



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

November 3, 2015

TO: The Honorable Patricia Halagao
Chairperson, Committee on Student Achievement

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: **Committee Action on Department of Education's Multi-Year School
Calendar (2018-2019 School Year)**

1. RECOMMENDATION

The Department recommends that the Hawaii State Board of Education (Board) Student Achievement Committee (SAC) take action to approve the Department's proposed calendar for the 2018-19 school year (Exhibit A). Furthermore, the Department recommends that the Board adopt the SAC-approved calendar at its November 17, 2015 General Business Meeting.

2. RECOMMENDED EFFECTIVE DATE

The Department recommends that the Board approve the calendar for implementation in the 2018-19 school year. However, the calendar is subject to future legislative action and funding, board action, and collective bargaining agreements. The current collective bargaining agreements end on June 30, 2017.

3. RECOMMENDED COMPLIANCE DATE (if different from the effective date)

N/A

4. DISCUSSION (if different from the effective date)

a. Conditions leading to the recommendation

The school calendar has wide ranging impact on the community, our employees, and our students. After much deliberation, including review of the testimony and discussion at the October 6, 2015 SAC meeting, the Department is recommending a calendar based on the following design principles:

- Provides 180 days of instruction, as required by state law (section 302A-251, Hawaii Revised Statutes), with approximately 90 days of instruction in each semester.
- Completes the first semester by winter break, which:

- Maximizes learning time to complete the semester's final student assessments (i.e. exams and other demonstrations of learning) and grading. Completing the semester after the new year would require review and re-teaching in preparation for semester-end exams and grades (due to "learning loss" that occurs during breaks in instruction);
- Ensures that students are graded by the teacher who has taught them and assessed their progress for the semester. Approximately 100 teachers retire at the end of each calendar year, and ending the semester in January would mean that the 2,500-12,000 students of retired teachers would have a new teacher complete their semester and assess their learning based on 1-3 weeks in January;
- Provides high school seniors with transcripts that include first semester grades in a timely manner for college admissions and scholarships; and
- Aligns the end of the semester with higher education, to better support opportunities for high school students to enroll in dual enrollment programs and courses.
- Minimizes potential budget impacts.

The recommended 2018-19 calendar, Exhibit A, amends the Department's October 6, 2015 submission by:

- Changing the first day and last day of school for both students and teachers, and changing the start date for winter break. These revisions are consistent with suggestions made during the SAC discussion on October 6, 2015:
 - Shifting the start date for teachers to Tuesday, July 31 and the start date for students to Monday, August 6;
 - Ending first semester on Friday, December 21 instead of Thursday, December 20; and
 - Ending the second semester for students on Friday, May 31 and for teachers on Monday, June 3.
- Amending the winter and spring break as follows:
 - On Monday, January 7, 2019, teachers have a day between semesters for grading, evaluation and/or preparation for the following quarter or semester, consistent with the current collective bargaining agreement with the Hawaii State Teachers Association (HSTA). Students begin second semester the following day: Tuesday, January 8; and
 - Spring break will be five days during the week of March 18-22. Students will return from Spring Break on Monday, March 25 then have Tuesday, March 26 as a holiday for Prince Kuhio Day.

The last student day will be May 31, 2019 and the last teacher workday will be Monday, June 3, 2019.

b. Previous action of the Board on the same or similar matter

The Board approves the school calendar annually. Most recently, the Board approved school calendars for school years 2016-2017 and 2017-2018 on October 20, 2015.

On October 6, 2015, SAC deferred action on the 2018-19 school year calendar with suggestions for changes in dates and requested that the number of days in each

semester be more evenly distributed. The action that was taken can be found in the Board's minutes, available at:
<http://www.hawaiiboe.net/Meetings/Minutes/Pages/default.aspx>. Previous agendas and the accompanying meeting material are available at:
http://www.hawaiiboe.net/Meetings/Notices/Pages/default.aspx*]

c. Other policies affected

The calendar has widespread impact for public schools as well the larger community.

d. Arguments in support of the recommendation

The proposed calendar model satisfies the primary criteria laid out in section 4.a – first semester ends before winter break, the semesters and quarters are relatively even, and the proposed calendar model does not impose any unbudgeted costs on the Department. In addition, the proposed calendar model maintains a fall break.

The recommended calendar, compared with the prior October 6 proposal:

- Improves evenness in the number of instructional days in each semester with 89 days in first semester and 93 days in second semester (two of the days in the year are floating non-student days, determined by the school, for school planning and collaboration).
- Begins school with a five-day week, which positively impacts student attendance rates.
- Maintains one-week fall and spring breaks and a two-week winter break. Per testimony from HE'E Coalition, this is particularly important for working families who have to arrange appropriate supervision and childcare.
- Ends the school year for students before June. Per testimony from HSTA, having two full months of summer break better allows for planning and implementation of summer activities, including but not limited to sports, camps, and summer school.
- Aligns with the University of Hawaii academic calendar. This facilitates opportunities for teachers and administrators to pursue additional training and for more high school students to participate in dual enrollment programs/courses.
- Is consistent with current collective bargaining agreements.
- Reflects the expressed preference of those who identified as "families" or "students" in the April 2015 public survey about school calendar options.
- Is consistent with students' feedback, reported by the Hawaii State Student Council, about their preference for a fall break and the importance of ending first semester by the winter break.

e. Arguments against the recommendation

The recommended calendar could face the following potential arguments: Heat Abatement: the calendar is simply not a good heat abatement strategy. The Department considered starting school after Labor Day to avoid the August heat. The late start has significant logistical and potential cost considerations. Additionally, the significantly later start date would have payroll implications for 10-month employees, and HSTA has opposed this change. In addition, students would still be in school

during the months that typically have the days with highest temperatures (September) and the most humid days (October).

- Mainland Transfer Students: the Department's enrollment data from the first two months of school do not indicate that this is a problem. However, the Department will continue to work with its community partners, particularly military partners, to communicate the school start date. Approving the school calendar for school year 2018-19 in November 2015 supports effective advanced communication and planning.
- This calendar includes Monday, March 25, 2019 as a school day, which is the day between spring break and the Prince Kuhio Day holiday on Tuesday, March 26. Review of past attendance data for students and teachers indicates that this day is likely to be poorly attended. We will encourage schools to use March 25 as a one of their non-student school planning and collaboration days; however, this is school decision based on their planning needs.

f. Other agencies or departments of the State of Hawaii involved in the action

The Department of Accounting and General Services (DAGS) is responsible for construction, repair, and maintenance for Neighbor Island schools. Approving the calendar in advance allows for better project planning.

g. Possible reaction of the public, professional organizations, unions, DOE staff and/or others to the recommendation

Opinions about the calendar are incredibly diverse with many firmly held beliefs and individual personal preferences. Given the design principles for learning and logistical considerations, described in section 4.a, the recommended calendar balances stakeholder interests and preferences without being able to satisfy them all. The most significant reactions to the calendar are described in section 4.e.

Since the October 6, 2015 SAC meeting, HSTA and the Hawaii Government Employees Association (HGEA) have not provided additional comments or suggestions regarding the 2018-19 calendar (as of October 26). HSTA previously expressed their desire for delaying adoption of the 2018-19 calendar, having firm start and end dates (students always start on August 1 and teachers always end on May 31), having longer winter break, and not ending the school year too close to the Christmas holiday.

h. Educational implications

The proposed calendar supports a positive educational context by minimizing the days that students are out of school over winter break, providing relatively even semesters, and ending first semester by winter break. Also, the calendar maximizes full five day weeks for students to support student attendance.

i. Personnel implications

The recommended calendar continues the structure of the calendar for many of the last ten years. There are no personnel implications from a payroll or collective bargaining perspective. However, given concerns raised by HGEA in preparation for the October 6 adoption of school calendars, the Department will work with the unions and our employees to analyze and address issues of attendance and professionalism associated with attendance.

The school year would start on July 31, 2018, instead of August 1.

j. Facilities implications

There are no identified facilities implications, at this time.

k. Financial implications

There are no identified financial implications, at this time.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

There are no supplementary recommendations at this time.

TOC:SS:kp

Attachment: Exhibit A – 2018-19 Proposed Official School Calendar

c: Office of Strategy, Innovation and Performance

EXHIBIT A

State of Hawaii – Department of Education
2018-19 PROPOSED OFFICIAL SCHOOL CALENDAR - Version 11/3/15

Teachers' Work Year - 1st Semester: July 31, 2018 - January 7, 2019; 2nd Semester: January 8, 2019 - June 3, 2019

Students' Work Year - 1st Semester: August 6, 2018 - December 21, 2018; 2nd Semester: January 8, 2019 - May 31, 2019

Week	Student Days	Teacher Days	Su	M	T	W	Th	F	Sa	
			July							1st SEMESTER - 89 Student Days (Ends Dec. 21)
1	0	4	22	23	24	25	26	27	28	July 31: Teachers' First Day
2	5	9	29	30	31	1	2	3	4	July 31 - Aug 3: Teacher Work Days (no students)
3	9	12	5	6	7	8	9	10	11	August 6: Students' First Day
4	11	18	12	13	14	15	16	17	18	August 17: Statehood Day
5	11	18	19	20	21	22	23	24	25	Q1 43 days Ends Oct. 5
6	11	18	26	27	28	29	30	31	1	
7	11	18	2	3	4	5	6	7	8	September 3: Labor Day
8	11	18	9	10	11	12	13	14	15	
9	11	18	16	17	18	19	20	21	22	
10	11	18	23	24	25	26	27	28	29	
11	11	18	30	1	2	3	4	5	6	October
12	11	18	7	8	9	10	11	12	13	October 8-12: Fall Break***
13	11	18	14	15	16	17	18	19	20	
14	11	18	21	22	23	24	25	26	27	
15	11	18	28	29	30	31	1	2	3	
16	11	18	4	5	6	7	8	9	10	November
17	11	18	11	12	13	14	15	16	17	November 6: Election Day
18	11	18	18	19	20	21	22	23	24	November 12: Veterans' Day
19	11	18	25	26	27	28	29	30	1	November 22: Thanksgiving
20	11	18	2	3	4	5	6	7	8	November 23: School Holiday
21	11	18	9	10	11	12	13	14	15	December 24-January 7: Winter Break***
22	11	18	16	17	18	19	20	21	22	December 25: Christmas
23	11	18	23	24	25	26	27	28	29	2nd SEMESTER - 93 Student Days (Ends May 31)
24	11	18	30	31	1	2	3	4	5	January 1: New Year's Day
25	11	18	6	7	8	9	10	11	12	January 7: Teacher Workday (No Students*)
26	11	18	13	14	15	16	17	18	19	January 21: Dr. Martin Luther King, Jr. Day
27	11	18	20	21	22	23	24	25	26	February 11-15: Institute Day (One day with no students during the week - Date for each island TBD)
28	11	18	27	28	29	30	31	1	2	February 18: Presidents' Day
29	11	18	3	4	5	6	7	8	9	
30	11	18	10	11	12	13	14	15	16	
31	11	18	17	18	19	20	21	22	23	
32	11	18	24	25	26	27	28	1	2	
33	11	18	3	4	5	6	7	8	9	March
34	11	18	10	11	12	13	14	15	16	March 18 - 22: Spring Break***
35	11	18	17	18	19	20	21	22	23	March 26: Kuhio Day
36	11	18	24	25	26	27	28	29	30	
37	11	18	31	1	2	3	4	5	6	
38	11	18	7	8	9	10	11	12	13	April
39	11	18	14	15	16	17	18	19	20	April 19: Good Friday
40	11	18	21	22	23	24	25	26	27	
41	11	18	28	29	30	1	2	3	4	
42	11	18	5	6	7	8	9	10	11	May
43	11	18	12	13	14	15	16	17	18	
44	11	18	19	20	21	22	23	24	25	May 27: Memorial Day
45	11	18	26	27	28	29	30	31	1	May 31: Last Day for Students and Second Semester Ends**
46	11	18	2	3	4	5	6	7	8	June 3: Last Day for Teachers
47	11	18	9	10	11	12	13	14	15	

Approved _____ 2015, contingent on legislation, funding and collective bargaining agreements

OFFICIAL STATE HOLIDAYS: 2018-19 SCHOOL YEAR

*2 instructional days shall be converted to a non-student day for school planning and collaboration

**The employer may assign up to 6 additional hours, in half hour blocks (an "equivalent day") for training and meetings beyond the teacher's regular work day

Statehood Day:
 Labor Day:
 Election Day:
 Veterans' Day (observed)
 Thanksgiving Day:
 Christmas Day:

August 17, 2018 New Year's Day:
 September 3, 2018 Dr. Martin Luther King Jr. Day:
 November 6, 2018 Presidents' Day:
 November 12, 2018 Prince Jonah Kūhū Kalanianaʻōle Day:
 November 22, 2018 Good Friday:
 December 25, 2018 Memorial Day:

January 1, 2019
 January 21, 2019
 February 18, 2019
 March 26, 2019
 April 19, 2019
 May 27, 2019

* January 7: Teacher workday between semesters ** Commencement exercises: No sooner than May 24, 2019
 *** For 10-month teachers - Intersession: Oct. 8-12; Recesses: Dec. 24-Jan. 4 and March 18-22
 Educational Officer & Teacher Institute Days February 11-15

DRAFT CALENDAR