DATE:	March 18, 2014
TO:	Board of Trustees
FROM:	Darrel Robertson, Superintendent of Schools
SUBJECT:	School Year Calendar 2014-2015 and 2015-2016
ORIGINATOR:	David Fraser, Executive Director, Corporate Services Mark Liguori, Assistant Superintendent of Schools
RESOURCE STAFF:	Lisa Austin, Mike Falk, Sandy Forster, Cheryl Hagen, Glenn Johnson, Sherry Matter, Lorne Parker, Kent Pharis, Sandra Stoddard, Chris Wright, Bonnie Zack
REFERENCE:	<u>GCA.BP</u> – Approval of the School Year Calendar <u>GCA.AR</u> – The School Year Calendar 2012-2016 Teachers' Collective Agreement

ISSUE

The 2012-2016 Teachers' Collective Agreement contains a Letter of Understanding that provides for a pilot project for a revised school calendar for the 2014-2015 and 2015-2016 school years (Attachment I).

RECOMMENDATION

- **1.** That the revised 10-month calendar for the 2014-2015 school year (Attachment II) be approved.
- 2. That the proposed 10-month calendar for the 2015-2016 school year (Attachment III) be approved.

BACKGROUND

The Board approved the 10-month calendar for the 2014-15 school year on November 27, 2012 (Attachment IV). There is no currently approved calendar for the 2015-2016 school year.

The Board and the Alberta Teachers' Association (ATA) ratified the 2012-2016 Teachers' Collective Agreement in the fall of 2013. The Letter of Understanding on the pilot project for a revised school calendar was included in the ratified agreement (Attachment I).

As per the Letter of Understanding, the Administration and the ATA struck a joint committee to review the proposed calendars developed by the Administration for 2014-15 and 2015-16 (Attachments II and III). The parties agree that the attached calendars meet the criteria outlined in the Letter of Understanding.

The Administration has established a working committee to oversee the implementation of the revised school year calendar project. The committee has undertaken or will be undertaking the following activities:

- An informal review of draft calendars in other Alberta districts along with informal discussion with other districts that have operated calendars similar to the suggested options Edmonton Public Schools is considering (Attachment V);
- Development of possible calendar scenarios;
- Consultation with internal district stakeholders on the impact of proposed scenarios;
- Guidance for the implementation of the recommended calendars;
- Setting of outcomes and measures for evaluation of the calendar pilot;
- Development of a program evaluation and tracking plan, for use at school and district levels;
- Development of an internal and external stakeholder consultation plan;
- Development of an extensive communication plan.

RELATED FACTS

In constructing a school year calendar, the following requirements of Alberta Education have been met:

- Elementary and junior high school students must receive 950 hours of instruction per school year.
- Senior high school students must have access to 1,000 hours of instruction per school year.
- Senior high school five credit courses require 125 hours of instruction; three credit courses require 62.5 hours of instruction, and a one credit course is 25 hours of instruction. The number of instructional days available in each semester must be sufficient to meet this requirement for every course offered either in a quarter, semester or full-year term and must take into account the placement of Alberta Education diploma exams. (Note: these requirements will change once the High School Flexibility Project is fully implemented)
- These instructional time requirements must be met on an annual basis.

The following requirements of the Letter of Understanding are also addressed:

- Teachers will not be assigned duties in excess of 1800 minutes per week. Assignable time will provide for instruction, supervision of students and professional activities such as inservice sessions, staff meetings, committee work and parent/teacher conferences.
- A teacher's full-time equivalent (FTE) assigned teaching time for instruction does not exceed 896.2 hours in either year (886.33 in 2014-15 and 896.09 in 2015-16)
- Classes begin on the Tuesday following Labour Day and end prior to Canada Day in each year.

The 2014-15 and 2015-16 proposed calendars include:

- Three school/catchment professional development days (October 3, November 24 and March 20 in 2014-15 and March 7, April 18, May 6 in 2015-16)
- Two district/catchment professional development days (August 28 and February 2 in 2014-15 and September 3 and February 1 in 2015-16)
- Two days for Teachers' Convention (February 26 and 27, 2015 and February 25 and 26, 2016)
- Two days-in-lieu for parent/teacher interviews (November 10 and May 15 in 2014-15 and May 19 and 20 in 2015-16)
- One operational day for opening and one operational day for closing (August 29 and June 29 in 2014-15 and September 4 and June 29 in 2015-16).

- The calendar shall be balanced between the two semesters to accommodate instructional time at the secondary level (92/93 instructional days in 2014-15 and 91/92 instructional days in 2015-16)
- The 10-month calendars are used by all district schools except the following:
 - Donnan School, Vimy Ridge Academy, Braemar School, and M. E. LaZerte High School follow a modified calendar.
 - All Institutional Services and Hospital Campus Schools follow a 12-month instructional calendar.
 - Talmud Torah School follows a 10-month calendar that is modified to account for religious holidays.
 - Schools may apply to the Superintendent for approval to modify the calendar to meet local instructional needs while adhering to Alberta Education's minimum instructional time requirements. Note: high schools participating in the High School Flexibility Project may also be applying for exceptions to the attached proposed calendars.

OPTIONS

The following options are selected for consideration as they are deemed the most admissible:

- 1. Approve the attached school year calendars for each of 2014-15 and 2015-16.
- 2. Approve the attached school year calendars for each of 2014-15 and 2015-16 with modifications.

CONSIDERATIONS & ANALYSIS

The previously approved 2014-15 School Year Calendar requires revision to meet the conditions of the Letter of Understanding. The scenarios presented for 2014-15 and the 2015-16 school years meet these conditions. It should be noted that the Letter of Understanding does not specifically address the number of instructional days or the inclusion of a fall break, which has garnered media attention.

The currently approved 2014-2015 school year calendar was developed and approved in alignment with a number of district policies and administrative regulations, most notably <u>GCA.BP</u> and <u>GCA.AR</u>.

The following points outline the key differences in comparing the proposed calendars for 2014-15 and 2015-16 to calendars developed under the previous requirement of teachers teaching 1430 instructional minutes per week:

<u>2014-15</u>

- There is a reduction in the number of instructional days from 188 to 185;
- Teachers will be teaching five minutes longer on each instructional day;
- There are two additional professional development days and one-additional day-in-lieu for parent/teacher interviews (November 10, 2014);
- There is an additional day where students and teaching staff are not required to attend school (November 7), which creates a five day weekend for students and teaching staff in November 2014;
- The last operational day is June 29th as compared to June 30th.

2015-16

- Teachers will be returning to work on September 3rd as compared to September 1st;
- Students will be returning to school on September 8th as compared to September 2nd;
- There is a reduction in the number of instructional days from 188 to 183;
- Teachers will be teaching eight minutes longer on each instructional day;
- There are two additional professional development days and one-additional day-in-lieu for parent/teacher interviews, i.e., May 19, 2016 (Note: there are limited options in placing professional development days and days-in-lieu as Labour Day occurs on September 7);
- With the two days-in-lieu being attached to the May long weekend, students and teaching staff will have a five day weekend in May 2016;
- The last operational day is June 29th as compared to June 30th.

There are a number of district policies and administrative regulations (Attachment VI) related to the school year calendar that conflict with the school calendar conditions in the current Letter of Understanding. These requirements would need to be amended or suspended during the course of the pilot project.

A two year pilot project provides the opportunity for the District to investigate the implications of two widely different calendars which both meet the terms of the Letter of Understanding.

The decision on a revised calendar for 2014-2015 should be in place by early April, 2014 to allow adequate time for scheduling secondary students for the upcoming school year.

NEXT STEPS

Upon approval of the school year calendars, details will be communicated to all key stakeholders. District administration will also consult with community partners to explore ways in which families may be supported through opportunities provided to children during common days off.

ATTACHMENTS & APPENDICES

ATTACHMENT I Letter of Understanding – Pilot Project on Revised School Calendar
ATTACHMENT II 2014-2015 Proposed Calendar
ATTACHMENT III 2015-2016 Proposed Calendar
ATTACHMENT IV November 27, 2012 Board Report: School Year Calendar 2014-2015
ATTACHMENT V Review of Calendars in Other School Districts
ATTACHMENT VI Policies & Regulations Involving the School Year Calendar

DF/ML/SF:sb

Letter of Understanding – Pilot Project on Revised School Calendar

This Letter of Understanding is made pursuant to Section 5 (Professional Development) and Section 8 (Pilot Projects) of the Provincial Teachers' Framework Agreement of March 13, 2013. The parties agree that ongoing professional development and collaboration for teachers is critical to achieving the vision of *Inspiring Education*, district priorities and plans, school improvement plans and a teacher's individual professional growth plan. The parties also agree that the focus of this pilot project is on teaching quality, improvement of student outcomes and support for a reasonable workload.

The parties agree that Edmonton Public Schools will establish a district school calendar in 2014-15 and 2015-16 that meets the following criteria:

- a) A teacher will not be assigned duties in excess of 1,800 minutes per week. Assignable time will provide for instruction, supervision of students and professional activities such as inservice sessions, staff meetings, committee work and parent/teacher conferences.
- b) A teacher's full-time equivalent (FTE) assigned teaching time for instruction shall equate to approximately 890 hours per school year, depending on the number of instructional days scheduled but no more than 896.2 hours.
- c) Classes will begin on the Tuesday following Labour Day and end prior to Canada Day.
- d) The District calendar shall include:
 - i. Three school/catchment professional development days
 - ii. Two district/catchment professional development days
 - iii. Two days for Teachers' Convention
 - iv. Two days-in-lieu for parent/teacher interviews
 - v. One operational day for opening and one operational day for closing. These days will not be used as Professional Development Days.
- e) The calendar shall be balanced between the two semesters to accommodate instructional time at the secondary level.
- f) A teacher may agree to be timetabled for instructional duties which may vary in the number of hours assigned per semester.
- g) Schools may develop and forward an alternative school calendar which does not comply with section c) to the Superintendent of Schools for approval.

To implement elements of *Inspiring Education*, teachers must engage in ongoing professional development that considers District, school and personal professional goals. The Board shall ensure that time is dedicated from within the currently allotted professional development days or those times during the school year such as early dismissal days when students are not in attendance, to enable classroom teachers to collaborate with their colleagues in a professional learning community setting to benefit student learning and mitigate teacher workload and to address the goals of their Personal Professional Growth Plan.

As per the 2012-2016 Provincial Framework Agreement, teachers who believe that insufficient time has been dedicated to professional development may appeal to the principal, and if necessary the Superintendent or his designate. If they are not satisfied by the decision of the Superintendent or his designate, the Association may refer the matter to the Exceptions Committee. The Exceptions Committee will provide recommendations to all parties.

The parties shall establish a joint committee within 30 days of ratification of the collective agreement to review the proposed calendars for 2014-15 and 2015-2016 to ensure the above criteria are met. The committee will be comprised of three teachers appointed by the Economic Policy Committee and three members appointed by the Board. The committee will also establish a process for evaluation, which includes the requirement for the committee to provide a written evaluation report to the Superintendent of Schools and the President of Edmonton Public Teachers Local 37 of the ATA by March 31, 2016. Costs of the committee will be borne by the Board.

The parties agree to suspend the requirements of Clause 13.2 (Teacher Assignment) and 23.10 (Professional Development Days) during the pilot project.

In the event that either party serves notice that they intend to terminate the pilot project on August 31, 2016, Clause 13.2 and 13.2.1 will take effect on September 1, 2016.

ATTACHMENT II



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First Day: September 2

Days 5 minutes longer

Long Weekends: November 7-11, May 15-18

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APRIL 2015

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185 Instructional Days 194 Teacher Days 92-93 Semester Split

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ATTACHMENT III



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First Day: September 8 Days 8 minutes longer

Long Weekend: 5 day May Weekend -May 19, 20 DIL

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183 Student Days 192 Teacher Days 91-92 Day Split

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FEBRUARY 2016

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MAY 2016 W F S Μ Т Т S **INSTRUCTIONAL DAYS = 183** NO STUDENTS or STAFF NO STUDENTS or TEACHERS HOLIDAYS (STAT or BOARD) STARTUP/END (STAFF ONLY) DIL (NO STUDENTS or STAFF)

PD DAY - DISTRICT/CATCHMENT PD DAY - SCHOOL/CATCHMENT TEACHERS' CONVENTION

EDMONTON PUBLIC SCHOOLS

Recommer	idation	Report

DATE:	November 27, 2012
то:	Board of Trustees
FROM:	Edgar Schmidt, Superintendent of Schools
SUBJECT:	School Year Calendar 2014-2015
ORIGINATOR:	Tanni Parker, Assistant Superintendent
RESOURCE STAFF:	Jan Favel, Sandy Forster, Sherry Matter, Inga Melenius, Ardis Olsen
REFERENCE:	HCA.BP - Approval of the School Year Calendar

ISSUE

During each school year, the Board shall approve an additional school year calendar for two years after the current school year to allow staff, students, parents and the public access to approved school year calendars.

RECOMMENDATION

It is recommended that the Board of Trustees approve the 10-month calendar for the 2014-2015 school year (Attachment I).

BACKGROUND

In order to meet the instructional time requirements of Alberta Education, it is recommended that the first day of instruction for the 2014-2015 school year be Tuesday, September 2, 2014 and the last instructional day be Friday, June 26, 2015. The recommended calendar meets the requirements of Board Policy HCA.BP (Attachment II).

RELATED FACTS

In constructing a school year calendar, the following requirements of Alberta Education have been met:

- Elementary and junior high school students must receive 950 hours of instruction per school year.
- Senior high school students must have access to 1,000 hours of instruction per school year.
- Senior high school five credit courses require 125 hours of instruction; three credit courses require 62.5 hours of instruction, and a one credit course is 25 hours of instruction. The number of instructional days available in each semester must be sufficient to meet this requirement for every course offered either in a quarter, semester or full-year term and must take into account the placement of Alberta Education diploma exams.
- These instructional time requirements must be met on an annual basis.

The following requirements are also addressed:

- To meet the 950 hours of instruction for the year, at least 188 instructional days are required.
- Schools are able to declare up to three professional development days and one day-in-lieu. This requires that 192 possible instructional days are made available in the calendar.
- Two days at the end of February are reserved for the Greater Edmonton Teachers' Convention.

Use of the 10-Month Calendar Within the District

The 10-month calendars are used by all district schools except the following:

- Donnan School, Vimy Ridge Academy, Braemar School, and M. E. LaZerte High School follow a modified calendar.
- All Institutional Services and Hospital Campus Schools follow a 12-month instructional calendar.
- Talmud Torah School follows a 10-month calendar that is modified to account for religious holidays.
- Schools may apply to the Superintendent for approval to modify the calendar to meet local instructional needs while adhering to Alberta Education's minimum instructional time requirements.

CONSIDERATIONS & ANALYSIS

Other highlights of the recommended 2014-2015 school year calendar include:

- There are two non-instructional days for staff prior to September 1, 2014. These days are to be designated as operational days used to prepare for the upcoming school year.
- The last instructional day prior to the Winter Recess is Friday, December 19, 2014. Staff and students return to school on Monday, January 5, 2015.
- Teachers' Convention is designated to fall on February 26 and February 27, 2015.
- The last instructional day prior to the Spring Recess is Friday, March 27, 2015. Students return to school on Tuesday, April 7, 2014 as Easter Monday falls on April 6, 2015.

NEXT STEPS

Once approved by Board, the calendar will be adopted for the 2014-2015 school year.

ATTACHMENTS & APPENDICES

ATTACHMENT I2014-2015 School Year CalendarATTACHMENT IIHCA.BP – Approval of the School Year Calendar

SF:jf

ATTACHMENT I



2014 - 2015 School Year Calendar

September 2014

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February 2015

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INSTRUCTIONAL DAYS = 192		
NON-IN	STRUCTIONAL DAYS = 4	
NON-OPERATIONAL DAYS		
START	of YEAR = 2	
TOTAL	DAYS = 198	

Days may be reduced by 3 Professional Development Days and one day in lieu

SCHOOL CALENDAR 2014-2015

<u>Month</u>	<u>Total Days</u>	Instructional Days
August	2	0
September	21	21
October	22	22
November	19	19
December	15	15
January	20	20
February	19	17
March	20	20
April	18	18
May	20	20
June	22	20
Total Days	198	192

Labour Day	September 1, 2014
Thanksgiving	October 13, 2014
Remembrance Day	November 11, 2014 (Tuesday)
Winter Recess	December 22, 2014 – January 2, 2015 inclusive
Family Day	February 16, 2015
Teachers' Convention	February 26 – 27, 2015
Spring Recess	March 30, 2015 – April 2, 2015 inclusive
Good Friday	April 3, 2015
Easter Monday	April 6, 2015
Victoria Day	May 18, 2015

First day of operation First day of instruction Last day of instruction Last day of operation August 28, 2014 (Thursday) September 2, 2014 (Tuesday) June 26, 2015 (Friday) June 30, 2015 (Tuesday)

Edmonton Public Schools Board Policies and Regulations

CODE: HCA.BP TOPIC: Approval of the School Year Calendar EFFECTIVE DATE: 13-02-2007 ISSUE DATE: 14-02-2007 REVIEW DATE: 02-2014

The school year calendar is the calendar that is used by the majority of district schools that follow the September through June instructional year.

The Board of Trustees believes that a consistent school calendar should be used by schools offering instruction during the September through June time period. This allows the majority of the district's students to start and end the school year and to be dismissed for major recesses on the same dates, while still allowing schools some discretion in scheduling and identifying professional development days and days-in-lieu. A standard calendar allows the Board to more easily undertake its responsibility to ensure that all students in Edmonton Public Schools have available to them as a minimum the amount of instructional time mandated by the Minister of Education and communicated in the Guide to Education.

Whereas the Board believes that it is ideal for students to commence their instruction on the Tuesday after Labour Day, there will be years in which the number of available instructional days during the September through June timeframe may preclude this. In such years the Board will endeavour to ensure that instruction commences after August 31.

The Board believes that parents, students, staff and community need to be made aware of future planned school calendars to allow time to appropriately plan ahead to ensure that students are given the optimum opportunity to access instruction. During each school year, the Board shall:

- 1. Approve an additional school year calendar, thereby giving staff, students, parents and the public access to approved school year calendars for two years after the current school year.
- 2. Approve any changes to any previously-approved school year calendar made necessary by information not available at the time the calendar was approved.

Should circumstances arise at a school where the approved calendar does not meet the school's needs, the superintendent of schools is given the authority to modify the school calendar for that school on an annual basis.

Reference(s):

GCBD.AR- Time in Recognition of Duties Related to Reporting Student AchievementGLC.AR- School Professional Development DaysHCA.AR- The School Year CalendarHCAA.AR- Dismissal Times Before Vacation PeriodsHCAB.AR- Remembrance DayHD.BP- Instructional TimeHE.BP- Organization for InstructionHEA.AR- Semester Changeover - Senior High SchoolsSchool ActSections 39(1)(a),39(1)(c), and 56(1) - (6)Alberta Education's Guide to Education - ECS to Grade 9 Programming. Senior High SchoolProgramming

Review of School Year Calendars in Other Districts

A review of the available web-sites for other Alberta school jurisdictions with approved calendars for the 2013-14 school year and either draft or approved calendars for the 2014-2015 and 2015-2016 school years revealed the following:

2013-14 School Year Calendar in Other Districts - Summary

- 61 school year calendars covering 56 districts were analyzed
- 10 districts had first day of instruction in August, all others identified September 3, 2013 as first day
- Almost all district s published a list of district-wide dates for PD and Day-in-Lieu
- 5 districts reported a full week Fall Break around the Remembrance Day holiday, 38 others extended the week-end by one or more days
- All districts except one had balanced semesters (within 3 days). Horizon school district had 5 fewer Semester 2 days in favour of a Convention Break in February
- The number of reported instructional days varied from a low of 171 in Wildrose to a high of 190 in Edmonton Catholic
- 47 of 61 calendars identified more than 2 days in which teachers had assigned duties prior to the first day of instruction – 16 districts identified 5 such days
- About a third of districts identified a full week break during the week of non-instructional time around Teacher's Convention

o 2014-2015 School Year in Other Districts - Summary

- 20 draft scenarios were found on-line as of the end of December, 2013
- Of the 20 reported scenarios, the following characteristics were noted:
 - Eighteen districts to start instruction on September 2
 - Two districts to start instruction on August 28 (Golden Hills and Prairie Land Regional)
 - Almost all districts have centrally-determined dates for PD Days and DIL
 - Only one district reports a full week Fall Break as a possibility (one of three drafts for stakeholder feedback provided by Prairie Land Regional) – NOTE: Elk Island Public and Catholic had no posted drafts as of December, 2013
 - Parkland identifies 6 days around the November 11 week-end as a Fall Break
 - All districts attempted to have approximately the same number of instructional days in each semester
 - The number of annual instructional days vary from a low of 175 in Chinook's Edge to a high of 190 in Edmonton Catholic
 - About a third of the districts have a week off during Teacher's Convention in addition to a Christmas and a Spring/Easter break
 - 15 of 20 districts identify three or more days related to professional development or opening of school activities prior to the first day of instruction – the remaining 5 districts has 2 such days identified

o 2015-2016 School Year in Other Districts - Summary

- 7 drafts were found on-line as of the end of December, 2013
- Of the 7 reported scenarios, the following characteristics were noted:
 - Two districts to start instruction after Labour Day on September 8 (Clearview and Grande Yellowhead)
 - The other boards first days of instruction vary from August 31 through September 3
 - Semesters not balanced with a September 8 start of instruction Grande Yellowhead does better than Clearview since it identifies no PD or DIL in Semester 1, resulting in a 91-93 semester balance
 - Clearview has a DIL in Semester 1, but ends with a 90-95 semester imbalance
 - All have centrally-determined dates for PD Days and DIL
 - Only one district reports a full week Fall Break as a possibility (Wolf Creek, which starts instruction on August 31)
 - 6 of 7 districts identify three or more days related to professional development or opening of school activities prior to the first day of instruction the remaining district has 2 such days identified

Policies and Regulations Involving the School Year Calendar

The EPSB Policies and Administrative Regulations that relate to issues involving the school year calendar are listed below. The bulleted statements below each heading indicate whether or not the policy or regulation or part thereof is in conflict with the conditions set out in the Letter of Agreement. The policies and regulations of interest include:

• FBD.AR – Time in Recognition of Duties Related to Reporting Student Achievement

- Need to refer to two days in lieu rather than one
- Wording should reflect the possibility of centrally set dates for days-in-lieu
- FLC.AR School Professional Development Days
 - Need to refer to five professional development days rather than three
 - Need to introduce the categories of school/catchment based and district-wide professional development
 - Wording should reflect the possibility of centrally set dates for professional development
- GCA.BP Approval of The School Calendar
 - Wording should reflect the possibility of centrally set dates for professional development and days-in-lieu
 - Possibility of starting before Labour Day is in conflict with the LOA
- GCA.AR The School Year Calendar
 - Need to refer to two days in lieu rather than one (B.5)
 - Wording should reflect the possibility of centrally set dates for days-in-lieu
 - Need to refer to one Non-Instructional Operational Day at the start of the school year rather than two (C.1)
 - Need to refer to one Non-Instructional Operational Day at the end of the school year rather than two (C.2)
 - Need to refer to five professional development days rather than three
 - Wording should reflect the possibility of centrally set dates for professional development
- GCAA.AR Dismissal Times Before Vacation
 - Current wording does not conflict with calendar revisions identified in MOA
- GCAB.AR Remembrance Day
 - Should be amended to reflect current practice of designating November 11 as a holiday
- GD.BP Instructional Time
 - Current wording does not conflict with calendar revisions identified in MOA
- GE.BP Organization for Instruction
 - May need amending to reflect current practice as a result of Alberta Education's placement of diploma examinations
- GEA.AR Semester Changeover Senior High Schools
 - Wording on minimum student attendance in examination days is ambiguous
- DEA.AR Transportation Services
 - Current wording does not conflict with calendar revisions identified in MOA