



Extended Learning Time (ELT) Proposal

School Committee
Presentation
January 14, 2015

Agenda

Overview and Timeline

2

Schedule and PD Changes

5

Supports and Resources

8

Compensation and Joint Task Force

10

Next Steps and Questions

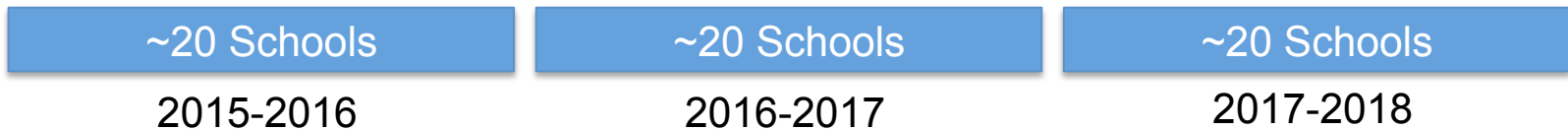
12

Overview of the ELT Tentative Agreement

- BPS and BTU have reached a tentative agreement to extend the school day by **40 minutes per day** for additional instructional time in approximately **60** non-autonomous k-5, middle and k-8 schools



- These schools will be known as **“Schedule “A”** schools and will be phased in over the next **three years** with approximately **20 schools per year**
 - All teachers and paraprofessionals will work the extended day in each Schedule “A” school



- This agreement has been voted upon by the Boston Teachers Union on **January 14th**
- We request a vote** by the Boston School Committee on **January 28th**

What is the criteria/timeline for identifying the 20 schools for next year?

- The first cohort of 20 Schedule “A” schools will be chosen by the end of **January**. Schools will be chosen based on the following **criteria**:
 1. Schools’ desire and readiness to be in the first round of the Schedule “A” schools
 2. Equitable distribution of Schedule “A” schools across networks and level of schools
 3. Performance Level
 4. Transportation costs

Note: An information session on the ELT agreement will be held on Thursday, January 15th from 4-6pm at a location TBD. This session is intended for school teams consisting of the principal / headmaster, a teacher and a parent to learn about this agreement and the selection process for the first cohort of 20 Schedule “A” schools. School teams will begin the process of developing a letter of intent to be one of the first 20 Schedule “A” schools. We strongly encourage school teams to attend.

How will the schedule of the new school day be developed?

- BPS and BTU agree that collaboration within the school community is key to success in achieving a quality ELT program
- The building administrator (principal/headmaster), in concert with the faculty¹, and School Site Council shall plan the new school schedule²



- School schedules will be submitted for approval by Network Superintendents by **May 15th of each year**
- We explored the feasibility of adjusting start times for some schools, but have analyzed that doing so created additional layers of complexity and additional costs that we **could not** absorb at this time. **Therefore, the expectation is that the 40 minutes will be added to schools' current schedules with their existing start times**

¹ Faculty chosen by the staff in the building shall meet with the Instructional Leadership Team and the building administrator three times per year to assess, review, and change, if decided, how the extended time shall be allocated.

² It is expected that the schedule reflect a rethinking of the school day not an addition of minutes on each period

What is the change in planning time for schedule “A” schools?

- Teachers will have an additional block of **forty (40) consecutive minutes** of **teacher directed planning and collaboration** time embedded within the week

+40 Min (teacher directed planning and collaboration)

- In addition to the additional 40 minutes of planning and development, all Schedule “A” schools shall have the option of having **teacher planning and development** time increased by **seven (7) minutes each day**, five days per week, or, **have a block of 35 additional minutes per week**.



- Specialists can use **6 of the 18 hours** of professional development (PD) to meet with other specialists in Schedule “A” schools or, with school-based grade level and/or content area teams

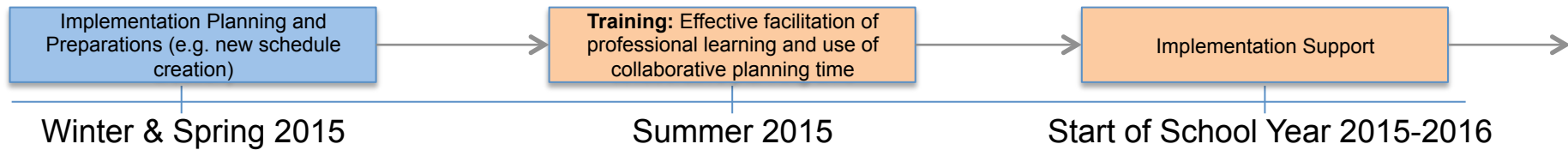
Note: As with traditional planning and developing time, if for some reason it is not provided to the educator, they can be compensated (paid 1/5 of the per diem substitute teacher rate) for that time if it is not made by the end of the week

How does this effect PD time?

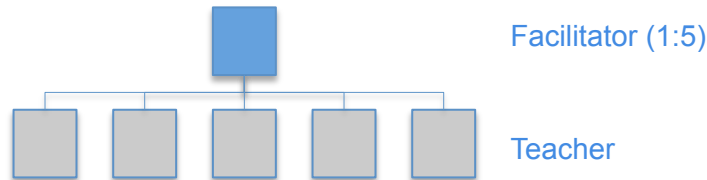
- All Schedule “A” schools shall adopt their upcoming year's professional development schedule by June 15th of the preceding school year.
- All current Schedule “A” schools, and those schools becoming a Schedule “A” school hereafter shall have their schedule of 24 hours of professional development created and approved in accordance with Article VE1 (a) (8)-(10) of the 2010-2016 collective bargaining agreement
- This means that staff will vote on the PD schedule for all Schedule “A” schools.

What supports will schools have to prepare for implementing?

- We will be contacting schools beginning this Winter (and throughout the Spring) to begin implementation planning¹. In the Summer, the School Department shall implement **training** in the “effective facilitation of professional learning and use of collaborative planning time”. Lastly throughout the school year, we will be providing implementation support.



- Schools will have **1 facilitator for every 5 teachers**. Once fully implemented, up to **400** facilitators will be in place across the district to support the effective use of time.



¹ Using school-based planning tools to help the school teams create a new schedule

What resources will be provided to schools?

- Beginning this winter and spring, BPS will allocate resources to be distributed among the Phase I Schedule “A” schools with an allocation prorated by the number of students in each Phase I Schedule “A” school.
 - The apportioned money shall be used to support the planning and implementation of the extended school day before the respective school year begins¹
- In addition, teachers selected by the School Site Council shall be eligible to receive a stipend of one thousand dollars (\$1000) per work year and shall be responsible for planning and facilitating the teacher collaboration time for the work year.
- BPS is also dedicated to ensuring that schools learn from existing successful ELT BPS schools, and partners who have supported the expansion of the school day, including the National Center for Time on Learning

Existing ELT BPS
Schools' Best
Practices



NCTL Best Practices

¹ The School Site Council at each school shall approve a plan for directing these funds, including stipends for participants and shall select the teachers and paraprofessionals chosen to receive the funds. All plans shall be reviewed by the Network Superintendent and approved by a Joint Task Force.

How will compensation be set for educators in Schedule “A” schools?

- Staff compensation shall be codified on a new pay grid, hereinafter known as the Schedule “A” Pay Grid¹
 - Every step and lane shall be \$4,464.02 higher than the applicable effective September 1, 2015
- Each Schedule “A” school that has implemented ELT shall also have a designated budget² for educational resources, materials, supplies, and other relevant purchases for the support of extended learning time
 - The value of the budget at each school will be the equivalent of **\$200 per full time teacher**
 - The use of these funds will be **teacher-directed and teacher-determined** through a process developed by the Joint Task Force (see next slide for definition)

¹ The BPS and BTU agree that this compensation shall be deemed a part of each employee's base pay for their newly established workday under the CBA

² These budgets will be drawn from funds to be raised collaboratively by the BTU, City of Boston, and BPS. Any changes to funding beyond the first school year will be based on mutual consent of the President of the BTU and the Superintendent of the BPS.

What is the Joint Task Force?

- A Joint Task Force will be established to oversee the implementation of the ELT agreement.
- The Task Force will consist of **seven** (7) members. **Three** members will be selected by the Superintendent, **three** will be selected by the BTU, and **one** member will be jointly agreed upon by the Superintendent and the BTU President.



- Oversight of implementation includes:
 1. Determining the **training** to be provided on the **effective use of extended learning and collaborative time**
 2. Determining a **process** by which schools **use the funds allocated for supplies and resources** to support extended learning time

Next Steps

- Conduct ELT information session for schools and request Letter of Interest on 1/15
- Finalize school selection methodology
- Identify first cohort (SY2015-2016) and gather feedback from BTU, School Site Councils, Network Superintendents, and Joint Task Force
- Receive School Committee Vote on ELT 1/28
 - If the School Committee approves the ELT agreement, then:
 1. Begin implementation planning and new schedule creation with first cohort
 2. Develop guidance on 1) quality uses of ELT and 2) teacher directed planning and collaboration and teacher planning and development
 3. Work with Joint Task Force to determine training(s) needed and process for distributing funds
 4. Work with school leaders on messaging to explain changes for families
 5. Create and administer training (for summer 2015)

Questions?

Questions?