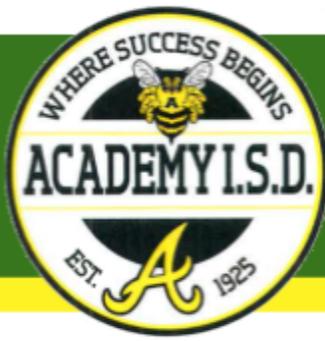


4 Day Instructional Week

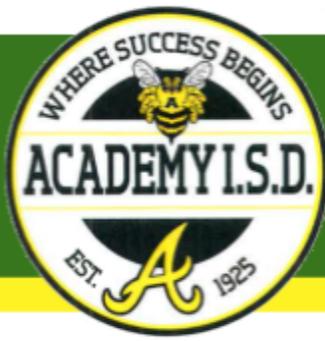
Frequently Asked Questions

Updated December 21, 2022

1. Why is the district considering a 4 day instructional calendar?
 - a. The main reason is to attract and retain the highest quality teachers in the Central Texas area. The district currently has several grade levels that have more students than the state 22:1 recommended ratio.
 - b. Secondary reasons include improving student and staff attendance rates, lowering discipline referrals, and increasing academic achievement.
 - c. The potential of substantial financial savings to the district is not a consideration as funds will be redirected as available to increase student outcomes.
2. Is this an AISD problem or widespread?
 - a. The teacher shortage is nationwide. Here in Texas, the TEA has created the Teacher Vacancy Task Force Committee which is actively studying and considering ways the agency can support the state in efforts to increase the amount of teachers.
 - b. AISD grew by approximately 100 students this year (1835) and we are expecting that type of growth over the next 5-7 years. This will increase the need for more teachers.
 - c. Many other districts including those in Bell County are considering these types of options.
3. Will this be a permanent move for the district?
 - a. Ongoing progress monitoring of student achievement and achievement of our stated goal of recruiting and retaining teachers will lead the discussions over time to determine the best path.
 - b. Piloting the program for a year, 2 years or 3 years will be considered to gain a meaningful impact.
4. How does the AISD Teacher salary schedule compare to area schools?
 - a. [Area Teacher Salary Comparison](#)
5. What else AISD has used to recruit and retain teachers?
 - a. AISD has done various forms of the following:
 - i. Retention stipend (\$1000 Fall 2021)
 - ii. Sign on Bonus (\$500 Fall 2021)
 - iii. Reduced work calendar - from 187 to 180
 - iv. K-5 extended conference periods
 - v. Employee child learning center
 - vi. Employee dress code - business casual and jeans acceptable
 - vii. Formation of Education Foundation grants
 - viii. Instructional Coaching and Interventionists



- ix. TEA Teacher Incentive Allotment
 - x. Technology upgrades
 - xi. Payscale raises - 2019, 2020, 2022
6. Will staff salaries be reduced if this is passed?
 - a. No salaries will not be reduced. Daily Rates of Pay (DROP) will reflect an increase.
 7. Is there a sample calendar that is being considered?
 - a. [Sample Draft 4 day calendar](#)
 - b. The samples for AISD show Friday is the “off day” for now.
 8. Which day of the week could be the “off day”?
 - a. There is ongoing discussion about Monday or Friday. We will work with our campuses, coaches, and evaluate what other districts have done to determine the best scenario.
 9. What will teachers/staff be required to do on the “day off”?
 - a. Most days will be completely off.
 - b. Some will be for planning and lesson development
 - c. Some will be for accelerated instruction to serve identified students in need.
 10. How long will the instructional day be?
 - a. There are many scenarios to consider; however, to achieve an August to May calendar, about 490-500 minutes per day would be needed.
 - b. ****The current draft shows that only 480 minutes a day will be needed.**
 11. Will the instructional day look the same on each campus?
 - a. No, PK-5th and 6th-12th grade could potentially look drastically different
 - i. PK-5th considerations - recess, lunch, ELAR/Math blocks, GT, SPED and others will all be considered and determined by each campus.
 - ii. Middle School and High School will be similar but could be tailored to each level’s needs.
 12. What about athletics?
 - a. If Friday is “off” - Middle school athletics will operate Monday through Thursday and no Friday workouts
 - b. High school varsity athletics is wide open at this point. The coaches and Athletic Director are in continuous discussion which could work best for them....in season and offseason.
 13. Will the district help with possible child care scenarios for the “off day”?
 - a. **AISD is currently developing an “in house” offering for incoming PK-5th grade students.**
 - i. **There is strong consideration of having 2 Fridays a month open for camp.**
 - ii. **If the proposed calendar is approved a more detailed outline will be provided.**
 - b. The district is contacting and discussing with several 3rd party entities to discuss options. If the 4 day calendar is adopted, we will accelerate those conversations to help come up with possibilities.
 - c. AISD has reached out to a few childcare providers and will update this page as information is given.
 14. Has there been any consideration for those students that may need assistance with meals on the “off day”?



- a. Yes, similar to the child care situation, there may be options that the district can assist with to ensure our students are offered assistance.
15. Could there be variations of the school day for students with special needs?
- a. There will be many conversations that are relevant to this as the district moves through the process. If the district goes to a 4 day week, scenarios will be presented to the instructional staff and a more thorough response will be available.
16. How many minutes per day, days in a school year must a student attend?
- a. TEA requires a total of 75,600 minutes for a school year.
 - b. TEA requires that each school day be a minimum of 420 minutes.
 - c. ISD's have the flexibility to create a calendar that satisfies these requirements.
17. What has the AISD calendar looked like over the last couple of years?
- a. [2020-2021](#) (delayed start due to COVID)
 - b. [2021-2022](#)
 - c. [2022-2023](#)
18. What are the similarities and differences in these calendars?
- a. [Comparison link](#)