

ADDITIONAL EARLY RELEASE DAYS REQUEST FOR 2022-2023 SCHOOL YEAR INFORMATION SUMMARY SHEET

I. Early Release Days - Purpose:

Early release hours provide teachers time to engage in professional learning to enhance and strengthen teaching and learning practices within classrooms. As we emerge from 2+ School years of operation within a Global Pandemic, the following items emerge as essential as we look forward to the 2022-23 School year:

- There is a great tension with staff that students are stunted in both SEL growth and academic growth. Although our data indicates students are doing well compared to their national peers, there is no question they are not where they would otherwise be pre-pandemic.
- Trauma informed practices are essential to supporting students in our current learning environments.
- Offering time for professional learning opportunities and team collaborations to staff members is a direct investment in the overall achievement and success of our students and in meeting our district's mission and vision.

Additional early release hours would allow for focused, consistent time providing the opportunity to dig more deeply into three identified areas of focus.

1. Diversity, Equity and Inclusion Training and Curriculum Integration
2. Social Emotional Learning
3. Academic Best Practices in Teaching & Learning

Remaining current in best practices to support students' social emotional and academic learning is vital to our goal of providing an accessible learning path for all students. By empowering teachers with the tools and ongoing focused time they need to learn and collaborate, we in turn, empower students by making learning more accessible

II. Early Release Day Structure and Supports:

The Gorham Schools has a Professional Development Committee, which consists of teacher leaders from across all schools and representative grade levels would work to put together a FULL PLAN for the utilization of any PD time allotted for the 2022-23 School Year.

With that understanding, we have provided an outline of what we believe would be the key focus areas for the 2022-23:

SEL – Restorative Practices across all grade levels, trauma informed practices and more.

DEI – Continued Curriculum Audit work, Microaggressions Trainings, Cultural Considerations within content area training, and more.

Academic Best Practices – Questioning and Discussion Techniques, Relationships, Relevance, Rigor Framework exploration, Executive Functioning Skills for Life, Formative and Summative assessments, Standards Based Reporting, Continued integration and deepening of practice using

REVEAL Math, Continued integration and deepening of practice using Core Literacy Programs, Continued work to strengthen Social Studies and Science Curriculum, Expansion of Aspire Gorham initiatives (Expose, Explore, Experience), Meeting needs of alternative learners, and more.

These additional early release days could also be used to strengthen other Professional Learning Support structures as follows:

K-5 – Expand 1 PLC meeting per month and create grade level meetings beyond the 1 time per month they are able to meet now. Add differentiated PD opportunities for staff, and create targeted time for vertical conversations across multiple grade levels with a focus on key transition areas such as PK – K, Gr. 5-6.

6-8 – Allow creation of grade level/content specific time that is currently missing from the PD schedule. Add differentiated PD opportunities for staff and create targeted time for vertical conversations across multiple grade levels with a focus on key transition areas such as Gr. 5-6 and Grade 8-9.

9-12 – Expand Team department meeting time, allow mixed staff groupings from existing departments to meet to discuss integrated curriculum. Add differentiated PD opportunities for staff and create targeted time for vertical conversations across multiple grade levels with a focus on key transition areas such as Gr. 8-9 and Gr. 12 – Post Secondary.

III. Sample Schedule:

August:

- Exec/SFL (share LSI work and implementation plan)
- DEI speaker (Lawrence Alexander II)
- Share early release plan
- Curriculum orientation for new teachers

September (4):

- SEL/Restorative Practices, including culturally inclusive lens
- Grading and Reporting Calibration

October (3):

- Questioning/Discussion, including culturally inclusive lens

November/December (7):

- Small group reading instruction & IDR, K-2, including culturally inclusive lens
- Reveal math, 3-5

January/February (7):

- Reveal math, K-2, including culturally inclusive lens
- Social Studies, 3-5, including culturally inclusive lens

March (4):

- Social Studies, K-2, including culturally inclusive lens
- ELA, 3-5, including culturally inclusive lens

April (3):

- Science -solidify units/assessments, include culturally inclusive lens

May/June (6)

- Circle back to the area(s) that need more time

IV. How Would We Measure Success?

SEL	DEI	Academic
<ul style="list-style-type: none"> • K-5 / 6-8 / 9-12 • Metrics for Success • ACES / MYHAUS Surveys • Gallup Survey • Staff Engagement & Self-Competence Survey • Attendance & Achievement Data 	<ul style="list-style-type: none"> • K-5 / 6-8 / 9-12 • Metrics for Success • Topical Engagement / Survey • Staff Engagement & Self-Competence Survey • Attendance & Achievement Data 	<ul style="list-style-type: none"> • K-5 / 6-8 / 9-12 • Metrics for Success • NWEA Achievement & Growth Scores

V. Current ER Schedule (8 ER days per calendar year)

Elementary School ER Schedule	GMS ER Schedule	GHS ER Schedule
8:50 – School Start 12:00 – Buses Dismissed <i>Note: Buses have left by 12:30, Teachers need lunch time of 30 min. Teacher work time = 1:00 – 3:30 or 2.5 hours.</i>	8:00 – School Start 11:10 – Buses Dismissed <i>Note: Buses typically have left by 11:30, teachers need lunch break. Teacher work time = 12:00 – 2:30 or 2.5 hours.</i>	7:50 – School Start 11:00 – Buses Dismissed <i>Note: Students have typically cleared the building by 11:20, teachers need lunch break. Teacher work time = 11:50 – 2:20 or 2.5 hours.</i>

VI. Other Options To Consider In Providing Additional PD Time For Staff

Any of the following options or combinations of the following options could be considered, and of course, “status quo” or “no change” is also always an option. But if that option is considered, just know that we will NOT be able to address the needs outlined above fully with the current time constraints that we have.

1. Adding additional ER days, just not as many. Perhaps NOT moving from 8 each year to 36, but instead considering movement from 8 ER days to 16 which would create an ER day ROUGHLY every other week throughout the course of the year.
2. Keeping ER days each week, but changing hours so that Gr. 6-8 students are not dismissed until noon and K-5 students are not dismissed until 1:00 p.m.
3. Adding additional full PD days to the calendar for Teachers – NOTE this would come at a cost as we are currently limited to 183 teacher days in our existing contract. Adding days would require adding compensation and agreement by the association via contract negotiations.