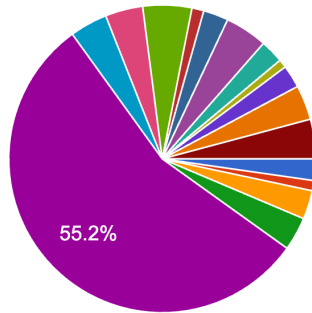


## ISD Staff Survey: Four-Day School Week Responses: 1,590 (56% response rate)

### Question 1:

Please select your role/department. Select one.

1,590 responses



- Central Office (HR, Admissions, Payro...
- District Administration
- Building Administration
- Building / Department secretarial
- Certified (teacher, instructional coach,...)
- Early Education teacher (classified)
- Substitute teacher / Priority sub
- Paraprofessional

▲ 1/2 ▼

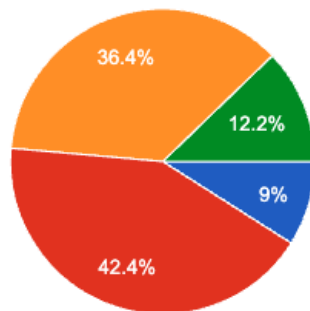
- Youth Development (Kids' Safari)
- Facilities / Custodial / Grounds
- Nutrition Services
- Health Services
- Technology Services
- Family Services
- Transportation Department
- Other

### Question 2:

In which grade level do you work? Select one.

Copy

1,590 responses



- Early Education (Birth - 2 years) / Pre K (3 - 4 years)
- Elementary (Kindergarten - 5th grade)
- Secondary (6th grade - 12th grade)
- Not applicable

**Question 3: Please indicate what you would consider beneficial to you / your family with the possible adoption of a four-day school week. Check all that apply.**

Selection choices	Number of responses	Percentage of responses
More time for scheduling appointments, personal matters	1330	83.6%
Staff and student well-being	1101	69.2%
More time with family	1092	68.7%
Recruitment and retention of quality staff	874	55%
More consistent calendar with fewer random days off during the school year	695	43.7%
Added fifth-day employment opportunities for staff	397	25%
Added fifth-day educational opportunities for students	313	19.7%
Other	213	13.4%

Answers typed into blank field; duplicates have been removed:

1. ?
2. 4 day work week- YES please
3. Added day to take care of planning or other ins and outs of classroom needs
4. Allows for more PD opportunities as teachers
5. Allows schools to be cleaned an extra day with less custodial coverage
6. An extra day during the week to get things done for work (lesson plans, grading papers, progress reports, getting ready for conferences, etc...) and not have to do as much over the weekend.
7. As a Department Director, my assumption is that I would still work 5 days. There's no benefit to me personally to go to a 4-day or stay w/ a 5-day instructional week.
8. As long as it doesn't reduce my pay or time off in July it really doesn't matter.
9. At this time I see no benefits to me and my family
10. available free childcare for staff
11. Better teacher plan time for more quality lessons
12. Better Work Life Balance
13. Both of these questions are difficult to answer when we really have no idea what the District is planning as far as the calendar. If we had an idea what it would look like and what we would be required to do on the fifth day it would be helpful. Until then, it is hard to know what the positives would be.
14. child care available for random days off during the school year for early education students
15. Could run extra clubs or rehearsals on extra day-or special events
16. Custodial would have a much needed day to get caught up on cleaning areas and projects.
17. Day for lesson planning and special education paperwork
18. depending what my hours would look like in a week
19. Depends on if income is decreased which can affect the above
20. don't like it

21. ease the load and burden of paperwork and more time to catch up and not feel so burnt out all the time
22. extra day to keep paper work caught up
23. focus more on deep clean class rooms, and organize.
24. For nine month employee's would we be having at least a required 10 to eleven month calendar?
25. Having the day off (not making it a work/PD day for teachers)
26. Help with mental health
27. Helps mentally. Less stress. I know this is helpful to high school students it may be beneficial for the lower grade levels due to students displaying more of mental issues.
28. How will the four-day effect sports' competitions against other schools that have five days of school per week? Will the students who play sports still be playing games on Fridays?
29. I already work 11 hour days so maybe this would help if the days off were in a row.
30. I am a sub nurse and only work 2-3 days a week
31. I am not sure I see any benefits as there has not been enough information shared to make that determination.
32. I believe all of these things would be benefits to most but not my position as I would likely still work the fifth day.
33. I believe this would cut down on snow days
34. I can not make an informed decision about what would be beneficial without all the details.
35. I can't evaluate benefits without knowing specifics of the calendar, my contract time, and the impact on PTO,
36. I could use the extra day so I'm not grading both days each weekend. It would also provide time to read books for my own professional development.
37. I did not feel this would effect my position with the district. I plan to continue my employment with the district, regardless of the four day possibility.
38. I do not see a benefit in this
39. I do not see any benefit to a four-day school week for students or staff
40. I do not think my work schedule as 12 month employee would change, unless flex time or remote work could be option on 5th day.
41. I don't agree with a four-day school week.
42. I don't know how to answer this question. I have not seen how this will impact a teacher's schedule yet. What are the expectations for the fifth day? If teachers have to come in all of those days, then we are actually working more than we are now. I do not feel that I have enough information to answer the above question.
43. I don't like the idea of a four day work week, because it will make the school day longer, and with being a multiple season coach I would not get home till 7 or 8 on those four days we work.
44. I don't like this decision because you not have all the information.
45. I don't see any benefits to switching to a four day week. This won't help with retention, teachers are looking for communication, respect, and support from administration.
46. I don't see much up side for me personally. No explanation has been made for what certain positions schedule would be. i am assuming that the only thing would change for me as a evening shift mechanic is that id have to stay later due to schools releasing later than currently. Also i don't believe this is a good time for a survey with little information. if this survey went out to the teachers i can see that as more of a benefit and a better pool to get info from seeing as how they will have the 4 day school week.
47. I don't believe will have any effect on Early Education days
48. I don't really feel it's good for student learning.
49. I don't think anything would be beneficial.
50. I don't think this is a good thing because kids won't have food or safe spaces to be for 3 days instead of 2
51. I don't see it changing anything for me other than being able to focus on maintenance during the non-attendance day each week
52. I might spend that day planning rather than spending so many nights and weekends working
53. I personally enjoy the 4-day weeks in the summer so I would like to see that option continue even if we have to stagger off days among staff so that the department is open 5 days a week. To

stagger still allows for a 4-day work week. I love the concept and pray that it applies to Central Office staff as well.

54. I see no benefit for parents or children. This plan of 4 day week will only cost parents more money for child care and leave children unattended at home with too much freedom to get into trouble. Not to mention making my paycheck less, at a time when inflation is higher than ever. Parents can't barely feed their children as it is with putting money out for childcare.
55. I will possibly not benefit due to being Nutrition Services I may lose pay.
56. I would not benefit from this.
57. I'm not sure how it will benefit
58. I'm not sure how to respond because I'm not sure how the 4 attendance days would change, nor am I sure what the teacher's responsibilities on the 5th day would be. Would this affect our summer schedule? Lots of questions.
59. I'm not sure if this is considered "employment opportunities", but using one of those days for meetings a month rather than coming in early or staying late several days a week sounds amazing.
60. I'm against a four day school week.
61. If this would apply to us, giving us time to plan and collaborate as we are limited on time
62. If we were to work longer days on Tue-Fri . and have PD on Mondays, we would be working more contract hours per week. This would cause more burnout for teachers. In addition, if only one Monday a month is for PD, when does planning occur? Also, if fifth day opportunities were available for students, who is facilitating? That would add more instructional time for staff and less time for planning and preparation.
63. I'm not sure
64. in Adult Ed I already don't work Fridays so not applicable
65. Is 5th day offered for all staff for more money? Will staff still have to come in for all of the 5th days? If so will we be allowed to take that day off for doctor appointments as we don't have control to doctor schedules and availability when they can schedule? If we go to 4-day will we still get our 9 leave days? Depending what day we would be off will we get docked pay to take a day off? Will our summer be shorted?
66. It is unlikely that EE will participate.
67. It would be less traveling for me, since I commute 40 minutes per day.
68. it would not affect this department
69. It would not benefit me
70. Keep it the way it is!
71. Less ability for district to add before and after hours mandatory meetings/PD without compensation
72. Less need for subs
73. Less personal time spent off the clock doing grading and lesson planning.
74. less time off used because it's easier to schedule, meaning we worry less about having enough time off if our kids get sick.
75. Lower childcare expenses for my 1yo daughter
76. Lower utility costs, transportation costs
77. Make sure summer is still without school. Food is given to kids still for Friday's .
78. make up for snow days
79. Mental Health
80. MENTAL HEALTH
81. Mental Health self care opportunities/ EAP utilization
82. more efficient time for planning and implementing meaningful experiences in the classroom
83. More flexibility for teachers during the 4 day week
84. More plan time so I don't have to give up my nights and weekends to do schoolwork.
85. More recovery time.
86. More time for grading, planning, and developing lessons
87. More time for planning during contract hours
88. more time to actually do my job, instead of everyone else's.
89. More time to catch up on planning

90. More time to plan and adjust around behaviors of students. As a first year teacher I would have really appreciated the time to work with my co-teachers instead of trying to fit it all in after school or the small plan time we are given. As a veteran teacher I'm more equipped but as a new teacher it can all feel very overwhelming. A day to ask questions, cope, and plan would have made a huge difference in a lot of the teachers I graduated with who have since left the profession. I can't say this switch alone will help retain current teachers but it could help retain newer teachers in the future.
91. More time to plan and be ready for students during school week. Less of my personal unpaid time spent planning.
92. More time to work on class preparation.
93. N/A I understand that Technology would retain a 5 day work week.
94. No preference
95. None
96. Not interested. School is too long now. Shorten school year to Labor day to Memorial Day!
97. not lose my IEP/sped paperwork day if ECSE students still come 4 days
98. Not sure what the added 5th day would look like
99. nothing beneficial
100. Opportunity to have a consistent day to work on more in-depth tasks in rooms and not worry about students/staff.
101. Opportunity to work in classroom and on items that can't be done with students there
102. other option will be work from home on the 5th day
103. PD or training opportunities for staff
104. Plan for important family weekend gatherings
105. Please consider that we cannot be expected to only schedule our appointments on Monday. We have a lot of holidays on Monday where doctors offices are closed. One of my regular doctors is currently not open on Monday and that causes issues with scheduling.
106. Potential improvement for student attendance if medical/dental appointments can be made for the 'off' days. Those appointments are most difficult to schedule around the elementary hours.
107. Provides additional time for grading, PowerSchool and Canvas updates and curriculum/lesson planning
108. Quality collaboration among staff members
109. Question, what will Added fifth-day educational opportunities for students look like for students? Will there be bussing for those students while their parents are at work? I wonder this about my kids as well in the upper grades.
110. save on gas expense
111. See no benefit for family
112. selected energy saving - fifth day home from school/selected water saving on the fifth day off from school.
113. Some families may have problems with childcare and sports arrangements if the day were extended.
114. Special Education Paperwork Completion Time
115. Staff and student shouldn't be combined! I would be in support because of staff well being, however I am concerned about elementary students being left alone at home on the 5th day.
116. Stress and Anxiety Relief, Extra day to get school work done
117. Students and their families well-being
118. Teacher work days
119. Teachers and admin would be able to attend staff meetings, pd, committee meetings, team meetings, on that 5th day. Teachers would no longer need to do these things while outside of contract time. Teachers would also be able to meet and plan with their cadres to review curriculum and plan. In addition, it's a great opportunity to grade and update the gradebook.
120. The ability to have more plan time due to meetings being scheduled most days.
121. The reason I would stay in the district is depending on the four day week and if we get to keep our sick/personal days.
122. There are certainly pros for me, but I have concerns for our students and families.

123. There would be no benefit to me or my family as I am in facilities and will probably still be working a five day schedule.
124. There's wouldn't be any benefit for what I do
125. These responses will have no effect on 12 month employees due to already working a 5 day work week, and would still be required to use personal time to take care of doctors appointments and other personal issues that arise. It would also negatively affect transportation by extended work hours even later, therefore cutting into any family or personal time that is already being cut short.
126. This could allow for a longer/same length maternity leave without needing to write plans for an extra day a week and without having to use as many sick days
127. This is not beneficial to my family
128. This would allow me to have the day off to plan meaningful lessons for my classroom as our plan times are often taken with other meetings. This would allow me to spend quality time at home with my family, instead of working.
129. This would also be one less day to pay for childcare. I do not live in the district so I do not benefit from the childcare reimbursement. I have had to really think about staying in teaching, because I barely get paid enough to afford to send two children to daycare. If that could be looked into as well, that would be great! I love teaching and I score as a "highly effective" teacher and "Teacher of the Year". I would hate to have to leave because I am unable to afford daycare.
130. Time to grade and plan, so that I don't spend my weekends working.
131. Time to plan in a way that I am able to help more throughout the school and be more involved in PD's
132. time to plan the next week because there's never enough plan time
133. Time to schedule appointments with parents, grade work, do extra-curricular planning/executing (from a coaching perspective)
134. unsure there are benefits
135. Was told this wont effect our department We will work 5 days
136. We can flex in order to help students who need more TLC>
137. Will we have to use the days off to make up snow days? If so that kind of ruins the idea of getting another job to supplement my income—unless there's no penalty for me missing a day I'm supposed to have off. Will we have surprise work days added to our year? Does it mean we will have NO other meetings before/after school except for the one meeting on a Monday a month? Will you be taking away more sick days, since we will only work four days a week? There are too many unknowns for this to be a reliable questionnaire. I feel we need more information with the schedule mapped out before I can say the benefits or drawbacks. Will you guarantee that there will be no need to combine classes because of lack of subs? This week we had classes of 30+. That is not beneficial for our kids to have more time with a nonstandard learning day.
138. With longer hours and possible added days for teachers, many of the benefits of a 4-day work week could end up negating all potential benefits.
139. With staff shortages, we are all working longer hours, taking more work home, covering positions that are not typically my responsibility so an additional day at home would be extremely beneficial
140. Work day for staff on the fifth day for meetings, PD, team collaboration.
141. Work time for teachers
142. Work time one day a week like Early Education use to have several years ago to have one day to get paperwork, requirements done
143. Year round School?

**Question 4: Please indicate areas of concern for you as an employee with the possible adoption of a four-day school week. Check all that apply.**

Selection choices	Number of responses	Percentage of responses
Shortened holiday breaks	789	49.6%
Longer school day	717	45.1%
No Concerns	370	23.3%
Impact on learning	364	22.9%
Childcare	324	20.4%
Other	213	13.4%

Answers typed into blank field; duplicates have been removed:

1. A longer school day is going to be tough. I get here between 6:15--6:30am each day. Would we still then have required after school meetings after a longer day? I am a single parent and my child attends a different school district. Staying later each day will make it harder to pick him up after his school activities. It will be hard without other metro districts doing the same plan. I cannot answer the question below, "Would you be more likely to continue your employment with the ISD if we moved to a four-day instructional week?" without you providing more specifics on what a teacher's schedule would look like.
2. Adding more work in on the 5th day, it needs to be left alone as our choice day.
3. Additional Expectations of teachers, less pay, lack of raise in pay, more hours
4. Additional full days, the burden of still having to work while others don't.
5. Adequate plan time for longer days
6. after school sports
7. Also not actually having 4 day weeks and coming in for PD every Monday. As well as getting rid of plan periods for teachers.
8. Apparently Nutrition Services employees are not highly thought of since it will be our jobs you will be sacrificing to go to a 4 day week. Nutrition services can't fill all positions now, how many employees will leave when their hours are cut? Unless there is some provision for Nutrition Service Staff to continue with their current number of hours, in which case that should be communicated before any survey is sent out.
9. As a 12-month District Secretary, how will this affect me?
10. As a Department Director, my concern is for the department staff members that are non-certified. The loss of the fifth work day is a lot of pay. I hope to help problem solve on this issue.
11. As a music educator, I am most concerned about less rehearsal time with kids and fewer performance opportunities due to an extra day outside of school. I am also concerned that the workload we are currently experiencing, which 5 days a week is not enough to conquer, will not be lightened and will require force us to work on days "off" to either catch up or just maintain the level of excellence I expect from myself and students. Lastly, I don't see this benefiting anyone who has boots on the ground. Those student who struggle with attendance and grades will still struggle, they will just start the struggle on Tuesday instead of Monday. Teachers are already overwhelmed, and there has not been enough information given about what this looks like for teachers. On the face, it looks like we will be expected to do the work of 5 days in 4, still manage extra curriculars with now longer school days and also less days in which to get things done. The entire proposal is a concern to me, and I don't think it is preparing students for the work world.
12. As a secretary would want to be a part of the four day week
13. As a Site coordinator for Kids Safari. My concern is how this will effect hours and employment for staff and myself

14. As a teacher who have children in neighboring districts, I would prefer that the time for the extending the school day be in the morning. If time is added to the end of the day, all teachers would not be able to attend sporting or academic events after school. I believe if the district makes the day extended at the end of the day, the district will see an increase in teachers leaving the district due to the fact that they will be missing out on their own children's events.
15. As an employee how many days of the 5th day will I be required to work.
16. As an employee who does not live in district and drives 30-45 minutes one way this would interfere with my ability to take my child to the school in the district we live in and would put me getting home very late, missing time with my child.
17. As an hourly employee, I'm interested in seeing how the move to a 4-day work week would impact me and other hourly employees' schedules (if at all).
18. as an hourly employee, the effect that would have on my total number of hours
19. as nutrition services i worry how a 4 day work week will affect my hours, income, and benefits
20. Being able to provide all the related service minutes for students on IEPs
21. Being asked to fulfill work duties on our Friday days off. That we will end up doing more work for the same amount of money (which is what happened when we switched to 8-period days).
22. Block days on top of a longer school day; if we go to a 4-day option, I hope we keep the same schedule each of those days and eliminate block days.
23. Change in pay
24. change or reduction in hours / weekly pay
25. concern over loss of working hours
26. Concern that we will be expected to use the fifth day often instead of just once a month. We would already be putting in five days into four and to have to work that extra day would be difficult and tiring. Once a month would be acceptable.
27. concerned with what our hours and pay will look like with a 4 day week - would need to see a staff schedule before making a concrete decision
28. Consistency in scheduling and keeping students in a school environment
29. Consistent pay/not losing pay due to losing a day of work each week
30. Continuity, consistency, etc. Through COVID, we have seen that structure and routine are essential parts of the educational process. I feel like this is a step in the wrong direction concerning those matters. I understand that there would be new structure and new routine established, but for the teachers, it is actually less consistent.
31. could be work from home 1-3 days and keep the same calendar year
32. Counting Mondays off that we already have off because of honored holidays.
33. Crossing Guards' pay would be reduced one day a week fro the school year.
34. Cut in pay, loss of income
35. Decreased pay due to decreased school days
36. Decreased pay, especially for hourly employees
37. Depends on if income is decreased which can affect the above
38. Differences in pay schedules/salaries etc.
39. difficulty for families to find and afford childcare for day off of school
40. Do not want to work summers. (family services)
41. Does it affect pay? (para)
42. Due to being employed through Nutrition Service I may possibly lose hours and pay which would force me to look for additional childcare and look for a second job that I'm unable to do since I'm the main caregiver for my children. I got this job to be home with my kids nights, weekends and holidays. If I have to get a second job to make up for loss of hours from this job I will have to pay for childcare to work nights, weekends and holidays. Which defeats the sole purpose of the perks of this current job.
43. Effect on after school activities if days are lengthened. Accommodations would need to be in place and welcomed for participants and staff without adding burden to them.
44. Effected salary? (para)
45. Either way - I plan to continue my employment. I like my job and my coworkers.
46. Elementary students getting off buses after it is dark in the fall/winter seasons



47. ending up working 5 days a week no matter how this goes...4 day week not beneficial for me personally if we still have to work 5 days every week
48. Enough time to see all early ed and elementary therapy students between 6 schools
49. Events in coordination with other districts (I.e. athletics, music festivals, etc.) Also lack of opportunity for learning retention.
50. expectations for how teachers spend their time (plan time, contract time, 5th day) still being unrealistic.
51. Expecting staff to still put in 5 days.
52. extending the school year
53. Extra duties to perform on fifth day, less planning time
54. Facilities department would need to work 5 days but they would have an extra day for additional projects etc.
55. Fairness, 4day opportunity should be for all employees not just certain staff.
56. Fairness, certain employees getting 4 day weeks but not offered to others.
57. Feeling that I'm working more on the weeks we have PD with the longer school day and then a full work day
58. Fifth day being required for staff to attend meetings.
59. food would be a concern if the school did not provide an extra lunch or food for the extra day out
60. For my group, it would give us the opportunity to perform daily task frequencies that we are not able to do with the current 5 day model.
61. For people who do not live in independence it is an extremely long day when having to wake up earlier and get home later.
62. For younger students they do not have the attention span to sit for curriculum any longer. My concern is shoving 5 days of curriculum into 4 days either we will end up spending more time on chrome books or doing brain breaks and not truly getting in the lost day of instruction or we will push students to do it past their attention span which will result in less engagement and more behaviors.
63. Getting home even later in the day. I already get home well after 5 and if 45 minutes is added to the end of my day that would make getting home closer to 6- 6:30 every day.
64. getting out later than 4:30 (our current contract time), students having Friday off but teachers having to still work
65. Getting/picking my kids up from school with earlier/later start and end times
66. Having to stay excessively late for buses to return
67. Hourly pay with less weekly hours means lower pay checks
68. hours and if I would still have to work on Fridays
69. how a 4 day week would affect the EL center for elementary
70. How athletics will work with longer days and will there be transportation for a 5th practice day? 4 days a week isn't enough.
71. How it will effect the pay for classified employees?
72. How related service providers will have enough time to fulfill IEP minutes
73. how will athletics and extracurriculars be impacted
74. How will it effect specials schedule and staff planning time during the week? Will we have to plan more per day with a shorter time to plan it?
75. How will PD days be scheduled? Will teachers be given time for grading, planning, collaboration, etc.? I believe teachers will value the opportunity to work.
76. how will this affect 12 month employees?
77. How will this effect my job with kids safari
78. I am concerned about how this will impact the ELL program at the Elementary level. The program works on a five day rotation through the levels of language proficiency. There may be more teachers needed to make sure the teachers are able to meet with all of the levels.
79. I am concerned about taking a pay cut no longer working 40 hours a week. I can not afford to make less money!
80. I am concerned about the impact on knowledge and skill retention in performing arts classes (band, choir, orchestra, theater, etc.) if they are placed on a schedule that reduces the number of educational contact days during the week.

81. I am concerned that the 5th day would not be a day off for teachers but instead be a day filled with meetings and other aspects that would prevent me from getting grading done.
82. I am not sure why breaks would be shortened?
83. I am staff, I do not want to work 10 hour days to make up for the 5th day off during the week. I am an 11 month employee, how will this effect my day and hours I work. 10 hour days are not something I want to do, nor would it work for my child
84. I am worried about what our daily hours would be, how many times a month we would have to actually work that 5th day (along with longer hours the rest of the week), and taking away our breaks which are much needed.
85. I can not afford to have my wages diminished. If I loose out on pay I will be forced to seek other employment.
86. I cannot afford to lose a day of pay. I feel like I would be forced to leave the district.
87. I currently spend about 8 hours a weekend grading papers, filling out paperwork and preparing for the following week. I do not want to have a situation where we are expected to do more during our work day simply because we have a 4 day work week. I currently work about 10 hours a day as it is. I cannot work an 11 or 12 hour day. I need more recovery time.
88. I do not know enough about what would be required of me on that 5th day. I know nothing...certainly not enough to have an opinion!
89. I don't think it would directly affect me
90. I don't think this is a good thing because kids won't have food or safe spaces to be for 3 days instead of 2
91. I dont know how a 4 day week would impact bus driver shortage.
92. I get paid per day, so my income would go down.
93. I have heard there are discussions of eliminating most teacher sick days. If you are extending the school day, it means the week is approximately 4 hours shorter in total, but then reducing our leave time by 70%?!? That is absolutely ridiculous. One bout of covid would take MORE than the entire allotment for the year. Having that extra day will allow us to make scheduled appointments on those two days a month we would be given, but people still get sick. Family members get sick. If you want to retain and attract new teachers, don't mess with the leave. All other districts in this area already think it's atrocious that we have to provide doctor's notes when we take a day off. Administrative hardships are not the teachers' problem. And I will absolutely say that if the district makes such a bold statement about not supporting teachers with families, I will find somewhere else to take my expertise. It is a deal-breaker for me.
94. I hope everyone that will be affected by a calendar change will have a voice in changing the calendar (more than just this survey). When the District does things like change the days that we have parent-teacher conferences (has always been Tues/Wed now Wed/Thurs) without telling anyone it is concerning to me that the same thing will happen when they plan the calendar for a four-day week.
95. I spent many hours after school and evening with planning and grading to provide support for my students. My schedule involved working after school hours plus evening hours to support my students and my curriculum. Working longer days during a 4 day week would not be any different. Having that 5th day to schedule necessary agenda items would be beneficial. I find 4 day week to be very supportive, plus 4 day week for Summer School was also refreshing!
96. I think it will be very difficult for middle school sports to practice on the off day due to kids not having rides, because their parents will probably be working
97. I work with EL students and our program is a 5 day rotating schedule. Cutting out a day makesnit difficult to service all students.
98. I worry that we will make the school day longer, increase the number of professional development days, and it will actually end up being more than we are already doing.
99. I would advocate for a long year, in lieu of a longer day.
100. I would like having the 5th day as a paperwork/prep day instead of just being off. -- I also have a concern on what it will do to my pay.
101. I would like to know what the district is considering for the 5th, non-student contact day before I knew how to answer this.
102. I would make less money
103. I would not want it to change pay scale for secretaries

104. I would want more information on the schedule regarding the length of summer break and major holiday breaks such as Christmas and Thanksgiving. And would that mean we had a three day weekend or will Fridays be turned into required PD for teachers?
105. I'm concerned that we're going to be required to report to work on most days when students are not present, which is not something that I would consider to be beneficial to me as a staff member, both as an employee and as a parent and wife.
106. I'm curious to know, even if schools were closed would we still have to work like what happens on non-school and snow days. As well as if we would still be required to put in our 40 hours
107. I'm worried that the plan is to have staff report to work 5 days a week once a month, but it would end up being asked to come in for building level things, or department level meetings, that would end up actually making staff come in for 5 day weeks more often than is being advertised.
108. I'm in the diagnostic team for ECSE and we need all 5 days to get our work completed.
109. I'm specially more concerned about the kindergarten and 1st grade levels for the above. the days are already long for them and I see them really struggling at the end of the day. I would also be concerned for any children that are special needs and need the continued structures.
110. I'm worried about taking days off before or after our 4 day week and it not being approved.
111. if 4 longer days and occasional 5th day or 1/2 5th day would equal more time working than I already work currently for the same pay
112. If early ed follows a 4 day week as well. Would staff have to work 5 days or would we get a day off as well.
113. If spring break is taken away I will have a HUGE problem. My husband's job doesn't allow him to take off when other people have already requested off with higher seniority. He will never get off in the summer or Christmas break for a week of family vacation. If spring break is taken away I will have no choice, but take off without pay and get in trouble every year. This isn't ideal, but my family deserves to take a vacation one time a year and spring break is the only time that fits our family.
114. If we end up having to work the 5th day I would have to find childcare. If we have to work longer days to make up for losing the 5th day then childcare would also be an issue.
115. If we move to a four day school week I would LOVE to also move to a year-round school calendar. More frequent, longer breaks would keep our staff going so much stronger rather than being completely burnt out at the end of the year. AND students would retain SO MUCH more learning from year to year.
116. Impact of Extra Curricular Activities
117. Impact of hours for classified like para, RRI, etc. Would we lose hours?
118. Impact on bus drivers hours
119. Impact on classified staff (financially &/or morale)
120. Impact on EL program (need more info on what this would look like)
121. Impact on income
122. Impact on learning, Longer school day, Childcare, Source of food, Shortened holiday breaks, In my field, we need frequency of instruction. Seeing students fewer days means much lower achievement even if the same instructional minutes are provided. Also, in every larger school that I've heard of, we are often still working five days, but then instructional days are longer, so we would end up working more hours without increased compensation. It would also nearly double our amount of PD days, time that I would rather just be spending instructing students.
123. Impact on learning, Longer school day, Childcare, Source of food, Shortened holiday breaks, The longer school day impacts many facets of our day. Our high school students already start too early. According to research, the elementary and high school schedules should be flipped. I also believe the longer day is harder for our youngest students.
124. Impact on learning, Shortened holiday breaks, This is instrumental music specific concern. I am concerned that if we do block scheduling it could negatively impact our music programs from 6-12. I think having every class everyday would be most beneficial for all students. The student that will be most affective would be our beginning instrumental students. If we have every class every day. I'm for this 4 day week.
125. impact on student mental health when home is not the safe place
126. IMPACT students and combining days.

127. Increased amount of meetings and work for teachers (fifth day plans).
128. Is there going to be more work for teachers on the day off WITH longer school days? Don't want to change if it is going to be harder on teachers. Would sports have early releases? Would need to still pick children up from daycare by a certain time, especially if after school events are taking longer for the sponsors.
129. ISD taking away personal or sick days. We still need the original amount of sick and personal days to use just in case things come up with sickness or family matters. This is such an important part of a teachers mental health.
130. It does not benefit my student to be at home alone. He is my first priority and my employment is secondary.
131. It would probably not effect my work schedule personally, but once more information about schedule option scenarios are presented then I may have concerns at that time.
132. Kid's Safari Staff getting less hours with employment already being an issue. Not getting paid enough. Having a full day for Kids Safari once a week every week. 12 month employees getting hours cut.
133. Lack of or shorted Spring Break
134. Late schools (elementary) wouldn't be done with their day until almost 5:00. Not sure the end of the day learning would work for younger students.
135. Less hours could impact my paycheck/benefits
136. less hours worked, less pay..?
137. Less money
138. Less money
139. Less pay for classified staff.
140. less pay if there are fewer hours; restroom break if school day is longer; pay for bus drivers and bus assistants with only working 4 days and same routes;
141. Less salary and benefits. I need the money for live.
142. Less subbing opportunities- would be able to sub more if subs were given free drop-in childcare for littles and before/after for school age for the days we work.
143. Lessened pay for classified employees (Kids Safari, nutrition services, bus drivers, etc.)
144. Longer school day, Concerned we not get an actual spring break; worried that the extended day will wear me or the students out and the day off will just be recovering physically and mentally that we won't actually receive any benefits; concerned that the 5th day will end up having things added to our plates and we won't have the day off; overall it "looks" like less is more (less days, more positives being advertised), however I believe this really is "more is more"
145. Longer work hours, short staffed and even more strain on time to get work related items completed
146. loosing hours and having to find a different source of income, Having to pay for kids safari if we do have to work wouldn't really be worth it for the employees who do have to work and still have to pay for childcare and what not it wouldn't be worth working that extra day when that day of pay is going to childcare
147. Lose a paid day of work (transportation)
148. Losing our plan time during the 4 day week and being required to teach 8 classes.
149. Loss of Bus Drivers due to shortened work days or extra work to make up hours away from normal position at Transportation. Most of our Bus Drivers work a part time schedule and cutting 1 day from their pay would have them leaving to other districts.
150. Loss of income
151. Loss of pay, retirement, health insurance (nutrition services)
152. loss of the # of sick/personal days
153. Loss of wages by losing a day of work
154. Lowered pay for staff?
155. Middle school sports practices and transportation
156. More days worked for Instructional Coaches to prepare for PD
157. More difficult for students to get back in the "swing" of school after time off. Expectations for school are different than at home.
158. MORE INFORMATION IS NEEDED. A SECOND SURVEY AFTER MORE EXPLANATIONS WOULD BE NEEDED AS WELL...Repeating my responses from the top to clarify. longer school

days would mean shifting the evening shift for mechanics. no information on Early Ed schedule and if they would be running or if the schedule changes due to being a now 'non school day'. shortened holiday break is as a option but no explanation on how it would become shorter? time being made up by taking days away from break? I'm sure we would supply food on Fridays if that was a concern

159. More school days?
160. My child is an only child, my family and I all work in the district in various departments so I have no one to provide childcare if I still have to work that fifth day. I also worry about affording childcare because I am above cutoff requirements for assistance but quite below income security levels that would allow me to afford a childcare program.
161. My children do not attend ISD. Spending less time each day at home with them and getting to their evening activities would be challenging.
162. My concern would be if there was an increase of daily responsibilities for teachers, who are already overwhelmed.
163. My concern would be that staff would continue to work 5 days and their would not be an opportunity spend time with family or improve our mental health.
164. My concerns are really questions. How long is each work day going to be? Will we be guaranteed certain days off, or is every day eligible to become a snow day make-up? Will we be "encouraged" to put extracurricular clubs and other extra work duties on the non-student attendance days on top of longer work days, thus creating a situation where we are actually working that fifth day regularly, without the mental and physical break that a true three day weekend would provide? How will teacher plan time be allocated? And will Specials teachers actually get to see their kids for an appropriate amount of time compared to reg ed minutes? Will Spring Break be protected (or even given to us) if we go to four days a week? How will snow days be handled? If Independence ever takes advantage of Career Ladder money, will we (because of a longer work day on the other four days) have no choice but to work the fifth day of the week to get the hours needed for Career Ladder? When will proposed schedules be shown to us? If I had more information at this point I could with more accuracy tell you if a four-day school week would actually be an enticement to continue working in the district. I would like to feel confident that the time we are promised as days off will actually come to fruition, and not be filled with other duties/expectations that just make each school week more difficult instead of more streamlined.
165. My kid will have a five day week, and I'll be working longer—seeing my kid less. I won't see my kid as much on the days I work longer. It would be a loss for me and my family. Also, our students' behaviors are currently suffering for a multitude of reasons. Having them in school for longer will not do anything to improve behaviors. I don't believe it will increase student achievement either. I'm so sad we are even considering this.
166. My only concern is the impact to staff who are in nutrition and transportation roles. How will they continue to get full time hours in while not being able to work 5 days a week.
167. My only concern would be if as an employee I wouldn't get to be off the extra day because I would have to pay for someone to take care of my child.
168. My pay being cut because my hours are cut. Me losing my benefits. I cant say if this will affect my employment till i know if my pay is cut
169. My wife's salary as a classified employee.
170. Need to have the same amount of hours. Can't afford a pay loss. (nutrition services)
171. NO PD days for Early Education. We already struggle with getting time to collaborate and have PD days. I feel this would be taken away from us even more.
172. No shortened breaks!!
173. Not all appointments are possible on Mondays. A lot of Mondays tend to be holidays that don't allow for appointments to be made. This would not allow me to be able to make my child's athletic events on time with the extra amount added to school days.
174. Not being off the same time as my family, I live in a different district
175. Not coming in on the 5th day. Teachers have more flexibility for appointments, family time, and able to do paperwork alone at home.
176. Not having ability to truly have a 4-day week with added 5th days for teachers in some capacity.

177. Not sure if Source of Food means making sure the students get a snack or something since the day is longer but that would be a concern for me.
178. not sure it would change my calendar
179. Overscheduling staff on Mondays, if it is a required day, it should be time to work included versus scheduled PD.
180. Pacing of learning and curriculum
181. Pay and teachers working the fifth day
182. Pay check decrease and loss of benefits (transportation)
183. Pay decrease
184. Pay for non-certified employees
185. Pay for staff if they do not work that 5th day
186. Pay for substitutes
187. Pay!!!!!!
188. Pd days not always on day off. Don't want to work more hours for same pay.
189. pd every day off
190. Personally, the longer day would put my 2nd job in jeopardy. However, if the off day is Friday, I could make things work. Having the off day on Monday plus a later work day would adversely affect me.
191. Possible loss of income if salary decreases due to 4 days a week, if I have to get a 2nd job I would not stay
192. Possible pressure not to take/ use personal days or sick days
193. Possibility of smaller paychecks and possibility of losing benefits.
194. protection of 3-day weekend.
195. public backlash
196. Put the focus back on education-A long time ago, the focus was on students-students went to school to learn & that's what happened there. There are many community resources for students to receive food. there are many ways that bus drivers can make up that time by driving students to the 5th day activities or delivering meals to students. Bus drivers can make up those days one way or another as well. Are we losing the focus of what education in america looks like @ this point? Whether it's a 10-hr work day, the main focus should be on the students & their education & I believe that can be done w/a 4-day school week. I also, feel that because of so many societal issues & the extra demands made on teachers & counselors that it will be an important tool for them to have that day to meet expectations as well. Nowadays students need school for food & counseling & education seems to be secondary to the other things, Does the focus ever shift back to the educational aspect. When people decide to move to this neighborhood, are they making the determination based on whether the bus driver's get to work a 5/day work week or do they care more about the quality of the education their child gets. Does US News & World Report make the decision on great school districts in the nation because of keeping the bus driver @40 hrs a week, & how many free meals are passed out? Of course I am for feeding students. Is school the place where indigent parents go to to feed their children? Is their main focus feeding their children? Or them going to a school that ranks high in test scores & preparing their kiddos for the future?
197. Reduction in a quality routine for students. Unfortunately - I believe all of the students will quickly adopt a gaming/social media routine that will not lead to quality "in classroom" attention. Students will lose that all important "attention to process."
198. removal of current personal/sick days
199. Requirement to work on 5th day/possible reduced hours per week in nutrition services
200. Requiring teachers to work on the 5th day and calling it "work day" or getting rid of plan time due to having the day off. I'm also concerned that teachers will end up working more hours for less pay. I would absolutely continue employment at ISD w/4-day schedule as long as it is truly 4 days for teachers as well; I would be very upset if there is some sort of sneaky loophole that tends to happen in these situations
201. Restroom breaks? This seems trivial, but at times it is a valid question. Also, how will this work out if I make a Doctor's appt & they don't see patients during the time that I am off (my OBGYN only sees patients in office on T,W, Th & has procedures in his clinic on M&F. Even if I need to leave early...with someone covering my class for 30-40 mins for an appt, now it won't be

- early enough, they close up at 3:45...that means I would have to leave at 3:00 to be there by 3:15 for a 3:30 appt. Just so much to think about & mull over.
202. Routine and structure for our high-risk students.
  203. Safety of students on 5th day.
  204. Salary and benefits
  205. Same amount of hours a week?
  206. Same hours as we would have had with a five day week. I need the hours so that my budget doesn't have to change dramatically.
  207. Shortened holiday breaks, No concerns, I'm not too worried about shortened holiday breaks, but it is noteworthy.
  208. Shortened holiday breaks, No concerns, My ONLY concern is that I REALLY hope this does not cut into Christmas and Summer breaks. Those are very important and very much needed as well, in order to keep the energy, well-being and mental health of staff going year to year.
  209. Shorter hours for part-time staff. Loss of benefits for part time staff.
  210. Sick days
  211. Sick days
  212. Snow days- safety
  213. Social skills decline
  214. Source of food for children
  215. Source of food, For some students who have rougher home lives an additional day without school could be detrimental to them.
  216. Source of income if we lose that one day a week
  217. Special education students not having adequate time with teachers and peers to adequately work toward goals
  218. Spending all day at school and not having time for essential alone time afterwards.
  219. sports schedules, PD schedules, added days to the calendar, internal bus schedules, less time for business connections with students
  220. start times will be much earlier which will impact attendance issues
  221. Student Needs (food and childcare)
  222. Students safety.
  223. Students tend to get more behaviors at the end of the day... a longer day will bring on more of these.
  224. Taking away days off to make up snow days, less time for scheduling appointments because a later contract time means no opportunity for after-school appointments, how does this impact our PTO?
  225. Teachers are worried that we will be forced to have "free" unpaid meetings during the fifth day.
  226. That custodians will still have to work 5 days
  227. That IDS would choose a Tue-Fri Schedule instead of Mon-Thur.
  228. That our sick or personal days are not taken away just because we have Monday off. Not everyone gets sick on Monday or can schedule appointments on Mondays.
  229. That salaried staff would be working more hours rather than the same amount of hours because there would be an extra day per week for the district to cut into
  230. That some will not get to use this benefit while others will, could make them feel like they are less important.
  231. The below question would depend on hours, just so my day end time is the same.
  232. The effect this would have on employees and their families if they have kids who are in different districts
  233. The idea of reduced hours means reduced pay. Would we be paid the same amount total as previous years or would we work that fifth day to maintain the amount of money coming into our homes?
  234. The little learners are currently tired by lunch time; a longer day will not help this. Little kids are fresh in the morning and wear out. Clubs and after school events will not happen as what teacher or student will want to stay until 5:45-6ish (they will be starving).
  235. The longer school days and potential for shorter holiday breaks are not an incentive to move to a 4-day work week for many teachers. Students can only handle so many hours of schooling in

one day and with a 4:10 dismissal, we are already pushing the limits of prime learning hours. Furthermore, it is hard for teachers and students to spend quality time with our families when we already have a late dismissal time with the current schedule. Four day work weeks will only incentivize new teachers and retain current teachers if we follow other districts who have successfully implemented this and extended the days by around 20 minutes instead of 45.

236. The next question is concerning due to not knowing what a four day instructional week will actually look like yet. It should not be a simple yes or no option. But if all my needs as a parent and staff member are met, then I would most likely continue employment with ISD.
237. The only way it would be beneficial is if the day off was truly off not a requirement to do PD days or other work on the days off.
238. There are other things that are much more important to me than 4 or 5 work days that will determine whether I continue teaching in ISD. Things like class size, compensating me for the extra time it will take to do conferences for that many extra students, micro-managing what websites I use in my classroom, providing enough support staff to help buildings run smoothly, etc.
239. There would be more full days for Kids' Safari meaning that instead of focusing on my college education, I would be more focused on what I need to do in order to help out my students.
240. These responses do not apply to my position being a 12 month employee. Holiday breaks are already shortened for 12 month employees. Extra days off during each month also don't apply to 12 month employees.
241. This could also be an online day for students they can log on(considering the district require so many hours in school this can supplement that time) so school isn't extended longer. Have an alternative for parents who need it, and teachers who would like to work on this day can volunteer and be paid, kitchen staff can also volunteer to work and get paid
242. This isn't as much of a concern as it is a curiosity. I'm just curious what the actual implementation looks like. I can see versions that might go really well and versions that don't go so well. But just kind of generic 4-day week idea doesn't tell me much.
243. This survey is hard to take without more information about the proposed plan.
244. Tough to get students to return to school routine and expectations
245. Unknown expectations on Friday
246. Unknowns as how it would relate to Early Ed programs
247. Use of "day off" for mandatory work
248. vacation/sick days —would they be reduced or eliminated?
249. Way longer days for coaches. Possible 12 hour long work days for coaches
250. Well-being of students who might be left home alone on 5th day.
251. What does the 5th day look like for teachers? It's hard for me to say if I am for or against without this information.
252. What the daily schedule would look like
253. What will Mondays look like? Will it feel beneficial to me or just extra work. I would rather teach my subject area (something I am passionate about) 5 days a week rather than teach 4 days and sit through meetings for a full day every Monday. 3 Mondays off (at home) and 1 for worktime/PD sound reasonable and very appealing to me.
254. What would be the benefit to staff if we still have to work on the fifth day?
255. What would be the earliest and latest times the students will be arriving and departing from school? What would be the working hours for the certified teachers?
256. What would working hours be, would we lose any hours or pay, would we have less personal days able to take.
257. When meetings/duties will be scheduled and how plan times will be effected.
258. Will bus drivers lose a day
259. will I be paid for less hours? Will this affect my insurance?
260. will it affect our pay? (nutrition services)
261. Will it effect my hours at work
262. Will my pay be reduced if I'm working fewer days per week? (para)
263. will our hours get cut?
264. Will staff be required to come on the Monday off? If so, does that increase the hours we work (since we will already be working 40 hours in 4 days) and will pay be increased too?



- 265. Will staff work on the 5th day every week? if so will compensation be made for the added time from the 4 longer days?
  - 266. Will this make my paycheck shorter (transportation)
  - 267. With longer schools and the added Monday for PD, this actually makes more work time for teachers.
  - 268. work day hours
  - 269. Would classified employees take a pay cut?
  - 270. Would our contract/total days/pay change?
  - 271. Would pay, sick leave, and personal days decrease?
  - 272. Would staff truly have a day off or would they be expected to attend many extra PD days or other training, and not truly have a 4/day week?
  - 273. Would teacher pay decrease for teachers moving into a 4 day school week? Is head start included in the 4 day school week?
  - 274. Would the Early Education department follow a 4 day work week or be expected to keep the 5 day model because we care for children of employees? How will this impact those paid hourly in auxiliary departments?
  - 275. Would the summer be cut short? Would teachers still work a full day on the 5th day? How would hourly employees make up their time? Still a lot of unknowns in my opinion.
- 

**Question 5:**

Would you be more likely to continue your employment with the ISD if we moved to a four-day instructional week?

1,590 responses

