**Barrington Alternative Calendar for Makeup Days - Staff Communication**

**As approved by the Rhode Island Commissioner of Education November 2, 2018**

**Overview**

In 2017, the Governor signed a bill into law requiring that the Rhode Island Department of Education (“RIDE”) establish a policy that allows districts to submit detailed plans if their schools intend to conduct instruction through virtual education when schools have been closed due to inclement weather or another emergency. [Read the full legislation](http://www.ride.ri.gov/Portals/0/Uploads/Documents/Instruction-and-Assessment-World-Class-Standards/VirtualInstructionalDayLegislation-RI-S0101.pdf).

As a result, Barrington Public Schools established an inclement weather, virtual learning subcommittee through an application process. The subcommittee consisted of one parent and educator from each grade span, a parent representing special education, the Assistant Superintendent, the Director of Pupil Personnel, and one member of the School Committee. The virtual learning sub-committee met on four occasions during the 2017-2018 school year to study the feasibility of a virtual inclement weather policy in lieu of making up snow/inclement weather days and provided regular updates to Union Representatives and the School Committee after each meeting.

After careful analysis the team determined that a virtual learning plan was not in the best interest of our students and teachers; however, the team developed an alternative calendar (makeup day) proposal outlined in detail below. The Commissioner accepted our plan on November 2, 2018, which was endorsed by the School Committee on 11/29/2018. [Commissioner’s Approval Letter](https://drive.google.com/file/d/0B6FwYG0pISDmWkprRC0wWEZKS2Z4bXF4TC1paXlSMC0yblJz/view?usp=sharing).

**Implementation Plan**

Due to the date of approval, Barrington Public Schools will begin the implementation of its new make-up day requirements on the first day of the second semester, **January 28, 2019**. In doing so, Barrington students will be required to make-up snow days/inclement weather days exceeding 2 days. Barrington teachers will be required to engage in independent professional development or professional responsibilities beyond the contractual requirement for 6 hours to achieve their 187 contractual day requirement.

Beginning in 2019-2020, the full plan as outlined below will be implemented and teachers will engage in 12 hours of additional professional development or professional responsibilities beyond the contractual requirement to achieve their 187 contractual day requirement, and students will be required to make-up days exceeding 3 snow days/inclement weather days.

**January - June 2019 Instructional Times**

To be shared as soon as completed by transportation, resulting in a 5 minute later dismissal.

**Plan Overview**

The year - Barrington Public Schools’ calendar will consist of 187 days for teachers and 181/180 days for students.**Barrington will schedule the three allowable inclement weather days as follows:**

1. The student and staff instructional calendar will continue to consist of 181 days. In the event of a snow day, one day will drop off as the automatic snow day, leaving students with 180 instructional days. The 181st day will become the last day of the work year for teachers and will consist of building level responsibilities such as preparing for the next school year and engaging in staff meetings.
2. **Throughout the course of the school year, additional instructional time will be added daily to the schedule. This additional five minutes will be strictly used for instruction, and not for activities such as recess or lunch. As such, two days of instruction will accumulate over the course of the year. These two instructional days will be considered makeup days for students.**
3. Because a teacher’s work year is 187 days and is not calculated in hours, they will create professional plans which will constitute the two days lost to snow. The additional five minutes does not increase the contractual workday, as teachers are required to remain for 10 or more minutes after the previously established dismissal time.
4. The professional plan can include such activities as after-school collaborative unit planning or scoring, calibration, unit development, visible learning strategies, and visible learning displays, etc. The teacher plan for inclement weather hours will be entered into Frontline.
5. In the event that there are no snow days, the hours will be converted to credits for a lane change, remain as hours for lane maintenance, or be applied as Professional Learning Units (PLUs) under the new teacher certification requirements.

**Frequently Asked Questions**

**What is the calendar year for Professional Activity proposals?**

The calendar year is from July 1 - June 30. The Professional Activity Plan would need to occur during this time frame.

**Will teachers still be available for extra help outside of the school day?**

Teachers would be required to stay for their contractual day; however, students and teachers will continue to plan for extra help sessions.

**What is acceptable for the Professional Activity plan? Can I do work I would normally do during planning time?**

The plan would need to incorporate some type of rigorous professional activity such as unit or assessment development, visible learning display, or team collaboration on a curriculum related topic or task. Some examples may include group book clubs, unit development, performance assessment development, curriculum revision, webinar, the continuation of parent-teacher conferences that extend beyond professional development day, professional conferences, professional development workshop or conference, etc. The professional activity plan would be entered into Frontline ahead of time and logged in for credit. Those items that can be counted as PD can be converted to hours or credits in the instance of no snow. **These events need to occur beyond the school day.**

It is important to note that this calendar constitutes a waiver from the Commissioner of Education based on the proposal submitted by the District. As such,the District may only approve those activities which were submitted for consideration in the waiver proposal as outlined in this calendar plan.

**What are some activities that will not count?**

Those activities which we are unable to submit for your PLUs (Rhode Island Department of Education). Activities that do not directly relate to improving educator practices, such as general logistics, school daily operations, safety training, and some committee work such as facilities committee or committees that are non-curriculum or teaching and learning related do not qualify for professional learning units. These are important activities for schools but are not considered professional learning.

**Why follow the PLUs?**

In following the PLUs, we will be able to help you reach and document the hours you require to maintain and advance certification. This allows a cleaner approach, where you can get calendar credit and PLU credit at the same time. As such, this plan provides 12 of the 20 credit hours required for advanced teachers and 12 of the 30 hours for new teachers. It is important to note that PLUs achieved after school hours can also be counted as inclement weather hours.

**Do faculty members have the option to make up those missed days at the school building?**

Yes, you can complete the days on your own or at the school by engaging in some type of professional activity in-house independently or with colleagues **outside of the school day**, but not on the inclement weather day. You may also work at the school in June after the end of the school year or during school vacations when the buildings are open.

A**s a faculty member, what if we don’t have any snow days? Does that violate my contract?** No. Contractually, the length of the teachers’ days is not changing, only their instructional time. If there are no snow days, there are two options. Wait until spring to complete your two days of Professional Learning or use the hours you already completed for lane change credits. The Union President reviewed this with the union lawyer. In addition, looking back 10 years, we have had no fewer than three days (hurricane, floods, snow).

**Can you explain how it would work for a teacher to take a personal day to make up those two days of personal professional learning?** They would save their personal days and request that they are credited at the end of the school year (request the personal days as the two days after the last day of school for teachers from the Superintendent).

**What about teacher assistants?** Teacher assistants will capture 2 days of PD in place of the inclement weather/snow days that are not made-up.

**How do IEP service hours work with this plan?**

The services would be made-up in accordance with the IEP, as always and not tacked on to the end of the year. The IEP team will incorporate the make-up plan into the IEP at the annual meeting.

**Note**, contractual obligations or areas that you receive pay or lane change for cannot be counted, such as National Board Certification. PD after hours can earn credit for lane change **OR**inclement weather hours.