

# MARICOPA COUNTY SCHOOL SUPERINTENDENT

## 2024 MARCH CULTURE AND CLIMATE CALENDAR

### PROTECTING TEACHER TIME; SURVEY SAYS...

#### WEEK 1

##### Meetings & PD

Be thoughtful about the who, what, when, and how

- Limit non-essential meetings and leverage email communication
- Reduce the frequency and duration of meetings that do not directly contribute to teaching and student learning
- Offer relevant and meaningful PD opportunities that align with teachers' needs and interests
- Leverage voice, choice, and differentiation
- Avoid unnecessary or redundant training sessions

#### WEEK 2

##### Be Strategic

General Leadership Moves Can Have a Huge Impact

- Delegate effectively to relieve teachers of unnecessary administrative tasks and increase ability to focus on instruction
- Streamline by minimizing paperwork, administrative burdens and utilizing technology for tasks like attendance, grading, reporting, etc.
- Communicate clearly about expectations
- Respect autonomy and leverage expertise and input

#### WEEK 3

##### Advocate

Advocate for the following...

- Policies like four-day work weeks and consistent modified days for more planning time
- Policies that prioritize workload and well-being, such as limits on after-hours work, flexible scheduling, and reasonable deadlines
- District-level admin respecting professional autonomy
- Hiring more support staff to reduce teachers' workload and provide more hands-on deck

#### WEEK 4

##### What Now?

There are supports for aligning time, resources, and values

- Establish mechanisms for teachers to provide feedback on workload, scheduling, and other factors impacting their time and take action based on their feedback
- Assess current use of time
- Be innovative in unlocking time
- Use non-teaching staff to free up teachers for collaboration
- Protect planning, prep, and collaboration time