



Natick Public Schools  
**CENTRAL OFFICE**  
13 East Central Street, Natick, MA 01760

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**Dr. Anna Nolin, Superintendent**  
Timothy Luff, Deputy Superintendent  
Dr. Peter Gray, Assistant Superintendent for Finance  
Susan Balboni, Director of Teaching, Learning, and Innovation

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**To: Natick School Committee**

**From: Anna Nolin, Julie McDonough, Donna McKenzie and the Time and Schedule subcommittee**

**Date: March 6, 2023**

**Re: Summary of research, proposed options and decision-making matrix**

This document seeks to guide decision-making relative to time and schedule in the Natick Schools. This discussion is unrelated to the discussion of holidays and year extension but does impact time on learning and start and end of school days.

The first part of the document describes the four options identified by a multiple stakeholder engagement groups representing staff, administration and parent/community member perspectives about how any changes to schedules and start times would affect the overall school and Natick Community members: students, staff, parents, community members and community partners: childcare, transportation, referees, youth sports. [This slide deck summarizes all the research](#) conducted in order to bring this analysis to the school committee. This slide deck demonstrates summaries of all the research and sub committee working group analyses conducted prior to honing down various options for consideration.

The second part of the document has a decision matrix that captures the decision-making considerations the group analyzed in a discussion to propose and choose the options. Using this system to determine impact, all identified options will be analyzed in the matrices below.

The group prioritized the following options for committee consideration and decision making.

**OPTION 1:**

**DO NOTHING**

**Description:** Schedules Stay the Same at all schools--NO CHANGES AT ALL.

**OPTION 2:**

**CHANGE ELEMENTARY ONLY OPTION**

**Description of change:** Equalize elementary start times and implement ½ day weekly for Elementary Schools (elementary gains a longer day by 22 min) and a day of the week is chosen for early release times. The time and purpose of the early release would be subject to negotiations with our union, but the time in school with children would be extended by 22 min on 4 days of the 5 day week to address the lost time on learning from an added early release day.

**OPTION 3:**

**THE WESTWOOD MODEL**

**Description of change:** Later Start times for HS/Equalize Elementary Start times, Implement ½ day weekly for Elementary Schools (longer day by 22 min.

**Schedule, Notes and Costs**

<b>Scenario 4-C</b>				
Westwood C w/ extra 22 minutes	<b>High School</b>	<b>Middle</b>	<b>Elementary</b>	<b>NOTES &amp; COSTS</b>
<b>AM</b>	8:15	9:00	7:30	If Johnson remains open, NPS will need to add 1 bus for \$73,260.00 per SY
<b>PM</b>	3:02	3:15	2:18	JFK will need to get 2 additional vans due to all Elementary Schools w/ same dismissal time \$88,466.40 per SY
<b>Early release</b>	11:45	12:40	11:20	Early release: Many Elementary buses will run late

				for HS p/u. Would like to push back HS early release until 12:00 (15 extra minutes)
<b>Late bus</b>	4:15	4:45	N/A	<b>Would need to pay all van bus drivers 6 hours per day instead of 4 hours per day to cover 7:15AM-9:15 and 2:00PM-5PM Price TBD by new contract</b>
<b>Hrs in school</b>	6 hrs 47 mins	6 hours 15 mins	6hr 48 mins	<b>Estimated additional transportation costs for NPS: \$161,726.40 PLUS 2 extra hours per day per driver. (40-42 drivers)</b>
<b>Hrs in school 1/2 day</b>	3 hours 30 mins	3 hr 40 mins	3 hrs 50 mins	

#### OPTION 4

#### ALL THE CHANGES, LEAST TRANSPORTATION COST

**Description of change:** Later Start time HS, Equalize elementary start times, elementary day extended (by 22 min), ½ day weekly for elementary, eases bus congestion, allows for buses to athletics at 3:40.

#### Schedules, Notes and Costs

MS/EL/HS	High School	Middle	Elementary	NOTES & COSTS
<b>AM</b>	8:30	7:30	8:00	
<b>PM</b>	3:17	1:45	2:26	JFK will need to get 2 additional vans due to all Elementary Schools w/ same dismissal time \$88,466.40 per SY
<b>Early release</b>	12:15	11:10	11:45	<b>Estimated additional transportation costs for NPS: \$88,466.40</b>
<b>Late bus</b>	3:50	3:40		besides Wednesday 1/2 days may have some buses a few minutes late to NHS.
<b>22 Additional minutes</b>	-	-	2:48	Would reduce costs for transportation, allow more time for Metco MS
<b>Hrs in school</b>	6 hrs 47 mins	6 hours 15 mins	6hr 26 mins	

regular day					
Hrs in school 1/2 day	3 hours 45 mins (added 15 mins)	3 hr 40 mins	3 hrs 45mins		additional after school site: 80 kids from YMCA or space in buldings until kids can park for an hour and have snack until YMCA can pick up
					METCO afternoon, space for the MS students after school for some time bc NHS gets out later. or a bus to the commuter rail if they don't want to stay
					40 k per site for supervisors per building to allow for student supervisors / asap people
	late bus at NHS 3:50				
	late bus at MS 3:40	will need additional bus waiting monitor hours at MS and possibly 2 added late buses			loss of rental revenue \$30,000 with this model
	3:40 buses return to pick up for away games.	would need to run practies until 10pm			

## Decision-Making Matrix

Below are the district areas for problem solving that framed the research of this committee. This frame will help decision-makers weigh the four options, determine impacts and aid in understanding benefits. As with any complex decision affecting many stakeholders with sometimes competing needs, there is no ONE recommendation coming from the working group. However, each group within the committee has summarized its pros and cons.

Here is an executive summary of how each stakeholder group within the committee assessed impact and options. (this will be the deck summarizing pros and cons for each option). Stakeholder groups are: elementary educators, MS educators, HS educators, athletics leadership/coaches, METCO leadership, transportation department leadership, parents of children in all levels of the system, before and after school care leadership, school committee leadership/budget guardians.

<b>District Areas for Problem Solving</b>	<b>Addresses concern area</b>	<b>Partially addresses concern area or Neutral Impact</b>	<b>Does not address concern area</b>	<b>Creates a new concern area within matrix</b>	<b>Notes/Explanation</b>
<b>Elementary Start time</b>					
Equalize start time at all schools					
Equalize end time at all schools					
<b>Quality of Time Use//Time on Learning</b>					
Extend time on learning so we are not at the line of meeting expectations					
Extend recess time					
Cut time needed in after school care					
CDS time and use					
<b>Elementary Staff Professional Time</b>					
Give staff during the day PLC time like MS and ES					
Eliminate current PLC time execution					
More time for Coordinate services, consults and trainings/curriculum meetings within the school day (4 weeks of early releases = 1 x					

curriculum meeting, 4 x PLC and 3 x consult or other meeting time within a month)					
If not a ½ day, the options for above meeting topics changes (e.g. a 1 hour ER on Wednesdays would only allow for 1x curriculum meeting and 3 x plc and nothing else relative to consults.					
<b>Adolescent Health</b>					
Follow recommendations for brain health for adolescents (HS students) for grade 9/10 students and students in grade 11/12 who have D's and F's and no privileges					
<b>Equity considerations</b>					
Impact to METCO students					
Impact to students with need for after school help or before school help					
Impact to working parents					
Impact to staff as working parents					
Impact to CDS uses/classes taught during CDS					
Impact to health					
Impact to staff working additional jobs					
<b>After School Program/MS and ES after school activities</b>					
Eliminate split day for ASAP Staff					
Eliminate early riser obligation					

Keep staffing from paras and HS students stable					
Allow for transportation to other after school programs within town					
Impact to MS athletics					
Impact to MS clubs					
Impact to ES after school activities					
Impact to childcare needs for ES students					
Impact to MS referees					
Impact to MS bus drivers for sports					
<b>Impact to NHS student after school lives</b>					
Athletics (see below)					
Jobs (see also asap)					
Childcare within their homes/with siblings					
Impact to arts lessons, performances and activities/ other clubs					
<b>After School Athletics</b>					
Allows for adequate time for after school help within a school day and still allows for athletics					
Allows for travel to games					
Allows for practices to conclude no more than 1 hour after they currently do					
Allows other youth sports to occur in school					

facilities after the conclusion of school sports					
<b>Transportation</b>					
1 Tier busing is desired and schedulable but we do not have drivers or bus so listing it here but it's not a viable options for any of the solutions.					
2 tier busing with start time changes (choose scenario and then we can do the rest)					
Allows for least financial impact					
Allows for least amount of schedule impacts					
<b>METCO</b>					
Allows METCO students at NHS to reap sleep benefits					
Allows METCO students to participate in all extracurriculars					
Allows METCO students to participate in all help/support functions of the school					