

Time to Get it Right

PAT Proposal

Staffing Crisis

- **84%** of staff report their **workload is more or far more** than a normal year
- **89%** of staff report their **stress is more or far more** than a normal year
- **98%** of staff report **working beyond their normal work day** and/or **working weekends**
- More than **2,000 unfilled requests for a substitute** educator

Staffing Crisis

- As of October 25th, **over 1,400 educators** reported they were **considering taking a leave of absence or quitting** the teaching profession entirely
- It's Not just PPS...
Nationwide, 30,000 teachers resigned in September alone (Labor Department)

Immediate supports for educators and students are needed to **avoid school closures!**

Too Many Students Lack Support

Current State of PPS Comprehensive/ Focus High Schools

Quarter 1 Grades 2021-22



All Schools

- ELA D and F %= 14.3%
- Math D and F%= 18.6%
- Science D and F%= 13.9%
- Social Sci. D and F%= 14.3%

High SES

- ELA D and F %= 11.8%
- Math D and F%= 14.7%
- Science D and F= 11.8%
- Social Sci. D and F%= 11.3%

Low SES

- ELA D and F %= 18.0%
- Math D and F%= 25.0%
- Science D and F%= 16.7%
- Social Sci. D and F%= 16.4%

PORTLAND PUBLIC SCHOOLS

Our Historically Underserved Students are Disproportionately Impacted

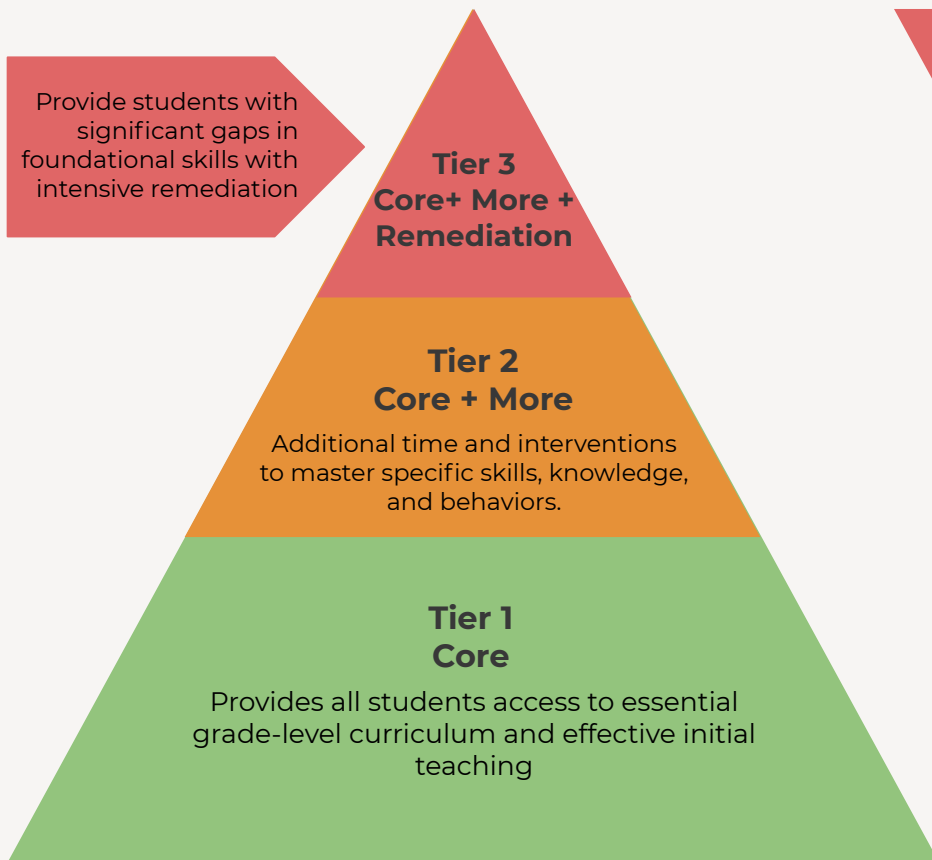
Current State of High Schools - 2021-22 Q 1, D's and F's

Course	BI/Lat/NA	White	ELL	SPED
ELA	22.1%	10.7%	19.6%	22.6%
Math	28.7%	13.5%	31.8%	26.6%
Science	23.0%	10.2%	24.6%	25.7%
Social St	22.6%	10.8%	23.1%	25.1%

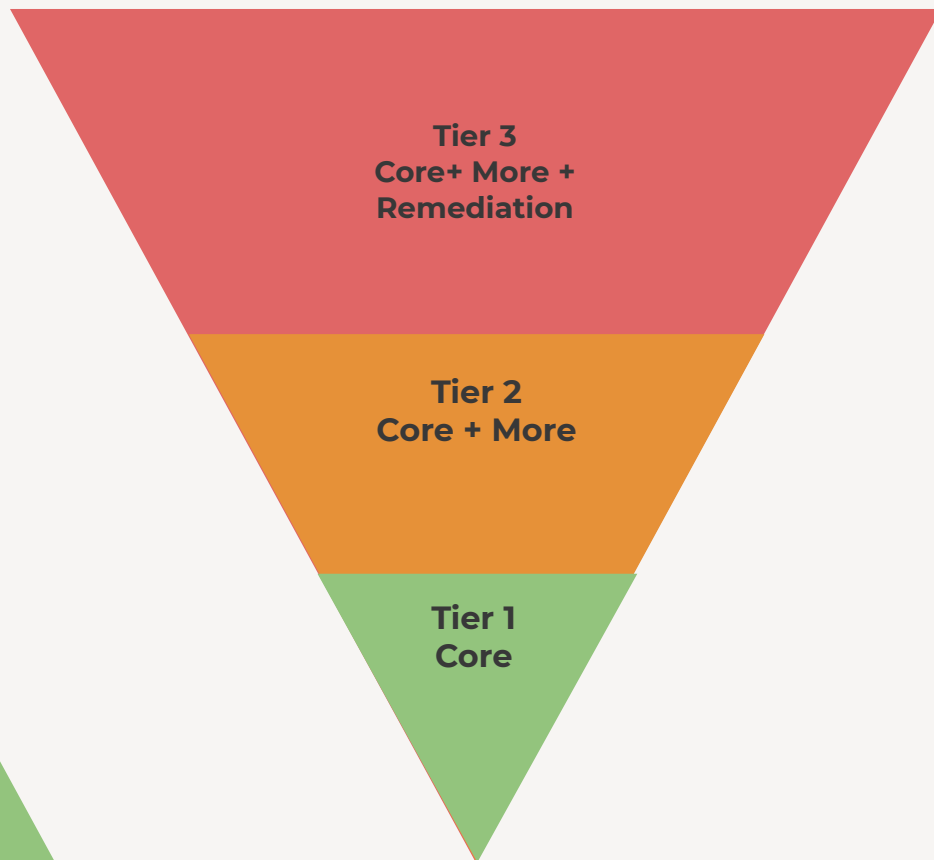
High Need for Social, Emotional and Behavioral Supports

- **Increase in Fighting**
- **Increase in Drugs and Alcohol**
- **Increase in weapons on campus**
- **Increase in Title IX Sexual Harassment**
- **Chronic lack of subs, especially in low SES schools**
- **A greater than 250% increase in suicide screenings for the first quarter compared with first quarter of 2019-20**

What is Best Practice?



COVID and CDL have flipped the support triangle upside down. MORE students need MORE help than ever before.



PPS believes we need to:

Build in SEL time for students

Provide Office Hours for intervention, support, enrichment in all classes

Provide PLC and PD time for teachers to plan and assess student growth

Build in time for staff and students to have grace with each other on their work and accountability to complete assignments, collaborations, PLCs, etc.

PAT agrees! We need:

Time for social emotional supports

Time for planning

Time for targeted interventions

We need time to get it right!

Sample **STUDENT** 9–12 Schedule under PAT Proposal

	Monday	Tuesday	Wednesday	Thursday	Friday
3 hours in AM	A Block	B Block	In Person OR Async AM Tutorial (Math, Science, Health)/ Independent work/ Stu Supports	A Block	B Block
3 hours in PM			In Person OR Async PM Tutorial (LA, Soc. St., AP/IB)/ Independent work/ Stu Supports		
No Change: Meals, Transportation, After School activities					

Sample EDUCATOR 9–12 Schedule under PAT Proposal

	Monday	Tuesday	Wednesday	Thursday	Friday
3 hours in AM	A Block	B Block	Providing In Person OR Async AM Tutorial (Math, Science, Health)/ Independent work/ Stu Supports	A Block	B Block
3 hours in PM			Educator Directed Planning Time for 50% of Faculty		

No Change: Meals, Transportation, After School activities

Sample EDUCATOR 9–12 Schedule under PAT Proposal

	Monday	Tuesday	Wednesday	Thursday	Friday
3 hours in AM	A Block	B Block	Educator Directed Planning Time for 50% of Faculty	A Block	B Block
3 hours in PM			Providing In Person OR Async PM Tutorial (LA, Soc. St., AP/IB)/ Independent work/ Stu Supports		
No Change: Meals, Transportation, After School activities					

Sample 9-12 Student Schedule under PAT Proposal

Student 1:

- On Grade level
- No missing HW
- Works independently during tutorial periods or goes to school clubs
- Engaged in CDL and did async work most of last year
- Current attendance is "acceptable"
- Receives ELD services

Monday	Tuesday	Wednesday	Thursday	Friday
A	B	<ul style="list-style-type: none">- In person AM Tutorial to check in with Science teacher on lab they missed- Check in with ELD teacher & Chess Club advisor	A	B
A	B	<ul style="list-style-type: none">- Advisory time- Async work at school;-Some days may work from home	A	B

No Change: Meals, Transportation, After School activities

Sample 9–12 Student Schedule under PAT Proposal

Student 2:

- Just below Grade level
- Some missing HW and tests
- Attends tutorial occasionally, meets with counselor
- Engaged in CDL often, but not consistently
- Current attendance is "Chronic"
- Receives SpEd Services

Monday	Tuesday	Wednesday	Thursday	Friday
A	B	<ul style="list-style-type: none"> - Scheduled, in person intervention group for math -Take make up lab in Science -Advisory period -Checks in at the Learning Center 	A	B
A	B	<ul style="list-style-type: none"> - Scheduled in person affinity group - Checks in with S.S. teacher about Cornell Notes -Continues working on assignments on campus or at home 	A	B

No Change: Meals, Transportation, After School activities

Sample 9-12 Student Schedule under PAT Proposal

Student 3:

- Far below grade level
- Missing homework and tests, naps during class
- Attends tutorial whenever possible to make up work
- Sporadic CDL attendance, supported younger siblings during CDL
- Works closely with school SW
- Attendance is "Severe"

Monday	Tuesday	Wednesday	Thursday	Friday
A	B	<ul style="list-style-type: none">- Scheduled Affinity group/Club meeting- Scheduled Intervention groups for Science and Math- Retakes test missed in Math	A	B
A	B	<ul style="list-style-type: none">- Scheduled Tutorial for LA, S.S.- Checks in with trusted adult/SW- Meets w/ other students in a study group	A	B

No Change: Meals, Transportation, After School activities

Sample **STUDENT** ES/MS Schedule under PAT Proposal

Monday	Tuesday	Wednesday	Thursday	Friday
Regular schedule		Regular Schedule	Regular Schedule	
		2 Hour Early Dismissal		

No Change: Meals. PPS could use COVID Relief \$ to fund more SUN/After school programs to start earlier, or pay staff to support an extra recess + “homework/reading club” for those 2 hours

Sample **EDUCATOR** ES/MS Schedule under PAT Proposal

Monday	Tuesday	Wednesday	Thursday	Friday
Regular schedule		Regular Schedule	Regular Schedule	
		2 hours of planning <ul style="list-style-type: none">- Preparing materials for students who are behind- Contacting families- Preparing SEL resources		

No Change: Meals. PPS could use COVID Relief \$ to fund more SUN/After school programs to start earlier, or pay staff to support an extra recess + “homework/reading club” for those 2 hours

A note about instructional time

	Hours Required by ODE	The PAT proposal allows students to exceed the required number of instructional hours at all levels.
Seniors	966	
9-11	990	
K-8	900	

How do the proposals stack up to our needs?

For 9-12 grade...

Build in SEL time for students

Provide Office Hours for intervention, support, enrichment in all classes

Provide PLC and PD time for teachers to plan and assess student growth

Build in time for staff and students to have grace with each other on their work and accountability to complete assignments, collaborations, PLCs, etc.

- PD for climate work
- Tutorial Flex Days for intervention, support, and enrichment

- Planning time at end and start of quarters. PLCs are Educator directed. Non-essential committee work postponed.

- Tutorial Flex Days. Planning days to collaborate

Support Portland Students Deserve

From PPS' presentation:

Theory of Action

If we allow space for students to develop relationships and SEL skills while also receiving support for academics, teachers will be able to provide support and intervention for students so that attendance, grades, and student connection to schools improve.

In order to make theory reality, **educators need the TIME to plan, prepare, and produce the type of instruction our students deserve.**

PAT's Proposal puts students first by providing educators time to prepare the supports each student needs. Without workload relief and the **TIME to Get It Right**, we will continue to lose educators. Without educators, we cannot keep schools safe and open for in person instruction.