

**2018 Lawrence USD 497 School District
Staff Online Survey
Final Report**

January 2, 2019



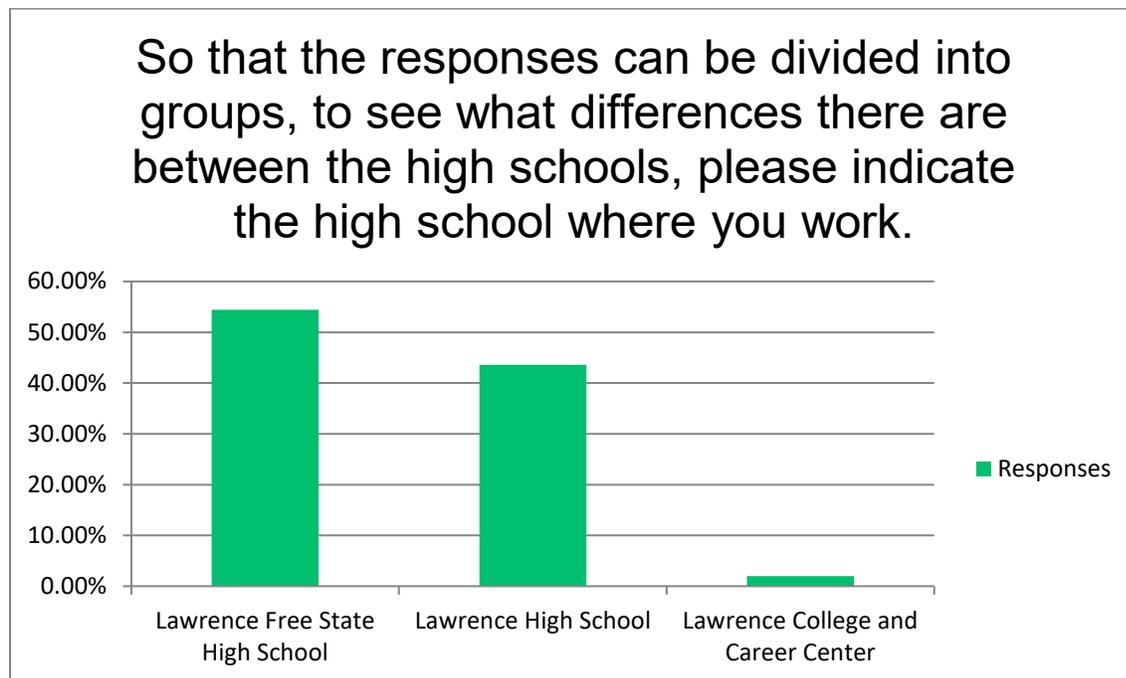
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At the same time a statistically reliable random dial telephone survey was taking place within the Lawrence USD 497 School District with 200 parents of middle and high school students, an online version of the survey was made available to high school staff members.

The survey was similar to the telephone survey, with minor modifications to trim the length slightly (to encourage completion of the survey) and to fit the online format. The response rate for staff was 352. However, not all participants chose to answer all the questions – a situation which is common with online surveys.

As is the case on the telephone survey, responses to the open-ended comments were coded, based on common words, phrases and ideas, to allow for a better understanding of the most commonly held views. Comments that were more “one-off” in nature are displayed in verbatim form.

We began by asking staff members where they worked.



We followed with two open-ended questions about the perceived advantages and disadvantages of an earlier high school start time for them.

Let’s start with a basic question: What would be the advantages for you, if the high school had a later start time and end time? *Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.*

Response	Number
Sleeping later/getting extra sleep	104
No advantages/None/Nothing	93
Less tired/more energy/focused	37
Students less tired/more engaged	28
Other (see below)	24
More planning/prep time	22
More time for homework	9
More time at home/to get ready	9
More family time	8
Time for breakfast	7
Fewer transportation issues – elementary/middle students	6
Arrive on time/not rush	5
Easier to get child to day care	4
Less traffic/better commute	4
Better academic performance	3
Better attendance	3
Would make sports/activities later/day longer	3
More time to exercise/work out	2
Prefer current start and end time	2

Verbatim “other” comments

I can’t think of any advantage for me. I commute each day, and I like to get to school early around 7-7:15 to get things done before school starts, so I don’t have to stay really late. I don’t see this changing for me. A later start time would just mean I would get home 30 minutes to an hour later each day.

My own child pickup and better grades for the kids, including my own.

All the benefits that scientists have been talking about for a multitude of years.

Better sleep as well as better attendance, but there would most likely have to be an emphasis on classroom work, instead of homework.

Students would benefit by having more independent study before school and more planning time for teachers that need it.

I mean I don't know what time you want to move it back to, so I don't know.

There will be no advantage. We will still have students dropped off at 6:20.

At this time, I do not see much of an advantage. I would much rather have my extra time in the afternoon with my child than in the morning when everything is always rushed, regardless of a start time.

Additional time for meetings before school with parents.

None. Since I have a student in high school, if there was a later start time and we end later, he would get done with after-school activities and homework later, and I would get done with errands and housework later, which means we would end up probably going to bed an hour later and in turn not actually get any more sleep than before.

Absolutely no advantage. It would hurt my family's income, since I have a second job.

I think students would be more awake in the am, if they are getting here later. Right now, some students are catching buses as early as 6:15, which means they are getting up very early. I would benefit from having students ready for the day less tired.

Assuming staff start and end times would be adjusted as well, it would work better for me, as I am not naturally a morning person.

8:05-3:10.

Students who are less able of managing their emotions, due to disability, would be better rested and more manageable, and I would be able to be better rested and better prepared to handle them.

To me it wouldn't really make a difference. I catch two buses to be at work. I catch the 6:22 a.m. bus to be here at 8 a.m. Leaving later would mean late dinner. Getting out at 4 p.m. either way, I don't get home until 6 p.m.

The only advantage I can think of is that there will be more time in the mornings to fully wake up and get "life" done before work. This could also help when we have inclement weather, as it will give the city time to treat the roads.

Students need to be staggered through the day because the hallways are violent and congested.

No advantages for me personally. If students were to receive adequate rest each night, I could see this being beneficial for learning and success. However, I am not confident that the later start time will encourage students to get the rest they need. I believe it could have the opposite effect, making it appear they have more time to stay up even later.

As a teacher, I'd have more time to prep and grade before school starts in the morning. Some students might be more inclined to come in before school for extra help or to make up missing assignments. Both teachers and students would hopefully benefit from better sleeping and eating habits/schedules.

There would not be an advantage, due to transportation issues with parents needing to get to work, and sports practices starting later would make the day even longer for students needing to get homework done in an appropriate manner.

As a teacher, a change in time would not affect me personally. I've taught Zero Hour classes, and I've taught only in the afternoon. Although I appreciate some extra time in the morning, I have no issue adapting to various scenarios.

There would be NO ADVANTAGE! This is a ridiculous notion. We should be considering starting school earlier, like Shawnee Mission does. By starting earlier, after-school activities and sports practices would be done earlier, which means students could do homework earlier and get to bed earlier. There is NO RESEARCH that shows that just because school would start later that students would go to bed and sleep more. If anything, they would stay up later because they didn't have to get up as early. You do have obvious information that someone seems to be ignoring. On late start days, we have 100s and 100s of kids at LHS by 7:45 and 8 walking up and down 23rd Street and Louisiana. And at the College and Career Center, which has started at 8:30 a.m. since the beginning, there have been tardies and absences and late students. Going later, especially at a high cost to the district and their patrons, is so silly it's frustrating.

Here's another basic question: What would be the disadvantages for you, if the high school had a later start time and end time? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Activities/sports start later/get home later	68
Longer/later day/less daylight	41
No disadvantages/None/Nothing	34
Other (see below)	33
Messes up family time/activities	27
Less time for/later homework	24
Coaches/students/sponsors miss more class time	20
Students will still stay up late/not sleep in	20
Harder to get to after-school appointments/errands	19
Transportation issues for kids	14
Affects kids' after-school jobs	12

Difficult coordinating/more expensive child care	9
Students still dropped off early in the morning	9
Traveling during rush hour/traffic	9
Coordinating sports/activities with other district schools/other districts	7
Hurt income/second job	6
Less time for own children's activities	3

Verbatim “other” comments

All of us getting home later, hungrier. Less time for homework. Making it feel like the day drags. Younger kids being home unsupervised, since older high school siblings would not get home at the same time than them.

I would spend less time with my family. It would be even harder to attract and retain quality teachers to Free State than it is now. My students who are athletes would miss even more of their afternoon classes on game days.

There might be some days I sleep in.

The schools length of time is still the same.

This change may affect my volunteering time at LMH.

Everyone would take a Zero Hour that would start at 8 and flood those classes.

If I were to rely on my transportation, carpooling would difficult with regular hours, and I would have to take the public bus. It would also conflict with jobs of the students and what accessible hours that they can work.

People have more time before school to do bad things, like drugs.

I would get home a little later than normal after school, if the high school had a later start and end time, but I think it would be worth it to be able to get more sleep in the morning.

I need to leave early daily.

It might be harder for some students to come in and get help or make up work after school. Without a study/seminar period, helping students catch up can be tricky. Traffic might be a bit worse later in the morning and afternoon.

As a fine arts person, a late start will disrupt rehearsals and after-school functions, causing them to have later start times and later ending times, causing those of us with second jobs (and sometimes third jobs) to work less hours, and, therefore, overall have

less income coming in, causing financial stress and difficulties. If this is the direction the district goes in, I guarantee I will be looking for work elsewhere.

Students would still show up late, no matter when school starts and ends.

After-school meetings could run as late as 5 pm. What would the staff day look like?

For our building, it will complicate our shared spaces with the BGCLK. Programming hours may overlap.

Later start time means more trouble getting children to school and leaving later would leave less family time and time to schedule doctors' appointments and such later in the day. I believe it is a way that the district will try to get more off-clock hours from teachers. And since our principal refuses to add more Zero Hour classes at LHS in content, my children will be limited in class choices. If we do not add more Zero Hour classes, like Free State has, this will not only be unfair to LHS students, but it will be an equity issue with access to the career and tech programs.

9-4.

Complete schedule change, less time in the evening to do stuff, complicated student schedules, less obvious times to work with students.

Get home too late, since I commute to Lawrence.

Later end time for busing would be a nightmare.

Having to do a lot of scheduling around this change.

The later end time affects my schedule for working after school and attending to grad school duties. The professional development at the district office would significantly lengthen the duty day and schedule of after-school meetings at the high school and at the district office.

To me, it wouldn't really matter either way. I'm still catching two buses. Leaving at 6 a.m. and getting home at 6 p.m. Either way, whether we get out later or earlier, to me it wouldn't make a difference.

I am generally a morning person who likes to get to work around 6:45 or 7. I don't really imagine this part of myself changing, so the late start time may be a hard adjustment for me.

I would have less prep time in the afternoon. I would no longer be able to get to the gym in time to get my workout in (assuming the school day ended at 4:45) because I would have to get home to my family. Having less family time in the evening is a HUGE disadvantage and problem for me and a lot of families.

It may be even harder to recruit/retain good teachers. Already, LPS cannot compete with all the superior schools surrounding, where teachers make good money.

As a co-curricular teacher, it would push my activities with students outside of the contract day even later, making me unavailable to my own three children who attend school in a different school district. I wouldn't be able to get my children to their own activities and I would miss their games and performances because of my extended work day. In my content area, I could see involvement/participation numbers go down because of the conflicts of families with multiple children, and/or jobs would have with the later schedule.

Students will be less interested in being at school later in the day, presenting more classroom management issues. Studies also show the least productive time of the day is the afternoon.

Families will have to change their schedules, so I would want to know their thoughts. Parents and students should have the biggest voice regarding this possible change.

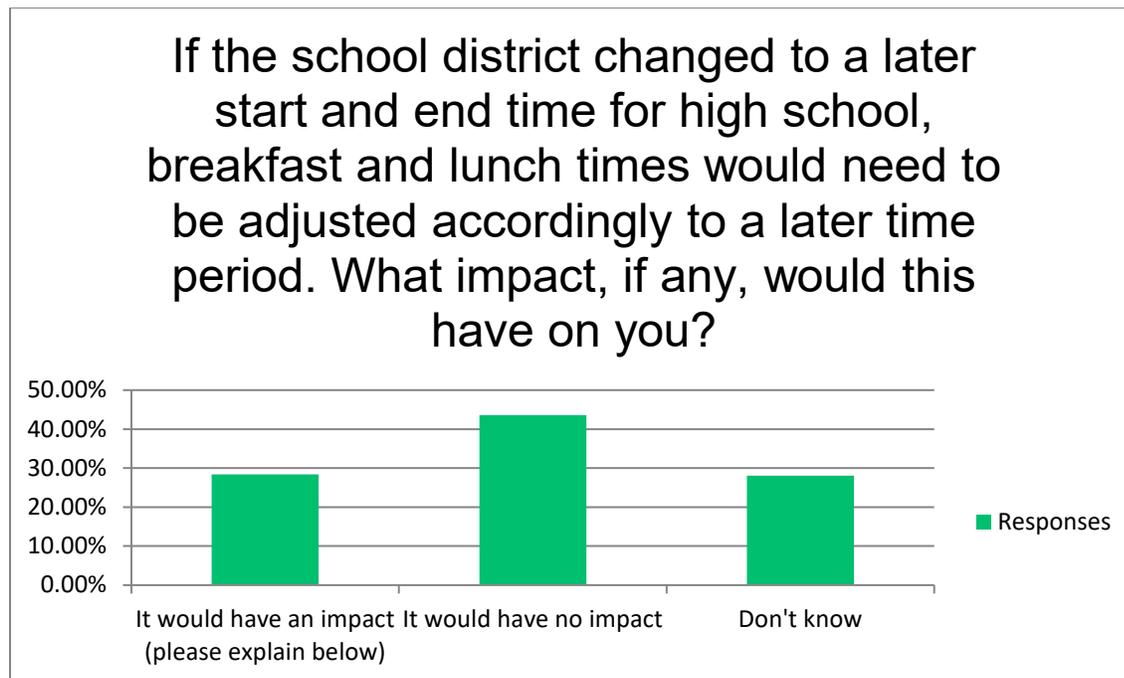
First off, stating that it is a basic question is condescending. Way to treat your staff with respect! But we have come to expect this from the district.

More tardies or absences (happens on late starts), more disengagement from students (7th hour kids are winding down), more absences from athletes, as other schools won't have late leave, so students will miss more hours, more students staying up later to finish homework.

I would be working with a sleepier and more cantankerous population, as the students are more likely to stay up late or go out for breakfast than to sleep in. I am basing this off our current late arrival day. I naturally have a vested interest in the district, so the bussing expenditures for such a slim time of theoretical sleep would bother me.

Students would be even less likely than they are now to stay after school for extra help, and they don't like to come in any earlier than they have to, so using extra time before school for that purpose is unrealistic.

We then asked about the impact the altered meal times might present.



Additionally, respondents to this question were given the option of providing an “Other” response, if they answered that “It would have an impact” on them. Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Other (see below)	29
Too late/some lunches already late in the day	19
Hungry students would not be focused/engaged	13
Third lunch and block lunch are already late	6
Impact dinner/meals at home	4
No impact/None	4
Rely on current meal times for medication/health issues	3

Verbatim “other” comments

Hunger patterns will be a little off.

So people can be more awake and ready for school than ever.

It would change the times that I would have to eat lunch.

People who have a later lunch time may become hungrier, but breakfast would be beneficially given at a later time.

It would require lunch to either be an hour after school starts or an hour before school ends to have enough lunch time for each grade.

On Wednesdays, some people have lunch as early as 10:50. On Thursdays, some people have lunches as late as 1:05. I don't think students are as concerned with the shift in lunch schedule because it is already so varied.

Maybe some students would eat late, but most of the time people eat breakfast at school because they didn't have time at home.

I bring my own food and eat breakfast at home, so there is no foreseeable impact on me.

Later start and end time for high school, breakfast and lunch times.

I think we should lengthen our lunch times by five to 10 minutes. Shorter lunches start many bad habits, such as eating too quickly, skipping meals, or opting for unhealthy options: <https://www.deseretnews.com/article/585037185/Are-short-lunches-bad-for-children.html>, <https://www.npr.org/sections/thesalt/2015/09/24/439487395/kids-who-are-time-crunched-at-school-lunch-toss-more-and-eat-less>.

Might have a slight impact on getting used to a new lunch time.

Little impact, I feel that lunch times should still be around 12-ish.

Lunch would be during 4th hour.

I, most likely, would still get here early (as I am programmed that way). Moving lunch later would require some sort of nutrition during the mid-morning to make it until lunch.

I work 1:1 with students to address goals. When students are hungry, they have a difficult time paying attention/learning. Having to wait for a late lunch time would be detrimental for students. In addition, students who are not able to eat breakfast at home and rely on school breakfast will be VERY hungry, when arriving to school at a later time.

Later lunch would not be good for me, as I eat on student schedule.

My plan hour is 5th hour, smack dab in the lunch hour; it would be a great disruption to my schedule.

Our high school lunch times are incredibly short already. It isn't about what time they eat. It is about the time allocated to eat.

I'm not sure what the impact would be.

A lot of our students are on free/reduced and don't have access to breakfast, due to transportation, so later lunches I think would affect their class performances, having to wait longer to eat.

I like the plan times the way they are.

Moving the lunch times to later in the day would have a positive impact. Currently, students are eating so early that it is closer to a second breakfast and many are hungry by the time athletic practices start.

A major impact! Hundreds of kids have practices right after school, either with their respective schools or club teams. These hundreds of kids would be eating dinner at around 8 each night and not having their family time that is much needed for success.

I don't actually see where this is an issue. Instead of eating lunch during fifth period, wouldn't we just eat during fourth period?

Athletics practices would be later. Athletes and other competitive activities would miss more class time at the end of the day. The best thing for students is for them to be in class, while class is in session.

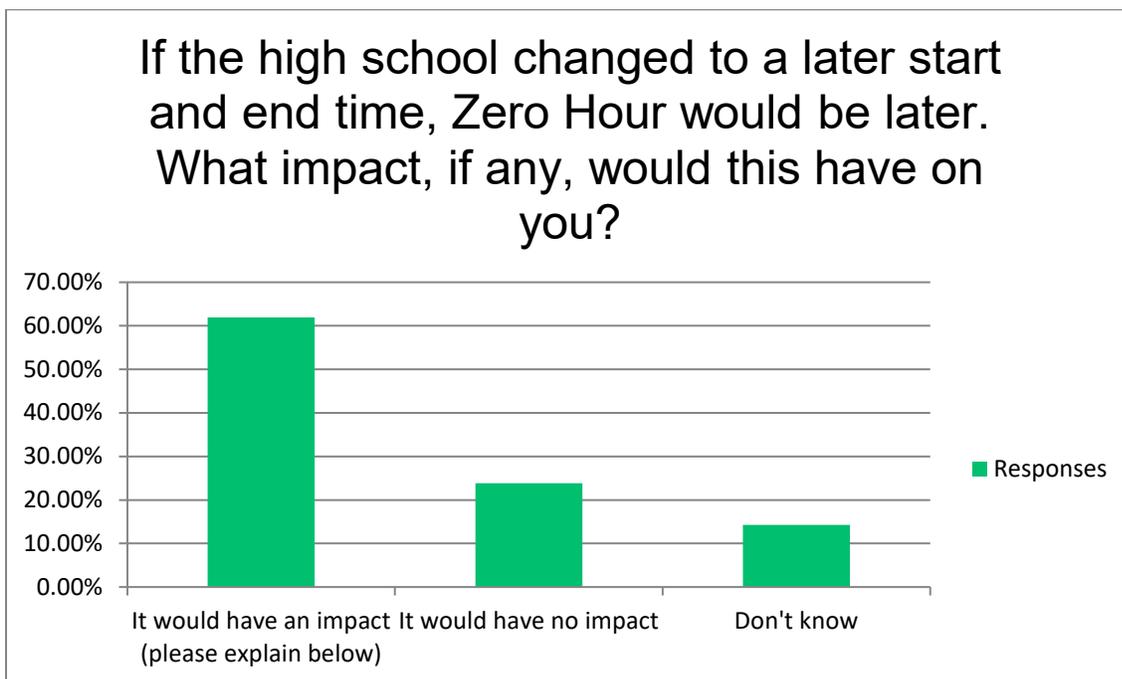
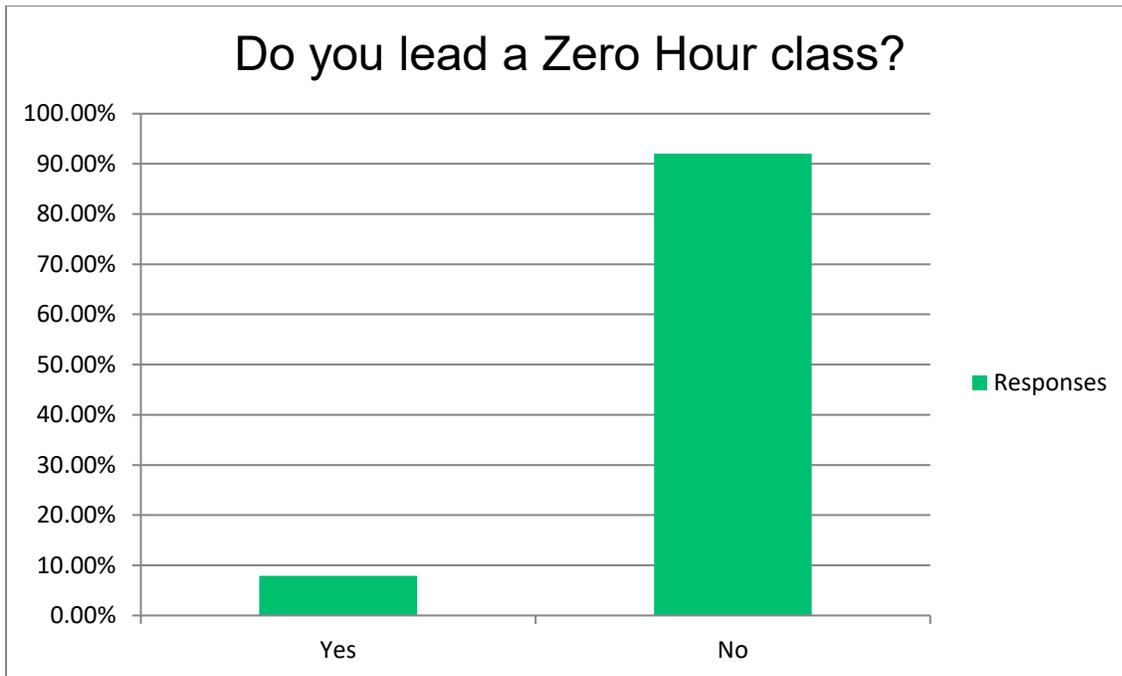
Major changes like this only build on the already many changes the high schools are facing. For example, all of the construction taking place at the schools and changing many normal routines for students, but especially our Special Education students.

I'm a morning person, and don't anticipate ever waking up later than 6 a.m. anyway and, for me personally, that would make a very late lunch.

I teach at both the MS and HS level. Breakfast would be the same at the MS and lunch would just be later at the HS.

This would depend on whether the teachers' duty day would still start at 7:50 a.m. or not. If so, it would be even longer before we could eat lunch, and this would be difficult for those of us with blood sugar issues.

And we asked a series of questions about Zero Hour.



Additionally, respondents to this question were given the option of providing an “Other” response, if they answered that “It would have an impact” on them. Only seven respondents answered this question. All the verbatim responses are below.

I would not get that much extra sleep.

Less time with my family

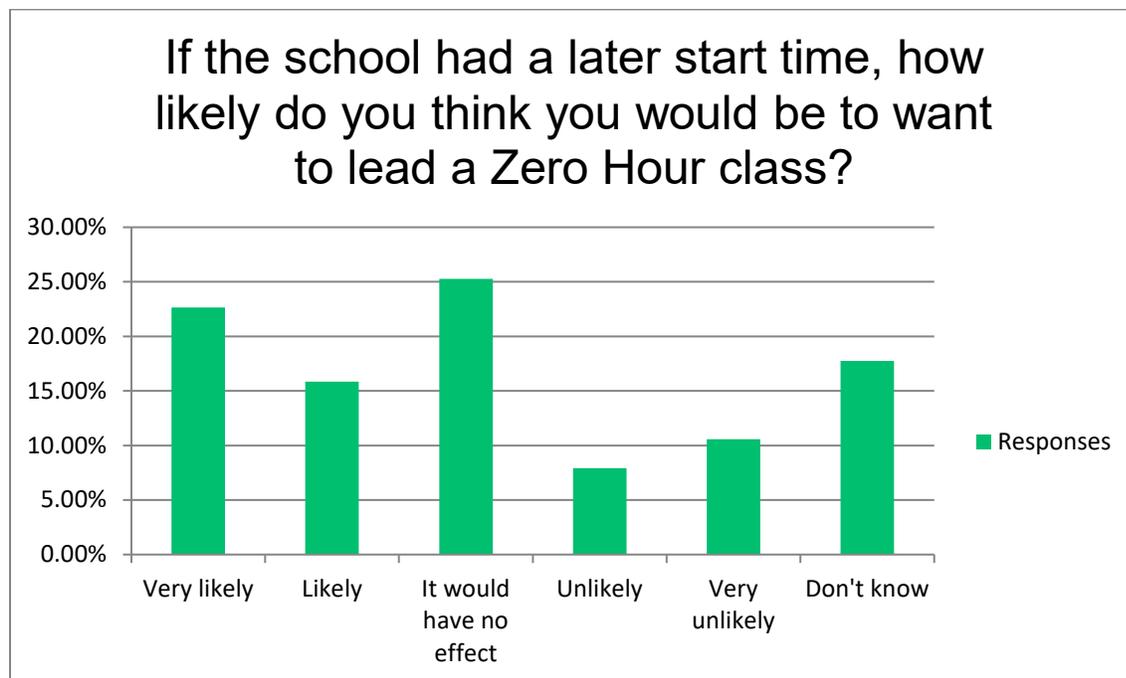
Any positive effect of Zero Hour starting later would be offset by the negative of having to stay even later for practice.

I would have less time with my family at night because they would still have to get up earlier, while I don't.

The schedule shifts. The load doesn't get less. It just shifts. So, everything will be later. But no one else is changing. Jobs don't change. Activities don't change. It just shifts.

Every student would want a Zero Hour. This would actually create equity issues, as every student would not be able to ride a bus to get to a Zero Hour. I feel that the Zero Hour option would become very popular and become a have or have-not situation.

A later start time (for Zero Hour or 1st hour) would lead to a longer day, as I am a coach, too.



We asked what other factors would make leading a Zero Hour class more appealing.
Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Don't know/N/A/None	34
Other (see below)	26
If I could leave earlier/have a shorter day	19
Depends on enrollment	6
Depends on when it's offered	6
More class choices	6
Not a teacher/not certified	6
Able to teach enrichment/high-level students	5
If I got a free/planning hour during 7th hour	5
If I kept my current schedule/no time changes	5
If it was part of a later start	4
I would definitely do it	4
More pay/compensation	4
No, keep the start and end time the same	4
Zero Hour contradicts a later start	3

Verbatim “other” comments

Zero Hour classes are not appealing to me. I already have a considerable amount of work that is done outside of school hours and with other organizations. Adding a Zero Hour class would just take away more time from my family and add more to my workload.

If we are going to start offering a full slate of Zero Hour classes, we no longer have a later start time; we have an earlier start time. It would make all of those teachers who chose to teach a Zero Hour UNAVAILABLE to help students before school. I could see many of our most high-achieving students taking a Zero Hour, so they could continue to participate in sports and other activities, which, of course, means their school day would start EARLIER!

I would be willing to do it, if it was needed, but I really don't have a strong opinion one way or the other about it.

I'm a mental health provider, not a teacher. I'm also a parent. I think having more choices for Zero Hour (regardless on start time) will be beneficial for students; more options mean that our kids' individual needs are better met.

Offering a Zero Hour class is an essential option for students who do not want to miss classes later in the day, due to athletic or other events. As a morning person, I prefer to teach earlier in the day, which is why a Zero Hour that starts at 7:30 or 8 a.m. is appealing to me.

Zero Hours are not useful.

I honestly don't know what a Zero Hour class is?

Building a community and relationships at the school.

I have taught a Zero Hour in the past. Our school is very crowded, but in the morning, before Zero Hour, there is, obviously, no lines at the copier. I have plan 6th hour, so I don't miss any instruction time, due to sports. I love Zero Hour.

Unfortunately, I have no interest in leading a Zero Hour class. If there were some sort of optional eighth hour class at the end of the day, I would be willing to teach that instead.

In the fine arts, we use the mornings before school (Zero Hour times) to facilitate rehearsals that happen between multiple groups. Adding more Zero Hour classes would take away students who would be attending these rehearsals. We cannot rehearse after school because of athletic involvement.

I have an elementary child and would like to pick her up before 5 p.m.

Because no one wants to be in school later than we already are, I would rather beg to have a Zero Hour, which Lawrence High has no classes offered Zero Hour, then have to teach later in the day.

My position with my staff already offers students options to use our space from 7 a.m. to 4 p.m.

No, if there is a need for more Zero Hour classes, it might be necessary to be looking at an eight-period day.

Having a Zero Hour would allow me to teach my upper-level senior biology and maybe the college credit biology to students, since many of them have to choose to take AP biology or leave orchestra, if they excel in math. It is a great disadvantage to my students that the principal refuses to add Zero Hour to LHS, when Free State has them.

Spending more time with my family in the evening.

I would only teach a Zero Hour class if either both my kids had Zero Hour classes or after they both graduate.

Both high schools have all but eliminated Zero Hour as an option for students, so I'm not sure how relevant this question is.

As a counselor, this does not impact me. I do believe this would be a great option, though, for our student athletes.

I would need to look at the times it would be offered to determine if it could fit with my schedule for dropping my own children off at elementary.

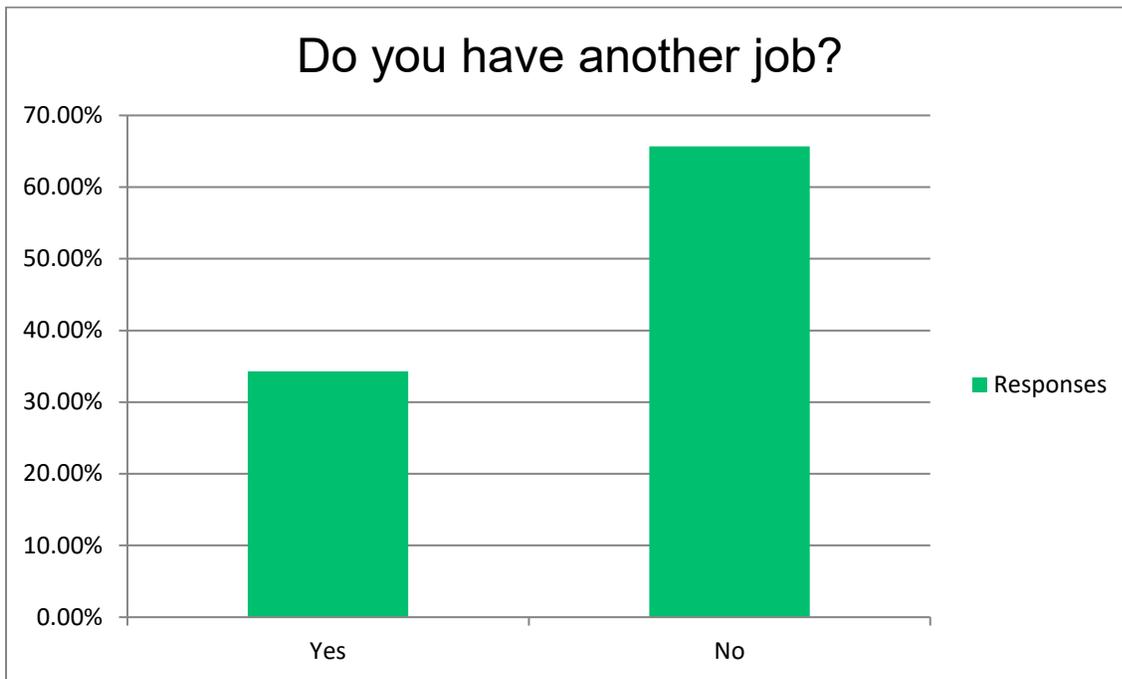
Leading a zero hour would prevent me from getting my own children to school, so I wouldn't be interested for at least another three years.

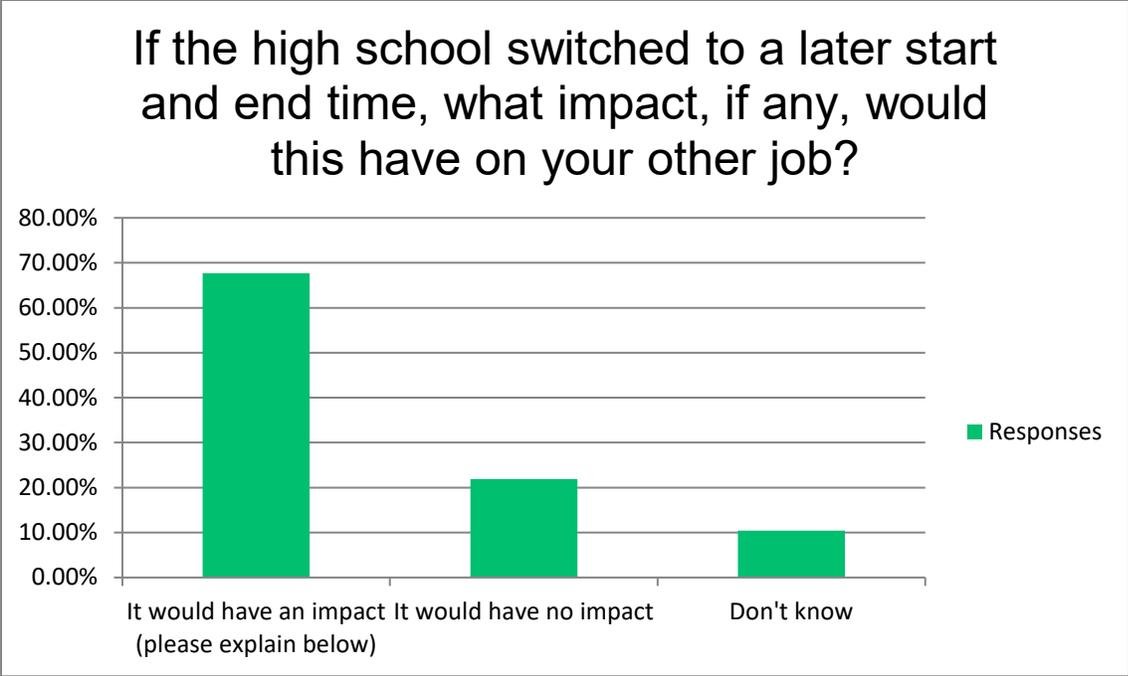
Another teacher would need to be hired in my department, as I am the only one.

No, I really value my mornings with my children and the planning time for the rest of my day.

I teach Special education, so there would need to be a demand for a SPED class outside the standard school day.

We asked a series of questions about the impact later start and end times, if the staff member has another job.





Additionally, respondents to this question were given the option of providing an “Other” response, if they answered that “It would have an impact” on them. Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Other (see below)	17
Fewer hours/less time	16
Would have to change schedule/later	8
Would be late/not on time	7
Less money	5
Would have to quit	5
Make hard to cover essentials/pay bills	3
Would not have time to get ready/eat	3
Make day longer/bedtime later	2
No personal time	2

Verbatim “other” comments

That way I can get home and prepare for work with more time on my hands.

I want to work the same hours. So, changing it would mean I’d work until 9, instead of 8.

My job starts at 4 sometimes, so I would be in a huge rush to get there, if there was a later start time.

I wouldn't be able to work on the weekdays.

I only work on the weekend in the spring and fall.

For those, it would impact jobs with similar days but evening hours.

It would force my employer to change my work hours. I already have a small time frame to work during the week, since most of the time we close around 5:30 or 6.

I would do my other job later – later for me.

MAJOR! I would not be able to work as much, which would mean less income in my life, and, therefore, cause more stress and financial strain on an already strained profession. This again would cause me to pursue work outside of USD 497, as I could not afford to continue living and working here.

I would not be able to have adequate travel time to teach my night class. I need to teach the night class to supplement my income.

I would not be able to fully manage my other job.

I would be forced to reduce my hours at my second job. Instead of working 4-10, I could only work 5-10 or 6-10. This would reduce my monthly income by \$200-\$400 a month.

I would look at the superior districts with higher pay and better morale.

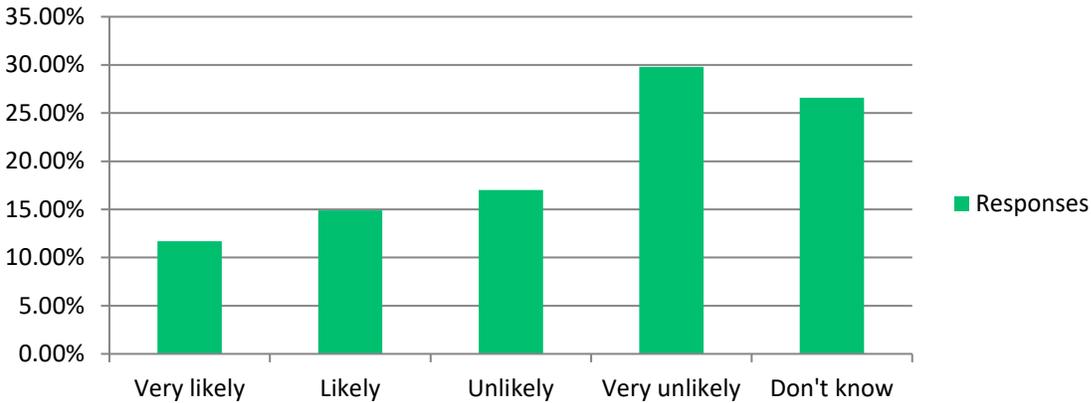
My job is on the weekends.

I coach in the afternoons and now I'm able to get to practices and games without missing work much. Now, I would have to have a sub more often to cover my practice and game schedules for coaching in the district.

It would make my other job so much more difficult and increasingly hard to do.

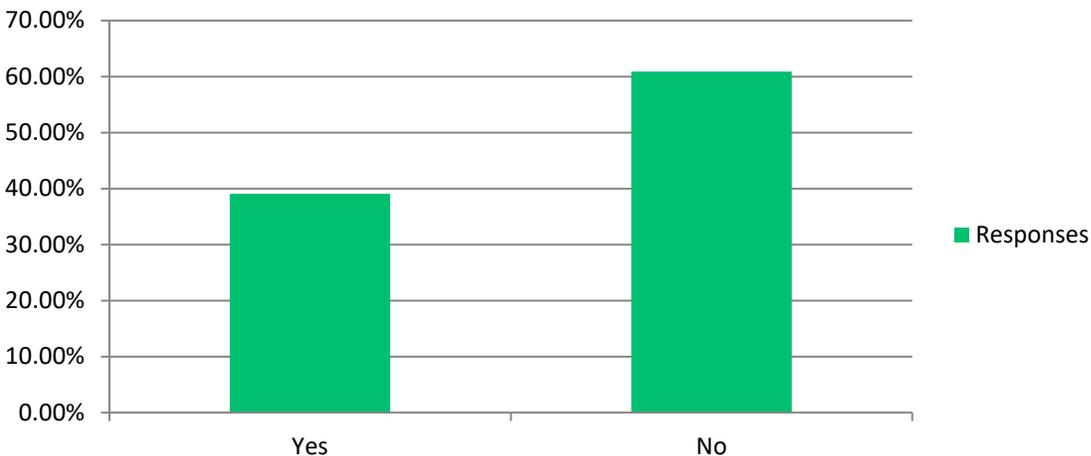
My other job is at 5:30 in the morning. I teach at a local gym. If we switch start times, I would need to switch to a Zero Hour, so I can pick my daughter up from school. The early start would interfere with my other job.

How likely is it that you could adjust your work schedule at your second job, if necessary, if the high school changed start and end times?

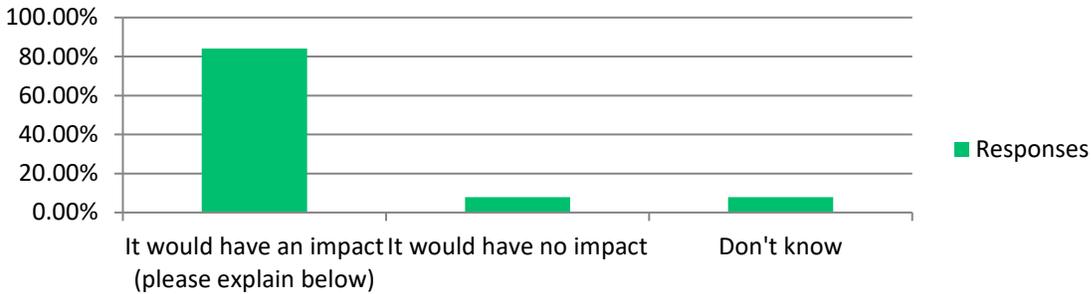


We asked a series of questions about the impact of later start and end times on after-school activities for staff and students.

Do you coach school sports or lead activities with practices or meetings that take place after school?



If the high school switched to a later start and end time, this would mean that these activities would likely run later, or switch to before school or some combination. What impact, if any, would this have on you?



Additionally, respondents to this question were given the option of providing an “Other” response, if they answered that “It would have an impact” on them. Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Other (see below)	31
Activities/sports start later/get home later	23
Less family time	11
Coaches/students/sponsors miss more class time	10
If before school – no extra sleep	6
Less time for/late homework	4
Longer day	4
Students will still stay up later	3
Bowling team restricted by lane availability	2
Golf team requires daylight	2
Impact child care	2
Other districts/league won't change schedules	2
Quit activities for second/after-school job	2
Would no longer be a club sponsor	2

Verbatim “other” comments

We have a delicate balance with our schedule. It is hard enough getting students to commit to activities, due to evening activities. Where the school day lies now allows us more options that we wouldn't otherwise have, if the day went later. Also, students who are involved in activities would end up missing more of our classes because sport activities and game times wouldn't change, which means they miss even more of our class periods.

It would be a disaster for trying to schedule music practices around sports practices, and it would push many of these things later in the evening. Already, these events can run until 9 or 9:30 p.m. Pushing them 30 minutes later will bring negative responses from the parents.

If they change to before school then it defeats the purpose of improving teenage sleep patterns. Teenagers have jobs. I'm concerned they will give up many extracurricular activities in order to keep a job.

Most sports would not be able to split practices before and after school. This would also not work well to put before school because of Zero Hours. It would end up having students get home later at night.

Kids wouldn't come.

I work with many families and they schedule around band. We schedule around sports. Things get shifted and we have to shift to later start times. This keeps students out later.

It would be ok, if it was just a half hour.

This would mean I would get home later, and if it was switched to before school, then I wouldn't be able to teach a Zero Hour, unless it was that sport Zero Hour.

I teach at the high school, but I coach at the middle school level. Switching would cause me to miss some of my instruction time, due to traveling to the middle school to start practice.

I sponsor two clubs, which would probably continue to meet after school. They may opt to change meeting times, so that we could meet on early dismissal days instead. It would be pretty workable.

Splitting rehearsals/practices for anything is not ideal, especially concerning fine arts, like the musical, after-school chamber rehearsals, and other events. It is already a struggle to share students with athletics, and this would introduce another layer of conflicts.

Basketball late practice would run from 6:30-8:30. Living out of town that means I wouldn't be home until 9 at the very earliest, and it would be more like 9:30 most nights. Practice before school would have to be very early to accommodate students who have a

Zero Hour. This would also lead a bunch of athletes (who don't have a Zero Hour) to have an hour with nothing to do and no one to supervise them. Also, home games would not be finished until 9:30. Away games would likely be the same time (because other districts are not switching), so students would have to miss more school for sporting events.

I am a director for Encore at Free State, and it would cause rehearsals to start later and likely end later at night. Most of the rehearsals take place on the weekends, but during the week leading up to the show, rehearsals could run later into the night.

Students' lives matter. By starting later in the day, some might not be able to attend. The full impact is unknowable, until it is put in place.

It may change gym availability and student availability, so Unified Sports would need to be adjusted to get practices in when people and space are available.

Parent IEP meetings could run past 5 p.m., but some could possibly be scheduled for before school. How do staff hours change?

I could not offer them every week.

We try to have space for students to work before and after school, so it would have an impact.

It would impact my family and my job. What good would changing the time of school be, if the kids still had to get up early or even earlier for practices?

I would probably have to work outside of contract hours.

Weather would play huge role in morning practices for outdoor sports. Coaches and student athletes would see families at later times. Student athletes would still be getting up at early morning times; no change for these kids.

Affects sleep pattern of staying out later and still attending district meetings earlier than late start. Parent-Teacher conferences are affected. After-school tutoring is later and imposes on other my career and grad school responsibilities.

This would have a major impact on schedules. In football, we practice for three hours after school, with coaches staying an extra one-two hours after practice game planning the next opponent and film. That would get us to our families extremely late as it is now and more so if the times changed. My suggestion would be to allow sports activities to be counted as a PE credit and let athletes have that as their 7th hour. Example: If 4 is the end of school day and your sport was during 7th hour, you could be on the field/court for practice at 3:15, much like it is now!

I lead a club after school. It would not be possible to move meetings before school, since I teach at another building in the mornings. Depending on the day the club wants to meet, it could affect standing obligations I have after school.

Our meetings are before school. I see more students participating, if school started later.

It would change everything and make getting buses to road games harder, getting home at later hours, practices will run late, which all has an effect on an entire program from coaches and players. This would make it even harder for our student athletes to have time to study.

My rehearsals are primarily in the evening. It depends on the other after school activities. My rehearsals start after most other activities end.

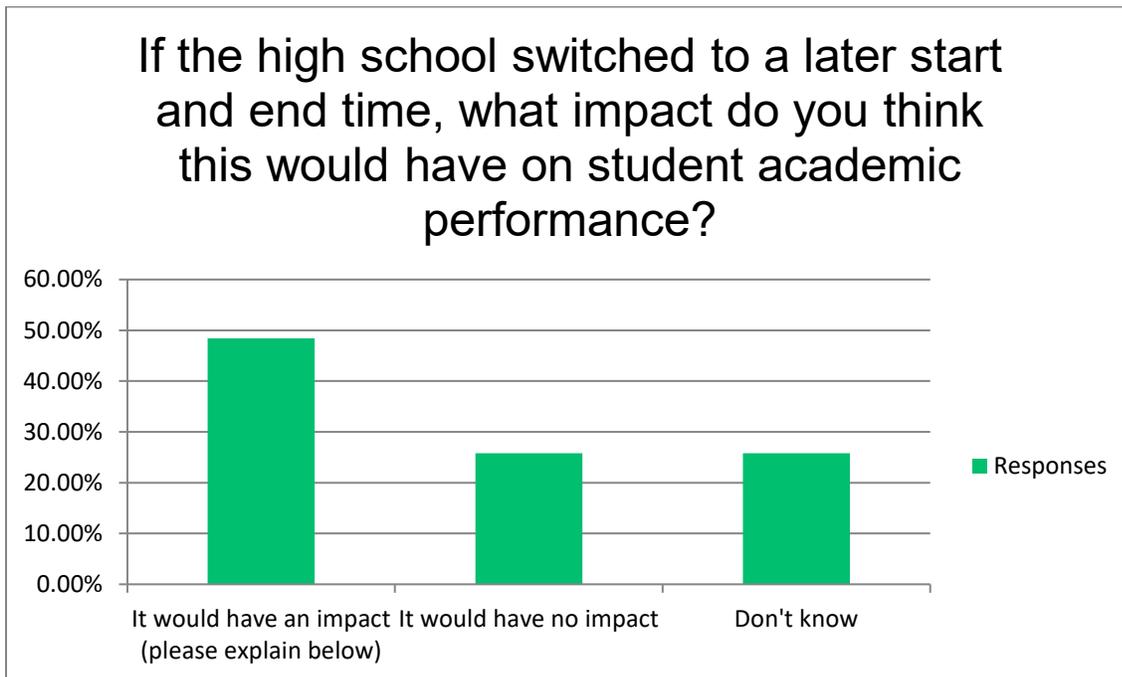
I would leave later or arrive earlier, so I could hold practices.

The club I sponsor would likely keep meeting after school once a week or meet before school once a week.

Much longer work day, get home later, less time with family and to work second job.

I could more easily schedule IEP meetings with parents.

We then asked respondents about the impact of later start and end times on students' academic performance.



Additionally, respondents to this question were given the option of providing an “Other” response, if they answered that “It would have an impact” on them. Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Better grades/academic performance	29
More attentive/energized/focused	29
Get more sleep/more rested	23
Students will still stay up later/get less sleep	23
Less time for/later homework	21
Other (see below)	15
Negatively impact academic performance	12
Coaches/students/sponsors miss more class time	13
Activities/sports start later/get home later	11
Not enough of a time change for an impact	10
Just make day/7th hour longer/later	9
Increase tardiness/skipped classes	8
Less focused at the end of the day	7
Homework done on time/better prepared for the day	4
At after-school jobs later	3
Decrease tardiness	3
More time for breakfast	3
Don't know	2
More family time	2

Verbatim “other” comments

Students have told me that they will just feel like they can go to bed later, defeating the purpose of this whole late start project. Sleep hygiene is much more than school start time. We have no control over home structure and environment, access to devices (that keeps kids awake), lack of information related to sleep. I believe these things can be tackled through programs like FYI club (that focuses on education and prevention) in a more direct way and at a lower and perhaps more effective level than switching start time that creates new problems (baby-sitting younger siblings, part-time jobs, kids still sleep deprived, parents’ work schedules, etc.).

I do not think this would impact student performance. Students who arrive to school tired will just stay up later and still arrive to school tired. Additionally, this is not preparing

them for post-secondary because most jobs start at 8 a.m. and require that staff is fully alert and ready to work for the day. Allowing students additional time in the morning is not going to increase academic performance but increase stress for families because schedules would no longer be aligned.

I can see both potential positive and negative impacts. For some students, having a later start time will mean that they will have a more relaxed morning, meaning that they arrive to school in a better mindset for learning. For other students, a later start time will cause additional stress because of the classes they will miss later in the day, due to athletics, music events and other obligations. For those students, I see them taking advantage of the optional Zero Hour, meaning that they actually start their school day earlier than before.

Why is because it would cause kids to procrastinate.

Fewer car accidents.

Some better results for some kids but not everyone.

I don't believe that there would be an impact, because I don't believe that enough sleep is the problem. I think the problem is that our school days are just too long. I would much rather prefer that we had shorter days with a longer school year, because it is just difficult for anyone to perform well for eight hours a day, five days a week. Shorter days would allow students to give 100% on all of their daily activities, instead of giving 50-25% effort on a ton of activities. Even after the school day, students still have to go home to two-three hours of homework each night. If I could summarize, I would say we aren't giving our students enough sleep; we are just overworking them.

I think it could have a positive impact, but there are financial and departmental meeting costs.

More information is needed.

I'm unsure of how many teachers will have to quit.

Many studies show improved test scores, but I would need to see more studies, due to the possibility various contributing factors.

Honestly, I don't think that it's the early start times that are affecting student performance. I think it's much more likely that excessive time spent on devices, either playing video games (mostly boys) or being on social media, that's keeping them up too late at night. I have had so many boys admit that they usually stay up until 2 or 3 in the morning playing video games, and starting an hour later isn't going to fix that. Also, students are completely overbooked with sports and jobs, and again, I don't think a later start time will ameliorate that problem.

My children both perform better in their morning classes.

I believe it would have a negative impact because students would be less likely to stay after school for extra help or makeup work, as I explained on a previous question.

Holy cow, it would be amazing. A full third of my caseload has explicitly said to me, with no prompting, that they have to get up too early. These are students with communication challenges – you know it must be important to them. Anecdotally, the difference between a kid who has had enough sleep and a kid who hasn't is astounding, especially in SPED. Sometimes it is the difference between a day full of behavior challenges where little to no academic learning happens and a perfectly pleasant academically-rich day.

We then asked for any additional comments.

Now that you have read some of the issues the committee has been discussing regarding how such a change in the start and end times could affect students, their families and staff members, do you have any additional comments you'd like to share on this subject?

Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Current schedule is fine/keep it the same	32
Bad idea/negatively impacts everyone	23
Students will still stay up later/get less sleep	21
Activities/sports start later/get home later	17
Other (see below)	16
N/A/None	15
Impact after-school/second jobs	11
Coaches/students/sponsors miss more class time	10
Not cost-effective/waste of money	9
Creates student drop-off/pickup issues	8
Offer more Zero Hour options/classes	8
Prefer 8:30 start/start 30 mins later	8
Make for a later/longer day for everyone	7
Traffic/transportation issues	6
Increase tardiness/skipped classes	6
Would prefer later start time	6
Less time for/late homework	5
More important issues to discuss	5
Need bigger time shift/half hour won't make a difference	4
Start school day earlier	4
Fix PowerSchool issues first	3
Focus on staff hiring/retention	3
Impact child care	3
Less family time	3
Older siblings couldn't pick up/care for younger ones	3

Doesn't prepare students for the real world	2
Prefer 9 or 9:30 start time	2
Shorten day all together	2
Should align start and end times all schools	2
Switch to longer/year-round school year	2
Would have to quit district job	2

Verbatim “other” comments

I'm indifferent about this. I'm okay if the schedule stays the same, but I'm also okay with the idea of it changing.

This topic is not one that I agree that needs this level of attention and resources. Leave the start time as is and put resources in place to educate kids and families about sleep hygiene. We should focus our attention to bigger, more important issues such as open campus and campus safety, open lunch, mental health, drug prevention, online safety, digital citizenship, and the district's lack of technological resources to easily block inappropriate online sites from personal and school devices to maximize classroom engagement.

I think that we should do a trial year and see how it goes. You could monitor test scores and overall GPA and see if it changes. Then, there could be another survey at the end of the year to see what the students think of it.

The start time and end times are fine. What needs to be discussed is another high school being built.

If the high school students started later than the elementary and middle school students, could we reuse the same buses later in the morning? Would that save on funding at all? We might end up needing a few additional staff to supervise the commons area before school because some high-schoolers might still show up at the “normal” start time. Have we considered other options? We could start the school day later, but end at the same time, and make up the hours elsewhere by making the school year itself slightly longer. I wouldn't mind starting the year a little earlier or ending a little later; it would be worth it. Is there any way we would offer standardized exams like the SAT later in the morning or are those times dictated by the College Board?

I would like to have school with three start times, zero hour to 6th hour, 1st-7th, and 2nd to 8th, and let teachers choose which “shift” they would like to work. This will alleviate lunch overcrowding, sports issues that go with later start times, and if teachers have kids they need to drop off in the morning, they can elect to start later in the day.

If we are so concerned about what the American Academy of Pediatrics says, why don't we do random drug testing of our student athletes or drug dogs through the school? I'm pretty sure the use of drugs among our students is more harmful than an hour of sleep!

Any change to the schedule is going to be hard because it's different and people are going to complain; it would just take time to adjust.

This change may push staff out of the district.

I think it would be ill-advised to only take the students who are involved in activities into account. It seems like most of the naysayers are those who are concerned only about the student athletes, etc., but what we really need to consider is how this will help the academics of every student. Athletes can enroll in Zero Hour classes and go 0-6 hours every day, rather than 1-7. I think a "stagger start" like this could be really beneficial.

Lawrence High School hallway violence has become out of control. There is a fistfight at LHS every day (usually posted on social media), while highly-paid admin hides in offices. Teachers cannot teach and deal with hallway violence at the same time, so teaching is constantly interrupted and students simply cannot learn.

If the change in start time does happen, the committee might consider recommending to adjust the certified contract day to not extend beyond the school day. Allow staff to come before school only, instead of staying an additional 30-40 minutes beyond the end of the school day. This would help staff members have an easier time accommodating the schedule change with their own families. I can say on a personal level, if this time change does happen, it would create great conflict in how I run my household, as I live in Eudora and already have additional travel time. There is a strong likelihood I would be forced to look for a teaching job in another school district that has the same school schedule as my own children.

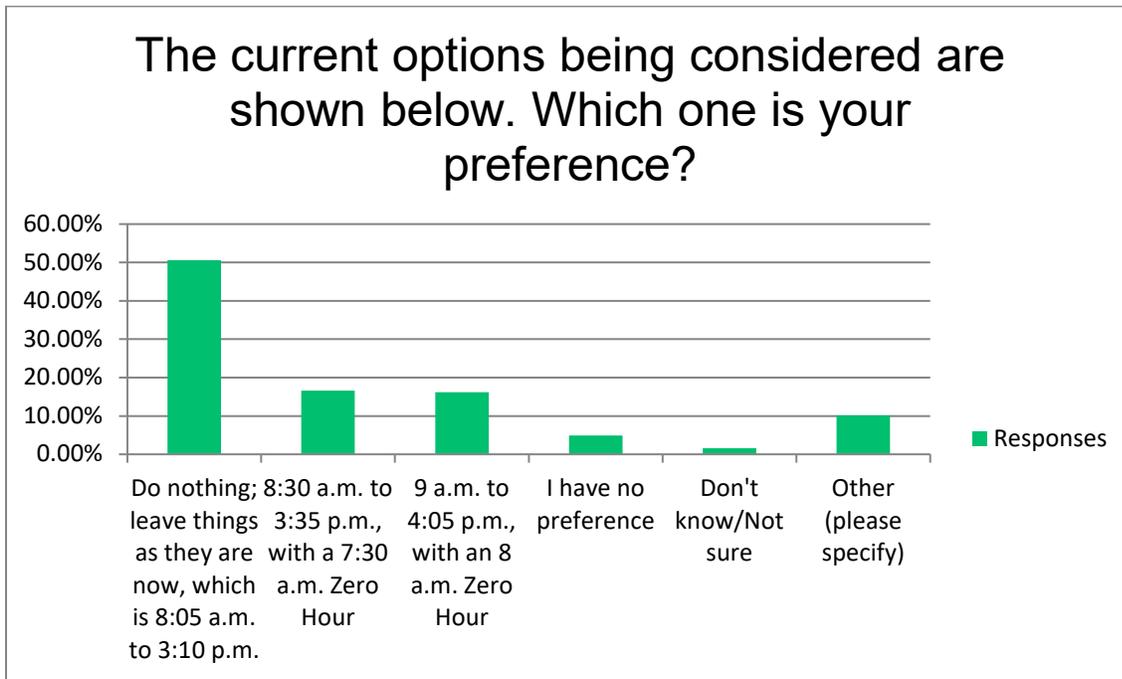
My concern is that "research" has shown that smaller class sizes greatly impact student success, yet we are not being asked through various surveys to comment on how that would impact students. I believe we have not spent enough time and energy focusing on success in the classroom but would rather focus on sleeping patterns in youth. We are not setting them up for success in the real world. Please make a committee on how to better educate our students and not sleeping research.

I think it might be better to have flexible days for staff and students. As we have a Zero Hour. At the last district I worked, they had staff working from 7-3, 8-4 and 9-5. It's a better use of the building and allows students and families choices.

Thank you for allowing teachers to comment. We rarely have any input on major decisions like this, even though they daily affect us and our students. Maybe we can learn from the PowerSchool rollout disaster and not rush into changing start times. This is a HUGE decision. It will affect every family in Lawrence that has children in school. Pump the brakes and study it for another year. Are other schools in Kansas talking about doing this? Who cares what they are doing in California? I think this is a bad idea, and it would be a terrible idea to try to implement it in 2019-20, without more study.

Any change requires readjustment, but work and day care schedules can be adjusted with enough notice. Is this best for the kids? Yes! End of discussion.

Our next question asked for specific time preferences.



Additionally, respondents to this question were given the option of providing an “Other” response. Only 23 respondents answered this question. All the verbatim responses are below.

8:30 to 3:10 or 8:30 to 3:35.

8:45 a.m. to 3:50 p.m., with a 7:45 a.m. Zero Hour.

9 a.m. to 3:05 p.m., with an 8 a.m. Zero Hour.

10 a.m. to 5:05 p.m. Listen to the science.

8:15 a.m. to 3:15 p.m.

8:05 a.m. to 1:10 p.m. I don't have enough information to determine how long school would go past the normal school season, but even if it were year-round, I would prefer it to the current setup.

9 a.m. to 3:30 p.m.

9:30 a.m. to 4:35 p.m., with an 8:30 a.m. Zero Hour.

I would be OK with either things, as they are or an 8:30 start time. A 9 start time would be too late.

If you don't leave things the way they are, then start earlier. Give Zero Hour back to Lawrence High.

Either 8:30-3:35 or a combo of options, a 0-8.

Since the administrators will not offer Zero Hours, you must choose to leave it as is.

Either leave it alone or move it to 8:30, but no later.

Consider a four-day schedule.

I would prefer to leave things as they are now. However, if I had to rate a second choice, I would choose the 8:30 start time as a compromise. However, I would suggest adjusting the contract duty day for certified staff to start at 7:30 a.m. and end at 3:35 p.m.

I don't feel that I have enough information to answer this question. I would want to see more research and how it would impact our students.

7:35- 2:40.

Of the three, I would prefer the 9 a.m. start time. However, I prefer an even later start time (9:30 or 10 a.m.), otherwise, I don't see how just one extra hour is supposed to help. Leave the same but offer options for "non-traditional" students.

10 a.m. to 5 p.m., with a Zero Hour at 9 a.m. or 5-6 p.m.

Do not change the hours given the expense. Use that expense to offer flexible scheduling for students and credit for internships, work experience, etc.

Either the no change or the full hour.

Start school at 7:30 a.m. and end at 2:20 p.m. each day. No late starts, and if you want to give students an option to sleep in, then create a flex schedule that allows some classes until 4 p.m. at Centennial or at the College and Career Center.

Why do you prefer this option (Do nothing; leave things as they are now, which is 8:05 a.m. to 3:10 p.m.)? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Current schedule is the best option/fewest disruptions	37
Activity/sports schedules won't change	16
Little evidence to support extra sleep improves academics/benefits	16
Best meets families' needs	15
Doesn't impact after-school/second job	10
Doesn't impact student drop-off/pickup	8
Other (see below)	8
Already have late start Wednesdays	6
Benefits the most people	6
Coaches/students/sponsors won't miss more class time	6
Most cost-effective	6
Students will still stay up late, regardless of start time	6
More time for homework	5
Can take care of errands/appointments	4
Similar to real-world job hours	4
Students will still be tardy/skip classes	4
30 mins later not have impact	3
Earlier release	2
No extra transportation issues	2

Verbatim “other” comments

Keeping a typical school day would be best for the entire district and better for community involvement. Students need to learn the discipline of getting up for school and engaging in work through the whole day. Changing start times by one hour would not help student engagement. We would just see the students getting a slower start to the day.

Makes the most sense for students and parents, which is whom it will impact the most.

There is very little evidence that supports these times being offered. The evidence clearly points at start times that are 10 a.m. or later, not what this district has proposed. If we're using research to back this decision, than let's use the appropriate research that proves beyond a doubt that a 10 a.m. start time works. NOT 8:30 or 9.

I prefer this option because an extra 30-60 minutes in the morning will not allow for enough sleep time and will cause more issues for afternoon planning/scheduling. I already think we start late enough. I do not see the need for the change.

If it ain't broke, don't fix it...quit attempting a paradigm shift. If the goal is improved academic performance, lack of sleep for students isn't the problem. A sense of

entitlement, LAZINESS, no administrative consequences for misbehavior, and a culture of “Why should I give a crap” should be addressed instead.

The current start and end times align with society’s current work schedules, day care, after-school activities, etc. And most of the students will just stay up an hour later anyway. It will not cause them to get more sleep. It may affect how alert they are during 3rd period, but it will have a very negative affect on their attention during 6th and 7th periods.

1. Reasonable start time for students, teachers and families.
2. Allows for a Zero Hour.
3. Enables sports, clubs, plays, etc. to work after school and get home at a reasonable hour.
4. Keeps kids out of the hallway for two hours before school. Again, they are dropped off at 7 a.m. at LHS on Thursdays and class doesn’t start until 9 a.m. Kids aren’t sleeping longer on late arrival days. They are causing trouble in the hallways.

No need to fix something that is not broken. Perhaps consider options for reducing class size, increasing pay, better health coverage, alternative education to name a few. LPS has invested a lot of time and energy to this proposal, and I believe it is all for not.

Why do you prefer this option (8:30 a.m. to 3:35 p.m., with a 7:30 a.m. Zero Hour)?

Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
Later release, but not as late as other option	9
Other (see below)	9
Happy medium/middle ground	8
A little more time in the morning	7
4:05 is too late to end the day	6

Verbatim “other” comments

For parents with multiple kids going to different schools, the times would be closer to each other, and parents would only have to make one trip, instead of multiple trips to drop students off. It’s also not so much of a difference, so that students doing other after-school activities wouldn’t have to stay after or stay up too late.

I think it allows for more productivity during the day, without making it too difficult for the students and their parents to meet these times. I would only miss part of a class, while traveling for debate; after-school activities would hopefully barely be affected.

4 p.m. is too late to get off for students and then teachers are here until almost 5 – more traffic for students to drive home and to stay after for activities. It also gets dark when students ride their bikes home, walk and drive.

Slightly later for students, but it will still allow for some early meetings, if needed.

It would still allow me time to get to my second job, without rushing.

It's a compromise – a little later with a reasonable Zero Hour, while still getting out early in the day.

If it was up to me, I would say 8:20 a.m.-2:20 pm., more time to do homework, get extra sleep, playtime after school. Students are already in school all day doing work, then come home to do homework and study. Where is the playtime and sleep time, dinner time, free time?

This would allow me to teach a Zero Hour, if I choose, while still allowing my elementary child to make it to BGC in time. I can't do that with the current schedule. It moves it back only a half an hour, and I like ending the day at 3:30 rather than 4:30, where it is harder to get to appointments.

Why do you prefer this option (9 a.m. to 4:05 p.m., with an 8 a.m. Zero Hour)? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, are displayed below.

Response	Number
More sleep time/better rested/focused	7
Other (see below)	6
Allow take/teach Zero Hour at later time	5
Improve academic performance/benefits	5
Latest start time	4
More time to get ready/prepare to learn	3
30 mins won't make real impact	3
Best option	2

Verbatim “other” comments

Doesn't cost more.

It's better for me and my family.

It would make planning things after school simpler because my schedule would be more similar to those I spend time with, and it would allow me more time to rest and prepare for my day in the morning.

I'm not confident it will make a difference, but I am willing to try changing things, if it will benefit students. The 30-minute option does not seem significant enough to bother changing the entire schedule.

There is little difference between starting at 8:05 and 8:30 a.m. and too much opportunity for the community to second-guess the success of a later start time in the future (i.e., “we

don't know for certain the later start time is why student achievement went up") OR student achievement will be so little, it is not worth the change. If we are going to do this, DO IT. Don't make changes in half measures.

It most closely aligns with the sleep schedule students need. Kids have less time to get into trouble, before parents get home from work. There might be more club participation because kids have a better chance of getting a ride home.