

Time Valued Schedule

A master schedule for schools that value their teachers
with a benefit of a *one* work-at-home day

Created by the Hillel Academy, Tampa,
Master Scheduling Team

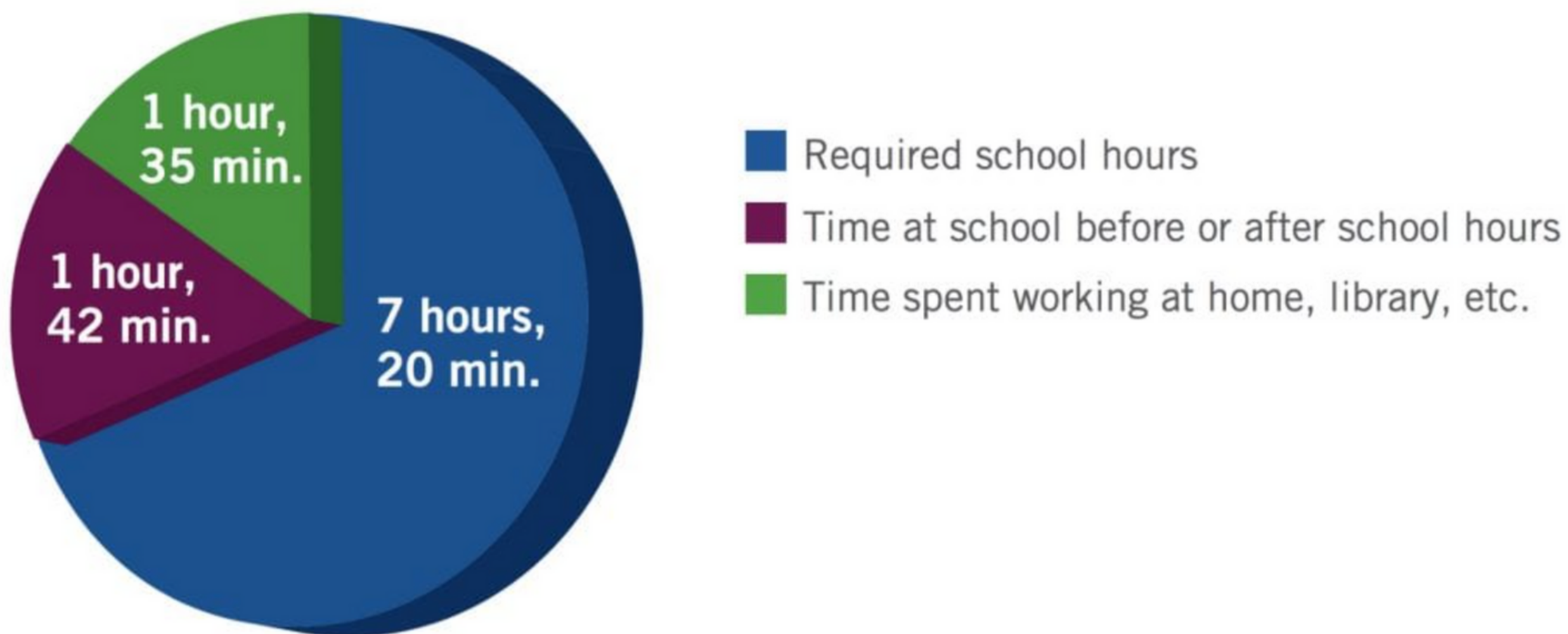
Teaching

The only job you have to work before you get to work, so you have work to do at work. Then because there was no time at work to do work, you have to work after work to catch up on the work you didn't get a chance to do at work.

[@missgeog92](#)

A 53.33
Hour
Work Week

How Teachers Spend Their Workday (10 hours and 40 minutes on average)



Source: [Scholastic and the Bill and Melinda Gate Foundation](#)

Teacher's Work Hours per Year = 2000

Average Worker's Hours per Year = 1,811

Source: Pew Research Center

The Three Components of Intrinsic Motivation

- Autonomy
- Mastery
- Purpose

Pink, Daniel H. Drive. Canongate Books, 2011

Autonomy.

While majority autonomy in brick & mortar schools may be difficult, is Google's "20% rule," endorsed by organizational psychologists such as Adam Grant, Malcolm Gladwell, Daniel Pink, and Simon Sinek, possible?

And, will increased autonomy lead to...

- Increased mastery?
- Teacher attraction and retention?
- Healthier (mind, body, and soul) educators?

Time Valued Schedule

5-day work week

- 4-days working in school
- 1-day working at home ("20% Rule")
- Kids in school **ALL FIVE DAYS**

Details

- Combination block & traditional scheduling
- NOT accompanied by a 20% pay reduction
- Approximately 30 autonomous days (Paid Flex Day = PFD)
 - Planning, grading, communicating, PD, appointments, mental health
 - Substitute for a colleague = added compensation
 - Only accountable to communication policy
- Paid Time Off (PTO) reduced, but not eliminated

Just imagine it ... teachers are able to reclaim their evenings and weekends!

Process (Our Process)

- August 2022 - Leadership Team Ok to move forward (sworn to secrecy)
- Winter Break 2022 - 1st draft created (just to establish that it could work)
- January 2023 - Philosophy and draft introduced to teachers
 - Whole group then small group then whole group discussions
 - Sought master scheduling-minded volunteers
- January-March 2023 - Multiple drafts created and tweaked
- April 2023 - "Final" version distributed ... tweaking commenced again
- May 2023 - Implemented with a test week
 - Parents made aware two weeks prior with Zoom Q & A week after test
 - Accolades when information email went out; one parent attended Q & A
- Going into summer 2023
 - Master Schedule complete
 - Calendar and events complete
 - Back-to-School and first-cycle-of-schedule anxiety diminished

Highlights

- Elementary schedule is different than secondary schedule
- Utilizes a hybrid of traditional and block scheduling
 - Reduced passing/transition time leads to more teaching and learning time
 - Teachers have more control over student breaks
- PFDs on Monday, Wednesday, Thursday, and Friday
- Traditional schedule on Tuesdays - Staff Meeting day
- Leans on the parts of the school that differentiate it from others
- Assumes:
 - Willingness to NOT *do things the way they have always been done*
 - Collegial culture
 - Trust in faculty and trust in administration
 - Comfort with change (or, at least some leadership and key educators)

Elementary Tips

- Identify differentiator - STEM, Fine Arts, Religion, Language, Culture, etc...
 - Utilize these educators as "Intensive" days for lead teacher's PFD
- Consider departmentalizing and then the department has an intensive day that provides the PFD for the partnering teacher
- While brain-based research supports "spaced practice" for learning skills and knowledge parents and educators will still expect daily exercise, especially in reading, writing, and math

Secondary Tips

- Secondary is the easier of the two to schedule
- Block schedule
- Hybrid schedule - students miss a class one day and double it another

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