 1

What do we want our students to know and be able to do?

*Standards, Proficiency Scales, Curriculum Maps, Unit Maps*



## QUESTION 2

How will we know they've learned it?

*Proficiency Scales, Assessment & Reassessment*

## QUESTION 4

How will we extend the learning for those that already know it?

*Enrichment, Learning Extensions*

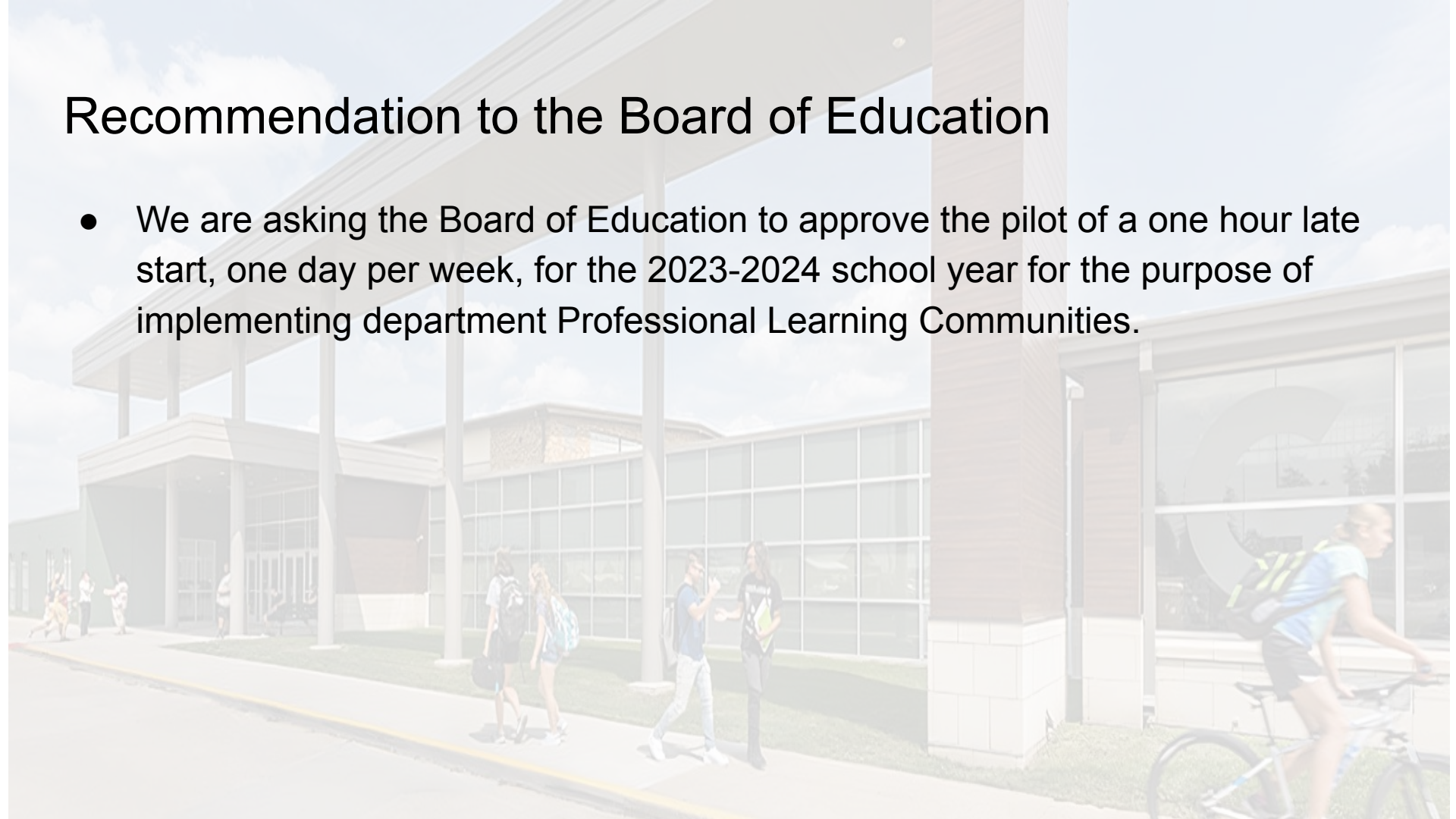
## QUESTION 3

How will we respond if they don't learn it?

*Responsive Teaching Practices*

# Recommendation to the Board of Education

- We are asking the Board of Education to approve the pilot of a one hour late start, one day per week, for the 2023-2024 school year for the purpose of implementing department Professional Learning Communities.





Thank You!

Questions or Comments?