

# SPARTA HIGH SCHOOL 2015-2016 SCHEDULE PRESENTATION

Presented by Dr. Daniel R. Johnson

MA - Education and Supervision

MA - Educational Leadership, Management, and Policy

Ed.D. - Educational Leadership, Management, and Policy

New Jersey Principal of the Year, 2012

National Distinguished Principal

NJPSA Visionary Leadership Award Recipient



# PROCESS

- ▶ During the 2013-2014 school year, administration determined that there were areas of concern that needed to be addressed. These issues were determined by SHS staff, as well as by members of the community (parents, teachers, and students).
- ▶ During the past two school years, we presented ideas to the following:
  - ▶ We met with the PSTO and outlined concerns and discussed our ideas for how an amended schedule might address these concerns;
  - ▶ Dr. Johnson held student forums on June 5, 2014 during which students from each grade met, reviewed the concerns, as well as the scheduling ideas, and gave feedback;
  - ▶ The School Leadership Team, comprised of 30 staff members, met on May 23, 2014 and discussed the concerns and the ideas for a new schedule to address these issues;
  - ▶ The entire faculty met together on May 5, 2014 to discuss ideas and for administration to get feedback on the ideas presented;
  - ▶ During the 2014-2015 school year, administration took the collected feedback and continued to work on solutions to the concerns;
  - ▶ Administration met with the Sparta Education Association on November 19, 2014 to discuss and review to ensure that the solutions met with the contractual guidelines;
  - ▶ Administration met with members of the student council (took place over the course of several weeks) to discuss the concerns;
  - ▶ Administration presented a proposal to the BOE Curriculum Committee in January and February, including subsequent presentations at Board of Education Meetings;

# Members of Committees who met to discuss concerns and solutions

## Administrative Team

- ▶ Dr. Daniel R. Johnson
- ▶ Ms. Janet Ferraro - Vice Principal (28 years of service to the district)
- ▶ Mr. Steven Stoner - Vice Principal
- ▶ Mr. Rory Fitzgerald - Director of Guidance
- ▶ Mr. Pat Shea - Director of Athletics and Activities
- ▶ Ms. Mary Hassenplug - Supervisor of English and Art
- ▶ Mrs. Marisa Wilson - Supervisor of Science
- ▶ Ms. Katie Arbolino - Supervisor of Math and Music
- ▶ Mr. Steven Schels - Supervisor of Social Studies and World Languages
- ▶ Ms. Kacey Konwiser-Dalton - Student Assistance Counselor

## School Leadership Team

- ▶ All member of the administrative team
- ▶ Dave Decrescenzi                      Christiana Wessels
- ▶ Sandy Chiappini                      Sarah Cayan
- ▶ Ken Scognamiglio                      Christine Mase
- ▶ Danielle Kopp                          Derek Hall
- ▶ Chris Sima                              Sue Vnenchak
- ▶ Carol Scheese                          Jenna Valleau
- ▶ Tim Librizzi                              Lara Lovett
- ▶ Mike Tobin                               Kelly Grossberndt
- ▶ Lynne D'Amelio                        Christie Graham
- ▶ Megan Greco                             Larry Brady

# Members of Committees who met to discuss issues and solutions

- ▶ Additionally, meetings were held with students for input. These meetings included:
  - ▶ 15 members of the current senior class
  - ▶ 18 members of the current junior class
  - ▶ 15 members of the current sophomore class
  - ▶ 22 members of last year's senior class

# STRENGTHS OF THE CURRENT SCHEDULE

## ▶ Rotation of the classes

- ▶ The current rotation allows for students to not have the same first and last period daily. This potentially assists students who may not function well first thing in the morning or last period of a school day. This has also allowed for the inclusion of a senior privilege program that allows students late arrival or early dismissal in coordination with their study hall in their academic schedule.

## ▶ Lunch

- ▶ The current lunch potentially would allow for all students to be able to socialize during the course of the day adding to a more community feeling within the building. Due to the opportunity, some clubs also run during this time. In example, this year I granted permission for a newspaper club to run during that time, allowing students to write articles for an online newspaper.

## ▶ Academic Assistance

- ▶ The current schedule allows for teachers to offer two 24-minute Academic Assistance periods each week during the extended lunch period as per the SEA agreed teacher contract.

So...the question became

HOW DO WE MAINTAIN WHAT WE SEE AS STRENGTHS IN THE CURRENT SCHEDULE WHILE ADDRESSING THE ACKNOWLEDGED CONCERNS IN ORDER TO CONTINUE TO IMPROVE THE EDUCATION AT SPARTA HIGH SCHOOL BY ENHANCING THE CULTURE OF THE BUILDING, KNOWING THAT CULTURE HAS A DIRECT AFFECT ON PERFORMANCE?

WHAT ARE THE CONCERNS?



# WHAT ARE THE CONCERNS?

- ▶ The largest concern with our current schedule is the extended unit lunch period during which all students are scheduled for the café:
  - ▶ The unit lunch plan was changed from the original plan which included ways to accommodate all 1200 students, to the current plan where, since my arrival, our set up only accommodates approximately 800 students. Even taking into consideration that 200 students may be out of the café for academic assistance and/or labs, this still leaves a large number of students without traditional café seating.
  - ▶ This has resulted in those students being displaced during lunch - eating on the floor in the hallways or in the annex gym in the bleachers. Attempts have been made to add additional tables to the back of the café and in the annex; however, there are still not enough areas for all students to comfortably eat;
  - ▶ This has caused an unfortunate “hierarchy” mentality in our student body - it is seen as “acceptable” that underclass students have to eat on the floor or in the annex; it is a “right of passage” to gain a seat at tables in the café.

## EXAMPLES OF PARENTAL CORRESPONDENCE REGARDING THE UNIT LUNCH

- ▶ “My son... and company have decided to retreat to the hallway floor after a few confrontations with some other students that wanted to monopolize the table that [they] had been eating at for the last two years. So in the spirit of “peaceful eating”, they remain on the floor in what they describe as “the cave” in the hallway. The high school renovations were much too costly to have resulted in this unfortunate and unacceptable lunchroom situation.”
- ▶ “...From a health and safety standpoint, it is obvious that tables would be preferable to bleachers. They would be easier for the janitors to sanitize and clean and healthier for the students, and safer for those juggling trays, food, books... With recent attention focused on prevention of the new enterovirus and Ebola viruses as well as food allergy situations, tables would help to alleviate some of those concerns. And with the recent fight and bullying situation in the cafeteria, it is clear that issues could be avoided if adequate seating was provided.”

## WHAT ARE THE ISSUES?

- ▶ The largest concern is the unit lunch period during which all students are scheduled for the café:
  - ▶ When this schedule was installed, it was modeled after other schools who were running successful unit lunches. Working within that model, stipends for 10 teachers were put in place in order to monitor both the longer lunch period and the building, as students move throughout the building at this time.
  - ▶ These stipends were cut out of the budget prior to my arrival in 2012. Since then, supervision of the café has been a concern. With the large number of students, most days there are only 3 or 4 staff members are on duty to monitor safety and security. Examples of this include:
    - ▶ Incidents that pull the vice principals away to deal with behaviors
    - ▶ Meetings that pull the Director of Guidance and the counselors back to the Guidance Office
    - ▶ Supervisors are shared between buildings and are no longer at the high school full time limiting their availability to be in the café
    - ▶ Due to the Sparta Education Association contract, most often teachers cannot be assigned to café duty due to the fact that they would be over their contractually agreed upon minutes

# WHAT ARE THE ISSUES?

- ▶ The largest concern is the unit lunch period during which all students are scheduled for the café:
  - ▶ In researching school level incidents over the past three years, it is clear that the larger incidents at SHS have occurred during this extended period, including:
    - ▶ Our only physical altercation over the past three years occurred due to a disagreement over a lunch table. This resulted in three HIB reports being filed, all of which must be investigated separately.
    - ▶ Each year the senior class has worked to use the lunch period for some sort of demonstration - including, but not limited to:
      - ▶ A food fight on March 22, 2013
      - ▶ A demonstration which evolved into an incident between a staff member and two students on March 26, 2014
  - ▶ In addition, a number of our Harassment, Intimidation, and Bullying reports are generated from or tied to events that occur during that longer lunch time.

It is important to note that we, as an administration, feel that our student body is an exceptional collection of young men and women. Larger incidents are not frequent; however, if there is a way to prevent incidents from occurring to increase the climate, we feel it is important to investigate and address. A proactive approach is key when working to continually move a school forward.

# WHAT ARE THE ISSUES?

- ▶ The largest concern is the unit lunch period during which all students are scheduled for the café:
  - ▶ The NJDOE has expressed concern with unit lunches - particularly for supervision and plans for safety and security. With the push for increased school safety, including plans for emergencies during times such as lunch, homeroom, and passage in hallways, the larger lunch presents many issues regarding lock-down and evacuation situations. While SHS currently has plans in place for these events, the lack of staff makes these situations challenging, no matter how well-planned they may be.

# WHAT ARE THE ISSUES?

- ▶ The rotation of periods, while beneficial in some ways, has presented concerns. In example:
  - ▶ During our two academic appeal meetings throughout the school year, we have found that many of the students who are appealing loss of credit, particularly in the senior class, have accumulated absences due to not tracking the rotation properly and showing up tardy to a scheduled academic course.
  - ▶ Since the rotation has been implemented, we have seen an increase in tardies at the high school as students have demonstrated a knowledge that they now have 4 times as many opportunities to be late prior to losing credit. In example, if they had the same first period course daily, after 16 lates, they may lose credit. However, since periods rotate everyday for four days, they could technically be late 60 times (15 times for each class for each rotation) prior to ever losing credit in a course.
  - ▶ In demonstration of the issues that have arisen, in January of this year, administration addressed nearly 600 tardies during the month.

# HOW DO WE ADDRESS THESE CONCERNS?

- ▶ We have thought through three possible solutions to address these concerns:
  - ▶ Change the schedule to a more traditional, nine period schedule in which the high school would run three lunch periods, decreasing numbers and increasing supervision
  - OR -
  - ▶ Address the concerns through the investment of funds to alleviate the areas of concern as outlined in a plan presented by Dr. Johnson on September 11, 2014. Address areas of concern regarding tardies and loss of credit through revisions in the SHS Attendance Procedures.
  - OR -
  - ▶ Offer a series of “out-of-the-box” solutions to restructure the unit lunch. This would include the installation of an Open Campus program, working to schedule the unit lunch with more items for increased student involvement, and working with teacher schedules in order to increase numbers of staff in the unit lunch.

# HOW MIGHT A NEW SCHEDULE ADDRESS THESE CONCERNS?

- ▶ Lunch - Instead of the one large unit lunch during which the entire school shuts down and eats together, we would host three lunch periods during which students who are not in lunch would be in class. This would allow for us to have between 300 and 500 students in a lunch, all of whom would fit in the designated cafeteria and have a seat at which to eat.
- ▶ The rationale for three lunches as opposed to two lunches is that three lunches would allow us to run science labs every period, increasing the chances for our students to participate in their choice of sciences and allowing motivated students to take more than one science course if they so choose.
- ▶ Lunch periods would be the length of a class period, still allowing for students to have an extended break in the middle of the day to decompress and prepare for their coursework in the afternoon.

# HOW MIGHT A NEW SCHEDULE ADDRESS THESE CONCERNS?

## ▶ Academic Assistance:

- ▶ Currently, teachers host two 24 minute academic assistance periods a week during the longer lunch period. We would have one longer 38 minute academic assistance period once a week during which students would not be faced with a choice between social time at lunch and academic help. Students would scan in to their desired AA class. Students who are not in need of AA could:
  - ▶ Have early release that day
  - ▶ Work in the media center
  - ▶ Work in a larger study hall atmosphere in the café
  - ▶ We are investigating how to run other things during this time, i.e. some clubs, instrumental lessons, etc.
- ▶ To further assist, English, History, Science, and Math labs will be open during the three lunch periods in the instance a student needs assistance on a particular day and does not want to wait until Wednesday. In speaking with Chatham High School and Livingston High School, they indicate that this is the structure that they have adopted during their unit lunch. They do not have individual teachers working with their individual classes on a regular basis as we would through the AA on Wednesdays.
- ▶ In addition, we will continue to host our extended school day program in which staff and NHS students offer assistance and tutoring to students within the building after school.

This structure would offer students more than double the minutes available for academic assistance during the course of the school week.

## HOW MIGHT A NEW SCHEDULE ADDRESS THESE CONCERNS?

- ▶ The elimination of the rotation could also assist SHS in reducing the large amount of tardies faced daily and throughout the school year, thus decreasing students losing credit in courses while also decreasing the amount of discipline referrals associated with tardies.

# HOW MIGHT THE INVESTMENT OF FUNDS ADDRESS CONCERNS?

- ▶ A commitment by the Board of Education to invest funds for the following items:
  - ▶ 10 additional lunch tables for the annex gym (a one time \$10,000.00 cost);
  - ▶ A minimum of 10 stipends to pay teachers to assist in monitoring the café;
  - ▶ 2 additional part-time custodians to clean the annex gym and break it down in preparation for PE periods immediately after lunch

This would present a means to address the concerns during the unit lunch as outlined. The commitment would need to be made yearly and ongoing in the instance that this solution is found to be adequate.

The approximate commitment for this solution would be a recurring \$80,000.00 a year.

# HOW MIGHT THE INVESTMENT OF FUNDS ADDRESS CONCERNS?

- ▶ The unit lunch would be supervised by a minimum of ten teachers during the lunch. Additionally, we would retain administrative presence in the café during the lunch. We could then continue to have the security guards monitor the exits and the parking lots during the period.
- ▶ In speaking with Chatham High School, Livingston High School, and Randolph High School the following was gleaned regarding the supervision of their unit lunch programs:
  - ▶ Chatham High School currently has 20 teachers assigned to lunch duty to properly supervise 1200 students. This is in addition to the security guard and administrators
  - ▶ Livingston High School currently has 14 teachers on duty to supervise 1800 students. This is in addition to two security guards monitoring the grounds.
  - ▶ Randolph High School has 24 teachers on duty to supervise 1600 students.

## WITH THE INVESTMENT, WHAT ELSE NEEDS TO BE DONE TO ADDRESS THE REMAINING CONCERNS?

- ▶ To address the concern with the rotation and the tardies/loss of credit, the administrative team at SHS would work to revise the current attendance policy implementing progressive consequences for subsequent offenses as a preventative means of accruing large amounts of tardies.
- ▶ The student appeals process would also be revised regarding what can be appealed regarding loss of credit due to absences.

# HOW WOULD A RESTRUCTURE ADDRESS CONCERNS?

## ▶ Open Campus Program -

▶ The inclusion of an open campus, utilized by other schools with the unit lunch, would enhance the current program. In this, all students who have successfully applied for a parking pass would be eligible to apply for the Open Campus program. The school would then work with the student and their families in order to review the guidelines. Students in the program would be identified with a different parking pass. Security guards would monitor students leaving the grounds. This would reduce the current numbers of students in the café during lunch. In speaking with schools who have this program, they shared that anywhere between 200 and 400 students leave daily for lunch.

## ▶ Examples of schools currently running successful Open Campus Lunch programs:

- ▶ Chatham
- ▶ Livingston
- ▶ Roxbury
- ▶ Montclair
- ▶ West Windsor Plainsboro
- ▶ Westfield
- ▶ Morris County School of Technology
- ▶ Fair Lawn
- ▶ Newton
- ▶ Somerville
- ▶ Hackettstown
- ▶ Pompton Plains
- ▶ Glassboro

# HOW WOULD A RESTRUCTURE ADDRESS CONCERNS?

## ▶ FLEXIBLE SCHEDULING

- ▶ We would look to work with the Sparta Education Association, the Board of Education, and the staff at Sparta High School to establish a means by which we can establish flexible scheduling in which staff would volunteer to work within the cafeteria during the unit lunch. In exchange, those teachers would work a flexible schedule allowing them maximize their time during first and last period preparation periods during the week, arriving after first period or leaving after seventh period.
- ▶ In meeting with the Sparta Education Association in a brainstorming session, it was acknowledged that this would be a volunteer situation for staff members.

# HOW WOULD A RESTRUCTURE ADDRESS CONCERNS?

## ▶ STRUCTURE THE UNIT LUNCH

- ▶ In visiting with other schools that successfully run a unit lunch, one thing became very evident - all of them have set schedules during the unit lunch during which they run the majority of their clubs, music ensembles, assistance labs, etc. Working with the staff, SHS would work to create a set schedule for each month of the school year. This schedule would then be shared with students and their families, as well as being displayed on the monitors throughout the school.
- ▶ What might this schedule look like?
  - ▶ We currently offer 15 of our 57 clubs during the lunch period. We would look to increase this number to between 30 and 40 clubs running during the unit lunch.
  - ▶ We would look to schedule time for entire music ensembles to meet for lessons. In example, this might include the brass section of the freshmen band meeting on Mondays.
  - ▶ We would create a schedule for all academic assistance periods so that our students better understand when their teachers are available. We would do this in order to increase the numbers of students attending. In monitoring attendance of students in academic assistance during this month, we see that, on average, 45 students have utilized academic assistance on a daily basis.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<p>2 - Day 1</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Habitat For Humanity - Rm 216</li> <li>GSA - Rm 320</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Brass Section - Frosh Band</li> <li>Wounded Warrior - Rm 230</li> <li>P.D.P. - Rm 316</li> </ul>	<p>3 - Day 2</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Feminist Book Club - Rm 220</li> <li>Beginnings - Media Center</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Yearbook - Rm 231</li> <li>Recycling Club - Rm 276</li> <li>Blues, Inc.</li> </ul>	<p>4 - Day 3</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Freshmen Class Meeting</li> <li>Art Club - Rm 221</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Sopranos Honors Choir</li> <li>Key Club - Rm 318</li> <li>Newspaper - Media Center</li> </ul>	<p>5 - Day 4</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Pass it Along - Rm 200</li> <li>Drama Club - Rm 311</li> <li>Operation Smile - Rm 208</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Woodwinds - Symphonic Band</li> <li>Stand up to Cancer - Rm. 215</li> </ul>	<p>6 - Day 1</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Find the Courage - Rm 264</li> <li>NHS - Rm 420</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Percussion - Full Band</li> <li>Poetry Out Loud - Rm 411</li> <li>Jazz Ensemble</li> </ul>
<p>9 - Day 2</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>GSA - Rm 320</li> <li>Habitat For Humanity- Rm 216</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Honors Wind Ensemble</li> </ul>	<p>10 - Day 3</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Feminist Book Club - Rm 220</li> <li>STAC - Ms. K's Office</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Recycling Club - Rm 276</li> <li>Yearbook - Rm 231</li> </ul>	<p>11 - Day 4</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Sophomore Class Meeting</li> <li>Art Club - Rm 221</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Altos Honors Choir</li> <li>Newspaper - Media Center</li> </ul>	<p>12 - Day 1</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Drama Club - Rm 311</li> <li>Debate - Rm 240</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Symphony Orchestra</li> <li>Mock Trial - Rm 213</li> </ul>	<p>13 - Day 2</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Find the Courage - Rm 264</li> <li>DECA - Rm 266</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Poetry Out Loud - Rm 411</li> <li>Symphonic Band</li> </ul>
<p>16 - Day 3</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>GSA - Rm 320</li> <li>Habitat For Humanity - Rm 216</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Woodwinds - Frosh Band</li> </ul>	<p>17 - Day 4</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Feminist Book Club - Rm 220</li> <li>P.D.P. - Rm 316</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Recycling Club - Rm 276</li> <li>Yearbook - Rm 231</li> </ul>	<p>18 - Day 1</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Junior Class Meeting</li> <li>Art Club - Rm 221</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Key Club - Rm 318</li> <li>Bass Honors Choir</li> </ul>	<p>19 - Day 2</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Drama Club - Rm 311</li> <li>World Language HS - Rm 312</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Philharmonic Orchestra</li> <li>SOS - Rm 200</li> </ul>	<p>20 - Day 3</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Find the Courage - Rm 264</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>FBLA - Rm 266</li> </ul>
<p>23 - Day 4</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>GSA - Rm 320</li> <li>Habitat For Humanity - Rm 216</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Percussion - Frosh Band</li> </ul>	<p>24 - Day 1</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Feminist Book Club - Rm 220</li> <li>SOS - Rm 200</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Recycling Club - Rm 276</li> <li>Yearbook - Rm 231</li> </ul>	<p>25 - Day 2</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Senior Class Meeting</li> <li>Art Club - Rm 221</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Treble Choir</li> <li>Newspaper - Media Center</li> </ul>	<p>26 - Day 3</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Drama Club - Rm 311</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Shockapella</li> </ul>	<p>27 Day 4</p> <p><u>Lunch A</u></p> <ul style="list-style-type: none"> <li>Find the Courage</li> <li>DECA - Rm 266</li> </ul> <p><u>Lunch B</u></p> <ul style="list-style-type: none"> <li>Chamber Orchestra</li> </ul>

# COMPARISON OF SOLUTIONS

CONCERN	NEW SCHEDULE SOLUTION	BUDGETARY SOLUTION	UNIT LUNCH RESTRUCTURE SOLUTION
Seating for Students	Would reduce the number of students in the café during lunch periods allowing for them to utilize the available seating.	Addition of tables in the annex gym would increase the amount of possible seating increasing the possibility for all students to have a seat during lunch.	Open Campus would reduce the overall number of students in the lunch. Increased clubs/activities during lunch would provide areas for students to go, reducing numbers in the lunch. Decreased students would equate to more available seating for students.
Supervision of the Café	Less students reduces the overall load in the café. Multiple lunches allow for teachers to eat their lunch during an available period and do a duty during a different period. Academic Assistance outside of lunch allows for teachers to be available for duties during lunches.	Stipends for teachers to be in the café as an additional duty in the place of a preparation period during the day.  Supervision would return to the level seen in the original plan.	Flex Schedule would allow for teachers to volunteer to cover lunch duty.

# COMPARISON OF SOLUTIONS

CONCERN	NEW SCHEDULE SOLUTION	BUDGETARY SOLUTION	UNIT LUNCH RESTRUCTURE SOLUTION
School Culture	<ul style="list-style-type: none"> <li>• Reduction of grade level demonstrations as one whole grade level would not be present in the café at the same time reducing the opportunity for a class level event</li> <li>• Less students would reduce the need for a "hierarchy"</li> <li>• Address HIB through reduced numbers, less friction over seating could lead to less incidents during this time.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction of grade level demonstrations through increased supervision and revision of the code of conduct could work to stifle any demonstration prior to it becoming larger</li> <li>• Increased seating might reduce the "hierarchy" mentality</li> <li>• Increased seating may lead to less friction over available seating would reduce the amount of HIB incidents.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction of grade level demonstrations through a more structured environment and a revised code of conduct</li> <li>• With clubs and activities running, all classes will mix during the lunch in varied activities reducing the "hierarchy" mentality</li> <li>• Increased efforts by certain clubs during this time, continued efforts for educational programs by admin could reduce HIB incidents</li> </ul>

# SIDE BY SIDE COMPARISON OF SOLUTIONS

ISSUE	NEW SCHEDULE SOLUTION	BUDGETARY SOLUTION	UNIT LUNCH RESTRUCTURE SOLUTION
Lock Down/Evacuations During Lunch	Smaller lunches would allow all students in the café to move quickly and efficiently into the auditorium	Increased supervision may assist us in working in getting all students into the proper areas and into classrooms	Decreased numbers in the café and more students engaged in classrooms would allow for increased structured during lock-downs and evacuations
Tardies/Absences	The removal of the rotation would stabilize the schedule. In this, students would always know which period they have first and only have 15 opportunities to be late to that period prior to losing credit. This may reduce the amount of tardies currently seen at SHS.	Revision of the attendance policy making consequences incremental and based on number of tardies/absences. Revision of the appeals process for loss of credit.	Revision of the attendance policy making consequences incremental and based on number of tardies/absences. Revision of the appeals process for loss of credit.

# TWO THINGS WERE PARAMOUNT IN OUR DECISION-MAKING PROCESS

- ▶ First and foremost is the safety, security, and culture that is established and maintained within Sparta High School. While we acknowledge that we have exemplary students, our belief is that we should be proactive in identifying areas of concern and addressing them. This has a direct correlation to student academic success and well-being
- ▶ Second, we find it paramount to maintain the level of academic excellence that has been established and recognized, both in state and nationally, over the past few years. We are in the business of educating students, and we take this responsibility seriously.

As principal, I acknowledge that both solutions offer merit and both have their strengths and their drawbacks. In coming to a final recommendation, my focus was on the concerns, removing emotions, bias, personal issues, or anything that could detract from the solution of those issues in order to provide our students with the best educational environment so we can ensure continued and improved academic, social, and emotional success.

## For the 2015-2016 School Year...

For the 2015-2016 school year, I will be recommending, if all can be established between the Sparta Education Association, the Board of Education, and Sparta School District's Central Administration, a restructure of the current unit lunch, utilizing all of the aspects shared during this evening's presentation. I believe these creative solutions would work to best address both our concerns while maintaining the strengths of the current schedule.

We will monitor the concerns that have been shared this evening during the 2015-2016 school year, using the collected data as a means to measure the success of our efforts. To assist us with this, we will continue to utilize our Student ID scanning program, having a scanner in every classroom next year to assist with student movement. This will monitor the numbers of students in academic assistance, clubs, and activities, and allow us to adjust practices if necessary. We will continue to track tardies, sources of HIB reports, and meet regularly with student groups to gauge their perception of our climate.

Our goal in this process was to find a means to continue to move the education within Sparta High School forward, as we have done since my arrival. Climate and the way students feel regarding that climate has a direct effect on student achievement. It is in the best interest of all students that we continually work to be proactive in identifying and searching for solutions to all concerns in order to offer the best educational environment and program possible.