

Kimberly School District Long Range Planning Committee

Recommendation to KSD board regarding 4-day vs 5-day vs hybrid school week

January 25, 2024

AGENDA

Topic	Slide #	Minutes
4v5 day schedule recap	3-4	5
Staff & Community Survey	5-8	10
Additional Information	9	10
LRPC Recommendation	10	5

KSD LRPC Recommendation Timeline

November							Activity
S	S	M	T	W	T	F	
				1	2	3	
4	5	6	7	8	9	10	LRPC Meeting
11	12	13	14	15	16	17	KSD Board Meeting
18	19	20	21	22	23	24	Holiday
25	26	27	28	29	30	1	LRPC Meeting & KSD staff feedback session
December							
S	S	M	T	W	T	F	
2	3	4	5	6	7	8	KSD & LRPC panel discussion with other districts
9	10	11	12	13	14	15	KSD & LRPC panel discussion with teachers?
16	17	18	19	20	21	22	LRPC Meeting & KSD Board Meeting
23	24	25	26	27	28	29	Holiday
January							
S	S	M	T	W	T	F	
30	31	1	2	3	4	5	Holiday
6	7	8	9	10	11	12	KSD & LRPC community feedback session; survey closes
13	14	15	16	17	18	19	LRPC Meeting & KSD Board Meeting
20	21	22	23	24	25	26	
27	28	29	30	31			

LEGEND:	LRPC Mtg
	KSD Board Mtg
	Staff/District Feedback
	Patron Feedback
	Holiday

- LRPC is seeking feedback from multiple sources:
 - Other school districts
 - Community members
 - Teachers & staff members
- Variety of options to provide feedback:
 - Staff & Patron survey (1 sent, 1 in development)
 - Panel discussions open to community
 - Staff & Patron feedback sessions
- Target for recommendation: **Jan. 25, 2024** (*rescheduled from Jan. 18*)

KSD LRPC 4-day vs 5-day findings

Feedback gathered from multiple sources:

- **Staff** survey 1 - June 2nd
- **Community** survey 1 - Sept 20th
- **Superintendent** feedback session - Dec 4th
- **Staff** survey 2 - Dec 7th
- **Staff** feedback session - Dec 11th
- **Community** feedback session - Jan 8th
- **Community** survey 2 - Jan 10th

KSD LRPC conducted four surveys over six months to seek feedback from district employees & community members. **This presentation provides a deeper look at survey results.**

Additional info is included at the end of this presentation with detailed survey results & notes from feedback sessions.

KSD LRPC 4v5 day – Staff Survey 1

Key Points / Takeaways

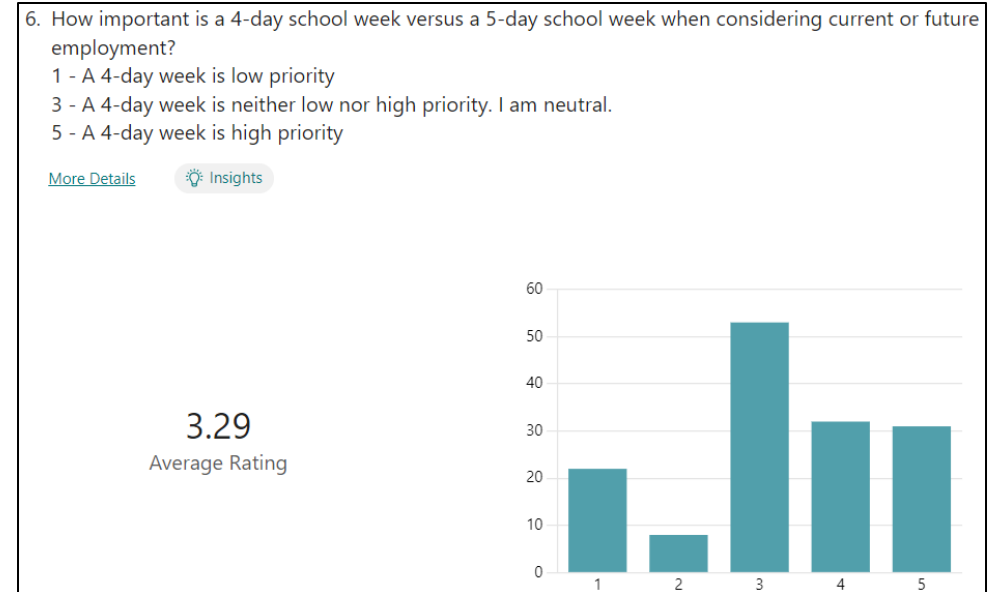
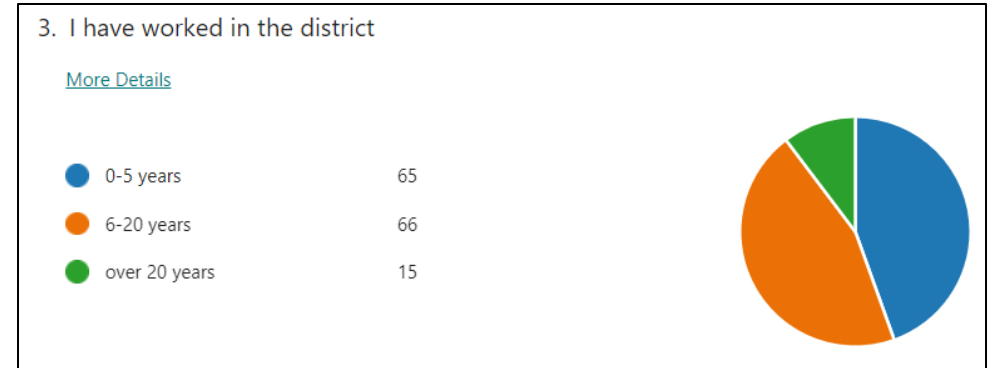
- Closed June 2, 2023
- Total Respondents: 146
- Various KSD employee groups represented
- Primarily teachers and paraprofessionals (+80%)
- When asked to **gauge the level of importance of a 4-day school week** when considering employment with KSD, **21%** of employees ranked this as a **low priority** &, 36% neutral, and 43% indicated a high priority

Detailed Results:

- Refer to associated excel file for specific data (see tabs titled “May staff verbatim”, “May staff survey data”, and “survey summary”)
- See embedded PDF for additional graphs like those on the right



Staff Survey Results for KSDBoard_Jun 2.pdf



KSD LRPC 4v5 day – Staff Survey 2

Key Points / Takeaways

- Closed December 7, 2023
- Total Respondents: 200
- Hybrid received lowest support (42% unsupportive & 22% neutral)
- 5-day week had 65% of respondents favoring this option
- 4-day week received 45% positive favoring
- Both 4-day and 5-day weeks had 21% neutral
- 5-day week would more likely lead to higher student achievement

Detailed Results

- Refer to associated excel file for specific data (see tabs titled “Dec staff verbatim”, “Dec staff survey data”, and “survey summary”)
- See embedded PDF for additional graphs like those on the right



May 2023 Staff Survey Results.pdf

1. I am a

[More Details](#)

- Certified Staff Member - I hold a... 134
- Classified Staff Member - I do n... 66



KSD LRPC 4v5 day – Staff Survey 2 detail

STAFF SUMMARY - support 5 day wk			STAFF SUMMARY - support 4 day wk			STAFF SUMMARY - support hybrid wk		
Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT
1	20	10%	1	39	20%	1	54	42%
2	50	25%	2	31	16%	2	29	23%
3	41	21%	3	41	21%	3	44	35%
4	48	24%	4	40	20%	4	52	41%
5	81	41%	5	40	20%	5	21	17%
Grand Total	200		Grand Total	200		Grand Total	200	

STAFF SUMMARY - higher student achievement 5 day wk			STAFF SUMMARY - higher student achievement 4 day wk			STAFF SUMMARY - higher student achievement hybrid wk		
Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT
1	5	3%	1	17	9%	1	31	25%
2	7	4%	2	39	20%	2	24	19%
3	67	34%	3	76	38%	3	81	65%
4	52	26%	4	36	18%	4	57	46%
5	74	37%	5	12	6%	5	7	6%
Grand Total	200		Grand Total	200		Grand Total	200	

Scale: 1- definitely not in favor, 2- not in favor, 3- neutral, 4- in favor, 5- definitely in favor

KSD LRPC 4v5 day – Community Survey 1

Key Points / Takeaways

- Closed September 20, 2023
- Total Respondents: 247
- Facilitated by Clearwater Financial, included in community survey regarding supplemental levy
- Subjective analysis of open text comments completed independently by CWF & LRPC to identify sentiment
- Output from CWF shared in screen shots embedded to the right, official copy is available from KSD office.

Detailed Results


- Refer to associated excel file for specific data (see tabs titled “community verbatim”, “CWF community comments”, and “survey summary”)
- See embedded PDF documents for additional information




CWF_KSD 4day week survey summary 1 page.pdf



CWF_Kimberly_School_District Follow up survey.pdf



Kimberly School District



Kimberly School District launched a survey covering a variety of topics, including questions regarding the possibility of moving to a 4-day school week.

Dates of Survey:
July 25, 2023 to ~~present~~

.....

“The Kimberly School District has encountered challenges in retaining current and recruiting new staff, leading to a turnover rate of 20% over the last two school years. To address this problem, the District has explored potential solutions. Considering the information provided, please indicate your level of support for the District to consider transitioning to a four-four day school week.”

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Respondents considered the following information:

- Out of 20
- 48% of re
- stay at K
- Challeng
- develop
- Candidat
- factor
- A transi
- reduce t

Average support

66.7%

*Average total # of responses to 4-day questions: 247

These questions aimed to provide insight into:

- support levels for a 4-day week
- Influence of certain messages on support levels

- Comments in favor of the 4-day week mentioned that it would benefit teachers and students.
- Comments against the 4-day week mentioned the burden on working parents to find childcare, concerns about how it would affect student learning, and the belief that other issues were affecting retention more.

KSD LRPC 4v5 day – Community Survey 2

Key Points / Takeaways

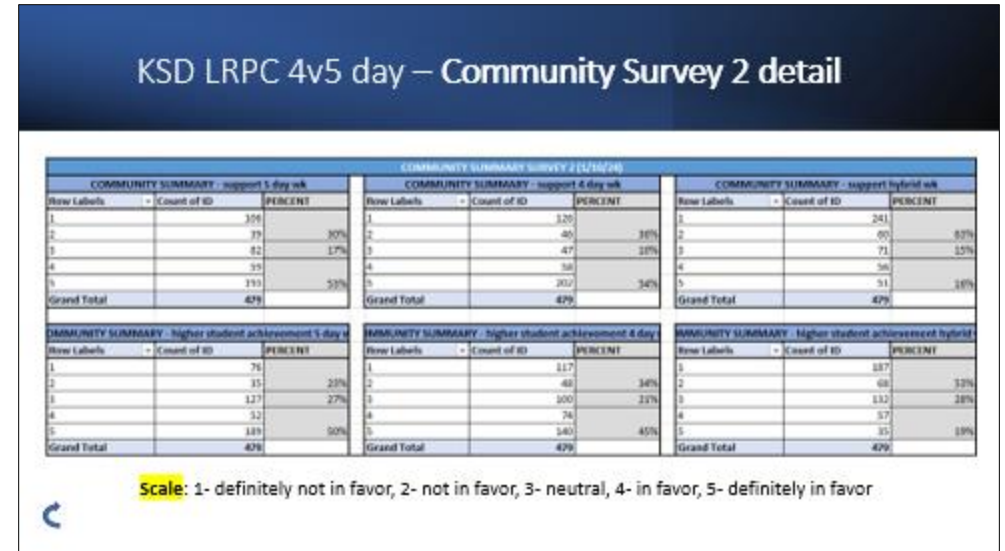
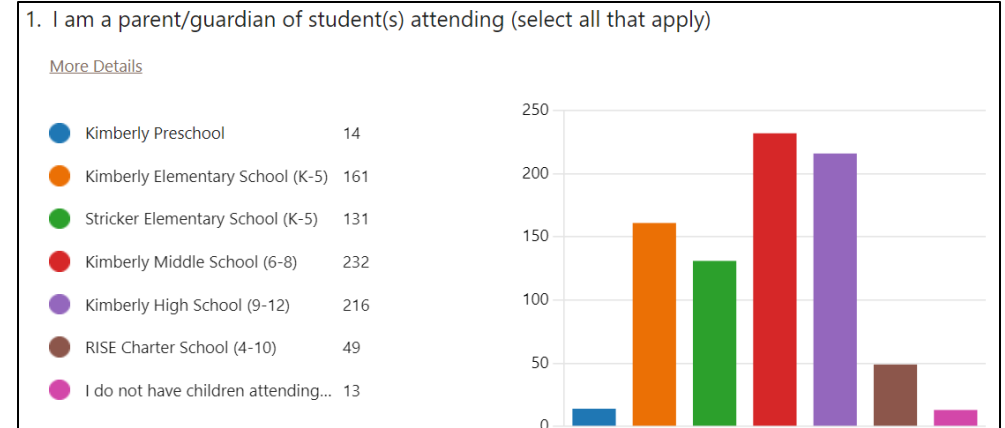
- Closed January 10, 2024
- Total Respondents: 479
- Hybrid received lowest support (63% unsupportive & 15% neutral)
- 4-day & 5-day weeks received similar levels of support (53% & 54%)
- Less support for 4-day week (36% unsupportive vs 30% for 5-day)
- 5-day week would more likely lead to higher student achievement

Detailed Results

- Refer to associated excel file for specific data (see tabs titled “Jan. community survey”, and “survey summary”)
- See embedded PDF for additional graphs like those on the right





Patron Survey Results Comments_Jan 10.pdf



KSD LRPC 4v5 day – Additional Information

Additional information & resources:

Document Name	Description	Embedded file
KSD LRPC – 4v5 days	Detailed feedback from <u>all</u> sources	 KSD LRPC 4v5 day
LRPC 4-day wk research	Online research on benefits & concerns of 4-day wk	 LRPC 4-day wk research.pdf

KSD LRPC 4v5 day – Recommendation to the Board

Recommendation: make no changes to existing schedule

Additional considerations:

- Seek employee feedback on how to make schedule more desirable (e.g. - early release for teachers on Friday)
- Use 5-day school week (with half day Fridays) as a branding opportunity for district
- Explore how to maximize student contact time while ensuring meaningful learning activities
- Review open text feedback from staff and community surveys



Thank you!

KSD LRPC 4v5 day – Staff Survey 2 detail

STAFF SUMMARY SURVEY 2 (12/7/23)								
STAFF SUMMARY - support 5 day wk			STAFF SUMMARY - support 4 day wk			STAFF SUMMARY - support hybrid wk		
Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT
1	20	15%	1	39	35%	1	54	42%
2	10		2	31		2	29	
3	41	21%	3	41	21%	3	44	22%
4	48	65%	4	40	45%	4	52	37%
5	81		5	49		5	21	
Grand Total	200		Grand Total	200		Grand Total	200	
STAFF SUMMARY - higher student achievement 5 day wk			STAFF SUMMARY - higher student achievement 4 day wk			STAFF SUMMARY - higher student achievement hybrid wk		
Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT
1	5	4%	1	37	38%	1	31	28%
2	2		2	39		2	24	
3	67	34%	3	76	38%	3	81	41%
4	52	63%	4	36	24%	4	57	32%
5	74		5	12		5	7	
Grand Total	200		Grand Total	200		Grand Total	200	

Scale: 1- definitely not in favor, 2- not in favor, 3- neutral, 4- in favor, 5- definitely in favor



KSD LRPC 4v5 day – Community Survey 2 detail

COMMUNITY SUMMARY SURVEY 2 (1/10/24)								
COMMUNITY SUMMARY - support 5 day wk			COMMUNITY SUMMARY - support 4 day wk			COMMUNITY SUMMARY - support hybrid wk		
Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT
1	106		1	126		1	241	
2	39	30%	2	46	36%	2	60	63%
3	82	17%	3	47	10%	3	71	15%
4	59		4	58		4	56	
5	193	53%	5	202	54%	5	51	16%
Grand Total	479		Grand Total	479		Grand Total	479	
COMMUNITY SUMMARY - higher student achievement 5 day wk			COMMUNITY SUMMARY - higher student achievement 4 day wk			COMMUNITY SUMMARY - higher student achievement hybrid wk		
Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT	Row Labels	Count of ID	PERCENT
1	76		1	117		1	187	
2	35	23%	2	48	34%	2	68	53%
3	127	27%	3	100	21%	3	132	28%
4	52		4	74		4	57	
5	189	50%	5	140	45%	5	35	19%
Grand Total	479		Grand Total	479		Grand Total	479	

Scale: 1- definitely not in favor, 2- not in favor, 3- neutral, 4- in favor, 5- definitely in favor

