

Equity Impact Statement

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<p>Title: Changes to School Start and End Times</p>	<p>Date: Nov. 15th, 2017</p>
<p>Presentation Overview/Action Proposed:</p>	<p>To better meet students' needs, BPS is considering significant district-wide changes to realign school start times. We are proposing whereby we will:</p> <ul style="list-style-type: none"> • Increase the proportion of high school students starting after 8am • Increase the number of elementary school students dismissing before 4pm • To the extent possible, do both of the above while maximizing reinvestment in classrooms • To the extent possible, assign schools with high populations of autistic, emotionally impaired, and medically fragile students to start and end times which are conducive to more reliable transportation service
<p>Educational and Racial Equity Implications:</p>	<p>Research has shown conclusively that later start times for high school students (specifically those after 8am) lead to improved academic outcomes for high school students. We expect to apply any potential savings from these changes to providing additional funds to the schools that serve the district's higher need students and/or to provide increased before or after school care to enable families with less flexible schedules to attend schools with a wider range of start and end times. Any change to start and end times may be more difficult for lower income families who are likely to have less flexible work hours. Shifting high school start times later could be a barrier for students who work after school to support their families, or affect families where older children are responsible to accompany younger family members to or from school. However, these changes may also enable lower-income families to attend a nearby high-quality school that they currently cannot attend, particularly if before and/or after school programs increase. Therefore, while we expect these changes to be disproportionately challenging for our highest need families, we do not know the net- long term impact of this change on these highest need families.</p>



Policy Implications:	While this policy will cause significant short-term disruption for staff and families, we believe the overall short- and long-term impact will benefit students and families. In line with research, we expect shifting more high school start times later will improve student learning. We expect that shifting more elementary school students earlier will improve teacher morale and retention. We expect to reinvest cost savings into schools. We also expect that establishing firm start and end times for the foreseeable future will give schools stability to plan for reliable over before and/or after school care for their community.
Budget Impact:	The eventual plan created with the school community will determine the actual budget impact, but cost savings from this initiative are expected to range between \$2M and \$10M annually. These funds may come in gradually and would be invested into schools through a number of different ways.
Implications of Yes Vote:	New start and end times would be assigned, better supporting student achievement.
Implications of No Vote:	Current start and end times would continue to negatively impact students, particularly high school students. In addition, the current inequities built into the system of start times would continue to negatively affect parents, students, and teachers and would continue to represent potentially millions of dollars which are unnecessarily spent on transportation and not on schools.