

Options for NPS Calendar Decision:

- 1) Stay the same
- 2) Day off for all Major holidays for the World Religions of the students and staff
- 3) Add Diwali and Eid for now, acknowledging that there may be future additions for example, Lunar New Year and Orthodox holidays
- 4) ½ day for all major religious holidays
 - a) - (4.5) ½ day for students - professional development for teachers
- 5) Federal off and WIN day for all major religious holidays - emphasize students need different things, no new content delivered 6th grade and up, study catch up day, no tests or homework due on that day or the day after.
 - a) (5.5) WIN ½ day for all major religious holidays
- 6) Federal Holidays off only

Key things to consider/competing ideas/values:

- Signals of diversity will build a diverse community in the future
- Christian students shared with us they couldn't imagine not having Christmas off
- Keeping the School environment as neutral as possible (flag policy argument)
- Where do we already teach and should we bring culture and world religions into the curriculum more? Sense of belonging.
- Does listing the days on the district calendar yet not taking them off signal belonging - "we see you"
- Honoring diversity of culture with the day off - we see you - belonging
- Ensuring we have enough time on learning before June - benchmarks, MCAS, students stamina
- Child care and the difficulty taking more days off presents to our most vulnerable families. This is also an equity issue.
- Establishing Routines for all students, families and especially for students with special needs.
- ½ days are already seen and felt as a low curriculum day. If we did a ½ day/WIN option How do we ensure the WIN/half days are a good (and maybe even innovative) use of instructional time, not a 'movie' day, while not creating FOMO for students out that day?
- real issue is the continuous microaggressions and lack of training on DEI. We heard that "being seen" ultimately means a better understanding of culturally adaptative practices and ways to deal with injustice - getting a day off for a holiday may be part of a solution or not. This is multi layered.