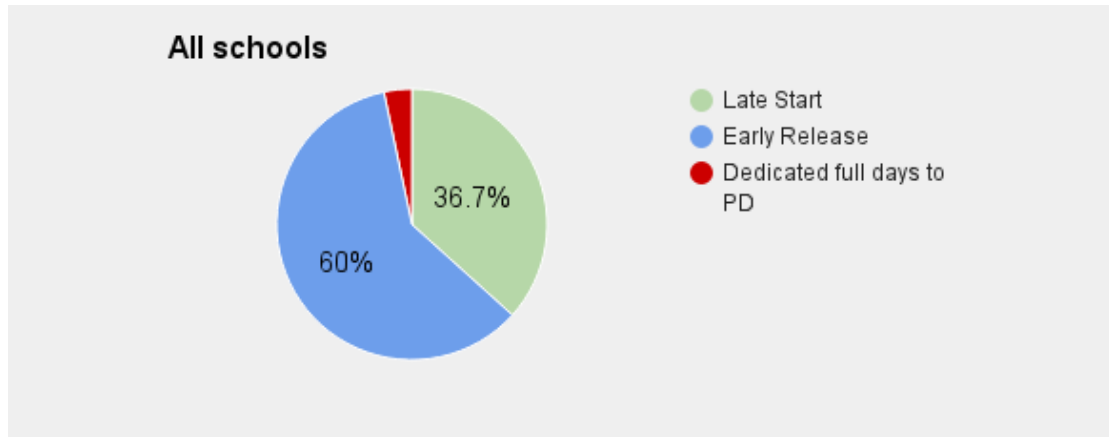


**Professional Learning - Late Start
Survey conducted on January 17 and 18, 2017**

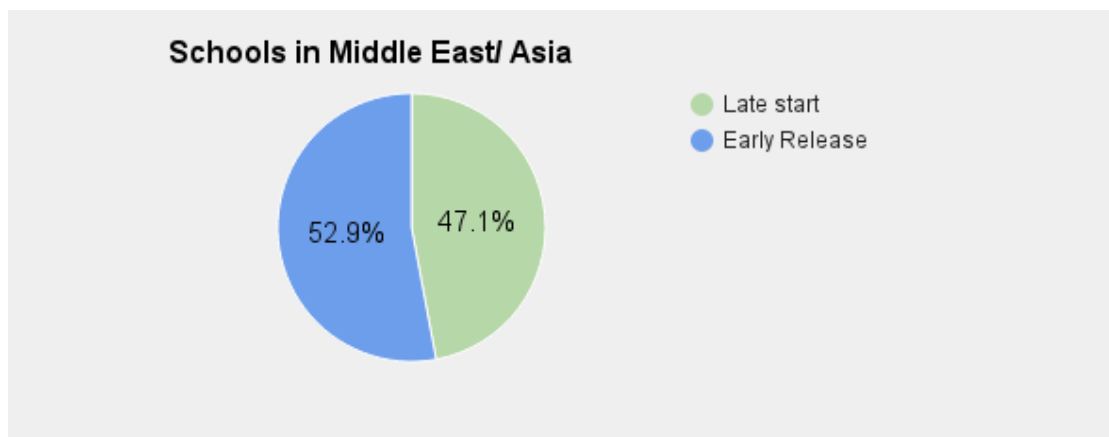
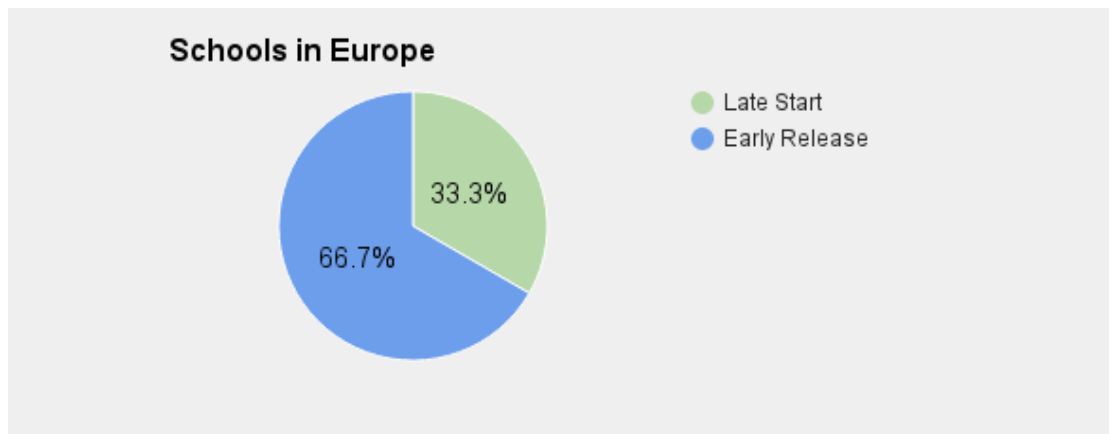
Heads of 30 schools participated in this survey.

Responses covered the following regions: Europe, Middle East/Asia, North and South America, Africa.

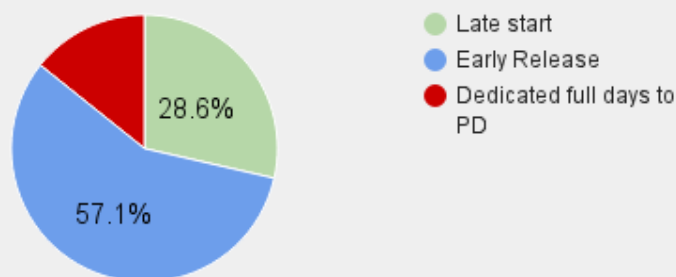
Highest response rate was from the Heads of the schools in the Middle East/Asia.



Summary of replies by regions



Other schools (North and South America, Africa)



Some of the comments:

We have Professional Learning /Delayed Start each Wednesday morning. This is a one hour treasured opportunity for full faculty or school division professional learning. Faculty is in full support. Families are in full support.

This year we implemented early dismissal Wednesday pm for the whole school each week with sacrosanct collaboration time for staff from 14.30 until 15.30 and then different types of staff, meetings from 15.45 – 17.00. It is working well. Not all parents were happy and we rotate (in the upper school) which class is missed but on the whole I think it has been a positive move and allows those who need to collaborate but are never free at the same time to now be able to meet.

Every Wednesday, students start one hour later than usual. During that time, we have professional learning meetings of all kinds and, this year, CIS/WASC Self-Study committee meetings. We introduced this "late start" 14 years ago, and it has been a significant contributor to the growth of the school.

Our HS starts 50 min late on Fridays, allowing for collaborative time with PLCs, departments or whatever. We've tried a number of planning times in the schedule, and I think the faculty is pretty happy with this. The students, of course, are very happy to start a bit later at the end of the week!

I know that there are schools that implement a late start strategy but we decided to follow a more traditional model of having an early finish once a week. We chose to use a Wednesday and the afternoon is designated as 'collaboration time'.

Our schedule includes a late start (Professional Wednesday) every week in which classes start one hour later than normal. Our Professional Wednesday sessions run from 08:00-09:00 every Wednesday with our primary focus on structuring time for collaboration in the spirit of a professional learning community.

Our school has had a late start, Thursday, for the past four years. The late start is one hour. Very rarely is there a need to have an after school meeting. Generally the entire semester to school year is planned or plotted. It's been great on numerous levels.

We have had early closures once a month, however, we recently decided that teachers are more likely to be alert and receptive if we had the sessions in the morning, as you are planning. So, we are now planning to do it that way from next year.

Currently we have Wednesday afternoons, early dismissal - but switching next year to mornings (made that decision just today). Afternoon early dismissal messes up ASA program too much. Current rotation is something we call "bookends" - Curricular K-12, two divisional,

Accreditation - 4 week cycle. I see value in this work. Mornings are considerably better than afternoons, by my estimation. Staff would report that they are fresh, it inspires tight agendas, cohesive work to assure completion of tasks.

We have a 1:00pm dismissal every Wednesday, there are only pros. It is a great opportunity for professional growth for all faculty. It also allows for sports activities after school on the other days.

We have replaced all of our school-year PD days with early release days. This year we have 14 of them. (We also have 5 PD days before the school year starts and one after students have left at the end of the year). We release students 1.5 hours early on these days. We ask that faculty work until 5:00, which gives us 2.5 hours of uninterrupted time for Professional Learning, reflection, and collaboration. We like this schedule. The continuous learning is a better fit for us than periodic whole days; we find that this model promotes faculty involvement in the professional learning process; we find this schedule allows us to be at once more pro-active and responsive to trends and requests. The downside is that we face consistent questions from parents though we have almost come through that phase."

We currently have 4 early-release days per academic year. We finish teaching at noon and then have about 4 hours of solid work time. It is working well, but afternoons are lower energy than mornings. We had a once-a-week late start in my previous school. We had 90 minutes every Wednesday. This was quite effective and also did not have a negative impact on the after school activities and sports times.

We have one Late Start each month, with around eight in a year. A Late Start (rather than an Early Finish) was preferred as staff would be fresh and ready for new learning in the morning. It also meant that the morning rush-hour traffic had subsided by the time students were due to join us. The Late Start sessions ran from 07:30 until 09:30 with a break in the staff room (monthly celebration of birthdays) before classes started at 10:00 in both Primary and Secondary schools. Students arrived from 9:45.

We have an early release every Wednesday. Students normally go home at 1530 and teachers work until 1600. On Wednesdays, Students go home at 1430 and teachers work until 1700. Lots of upsides - time to get quite a bit done PD wise and K-12 wise. A time mid-week to recalibrate. An opportunity to give teachers extra time at certain periods of heavy responsibilities - report cards, week without walls prep, etc. Downside - it is hard to get people to come to meetings outside of Wed afternoons, you lose an afternoon for sports practices, drama production rehearsals, etc.