

Staggered Teacher Schedules

*Grabiarz School of Excellence
Buffalo, NY*

In 2006, the Buffalo City School District in New York assigned 16 low performing schools into the Superintendent's School Improvement District (SSID), providing them further resources while mandating an additional instructional hour. To staff the extra time, these 16 SSID schools added paraprofessionals, aides, and staggered teacher schedules, creating cost savings while adhering to teacher contract provisions.

Grabiarz School of Excellence Info	
Address	225 Lawn Avenue Buffalo, NY 14207 Tel: 716.816.4040
Grades served	5 – 8
Principal	Nora Trincanati
School Day	7:30 – 3:00
Performance	<u>2008-2009 NY State Report Card</u>

Grabiarz School of Excellence, a grade 5-8 middle school is one the 16 SSID schools. With the additional hour, Grabiarz students' school day begins at 7:30 a.m. and ends at 2:40 p.m. The expanded school day places an emphasis on increased instructional time for ELA and math in 5th and 6th grades and focuses primarily on math in 7th and 8th grades.

Elementary School Student Schedule

Period	Class
7:30 – 7:50	Breakfast, Arrival
7:50 – 8:06	Homeroom
8:06 – 8:48	ELA
8:50 – 9:32	ELA
9:34 – 10:16	ELA
10:18 – 11:00	Specials (Art, Music, Phys Ed)
11:02 – 11:44	Science
11:46 – 12:28	Lunch
12:30 – 1:12	Math
1:14 – 1:56	Math
1:58 – 2:40	Social Studies

Middle School Student Schedule

Period	Class	
7:30 – 8:06	Breakfast, Arrival	
7:50 – 8:06	Homeroom	
8:06 – 8:48	Intervention for targeted students	Phys Ed
8:50 – 9:32	ELA	
9:34 – 10:16	ELA	
10:18 – 11:00	Lunch	
11:02 – 11:44	Science	
11:46 – 12:28	Math	
12:30 – 1:12	Math	
1:14 – 1:56	Specials (Art, Spanish, Tech)	
1:58 – 2:40	Social Studies	

Staff Schedules

Like all SSID schools, Grabiarz adopted staggered start and end times, and assigned each teacher into an early or late group to provide the extended day to all students without extending the work day for teachers. The early group reports to school at 7:50 and finishes

at 2:40, while the late group starts at 8:50 and ends at 3:40. School administrators estimate approximately 75% of all teachers chose or were placed into the early group. This group included:

- All 5th and 6th grade teachers
- All social studies, support, and specials teachers
- Half of all 7th and 8th grade math and ELA teachers

These placements were determined by teacher preference and the priority for teacher collaboration among grade level and content area teams. Teachers in the early group held homeroom in the mornings and taught until the end of their day, at 2:40. Meanwhile, late group teachers taught until 2:40 and had dismissal duty afterwards, followed by a 40 minute planning and prep period from 3:00 p.m. to 3:40 p.m.

Challenges to Creating a Staggered Scheduling

"You have to begin with the end in mind," says Michael O'Brien, Grabiarez's former principal, regarding implementing staggered schedules at Grabiarez. "What we were trying to do was create some additional and effective time for math and ELA. That's got to govern your decision-making process." In addition, O'Brien cites the following considerations and challenges involved in creating staggered scheduling:

- ✓ Establishing an adequate number of teachers in each group to ensure quality instruction for students throughout the day
- ✓ Creating opportunities for teacher collaboration across grade levels and content areas
- ✓ Identifying potential issues in communication and school culture
- ✓ Identifying additional roles for non certified staff
- ✓ Communicating schedule to staff, students, and parents

	Aides/Para	Early Teach	Late Teach
Daily Shift	7 hrs 30 min	6 hrs 50 min	6 hrs 50 min
Hourly Wage	~\$13	~\$28	~\$28
Schedule			
7:30 – 7:50	Breakfast/Arrival		
7:50 – 8:06	Classroom Support	Homeroom	
8:06 – 8:48		Instruction, Lunch, Duty, Prep	
8:50 – 9:32			Instruction, Lunch, Duty
9:34 – 10:16			
10:18 – 11:00			
11:02 – 11:44			
11:46 – 12:28			
1:14 – 1:56	Dismissal		
1:58 – 2:40			
2:40 – 3:00			Dismissal
3:00 – 3:40			Prep

