

This SY' 24-25 school plan has been approved at the building-level by the Principal and Teacher Leadership Team, as well as the SEZP Board.

SEZP



**Springfield
Empowerment Zone
Partnership**

J.F. Kennedy Middle School

**2024-25
School Plan**



**Springfield Public Schools
2024-2025 Student Calendar
John F. Kennedy Middle School
1385 Berkshire Avenue, Springfield, MA 01151**



Student Hours 7:19 AM - 3:05 PM; *see calendar for additional student early releases

Teacher Hours 7:15 AM - 3:09 PM (Mon-Fri); *Special Tuesday (extended day) 7:15 AM - 4:15 PM

| | | | | | | | | | | | |
|-----------------------|--------------------|-----|-----|-----|-----|---|----------------------|-----|-----|-----|-----|
| Aug 26: School Begins | August 2024 | | | | | Feb 14: Half Day - Student Dismissal at 11:35am | February 2025 | | | | |
| | MON | TUE | WED | THU | FRI | | MON | TUE | WED | THU | FRI |
| | | | | 1 | 2 | | | | | | |
| | 5 | 6 | 7 | 8 | 9 | | 3 | 4 | 5 | 6 | 7 |
| | 12 | 13 | 14 | 15 | 16 | | 10 | 11 | 12 | 13 | 14 |
| | 19 | 20 | 21 | 22 | 23 | | 17 | 18 | 19 | 20 | 21 |
| | 26 | 27 | 28 | 29 | 30 | | 24 | 25 | 26 | 27 | 28 |

| | | | | | | | | | | | |
|---|-----------------------|-----|-----|-----|-----|--|-------------------|-----|-----|-----|-----|
| Sep 2: Schools Closed - Labor Day Sep 3: Schools Closed - Teacher PD Day | September 2024 | | | | | Mar 12: Early Release at 1:00pm / Student-Led Conferences (3:20 - 5:50 pm) Mar 14: Half Day - Student Dismissal at 11:35am Mar 28: Half Day - Student Dismissal at 11:35am | March 2025 | | | | |
| | MON | TUE | WED | THU | FRI | | MON | TUE | WED | THU | FRI |
| | 2 | 3 | 4 | 5 | 6 | | 3 | 4 | 5 | 6 | 7 |
| | 9 | 10 | 11 | 12 | 13 | | 10 | 11 | 12 | 13 | 14 |
| | 16 | 17 | 18 | 19 | 20 | | 17 | 18 | 19 | 20 | 21 |
| | 23 | 24 | 25 | 26 | 27 | | 24 | 25 | 26 | 27 | 28 |
| | 30 | | | | | | 31 | | | | |

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|--|---------------------|-----|-----|-----|-----|--|-------------------|-----|-----|-----|-----|
| Oct 11: Early Release at 1:00pm Oct 14: Schools Closed - Indigenous People's Day Oct 23: Early Release at 1:00pm | October 2024 | | | | | Apr 18: Schools Closed - Good Friday Apr 21: Schools Closed - Patriots Day Apr 22-25: Schools Closed - Spring Vacation | April 2025 | | | | |
| | MON | TUE | WED | THU | FRI | | MON | TUE | WED | THU | FRI |
| | | 1 | 2 | 3 | 4 | | | 1 | 2 | 3 | 4 |
| | 7 | 8 | 9 | 10 | 11 | | 7 | 8 | 9 | 10 | 11 |
| | 14 | 15 | 16 | 17 | 18 | | 14 | 15 | 16 | 17 | 18 |
| | 21 | 22 | 23 | 24 | 25 | | 21 | 22 | 23 | 24 | 25 |
| | 28 | 29 | 30 | 31 | | | 28 | 29 | 30 | | |

| | | | | | | | | | | | |
|--|----------------------|-----|-----|-----|-----|--|-----------------|-----|-----|-----|-----|
| Nov 5: Schools Closed - Teacher PD Day (Election Day) Nov 11: Schools Closed - Veterans Day Nov 26: Half Day - Student Dismissal at 11:35am Nov 27 - 29: Schools Closed - Thanksgiving Vacation | November 2024 | | | | | May 23: Half Day - Student Dismissal at 11:35am May 26: Schools Closed - Memorial Day | May 2025 | | | | |
| | MON | TUE | WED | THU | FRI | | MON | TUE | WED | THU | FRI |
| | | | | | 1 | | | | 1 | 2 | |
| | 4 | 5 | 6 | 7 | 8 | | 5 | 6 | 7 | 8 | 9 |
| | 11 | 12 | 13 | 14 | 15 | | 12 | 13 | 14 | 15 | 16 |
| | 18 | 19 | 20 | 21 | 22 | | 19 | 20 | 21 | 22 | 23 |
| | 25 | 26 | 27 | 28 | 29 | | 26 | 27 | 28 | 29 | 30 |

| | | | | | | | | | | | |
|---|----------------------|-----|-----|-----|-----|---|------------------|-----|-----|-----|-----|
| Dec 20: Half Day - Student Dismissal at 11:35am Dec 23 - 31: Schools Closed - Holiday Vacation | December 2024 | | | | | Jun 19: Schools Closed - Juneteenth Day Jun 23*: End of School Year - Early Release for Students & Staff | June 2025 | | | | |
| | MON | TUE | WED | THU | FRI | | MON | TUE | WED | THU | FRI |
| | 2 | 3 | 4 | 5 | 6 | | 2 | 3 | 4 | 5 | 6 |
| | 9 | 10 | 11 | 12 | 13 | | 9 | 10 | 11 | 12 | 13 |
| | 16 | 17 | 18 | 19 | 20 | | 16 | 17 | 18 | 19 | 20 |
| | 23 | 24 | 25 | 26 | 27 | | 23 | 24 | 25 | 26 | 27 |
| | 30 | 31 | | | | | 30 | | | | |

| | | | | | | |
|---|---------------------|-----|-----|-----|-----|--|
| Jan 1: Schools Closed - New Year's Day Observed Jan. 6: Schools Closed - Teacher Professional Day Jan 17: Midterms - Early Release at 1pm Jan 20: Schools Closed - Dr. Martin Luther King, Jr. Day | January 2025 | | | | | <p>*Calendar includes five (5) additional pupil school days for inclement weather. Schools will close after they have been in session for 180 pupil school days. Official end date and dismissal will be covered by bulletin.</p> <ul style="list-style-type: none"> School Closed Half Day (11:35AM Dismissal) Mid Term Dismissal 1PM Early Dismissal 1PM |
| | MON | TUE | WED | THU | FRI | |
| | | 1 | 2 | 3 | | |
| | 6 | 7 | 8 | 9 | 10 | |
| | 13 | 14 | 15 | 16 | 17 | |
| | 20 | 21 | 22 | 23 | 24 | |
| | 27 | 28 | 29 | 30 | 31 | |



**Springfield Public Schools
2024-2025 Staff Calendar
John F. Kennedy Middle School
1385 Berkshire Avenue Springfield, MA 01151**



Student Hours 7:19 AM - 3:05 PM; *, *see calendar for additional student early releases

Teacher Hours 7:15 AM - 3:09 PM (Mon-Fri); *Special Tuesday (extended day) 7:15 AM - 4:15 PM

Aug 16: New Staff Orientation (9am - 3pm)
Aug 19-23: Teacher PD
Aug 23: Convocation
Aug 26: School Begins

| August 2024 | | | | |
|-------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| | | | 1 | 2 |
| 5 | 6 | 7 | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 |
| 26 | 27 | 28 | 29 | 30 |

Feb 14: Half Day - Student & Staff Dismissal at 11:35am
Feb 17: Schools Closed - Presidents Day
Feb 18 - 21: Schools Closed - Mid-Winter Vacation

| February 2025 | | | | |
|---------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
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| 3 | 4 | 5 | 6 | 7 |
| 10 | 11 | 12 | 13 | 14 |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |

Sep 2: Schools Closed - Labor Day
Sep 3: Schools Closed - Teacher PD Day

| September 2024 | | | | |
|----------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| 2 | 3 | 4 | 5 | 6 |
| 9 | 10 | 11 | 12 | 13 |
| 16 | 17 | 18 | 19 | 20 |
| 23 | 24 | 25 | 26 | 27 |
| 30 | | | | |

Mar 12: Student Dismissal at 1:00pm / Staff Hours Extended 3:20-5:50pm for PTC
Mar 14 : Half Day - Student & Staff Dismissal at 11:35am
Mar 28: Half Day - Student & Staff Dismissal at 11:35am

| March 2025 | | | | |
|------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| 3 | 4 | 5 | 6 | 7 |
| 10 | 11 | 12 | 13 | 14 |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |
| 31 | | | | |

Oct 11: Early Release for Students & Staff at 1:00pm
Oct 14: Schools Closed - Indigenous People's Day
Oct 23: Early Release for Students at 1:00pm / Teacher Dismissal 3:09 + Open House/SLFC night (staff extended hours from 5 - 7:00pm)

| October 2024 | | | | |
|--------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| | 1 | 2 | 3 | 4 |
| 7 | 8 | 9 | 10 | 11 |
| 14 | 15 | 16 | 17 | 18 |
| 21 | 22 | 23 | 24 | 25 |
| 28 | 29 | 30 | 31 | |

Apr 18: Schools Closed - Good Friday
Apr 21: Schools Closed - Patriots Day
Apr 22 -25: Schools Closed - Spring Vacation

| April 2025 | | | | |
|------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| | 1 | 2 | 3 | 4 |
| 7 | 8 | 9 | 10 | 11 |
| 14 | 15 | 16 | 17 | 18 |
| 21 | 22 | 23 | 24 | 25 |
| 28 | 29 | 30 | | |

Nov 5: Schools Closed - Teacher PD Day (Election Day)
Nov 11: Schools Closed - Veterans Day
Nov 26 - Early Release for Students & Staff at 11:35 am
Nov 27 - 29: Schools Closed - Thanksgiving Vacation

| November 2024 | | | | |
|---------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| | | | | 1 |
| 4 | 5 | 6 | 7 | 8 |
| 11 | 12 | 13 | 14 | 15 |
| 18 | 19 | 20 | 21 | 22 |
| 25 | 26 | 27 | 28 | 29 |

May 23: Half Day - Student & Staff Dismissal at 11:35am
May 26: Schools Closed - Memorial Day

| May 2025 | | | | |
|----------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| | | | 1 | 2 |
| 5 | 6 | 7 | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 |
| 26 | 27 | 28 | 29 | 30 |

Dec 20: Early Release for Student & Staff at 11:35am
Dec 23 - 31: Schools Closed - Holiday Vacation

| December 2024 | | | | |
|---------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| 2 | 3 | 4 | 5 | 6 |
| 9 | 10 | 11 | 12 | 13 |
| 16 | 17 | 18 | 19 | 20 |
| 23 | 24 | 25 | 26 | 27 |
| 30 | 31 | | | |

Jun 19: Schools Closed - Juneteenth Day
Jun 23*: End of School Year - Early Release for Students & Staff at 11:35am
June 24: Schools Closed - Teacher PD Day

| June 2025 | | | | |
|-----------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| 2 | 3 | 4 | 5 | 6 |
| 9 | 10 | 11 | 12 | 13 |
| 16 | 17 | 18 | 19 | 20 |
| 23 | 24 | 25 | 26 | 27 |
| 30 | | | | |

Jan 1: Schools Closed - New Year's Day Observed
Jan 6: Schools Closed - Teacher PD Day
Jan 17: Midterms - Student Early Release at 1pm; Staff PD until 3:09
Jan 20: Schools Closed - Dr. Martin Luther King, Jr. Day

| January 2025 | | | | |
|--------------|-----|-----|-----|-----|
| MON | TUE | WED | THU | FRI |
| | | 1 | 2 | 3 |
| 6 | 7 | 8 | 9 | 10 |
| 13 | 14 | 15 | 16 | 17 |
| 20 | 21 | 22 | 23 | 24 |
| 27 | 28 | 29 | 30 | 31 |

*Calendar includes five (5) additional pupil school days for inclement weather. Schools will close after they have been in session for 180 pupil school days. Official end date and dismissal will be covered by bulletin.

- School Closed
- Early Release at 11:35am
- Mid Terms, Regular Release at 3:09pm
- Regular Day + PD until 4:15
- Full Day PD from 8:30am-3:00pm
- Early Release at 1:00pm
- Student Early Release + PD until 3:09pm

Educator Working Conditions: John F. Kennedy Middle School

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.

Important Note: Newly hired Kennedy staff will be required to attend “new staff orientation” at J.F. Kennedy Middle School on Friday, August 16th from 9:00am - 3:00pm and will be paid at an hourly rate of \$36.61/hour for a total of 6 hours.

| | | | Grades 6-8 | | |
|----|--|---|------------|----------|----------|
| | Day Type | Staff Category | Start time | End time | Hrs: Min |
| 1. | Regular Day for Students and Staff | Regular Day | 7:15 AM | 3:09 PM | 7:54 |
| 2. | Mid Term | Mid Term (7:15 AM to 3:09 PM) | 7:15 AM | 3:09 PM | 7:54 |
| 3. | Half Day | Half Day (7:15 AM to 11:35 AM) | 7:15 AM | 11:35 AM | 4:20 |
| 4. | No School for Students / Full Day Staff PD | Full Day PD | 8:30 AM | 3:00 PM | 6:30 |
| 5. | Tuesday Extended Day PD | Regular Day + PD until 4:15pm | 7:15 AM | 4:15 PM | 9:00 |
| 6. | Early Dismissal 1PM | Early Dismissal 1PM | 7:15 AM | 1:00 PM | 5:45 |
| 7. | Early Dismissal for Students and Regular Day for Staff | Student Early Release + PD until 3:09pm | 7:15 AM | 3:09 PM | 7:54 |

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. 6-8 |
|-------------------|-----------|-----------------------------|
| 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. 6-8 |
|--|----------------------------|-----------------------------|
| Welcome back BBQ | August 22nd (3 pm - 5 pm) | 2 |
| Open House/Fall Celebration | October 23rd (5-7pm) | 2 |
| Student Led Conferences | March 12 (3:20-5:50 pm) | 2.5 |
| Spring Celebration | April/May (exact date TBD) | 1.5 |
| 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. 6-8 Staff Hours | 0 | 1467.683 | 8 | 1475.683 | 189 |

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. This equals out to a minimum of 3 Prep blocks per week. 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 or DOJO contact to families about the academic progress of students;
- Preparation of individual student weekly reports, progress reports, and report cards;
- Working regularly with school and colleagues to improve one’s instructional practices;
- Attending student-related meetings

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;
- Duties within hallways and outside of bathrooms
- Development and maintenance of hallway bulletin boards - \$500 stipend to a staff member to maintain
- Coverage of homeroom periods
- Coverage of lunch periods, break periods, or block periods, allowing for teacher to have at least one block prep

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 may work after school each week to provide after school help to students. If teachers decide to provide after school tutoring, it would need prior approval by the buildings Principal and educators will be paid at the contractual hourly rate. Clubs and afterschool support are encouraged.

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 professional development, collaboration activities and/or PLC meetings, unless otherwise directed by the principal. TLT will have a PD day to assist August PD the day after school ends.

5. School curriculum issues

The school's curriculum will be aligned with the Massachusetts State Curriculum Frameworks 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.

6. Notices and announcements

Teachers will be notified 2 weeks 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, basketball shorts, sweatpants (non-JFK) are not permitted. Headphones are not permitted in academic settings or hallways.

*PE teachers are able to wear athletic wear

**Some approved exceptions may apply

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.). Admin will put every effort to keep regular ed class sizes below 32. Special ed class sizes - every effort will be given to ensure they are 8 across the board. If a special ed class rises above 8 a para will be provided.

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. Bulletin boards around the school will be assigned to one staff member who will receive a \$500 stipend for maintaining the bulletin boards which will be paid at the end of the year noted above.

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 (mandatory for any students who are failing), as well as respond to family inquiries via email, phone or in-person meetings throughout the school year. Teachers are expected to respond to inquiries within 48 hours during the business week. Teachers are not required to respond to families outside of the work week. Every effort will be made to connect all parents to Dojo/any platform we may adopt. Teachers are expected to keep a record of communication with families (ex. DOJO, google voice, PowerSchool SSP).

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 09/3/2024.