

This SY' 24-25 school plan has been approved at the building-level by the Principal and is final pending SEZP Board approval later this school year.

SEZP



**Springfield
Empowerment Zone
Partnership**

Aspire Academy

**2024-25
School Plan**



Springfield Public Schools
2024-25 Student Calendar
Aspire Academy
415 State Street Springfield, MA 01105



Student Hours 7:20 AM - 2:20 PM

Teacher Hours 7:10 AM - 3:30 PM (Monday - Thursday); 7:10 AM - 2:30 PM (Friday)

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Educator Working Conditions: Aspire Academy

1. Staff work year calendar and calculating total educator time

The calendar tool is built to give schools flexibility on the types of days (known as ‘day types’) that their school will follow during the following school year. The calendar tool correctly determines the total hours and salary based on calculations aligned to our Collective Bargaining Agreement (CBA). Student and staff calendars are then generated based on the information entered in Tab 1 of the calendar tool. The decisions made on the calendar tool will then become the school-specific Educator Working Conditions. This template will extract educator hours to provide everyone with a clear understanding of what is expected for total educator hours for the upcoming school year.

Part 1: School year hours

These hours reflect “school year hours” which is 180 days of instruction with students plus any professional development days during the school year (traditionally 3) and the 5 days of August professional development that occurs just before students begin the year.

			Grades 9-12		
Day Type	Staff Category	Start time	End time	Hrs: Min	
1. Regular Day for Students and Staff	Regular Day	7:10 AM	3:30 PM	8:20	
2. Early Release for Students and Staff	Staff Early Release at 11:05am	7:10 AM	11:05 AM	3:55	
3. Regular Day for Students / 2:30 Sched for Staff	Staff Early Release at 2:30pm	7:10 AM	2:30 PM	7:20	
4. Regular Day for Students / Extended Day for Staff Until 4:00pm	Tuesday Extended Day Until 4:00pm	7:10 AM	4:00 PM	8:50	
5. No School for Students / Full Day Staff PD	Full Day PD	8:00 AM	3:00 PM	7:00	

Part II: Additional educator hours

Teachers may be required to participate in professional development activities, or student-related activities throughout the school year, including before and after the school day for students, and before or after the school year starts and ends.

These hours will be included in the total educator work hours and payment will be calculated into an educator’s annual compensation. This does not preclude teachers from independently scheduling individual parent-teacher meetings or other meetings as needed. Because compensation varies before the ‘traditional’ start of school, which in SY 24-25 is August 19th, please be sure to use the correct table to record (and transfer) events from your calendar tool into this document.

A. Summer Events Prior to August 19th

Event Description	Date/Time	# of Staff Hours in gr. 9-12
N/A	N/A	N/A
TOTAL ADDITIONAL SUMMER HOURS BEFORE 8/19/24		0 hrs

B. Other Events on or After August 19th

Event Description	Date/Time	# of Staff Hours in gr. 9-12
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Open House/ Parent Night 1	08/23/24 (1pm-3pm)	2
Open House/ Parent Night 2	12/19/2024 (5pm-7:00pm)	2
Open House/ Parent Night 3	2/13/2025 (5pm-7.00pm)	2
Open House/ Parent Night 4	4/11/2025 (5pm-7:00pm)	2
TOTAL ADDITIONAL SUMMER HOURS ON OR AFTER 8/19/24		8 hrs

Part III: Total educator hours

The total educator hours are a combination of “school year hours” and planned “additional events” that require educators’ presence that fall outside of the typical workday.

The calendar tool automatically calculates these numbers based on your day types so no additional calculations are needed. If you have a strictly a 6-8 or a 9-12, feel free to leave the row that does not apply blank. Schools with educators in grades 6-12 should use both rows as time requirements may differ. Either way, this information is coming directly from your school’s calendar tool.

Hours	Summer PD Hrs	School Year Hrs	Other Events	Total Hrs	Day Count
Gr. 9-12 Staff Hours	0.00	1503.67	8	1511.67	186

2. Staff workday

- Teachers will receive a 30-minute duty-free lunch
- Educators will have – at minimum - the equivalent of 350 minutes over ten consecutive school days of self-directed preparatory time. These minutes will be allocated across the ten days as evenly as the schedule permits. Schools will strive – as the schedule allows – for educators to have no more than one day each week when the educator does not have self-directed preparatory time. This self-directed time can be used to plan, grade, collaborate with colleagues, etc. In extenuating circumstances, teachers may be asked to perform some duties during this time. On that day, the teacher must have an equivalent non-instructional period.

In addition to traditional responsibilities in a typical workday, all staff may be expected to be involved in educational and administrative activities that are necessary to fulfill the mission of the school. These activities may include, but are not limited to:

- Phone calls to students and families about the attendance and academic progress of students;
- Preparation and analysis of individual student goal setting, weekly reports, progress reports, and report cards;
- Participation in a minimum of 4 family events
- Active participation in Professional Learning Communities (PLCs) and trainings
- Working regularly with school administrators and colleagues to improve one’s instructional practices;
- Providing intentional and strategic academic support to students on a daily basis;
- Updating grades and regularly collecting, analyzing and reporting out on computer based academic program
- Attending student-related meetings;
- Serving as a mentor to a small cohort of students;
- Participate in staff recruitment and hiring processes; and
- Participation in transformative learning experiences if applicable
- Participation in coaching and feedback cycles

3. Additional staff duties

A. During the Workday

During a typical Monday-Friday school day work week, all staff members are expected to perform additional duties

that the Principal and the TLT have determined are necessary to fulfill the school's mission, operations, safety, and overall improvement efforts. This may include coverage of homeroom, community building or safety-related activities, including, but not limited to (examples are below but a school can customize):

- Types of tasks educators may be asked to perform may include coverage of lunch, coverage of break periods, safety-related assignments. All efforts will be made to avoid teacher prep time or counseling services to students;
- Substitute coverage of classes and duties of others who are absent from school;
- Development and maintenance of hallway bulletin boards
- Proctoring school-based, district and/or state assessments
- Potential night school coverage if applicable
- When possible class coverage will be rotated among staff

If a teacher is asked or directed to perform these duties during the contractual lunch break, self-directed preparation periods or during collaboration time, they shall be compensated at \$35 per/occurrence.

B. After School Support for Students

- Teachers will work a minimum of 30 minutes per week after school to provide intentional academic support to students. These hours are already built into the total educator hours.
- Teachers may be asked to volunteer to cover night school. Any staff that works in the night school program will be paid an hourly rate of \$50.00/hour for that additional time worked.

4. Professional learning

Teachers are required to participate in professional development activities throughout the school year, including before and after the school day for students, and immediately before or immediately after the school year starts and ends as outlined in section 1 above from the calendar tool. Most professional learning activities should be connected to TLT identified priority levers and the capacity and skill building needed to help the school reach their improvement goals.

All staff members are expected to participate in instructional coaching, professional development, collaboration activities and/or PLC meetings, unless otherwise directed by the principal.

5. School curriculum issues

The school's curriculum will be aligned with the Massachusetts State Curriculum Frameworks, in a blended learning model, and receive a high rating for quality and rigor as defined by [Edreports](#). In instances where highly rated curriculum is not available, teachers may be asked to assist in developing new and improved curricula for their own use and that of other teachers in the building. To the extent possible, teachers will be made aware of curriculum changes in advance and will have an opportunity to provide feedback.

Aspire's academic model includes both computer-based instruction and live, direct instruction. Transformative Learning Experiences are project and competency based and will be offered for specific course work.

6. Notices and announcements

Teachers will be notified in advance of special events which will involve students such as Zone, district, or school mandated assessments, health testing, assemblies, etc. Classroom interruptions for notices or public address announcements will be kept to an absolute minimum.

7. School health and safety issues

The school will make every effort to provide appropriate materials, space, and technology to support effective

teaching and learning. Security of school premises will be maintained. Visitors to the school will be required to check in upon entry and all members of the school community are expected to monitor visitors without badges and immediately report these instances to the main office or security desk.

Every effort will be made to mitigate painting or repairs to buildings while school is in session, to avoid distractions or interruptions to student learning.

8. Staff dress code

Staff are asked to dress professionally for a school setting. Excessively casual clothing such as ripped jeans, revealing clothing, beach wear, and flip flops is not permitted.

9. Class size

Efforts are made to ensure a reasonable class size for students and teachers. Class sizes may be differentiated, to support student learning and teacher development and/or to support a school's specific model (e.g., co-teaching, dual language, etc.).

10. Bulletin boards

The Springfield Education Association (SEA) will be provided a clearly designated bulletin board for the purpose of posting Association-related notices and other materials. Such space will be provided in each building for the exclusive use of the Association.

11. Family-teacher communication

Relationships between teachers and families/caregivers are critically important to the overall academic success of a student's school experience. Teachers may be required to make regular phone calls to families about the academic progress of students, as well as respond to family inquiries via email, phone or in-person meetings throughout the school year. Teachers are not required to respond to families outside of the work week.

12. TLT elections for the next school year

Teacher Leadership Teams play an essential role in planning and decision-making in SEZP schools. While the TLT itself is a permanent body, the composition and dynamics of the team will change annually as individual TLT members' terms expire, and new members are elected. It is important that TLT elections take place in a timely fashion at the beginning of each school year to ensure the TLT can operate effectively on a continual basis. For the coming school year, our TLT elections (for any open positions) will be held on 08/23/2024.