

Notice of Special Meeting

The Board of Trustees Devine ISD

A Special Meeting of the Board of Trustees of Devine ISD will be held December 4, 2024, beginning at 7:00 PM in the Devine Student Activity Center (DSAC), 194 Arabian Way, Devine, TX 78016.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 1. Call to Order, Roll Call and Declaration of Quorum**
 - 2. Citizen Communication**
 - A. Public Address for Items on the Agenda
 - 3. Consider and Take Possible Action Regarding 4-day School Week** **2**
 - 4. Adjournment**
-

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____,
at _____.

For the Board of Trustees



Devine Independent School District Board of Trustees Agenda Document

Meeting Date: November 18, 2024

Agenda Item: 4-Day School Week

Background Information:

In November 2023 the DEIC approved a motion to begin research into a 4-day work week. Surveys were conducted and committees were formed and there was significant research and discussion within DEIC.

Administrative Consideration:

Alleviating burnout and promoting work-life balance; Increased retention and attracting highly-qualified talent; Improved mental health and reduced absenteeism; Enhanced professional development opportunities; Boosting morale across all staff levels; Student performance, attendance, and staff well-being; Impact on the community.

Budgetary Consideration:

Supporting Documents:

Research process document
FAQs
Report to the Board on Four-day School Week
Sample calendar

Recommendation:

Approve 4-day school week and ask administration to bring a 2025-2026 proposed academic calendar to the February 2025 board meeting for consideration.

Respectfully Submitted by:


Todd Grandjean
Superintendent of Schools

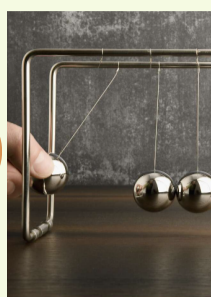
4-DAY SCHOOL WEEK RESEARCH PROCESS

TO DATE

November 2023 DEIC Meeting

1

DEIC members approved a motion to initiate research into a 4-Day School Week calendar for consideration related to the 2024-25 SY or a later year. Another motion was approved to survey teachers, parents, community members, and students to learn who/what percentage of each group would be in favor of research, why, and why not.



Late November

2

Information Provided

Each campus and department was advised in person of the committee's decision to research. Information was provided about the role of DEIC in continuous improvement, calendar recommendation, DOI, etc. as well as the role of the school board, and an advanced opportunity to respond to the survey. A School Messenger email went out to parents including this information.



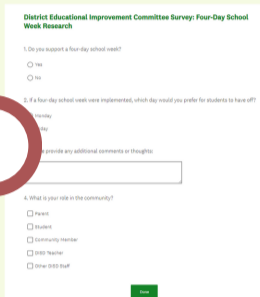
December

3

Survey

DEIC's survey link was disseminated via DISD and School Messenger email platforms. Questions:

1. Do you support a four-day school week?
2. If were implemented which day would you prefer for students to have off? Monday or Friday?
3. Please provide... additional comments...
4. What is your role in the community?



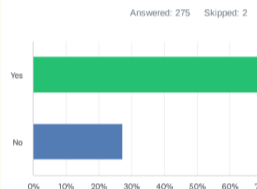
January 2024

DEIC Meeting

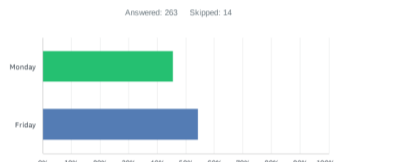
4

DEIC reviewed the December survey results. 73% of 275 respondents supported research. 198 parents, 1 student, 59 community members, 97 teachers, and 50 other DISD staff responded. Fridays were favored by a slight majority.

Q1 Do you support a four-day school week?



Q2 If a four-day school week were implemented, which day would you prefer for students to have off?

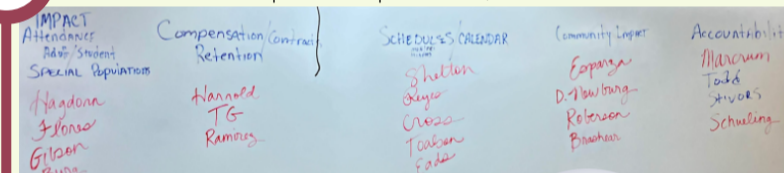


January

DEIC Meeting Cont.

5

DEIC determined that research would continue for the 2025-2026 school year. They set a late February meeting date to review research and formed the following sub-committees: Accountability; Community Impact; Compensation, Contracts, and Retention; Impact on Attendance and Special Populations; Schedules and Calendar

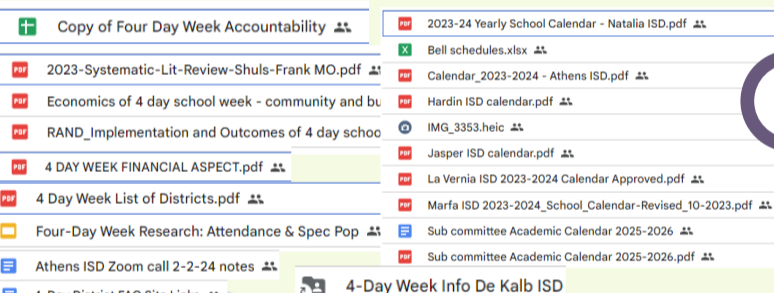


February

DEIC Meeting

6

Each sub-committee reported their research findings to the committee. Many resources were uploaded to 4-Day Week Resource Sub-committee folders.

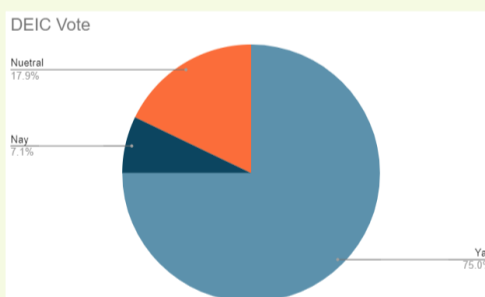


February

DEIC Meeting Cont.

7

After much discussion, a motion was approved to vote regarding whether to continue researching by show of hands.



21 yay
2 nay
5 neutral

February

DEIC Meeting Cont.

8

In an effort to determine the committee's "why", which DEIC members feel will be critical as "how" research seems to be the next step, and more community input will be needed, a motion to conduct an internal survey was passed.

DEIC's Internal 4-Day Week Survey

1. I am a member of the Devine ISD DEIC, and I will provide in rank order the top three reasons why:

I am in favor of continuing to research a four-day school week

I am not in favor of continuing to research a four-day school week

I am neutral/feel conflicted regarding continuing to research a four-day school week

2. Reason 1 (top reason)

3. Reason 2

4. Reason 3

Done

April

DEIC Meeting

9

The April meeting is the last scheduled DEIC meeting for the year. Next steps will be determined by the committee.



2023-2024 DEIC Member Roster:

DAN NEWBURG	JEFFERY STIVORS
KIM LANE	KEN NIGHSWANDER
ROBIN GIBSON	RONDA SHELTON
SHANNON RAMIREZ	JAMES SANDERSON
TIFFANY ROBERSON	LYSANDRA REYES
CANDACE ESPARZA	KAYLI BEAVER
JENNIFER TOALSON	YVETTE NEWBURG
MAGDALENA STRICKLAND	DELILAH CASTILLO
MARTHA WALL	MELISSA MANN
JESSICA HARROLD	KRISTIN BRASHEAR
JULIZA PIMENTEL-FLORES	ABIGAIL BEADLE
EVAN EADS	LISA DUBOSE
LAUREN EICHMAN	Farrah Schueling/ Justin Marcrum (one vote;
JENNI HAGDORN	both in Principal Prog.)
PATRICIA TAITANO	TODD GRANDJEAN

The **District Educational Improvement Committee** is a state-required District-Level Committee comprised of teachers, parents, community members, business representatives, campus administrators, and district administrators. Each campus is equally represented on the committee. DISD boasts a robust committee of members who are deeply committed to making recommendations that are in the best interest of our students. Major responsibilities of the committee include: analyzing district data, making recommendations for District Improvement Plan (DIP) objectives and strategies, monitoring progress toward DIP strategy completion; recommending and/or approving professional development; recommending the Professional Development Minutes Waiver (when applicable); and recommending an academic calendar draft to the school board. The DEIC was also designated by the board to draft and recommend the District of Innovation Plan, and they were selected by administration to develop the district's required Strategic Plan which they are working on this year. DEIC members serve as ambassadors for the school district, and they are often tasked with soliciting input both formally and informally from stakeholders.

- Calendar Process/ Role of District-Level Committees in Calendar Recommendation:** After careful consideration and deliberation, District-Level Committees recommend a calendar draft to administration and the school board for each school year. DISD's DEIC begins deliberations in November of the preceding school year, and a recommendation for the following year is typically presented to the board during the early months of the second semester. Members of the committee present potential calendar drafts to their campuses and peers in the community in order to bring input back to the committee throughout the process.
- Role of the Superintendent's Designee to DEIC and Central Office:** The Superintendent's Designee supports the committee in a capacity similar to a board's secretary. The designee keeps the committee on track throughout the year by ensuring that items the committee needs to address make the agenda, coordinating to provide the information needed by or requested by the committee, keeping the minutes of meetings, managing the committee's approved calendar for the year, etc. Other Central Office representatives are committee members, and Central Office Administrators take recommendations from district-level committees to school boards.
- Role of Faculty, Staff, Students, Parents, and the Community in Calendar Recommendation:** District-level committees count on faculty, staff, students, parents, and the community to provide detailed and robust input to ensure they have the information they need to consider.
- Role of the School Board- Calendar Approval:** School boards ultimately approve academic calendars. These elected volunteers who give of their time and attention to serve students, teachers, and their community have the ultimate authority to adjust the academic calendar.

Bandera ISD

Frequently Asked Questions

Why is BISD considering this?

In hopes of retaining our current staff, recruiting highly qualified educators to teach in our community, as well as to improve work/life balance for our employees.

Why is it important to have an effective teacher?

Research by John Hattie suggests that having a strong teacher in the classroom has the greatest impact on student achievement. To see the graphic, go to the video or presentation slides on the home page.

Is there a reason we are considering Fridays rather than Mondays?

In collecting feedback from districts across the state, it has been found that logistics for UIL events, dual credit, and other district activities/partnerships benefit more from flexibility on Fridays rather than Mondays.

Will teachers have to work every Friday?

No, teachers will work on select Fridays throughout the year for professional development and professional learning communities, but will be off most Fridays.

What about non-teaching staff?

The leader of each department within the district will discuss with their staff and set a work schedule based on what the instructional calendar looks like.

What would be the length of each school day?

We currently go to school 455 minutes. The new school day will be 495 minutes.

After BISD moves to a 4-Day Instructional Week, if it does not fit the needs of our community, can we go back to 5-days?

Yes, this will be a one-year pilot. Should this not fit our community, we will have the option to transition back to a 5-day week.

How long will the school year be? How long will the school day be?

Click to view the [2024-2025 Academic Calendar](#).

Will coaching staff have to work Fridays when other employees are off?

Coaching staff may have to work on a Friday when they are in season.

How will this affect the 90% rule for student attendance?

The 90% attendance rule will still be in place proportionate to the number of instructional days for the year. BISD is a district of innovation and has some flexibility around this.

Will the same quality and quantity of instruction occur in a 4-Day week?

Yes, students will still attend the required 75,600 minutes and will follow the same state required standards.

When will the 4-Day Week go into effect?

The 4-Day Week will go into effect for the 24-25 Academic Year.

Would 4 day instructional week have an impact on Occupational Therapy (OT)/Physical Therapy (PT) services from contracted personnel?

No, contracted services can be provided during the 4 day week. Contractors will work within our parameters.

Will students getting speech be seen longer at a time or more days a week?

Students receiving speech services will be provided the same amount of services they are currently receiving.

Can Fridays be used for testing or tutoring for students receiving special education services?

Testing and tutoring will be provided during the 4 day instructional week.

Are there resources for students who have medical needs for Fridays?

Many families with students with medical needs already have a private duty nurse who helps support them when they are in school and/or at home.

Will BISD provide meals to students in need on Fridays when students do not have school?

Yes, BISD will provide meals for students at all campuses and the Boys and Girls Club Teen Center on Fridays.

What time will lunch be served?

Operating generally from 8:30 AM to 12:30 PM, the program offers set meal times. The schedule is flexible and may be adjusted as needed to accommodate the evolving needs of our students.

Can we pick up lunch curbside?

No, similar to our Summer meals program, students are

required to consume their meals on campus. This not only fosters a sense of community but also ensures a supervised and safe dining environment.

How will BISD support childcare on Friday for working households?

Boys and Girls Club will be open on Fridays for childcare. For other options, please visit the Childcare page on this website.

Will there be a cost for a one-day, drop-in service? If so, how much is the fee?

Yes, for families who choose to utilize the Boys and Girls Club services, a drop-in day fee of \$20 will be applicable. Alternatively, parents can opt for an annual fee of \$100, providing access to the program for the entire school year.

Will there be activities planned per each age group? (Educational/PE/Outdoor)

Yes, the Boys & Girls Club does have activities planned for the children each day.

Will Boys & Girls Club students pay for lunch or is it included in tuition?

Breakfast/Snack and Lunch is provided.

Will moving to a 4-Day week reduce my pay?

No, all BISD employees would receive the same salary, there would be no reduction in pay, plus the yearly percent raise.

What about for hourly employees?

Going to this structure, we want to ensure that employees do not lose pay. BISD will adjust pay rates and hours to make sure that employees get the same take home amount in 4 days of work as they would in a normal 5 day work week.

Will educators be compensated if they work on Friday?

Any educators completing supplemental duties will be compensated.

Will the difference of teacher work days affect our pay? Will we get paid more for working 175 days rather than 163?

No, teachers are on a step pay scale. Teacher pay will not change. Teacher's daily rate may change according to the number of days in the contract, but they will still get the same annual salary according to what pay step they are on.

Will Athletics be negatively impacted?

No, students will be able to participate in sporting events on all days of the week as they do currently. Should a game/event be scheduled for a Friday with no instruction (no kids at school), transportation will be provided to ensure students are able to participate in their game/event.

Will BISD provide transportation for students who participate in extracurriculars on Fridays when students do not have school?

Yes, BISD will provide transportation for all student extracurricular activities that occur on Fridays.

How will this affect athletics and other extracurricular events that normally take place on Friday?

Extracurricular activities will continue to be scheduled as normal on Fridays aligned to the UIL calendar.

Will students still have pep rallies and other spirit activities?
Yes, students will still participate in spirit activities.

Will football games still occur on Fridays?
Yes, football games will still be scheduled for Friday.

Practice time: When will athletics practice start before or after school?

We are currently working on the logistics of morning and afternoon practices for extracurricular activities.

Will attendance on Friday games/events be affected by students not being in school on Friday?

Our community is very supportive of our students in all events they are involved in. This should not affect the fans/supporters at these events.

Will students be excused from class early M-Th to practice or will practice be outside of the school day?

Practice will be before or after school depending on the minutes/hours and schedule set by the district. We will not excuse students from their classes to practice early.

Will this reduce the amount of instructional time students receive?

No, we are required by law to have students in school for no less than 75,600 minutes, so we will rework the instructional calendar to accommodate the length of the day to allow us to get the required number of minutes throughout the year.

What will services for special education students with Individualized Education Plans (IEPs) look like?

Individualized Education Plans (IEPs) minutes and services will be met.

Will the amount of homework decrease for students?

Homework should not increase compared to what is currently being assigned.

Will this change allow the secondary campuses to go back to an 8 period day?

Yes, the middle school and the high school will follow an 8 period day schedule. Currently, secondary has 48 minute classes, next year they will be 57 minutes.

What time would students who ride the bus get home in the evenings?

Transportation routes are currently being examined to reduce the time students are away from home.

What is the cost savings in fuel/maintenance?

We do not currently have that information. We would have to determine the number of routes needed for students in the 24-25 school year. This would be determined by the number of students who need transportation to and from school as well as those needing transportation on Fridays. We will collect this data as we move forward.