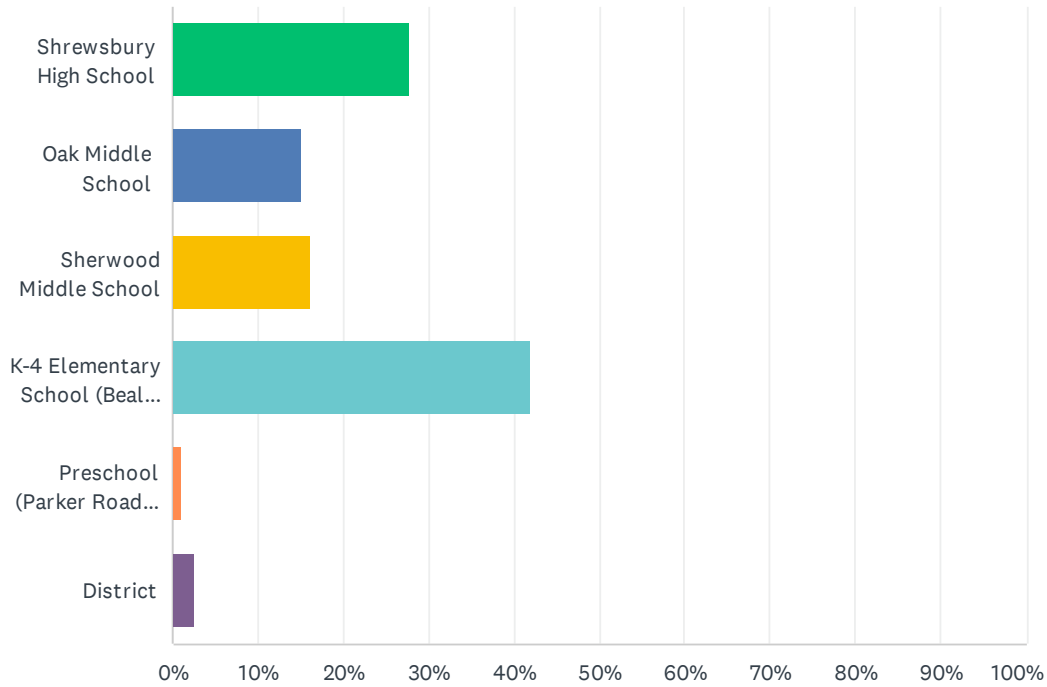


Q1 Please check the school(s) where you currently work

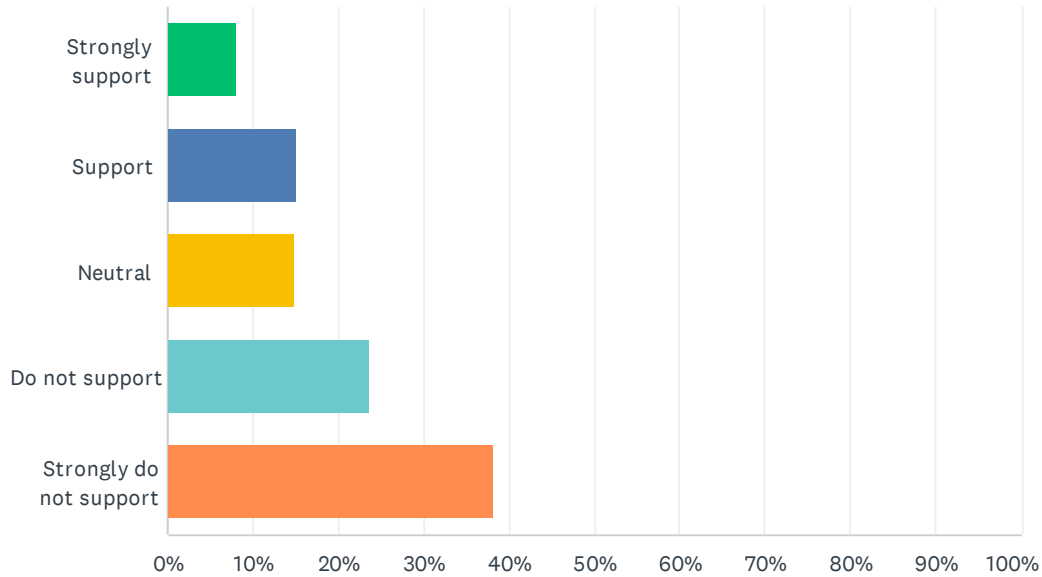
Answered: 362 Skipped: 0



ANSWER CHOICES	RESPONSES	
Shrewsbury High School	27.62%	100
Oak Middle School	15.19%	55
Sherwood Middle School	16.30%	59
K-4 Elementary School (Beal, Coolidge, Floral Street, Paton, Spring Street)	41.99%	152
Preschool (Parker Road, Beal, Little Colonials)	1.10%	4
District	2.49%	9
Total Respondents: 362		

Q2 Please indicate your level of support for implementing the Option A schedule in order to provide more sleep opportunity for students.

Answered: 362 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly support	8.01%	29
Support	15.19%	55
Neutral	14.92%	54
Do not support	23.76%	86
Strongly do not support	38.12%	138
TOTAL		362

Q3 Please share feedback regarding why you chose this level of support for the Option A schedule.

Answered: 243 Skipped: 119

#	RESPONSES	DATE
1	Elementary aged children start their day extremely early. Some kids getting up between 5-6 am. The afternoon can be hard anyways.. I cannot imagine them working until almost 4 pm. It would be so hard for them to make after school activities/clubs. The same goes for staff members with school aged children.	12/23/2022 2:15 PM
2	I have a second job that I work after school three days a week. Option A would require me to quit that job as my other employer would not let me come in that late.	12/23/2022 2:09 PM
3	I support moving the HS start time to allow for better sleep. My concern is for the elementary level. Pushing the time back and adding time is a change in working conditions for staff. I am also interested in whether there were any thoughts/ research on the effect of longer school days on elementary students, especially in k and 1. They tend to get up earlier in the day and are tired by the end of day making it harder to focus. I also am concerned in the winter months those on the tail end of bus trips are going to be getting off in the dark.	12/22/2022 7:06 PM
4	I don't think this would be an effective change for Oak	12/22/2022 2:32 PM
5	The difference in start time is minimal so I don't know that the benefits will be worth the change to everyone's schedule.	12/22/2022 2:31 PM
6	If we do this, it will adjust my availability for after school activities... meaning you'll need a new yearbook advisor..	12/22/2022 2:31 PM
7	I feel this Option offers a compromise. SHS starts a bit later, All schools make some changes, but there is less change needed with busing.	12/22/2022 2:29 PM
8	I think that the elementary school being pushed back shows a lack of regard for elementary kids after school programs, activities, and child care for staff. Kiddos will be excluded from any non-town sponsored after school programs starting at 4 (dance, gymnastics, hockey, etc). This was considered for high school but seems to be ignored at elementary level. I also think this puts staff in a challenging position with child care. I would need to fully change child care centers in order to get my child on time. Or look for a job in a district that aligns with my child's school district/child care. Its a difficult position to be in and I know I am not the only one.	12/22/2022 2:06 PM
9	I think the students would benefit from starting later in the morning at the middle level. This would also benefit my family's schedule.	12/22/2022 2:01 PM
10	I feel as though the high school start time is just so early that a little extra sleep will help. I also feel as though the slightly later dismissal time won't affect after school jobs/sports that much. All other school shifting just a little feels manageable.	12/22/2022 1:57 PM
11	the half hour later start & end time unnecessarily extends the school day and I strongly disagree that starting a half hour later will be beneficial for students, adults, people that participate in extracurricular activities after school, families with children that attend daycare and parents that have little to no support to get home to feed children, do homework and bedtime routines. I strongly believe it pushes the day back in every way, later routines = later bed times = later start times. No thank you.	12/22/2022 1:50 PM
12	It was not communicated effectively that elementary school times would change, and especially not communicated that it would make our day even later than it already is. That was very shady and sneaky to not even tell the elementary staff that when this was initially thought of. I don't support any decision that would impact the elementary so negatively, so I do not support option a or option b. There is no need for elementary school to get out even later than it already does. If the sleep committee cared so much about sleep health and the research, they would move elementary school to the first time slot, regardless of the challenges it brings. Whenever we switch school start times, there will be challenges. I can't even believe it wasn't	12/22/2022 1:21 PM

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even an option that elementary school starts first. This was not handled well by the district. It was done in a very secretive way. We only find out about this now, when the options are already set in stone.

13	This is the least disruptive to schedules for parents.	12/22/2022 1:17 PM
14	This seems to have the least benefit for the intended goal.	12/22/2022 12:24 PM
15	Getting adequate sleep is a habit that needs to begin early. Middle school is when students currently begin to lack adequate sleep. Delaying the start of school for them will help build the good habit of sufficient sleep which can carry over into high school.	12/22/2022 11:38 AM
16	I believe that elementary students should start school earlier.	12/22/2022 10:23 AM
17	I have a second job and prefer to get out at three	12/22/2022 9:05 AM
18	I am truly concerned about learning stamina. Our young students begin to lose focus by about 1:30 PM every day. I can't imagine the extra time being helpful, especially since elementary age students are typically up earlier than older kids.	12/22/2022 8:58 AM
19	Too late of a start time	12/22/2022 8:16 AM
20	I think that high school students would benefit more from a later start time than middle school students.	12/22/2022 7:49 AM
21	Responsibilities outside of work after school. Also pushes club times to start even later and end later. That is also quite a late start for elementary!	12/21/2022 10:53 PM
22	There has to be another way to support elementary schools being dismissed earlier. I think of the impact that Faculty meetings and Dept meetings are going to have on us if we have to stay after school until 5pm. That seems incredibly late.	12/21/2022 4:21 PM
23	Keeping elementary students at school even later is not a good idea. They get tired at the end of the day and cannot focus as well on learning. As a staff member, it is already next to impossible to schedule appointments after school hours, and with a later end time it will not even be an option.	12/21/2022 3:57 PM
24	See final response. The cost-benefit seems out of proportion. This will really negatively impact elementary level students and staff.	12/21/2022 2:29 PM
25	While I do not support a time change, if I had to choose an option, I suppose that I support option A because then I will be able to at least get to my own children's after school activities and appointments.	12/21/2022 2:14 PM
26	See below	12/21/2022 12:51 PM
27	I don't see how this would make a significant difference for HS students- 20 minutes?	12/21/2022 12:37 PM
28	I feel like it's too long most of the kids attention is gone close to leaving time	12/21/2022 11:25 AM
29	Elementary parents already have a difficult time getting to work in the morning with the the current late drop off. We have many families lining up in the parking lot well before the 8:30 drop-off time so they can drop their children off quickly and get to their jobs on time. I'd prefer elementary students go earlier by 15 minutes and then I'd be more likely to support this option.	12/21/2022 11:09 AM
30	I will not work here if day is extended. There is absolutely zero reason to change the time of school and conflict everyone's schedules.	12/21/2022 10:36 AM
31	My kids go to school in Worcester and it would make it almost impossible to have time to pick them up if I were to continue to coach basketball, which I plan to continue	12/21/2022 10:21 AM
32	In a masters program in which this interferes with. I do not think	12/21/2022 10:06 AM
33	I prefer an earlier day. The later the day the less attentive the students are	12/21/2022 9:51 AM
34	The extra time gives more flexibility in the morning but ends early enough that activities still have plenty of time to occur at a reasonable hour.	12/21/2022 8:39 AM
35	Would conflict with after school activities	12/21/2022 8:36 AM
36	The options for increasing sleep time for high school students is minimal at best. 20-30 minutes of increased sleep time would not make much of a difference in the world of a	12/21/2022 8:35 AM

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	teenager.	
37	HS students need some more sleep	12/21/2022 8:09 AM
38	It's nice to get out at 2:55 right now, but 3:30 isn't too bad.	12/21/2022 8:06 AM
39	Not much of a change from the current schedule.	12/21/2022 7:54 AM
40	I know it's beneficial for high school students and I totally get that/support that. Yet personally for me, it will be harder. I'll have less time with my child. I live out of town and still can't put her on the bus. If we go with this option I also won't be able to ever get my child off the bus. I can occasionally do that now.	12/20/2022 11:12 PM
41	Students at the elementary level lose stamina and attention in the afternoon. Adding more minutes to the afternoon is not in the best interest of our youngest learners. Elementary age students often use after school activities that are associated with other towns. These activities will be difficult for our students to make on time. Currently, parents have to pick up their children in order for them to make it on time as it leaving at 3:15. They will not make it on time with the school day ending so late even if they are parent pick up. After school activities that are in Shrewsbury will have to adjust their times. This will push back dinners, homework and possibly their bedtimes.	12/20/2022 10:18 PM
42	I don't support any change in the schedule, however, if it is going to happen, I don't believe that a half hour will do much.	12/20/2022 7:14 PM
43	This option severely impacts educators and clinicians that have children, especially if you do not live in district and need to commute to work. This change in schedule will result in over an hour commute due to rush hour traffic. This will prevent me from getting my child to ANY of their after school activities. There is such a huge emphasis on older grades and extra-curriculars but this is taking away the ability to participate / attend after school activities for educators with children or our actual students themselves. I'd like to see the research that says it's okay for 5 and 6 year old students to be in school until 4:00. Most of these children are in bed by 7/730 leaving little to no time with their family at home. This impacts my mental health significantly. I already have very little time with my family after school and now this cuts the time in half. Not only is this change unbelievably detrimental to your educators home lives, the paraprofessionals and technicians who work in our buildings also have after school jobs. This change will prevent them from working immediately after school which could result in more resignations and vacancies to an already critical staff shortage. If this is change that Shrewsbury makes as a district, I will need to look elsewhere for employment.	12/20/2022 6:09 PM
44	* too late for elementary students * 5-10 year old students are up earlier in the morning and are more tired in the afternoon * negative impact on family/play/recreational time for younger students	12/20/2022 4:17 PM
45	Elementary children struggle with maintaining focus after 2:00 most days. Working until 3:40 is a huge amount of time off our day where learning will be a challenge.	12/20/2022 4:15 PM
46	The elementary school end time is unrealistic. These kids get up the earliest and are already struggling at the end of the day. Adding onto their day will make it impossible. These kids also have the earliest starting afterschool activities. Many will no longer be able to participate because they cannot make to there on time. Other towns will not change their start times to accommodate one district. Medical/health appointments will be impossible for students and staff. Most medical places do not see patients after 4pm. It is already hard to secure an appointment. It will be impossible for anyone receiving regular PT or therapy appointments to meet with their doctors. This will cause staff and students to increase absences and dismissals. Teachers will no longer be able to see their own children at after school activities, especially if you do not live in town. Childcare will be impossible. Anyone outside of town that send students on a teacher's schedule will either have to pay extra, or possibly find a new facility as many are not open that late. Childcare is already impossible to find.	12/20/2022 3:17 PM
47	NA	12/20/2022 3:15 PM
48	This doesn't achieve the biggest gains, and it's a bigger adjustment for middle school schedules.	12/20/2022 2:56 PM
49	It is not a drastic change and I should still be able to be home for my family at a reasonable time. I don't know if the additional sleep for students will amount to a lot, but any bit helps. I	12/20/2022 2:25 PM

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know I will not be getting extra sleep either way, so the least disruptive to my home life is preferred.

50	This causes a lot of changes with very little additional sleep time which is the overall goal of the change.	12/20/2022 2:23 PM
51	Better than no change, but Option B is better than option A. I believe SPS will adopt option A and not take the full bold step. I hope to SPS will adopt option B and truly support student wellness in this way.	12/20/2022 1:22 PM
52	I don't believe a 20 minute delayed start time is needed.	12/20/2022 12:17 PM
53	This would greatly reduce teacher retention as many staff members will not be able to make this time frame work for their external commitments (family/other).	12/20/2022 8:33 AM
54	Working at Paton I already struggle with the 3:30 end time due to working another job right after work. Having an even later end time would cause problems as far as getting to my other job. Additionally, although I don't have children there are quite a few staff who live 45 minutes away and have children and this later time would cause less time with family and having to find child care for the later start time.	12/20/2022 8:28 AM
55	It delays the start time for all to get sleep without changing too much	12/20/2022 7:42 AM
56	A later start time makes it harder to get my children to their after school activities.	12/19/2022 10:31 PM
57	In option A students are in school too late. A 3:40 dismissal start is later than any other neighboring town. No one else dismissed after 3:30. This will impact student alertness and mental fatigue for academic learning. Young students are much more alert earlier in the day. It can also impact their ability to engage in after school activities as buses won't drop their last students until well after 4:00. They will also be exiting the bus in darkness during daylight savings. Keeping the staff at school until 4:55 on staff meeting days is unreasonable.	12/19/2022 6:43 PM
58	3:55 is too late to get out.	12/19/2022 3:29 PM
59	Gets us in a little bit later, but not too late. Gets us out a little bit later, but not too late.	12/19/2022 3:28 PM
60	I think it pushes the time back and keeps the times similar to what they are.	12/19/2022 2:32 PM
61	While this gives more sleep to high schoolers, it keeps the elementary students home even longer in the morning, requiring morning care. It also does not align with research about the little ones being able to be up earlier.	12/19/2022 1:38 PM
62	Expecting elementary students to start later and end later is going to be a nightmare. As it is our youngest kiddos are ready to go home and decompress after lunch. I can see them falling asleep....Also this age group on average are the early risers therefore it should be considered that they start first, which would then give both middle and high school kids more time to sleep in if that is the whole point of this change. Parents are going to need more childcare with this option as many have to be to work earlier, which means these kids will be at school longer since they will start their day in before school care-In addition this will be challenging for staff that have kids, whether in our district or others-needing more daycare, making it more costly for us. Those of us who live out of town will not be able to get home until later which means our kids after school activities suffer. Lastly when we have staff meetings we will be getting out at almost 5:00 which is going to pose another hardship for us with small kids and a husband who works. being able to get to appointments after school will be impossible now unless we take personal time and	12/19/2022 1:19 PM
63	The elementary level seems to dealing with the most change with both of these options. Why is not possible to switch to the elementary level with the high school level or middle school?	12/19/2022 1:15 PM
64	I feel that changing the schedule by 20 minutes or an hour will make a small difference in a small number of students' sleep habits and thus their overall well-being. However, turning things upside down for everyone else seems like the risk-reward benefit is out of balance. However, if I have to choose to be at work later in the day or earlier, I'd like to start and end work earlier.	12/19/2022 1:13 PM
65	Getting out of school that late, plus commute, conflicts with my children's after school activities/appointments.	12/19/2022 1:04 PM
66	This interference will effect my second job.	12/19/2022 1:01 PM

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67	Want to keep the day the same times it interferes with my after school schedule.	12/19/2022 12:55 PM
68	Option A would change the schedule of the middle schools pretty drastically. For students of this age, they are typically up earlier in the mornings so starting later does not seem to be very beneficial. In addition, students are already so busy after school with activities that we often hear that students are not able to complete their homework. Dismissing students later in the day will only complicate this issue. Lastly, as a parent, I will be missing most of my own children's athletic activities due to my commute and having to stay at school 35 minutes later. Traffic will also be much worse for my commute both ways.	12/19/2022 12:47 PM
69	Because high school students can more sleep.them school is too early.	12/19/2022 12:41 PM
70	This would make it incredibly difficult for me to be home to get my son off the bus each day.	12/19/2022 12:21 PM
71	It's too late because parents will drive their kids to school and don't start work until 9:45, elementary school will not be home until dark, sports, activities or appointments would have to be at 4:30 and most doctors or dentists office closed at 4:30 and elementary children would be more tired	12/19/2022 11:28 AM
72	to make such a change for this short period of time CANNOT have that much effect on student sleep- stay the course and focus on so many other issues.	12/19/2022 10:33 AM
73	I don't like any of the proposed changes as I don't believe it will make a difference either way with regard to student sleep schedules. There have been too many changes at the high school level, adding the waterfall schedule, additional lunches, etc. While changes may not affect the general population, it does affect many students that are especially vulnerable. While many changes have taken place over the past few years, adding another is challenging. Those students who oversleep or are chronically tired, may need to adjust and take personal responsibility. After school meeting times will also be adjusted to accommodate the changes in schedule- it is hard enough for staff to make appointments to be after the contracted work day, now it is even later- especially for those with other family/home responsibilities.	12/19/2022 10:27 AM
74	To late. This will impact staffs quality of life. Staff will leave the district.	12/19/2022 10:26 AM
75	This district already starts late compared to others.... If anything getting in earlier and out earlier is more effective and will allow students to get to bed earlier.	12/19/2022 10:15 AM
76	The elementary school day ends late enough as it is. This can make for stressful evenings and weeks that feel like one long, continuous day.	12/19/2022 9:42 AM
77	The time change is not significant enough to warrant the amount of reorganization required for this intervention.	12/19/2022 9:33 AM
78	If the whole reason we are changing the schedule is to provide more sleep for high schoolers, this 20 minute change will not achieve that goal.	12/19/2022 9:29 AM
79	The option does not take into consideration programs that run after school.	12/19/2022 9:12 AM
80	Do not support changing the start time of school.	12/19/2022 8:56 AM
81	Not sure how much of a difference this time would make!	12/19/2022 8:05 AM
82	It seemed that this schedule did not provide a significant increase in sleep time for high school students compared to Option B, yet had a significant change in schedule for all levels.	12/19/2022 8:01 AM
83	It will interfere with my work schedule.	12/18/2022 10:37 PM
84	I don't think that 20 minutes is going to make a significant change in students' sleep patterns. It will cause me to no longer ever be home in time to get my children off the bus and I will also not be able to get them on the bus in the morning and make it to school on time. This will be a large financial burden to my family. Also coming to school later and leaving later will make my commute longer because the traffic will be heavier.	12/18/2022 9:55 PM
85	There is only a small benefit for the HS students who need the later start and, for this small benefit, the elementary students suffer a later day.	12/18/2022 9:49 PM
86	all level of school kids get sufficient time to sleep	12/18/2022 8:20 PM
87	If we change to this schedule, it will greatly reduce the amount of time that I will be available to give after school extra help and to be an advisor for clubs.	12/18/2022 7:44 PM

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88	It does not seem to have enough of a time difference to make an impact.	12/18/2022 7:28 PM
89	Personally - this leaves me with little options for seeing my daughter compete in after school sports. eg track. Also making it even more difficult to make appts. Never mind the impact on students who are awake earlier, extending their day and impacting all their after school activities and appts.	12/18/2022 7:26 PM
90	I work another job and the hours are conflicting.	12/18/2022 12:16 PM
91	I do not want the schedule to change, but I also do not think this proposed option would resolve the adolescent sleep issue due to just a 20-minute difference.	12/18/2022 11:03 AM
92	Younger kids needs more sleep. High schooler are our teens that wants to join adulthood. It's easier for them to wake up sooner.	12/18/2022 10:26 AM
93	A later start for elementary students makes it a long day for them as they wake earlier and get tired later in the day. I am also taking into account that these students also do after school activities and either they are now in school later and cannot make some of the start times (or will be released early) and/or get very little down time between the school day and the time their activity begins. Additionally, this also impacts teachers and their families when wanting to get their children to after school activities and/or be able to attend their child's after school sporting events. Finally, in the winter months, a later dismissal for elementary students limits their time to play outdoors after school as it gets darker earlier.	12/18/2022 7:39 AM
94	It is the exact same as option B for elementary.	12/17/2022 10:25 PM
95	Any change of work schedule will be disruptive for my family and will take away valuable time away from my precious little time I have with my own two young children in those key afternoon/evening hours (in a job that already asks so much of my time and mental attention outside of contractual hours). I would still need childcare before school. I would now need childcare after school as well. I'm not sure what this would mean for my family's abilities to have my own children participate in after school activities given their need for me to be available to drive them to activities. Lastly, as someone with medical conditions and more doctor's appointments than the typical adult, I'm looking at the likelihood of having to take more sick days to attend doctor's appointments (whereas now I'm able to take later appointment slots if I leave school right away) Of the two changes, given that this is less of a time shift, it's a better option than the second, and I absolutely understand that this has the potential to be a beneficial move for many students, but it will absolutely be benefitting them at the cost of my work-life balance.	12/17/2022 9:03 PM
96	*Elementary students who are involved in after school activities may not be able to participate (sports, Brownies, Cub Scouts, Cultural school). They will be getting home later and many after school activities are not going to change times because our district decided to make their day later. *Elementary school students will be arriving home in the dark during the winter months. This is a serious concern. *Many appointments (Doctor, Dentist, Mental health) have been having last visit of the day between 4-5. This can be a problematic issue for parents and staff who need to travel to get to appointments on time. Unfortunately, the later in the day appointments are the more traffic that builds up on the roads. Students will need to be dismissed earlier and staff will need to take more time off to get to appointments on time. Many offices as said above are also closing during school breaks to spend time with their own school age children. The argument of scheduling appointments during school breaks is not an option as it once was. Many staff have health issues that require them to visit health care offices many times throughout the year and not just during summer breaks. Staff will be needing to take more personal and sick days to get to such appointments. With subs extremely difficult to find as is, this is going to create more staffing difficulties since Para's are already having to cover teachers absences. With proposed change to school day para's will not be able to carry out interventions since they will most likely have to cover for absent staff. *Staff with children will need to find different Day care options for changed hours. *In times of delayed school more parents are going to have to take longer time away from work since they will have the children at home in the morning later than they usually do. Most employers have employees hold a 9-5 job. With snow delays elementary school parents will need to find daycare for the longer time the children will be at home. High School and many Middle school children can and are allowed to be at home for short periods without an adult to supervise them. This is not an option for Elementary school children. *Staff who are taking college or professional development classes after school will also need to leave earlier or take time off in order to get to scheduled classes on time. *Most elementary school children already wake up earlier than other upper grade school children. By the time the mid afternoon arrives, those	12/17/2022 8:01 PM

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students are going to be more tired and less focused. *Why can't the time changes have elementary schools start first or second and have the High School students begin last? If the argument is to give High School students more time to sleep then why are the middle and elementary school students and staff have to change our start times to later. If the town feels that they High School students need longer sleep time then the best option should be to have their start times be last. Why should the middle and elementary students and staff have to change their start times and therefore day to day lives to be later to appease the High School students sleep schedule?

97	This doesn't consider elementary students' needs at all! Heartbreaking that we would overlook our youngest learners.	12/17/2022 9:10 AM
98	This option does not provide enough of a change to impact high school students.	12/16/2022 8:06 PM
99	I am extremely concerned with elementary school students staying at school later into the afternoon. Many of these young students wake up very early in the morning so by the afternoon, their attention and focus starts to fade already and the thought of teaching them until 3:40pm is concerning. By the time they are getting off of the bus during the winter months, it is going to be dark out. I worry about young students walking home in the dark if they get home so much later. I also worry about being able to schedule appointments after school. It is hard enough finding appointment times that are feasible with getting out at 3:30pm and I see less options being available when staff are staying at school until 3:55pm. This will result in staff having to take more time off from work and being out more frequently in order to make appointments due to the fact that they will no longer be out early enough to make after school appointments. This will also be a problem for students when they have appointments and extra curricular activities after school. I imagine that parents will be dismissing their children frequently to get them to after school activities on time.	12/16/2022 7:52 PM
100	Working later would cut into my second job hours that I desperately need!	12/16/2022 5:22 PM
101	This would negatively affect my own children's after school club pick up (elementary level in another district) schedule. Their clubs end at 3:30.	12/16/2022 4:21 PM
102	Some people's commutes will be made longer by this schedule, effectively reducing their pay (cost of gas, time in the car adding to the length of their work day, need for child care if there wasn't one before). Some people work 2nd jobs (aids, part-time teachers) and this change will impact them. Some staff with small children will have difficulty finding childcare, even with 6 months-worth of lead time (providers have limited spaces, closed, changed hours, etc.)	12/16/2022 2:58 PM
103	If we need to change the start time this would be the LESS impactful to the students after school activities. A lot of them have sports/extracurricular and jobs to attend. Lots of students financially depend on these job.	12/16/2022 2:46 PM
104	20 minutes is a very little change but it is in the right direction.	12/16/2022 2:31 PM
105	I'm glad to see a later start time for the high school, though I wonder whether it is late enough.	12/16/2022 2:22 PM
106	I don't feel like the benefits outweigh the disadvantages. High schoolers will only get a little more sleep (20 min) and it won't have much of a biological impact. As a parent of an elementary schooler out of district- I also would have caretaking conflicts with getting out later. I would need afterschool coverage.	12/16/2022 2:06 PM
107	20 minutes extra minutes of sleep likely won't have a significant impact on student sleep health. However, it is a step in that direction if that is the goal.	12/16/2022 2:00 PM
108	While the science may show that teenagers need more sleep, in reality students will just go to bed later. Changing the hours of school will not achieve the expected results.	12/16/2022 1:46 PM
109	-Would there be consideration for stating that all SHS educators needed to be available at least 10minutes before & after school but that the remainder of the contracted minutes educators could have flexibility to determine whether those minutes happened before/after. Educators would need to have a set schedule. It would also provide flexibility for students seeking extra help b/c teachers would be available at different times. -What times would educator meeting days be at SHS? What impact on ER days? -Impact on busing routes during mid-year/end of year exams at SHS? -Could some clubs at SHS shift their meetings to before school?	12/16/2022 1:43 PM
110	This is better than what we currently have for high school students sleep-wise. However, I think we should try to get them even more sleep	12/16/2022 1:25 PM

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111	-the later end time for middle school will be difficult to get my child to their activities after school (they are in a different school district)	12/16/2022 1:06 PM
112	The time difference will impact my second job	12/16/2022 1:04 PM
113	Extended end of day (leaving too late in afternoon, students struggle to focus in afternoon/better learning in am)	12/16/2022 12:53 PM
114	The end time is too late in the day for the elementary aged student, they will be getting off buses when it is dark which is unsafe, especially during the winter months. Children at this age group do not have the endurance or motivation for learning in the afternoon currently, and adding on to the end of the day will be impossible for students. Quality of life for staff will go down, will be unable to schedule any necessary appointments and therefore will have to use up personal days or staff will call in, requiring added substitutes to the building. Mandatory meeting days, staff will be here until 5 pm, that is too late.	12/16/2022 12:52 PM
115	The time shift for elementary school teachers is too late. On faculty meeting days we will be at school until 5, and many daycare providers close at 5. We have to be able to pick up our young children and get our children to activities. Also, elementary aged children get up early and are exhausted by mid-afternoon. It will be very difficult to have to teach them even later than we do now.	12/16/2022 12:19 PM
116	Although it is a small change, I am hopeful it will be beneficial. It also might help minimize the cons so that we can get a change going without it being too drastic.	12/16/2022 12:03 PM
117	Some extra time of sleep would be helpful.	12/16/2022 11:16 AM
118	If the goal was to provide more sleep time to high school students, this option does little to increase that time.	12/16/2022 11:10 AM
119	I feel that Option A does not provide the most sleep time for the high school students.	12/16/2022 11:06 AM
120	it allows student some additional time to meet sleep needs without totally upending teachers current schedules	12/16/2022 11:06 AM
121	It seems that the focus is on what is best for teens and not younger students. In the elementary schools, students learn best in the morning and the afternoons are much more of a challenging time to keep them engaged. Both options do not take into consideration that elementary most students are much more productive in the morning.	12/16/2022 11:00 AM
122	I prefer option B, but at least A is a little change in the right direction.	12/16/2022 10:59 AM
123	This is not much time difference for the high school; it's only 20 minutes. It does not seem worth it to change for just 20 minutes and the research doesn't support starting this early. If we are gong to make the change, let's do it right.	12/16/2022 10:46 AM
124	Getting out later will make it extremely difficult to pick up my children from school/daycare on time	12/16/2022 10:28 AM
125	What time will faculty meetings go until?	12/16/2022 10:27 AM
126	The additional sleep time for the high schoolers is minimal. This schedule would disrupt the schedule that people are used to for minimal gain.	12/16/2022 10:23 AM
127	If we have to choose and change this is my preference because it is the lesser of two evils and while it will effect child care, it's the lesser disruptive of the two changes.	12/16/2022 9:55 AM
128	We are already working until 330. With living over 30 minutes from work I am fighting morning and afternoon traffic as is. Coming in later and leaving later would only make my commute worse. It wouldn't be worth it for the money with me having to leave the same time I do to avoid the traffic.	12/16/2022 9:47 AM
129	*End time too late for elementary kids * doesn't allow kids to play sports or have family time * won't allow staff to make appointments outside of school hours or be available for their own children.	12/16/2022 9:29 AM
130	Elementary is the same in both tiers. I personally would not prefer to work until 3:55 as I already have an hour drive home but will support whatever is best for the children.	12/16/2022 9:29 AM
131	I would loose hours. Translation I could loose my house.	12/16/2022 9:29 AM

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132	This schedule will limit the amount of time I am available for after school help and advising clubs.	12/16/2022 9:20 AM
133	Other than keeping the schedules the same, this will have the least disruption to my life. It will still make it difficult for after school help, making it on time to my master's classes on days we have meetings. It may help with staff dropping off children at daycare in the morning. I will be doing 7 am drop off near the high school, but need to do a 4 pm pick up. I would rather keep the current schedule as I do not agree that students will have more sleep because of this schedule and will definitely prevent them from getting after school help if they participate in sports.	12/16/2022 9:19 AM
134	I have a lengthy commute, which will be made worse both coming to and going home from school if having to leave later in the morning and leaving work later. It would have a significant negative impact on my life.	12/16/2022 9:09 AM
135	I think this is the least disruptive option compared to option B. Students will get a little extra sleep without disrupting sports, clubs, and faculty's home lives.	12/16/2022 9:08 AM
136	I think option A is the least disruptive and will allow us to continue some normalcy but also feels like a 20 minute difference is pointless.	12/16/2022 9:08 AM
137	20 minutes is useless.	12/16/2022 9:01 AM
138	I think that an additional 35 minutes later start for the high school will not make much of a difference and not worth the trouble to make the change. The students will be getting home later and will most likely stay up later as a result.	12/16/2022 9:01 AM
139	A later release time will mean a tougher drive home in traffic.	12/16/2022 8:58 AM
140	The survey showed a much higher percentage of high school students needing more sleep than it did middle school students. This change is not worth the minor increase in sleep at the high school level.	12/16/2022 8:57 AM
141	This only gives the high school students 20-35 minutes additional sleep.	12/16/2022 8:45 AM
142	To late for middle school students	12/16/2022 8:44 AM
143	Benefit is very small, not worth the change. Students will not change their sleep patten. Traffic is worse in the AM and this will make every teacher's day longer. Last time the time was changed I had to leave the house the same time to get to work due to the increase traffic. This will make it even worse. So it just creates a longer day and a pay decrease.	12/16/2022 8:41 AM
144	I work with students in another district (Franklin) after school. Pushing back my day ending time to past 3:30 affects all of my afternoon coaching. As that is a significant portion of my income. This change would effect my schedule a great deal.	12/16/2022 8:39 AM
145	Personally I think if students went to bed earlier... that might help. Either way, I think they would now go to bed even later because of a later start time, still resulting in less sleep.	12/16/2022 8:35 AM
146	Feels like a slight change for an issue that would require a signifiant shift or is not worth doing.	12/16/2022 8:34 AM
147	Child care needs will change and cost a significant amount of money. As a single mom this will be a burden as I will not be able to make it to my second job which I depend on as a single mom not receiving child support.	12/16/2022 8:32 AM
148	This option would allow staff to sleep a little more	12/16/2022 8:31 AM
149	I am in support on providing students with more time for sleep and this would be an easier shift for all.	12/16/2022 8:25 AM
150	Only 20 minutes added to the high school students' sleep time.	12/16/2022 8:18 AM
151	Although I appreciate the effort to provide additional sleep for high school students, I'm not sure if this might be best for our youngest students in the elementary schools. These students are usually up early and their stamina and focus wanes as the day progresses. Although ending the day only 25 minutes later than currently, our students often struggle later in the day with the current schedule. I'm also thinking about daylight between dismissal and arrival home on the bus. Many of our students in the upper grades walk from a stop unsupervised to home. In late fall/early winter dusk begins early and some of our students who get off the bus at 4-4:15 will be doing so as it gets dark.	12/16/2022 8:16 AM

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152	Significantly later time on campus for staff (elementary, 25minutes+). Elementary staff often spend at least 1 hour at school prepping (due to little prep time during the day), so that would increase our time on campus by far more.	12/16/2022 8:13 AM
153	It will offer more sleep for students and have less impact on their after school activities.	12/16/2022 8:11 AM
154	In elementary school our kids are already incredibly tired by 3:00, if we were teaching until 3:40 there is no way that would be good instructional time for our littlest learners. Also, as a teacher who does not live in Shrewsbury and has children in school in another town where elementary dismisses at 2:15, this creates a burden of hardship for my family. My own children will no longer be able to attend after school sports and classes because there is no one else who can get them there. It's also very difficult already for elementary teachers to get a doctor's appointment after work. For those of us with chronic health issues, we will be using a lot more sick time because getting an appointment past 4:00 is near impossible.	12/16/2022 8:00 AM
155	It helps the high school a little but is a step backwards for younger students.	12/16/2022 7:59 AM
156	1. Younger students/elementary age will not have the stamina to learn and attend into the late hours after being awake so early. 2. Elementary staff and students will be getting home so much later and have minimal family time before bedtime routine. ***Especially staff who have longer commutes and will be driving home even later in traffic. 3. Elementary Staff who also coach will likely not be able to make the commitment because of the later hours affecting start times of games, etc. 4. Childcare- This will affect families and staff being able to get to childcare closings on time. 5. High School students will see this as an opportunity to stay up even later because they do not have to get up as early.	12/16/2022 7:56 AM
157	This is not much different than what we do so I do not think it is work changing everything for a 20 minute difference	12/16/2022 7:55 AM
158	3:40 pm is far too late for elementary aged students to be getting out of school. Kindergarteners are exhausted by mid-afternoon with the current schedule as it is and extending their time in school will have negative effects on their well-being. It will also reduce their ability to engage in after school enrichment. While I fully support adjusting the schedule to benefit the health and well being of our older learners, we need to keep our younger learners needs in mind as well or we could just be shifting the mental health crisis we have to an earlier age. Switching the proposed start and end times in this option for the high school and elementary might be a more beneficial option for all as most elementary learners tend to be earlier risers and we could be utilizing those earlier hours when they are at their optimal learning readiness to maximize their schooling experience and reduce behavioral challenges.	12/16/2022 7:52 AM
159	If my work day ended later it would interfere with my children's after school activities and create a difficult situation with finding transportation.	12/16/2022 7:51 AM
160	n/a	12/16/2022 7:51 AM
161	Elementary school students typically get up earlier in the morning and go to bed earlier in the evening. We go to school this late, children will have already been awake for several hours which will impact their stamina throughout the day. Additionally, when students get home from school, they will have a shorter amount of time in the evening to spend with their families before heading to bed. Additionally, this greatly affects childcare for families.	12/16/2022 7:49 AM
162	- 20 minutes of change minimal benefit for the amount of disruption across the district for students/families and staff - May lessen tardies initially at SHS but reality is students will likely adjust to new time and still be tardy - If Middle school arrival time is later by half hour, many parents will still do as early drop off as possible for work situations and Middle school staff may need staff support for arrivals. - Elementary students may see increase in AM and PM extended care	12/16/2022 7:46 AM
163	There is not a large change for the middle level but it has a minimal impact on the overall goal of gaining more sleep for students at the high school.	12/16/2022 7:40 AM
164	Gives students a little bit of extra time but does not cause huge issues for childcare for staff and families	12/16/2022 7:39 AM
165	I read all of the reporting materials, and this seems to take into account the best way to maximize benefits to our students at SHS while attempting to minimize disruptions to all other stakeholders in the district. While it does not provide for the "ideal" amount of sleep for teens suggested by in the report, it is a compromise that reflects our structural realities and attempts	12/16/2022 7:33 AM

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to blunt some of the impacts those opposed to changing the start time have concerns about. Aside from wanting the best for my students, I will admit that as a parent of young children in another town, anything beyond a 15 minute pushback in start time will provide immense relief to my family and make it possible for me to drop my child off at before school care, for which there is currently no public or private organized option that starts prior to 7:00 AM.

166	While I understand the research behind the older kids getting more sleep I do think it is important to look into the effects of the elementary kids being in school until 3:40pm. By the time these kids get home from school (especially in the winter months) it will be getting dark which is a safety concern. Some districts who have implemented late high school arrival times have flipped the times so that the elementary kids go to school first. I'm also thinking with all the extracurricular activities outside of school for the elementary students (unlike the older kids who do many of their activities on campus) we are going to have a lot of dismissals daily to allow for their activities.	12/16/2022 7:25 AM
167	No adequate sleep for HS, middle level lets out too late.	12/16/2022 7:12 AM
168	Prefer no change but this is better if there must be a change.	12/16/2022 7:10 AM
169	High schoolers have lots of clubs/activities at school. Better better for them to be finished earlier in the day while giving them an extra 1/2 to sleep.	12/16/2022 7:04 AM
170	Balance between addressing sleep needs without significant disruptions to student after-school activities and staff child-care needs.	12/16/2022 6:55 AM
171	High school students will still be likely to participate in after-school opportunities without much disruption.	12/16/2022 1:54 AM
172	This is less impact or change compared to other option, and if there needs to be a change, this one is easier to adapt to.	12/15/2022 10:29 PM
173	Child Care/Traffic- Option A impacts both our families need for AM and PM childcare. Additionally our children have after school commitments in other towns and departure time in the PM is critical for efficient travel throughout multi-towns.	12/15/2022 10:16 PM
174	Elementary students would really struggle with such a late day. As of now students are tired and the "end of the day" from 2:30 onward is a challenging time for them. With such a late start and end time it just pushes them to be in school later in the day. This late end time also means that in the winter months elementary students would still be in school when it starts to get dark out. Students will be getting off the bus in the dark. This also means they will not be able to participate in after school activities. As a teacher and parent this option means I can't be available to my own children to get them to after school activities. The end time for these options is way to late for elementary children. School is going to cut into way to much family time getting out this late. It will also make it so teachers need to take a day off to go to appointments as most offices schedule their last appointments at 4pm. As of now these are the appointments people make to avoid missing school. With these presented options teachers at the elementary level will not have these options. Our job already doesn't provide the flexibility of leaving an hour early. This option makes it so you can't even accommodate that.	12/15/2022 9:38 PM
175	This option is much late than my current schedule	12/15/2022 9:20 PM
176	Changing the start time will effect to many aspect in a negative way. From impact on staff working second jobs to athletic event start and end times. As well as special education student routines	12/15/2022 9:18 PM
177	Option A would be a huge amount of work for everyone involved in the planning just to push everyone's start times back by 20-25 minutes. This doesn't seem like it would have the intended effect of allowing teens more sleep. Selfishly, Option A also adds difficulty as a middle school staff member who will need to pick up an elementary student after school. There is only 10 minutes between staff end time and the middle schools and student end time at elementary, which would make pickup difficult at best and impossible on faculty meeting days.	12/15/2022 9:15 PM
178	Dismissal at the elementary level is too late. Leaves students and families with little free time at home of play before organized activities/dinner start. Faculty/Department meeting days will be sooo late to get out. Leaves no time for afternoon doctors appointments and will require staff to use more sick time, which will result in more subs, which comes at a cost. Does not work for my personal day care needs.	12/15/2022 9:09 PM
179	I feel that the end of the day is too late for elementary students. It is difficult now to keep them	12/15/2022 9:06 PM

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	engaged after 2:30.	
180	A step in the right direction for the high school students. ... every little bit of time later is an opportunity to improve mental, emotional, physical health. This also helps hs teachers who have a very difficult time with childcare in many towns that open at 7am. Making it to work for 7:20 is super challenging!!	12/15/2022 9:02 PM
181	I don't like the later start and end time for elementary school.	12/15/2022 9:01 PM
182	This adjustment could be done without adjusting staff time on campus. We could still do a 7:35-2:30 day. I understand students stay after. It would be nice to have the option depending on the day. 7:35-2:30 works best for me and my family. Some flexibility would ease this change for me.	12/15/2022 9:01 PM
183	The later dismissal time is problematic for my child and day care arrangements	12/15/2022 8:57 PM
184	Children will be getting off the bus in the dark in the winter for elementary age students. Staff will need to rush out to get to commitments late in the day and will not stay to set up for the next day. Staff meeting days, staff will need to stay until 5pm. Leaving this late, student will be getting dismissed early for appointments more often- missing instruction. Appointments that can now be made for 4pm that don't require staff to take a half day, will now requiring taking time and more coverage at the elementary level.	12/15/2022 8:49 PM
185	More sleep for students is important. I'm also focused on equity and I worry if I push things back too far students who need to work in the afternoons to help their families will lose valuable time at their jobs.	12/15/2022 8:42 PM
186	I like the schedule the way it is but if there are go8ng to be changes, this is the better option. I know many students struggle to stay later than 2:00 because they have family obligations as well as jobs so this would have some impact but not as bad as the other option.	12/15/2022 8:38 PM
187	It is closest to our current schedule which works for me and my family as-is.	12/15/2022 8:21 PM
188	You cannot expect educators to increase their work day AND change the end time to almost 4 pm. We have schedules and routines and childcare that was carefully crafted around a teachers schedule. These are NOT teacher hours. I would need to make a hard decision about whether or not I can stay in the district because I need to accommodate my family first.	12/15/2022 8:17 PM
189	Adds sleep for students, minimizes impact on sports, less need to extended hours in the afternoon childcare	12/15/2022 8:15 PM
190	To have elementary schoolers trying to learn that late in the day simply does not make sense.	12/15/2022 8:14 PM
191	Long day for K-4 students and even for educators. K students are tired/exhausted by 2:00.	12/15/2022 8:09 PM
192	Least disruptive. I still see problems with busing and child care in mornings for families of both staff and students.	12/15/2022 8:08 PM
193	I do not feel that expecting elementary educators to spend an extra 10 minutes in the school day without addressing adjustment to pay is fair. Having a later release time also will cut into the hours for Extended Day, giving less hours to those workers. Finally, I am concerned that starting school later for elementary students will impact working families negatively since they may struggle to find childcare in the morning.	12/15/2022 8:07 PM
194	This is a great impact on my family schedule	12/15/2022 8:04 PM
195	As an elementary school teacher with young school-age children myself, who also has a 40-minute commute to school, leaving school at 4:00 will not allow me to be at my own children's after school sports/activities. With my commute, leaving at 4 could turn into an hour drive home versus leaving at 3:30. I'm also curious why we would need to stay until 3:55? If we start 15 minutes later than now, why would we not be able to leave 15 minutes later than now (3:45). It's amazing how much 10 minutes makes on a 45 minute commute home.	12/15/2022 8:03 PM
196	I do not agree with changing school start times. All though I do understand this may benefit some students, I feel most students will exploit these later start times by staying up later playing on their devices as a-pose to utilizing this extra time for what it is truly meant for. This seems to be a band aid approach to a much bigger issue, which is teens are having a harder time with each passing day disconnecting from their devices not only through out the day but while lying in bed when they should be sleeping.	12/15/2022 7:59 PM

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197	20 minutes will not make a difference. Kids will not go to bed earlier. Seems obvious that a 20 minute difference will make no impact.	12/15/2022 7:51 PM
198	It doesn't seem worth the chance for all 3 school schedules for 30 or so minutes of more sleep.	12/15/2022 7:43 PM
199	If the goal is to give high schoolers more sleep, this doesn't go far enough.	12/15/2022 7:39 PM
200	Least bang for our buck. If we're going through the added pain of ANOTHER change, might as well scorch the earth.	12/15/2022 7:38 PM
201	Least change in staff schedule. Changes to staff times makes it harder to schedule appointments etc.	12/15/2022 7:36 PM
202	I already have a difficult time getting my kids to after school activities, this pushes my leave time even later.	12/15/2022 7:35 PM
203	I don't think disrupting the entire district's schedule is worth the gain of about 20 minutes of extra sleep for high school students.	12/15/2022 7:32 PM
204	Not a lot of benefits for sleep which was the point	12/15/2022 7:25 PM
205	The students in elementary school will not be effectively learning with a longer day. The younger children automatically get up earlier in the day and are exhausted by 2:30. It is not feasible to extend young children's day to be longer. This is not a good option for young children.	12/15/2022 7:25 PM
206	A change in time will have a negative effect on my family. On days that I have a meeting, I will not get home until after dinner as I live 30-40 minutes away. I will not be able to stay after school as a normally do to facilitate clubs or student voice. I will not get home until after dinner as I live 30 minutes away.	12/15/2022 7:19 PM
207	The elementary school teachers' end time takes time away from our own children and forces us to now find ways to transport them to and from their activities. Not a feasible option and our lives get upended because high school students need to get to their sports. Elementary teachers are not happy.	12/15/2022 7:16 PM
208	This schedule will give high-school students to have little more time to sleep and get ready for the school day and travelling to school by 6.30 am is extremely difficult specially during winter .	12/15/2022 7:15 PM
209	My students are at their best in the morning and dragging by the end of the day.	12/15/2022 7:07 PM
210	The 20 min difference for high school students is not likely to make a significant impact. However, this is the least disruptive to current schedules for high school staff	12/15/2022 7:07 PM
211	I do not want the elementary school times to change. I work another job that provides supplemental income and this would impact my ability to work this job.	12/15/2022 7:06 PM
212	Getting out too late for elementary schools	12/15/2022 7:00 PM
213	Statistics can say whatever the "expert" wants them to say. The information sounded one sided and self promoting. Option A will create more problems than it solves.	12/15/2022 6:54 PM
214	Definitely better of the two options but would prefer no change. This option would have little to no impact on my childcare situation.	12/15/2022 6:51 PM
215	Expecting elementary school staff to say so late, for example until almost 5pm on faculty meeting days when it gets dark earlier in the winter, is ridiculous. It will also impact department meetings for specialist teachers, nurses, department heads etc. We're not giving kids "more time" to sleep. We're simply pushing the day back 30 minutes. Some staff travel to schools on different tiers (elementary to middle etc) which will impact their preparation and travel times.	12/15/2022 6:49 PM
216	Little more sleep for students	12/15/2022 6:48 PM
217	Doesn't seem like that big of a change.	12/15/2022 6:48 PM
218	Elementary school teachers would not get home until almost dinner time, which is very unfair. There would also be less after school activities offered at all schools, as we would lack the staff to run these.	12/15/2022 6:45 PM

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219	I believe the slight shift in schedule will help kids get to school on time and allow for a bit more sleep for older kids.	12/15/2022 6:42 PM
220	Given that the time change allows to give students more sleep, and appears to have more pros and presents less of impact around extra curricular actives, bus schedules , and daily schedules for both students and staff.	12/15/2022 6:41 PM
221	I feel that this may only give a bit more time for students to sleep, but will be the least disruptive to EVERYONE ELSE	12/15/2022 6:40 PM
222	This does not seem to really afford the high school kids much more sleep. Why does elementary have to go even later? We could start much earlier.	12/15/2022 6:38 PM
223	Late release time for elementary staff	12/15/2022 6:37 PM
224	Such a late ending time is not okay for elementary school. Dismissals will be at an all time high. Students will not be able to access appointments, which are already hard to come by, especially in the mental health field. These young kids are already struggling in the afternoon. Elementary kids are already up earlier than anyone else. Adding to the end of their day is too much. Teachers quality of life will be severely affected. Absences will increase as staff will no longer have an option for after school appointments for themselves or family members. Child care will be impossible to find and very expensive. And staff paying for a teacher schedule will have to pay exponentially more, if their current places are even open that late. Personally, my daycare is open until 4:30 and a 30 -40 minute drive away. I don't know how I will be able to get there on time. No data has shown this will be positive for the younger kids.	12/15/2022 6:35 PM
225	The amount of change in time isn't enough to provide a meaningful impact on students.	12/15/2022 6:33 PM
226	Unfortunately, educators do not have a 9-5 job where they can go home and spend quality time with their families. We spend a majority of our time planning for student support before and after school for a large chunk of time. We are also having to read and respond to countless emails from parents, administrators, student support staff, etc. This work would now begin for us at 4:00, cutting down our time with our families. This also means our students would be getting home after 4:30, since busses are constantly running behind schedule. A majority of them have after school activities to get to, which they may not be able to attend with getting home later. They will get home late and still have homework to do, so this policy would need to change if this proposed plan is accepted. There are many challenges that would be faced and in my opinion, they outweigh the positives.	12/15/2022 6:33 PM
227	It is not a significant change to the high school start time. Elementary students are significantly more alert in the first half of the day. Their focus quickly fades by the early afternoon (by 1:00). Having elementary students start later and end later will greatly impact their optimal learning times in the classroom.	12/15/2022 6:32 PM
228	I think middle school should start later than the high school because middle schoolers are more likely to get to sleep earlier than high schoolers. I also don't think that this option is the best for elementary students. Elementary age children are more likely to wake up earlier and go to bed earlier and this later schedule for them may result in them being more tired and unfocused at the end of the school day.	12/15/2022 6:28 PM
229	Not a drastic change.	12/15/2022 6:22 PM
230	Why is it such a big deal to add 10 minutes to elementary school, and why does it have to be to the end of the day? Those working in the district, but living elsewhere already get home late. Adding those 10 minutes on will NOT help. If it needs to be added on then it should be added in the morning. And why does it even need to be added on? To make everything even? Everything isn't even and that's life. The way it is is working now. I strongly do not support any option where elementary is getting out later. We just came from a pandemic and the push is for mental health. How about the mental health for the teachers who now need to get home even later? Taking time away from their loved ones. Teachers already spend so much time outside of school working on school things. Why are we adding to their stress? I hope you consider an earlier start time for elementary, or disregard the extra ten minutes that we have to have.	12/15/2022 6:17 PM
231	The times are quite late in the afternoon for elementary students. As it is, especially in the winter, students are getting out late in the afternoon and have little sunlight left to play outside. There's also a higher need for childcare not getting out until almost 4pm.	12/15/2022 6:15 PM
232	The change in time will not change how much sleep students get. They will just adjust to the	12/15/2022 6:13 PM

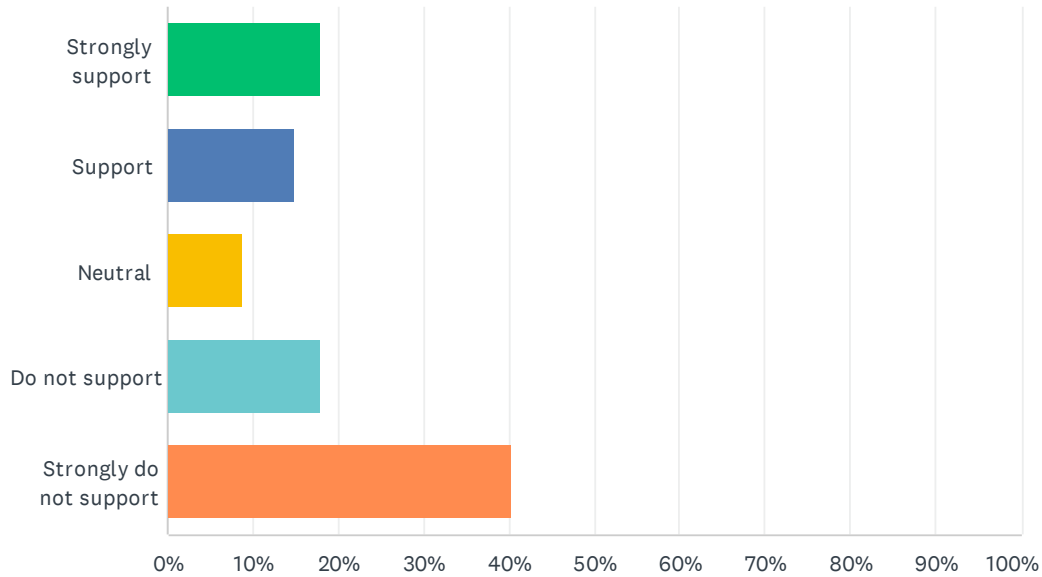
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new times and go to bed later and get up later. 35 minutes is not going to be worth drastically changing the end of day for elementary educators. Needing on meeting days to be in school until almost five. It will prevent many appointment opportunities and lead to more staff absences

233	Impact to Childcare for educator	12/15/2022 6:10 PM
234	Please give us a break. It has been 3 years of non stop disruption. Covid lockdown in 2020, cohort classes and hybrid schedule in 2021, new schedule in 2022 (and not even the courtesy of the start of the year, mid semester!) and now proposed changed times for 2023. It just shows a complete lack of empathy and respect for staff. Give us some kind of consistency. If this does go ahead what difference will 30 minutes make to anyone's start time.	12/15/2022 6:10 PM
235	It provides extra sleep to middle schoolers - 7th/8th graders especially need this during the most challenging years of school for many socially and emotionally. It makes high school start times later and gives a good amount of extra sleep which will make a difference, however, it also instills the idea that students need to be prepared for the real world.	12/15/2022 6:10 PM
236	Getting out so late at the elementary level will be challenging- more traffic getting home, less daylight in the afternoons,... and does not seem to be a healthy option for for staff or students at the elementary level.	12/15/2022 6:09 PM
237	Felt right for the high schoolers as it's neither too early or too late to start for the day.	12/15/2022 6:08 PM
238	Not in favor of your changes	12/15/2022 6:08 PM
239	As an elementary school teacher, I will not be home to get my children until 4:30/445. This greatly impacts my childcare needs and my ability to have my children participate in after school activities. I'm also concerned with how much later I will be required to stay for faculty and department meetings. This change will greatly affect my mental well being as it takes away priceless quality time with my husband and young children. As an educator coming off of a pandemic, there has been so much emphasis on student and staff well being. I think this shift for elementary students and staff will have such a terrible impact on our well being. Since I don't live in district, these are factors that greatly impact my ability to maintain a position in this district.	12/15/2022 6:07 PM
240	Elementary already gets out so late. I do not want to get out later .	12/15/2022 6:05 PM
241	Twenty minutes makes no difference and is absolutely ridiculous to even suggest.	12/15/2022 6:00 PM
242	It is not as beneficial to SHS students who work, volunteer, etc.	12/15/2022 5:58 PM
243	test	12/15/2022 2:26 PM

Q4 Please indicate your level of support for implementing the Option B schedule in order to provide more sleep opportunity for students.

Answered: 362 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly support	17.96%	65
Support	14.92%	54
Neutral	8.84%	32
Do not support	17.96%	65
Strongly do not support	40.33%	146
TOTAL		362

Q5 Please share feedback regarding why you chose this level of support for the Option B schedule.

Answered: 236 Skipped: 126

#	RESPONSES	DATE
1	Elementary aged children start their day extremely early. Some kids getting up between 5-6 am. The afternoon can be hard anyways.. I cannot imagine them working until almost 4 pm. It would be so hard for them to make after school activities/clubs. The same goes for staff members with school aged children.	12/23/2022 2:15 PM
2	I support moving the HS start time to allow for better sleep. My concern is for the elementary level. Pushing the time back and adding time is a change in working conditions for staff. I am also interested in whether there were any thoughts/ research on the effect of longer school days on elementary students, especially in k and 1. They tend to get up earlier in the day and are tired by the end of day making it harder to focus. I also am concerned in the winter months those on the tail end of bus trips are going to be getting off in the dark.	12/22/2022 7:06 PM
3	I think this would be an effective option for Oak	12/22/2022 2:32 PM
4	This option seems to be the best option if we are trying to give high school students additional sleep time, but I still think the benefits may not be worth the change to everyone's schedule.	12/22/2022 2:31 PM
5	I don't see much of a difference here, for all the work and money that will need to go into this.	12/22/2022 2:31 PM
6	Good option, minimal time change for Middle level and biggest increase for SHS.	12/22/2022 2:29 PM
7	I find it surprising that both option A and option B leave no change for elementary students and educators. This seems to show a disregard for this group or just a lack of equity.	12/22/2022 2:06 PM
8	This is very similar to our current schedule and it works for many families and students. This too fits my family's schedule.	12/22/2022 2:01 PM
9	I feel like this would be a really late start for high school students.	12/22/2022 1:57 PM
10	Elementary school students lose focus later in the day. I strongly believe this will not be helpful. Sports after school with freshman, JV, Varsity games played all in the same day will run too late.	12/22/2022 1:50 PM
11	Elementary school already gets out late at 3:30- adding onto that would be absolutely ridiculous. If you want to add the ten minutes extra, then add it to the morning. You are going to lose a lot of teachers if elementary school gets out later. Not all teachers live in Shrewsbury. We come from Lunenburg, Wrentham, Oxford, Sutton, Auburn, etc. Adding time to the end of the day will just ADD to the commute. It isn't adding just ten minutes extra; it is adding 20-30 minutes. And what about staff meeting days? How will it affect those? We have precious time that we want to spend with our families. Educators are just coming down from a pandemic and the district keeps pushing mental health priority. Changing the time to get out later would not help our mental health, it will make it worse. We want more time with our families, not less. We already take work home and put so much of our life into our job. I just can't even believe you didn't ask the preference of elementary school teachers before this moment. We are just a side thought to everyone in the sleep committee. If you cared, you would have given us a survey on whether we would prefer an earlier time to start or a later time to end. I guarantee if this were done, you would see that most people prefer an earlier start than a later start. If things have to change, then elementary starting first should be an option and a consideration. It won't be ideal for everyone- it never will. But when your educators are saying "this won't work; we will leave the district if we get out later" then it is in your best interest to listen to them. It is already hard enough to find staffing for the openings we have and you will lose staff if you change the elementary time to later without even consulting us and thinking about us first. I understand the challenges of having elementary school start first and challenges with child care, but if things are already going to change, why can't that change be considered? Things are changing anyways.	12/22/2022 1:21 PM

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12	A full hour is a big change to make for students and parents. Not to mention this pushed back clubs, after school tutoring, etc. It's asking a lot of teachers to stay that late and figure out pick up/drop off for their own children.	12/22/2022 1:17 PM
13	Does not really change our start time	12/22/2022 12:51 PM
14	Some disruption but major benefits for adolescents	12/22/2022 12:24 PM
15	While this theoretically provides more sleep time for those most lacking it, students already in the habit of staying up late are likely to stay up later because they can wake up later. By not changing the middle school start time, we could be setting students on the early path to bad sleep habit. Rather than assuming high school students would immediately change their sleep habits with school starting at 8:35, let's begin at the younger age to develop better routines. Also, having middle schoolers on campus until 3 may be a benefit for those students without an adult at home after school (less time alone at home).	12/22/2022 11:38 AM
16	I believe that elementary students should start school earlier.	12/22/2022 10:23 AM
17	I am truly concerned about learning stamina. Our young students begin to lose focus by about 1:30 PM every day. I can't imagine the extra time being helpful, especially since elementary age students are typically up earlier than older kids.	12/22/2022 8:58 AM
18	Helpful for my schedule for my second job as well as schedule for my schedule at home	12/22/2022 8:16 AM
19	I am at school during this time frame as is, so starting five minutes earlier doesn't bother me. It doesn't impact the kids as much at the Middle Level.	12/21/2022 10:53 PM
20	This doesn't seem to impact the middle school all that much. Shouldn't we try to focus on helping everyone?	12/21/2022 4:21 PM
21	Keeping elementary students at school even later is not a good idea. They get tired at the end of the day and cannot focus as well on learning. As a staff member, it is already next to impossible to schedule appointments after school hours, and with a later end time it will not even be an option.	12/21/2022 3:57 PM
22	What choice? if you work at elementary, you have zero choice. And the later hours will restrict what staff can do after work, in ways that upper level staff will not have to contend with. It's already difficult to get later doctor's or other appointments, and will now be virtually impossible. So elementary staff will need to take time off that upper level staff will not.	12/21/2022 2:29 PM
23	I do not agree with the proposed time change and find this one the worst of the two options.	12/21/2022 2:14 PM
24	See Below	12/21/2022 12:51 PM
25	See below	12/21/2022 12:37 PM
26	Elementary parents already have a difficult time getting to work in the morning with the the current late drop off. We have many families lining up in the parking lot well before the 8:30 drop-off time so they can drop their children off quickly and get to their jobs on time. I'd prefer elementary students go earlier by 15 minutes and then I'd be more likely to support this option.	12/21/2022 11:09 AM
27	I will not work here if day is extended. There is absolutely zero reason to change the time of school and conflict everyone's schedules.	12/21/2022 10:36 AM
28	Works well with my schedule	12/21/2022 10:21 AM
29	Students at the middle level are more engaged earlier in the day. After lunch it is difficult to keep their attention so the earlier schedule is better in my opinion	12/21/2022 9:51 AM
30	This option provides the most sleep time for students, particularly high school students.	12/21/2022 8:35 AM
31	Enough sleep time and good end of school time	12/21/2022 8:09 AM
32	If we have to make a change, 5 minutes is less drastic than 30.	12/21/2022 8:06 AM
33	I know it's beneficial for older students and I totally get that/support that. Yet personally for me, it will be harder. I'll have less time with my child. I live out of town and still can't put her on the bus. If we go with this option I also won't be able to ever get my child off the bus. I can occasionally do that now. I also am concerned about teaching young children at school later in the day. They are more attentive and ready to learn earlier in the day. Now they'll have shorter morning time. Just not ideal.	12/20/2022 11:12 PM

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34	Students at the elementary level lose stamina and attention in the afternoon. Adding more minutes to the afternoon is not in the best interest of our youngest learners. Elementary age students often use after school activities that are associated with other towns. These activities will be difficult for our students to make on time. Currently, parents have to pick up their children in order for them to make it on time as it leaving at 3:15. They will not make it on time with the school day ending so late even if they are parent pick up. After school activities that are in Shrewsbury will have to adjust their times. This will push back dinners, homework and possibly their bedtimes.	12/20/2022 10:18 PM
35	With either option I will have to find child care for both mornings and afternoons, whereas with no change I only need child care for the mornings. With either time change I will also miss afternoon activities for my children.	12/20/2022 7:14 PM
36	This option severely impacts educators and clinicians that have children, especially if you do not live in district and need to commute to work. This change in schedule will result in over an hour commute due to rush hour traffic. This will prevent me from getting my child to ANY of their after school activities. There is such a huge emphasis on older grades and extra-curriculars but this is taking away the ability to participate / attend after school activities for educators with children or our actual students themselves. I'd like to see the research that says it's okay for 5 and 6 year old students to be in school until 4:00. Most of these children are in bed by 7/730 leaving little to no time with their family at home. This impacts my mental health significantly. I already have very little time with my family after school and now this cuts the time in half. Not only is this change unbelievably detrimental to your educators home lives, the paraprofessionals and technicians who work in our buildings also have after school jobs. This change will prevent them from working immediately after school which could result in more resignations and vacancies to an already critical staff shortage. If this is change that Shrewsbury makes as a district, I will need to look elsewhere for employment.	12/20/2022 6:09 PM
37	* too late for elementary students * 5-10 year old students are up earlier in the morning and are more tired in the afternoon * negative impact on family/play/recreational time for younger students	12/20/2022 4:17 PM
38	Elementary children struggle with maintaining focus after 2:00 most days. Working until 3:40 is a huge amount of time off our day where learning will be a challenge.	12/20/2022 4:15 PM
39	The elementary school end time is unrealistic. These kids get up the earliest and are already struggling at the end of the day. Adding onto their day will make it impossible. These kids also have the earliest starting afterschool activities. Many will no longer be able to participate because they cannot make to there on time. Other towns will not change their start times to accommodate one district. Medical/health appointments will be impossible for students and staff. Most medical places do not see patients after 4pm. It is already hard to secure an appointment. It will be impossible for anyone receiving regular PT or therapy appointments to meet with their doctors. This will cause staff and students to increase absences and dismissals. Teachers will no longer be able to see their own children at after school activities, especially if you do not live in town. Childcare will be impossible. Anyone outside of town that send students on a teacher's schedule will either have to pay extra, or possibly find a new facility as many are not open that late. Childcare is already impossible to find.	12/20/2022 3:17 PM
40	NA	12/20/2022 3:15 PM
41	It sounds like this achieves the greatest overall sleep benefit for students, and it doesn't really impact the middle school schedule much.	12/20/2022 2:56 PM
42	I have colleagues that cannot make this work with child care and we may lose some quality educators and support staff. I will not be able to stay past the contracted time for extra help at SHS. Currently I give an hour of help after school many days, but it will only be within the contract with this and I will need to use my Comp time consistently. Students will need to come in before school if they are looking for more substantial extra help or for make up of tests, which will cut into the extra sleep we were hoping to give them. Faculty meetings will keep us here well past 4. I will have to find help transporting my kids to after school activities even leaving right at 330. I will not have time for my mental health time after school (I can often get in a run which is needed to keep my spirits up). As it is, getting appointments that fall after school is a challenge. Keeping us here an hour later will mean more teachers will need to leave early to make appointments.	12/20/2022 2:25 PM
43	This option makes the most sense.	12/20/2022 2:23 PM

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44	Research says this is the best option for the adolescents. If we as a district want to prioritize student wellness, it seems like this is the best option. To be honest I doubt school committee to adopt this option as it seems too radical, but I hope to be shown differently.	12/20/2022 1:22 PM
45	I do not think this late of a start time makes sense for the high school students. They will still be participating in sports/after school clubs and some will also be participating in part time jobs. This will all be pushed even later. This also personally effects childcare for my family and the ability to participate as a club advisor because of how late in the day this would end up being which is very disappointing because this is something I really enjoy doing.	12/20/2022 12:17 PM
46	Same reasons as option A.	12/20/2022 8:28 AM
47	Helps the High School, less impact on the Middle School	12/20/2022 7:40 AM
48	This is the same time for elementary schools as option A which makes it too difficult for my family's after school schedule including sports etc.	12/19/2022 10:31 PM
49	Same remarks as Option A as pertains to elementary students.	12/19/2022 6:43 PM
50	3:55 is too late to get out.	12/19/2022 3:29 PM
51	I support this option because I support the later start time, I just don't like getting out at 3:30pm	12/19/2022 3:28 PM
52	Option B, while it is no different for elementary schools, allows high school students more time in the morning in accordance with the research. It also will give them the ease of waking up with more daylight during different times of the year. This supports the high school students and also has less of an impact on the middle level, which stays relatively the same regardless.	12/19/2022 1:38 PM
53	Same reasoning as above: Expecting elementary students to start later and end later is going to be a nightmare. As it is our youngest kiddos are ready to go home and decompress after lunch. I can see them falling asleep....Also this age group on average are the early risers therefore it should be considered that they start first, which would then give both middle and high school kids more time to sleep in if that is the whole point of this change. Parents are going to need more childcare with this option as many have to be to work earlier, which means these kids will be at school longer since they will start their day in before school care-I also feel that staff at the elementary level are not being given any options as for us it's just the one option, which doesn't seem fair given that the other two age groups ultimately are given a choice of which they prefer.	12/19/2022 1:19 PM
54	Again, the most negative change is having the elementary level.	12/19/2022 1:15 PM
55	I feel that changing the schedule by 20 minutes or an hour will make a small difference in a small number of students' sleep habits and thus their overall well-being. However, turning things upside down for everyone else seems like the risk-reward benefit is out of balance. However, if I have to choose to be at work later in the day or earlier, I'd like to start and end work earlier.	12/19/2022 1:13 PM
56	Getting out of school that late, plus commute, conflicts with my children's after school activities/appointments.	12/19/2022 1:04 PM
57	This doesn't benefit me	12/19/2022 1:01 PM
58	Want to keep the day the same times it interferes with my after school schedule.	12/19/2022 12:55 PM
59	For the middle schools, I support it, however, for high school students it will greatly impact their after school activities.	12/19/2022 12:47 PM
60	If they can sleep more kids can do more work.	12/19/2022 12:41 PM
61	Minor change to our current schedule at the middle level but still gives the high school the schedule they need.	12/19/2022 12:21 PM
62	It's too late because parents will drive their kids to school and don't start work until 9:45, elementary school will not be home until dark, sports, activities or appointments would have to be at 4:30 and most doctors or dentists office closed at 4:30 and elementary children would be more tired	12/19/2022 11:28 AM
63	same as above.	12/19/2022 10:33 AM
64	I don't like any of the proposed changes as I don't believe it will make a difference either way	12/19/2022 10:27 AM

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with regard to student sleep schedules. There have been too many changes at the high school level, adding the waterfall schedule, additional lunches, etc. While changes may not affect the general population, it does affect many students that are especially vulnerable. While many changes have taken place over the past few years, adding another is challenging. Those students who oversleep or are chronically tired, may need to adjust and take personal responsibility. After school meeting times will also be adjusted to accommodate the changes in schedule- it is hard enough for staff to make appointments to be after the contracted work day, now it is even later- especially for those with other family/home responsibilities.

65	Does this study include elementary age students? This will impact parents mornings.	12/19/2022 10:26 AM
66	I would not have time to pick up my son from daycare and bring my children to after school activities. I do not live in Shrewsbury. I would be in support of the elementary schools starting earlier.	12/19/2022 9:46 AM
67	While I think the high school starting later is a better option overall, I'm not in support of a later start for the elementary. Also, a later high school start would mean my family would need before and after school care for our kids, rather than just before school care, which would be an added expense.	12/19/2022 9:42 AM
68	Better than option A. If we are going to change the time may as well make it significant.	12/19/2022 9:33 AM
69	If the schedule must change, this is the best option to achieve the goal.	12/19/2022 9:29 AM
70	The option does not support after school programs.	12/19/2022 9:12 AM
71	Do not support changing the start time of school.	12/19/2022 8:56 AM
72	If looking for extra sleep time, this at least offers an hour	12/19/2022 8:05 AM
73	This change seemed to provide the most sleep time/benefit for high school students and only minimal disruption to the other levels.	12/19/2022 8:01 AM
74	Best option that I can work with and give the teenager more time to sleep.	12/18/2022 10:37 PM
75	The district has looked at start times in the past without making any changes. If the district is going to make changes so H.S. students get more sleep make it as late as possible for these students.	12/18/2022 9:57 PM
76	It will cause me to no longer ever be home in time to get my children off the bus and since the traffic will be heavier later in the morning I may not be able to get them on the bus in the morning and make it to school on time. This will be a large financial burden to my family. Coming to school later and leaving later will make my commute longer because the traffic will be heavier. This will also impact how much time I have with me kids after school. They may not be able to do some of their extracurricular activities because I won't be able to get them there on time.	12/18/2022 9:55 PM
77	This option provides more benefit for the HS students allowing them the later start time they deserve, however, it again pushes elementary students much later in the day.	12/18/2022 9:49 PM
78	students gets good sleep	12/18/2022 8:20 PM
79	If we change to this schedule, it will greatly reduce the amount of time that I will be available to give after school extra help and to be an advisor for clubs. This schedule will cause extra help/time to make up assignments to happen more often before school so kids will need to still get reduced sleep. This schedule will also make my afternoon commute longer which will reduce the time I can spend with my family and will have a negative impact on my mental health.	12/18/2022 7:44 PM
80	Even though I am the parent of the middle school kid I still prefer Option B because the high school kids can prepare better with the delayed start.	12/18/2022 7:32 PM
81	It does not impact me at the middle school but, I do think it would cause chaos for families who need daycare. Good affordable daycare is hard to find. This would throw a monkey wrench into the schedules of young families. Finding alternative daycare is not an easy task. I think these times will cause staff with young families to leave the district and not attract quality new hires.	12/18/2022 7:28 PM
82	Personally - this leaves me with little options for seeing my daughter compete in after school sports. eg track. Also making it even more difficult to make appts. Never mind the impact on	12/18/2022 7:26 PM

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students who are awake earlier, extending their day and impacting all their after school activities and appts.

83	I think that the high school students would highly benefit from this schedule and get some extra sleep that is needed in the mornings.	12/18/2022 7:11 PM
84	Again, I work another job and would not be able to get to my other job in a timely manner.	12/18/2022 12:16 PM
85	This option would resolve the adolescent sleep issue, which is why I did not select "strongly do not support." It would, however, impact teachers' abilities to get work done at school and prep, negatively affecting our quality of life, as even more work would have to happen at home after hours. I often stay after school with students well past the 2:30 contract time for extra help and make-up work, but I would have to leave at contract time every day due to an impact on my commute and the needs of my own family. I also have serious concerns about the 4:10 end time on department and faculty meeting days. That is such a significant change from the current schedule. Would those meetings ever be able to be held before school?	12/18/2022 11:03 AM
86	High School release is way to late. Impact my family childcare and athletics. I worry about our student athletes.	12/18/2022 9:59 AM
87	A later start for elementary students makes it a long day for them as they wake earlier and get tired later in the day. I am also taking into account that these students also do after school activities and either they are now in school later and cannot make some of the start times (or will be released early) and/or get very little down time between the school day and the time their activity begins. Additionally, this also impacts teachers and their families when wanting to get their children to after school activities and/or be able to attend their child's after school sporting events. Finally, in the winter months, a later dismissal for elementary students limits their time to play outdoors after school as it gets darker earlier.	12/18/2022 7:39 AM
88	It is the exact same as option A for elementary.	12/17/2022 10:25 PM
89	Any change of work schedule will be disruptive for my family and will take away valuable time away from my precious little time I have with my own two young children in those key afternoon/evening hours (in a job that already asks so much of my time and mental attention outside of contractual hours). I would still need childcare before school, and would have to increase the amount of time I budget for my commute each morning. I would now need a significant amount of childcare after school as well. On meeting Tuesdays I'd likely be leaving my family at 7:30am & not getting home until almost 5pm. That's an hour & 1/2 more time away from my family than under the current schedule. (I can't imagine being an elementary school teacher under that schedule!) This schedule would greatly hinder my family's abilities to have my own children participate in after school activities given their need for me to be available to drive them to activities. Lastly, as someone with medical conditions and more doctor's appointments than the typical adult, I would absolutely have to take more sick days to attend doctor's appointments, as those coveted 3 and 3:30 end-of-day appointment slots are still within my work day in this scenario. I absolutely understand that this has the potential to be a beneficial move for many students, but it will absolutely be benefitting them at a significant cost of my work-life balance and the quality of time and care I'm able to give my own children. I feel trapped--that is not the kind of life I want to live or parent I want to be to my children. But I also don't know that leaving this district/job is a choice I'd want to make either.	12/17/2022 9:03 PM
90	*Elementary school students will be arriving home in the dark during the winter months. This is a serious concern. *In times of delayed school more parents are going to have to take longer time away from work since they will have the children at home in the morning later than they usually do. *Most employers have employees hold a 9-5 job. With snow delays elementary school parents will need to find daycare for the longer time the children will be at home. High School and many Middle school children can and are allowed to be at home for short periods without an adult to supervise them. This is not an option for Elementary school children. *Staff with children will need to find different Day care options for changed hours. *Many appointments (Doctor, Dentist, Mental health) have been having last visit of the day before 5. Staff will be needing to take more personal and sick days to get to such appointments. With subs extremely difficult to find as is, this is going to create more staffing difficulties since Para's are already having to cover teachers absences. With proposed change to school day para's will not be able to carry out interventions since they will most likely have to cover for absent staff. *Elementary students who are involved in after school activities may not be able to participate (sports, Brownies, Cub Scouts, Cultural school). They will be getting home later and many after school activities are not going to change times because our district decided to make their day later. *Most elementary school children already wake up earlier than other upper	12/17/2022 8:01 PM

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grade school children. By the time the mid afternoon arrives, those students are going to be more tired and less focused. Why can't the time changes have elementary schools start first or second and have the High School students begin last? If the argument is to give High School students more time to sleep then why are the middle and elementary school students and staff have to change our start times to later. If the town feels that they High School students need longer sleep time then the best option should be to have their start times be last. Why should the middle and elementary students and staff have to change their start times to be later to appease the High School students sleep schedule?

91	This option gives the high school students the best sleep schedule.	12/17/2022 4:07 PM
92	This doesn't consider elementary students' needs at all. So sad.	12/17/2022 9:10 AM
93	This option would provide the most impact for high school students while still leaving ample time for after school activities.	12/16/2022 8:06 PM
94	I am extremely concerned with elementary school students staying at school later into the afternoon. Many of these young students wake up very early in the morning so by the afternoon, their attention and focus starts to fade already and the thought of teaching them until 3:40pm is concerning. By the time they are getting off of the bus during the winter months, it is going to be dark out. I worry about young students walking home in the dark if they get home so much later. I also worry about being able to schedule appointments after school. It is hard enough finding appointment times that are feasible with getting out at 3:30pm and I see less options being available when staff are staying at school until 3:55pm. This will result in staff having to take more time off from work and being out more frequently in order to make appointments due to the fact that they will no longer be out early enough to make after school appointments. This will also be a problem for students when they have appointments and extra curricular activities after school. I imagine that parents will be dismissing their children frequently to get them to after school activities on time.	12/16/2022 7:52 PM
95	I think things should just stay the same.	12/16/2022 5:22 PM
96	This keeps the middle school level the same and only changes the high school. If this study wants high school to change to better their sleep this one makes sense and won't affect as many. Currently unsure of what elementary's current start and end time is.	12/16/2022 4:21 PM
97	By HS and MS swapping schedules, this seems to provide the desired additional sleep time for the level that most needs it. My 7th and 8th graders are generally awake/active enough in first period right now--while this schedule to shift their start time by about 20 minutes, I think their alertness would be comparable. This schedule still has issues for those who need child care. This schedule still extends the length of the day for HS teachers who have a commute, possibly reducing their pay over all (time in the car, gas expended, need for child care when there wasn't one before).	12/16/2022 2:58 PM
98	As mentioned above a lot of students have jobs and students financially depend on them. To my opinion, students would not sleep more. They would just sleep later and wake up later due to HW, sports, activities and jobs. It will just be shifted that's all. Also, families might have kids in all Tiers and rely on the older siblings to watch younger siblings.	12/16/2022 2:46 PM
99	This should make a real difference to students.	12/16/2022 2:31 PM
100	This is a minor shift for middle school and allows greater opportunity for sleep for high school students.	12/16/2022 2:22 PM
101	It gives the most extra time for high schoolers to sleep in the morning as well as the least disruptions for the other schools. As a teacher at the middle school-my students do not seem to need much more rest in the morning and waking 5 minutes earlier would not negatively affect them very much. It seems that this proposal will help those who need it the most (high school students) and minimally effect all others (elementary/middle staff and students).	12/16/2022 2:06 PM
102	Though it would give high school students an extra hour of sleep, I feel that there would be many difficulties adjusting to this start time. One con I did not see mentioned for students and staff is the burden this creates when it comes to scheduling appoints. Many of us try to schedule appointments after school so as not to miss work/school. It can be difficult to get appointments after 2:30 as is--this option further limits our window and may result in more staff needing to take time off of work or more students missing class. Just something to consider. It also limits students time at night to do homework/work jobs--they may just end up sleeping an hour later.	12/16/2022 2:00 PM

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103	Ending school at 3:00 for the high school would interfere with all after school activities - sports, jobs, appointments for both students and teachers.	12/16/2022 1:46 PM
104	-Ending the SHS day at 3pm would have a negative impact on student jobs, internships, volunteer opportunities, athletics. -Ending the SHS day at 3pm with staff required to stay until 3:30pm would have a negative impact on staff and their school age children.	12/16/2022 1:43 PM
105	This makes a difference for high school students in a significant way.	12/16/2022 1:25 PM
106	-the times for middle school remains roughly the same and will not affect my child in another school district	12/16/2022 1:06 PM
107	This time is very similar to my existing working schedule and will not impact my second job	12/16/2022 1:04 PM
108	Extended end of day (leaving too late in afternoon, student's struggle to focus in afternoon/better learning in am)	12/16/2022 12:53 PM
109	For the same reasons already stated in Option A, plus, middle schoolers are now going to be left alone in the afternoon earlier. Lets not forget that these are 5th graders who are 11 years old and not mature enough. There is more opportunity for students to make poor choices and set them up for trouble including mental health challenges.	12/16/2022 12:52 PM
110	The time shift for elementary school teachers is too late. On faculty meeting days we will be at school until 5, and many daycare providers close at 5. We have to be able to pick up our young children and get our children to activities. Also, elementary aged children get up early and are exhausted by mid-afternoon. It will be very difficult to have to teach them even later than we do now.	12/16/2022 12:19 PM
111	I think this is a good option for students (and for me), but it is a big change with a lot of considerations to think about and I think people will struggle with this much of a change overall.	12/16/2022 12:03 PM
112	Do not want to be on campus that late.	12/16/2022 11:16 AM
113	Unfortunately both options require elementary educators to be on campus later than usual. The implications for staff meetings and the time childcare centers close will be problematic if we are picking up by 5pm. In the winter months, elementary educators will be leaving buildings in the dark.	12/16/2022 11:10 AM
114	I feel that Option B does provide the most sleep time for the high school students.	12/16/2022 11:06 AM
115	while i love this for the kids, the shift for faculty is really big here. I think it will cause discord in the buildings	12/16/2022 11:06 AM
116	I often teach juniors period 1 and those students are zombies compared to juniors I have later in the day.	12/16/2022 10:59 AM
117	This is what the research supports and many other high schools in Massachusetts have or are moving in this direction.	12/16/2022 10:46 AM
118	Getting out later will make it extremely difficult to pick up my children from school/daycare on time- 3:30 is just way too late at the high school level.	12/16/2022 10:28 AM
119	This schedule adds meaningful time for high schoolers in the morning, yet keeps the ability for older siblings to care for younger siblings after school. My only concern with this schedule is the ability to coordinate game times for sports teams in surrounding towns.	12/16/2022 10:23 AM
120	will prove unbelievably challenging for child care, and will end up costing me a lot of money to hire coverage for child care. please allow a shift in when we have to be in the building for contractual hours (allow us to come in earlier - 35 minutes, and only stay for 10 after school.)	12/16/2022 9:55 AM
121	We are already working until 330. With living over 30 minutes from work I am fighting morning and afternoon traffic as is. Coming in later and leaving later would only make my commute worse. It wouldn't be worth it for the money with me having to leave the same time I do to avoid the traffic.	12/16/2022 9:47 AM
122	*End time too late for elementary kids * doesn't allow kids to play sports or have family time This will make it so elementary kids can't be on teams in our and other local communities that all begin at 4:00. If kids can't play sports young they won't be invested for high school sports	12/16/2022 9:29 AM

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in the future. * won't allow staff to make appointments outside of school hours or be available for their own children.

123	both options are the same for elementary	12/16/2022 9:29 AM
124	I prefer hours stay as they are now. It works for parents and students and I don't need to worry about losing my income and possibly my house.	12/16/2022 9:29 AM
125	This schedule will limit the amount of time I am available for after school help and advising clubs. Extra help/time to make up assignments will need to happen more often before school so kids will need to still get up early. This schedule will also lengthen my afternoon commute which will reduce the time I can spend with my family. This change to the schedule will have a negative impact on my mental health.	12/16/2022 9:20 AM
126	With this schedule, I will not be able to stay after school for clubs as I need to pick up my child for 4 pm. I will need to make extra help or make-up tests/quizzes before school, which eliminates students' extra sleep. This will require that I pay more money to have child care on days we have meetings.	12/16/2022 9:19 AM
127	I have another job right after 2 which the time the high school is now works out perfect for me plus having high schoolers start later is going to even sleep at a later time than they already are and which makes them come to school even later in the morning, I strongly disagree with the new options.	12/16/2022 9:16 AM
128	I am not convinced that moving back the start time for the high school will inherently lead to students getting more sleep. I think it is a large change which will not see significant changes to sleep habits.	12/16/2022 9:09 AM
129	Option B is too disruptive to our school schedule and home schedules. At the high school students would be dismissed for sports which would be very disruptive. We haven't had a consistent schedule in the last couple years with COVID, hybrid learning, social distancing, masks, and the new rotating schedule. It would be nice to be able to regain some consistency without throwing any additional curve balls.	12/16/2022 9:08 AM
130	We are far too accommodating to our students every need and complaint. We are not preparing them for the real world whatsoever. We have not had a normal school year since 2018-2019. Can we please just find our stride again? This district has no concern for its employees and this is perhaps why people have been speaking out more often about being unhappy. If you support your employees they will work harder for you.	12/16/2022 9:08 AM
131	Have the educators work day be 8:05 - 3:15	12/16/2022 9:01 AM
132	An hour later start for the high school is more likely to make a difference in getting more sleep.	12/16/2022 9:01 AM
133	A later release time will mean a tougher drive home in traffic. I travel about 35-40 minutes to work each day and this will just increase my commute to and from because I will be facing rush hour traffic on both ends.	12/16/2022 8:58 AM
134	This change results in the most benefit for high school student sleep schedules. Has little disruption to middle school students and educators.	12/16/2022 8:57 AM
135	An hour + of additional sleep for high school students is a game changer for them.	12/16/2022 8:45 AM
136	Does not require much change for middle school start time and slightly earlier dismissal will benefit since by that time they are ready to leave	12/16/2022 8:44 AM
137	It would be too disruptive for after school activities for high schoolers. Sports and competitions would mean a lot of early dismissals and/or students returning home even later at night after practices. Also, it doesn't work for me and my responsibilities outside of school after school.	12/16/2022 8:42 AM
138	This seems like the HS students might get more sleep but I feel this will have a lot of impact on after school jobs and sports. I think it should remain the way it is.	12/16/2022 8:41 AM
139	I work with high students in another district. Pushing back my day ending time to past 3:30 affects all of my afternoon coaching. As that is a significant portion of my income. This change would affect my schedule a great deal.	12/16/2022 8:39 AM
140	I think this will help the HS students and yet not really change too much in regard to MS students.	12/16/2022 8:35 AM

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141	Seems to best weigh the pros and cons of the overall goals of this initiative. Significant change for high school. Modicum of change at the other levels.	12/16/2022 8:34 AM
142	Could the elementary children be a tier 1? I think this would allow more parents flexibility to get to work in the morning.	12/16/2022 8:31 AM
143	This is too drastic of a change for students, staff and families.	12/16/2022 8:25 AM
144	One hour added to the sleep time of the high school students	12/16/2022 8:18 AM
145	Same as Option A... Although I appreciate the effort to provide additional sleep for high school students, I'm not sure if this might be best for our youngest students in the elementary schools. These students are usually up early and their stamina and focus wanes as the day progresses. Although ending the day only 25 minutes later than currently, our students often struggle later in the day with the current schedule. I'm also thinking about daylight between dismissal and arrival home on the bus. Many of our students in the upper grades walk from a stop unsupervised to home. In late fall/early winter dusk begins early and some of our students who get off the bus at 4-4:15 will be doing so as it gets dark.	12/16/2022 8:16 AM
146	This has a significant impact on schedules. Child care becomes extremely difficult and you might as well not have athletes attend the last period of the day when they have a game scheduled. Additionally, if students are committed to 8-10 after school with homework, eating, talking with friends, work, practice, club - those hours still exist and put students in bed proportionately later. What needs to change is the number of activities and homework students do after school. Their workload needs to decrease in order for them to gain more sleep. Shifting a start time just shifts their entire day. They still have to accomplish the same amount regardless of when school starts and ends.	12/16/2022 8:16 AM
147	Significantly later time on campus for staff (elementary, 25minutes+). Elementary staff often spend at least 1 hour at school prepping (due to little prep time during the day), so that would increase our time on campus by far more.	12/16/2022 8:13 AM
148	Students might get more sleep, but it will make other parts of their lives more challenging like work after school and sports. It will bump their already busy schedules to just later hours in the evening. I think that it will also make the students commute more dangerous since more traffic will be on the roads with the new drivers going on the way to and from school.	12/16/2022 8:11 AM
149	If school ended at 3:30 I would need to give up my club advisory positions so I could care for my family in the afternoon/evening.	12/16/2022 8:01 AM
150	Again, having primary aged learners actively learning until 3:30 is not ideal. These are the children who wake up earliest naturally and go to bed earlier. By the time our elementary students get home, it will be time for dinner, followed by baths and bed. Our elementary students will have no time for homework or afterschool activities. With our current schedule, some of our on campus extracurriculars are operating in the dark starting in November. This was especially true for Girls on the Run, who needed to do their work outside. If we switch to a later dismissal, there is no way we can run these programs safely at the elementary level. Also, as a parent of children in another district that dismisses a full two hours earlier, I would need to have a conversation with my spouse about whether or not this would even work for our family, or if I need to explore options closer to home.	12/16/2022 8:00 AM
151	Elementary students should be the earliest.	12/16/2022 7:59 AM
152	1. Bus transportation delays in general + shortage/delay for bus transportation for athletics at the upper grade levels. 2. There is no pros for the younger/primary grades in either of these scenarios. Most younger students are awake very early and will be waiting around to go to school/ have no stamina by the end of the day as we already struggle with the hours as they are. 6. Athletes will have much later practices and will be staying up later to finish their studies.	12/16/2022 7:56 AM
153	It will make the greatest difference for the students.	12/16/2022 7:55 AM
154	This poses an issue of childcare for my family. It is unrealistic to think that elementary dismissal can happen within 15 minutes. This timing could mean that some students could be arriving home as late as 4:30, or possibly even later. This will also impact educators being able to leave at their contracted time.	12/16/2022 7:52 AM
155	My child would be left home alone for a long period of time. This would make me feel very anxious and uncomfortable.	12/16/2022 7:51 AM

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156	n/a	12/16/2022 7:51 AM
157	Elementary school students typically get up earlier in the morning and go to bed earlier in the evening. We go to school this late, children will have already been awake for several hours which will impact their stamina throughout the day. Additionally, when students get home from school, they will have a shorter amount of time in the evening to spend with their families before heading to bed. Additionally, this greatly affects childcare for families.	12/16/2022 7:49 AM
158	- Least disruptive to largest # of students/family and staff while giving students at high school most time to sleep in. If the purpose is to give SHS students more sleep time. - If SHS students get this extra time to sleep/make it to school on time, they should be held even more accountable for tardy arrivals. - How will this affect after school activities that involve other districts that are not on later schedule?	12/16/2022 7:46 AM
159	This option seems to be the one that best meets the goal of more sleep at the high school level. It also has minimal changes at the other levels. Making the length of time of the school day for educators across all levels is a by-product that seems fair to all.	12/16/2022 7:40 AM
160	Too many childcare issues with such a drastic change. If you do this can staff do their half hour of time before school not after to help with childcare issues. Also meeting days will go very long and some of our daycares close at 4/4:30.	12/16/2022 7:39 AM
161	I would support this change as well, but I like it slightly less than Option A because it would push the high school start time back past the ideal recommended start time suggested in the report. I know stakeholders with young children are concerned about the shift in times (staff at SHS are worried about after school care, Shrewsbury families are concerned that high school siblings might not be home to care for younger family members, etc.), but as a parent of young children, I can tell you that in many communities, before institutionalized school care that starts before 7:00 AM is basically not-existent, and people are forced to rely on family, friends, or expensive nannying/babysitting. After school care, in contrast, largely does exist, and is accessible, albeit (like most childcare options), costly. Therefore while I understand the inconvenience posted by this plan, it still provides a dramatic improvement for families that were stuck before without being able to bring their child to before school care due to earlier start times. I am not as concerned about after school activities because these can be adjusted (ex. I don't see too much difference in pushing back the start time of a baseball or soccer game from 3:30 PM to 4:00 PM, as there would only be a few months of the year where potential darkness would be an issue.) It seems many of the objections that people had about a later end time are not really an issue with school, but all of the other things that students involve themselves in. Although I think Option A is better, maybe this option would force some students to "take something off their plate" and promote better mental health.	12/16/2022 7:33 AM
162	While I understand the research behind the older kids getting more sleep I do think it is important to look into the effects of the elementary kids being in school until 3:40pm. By the time these kids get home from school (especially in the winter months) it will be getting dark which is a safety concern. Some districts who have implemented late high school arrival times have flipped the times so that the elementary kids go to school first. I'm also thinking with all the extracurricular activities outside of school for the elementary students (unlike the older kids who do many of their activities on campus) we are going to have a lot of dismissals daily to allow for their activities.	12/16/2022 7:25 AM
163	High schoolers can sleep more! No change at middle level, which is going Ok.	12/16/2022 7:12 AM
164	Affects kids who work and play sports! Students will be missing part or all of last period on game days for JV/V games when they travel.	12/16/2022 7:10 AM
165	High school should not end that late. Too much going on with sports and activities.	12/16/2022 7:04 AM
166	Too disruptive to student after-school activities (including potential impact on academic time if student athletes have to leave school early) - Significant staff child-care issues	12/16/2022 6:55 AM
167	Not a big impact on middle school but am concerned about the impact on after-school activities at the high school.	12/16/2022 1:54 AM
168	provides a much greater change . . this would alter my childcare and other arrangements I have on the home front.	12/15/2022 10:29 PM
169	Less need for personal days- This would allow for consistency for our middle school children now- especially given the impact of adjusted school experiences, and the 2 year transitions	12/15/2022 10:16 PM

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between middle levels (which is a LOT of transition- something parents in town have reported to be challenging). This would also allow for me to be dismissed prior to my high schooler- benefits for scheduling appointments (I.e. I would not have to take personal time out of the building to bring my other children to appointments.). Increase of my availability to not use personal time for family matters.

170	Same as above. Too late for elementary kids to get out of school. After 2:30/3:00 is not a productive time. They will be getting home in the dark. It will eliminate their ability to do sports and extra curricular activities. As a teacher it will make it so I can't be a mom who brings her kids to sports li it takes too much time away from little kids. Way too late to get home after 4 and in the dark all winter. That sounds depressing for young children.	12/15/2022 9:38 PM
171	This option is convenient as it does not change my schedule much	12/15/2022 9:20 PM
172	Same thoughts as option a	12/15/2022 9:18 PM
173	Option B allows high school students an extra hour of sleep, while only causing a small change at elementary and middle levels.	12/15/2022 9:15 PM
174	same as above	12/15/2022 9:09 PM
175	I feel that the end of the day is too late for elementary students. It is difficult now to keep them engaged after 2:30.	12/15/2022 9:06 PM
176	I do not understand who this one benefits. Why can't the littles go the earliest? Such a drastic change for high school teachers from 2:30 to 3:30 educator end time is too much too quickly. This also requires hs for ex to need before and now aftercare for their own kids when they only needed before care before.	12/15/2022 9:02 PM
177	This schedule does not work for me at all. It would be virtually impossible for me to stay so late due to my children and their needs.	12/15/2022 9:01 PM
178	This is most consistent with our current day and will align with my family's needs	12/15/2022 8:57 PM
179	Children will be getting off the bus in the dark in the winter for elementary age students. Staff will need to rush out to get to commitments late in the day and will not stay to set up for the next day. Staff meeting days, staff will need to stay until 5pm. Leaving this late, student will be getting dismissed early for appointments more often- missing instruction. Appointments that can now be made for 4pm that don't require staff to take a half day, will now requiring taking time and more coverage at the elementary level.	12/15/2022 8:49 PM
180	I just think it's too late to get out of school without making adjustments to after school obligations. It will just push students to stay up even later which defeats the purpose of shifting for sleep.	12/15/2022 8:42 PM
181	This is too late for high school students, many who have jobs and can only work certain hours due to age restrictions. Also, many students have outside activities like dance which would impact their schedules.	12/15/2022 8:38 PM
182	This would disrupt after school care for my children, after school activities for my children, and my ability to get to my second job on time.	12/15/2022 8:21 PM
183	You cannot expect educators to increase their work day AND change the end time to almost 4 pm. We have schedules and routines and childcare that was carefully crafted around a teachers schedule. These are NOT teacher hours	12/15/2022 8:17 PM
184	Too late in the day for HS students for sports and work. Too much change to the current schedule. Does not work for my family and childcare.	12/15/2022 8:15 PM
185	With both of these options young children will be boarding the bus and walking home in the DARK. If anything the younger students should start earlier	12/15/2022 8:14 PM
186	This would significantly change child care in the mornings for staff.	12/15/2022 8:08 PM
187	Both of these options are the same for elementary students and educators, so it does not give us much choice in this vote.	12/15/2022 8:07 PM
188	Why is elementary not taken into consideration for the earliest start time? Those children are up early on their own anyway. I think we need to keep the times the same. Do you honestly believe that the high school students will not stay up later knowing they get to sleep in later? I	12/15/2022 8:03 PM

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understand sleep is important, so why not discuss the importance of putting down devices, or adjusting homework guidelines at the high school level to reduce the amount of time students need to spend on homework? (i.e. Math teachers assign homework M/W and ELA teachers assign HW T/Th. Other subjects can mix in there throughout the week?). I'm curious if there are experts in support of the elementary children being on busses until 4:45 - 5:00? Did that get taken into consideration when thinking about letting the high school kids sleep later?

189	I do not agree with changing school start times. All though I do understand this may benefit some students, I feel most students will exploit these later start times by staying up later playing on their devices as a-pose to utilizing this extra time for what it is truly meant for. This seems to be a band aid approach to a much bigger issue, which is teens are having a harder time with each passing day disconnecting from their devices not only through out the day but while lying in bed when they should be sleeping.	12/15/2022 7:59 PM
190	Seems obvious that kids will adjust their bedtime and stay up later. No high school student is going to say "great an extra hour of sleep", they will say "great, I can stay up even later." Sports teams will face scheduling challenges. After school jobs will be effected.	12/15/2022 7:51 PM
191	I am very concerned with students who play sports that will need to miss the last period of the day because they must be on a bus. It is very disruptive to their learning. Currently have 10+ kids out that already need to make up work due to illness but then add on kids who miss class due to sports...it will be a nightmare. Honestly, so many kids do not look at Schoology now..imagine those that leave early because of sports? Additionally, students who work this will greatly affect their schedules. Many who work during the week start at 3 pm.	12/15/2022 7:45 PM
192	This seems to have the greatest impact on sleep for the students who need it!	12/15/2022 7:43 PM
193	This gives high schoolers more sleep. Although services may need to be added at the middle school level, it would be worth the potential boost in the academic success of the high school students.	12/15/2022 7:39 PM
194	I dislike the change, regardless. A bit of the tail wagging the dog. But if you're going to upset the teacart this one at least has significant enough change to make it feel like it might actually yield significant differences.	12/15/2022 7:38 PM
195	The time line makes it very hard to schedule doctors appointments etc without having to take time off.	12/15/2022 7:36 PM
196	Leaving work at 4pm is too late for my family	12/15/2022 7:35 PM
197	This change to the schedule is going to have a dramatic impact on my family's routines, mental health and financial situation. My own children do not attend SHS and their school's start times are not changing, so I will still be arriving at school at the same time (I have to drop my daughter off at her school at 6:55) but I'll be leaving an hour later from school, which means I am losing an additional hour of time for my own family's needs. We will also have to obtain additional after school care which will incur a large financial burden. We have no family or close friends on whom we could rely for extra help with household duties and childcare, so we've always relied on my ability to be home early in order to maintain our household. This change will cause me to have less time with my own family, for myself and for household responsibilities.	12/15/2022 7:32 PM
198	More aligns won't sleep goal	12/15/2022 7:25 PM
199	My family schedule will not change.	12/15/2022 7:19 PM
200	The elementary school teachers' end time takes time away from our own children and forces us to now find ways to transport them to and from their activities. Not a feasible option and our lives get upended because high school students need to get to their sports. Elementary teachers are not happy.	12/15/2022 7:16 PM
201	I do not support a later start for the elementary students.	12/15/2022 7:07 PM
202	An hour delay would help students get more sleep. However, it does have the more significant changes for staff schedules. Would like to see the educator required time on campus shift to 30 min before and 15 min after	12/15/2022 7:07 PM
203	I do not want the elementary school times to change. I work another job that provides supplemental income and this would impact my ability to work this job.	12/15/2022 7:06 PM

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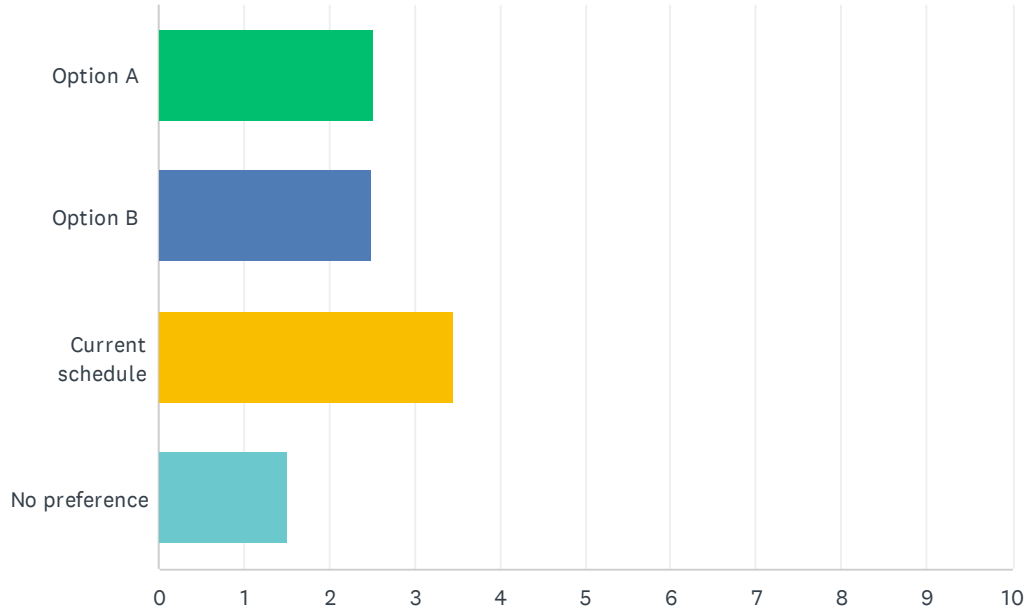
204	As an elementary teacher, either Option A or Option B are equal. What I don't agree with is adding on an extra 10 minutes. Elementary teachers in general put in many hours setting up classrooms and preparing for the day for so many diverse learners. 8:45 - 3:45 seems like a more fair option. I'm wondering why the extra 10 minutes was added.	12/15/2022 7:02 PM
205	If it is better for the kids then I support the change.	12/15/2022 7:01 PM
206	Getting out too late for elementary schools	12/15/2022 7:00 PM
207	It looks like Shrewsbury will be the next guinea pig for this woman's study. At least option 2 is the lesser disruptive of the 2.	12/15/2022 6:54 PM
208	This would cause a significant burden for us with childcare and my ability to get my elementary student from school. This would be a financial burden and I don't know how we would make this work.	12/15/2022 6:51 PM
209	Expecting elementary school staff to stay so late, for example until almost 5pm on faculty meeting days when it gets dark earlier in the winter, is ridiculous. It will also impact department meetings for specialist teachers, nurses, department heads etc. We're not giving kids "more time" to sleep. We're simply pushing the day back 30 minutes.	12/15/2022 6:49 PM
210	Too last for after school activities	12/15/2022 6:48 PM
211	This one seems like it will have the biggest impact on student sleep times.	12/15/2022 6:48 PM
212	Elementary school teachers would not get home until almost dinner time, which is very unfair. There would also be less after school activities offered at all schools, as we would lack the staff to run these.	12/15/2022 6:45 PM
213	While this option also provides more sleep for our students, it also comes with many significant changes to extra curricular activities, bussing and schedules for both students, staff and families.	12/15/2022 6:41 PM
214	I think this will cause many problems and will not have the benefits that these 'studies' say they will. We are not helping our students by starting the high school so late, we are enabling bad behavior and bad work ethic	12/15/2022 6:40 PM
215	This gives the oldest kids more sleep time which is what this is all about. But it still seems like elementary could start much earlier.	12/15/2022 6:38 PM
216	Late release time for elementary school staff	12/15/2022 6:37 PM
217	Such a late ending time is not okay for elementary school. Dismissals will be at an all time high. Students will not be able to access appointments, which are already hard to come by, especially in the mental health field. These young kids are already struggling in the afternoon. Elementary kids are already up earlier than anyone else. Adding to the end of their day is too much. Teachers quality of life will be severely affected. Absences will increase as staff will no longer have an option for after school appointments for themselves or family members. Child care will be impossible to find and very expensive. And staff paying for a teacher schedule will have to pay exponentially more, if their current places are even open that late. Personally, my daycare is open until 4:30 and a 30 -40 minute drive away. I don't know how I will be able to get there on time.	12/15/2022 6:35 PM
218	This is the best option if there is a change - but athletes will have to miss scheduled classes for afternoon games.	12/15/2022 6:33 PM
219	Elementary students are significantly more alert in the first half of the day. Their focus quickly fades by the early afternoon (by 1:00). Having elementary students start later and end later will greatly impact their optimal learning times in the classroom. The idea that elementary students will still be waking up hours before school, yet not arriving until later, jeopardizes their success in school.	12/15/2022 6:32 PM
220	This option allows for more time in the morning for older students who are more likely to go to bed later. I, however, feel that this option is still not the best for elementary students even though it may be best for high school students. Elementary age children are more likely to wake up earlier and go to bed earlier and this later schedule for them may result in them being more tired and unfocused at the end of the school day.	12/15/2022 6:28 PM
221	High school should be let out the earliest. To support younger children who might be coming home alone.	12/15/2022 6:25 PM

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222	Big change for our schedules	12/15/2022 6:22 PM
223	The 3:55 time to get out for elementary is TOO late.	12/15/2022 6:17 PM
224	The change in time will not change how much sleep students get. They will just adjust to the new times and go to bed later and get up later. 35 minutes is not going to be worth drastically changing the end of day for elementary educators. Needing on meeting days to be in school until almost five. It will prevent many appointment opportunities and lead to more staff absences	12/15/2022 6:13 PM
225	Impact to childcare for educator	12/15/2022 6:10 PM
226	See above answer. Just leave us be for a bit. Stress and anxiety levels are out of control with all the "one more things". I love my job but I'm really starting to dislike the district over all these unnecessary changes.	12/15/2022 6:10 PM
227	Although a positive step for high schoolers, it doesn't affect 7th and 8th graders at all. In fact, it just makes it a little earlier.	12/15/2022 6:10 PM
228	Getting out so late at the elementary level will be challenging- more traffic getting home, less daylight in the afternoons,... and does not seem to be a healthy option for for staff or students at the elementary level.	12/15/2022 6:09 PM
229	This is too late for the high schoolers.	12/15/2022 6:08 PM
230	Not in favor of hour changes	12/15/2022 6:08 PM
231	I have a middle schooler who would be alone for a chunk of the afternoon if this schedule changed, and it would make it harder for me to participate in clubs and activities I help with	12/15/2022 6:07 PM
232	As an elementary school teacher, I will not be home to get my children until 4:30/445. This greatly impacts my childcare needs and my ability to have my children participate in after school activities. I'm also concerned with how much later I will be required to stay for faculty and department meetings. This change will greatly affect my mental well being as it takes away priceless quality time with my husband and young children. As an educator coming off of a pandemic, there has been so much emphasis on student and staff well being. I think this shift for elementary students and staff will have such a terrible impact on our well being. Since I don't live in district, these are factors that greatly impact my ability to maintain a position in this district.	12/15/2022 6:07 PM
233	Again I am not ok with elementary schools getting out later. Childcare purposes.	12/15/2022 6:05 PM
234	This does nothing but create major challenges in childcare, commute times, etc. - students will still stay up late and come in tired... but now they will be driving in in busier traffic.	12/15/2022 6:00 PM
235	This will help teens.	12/15/2022 5:58 PM
236	test	12/15/2022 2:26 PM

Q6 Please rank your preference for next year's school schedule (1 = most preferred).

Answered: 362 Skipped: 0



	1	2	3	4	TOTAL	SCORE
Option A	11.60% 42	40.88% 148	35.91% 130	11.60% 42	362	2.52
Option B	20.72% 75	26.52% 96	35.08% 127	17.68% 64	362	2.50
Current schedule	66.02% 239	16.57% 60	14.36% 52	3.04% 11	362	3.46
No preference	1.66% 6	16.02% 58	14.64% 53	67.68% 245	362	1.52

Q7 Please share feedback regarding what you see as benefits and challenges regarding the school schedule options for next year.

Answered: 207 Skipped: 155

#	RESPONSES	DATE
1	Elementary aged children start their day extremely early. Some kids getting up between 5-6 am. The afternoon can be hard anyways.. I cannot imagine them working until almost 4 pm. It would be so hard for them to make after school activities/clubs. The same goes for staff members with school aged children.	12/23/2022 2:15 PM
2	I am disappointed there were no options that didn't impact elementary in later times. I think the challenge is that kids will lose stamina after being up earlier and having to go later and longer	12/22/2022 7:06 PM
3	I do not think it is in the elementary students' best interest to be in school until 3:40. As our schedule stands now the energy level dips in the afternoon. Adding an additional half hour to their day would be detrimental to their learning.	12/22/2022 3:34 PM
4	Unfortunately, I think the drawbacks overshadow the benefits of this proposal.	12/22/2022 2:32 PM
5	I think disrupting everyone's schedules will create numerous challenges for both staff and students- child care, sports, after school club times, etc. and I am unsure if the benefits will be worth the challenges.	12/22/2022 2:31 PM
6	Lots of moving pieces for not a big shift... and if it is a big shift, the moving pieces become harder.	12/22/2022 2:31 PM
7	I understand the need for high school students to get more sleep. I think that is very important. What I do not understand is why elementary schools cannot be the early start time, instead of moving them back even further. Elementary school teachers already are on campus until 3:30. Most doctors/dentists offices have a 4pm appointment as the last slot. It would be nearly impossible for many of us to get to an office, even when taking comp time, due to traffic and a later start time. This would lead to more half days and more subs, which are already in short supply. I think another challenge would that both elementary students and educators would be losing time with family after school. By the time students get home, between 4pm -4:30, students would have few hours to do an after school activity, homework, bathe, eat, and go to bed around 7:30 or 8. This leaves little time for students to wind down and spend time with family. I wonder if this was considered when presenting only options with elementary being the latest start and end time. It seems to make more sense to me to move elementary to an earlier time (like the time high school starts currently) and moving the other schools back in time.	12/22/2022 2:06 PM
8	I appreciate all of the hard work that has gone into the proposals for the school start times. I don't think there is an easy answer. I would love to see the high school start a little later, but not too much later.	12/22/2022 1:57 PM
9	Later start times will make students/parents think that going to bed later is ok. The conversation should be shifted to sleep hygiene. Turning off devices, not exposing eyes to blue light one hour before sleep which blocks the production of melatonin, the hormone that makes you sleepy. Sleeping with devices in a separate room than the one you sleep in so it is not a distraction and it does not delay bed time.	12/22/2022 1:50 PM
10	Please consider elementary school taking the first slot. It makes most sense for everyone involved. With both option A and option B, elementary gets out at 4pm. That is too late for a school. We already get out on the later end of school at 3:30. Please consider moving us to the 7:30am time slot or keeping it how it is. Don't change it just because. Please consider keeping it how it is if elementary school can't take the first slot. You WILL lose teachers with this change. There is talk in all the elementary schools about teachers needing to leave because of child care. It negatively effects the elementary staff. Also not to mention, we were NEVER told we would be later.	12/22/2022 1:21 PM
11	I think the current schedule is the best option.	12/22/2022 1:17 PM

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12	Benefits: more sleep for students if the district approaches this as developing healthy sleep habits early on; middle school students on campus later may provide a better safety net (for students without an adult at home). Challenges: teachers with children may now need child care, entailing added expenses for them (essentially a pay cut); if we change the times and it doesn't make a difference in average sleep times, it seems a wasted effort.	12/22/2022 11:38 AM
13	I believe that elementary school students should begin school earlier. The later dismissal will impact my home life in that I won't be able to get my own children to their own after school activities due to the later dismissal.	12/22/2022 10:23 AM
14	I am very thankful for all the work done by the committees.	12/22/2022 8:58 AM
15	I do think it would be beneficial for HS students to start later more than any other age, given how late teens go to bed. They have sports responsibilities, clubs or other activities, jobs, and homework (which intensifies as they age, too) all after school ...and dinner in there somewhere! Lack of sleep can impact mood, behavior, memory, and overall health.	12/21/2022 10:53 PM
16	Young children are up and ready to go relatively early in the morning compared to middle and high schoolers. I wonder if all options have been considered. Such as combining middle and high school start/end times? Having elementary start earliest? Having middle schoolers start latest? Are buses really a problem if they pick up/drop elementary first and then disperse to various neighborhood routes for middle and high school? If a new school schedule is adopted, will the latest starting school be able to have faculty meetings in the morning because no one wants to be working that late into the day!	12/21/2022 4:21 PM
17	If we are going to move the high school times later, then we need to move the elementary and middle times earlier.	12/21/2022 3:57 PM
18	There seems to be little consideration for elementary level, given that we have one single set of hours and no choice. Why is there no option to swap elementary and h.s. times, and have elementary start earlier, keep middle school where it is, and high school students can get more sleep? It's already a long day for elementary students, and not great to extend their day further. Also, it is already quite difficult to book appts - business or medical - outside of school, and will require elementary staff to have to take more time off work, whereas upper level staff will have more availability and be able to preserve their PTO. Finally, this schedule change will really limit students' ability to access services (therapy, medical, activities) outside of school.	12/21/2022 2:29 PM
19	Challenges: While I see the science behind it, students are still going to procrastinate and still going to go to sleep later. They will see this as a way to stay up later because they can sleep later. This is not going to change anything. Teacher challenges: 1. Teachers have lives outside of school. Administration seems to forget that we have to get our children to activities that are not dictated by SPS school hours and we don't always have rides for our children. We want to be able to see our children and have that quality time. 2. Also, there will be an uptick of teachers needed to leave for appointments that were originally scheduled after school. This will continue to strain resources such as the sub shortage.	12/21/2022 2:14 PM
20	I would be in support of earlier start time for elementary school. The proposed elementary time does not provide any options to actually vote on since both options A and B have the same start times at the elementary level. I also do not understand the extra 10 minutes of time tacked onto the end the school day-twenty minutes at the end of the day wouldn't be sufficient time that is useful for staff. The later start time for elementary school doesn't allow for staff to arrange appointments outside of the school day so this will impact attendance. Childcare for staff would also be a huge issue and at a time when finding qualified educators is difficult, I feel like it is a big risk to make these changes at this time.	12/21/2022 12:51 PM
21	I would be in favor of an option that allows for an earlier elementary start. I am not in agreement with having elementary school students in school until 4pm. This schedule shift in the midst of all that public school employees have on their plate is adding to additional stress and will impact staffing. I will be looking for another option for work next year if this schedule moves forward as it will have a negative impact on my work life balance.	12/21/2022 12:37 PM
22	I agree with starting the high school kids later as they typically need more sleep. I dint think elementary should start later. They are typically early risers and their day is already long enough.	12/21/2022 11:51 AM
23	It maybe hard also if some teachers have other jobs outside of school	12/21/2022 11:25 AM
24	If there has to be a change to the start/end times then option B seems to be the best since	12/21/2022 11:09 AM

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	high school students will get more rest.	
25	There are zero benefits to this change of schedule. There are definitely many challenges such as family priorities and appointments scheduled for after school will be conflicted.	12/21/2022 10:36 AM
26	If these times changed I would no longer be able to work in this district.	12/21/2022 10:06 AM
27	Maybe have some challenges during the winter time.	12/21/2022 9:25 AM
28	Pick up and drop off at the middle level schools will be challenging at best. Traffic congestion is already an issue on Oak St. Commuting will be a concern for many staff who have to travel in to Shrewsbury from out of town, particularly those who need to travel through Worcester to get to work on time each day. Option B provides the most sleep opportunities for students.	12/21/2022 8:35 AM
29	current schedule benefits many HS students who work after school.	12/21/2022 8:09 AM
30	Ideally no change would be my first choice. 5 minutes is less drastic than 30 if we have to make a change. Both options are reasonable, again if a change has to happen.	12/21/2022 8:06 AM
31	Good for older students. Get that/support that. Benefits for younger students? I see few as we know they'll have less outside time, especially in winter months. Also, younger kids are more attentive earlier in the day. The later school days will adversely affect them. Also, when we have staff meetings we'll be at school till 5. Definitely not ideal! Gives us, as educators, less family time.	12/20/2022 11:12 PM
32	Option A only saves a little bit of sleep for those students who do not take a high school bus. All of these changes are really only fixing a transportation issue. It is not doing a lot to help with sleep for most students yet it is creating a longer day for our youngest learners. Young children wake up early and will be going for longer in their school day. I believe the changes are not in the best interest of elementary students. In elementary classrooms it is very hard to keep students' stamina up past 2:30. They lose focus and attention. I do not see the benefits out weighing the challenges. Maybe if you did option B but then the high school students miss out on valuable time for other activities and jobs.	12/20/2022 10:18 PM
33	As an elementary educator it is already difficult enough to schedule appointments outside working hours. I think the new options just release students and staff too late. Elementary students will also likely head home finish homework, eat dinner; and go to bed. It seems like the ending times on the two new options are too late.	12/20/2022 8:00 PM
34	It seems as if a lot of effort has been put into finding information to support a time change, and information supporting our current schedule has been ignored. Any change in the schedule will drastically change things for staff, especially those with children. And unfortunately, I believe that these hardships for staff do not hold much weight when making the decision to change the schedule.	12/20/2022 7:14 PM
35	If the initial thought exchange had more information, you would have a better sense of where your educators stand on these changes in time. As an elementary educator AND PARENT, I would PREFER to go as early as possible--especially since our students are already awake. Why make them wait 2+ hours to start school in the morning. Please reconsider an earlier start time for the elementary schools. Or at least give us an option to give more input on that. To take that option away from us when we didn't have enough information in the first place is just wrong. I don't see ANY benefits of having elementary schools start that late. If anything, it's more of a challenge for all families. These are the children who are awake the earliest. These are the children who will be sitting at home waiting for school to start. These are the educators who want to be here at school early to maximize the attending and time we have with our students. I wonder what research states about the best time for children 5-9 to learn. I'm sure it's not until 4:00pm. The changes in schedule will result in significant increases in childcare costs for me. I would also be losing out on precious time with my family since my commute home will be 2-3x longer. The paraprofessionals and technicians who work in our buildings also have after school jobs. This change will prevent them from working immediately after school which could result in more resignations and vacancies to an already critical staff shortage. Please reconsider your options. These are changes that will result in many resignations.	12/20/2022 6:09 PM
36	* We did not see any research presented about 5-10 year old sleep patterns. I think these later options will contradict sleep patterns for our younger students as they are typically up earlier in the morning. Also their stamina to stay on task later in the day can be challenging for our younger students. * too late for elementary students * 5-10 year old students are up earlier in	12/20/2022 4:17 PM

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the morning and are more tired in the afternoon * negative impact on family/play/recreational time for younger students

37	Keep it the same if you can't make the elementary start time earlier. We get the most from our students in the morning so if you can't extend that, please leave it the way it is now.	12/20/2022 4:15 PM
38	At the elementary level, I cannot find a benefit. I genuinely wonder about my ability to be able to live a balanced life, as it is already so hard to manage time taken with children at home and time needed for myself. I am not someone who likes to miss time at work, but I do not know how I could be a present mother, teacher, and take care of myself without the ability for after school appointments. I am also panicking about childcare for next year and having to tell my own children they can no longer do the things they love after school.	12/20/2022 3:17 PM
39	I do not feel like starting later for early elementary students would be beneficial. Our student's already begin to fade around lunch time. If anything, an earlier school day may be more successful.	12/20/2022 3:15 PM
40	I strongly agree that our start time should remain the same or elementary should start earlier. After 2:00, elementary students already have a difficult time focusing.	12/20/2022 3:12 PM
41	I understand that kids would benefit from more sleep. I think we need to address some other issues to help with this. Not sure how we can control this but if they actually worked focused on HW at home they would have stuff done more efficiently and could get more rest. They have addictions to technology and that hinders their sleep. Why disrupt our ability to be effective parents and have us out so late so they can get a little more sleep. I saw the study said there is little data to support the myth that kids will just stay up later, but I do think the kids lacking in sleep just may stay up later unless there is some means to help them realize a bedtime routine is key and help enforce it. I have some students that say they would go to be the same time either way, but others feel that if they could sleep in more they could stay up later. I think staff would need more flexibility to leave a little early and not have to use a full half sick day if they have an appointment. Keeping us here until 330 will make it tough to get regular appointments outside of school hours.	12/20/2022 2:25 PM
42	Childcare will be the biggest struggle especially since surrounding towns are not doing this so people that work in Shrewsbury but have children in a different district will be greatly impacted.	12/20/2022 2:23 PM
43	Please prioritize student wellness by choosing option B. s	12/20/2022 1:22 PM
44	I think that by changing the schedule and having Elementary school days running longer, we will begin to lose the little students as they fatigue (especially in the winter months when it is almost dark as they are leaving). I also think that this schedule will be different for many parents that already have their own childcare schedules in place that don't match up with the new schedule.	12/20/2022 12:52 PM
45	There has been a lot that everyone has needed to adapt to in the past few years as far as change. I see more challenges than benefits. The high school schedule just changed, students and staff are still getting used to it and that in itself has shown a lot of challenges for my students. The high school is different in a lot of ways and has a lot of after school activities. This would really take a toll on staff who have families availability to advise and coach these activities. Childcare is also a huge concern personally.	12/20/2022 12:17 PM
46	I think the high school students would benefit from a little bit of a later start time, however leaving later than 2 does not seem like something that would benefit them as it would be harder with sports and potential rides home. I don't think the younger kids would benefit from this later start time because they are up so early anyways and this causes problems with child care and staff who live far away.	12/20/2022 8:28 AM
47	I think the later times will lead to department and staff meeting being later, making child care pickup difficult for some	12/20/2022 7:42 AM
48	While I understand the benefits for high school students, what is the benefit for elementary students? Those young learners fatigue during the day and benefit from morning learning. Dismissing kids at 3:40 is too late. No other neighboring towns dismiss that late. It will impact families and staff need for childcare and their ability to get their kids to sports and after school activities. It feels as though all efforts focus on high school and are not taking into consideration what may be best for the elementary student population.	12/19/2022 6:43 PM
49	I do not see any benefits to elementary scheduling--simply challenges.	12/19/2022 3:29 PM

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50	After school activities and athletics pose a challenge, especially for Option B. However, when going over these options I was mainly thinking about care for staff and parents with young children.	12/19/2022 1:38 PM
51	I don't really see any benefit to making a change given these options. If the whole point is for older kids to get more sleep then elementary should be starting earliest not latest. I also don't see that making this change is going to make a difference in older kids sleep. They will just go to bed later. It will also impact kids who have after school activities that start at 2:30 or 3:00, including kids who have jobs and need to work. I strongly feel that things should be left as is.	12/19/2022 1:19 PM
52	As a working parent that is also an elementary school teacher it will be extremely difficult to have my school day end at 3:55. It will present many challenges for families. For example, scheduling doctor's appointment, after school activities for children and before/after school care. Parents will be dismissing children early for after school activities which will impact traffic in the main office as well as children missing out on curriculum tough in the classroom. In the winter, the elementary school children will be getting off the bus when it is almost dark outside. I'm not sure an extra 15 minutes at the high school level is enough reason to change all of the arrival and dismissal times for the district. It doesn't seem like an extra 15 minutes of sleep will have that much benefit, but will present many challenges to the other grade levels.	12/19/2022 1:15 PM
53	I feel that changing the schedule by 20 minutes or an hour will make a small difference in a small number of students' sleep habits and thus their overall well-being. However, turning things upside down for everyone else seems like the risk-reward benefit is out of balance. Many of my students said that they won't sleep more, just go to bed later. Others said that when they took surveys about this they didn't realize that by starting school later it meant they'd have to go to school later (they thought the school day was being reduced). So I wonder how accurate student feedback has been up to this point. And although I do agree that high school students need adequate sleep, I also believe what that sleep looks like depends on the child. Some children have internal sleep cycles that make them want to sleep at 9pm and wake up by 7am, while others aren't tired until after midnight and want to wake after 10am. We can't accommodate all and I'm not sure that's a reasonable ask. In addition, pushing all after school activities (including homework, work, and sports) seems like we are just asking students to stay up later. In theory, we aren't reducing their workload by starting the day later, we are just shifting everything in their lives 20-60mins. So are most students really going to be impacted in a positive way by the push of times?	12/19/2022 1:13 PM
54	Changing the elementary schedule to later dismissal conflicts with after school commitments with my children/family.	12/19/2022 1:04 PM
55	Want to keep the day the same times it interferes with my after school schedule. The only thing that would work is a 8am start time earlier rather than later	12/19/2022 12:55 PM
56	I know that change is always a challenge, however, we need to really take into consideration the districts who made a change and then reverted back to the original schedule.	12/19/2022 12:47 PM
57	It's too late because parents will drive their kids to school and don't start work until 9:45, elementary school will not be home until dark, sports, activities or appointments would have to be at 4:30 and most doctors or dentists office closed at 4:30 and elementary children would be more tired. If high school students start later they would may not to have an after school job, first jobs are very important, high school students are either learning to drive or just got their driver's licenses and its safer if they learn during the day when it still light out	12/19/2022 11:28 AM
58	the yield and gain for students does not seem comparable to the other aspects of school life that would need to change to make this happen- its unnecessary.	12/19/2022 10:33 AM
59	At the high school level, students have been "forced" to adjust to changes in schedule--Senior have lost their "senior privilege" of coming in late or leaving early when they had a period 1 or 7 study- instead having to stay at school due to the waterfall schedule; Students who have been "baited" with going to work as long as their academic expectations/credited classes have been fulfilled, need to now stay at school, as work schedules can not be accommodated to meet the changing school schedule, students who are chronically late or missing the beginning of the school day will continue to do so as the waterfall schedule has shown- students have and will continue to miss the start of school if they oversleep regardless of the time. Additionally, as much as "routine and consistency" have been promoted- there has NOT been consistency or routine for the past few years (pandemic and since). I firmly believe that the topic of advisory/homeroom should occur at the start of the day and be used to help students transition to their day, not be held after school and classes have begun. Students and families should be	12/19/2022 10:27 AM

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taking responsibility for their own behavior...Furthermore, with the high school bursting at the seams (needing to change lunches to accommodate the number of students, more staff, teachers needing to share spaces, no privacy for staff (meetings, phonically, etc) -- things are being forced and decisions have already been made. This is all aside from the child care issues. I wish I could say I was tired and didn't want to come in when my job was supposed to start, ...We are trying to explain to students that high school is in preparation for college, and job responsibilities, yet the sheer truth is in college students can pick what classes they want to take and the time to take them, and for your job you tend to pick a job that meets your personal strengths and schedule (morning person works early, night person may work 3-11 pm) as a high school educator if I wanted to go to work at 9 am, then I would not be teaching high school...this potential change (unless the decision has been made and just waiting for data to support the decision) will also affect those students who are currently dropped off at school between 6:30 an 7 am and who are at school all day until 4 or 5pm as they wait for rides from parents who drop them off on their way to work, or pick up after work. Too many variables, if it is working, with the exception of a few, leave it as it is...

60	This change will overall impact the lives of everyone living in this community. This would be a terrible change to the district.	12/19/2022 10:26 AM
61	I would not have time to pick up my son from daycare and bring my children to after school activities. I do not live in Shrewsbury. I would be in support of the elementary schools starting earlier.	12/19/2022 9:46 AM
62	Personally I am concerned about getting to my second job on-time with the change in school schedule. At this time I can have a second job to supplement the school salary; not sure if that will work with the time change.	12/19/2022 9:33 AM
63	Pushing back the start of elementary school is going to be very challenging for the students and the teachers. Teachers will have a very hard time getting home in time to get their own children to after school activities. Especially for staff meetings when elementary teachers won't be leaving school till 4:55pm! Younger students already have a hard time focusing in the afternoon, so adding even more learning time at the end of the day will be very challenging for them. Honestly, I can't imagine how 5 & 6 year olds are going to stay engaged in learning after 3pm!!	12/19/2022 9:29 AM
64	I see no benefit as students will just stay up later and we are enabling the habits.	12/19/2022 8:56 AM
65	After reviewing the research and focusing on the additional sleep time, especially for high school students, it seems that Option B would accomplish the most important priority. If Option A was chosen, I would be concerned that there is minimal benefit accomplished for the amount of changes and disruption. I also would be concerned personally for my work commute, that would be very negatively impacted by a later start time.	12/19/2022 8:01 AM
66	Ideally Elementary school should start the earliest, since younger kids are first to awaken. They don't have many evening classes and would usually have siblings who also wake up early. Next should be middle schoolers and the last should be high schoolers. Mostly younger kids are up by 6-7 am even if parents don't want them to since they go to bed the earliest. As they grow older kids have more classes and tend to sleep later. Hence the next one should be middle schoolers and high schoolers should be the last.	12/18/2022 10:35 PM
67	I wish that the study group looked more at the reasons why our students are not getting enough sleep. I'd like to know how many kids that aren't getting enough sleep have overbooked schedules, how many of them are on social media for hours, or playing video games, or work a lot of hours outside of school. How can we move back the time without looking at our students' reasons? I know that a later start time will not allow me to get anymore sleep. I will still need to do everything I had to do before and now it will take me longer to get to and from school. Many of the studies talked of how increased amounts of sleep had so many benefits, which I agree with, but they weren't all studies of changing school times. I think that everyone would agree that getting enough sleep is good for you. I'm still not convinced changing the school time is going to solve all these problems. Maybe some of our students would benefit more from learning how to manage their time better instead of changing the school start and end times.	12/18/2022 9:55 PM
68	Elementary students are at their best during the morning hours. They have the energy and focus needed making them available for learning. As the day wears on, their stamina fades. Both proposals have our youngest students going later. The extra instructional minutes in the afternoon will be anything but beneficial to them. The benefits of the schedule changes for the older students are clear, but these changes do not benefit our younger students at all. On a	12/18/2022 9:49 PM

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different note, the later start and later dismissal times will put elementary teachers with longer commutes into rush hour traffic. Will there be considerations of moving meetings, such as our bimonthly staff meetings, to before school hours?

69	students will be rested before school starts	12/18/2022 8:20 PM
70	A change to the schedule is going to be a huge challenge for any staff members who work second jobs and for staff who utilize day care or have children in extra curricular activities.	12/18/2022 7:44 PM
71	I see no benefits that would truly help students and staff. Students are over scheduled and I do not think a later start time will help them achieve more sleep.	12/18/2022 7:28 PM
72	There are no benefits for elementary students, staff, or families.	12/18/2022 7:26 PM
73	The benefits would include more sleep for students and possibly more active learning. One challenge would be students following through and getting more sleep, who will keep them accountable? Another challenge would be parents and their work schedule. Work will not change for parents so how will they get their children to school and get to work. Another challenge would be staff who work multiple jobs. Students also work at the high school level. High school students will run into the same problem they have now: after school activities getting out even later so less time for homework and sleep.	12/18/2022 12:16 PM
74	While the data shows that this change will be good for students' mental health, I feel strongly that the stress of such a big change will have adverse effects on staff, whose professional and personal lives will be flipped upside down. We have already dealt with enormous changes these past few years, including a new daily schedule at SHS, and when something else monumental that impacts day-to-day life gets added on, it makes me feel that staff's wellbeing is not valued.	12/18/2022 11:03 AM
75	I have spoken to many students at the high school who would like the start/end time to remain the same. Worries include getting out late (especially in winter time and no sun time), work schedules, picking up younger siblings in district and student-athletes worry about getting home even later and balancing their academics.	12/18/2022 9:59 AM
76	A later start for elementary students makes it a long day for them as they wake earlier and get tired later in the day. I am also taking into account that these students also do after school activities and either they are now in school later and cannot make some of the start times (or will be released early) and/or get very little down time between the school day and the time their activity begins. Additionally, this also impacts teachers and their families when wanting to get their children to after school activities and/or be able to attend their child's after school sporting events. Finally, in the winter months, a later dismissal for elementary students limits their time to play outdoors after school as it gets darker earlier.	12/18/2022 7:39 AM
77	I worry about how on staff meeting days, elementary staff will be at school until almost 5:00 pm. Will this be a challenge for folks with child care needs? I worry that the elementary students will be very tired and less likely to be focused in the afternoons. We already are losing their attention as is by around 2:00 pm. I wish there was a way for elementary to be earlier instead of later, as young children are often up early anyway. I understand the dilemma of needing high schoolers to be home before elementary for child care, but could elementary take the 8:35 - 3:00 time slot?	12/17/2022 10:25 PM
78	I think you've been very thorough looking at this from every angle. I would just encourage you to make sure you're doing everything in your power to solicit feedback from ALL families. Are we encouraging feedback from our ELL families? This survey doesn't even appear to be translatable! Often, certain types of families are quick to respond and loud to give advice--I just hope a perceived majority opinion from families really IS a majority opinion from all families!	12/17/2022 9:03 PM
79	*Elementary school students will be arriving home in the dark during the winter months. This is a serious concern. *In times of delayed school more parents are going to have to take longer time away from work since they will have the children at home in the morning later than they usually do. *Most employers have employees hold a 9-5 job. With snow delays elementary school parents will need to find daycare for the longer time the children will be at home. High School and many Middle school children can and are allowed to be at home for short periods without an adult to supervise them. This is not an option for Elementary school children. *Staff with children will need to find different Day care options for changed hours. *Many appointments (Doctor, Dentist, Mental health) have been having last visit of the day between 4 and 5 pm. This can be a problematic issue for parents and staff who need to travel to get to	12/17/2022 8:01 PM

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appointments on time. Unfortunately, the later in the day appointments are the more traffic that builds up on the roads. Students will need to be dismissed earlier and staff will need to take more time off to get to appointments on time. Staff will be needing to take more personal and sick days to get to such appointments. With subs extremely difficult to find as is, this is going to create more staffing difficulties since Para's are already having to cover teachers absences. With proposed change to school day para's will not be able to carry out interventions since they will most likely have to cover for absent staff. *Elementary students who are involved in after school activities may not be able to participate (sports, Brownies, Cub Scouts, Cultural school). They will be getting home later and many after school activities are not going to change times because our district decided to make their day later. *Most elementary school children already wake up earlier than other upper grade school children. By the time the mid afternoon arrives, those students are going to be more tired and less focused. *Why can't the time changes have elementary schools start first or second and have the High School students begin last? If the argument is to give High School students more time to sleep then why are the middle and elementary school students and staff have to change our start times to later. If the town feels that they High School students need longer sleep time then the best option should be to have their start times be last. Why should the middle and elementary students and staff have to change their start times to be later to appease the High School students sleep schedule? Why is there not an option to have the elementary schools start times be first out of the 3 schools?

80	<p>I currently believe we should maintain the current schedule. Although I do believe sleep is a critical factor in overall health, including mental health, this change will not fix the problem of sleep for high school students in particular. Having worked closely with high school students, the greatest challenge they face in balancing their busy schedules is the amount of time they are engaged with the death scroll and social media. Until this is addressed and changed, I don't see a change of this magnitude doing anything related to the science of sleep and health. Rather I see it remaining the same while disrupting the schedules of students and families in the town. I feel strongly about this. Feedback from staff in both Marlboro and Algonquin have shared anecdotal feedback from their students that they have not been getting more sleep, only staying up later to balance everything that they take on. Secondly I wonder about the impact this will have on our students who do not thrive in traditional school. Although the number of these students is small in relation to the total population, many of them find success outside of school in the world of work. Pushing the start time later only delays the amount of time they are available for employers. What impact does this have on their ability to secure jobs? What impact does it have on their ability to make money (some of which they support themselves and their families)? These are curiosities for me and not something that I see as fact, but with our district's challenges in providing hands on learning through technical schooling or with limited classes in the high school, it remains a major concern for me. For many of my students who fit into this category, work has been a place where they have been able to build upon their sense of self worth and ultimately experience the most growth. I do know staff in another district that have faced challenges with their struggling students who seek to regularly get dismissed to make it to their jobs on time.</p>	12/17/2022 9:48 AM
81	<p>This is so detrimental to elementary schools. Our kindergarten kids are up at 6 normally and they start to fade by 2pm. We will lose so much quality instruction time. They will be too tired. They should be moved to the first time slot not the last. Also, as a staff member that lives in another town, if we have those later hours I won't be able to bring my own children to sports after school anymore or scouts. This will directly hurt their lives in a major way to the point where employment elsewhere might need to be considered. I can't work that late, my family needs to come first. The complete lack of thinking of our youngest learners in these options is heartbreaking.</p>	12/17/2022 9:10 AM
82	<p>I am extremely concerned with elementary school students staying at school later into the afternoon. Many of these young students wake up very early in the morning so by the afternoon, their attention and focus starts to fade already and the thought of teaching them until 3:40pm is concerning. By the time they are getting off of the bus during the winter months, it is going to be dark out. I worry about young students walking home in the dark if they get home so much later. I also worry about being able to schedule appointments after school. It is hard enough finding appointment times that are feasible with getting out at 3:30pm and I see less options being available when staff are staying at school until 3:55pm. This will result in staff having to take more time off from work and being out more frequently in order to make appointments due to the fact that they will no longer be out early enough to make after school appointments. This will also be a problem for students when they have appointments</p>	12/16/2022 7:52 PM

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and extra curricular activities after school. I imagine that parents will be dismissing their children frequently to get them to after school activities on time.

83	Any change will be resented by some. Despite the fact that this has been under study for some time (according to the documentation), it seems as if this has only been talked about during this school year and that it is moving very fast. While science is on the side of changing the schedule for the students, the real-world challenges for the adults don't seem to be being taken into account.	12/16/2022 2:58 PM
84	Why 7:55 and not 8am? or 8:30 instead of 8:35? Also instead of starting later we should give the students more lunch time? (every students complains about it and not the start time) Longer school lunch times is less food waste as well as improved student performance, cognitive function, physical health, and social/emotional health. Please consider!	12/16/2022 2:46 PM
85	I hope something does get implemented.	12/16/2022 2:31 PM
86	The research clearly supports later start times for adolescents. Students' health and well being may be improved by the proposed change. The challenge is in the adjustment of what we see as normal/comfortable.	12/16/2022 2:22 PM
87	I believe the benefits of the schedule PLAN B are High School students getting a substantial amount of additional sleep (more than 30 min). The challenges for BOTH PLANS A and B are busing and Traffic as well as disruptions of staff schedules. Some other potential challenges are- the unknown factors-how long will it actually take staff to get to travel to and from school under the new schedule? Will more students be dropped off early at school despite the later schedule? Will more or less students be taking the bus? Will elementary students have less needed time after school?	12/16/2022 2:06 PM
88	I believe that this change will be made regardless of what is preferred by staff in this survey. We have been through too much in the past few years and this is just one more change that makes me wonder if I want to continue in this career path.	12/16/2022 1:46 PM
89	Would there be consideration for stating that all SHS educators needed to be available at least 10minutes before & after school but that the remainder of the contracted minutes educators could have flexibility to determine whether those minutes happened before/after. Educators would need to have a set schedule. It would also provide flexibility for students seeking extra help b/c teachers would be available at different times.	12/16/2022 1:43 PM
90	The challenge will be elementary kids are going to be tired at the end of that day. Afternoon is kind of tough as it is, so to be an extra 25 minutes later will be that much more tired. It's not an especially productive learning time. Also, staff are going to have to take more sick time for doctors appointments, since the ability to actually get a doctors appointment after 4:15 is non-existent. Right now even those 3 - 3:30 appointments can be hard to get (using comp time).	12/16/2022 1:25 PM
91	challenges: athletics with students in this school district and our children in other school districts, before and after school care if schedules are changed, will it even add more time for students in SHS? (meaning if they go to school longer, then they have sports until later and have to complete homework later in the evening and the time is just re-arranged)...	12/16/2022 1:06 PM
92	The benefit for Option B is not impacting my family commitments. Option A will impact the family schedule and will be a hardship for me	12/16/2022 1:04 PM
93	I do not feel it is necessary to change the schedule. I think the challenges outweigh the benefits of gaining 20 minutes of sleep.	12/16/2022 12:52 PM
94	Elementary aged children get up early and learn best before lunch. After lunch they are exhausted. Why wasn't there an option to push elementary earlier? Pushing elementary later does not make sense for the students.	12/16/2022 12:19 PM
95	Pros: more sleep for students, more alert students during first period, increase in attendance and less tardies hopefully, for me - I would love getting some extra time in the morning Cons: Big change happening in the midst of other big changes feels fast and overwhelming, child care concerns, students who care for siblings or work may be impacted, staff may have to take more days off for appointments because of changing times	12/16/2022 12:03 PM
96	The idea of more sleep is a good one, however I am very used to the schedule we currently have. I would not want to deviate much from this.	12/16/2022 11:16 AM
97	Please be cognizant of staff member's commutes and childcare needs. Many staff travel quite	12/16/2022 11:10 AM

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a distance to work in our schools and these changes could be very difficult. Would these times impact local activities as well? I.e. if youth soccer practice starts at 4pm but teachers can't leave until 3:55, that is unfair to our kids. I do support giving older students a longer period of sleep and believe that option B would accomplish that and trust that the other challenges will be acknowledged by the committee. Thank you!

98	It seems like the focus is only on what's best for teens and not the younger elementary students. The current school day is already a challenge for many at the end of the day and an even later end of the day will be difficult. Has there been any consideration on the effects of younger students going a longer day and a later day? Students already need to leave early for doctor's appointments in elementary school. With the only proposed changes to elementary having a very late end time, I can see this being an issue since some doctor's offices are not open past 4. Also, if teachers end up needing to stay until 3:55, the staff meeting days will be daunting for family life after school. Would there be a possibility of staff meeting in the morning before school instead of in the afternoon? I would be much more in favor of the earliest start time for elementary students. I know there are child care challenges with this but there are going to be challenges with any changes that could happen.	12/16/2022 11:00 AM
99	We have had so many changes related to the pandemic, and we have handled them all. A change next year will require some adjustment, but we can do it, and it's for the health of our older students. We really must do it.	12/16/2022 10:59 AM
100	Benefits are that students will get more sleep and it will trickle down to better mental health and well being. This change is a long time coming.	12/16/2022 10:46 AM
101	challenges- kids will be up later since all activities and work will be starting later.	12/16/2022 10:28 AM
102	For staff that live further away, we will get home later to our families if our times change.	12/16/2022 10:27 AM
103	The line of buses at the high school at dismissal is so huge...can the high schoolers really all get out & have the buses get to the elementary schools on time?	12/16/2022 10:23 AM
104	I know staff is the lowest priority whenever you are attempting to show progress towards meeting your goals or strategic priorities, but please understand that the stress, and financial cost, this will cause for many staff members. It will require large personal changes, which will affect staff morale and mental health. Because this is a change in contract, I assume that an amendment will be negotiated and added to our contract.	12/16/2022 9:55 AM
105	Please do not change the schedule. We have the days set as is and it is already dealing with later busses and staying after hours. This would make it so the elementary is stuck there until after 4 pm. Those of us with kids and far commutes would be so negatively impacted.	12/16/2022 9:47 AM
106	This challenges afternoon sports for staff and families, childcare for staff and if the research backs for older grades, we should keep elementary the same.	12/16/2022 9:30 AM
107	Elementary kids would do better to start earlier and end earlier. By the afternoon on a typical day young children get tired and much less productive. The best work in elementary school is done in the morning. We don't save the rigorous material for the afternoon because we know they don't have that kind of stamina. Kids are freshest and most ready to learn earlier in the day. These two options only offer providing more sleep to older kids at the expense of elementary kids.	12/16/2022 9:29 AM
108	Option a and b are the same for elementary school so I do not prefer one over the other.	12/16/2022 9:29 AM
109	I choose staying the same	12/16/2022 9:29 AM
110	This will be a huge challenge for any staff members who work second jobs and for staff who utilize day care.	12/16/2022 9:20 AM
111	I am afraid that changing the schedule will have a negative impact on my mental health as I will have less time with my family. It may be a challenge for staff that work a second job. I am not sure that students will have "more" sleep, as their schedules are pushed back, and may get home from activities later. We cannot solve over scheduled students by changing school start times.	12/16/2022 9:19 AM
112	3 current schedule is the best preferred one	12/16/2022 9:16 AM
113	Sleep is largely determined by the student and the family. If families do not help students regulate their sleep or students do not establish a sleep cycle changing the school schedule is	12/16/2022 9:09 AM

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	not going to make any difference.	
114	It doesn't seem like the pros listed from the other schools are that positive to our students to disrupt everyone's schedules. I also don't feel that we are considering faculty in this decision as much as students.	12/16/2022 9:08 AM
115	Please help your employees we are not happy. We love our jobs but the constant inconsistency of this year and the last few years has driven us all to breaking point. Our opinions are not valued and this district has made it very clear.	12/16/2022 9:08 AM
116	Benefits - more sleep for high schoolers, Cons - aligning with sports schedules of other schools, elementary school kids don't get home much before dark during this time of the year so no time to play outside and parents may have trouble with childcare with a later start.	12/16/2022 9:01 AM
117	Thank you for the time and consideration put into this effort. I am curious about the percentage of elementary school students who require after school care from high school/middle school students. Why is elementary still starting at the latest time slot rather than moving to an earlier time slot as young children often get up earlier and are fatigued later in the day?	12/16/2022 8:57 AM
118	It is already challenging to keep elementary students engaged towards the end of our school day now, pushing the time out even more will just cause challenges for their engagement and further affect the retention of concepts taught. Getting out at 4:00 will affect commuting, not only for buses in town but also for staff traveling from out of town. This will impact family time at home. For a district that states it's important to find balance with family time and staff wellbeing, it seems that this would be working against that. Based on the options provided and no data to support changes for elementary students, it seems there is no benefit to elementary students and staff. It also seems that this would negatively impact high school students job and sport commitments after school. High school students will continue to stay up later because they can sleep later. It's important to teach time management skills rather than altering entire district levels for something that has been proven in other towns not to work.	12/16/2022 8:53 AM
119	I prefer option B. The only drawback is the impact on after school activities, but I'm not actually sure how large of an impact it will have.	12/16/2022 8:45 AM
120	Slight schedule change will help and students can adapt easily without much of a schedule change	12/16/2022 8:44 AM
121	The high school students need the most of sleep in the morning due to the demand of curriculum work, extra curriculum work, part time jobs, college applications. Option B will help them to be more alert and effective in class.	12/16/2022 8:43 AM
122	Not for me, but many others will have child care issues and work issues (having to change their work hours to accommodate morning and afternoon routines is going to be impossible for many.)	12/16/2022 8:42 AM
123	Staff that travel will just get a longer day which really results in a pay cut. Students will just stay up longer if they have more time.	12/16/2022 8:41 AM
124	I think the idea 1st of child care for both parents and educators and 2nd after school activities for HS students would be extremely late!	12/16/2022 8:35 AM
125	Benefits listed above. Major con is the childcare needs for elementary teachers. Also potential for more unsupervised time for middle school students which may be a negative in terms of delinquent acts. Could be remediated with stronger push for after school activities at these levels (which appear to be occurring more in past years).	12/16/2022 8:34 AM
126	Challenges would be child care for younger children. If anything I think the elementary school should begin earlier, rather than later. Getting out at 3:40 does not allow much time after school. They tend to go to bed earlier than others and wake up earlier. A later time would give them less opportunity to spend time with families or friends before getting ready for bed. I think more parents need younger kids in school earlier, rather than later. Moving a later start time might pose challenges for a second job, or after school activities/sports. . After school activities and other jobs	12/16/2022 8:31 AM
127	The slight change in time would be a good way to see how this impacts students learning and readiness, if at all. I do, however, have a concern with Option B and the much later start time. Because SHS does not have a time in which students can arrive to school, I worry that students will still be dropped off before 7am as they are being transported by parents who need to go to work. What will there be for those students who have 1.5 hours - breakfast, lounge	12/16/2022 8:25 AM

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space, etc. Additionally, this time change will have a large impact on extra curricular activities. I would think that it would impact the student participation, as well as finding advisors who will be available for students. Would sports practice be pushed off? Would there be a consideration to balance the sports with academics? With either option would there be consideration to change the high school teacher contract time to 30 minutes before and 15 minutes after?

128	There will be a period of time that all the students, staff, parents and community need to adjust to the change either Option A or B.	12/16/2022 8:18 AM
129	Thank you for the very thorough and thoughtful work on this project, very impressive work.	12/16/2022 8:16 AM
130	As someone who is not opposed to change and quickly adjusts, I am thinking more of the number of families and educators that this will impact negatively adding one more constraint to an already fragile system. There's only so much more squeezing from the fruit that can happen before it breaks down. Educators are constantly trying to meet the demands and adapt to circumstances but I would argue that this year has seen more staff absences than years prior because of various reasons. I would also hate to see educators leave the system because a start time impacts them greatly. These are all real concerns and yes there may be data that proves it but it takes a long while for the change to take place. Everything seems to be changing rapidly in Shrewsbury without time to adjust. So if the schedule shifts does that mean that afterschool activities and practices also need to shift their time frame? For example if sport practice ends at 6pm and the school time shifts by 1 hour does that mean that sport practice now ends at 7pm? If there's a concert performance does that time shift? If speech and debate practice starts at 6:30pm does that start time shift? If there are club events or parent meetings does that mean they shift start times to accommodate time differences? There are a lot of puzzle pieces that need to move around to make the picture clear and I hope the task committee is thinking about the whole community's impact. Thank you.	12/16/2022 8:16 AM
131	Later start times for the youngest students means putting them on the road and on buses into rush hour traffic, plus sending them home in the dark during winter. High schoolers are better equipped to be flexible with start/end times. Staff will be out 1/2 hour later on staff meeting days, complicating their own child care schedules. d	12/16/2022 8:11 AM
132	Option B change will make finding childcare very difficult for not only staff, but for the parents of Shrewsbury. It will make many staff members who live outside of Shrewsbury commute longer and far more stressful as traffic gets a lot worse even 10-15 after our day starts. Some members have to work part time jobs, take care of family members, get child care- I think this decision does not take the people who keep this place running into account. After all we have been dealing with between the pandemic and social emotional issues at the schools- there has been very little consideration for our faculty/staff outside of the basic mandated health requirements. 20 minutes with option A is manageable if this is such a necessity, but Option B with a full hour is just not manageable for many faculty and staff with families and responsibilities outside of their teaching job. My family is my number one priority and option B would be minimizing my time spent with my own young child because my commute would increase drastically in the afternoon and bump my work hours closer to my young child's bedtime. The Option B would minimize my precious after school time with my own child, which would highly negatively impact my families wellbeing.	12/16/2022 8:11 AM
133	Staffing - if we push high school activities to much later will we have staff who is willing to be coaches/club advisors	12/16/2022 8:01 AM
134	Challenges for elementary: Our students do not have the stamina to actively learn that late in the afternoon. We would be unable to run outdoor after school programs such as Girls on the Run due to a lack of available daylight. Elementary students getting off the bus close to 5pm would have very little time for homework or their own after school activities. Teachers with children living in other towns would have to put their own children's needs second and be unavailable to their own children for after school activities. This feels unacceptable to me. Not all of the staff live in Shrewsbury.	12/16/2022 8:00 AM
135	I feel the challenge with moving the HS start time is that students will just stay up later because school starts later so they aren't really benefitting from the change in time.	12/16/2022 7:59 AM
136	There is no benefit for the younger grades in these scenarios. Both staff and families would be greatly impacted as well as the community. The times should stay as they are. I am unsure why there wasn't an option for elementary and high school to swap as that is what other districts have done.....	12/16/2022 7:56 AM

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137	Childcare will be a huge challenge for teachers and I do not think this has been addressed at all by the administrators. It seems to be a greater conversation about the students, not about the teachers. I also think the strict arrival and release times for teachers is unjust- we should have the expectation of being in school for a certain amount of time and we can decide if before or after school works best for us. There needs to be trust of the teachers and respect for professional judgment. The benefits are for the students and hopefully they get more sleep and are able to improve their academic performance.	12/16/2022 7:55 AM
138	I do not see this shift being beneficial for our elementary learners and would like to see more thought put into how this change will affect their learning and well being. As both an educator and a parent I know that my elementary aged students and children are at their best earlier in the day and I would like to see their schedules be adjusted to reflect that in order to optimize their learning. It is much needed work that we are looking at what our older learners need, but if we don't take into consideration what our younger learners need as well we are only moving the bracket of mental health wellness from one group to another. What ALL students need for learning, wellness and overall schooling experience should be strongly taken into consideration when making any decisions.	12/16/2022 7:52 AM
139	As a single parent it would create many problems and unsafe situations for my children if school times changed.	12/16/2022 7:51 AM
140	Athletics and extra-curricular activities will all fall into difficulties of competing with other schools after hours when those schools are out long before our students will be. I also do not think that kids will necessarily take full advantage of getting more sleep as most of my students find themselves probably staying up later, almost as you would on a day where you were anticipating a snow day or delay (knowing you'd get to sleep in later). I worry for teachers with children in other districts or teachers with jobs like me after school that they will have to quit and lose more income on. The current schedule is good preparation for students who will have 8 am classes in college and also good for people going into the workforce who have to get up at 7am like most people do. I think it will be more difficult to find substitutes and coaches as people probably won't want to be getting out of school at 3-4pm and just starting their after school activities.	12/16/2022 7:51 AM
141	I see no benefits to changing the schedule for next year. Challenges include; limited family time, stamina of elementary school aged children throughout the day. Additionally, why was there no option for elementary schools to start the earliest in the day? Children are up earlier in the morning and could benefit from starting school later. This would still allow for high school students to sleep in and have a later schedule.	12/16/2022 7:49 AM
142	If there is a change to start times, everyone will just need time to fuss, adjust to whatever is chosen. Arrivals and dismissals may be messy for a spell as everyone adjusts to time they can get to school, bus times, traffic patterns.	12/16/2022 7:46 AM
143	Change is hard for everyone! Adjusting child care schedules may be a challenge for staff with young children. Looking at how to speed up bus dismissal at the middle level will take some creative thinking but is definitely possible! If dismissal takes less time at the middle level, will teacher have more collaboration time?	12/16/2022 7:40 AM
144	Option B will be very hard for childcare arrangement especially if you change for this coming fall. I am not sure if those in charge realize how hard it is to find childcare within a 6 month timeline. Places are booked out very far in advance if we need new arrangements.	12/16/2022 7:39 AM
145	Of course any change will come with adjustments, but I do think the biggest issue for all stakeholder families is currently, and will be with either change, childcare. I have been beating the drum for years for the district to create a childcare program for SPS staff (they would have to pay market price, of course!), as this would address a lot of staff concern. Additionally, the town should work with private childcare providers across the region to encourage them to adjust times to match our start and end times. While the district can easily wash its hands of this and claim that this is the responsibility of families themselves, this ignores the truth that the pandemic laid bare: our public school system is primarily a childcare system first, and anything is, unfortunately, secondary.	12/16/2022 7:33 AM
146	Negotiating after school sports, homework, childcare.	12/16/2022 7:12 AM
147	Please Please consider how Options B will greatly affect after school activities. Less HS teachers will be available to be an advisor if we go until 3 pm. Many have kids to get home till	12/16/2022 7:10 AM

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and the low pay of stipends will definitely not benefit teachers to be advisor. Many clubs may end because of the late end time with Option B.

148	Many after-school activities at the high school require faculty advisors...with a time shift, some (perhaps many under Option B) faculty members may no longer be available as advisors.	12/16/2022 6:55 AM
149	-Increase in school refusal- numbers of student school refusal increasing- adjusted times May not help support this- -Alignment with outside providers (if students in crisis need to access during the day)	12/15/2022 10:16 PM
150	As an elementary staff member these options don't allow for much choice or preference other than to hope to stay the same. While it may be a benefit for high school students to start later it is at the expense of the younger children. If we want them to grow and learn and be healthy well rounded students as they grow they need time to be kids after school and participate in sports and activities. These options have the elementary kids getting out too late to allow for this time. As a teacher I know that this is already a struggle in the afternoon. Adding a later time will just make it worse.	12/15/2022 9:38 PM
151	This option works for me as it is close to the current school timings .This gives me sufficient time later in the day to cater to kids activities after school.	12/15/2022 9:20 PM
152	Is there an option that would consider starting elementary school earlier? Young kids are up early and the research does not show any benefit to starting kids after 9 am. If you are investing the money to make this work, do it right and adjust elementary school to an earlier dismissal. You are going to loose staff, who work two jobs. You are sacrificing climate of your elementary staff. Keep your staff's mental health and well being in mind, not just the students.	12/15/2022 9:09 PM
153	Many elementary age students awake early in the am. I feel that expecting them to stay engaged later in their day than now will be difficult and will not be beneficial to their overall well-being. It would be nice if there was an option to have the elementary schools start earlier than current times.	12/15/2022 9:06 PM
154	Please leave the elementary school times as is.	12/15/2022 9:01 PM
155	I do not think our students will get more sleep to be honest. There are plenty of students that go to bed at a reasonable hour and get plenty of sleep. The amount of time they are on their phones during the day is more concerning to me. The amount of time they get for a lunch break is more of concern. Not to mention, a change would really be a challenge for my family and our needs.	12/15/2022 9:01 PM
156	I wish the option of elementary starting first, high school second and middle last was an option. Elementary students working later in the afternoon is difficult on them. Other districts had elementary students starting their days between 7:45 and 8:15 with no dramatic repercussions.	12/15/2022 9:00 PM
157	I do not seeing any added benefits at the elementary level and see a series of challenges.	12/15/2022 8:49 PM
158	To me, the benefit is sleep but the challenge is equity. I teach MANY students who work and need the money they make at their jobs. I worry about what the collateral damage may be if we keep them in school too late in the day.	12/15/2022 8:42 PM
159	The later dismissal time for elementary educators would have a negative impact on retaining current teachers and hiring new educators. As someone with young children that is a serious sacrifice of time.	12/15/2022 8:40 PM
160	The late high school schedule would have many negative effects on after school activities and obligations for students, teachers and staff.	12/15/2022 8:38 PM
161	I am completely burnt out with all of the changes. Homework policy, SEL, UDL, advisory, waterfall bell schedule, and now this. I feel completely frantic every single day despite being a VERY veteran teacher. I seek stability and, frankly, ease and comfort in a job that I have done for almost 20 years, and it just keeps getting harder and more hectic.	12/15/2022 8:21 PM
162	Starting a little later is fine, I think option B especially at the HS is too large of a shift. I think ending the school day an hour later really effects sports and work. Again, personally I would need to figure out childcare with option B.	12/15/2022 8:15 PM
163	I can see the benefits to this schedule for middle and high school students regarding their sleep habits. However, I also am concerned that the elementary level will be inequitably and	12/15/2022 8:07 PM

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negatively affected by this schedule change. We should stick to the same schedule and find other ways to help students gain more sleep (e.g., continuing to adjust homework, more access to mental health resources and counselors, more education about self-care for students and families, etc.)

164	I believe changing the schedule will upend both staff and Shrewsbury families. At the high school level, students in sports may have to miss time in school if they have away games with schools that get out earlier. Not sure what the benefit is if students need to miss learning time. At the elementary level, getting out later affects the activities students can participate in. If a class starts at 4:00 and is 20 minutes away, that is no longer an option for those children. Also at the elementary level, staying until 3:30 is a struggle for most students. They are pretty much tapped out by 2:15. I can't imagine staying any later than they already do. It will not be quality teaching/learning the later we stay in school. The younger children are going to wake up early as usual, and "hit a wall", so learning will not be done. Keeping it as is seems like the most logical choice. Thinking about personal lives for staff members at the elementary level, making doctors' appointments will be tricky because most of the latest appointments are anywhere between 3:30 - 5:00. Staff may need to take more personal time or sick time in order to take care of themselves and their family members. That would require either more substitutes to cover, which we know we are lacking, or take aide support away so that an aide can cover a class for a teacher taking personal time or sick time to get to a doctor's appointment. I truly love teaching in Shrewsbury, but changing the schedule will affect the time I get to spend with my own family, and the involvement I get to have with my own children, so I may need to look closer to home for other teaching opportunities.	12/15/2022 8:03 PM
165	Child care, second jobs, transportation, family and house hold obligations. These are not small issues	12/15/2022 7:59 PM
166	Stated above.	12/15/2022 7:51 PM
167	I recognize the need for more sleep is more apparent in the high school population.	12/15/2022 7:43 PM
168	Anything new is tough and we will learn lessons from any failures and improve things for the next year. To me, the question is not what will suffer, but how we will change schedules district wide to meet the new needs.	12/15/2022 7:39 PM
169	I dislike shouldering the burden of another hasty change. We've had no sense of normalcy for the past four years. My unit plans are in shambles and I can't find the time to rectify the issue as I'm constantly responding to another change in the schedule. Teaching by the seat of my pants and it's wearing on my own mental health.	12/15/2022 7:38 PM
170	I really think kids are just going to stay up later resulting in no more sleep.	12/15/2022 7:36 PM
171	Neither of these options provide a reasonable option for elementary school	12/15/2022 7:35 PM
172	More sleep for teens Challenge- change is hard. Late release time for elementary	12/15/2022 7:25 PM
173	I can't rank the options of A or B. I do not wish them to have any number. There should have been the option to not rank. A and B are not optimal. I hope to not see this type of change.	12/15/2022 7:25 PM
174	It is unfair to change everyone's schedule to allow one specific population to gain 3.5 hours of sleep during the week. Based on other towns' experiences it seems that the changes are not worth it.	12/15/2022 7:19 PM
175	I would rather the elementary schools start at the first/earliest times so our lives are not as affected with our own children. The impression these options give is that high school sports are more important than teachers! With the importance of sleep our prior then the high school should have the latest start time!!! The option ranking above makes it seem like anything besides our #1 choice is an actual preference when clearly if we choose the current schedule, that is all we want.	12/15/2022 7:16 PM
176	I believe making changes to the schedule will impact students who need to work to help support their families. This will also impact the staff who have children in other districts who may not be able to get to their own children's extra curricular activities as most events start at 3:00 - 3:30.	12/15/2022 7:09 PM
177	I think the time and energy that went into shifting the arrival time of high school students by less than an hour is baffling. If you want to seriously improve their mental help and ability to sleep reduce homework and get families to realize the truly damaging impact social media is	12/15/2022 7:07 PM

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having on our kids. To me 30 minutes of extra sleep time is not at all worth making the change.

178	Potential challenge to staff schedules as Option B significantly extends staff day (especially for new staff members who will be required to participate in SET)	12/15/2022 7:07 PM
179	As an elementary teacher, either Option A or Option B are equal. What I don't agree with is adding on an extra 10 minutes. Elementary teachers in general put in many hours setting up classrooms and preparing for the day for so many diverse learners. 8:45 - 3:45 seems like a more fair option. I'm wondering why the extra 10 minutes was added. Later in the day makes it more challenging for teachers with families. I appreciate trying to make schedules better for students, which is certainly our priority. Thank you to the committee for all the work that has been done.	12/15/2022 7:02 PM
180	-Staff meetings after work would run really late -students will be exhausted staying later and hanging out at home more in the morning -sports and extra curriculum activities would all get pushed back -hard to get appointments after work that late	12/15/2022 7:00 PM
181	Option B would be a significant change in childcare for our family and would cost us a lot extra daily in childcare. Also, major perk of my job is being able to be there for my kids after school when they get home. It may not be something I am willing to give up and I would have hard decisions to make.	12/15/2022 6:51 PM
182	We don't need to reinvent the wheel for a 30 minute time change. Simple as that.	12/15/2022 6:49 PM
183	Difficult for after school appointments if school ends too late. Will hs students just go to bed later than now because they will need to stay up later to get everything done since they will be getting home and starting hw later?	12/15/2022 6:48 PM
184	Educators are already stretched thin as it is, and to make it so that we have to get out of school later would be unfair. There is already a shortage of staff to run after school activities, and this would only exacerbate the issue. The reason that kids don't get enough sleep is not because of the school start time, but because of their bed times. That is NOT on the school to change, but on the parents. Students tell me that they stay up past 12 most week nights, and this would change wouldn't let them get enough sleep to make a difference.	12/15/2022 6:45 PM
185	Change is never something many people like or accept easily.	12/15/2022 6:42 PM
186	Benefits of later schedule includes more hours of sleep that will hopefully equate to better outcomes for learning, mental health and overall well being. Benefits for families and staff who have to access before school child care may be decreased. Challenges include later releases affect afternoon activities for staff and students. Similarly, child care may be needed on the other end of the day. Overall, the data seems to show with slight adjustments to a later time schedules; it seems that the benefits may outweigh the challenges	12/15/2022 6:41 PM
187	This change will effect child care not only for staff, but for the parents of Shrewsbury. It will make many staff member's commute longer as traffic gets a lot worse even 10-15 after our day starts. Some member have to work part time jobs, take care of family members, get child care- I think this decision does not take the people who keep this place running into account. After all we have been dealing with between the pandemic and social emotional issues- there has been very little consideration for our staff. We are here longer than the students, our feelings SHOULD MATTER! 20 minutes is manageable if this is such a necessity, but a full hour is too much. How are these kids going to deal with the real world when they don't have to do homework and can come to school late?	12/15/2022 6:40 PM
188	Schedule changes pose too many challenges for educators around parenting and does not seem to reflect how these changes impact staff. Also long term impact on surrounding towns and community based activities as well as staff meetings which would make it unreasonable for staff to pick up their own child before daycares etc close.	12/15/2022 6:39 PM
189	Some of our buses don't leave until 25 minutes after the start of dismissal. If dismissal starts at 3:40, some kids won't leave until 3:55. In December they'll be getting home in the dark. Also, I understand we work 10 minutes less a day, but have we figured out how much contact time we have with kids each day? It's much more than the other levels. Plus, they have more prep/meeting periods without kids than we do. Seems like it all equals out when all of that is figured in.	12/15/2022 6:38 PM
190	Such a late ending time is not okay for elementary school. Dismissals will be at an all time	12/15/2022 6:35 PM

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high. Students will not be able to access appointments, which are already hard to come by, especially in the mental health field. These young kids are already struggling in the afternoon. Elementary kids are already up earlier than anyone else. Adding to the end of their day is too much. Teachers quality of life will be severely affected. Absences will increase as staff will no longer have an option for after school appointments for themselves or family members. Child care will be impossible to find and very expensive. And staff paying for a teacher schedule will have to pay exponentially more, if their current places are even open that late. Personally, my daycare is open until 4:30 and a 30 -40 minute drive away. I don't know how I will be able to get there on time. I honestly do not know how I could do my job well and maintain quality of family life with these changes.

191	If there is a change it needs to be more than a disruption- it needs to actually provide value to students.	12/15/2022 6:33 PM
192	I believe it is important for high schoolers to have a schedule that meets their needs and corresponds to their circadian rhythms. I feel the options listed are jeopardizing other students in the district, and therefore do not find these options to be effective solutions for all students.	12/15/2022 6:32 PM
193	I agree that older students do not get enough sleep due to their school work load, extracurricular activities, and their tendency to spend time socializing with friends in person or through social media after school hours. I don't, however, think the elementary school is going to benefit from a later start time. It is already hard enough to keep young kids' attentions at the end of the day and I see it being more challenging if they have a later start time. Younger students are more likely to be put to bed earlier by parents and tend to wake up earlier either by their own accord or by parents.	12/15/2022 6:28 PM
194	Option B gets out pretty late in the day for teachers.	12/15/2022 6:22 PM
195	Elementary staff being on campus until 3:55 means that faculty meetings will run until nearly 5. For staff who live in other towns (especially towns who have not adopted changes in school times), this will make it nearly impossible to pick up our own children, nevermind get them to their extracurricular activities or allow our family to have quality time together. I worry that dismissal running until 3:55 would lead our elementary students to be getting off the bus in the dark in the winter months. I also worry about the conflicts this may pose for elementary aged children with their extracurricular activities, many which begin at 4:30 or 5 and are not always local. Please consider the implications of our youngest students (5-10 years old) being in school until 3:55 (if we account for dismissal time). It is important that these children have time to participate in extracurricular activities, eat dinner, complete their homework and spend quality time with their families, keeping in mind that their bed times are often much earlier than older children. Will the local athletic organizations, dance studios, boy/Girl Scouts, etc. adjust their start times in accordance with our later dismissal time? Will daycares in Shrewsbury and other towns adjust their start and end times?	12/15/2022 6:17 PM
196	Teachers are going to leave the district if this doesn't work with their schedule.	12/15/2022 6:17 PM
197	Pushing the times later for elementary students provides greater difficulty for elementary teachers with families	12/15/2022 6:15 PM
198	I understand wanting to adjust for the health of students. However, we have already adjusted all homework across the grade spans. This should already make an earlier bed time a possibility. Not to mention that children have been going to high school at these times and not had some horrible side health issues. Changing the times is not going to change teenagers lifestyle habits. The needs of staff need to be put into serious consideration. It is only going to make child care all the more difficult. During the height of the pandemic we had to take on more and more but were told our mental health matters. How is our mental health going to be leaving work in darkness each day?	12/15/2022 6:13 PM
199	This is an opportunity for educators to model flexibility and adaptability for our students. When life circumstances require a paradigm shift, which it eventually always does, let's model how adults handle change with positivity and adaptability. Let's put the needs of students first.	12/15/2022 6:11 PM
200	Worry about the impact to childcare and inability to work as a result	12/15/2022 6:10 PM
201	There are too many changes that are pushing staff closer to breaking point. If we change by 30 minutes then that's a pedantic change. It will have no impact other than changing for changes sake. If we change by an hour countless teachers will have to see if they can rearrange daycare and other issues with their own children. I honestly feel this survey is an exercise in	12/15/2022 6:10 PM

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futility regardless. The district will push ahead with their agenda regardless of the feedback received. I feel very disheartened by the constant changes forced upon us in recent years.

202	While I think it is important for older students to get more sleep, I am concerned about the impact of these options on elementary staff, who will get out significantly later, which could have a negative impact on their health and well-being.	12/15/2022 6:09 PM
203	Staff Meetings going until 5:00 for elementary will be difficult for staff with young children. Appears the study is really just benefiting High School students and they most likely won't utilize for extra sleep (I observe my children often).	12/15/2022 6:08 PM
204	As an elementary school teacher, I will not be home to get my children until 4:30/445. This greatly impacts my childcare needs and my ability to have my children participate in after school activities. I'm also concerned with how much later I will be required to stay for faculty and department meetings. This change will greatly affect my mental well being as it takes away priceless quality time with my husband and young children. As an educator coming off of a pandemic, there has been so much emphasis on student and staff well being. I think this shift for elementary students and staff will have such a terrible impact on our well being. Since I don't live in district, these are factors that greatly impact my ability to maintain a position in this district. I wish there was more information provided initially during the thought exchange. I would have been able to better respond and give feedback if we had potential times during that initial request for feedback. Ultimately, I would prefer the earliest start time for elementary and I hope this can be reconsidered. Please allow us the opportunity to consider that option as well.	12/15/2022 6:07 PM
205	more staff absences as last doctor's appointments of work days is often 3 PM. No time to get there if we are allowed to leave HS at 250.	12/15/2022 6:06 PM
206	I will be very disappointed if they change elementary to later. I already get home so late with the end time as it is. I am not ok with the later start. I would only be in favor of starting earlier at the elementary level.	12/15/2022 6:05 PM
207	test	12/15/2022 2:26 PM