



Date: October 26, 2021
To: School Board
From: Dr. Shawn Bird, Deputy Superintendent of Instruction and School Communities
Subject: Making November 12 a Professional Development Day--Staff Report

BACKGROUND

On April 27, 2021, the School Board approved Resolution 6294 adopting the 2021-22 School District Calendar.

This year on the District Calendar, Veteran's Day, November 11, falls on a Thursday, and there is no school on this Federal holiday. A regular school day is scheduled for the following day, Friday, November 12.

Since the beginning of the pandemic, the District has been limited in its ability to offer professional development to school-based staff. Providing safe and healthy learning conditions has been the number one priority.

RELATED POLICIES

3.20.010-P Annual Calendar
OAR 581-022-2320 Required Instructional Time

ANALYSIS OF THE SITUATION

In the midst of the delta variant surge, implementing COVID-19 Health and Safety Protocols has become our highest priority. Understanding and following those protocols with fidelity, including frequent updates from ODE and health authorities, has been time consuming. In addition, we have been short-staffed in many areas, notably our substitute staff.

Due to demands on school staff resources and staffing constraints, we are challenged to provide professional development to our teaching staff that focuses on our recent bond-funded curriculum adoptions and key instructional practices and initiatives intended to narrow student opportunity gaps. In addition, principal meetings have been cancelled and staff meetings have, out of necessity, been focused on ensuring staff are familiar with how to adapt to and implement the latest requirements for health and safety. Furthermore, professional development that typically happens during the day has been cancelled so as not to exacerbate an already acute shortage of available substitute educators to cover teacher absences. Teachers who have covered other colleagues' classes, when a substitute was not available, have also foregone important planning and preparation time. Due to the urgent need to provide deferred

professional development for our teachers, staff is proposing that the Board of Education convert Nov. 12 from a student day into a professional development day.

The professional development proposed for this regular work day will include a range of key topics for teachers and our classified Staff:

- Health and Safety
- K-5: PD on Math and Literacy Adoptions
- 6-8: PD on the Science Adoption
- 6-12: Math Field Test PD
- 6-12: PD on Culturally Sustaining Pedagogy, Equitable Grading, Student Engagement
- K-12: Classroom Management
- Collaborative planning time

TIMELINE FOR IMPLEMENTATION:

Professional Development Teams have begun preparing Professional Development (PD) for November 12. The professional development will be a mix of District-directed PD on adoptions and instructional practices, as well as an opportunity for schools to tailor the PD for school and teacher needs.

The details and logistics will be shared with building administrators, teachers and classified staff on a weekly basis starting this week to prepare them for this change in the District calendar and to ensure they are prepared for this day of learning.

Communications will be shared with families multiple times and through email, text, social media so that families can prepare for this change in the calendar.

BOARD OPTIONS WITH ANALYSIS

This change in the calendar may impact [OAR 581-022-2320 Required Instructional Time](#). Time requirements are as follows:

- Grade 12: 966 hours
- Grades 9–11: 990 hours
- Grades K–8 — 900 hours

Changing November 12 from an Instructional day into a professional development day, will leave us scheduled with approximately the following instructional hours for the 2021-22 school year:

- Grade 12: 982 hours
- Grades 9-11: 1020 hours
- Grades 6-8: 950 hours
- Grades 2-5: 924 hours
- Grade 1: 919 hours
- Kindergarten: 909 hours

If we have inclement weather this winter that closes school, there are four potential make-up days. Three are scheduled at the end of the school year, June 13-15, 2022. President's Day on February 21, 2022, can also be used with at least 30 days' notice.

For 12th graders, only President's Day can be used to make up for inclement weather because High School Graduation is set for June 5-9. As a result, for Seniors to be in compliance with Required Instructional time, there can only be two inclement weather days that are not made up on President's Day.

For Kindergartners to be in compliance with Required Instruction Time, there can also only be one inclement weather day that is not made up on one of the four designated makeup days.

If there are more inclement weather days than described above, the Board would need to pass a resolution counting up to 30 hours of Staff professional development toward Required Instructional Time for the District to be in compliance with this OAR.

COMMUNITY ENGAGEMENT

Labor Partners are in agreement that staff will greatly benefit from a day of professional learning.

In most cases, child care providers will be able to provide child care on November 12 for families currently registered in those programs; similar to what they are doing on other non-school days.

On Thurs., Oct. 21 PPS sent a communication to all PPS families via newsletter and will work with local media to promote this information.

CONNECTION TO BOARD GOALS

This professional development day supports building organizational capacity to fulfill all of the Board Goals as it is placing a focus on the professional learning of our educators K-12 as we work toward continuous improvement in the classroom and across the organization.

STAFF RECOMMENDATION

Staff recommends that the Board approve this change to the calendar allowing staff a much needed professional development day.

As a member of the PPS Executive Leadership Team, I have reviewed this staff report.

_____ (Initials)