

Two Critical Needs

...

- Collaboration Time
- Staff Retention & Recruitment

Process

Identified Two Critical
Needs

Research, Explore
& Narrow Down
Options

Proposal to Best
Meet Critical
Needs

Commit to a
solution-design, plan,
and troubleshoot
implementation

Why Collaboration?

Student Achievement

#1 impact on student achievement?

Teachers

Marzano (2003)- teachers' actions in classrooms have twice the impact on student achievement as do policies regarding assessment, curriculum, staff collegiality, or community involvement.

Collective Teacher Efficacy

- Teachers can more positively impact the learning of their students if they work as a team
- Teachers believe as a group that they can significantly impact learning
- Strong Collective Efficacy
 - Improves student performance
 - Lightens negative effects of low socioeconomic status
 - Enhances parent/teacher relationships
 - Creates a work environment that builds teacher commitment to the school
- <https://files.eric.ed.gov/fulltext/ED499254.pdf>

Collaboration can improve retention and recruitment

- Why Leave Education?

- Compensation
- Unreasonable Expectations
 - Multiple responsibilities
 - Too much to do without enough time
 - Challenging student behavior
 - Working in isolation
- Inability to protect well-being
- Lack of strong professional community
- Lack of preparedness
- Lack of ongoing support

<https://doi.org/10.47381/aijre.v32i2.331>

- Why Stay?

- Meaningful Work
- Quality Colleagues
- Compensation
- Leadership Support
- Commitment to our Rural Communities

Effective Collaboration can be what keeps teachers within a district

- Collaboration done right creates motivation, clarity, purpose, consensus, and sustainability
- being a part of organizational decision making
- feeling supported and creating support for colleagues
- having a place to contribute as a professional to the direction and key initiatives
- healthy teams = healthy schools = professional efficacy

Options Considered

Early Release or Late Arrival

4 Day Student Week

Hybrid- Online Day for students

Lengthening teacher day one or more times per week

Adding full teacher days more regularly

Utilize substitutes for additional teacher collaboration days

Develop a within day enrichment program (Power Hour, 4+1)


























Evaluating Possible Solutions

Solution Must:

- Increase collaboration time within teacher's contracts
 - Collaboration time needs to be consistent, protected, and regular
- Provide competitive advantages to attract new employees

Solution Should Also:

- Have a neutral impact on student attendance, budget, and classified staff salaries and benefits
- Have a potential long term positive impact on student achievement
- Have a **neutral impact** on annual instructional time
- Clear opportunities for supporting any community impact
- Be able to implement with a reasonable amount of time & effort

	Early Release	4 Day Student Week	Hybrid Model	Additional T Days	Lengthen T Day
Collaboration Time	 				
Teacher Retention				 	
Attract New Staff	 			 	 
Budget Neutral					

	Similar to 23-24 Current	Weekly Early Release	4 Day Student Week 2 Staff Days per Month
Student Details			
Instructional Weeks	37	37	37
Instructional Time	1021.75	1032.3	1015.2
Staff Details			
Teacher Contract Time	1425	1425	1425
Within Yr Collaboration/PD Hours	24	62*	72 hrs
Full Days not on contract	n/a	n/a	15

*concerns around protected collaboration time in an early release model, and the depth of collaboration in an early release

Process

Identified Two Critical
Needs

Research, Explore
& Narrow Down
Options

Proposal to Best
Meet Critical
Needs

Commit to a
solution-design, plan,
and troubleshoot
implementation