

From: [Tiffany Tresler](#)
To: [Christina Delmont-Small](#); [Michael Martirano](#); [BoE Email](#)
Cc: [Robert A. Motley](#)
Subject: Re: Answer to Mrs. Mallo's question about HCASA membership numbers
Date: Monday, January 16, 2023 10:23:03 AM
Attachments: [image001.png](#)
[School Start Time Feedback to HCASA \(Responses\) - Form Responses 1.pdf](#)
[Outlook-a2ubqpid.png](#)

Dear Ms. Delmont-Small, Members of the Board, and Dr. Martirano,

Please see the attached survey results. Please note that I removed school names in the comments to help ensure the anonymity of the members who participated in the survey.

Thank you for considering the voices of our members.

Tiffany Tresler, HCASA Second Vice President

[Dr. Tiffany Tresler, Principal](#)
(She/Her/Hers)



[Triadelphia Ridge Elementary](#)
[13400 Triadelphia Road](#)
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From: Christina Delmont-Small <Christina_Delmont-Small@hcpss.org>
Sent: Friday, January 13, 2023 12:01 PM
To: Tiffany Tresler <Tiffany_Tresler@hcpss.org>; Michael Martirano <Michael_Martirano@hcpss.org>; BoE Email <boe@hcpss.org>
Cc: Robert A. Motley <Robert_Motley@hcpss.org>
Subject: RE: Answer to Mrs. Mallo's question about HCASA membership numbers

Dear Ms. Tresler,

Thank you for the information about your members and your presentation at yesterday's meeting.

Although your organization is not taking a position on start times, the perspective of your members would be helpful. I would like to take you up on your offer to forward the survey results to the Board.

Sincerely,
Christina

Christina Delmont-Small
Member – District 1
Board of Education of Howard County
Cell: 667-786-3895
christina_delmont-small@hcpss.org

From: Tiffany Tresler <Tiffany_Tresler@hcpss.org>
Sent: Friday, January 13, 2023 10:30 AM
To: Michael Martirano <Michael_Martirano@hcpss.org>; BoE Email <boe@hcpss.org>
Cc: Robert A. Motley <Robert_Motley@hcpss.org>
Subject: Answer to Mrs. Mallo's question about HCASA membership numbers

Dear Mrs. Mallo, Members of the Board, and Dr. Martirano,

I apologize for not having the answer to Mrs. Mallo's question about our membership numbers during the HCASA appointment at the meeting yesterday afternoon.

There are 504 employees assigned to HCASA as their bargaining unit. We have 308 dues paying members. Our survey on school start times was sent only to members. With 159 members completing the survey, our response rate was 51.6%.

Thank you for your time.

Sincerely,

Tiffany Tresler, HCASA Second Vice President

[Dr. Tiffany Tresler, Principal](#)
[\(She/Her/Hers\)](#)



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Timestamp	Please check as many that apply	Do you support changing current school start times?	After looking at the pictures/charts above, if you chose yes to the first question, which option would you choose?	Please share anything else you would like to share with us about school start time proposals so we can advocate HCASA's position with the Board of Education.
				<p>This is the letter I sent to the BOE</p> <p>I am speaking as a HCPSS parent, as well as a HCPSS staff member. I am the Registered Nurse at removed school; my children attend removed School.</p> <p>I chose this career because it allows my family and I to have a beautiful work/life balance. Currently, [REDACTED] starts at 8 40am and [REDACTED] starts at 9 25am. The current start times allow me to be 'Mom' to my children in the morning and still arrive at work on-time to be the nurse to my Ichester students. My husband goes to work at 4 30am in order to be able to pick up our children from [REDACTED] at 3 10pm.</p> <p>I am asking you to please not change the start times for Elementary Schools that already begin at 8 40am. On both of the proposed new start times, both removed and removed are together in Tier 3. If removed and removed start at the same time, I will no longer be able to maintain our work/life balance. My ability to be a 'Mom' in the mornings will end, and we will have to hire childcare to ensure our children arrive to school safely and on time. The disruption these proposed start-times will have on my family is immense.</p> <p>Please consider the number of HCPSS staff that are also parents here in Howard County and how changing start-times will impact their lives. Many of us who are both HCPSS parents and staff chose our jobs at our specific schools within HCPSS because of how seamlessly our lives balance out and the quality of life our current schedules allow for.</p>
1/4/2023 9 27 53	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 28 14	High School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 28 29	High School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 28 59	High School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 28 59	Central Office	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	I do not think the alternative proposed times would be beneficial. I support no change or the proposed change only. Thank you!
1/4/2023 9 29 16	High School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 29 27	Middle School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 29 29	Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 29 33	Middle School	No, I do not support changing the start times.		
1/4/2023 9 29 48	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 29 57	Central Office	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 30 10	Middle School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
				<p>Elementary school children are up the earliest and therefore should be going in the earliest. It is too long of a day to keep little ones in school until 4 pm or later and not getting home until after 4 30.</p> <p>I honestly don't feel that by delaying start times for High school students will make them sleep later--this just gives them an excuse to stay up later at night! My best vote is leave things as they are!</p>
1/4/2023 9 30 25	Elementary School	No, I do not support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 30 51	Central Office	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 31 02	Assistant Principal	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 31 16	Middle School	No, I do not support changing the start times.	I do not support changing start times	People have second jobs.changing my start w ll interfere with my second job
1/4/2023 9 31 19	Middle School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	<p>One of my main concerns is related to the siblings in middle school who pick up and watch their younger s blings after school. I am also concerned that if we start later, will we be able to staff after school programs due to staff needing to attend to their own children.</p> <p>While I understand the desire to move high schools to a later start time, the drastic change of the Alternative Proposal would greatly impact students' abilities to engage in afterschool jobs as well as HCPSS work-based learning programs. Therefore, if a later start time is adopted, the Proposed option provides the least disruption to these afterschool and site-based learning opportunities.</p>
1/4/2023 9 31 24	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 31 41	Middle School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 31 48	Elementary School, Principal	No, I do not support changing the start times.	I do not support changing start times	Changing start times will not benefit students. HS students will stay up later because they can wake up late. This is not worth the significant change and disruption to the routines.
1/4/2023 9 32 01	Elementary School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
				<p>Changing times is going to negatively affect the after-school operations that occur day to day. We have athletic coaches/advisors/sponsors who w ll drop their sport/club due to the time changes; we already have a very difficult time finding qualified coaches/advisors to fill these roles. Time changes will make this even more difficult. In addition, the change in later start time will cause all events to be later in the evening which will have students at the school later (defeating the purpose of the change). For athletic events that do not have lights, students will need to be pulled out of school early to make sure these events happen in daylight, this will disrupt the academic day for many.</p> <p>All of these start times w ll also negatively affect parents' ability for child care before/after school, it is going to cost folks more money.</p> <p>I strongly oppose any change in start time, times should remain the same, our students have thrived in this model for years and will continue to for years to come. No change is necessary.</p>
1/4/2023 9 32 59	Athletics and Activ tes Manager	No, I do not support changing the start times.	I do not support changing start times	I believe elementary schools should have an earlier start time due to parents work schedules. Speaking from experience this would have been very helpful when by children were young.
1/4/2023 9 33 09	Elementary School	I neither support or oppose.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 33 17	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 33 31	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 33 46	Elementary School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
				<p>I think starting high later would cause issues with sports. No lights on field hockey, softball, baseball fields. A later start time for games would cause these games to play in dusk to dark conditions. Indoor Track is another example as they already run well into the evening. Some students do not get home till after 11 pm. This was my experience when my own son was in school. This could have change since that time but just something to think about.</p>
1/4/2023 9 34 44	High School	No, I do not support changing the start times.	I do not support changing start times	High school students are counted on to watch their younger siblings after school. Having a later start time would be a financial issue for a lot of families as they would need to pay for childcare in the afternoon.
1/4/2023 9 34 56	Elementary School, Middle School, Hig	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 35 00	High School, Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 36 02	Elementary School, Assistant Principal	I ne ther support or oppose.	I do not support changing start times	
				<p>Changing school start times in this manner has far reaching implications on our society. Parent work schedules, daycare schedules, traffic patterns, high schoolers with jobs and/or participating in athletics, and community events are just a sampling of the impacted concerns. To the best of my knowledge, altering the start times is mainly due to concerns about high school students' sleep schedule. If the start of the school day is pushed to 8am or even later (in the alternate proposal), their athletic events and jobs will be pushed later as well. This will then require them to stay up even later to complete homework or require them to get up early the next day to complete it.</p> <p>I'd prefer the time not change for High Schools but if it does 8 00 would be preferable to 9 15. 9 15 would make it very difficult for families of students who watch their younger, elementary age siblings in the afternoon.</p>
1/4/2023 9 36 04	Central Office	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 36 07	High School, Assistant Principal	I ne ther support or oppose.		
1/4/2023 9 37 05	Elementary School	I ne ther support or oppose.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 37 15	Elementary School, Assistant Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 38 43	Elementary School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 38 47	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 39 20	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	nothing at this time
				<p>If the start times do need to change and is able to be implemented successfully without delays in transportation impacting staffs work times. Also only will support a change if it is the Alternative Proposed schedule due to the Proposed schedule changes will greatly impact personal scheduling in a negative fashion due to school start and end times.</p>
1/4/2023 9 39 33	Elementary School	I ne ther support or oppose.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 40 22	Athletics and Activ tes Manager	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 40 32	Middle School	No, I do not support changing the start times.	I do not support changing start times	

Timestamp	Please check as many that apply	Do you support changing current school start times?	After looking at the pictures/charts above, if you chose yes to the first question, which option would you choose?	Please share anything else you would like to share with us about school start time proposals so we can advocate HCASA's position with the Board of Education.
1/4/2023 9 40 51	Middle School, Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	There are other counties that have successfully changed to a later start time without negatively affecting extra-curriculars. Also, if the ES's end before MS & HS, the county would need to assist families as they might need more after-care options. I sent written public testimony as parent I do not agree that school start times should be adjusted at all. If this were still an option, it is what I would choose. Look at Anne Arundel County as an example here. The county is suffering in providing adequate bus coverage and it has been a mess. Many of the public testimony revolves around high school students and their brain. However, changing start times will not magically get them more sleep. It will cause many students to simply stay up later. As a parent I feel it is my responsibility to manage my sons' sleep and that means taking technology by 10 00 pm and ensuring they are going to bed. It is interesting how so many students have "survived" a schedule without detrimental effect to their brain. Our percentage of students heading to college or careers and our high graduation rate prove this. However, if the choice is to plan one or plan two I am writing in support of plan one. High schools starting by 8 00 am will more often allow for older children to be home to watch over younger siblings. In many families, the parents rely on this supervision. Also, the later the start time for students the later after school activities begin. Currently, students have the potential to participate in after school activities and work a part time job. Coming home later will make it difficult for some to make this choice. Further, athletic practices/games will be a challenge in the evening when the turf fields are turned over to the Recreation and Parks in the evening. This means some sports will have their athletes practice before school, which places them in the same position of having to get up early (and in some case earlier than before) to attend a morning practice. Again if times are to change I support the first proposal. It would allow for all high schools to be on the same schedule which would help with after school athletics and activities. I know some have said very vocally that kids should not be responsible for younger siblings yet this argument comes from a place of privilege. Lucky for some families to not need help from an older sibling, yet at many schools I worked at, it was a high school or middle school child coming to retrieve their younger sibling. Our school system should be focusing on increasing spending to help special education support their students over spending it on a transportation plan that is not in need of fixing.
1/4/2023 9 40 58	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 41 58	Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 42 10	High School	No, I do not support changing the start times.	I do not support changing start times	Why in the world are you wasting time and tax dollars changing times? If you start the high school group later, they will just go to bed later. Ridiculous waste of time. Worry about what is more important like mental health, respect for classmates, and kindness to others. Changing times will not make anything better for students. High Schoolers work and have sports. Why do you spend time changing things that really do not need to be changed?
1/4/2023 9 42 53	High School	No, I do not support changing the start times.	I do not support changing start times	Have an after school job and will have to look for another due to time changes
1/4/2023 9 43 04	Elementary School, Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 9 44 08	Middle School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 44 50	Central Office, Elementary School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	In the alternate plan, I am concerned that there will at times be some primary/elementary students walking to school/waiting at bus stop in the dark.
1/4/2023 9 44 58	High School	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 45 42	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 47 17	High School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	I support either change. High school children work late at night and need more sleep and they are always missing first period. If later times for them, need to allowed athletes to leave during the last period of class to participate on events.
1/4/2023 9 48 18	High School	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	
1/4/2023 9 51 28	High School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	The additional transportation costs and issues are not worth it. The schools who have double bus runs will be severely impacted by the later dismissal time.
1/4/2023 9 52 11	Elementary School	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	My concern with impact on buses for tier 2 and 3 schools with shortages or changes in schedules-these schools would have a much higher impact of accurate bus times with such a high number starting in the tier 1.
1/4/2023 9 52 23	High School, Athletics and Activ tes Manager	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	An 8am start time for high school students brings us closer to the recommendation of the medical community and their suggested 8 30 start. Anything after 8 30 becomes a huge hindrance on offering the quality extracurricular programs our students thrive on. Studies have shown reduction in depression, increase in academics, lower obesity and overall health improvements by students in extracurricular activities. Starting at 9 15 though would create real world problems for families, as the studies mention lower income, two parent working households and single parent households are negatively affected by such a late start. Extracurricular programs especially will need to be canceled due to lack of staffing along with loss of sleep (morning practice) or missing academic seat time as in Anne Arundel where students leave early to attend games. AACO starts a full 45 minutes prior to the alternate 9 15 start meaning their problems would only be exacerbated for our students. We however do not have lighted baseball/softball/tennis areas nor do we have multiple turf fields like our neighbors who have gone with later start times. The vast majority of our students participate in some type of after school activity, we would be negatively impacting all but a small minority of students with a 9 15 start for high schools.
1/4/2023 9 53 12	Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 54 33	Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	This change would have a significant impact on the amount of unsupervised time of elementary students who are escorted to and from school by their MS and HS siblings. Two school names' removed 90% or better of the ES students depend on their school name removed siblings, especially at dismissal.
1/4/2023 9 54 51	High School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 9 55 48	Middle School	No, I do not support changing the start times.	PROPOSED 2023/24 School Bell Times	Have there been plans put in place to coordinate with childcare in the area like CA and Parks and Rec?
1/4/2023 9 57 56	Athletics and Activ tes Manager	No, I do not support changing the start times.	I do not support changing start times	Change in school start times will have a significant negative impact on extra-curricular activities and academics at the high school level for students participating in sports. Any change from the current high school start time will negatively impact academics for those students who run cross country, and those that golf, participate in track & Field, play Baseball, Softball, Tennis, and Allied Soccer. All these sports must be played during daylight as there are no lights on these and surrounding fields to accommodate darkness and the late game start times for these events. This would result in students getting out of school early several times a week to participate in contests for these sports, losing valuable class time.
1/4/2023 9 58 26	Middle School	No, I do not support changing the start times.	I do not support changing start times	Teacher Sponsors, Advisors and Teacher Coaches will have to practice before school starts at 7 00AM, when busing is not available, forcing parents to take their child to school at 7 00AM for practices and club meetings. Teachers and coaches have families and many coaches and club sponsors at our high school and other high schools have already said they will be forced to resign because it will impact quality time spent with their family not to mention they would incur significant costs for before and after school day day care for their children in order for them to coach or be a club sponsor or advisor. What happens to the HCPSS Turf field Use Agreement with Rec & Parks? Will HCPSS pay off the fields to Rec & Parks in order for high schools to practice after school lets out later, impacting the start time of practices for all the high school teams that need turf practice time? The current high school start times should remain as they are so ALL students can enjoy a quality high school academic and extra-curricular experience which they are getting currently under the existing high school start times.
1/4/2023 9 58 54	Elementary School	I neither support or oppose.		
1/4/2023 10 00 59	Middle School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	Thank you for asking for my feedback.
1/4/2023 10 01 37	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 02 28	Elementary School, Assistant Principal	Yes, I support changing the start times.		As a late school, I am in favor of starting school earlier, however my school start time is the same for both proposals and this survey is not relevant.
1/4/2023 10 05 15	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 08 34	Assistant Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 10 18	High School	No, I do not support changing the start times.	I do not support changing start times	If I had to choose changing, I would choose the PROPOSED
1/4/2023 10 10 48	Elementary School	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 11 25	High School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	The proposed time change is fairly negligible but would best impact HS where the early start time is most noticeable and most detrimental to students. I can also see possibilities for before school meetings if the duty day is adjusted for HS.
1/4/2023 10 13 14	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 14 04	Middle School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 14 30	Elementary School		ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 14 35	Athletics and Activ tes Manager	No, I do not support changing the start times.	I do not support changing start times	With a later start time, I can foresee some of our coaches not choosing to come back and coach. Additionally, we already have a difficult time finding event workers. With a later start time and the low pay, we will have difficulty implementing a safe and efficient event

Timestamp	Please check as many that apply	Do you support changing current school start times?	After looking at the pictures/charts above, if you chose yes to the first question, which option would you choose?	Please share anything else you would like to share with us about school start time proposals so we can advocate HCASA's position with the Board of Education.
1/4/2023 10 15 07	Central Office	I neither support or oppose.		I have a general understanding of the impact on students' performance if high school students come to school later and younger students come earlier, which makes sense according to brain research developmentally. However, my concern is for families that rely on older siblings to pick up younger siblings. Before and aftercare spaces are limited and expensive which may become a burden on families. We are a Pre-K to 12 system. Student age 4 will be included in the earliest dismissal time. The safety of our youngest students's beyond school hours should be a part of the discussion.
1/4/2023 10 17 38	Central Office	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 17 41	Central Office, High School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	I support either the proposed or alternative. Living in AA Co. and having children that attend AA Co schools, I have been witness and involved in their school start times. I think the alternative proposed time change would be more aligned to the AA Co time change, as elementary school students are more able to start school earlier in the morning and statistics have proven they are more engaged in the morning than that of middle or high school students. However, I think the high school should be tier two (more students working, playing sports and attending college classes), then all of middle school in tier 3. This has worked well for most families in AA Co and high school students are still able to participate in extracurricular activities and gain more sleep.
1/4/2023 10 20 32	Elementary School, Middle School, Hig	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 20 35	Central Office	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 10 26 38	High School, Assistant Principal	I neither support or oppose.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 28 19	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 30 09	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 30 28	High School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	I don't see how the alternative proposed schedule can work with high school athletics.
1/4/2023 10 33 03	Central Office	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 34 26	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 40 36	Elementary School	I neither support or oppose.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	We have Regional Special Education Programs at our school. Parents with students in these programs often have to pull students out of school early so that they can attend their home therapies. An earlier end time for elementary schools would allow more families access to these early interventions outside of the school day.
1/4/2023 10 41 22	Elementary School, Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	My only issue is would remain a late school. We were hoping to be an earlier school.
1/4/2023 10 42 55	Central Office	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 10 43 22	Principal	No, I do not support changing the start times.	PROPOSED 2023/24 School Bell Times	A drastic change for younger students will be difficult for families. Many schools do not have before-care programs.
1/4/2023 10 48 41	Central Office	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 10 53 07	Elementary School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	It needs to be recognized that many of our families rely on middle and high school siblings to support with elementary siblings. If MS/HS in the same clusters start and end around the same time this will support our communities for those who rely on the help of their older children supporting younger siblings. If they get out later, then students will be picked up late because not all families can afford aftercare. If they go in a lot earlier or later than either the MS will be late every day or the elementary student will be. I understand this may not be an issue across the county but it does impact many of our title I schools.
1/4/2023 10 55 18	Elementary School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 10 59 07	Assistant Principal	I neither support or oppose.		We have a bus driver shortage now with some busses doing 4 runs in the am & pm. (HS, MS, ES & ES runs) How are we going to accommodate the shortage of drivers and not have administrators staying late to supervise students while waiting on busses to arrive in the afternoon. This is currently happening for the 22-23 School year. Also, busses arriving late in the morning causing students to arrive after the school day has started. Even 5 minutes late is very disruptive to the school day. Again, this is currently happening, what makes people think they can guarantee this won't be worse next year if they make these changes.
1/4/2023 11 00 09	Central Office, Elementary School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 11 03 32	High School, Athletics and Activities Manager	No, I do not support changing the start times.	I do not support changing start times	The changing of start times will be detrimental to retention of coaches and advisors. Later start times mean later end times. Coaches/Advisors have families that will be significantly impacted by these later times.
1/4/2023 11 09 58	Central Office	I neither support or oppose.	I do not support changing start times	In my opinion you cannot piecemeal the start times. You have to be all in with the research and completely change or you have to keep them as is. A piecemeal approach will upset the entire community. The as is approach will upset the change bell times community.
1/4/2023 11 13 20	Middle School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 11 23 24	Elementary School	I neither support or oppose.		
1/4/2023 11 41 59	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 11 48 40	Athletics and Activities Manager	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	I am very concerned about the impact on Extracurricular Activities (Athletics, Clubs, Tutoring, Performing Arts...) at the HS level if the Alternative option is chosen. I support the 1st option or no change.
1/4/2023 11 49 29	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 11 49 48	Elementary School, Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 12 00 27	Middle School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	With the current bus situation, I am not sure how we will have enough buses to change to these school start times. You have elementary and middle schools in the same neighborhoods starting at the same time, that means two buses going through that neighborhood at the exact same time going to two different places. Also, with some students going to HS 13 and other students staying at their current high school those are additional buses as well that will be going through the same neighborhood at the same time and go to different schools (this is already going to happen no matter what time school starts.)
1/4/2023 12 07 24	Central Office	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	If this decision is being made based on research, then then Alternate proposal is appropriate because the research says that younger students should go to school earlier and the older students should go to school later.
1/4/2023 12 11 53	Middle School	No, I do not support changing the start times.	I do not support changing start times	Buses are much better this year than they were last year, with the changes proposed I do feel like this is going to send us back to 30-45-minute dismissals that are after the contract hours and this supervision will fall on the administrators in the building. Additional bus supervision is a huge burden especially during inclement weather.
1/4/2023 12 13 20	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 12 26 49	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	It is imperative that we change the elementary start time to 8 00. Our students have been awake for hours by the time they get to school at 9 25. We are missing key hours of their ability to learn. Our young students are wiped out by 3 00, making this last hour extremely difficult.
1/4/2023 12 29 35	Middle School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 12 31 16	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 12 31 20	Central Office	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 12 35 29	Elementary School	No, I do not support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 12 40 10	Central Office, Middle School	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 12 42 25	High School, Assistant Principal	No, I do not support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 12 57 19	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 12 58 35	Central Office, Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 13 00 20	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 13 15 33	Middle School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	Proposed 2023/24 schedule doesn't address the problem. The HS and the Elem are supposed to flip-flop, not slide the start times back. This only exacerbates the issue for elementary students sitting idle while their brains are most active 6a-8a. Now they are sitting at home waiting for school to start and will be tucked out by 3p with end times extending into almost 5p.
1/4/2023 13 21 06	Middle School, Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 13 23 14	Middle School, Assistant Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 13 36 42	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 13 37 48	Elementary School, Principal	No, I do not support changing the start times.	I do not support changing start times	IF, and only IF, a change of start times is voted on by our Board of Education, then I ONLY support the "ALTERNATIVE PROPOSED 2023/24 School Bell Times".
1/4/2023 13 37 53	Elementary School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	If start times are changed by the Board of Education, I would only support the ALTERNATIVE PROPOSED 2023/24 School Bell Times

Timestamp	Please check as many that apply	Do you support changing current school start times?	After looking at the pictures/charts above, if you chose yes to the first question, which option would you choose?	Please share anything else you would like to share with us about school start time proposals so we can advocate HCASA's position with the Board of Education.
1/4/2023 13 45 59	Central Office	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 14 05 59	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 14 07 23	Elementary School	No, I do not support changing the start times.	I do not support changing start times	Over the past four years I have had to prioritize rebuilding a positive culture for our school and community. The work has paid off by partnering with the returning staff and recruiting outstanding staff members to school name removed. My staff and our families would very much prefer status quo and could live with an 8 00 or 8 40 start time. The 9 15 start would negatively impact our families, many of which have two working parents or a single working parent, and force many staff members to find a different school simply because that 9 15 start time does not work for their family. It undercuts all the work we have done over the past four years building a school that we are all proud to call home. Your advocacy to keep us out of that 9 15 block is so appreciated!
1/4/2023 14 25 34	Elementary School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 14 33 06	Middle School	No, I do not support changing the start times.	I do not support changing start times	Is this a cost-effective measure that will benefit the county overall? How will this impact high school students involved in extracurricular events (sports, clubs, committees...?). The later start times will extend the day, how will this impact student academic success?
1/4/2023 14 38 09	Elementary School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 15 31 28	Middle School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 16 57 26	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/4/2023 17 14 50	Middle School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	All staff start time and end time and time for staff meetings should be consistent for all schools in tiers. The different start times for schools can impact administrators for next year with transfers being announced in June/July...this impacts administrators who need to secure coverage for their own children who may already made plans that work with their current school schedule.
1/4/2023 17 20 55	Assistant Principal	I neither support or oppose.		
1/4/2023 17 34 16	High School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 17 45 47	Middle School, Principal	I neither support or oppose.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 18 11 36	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	Based on brain research and what is in the best interest of students well-being and academics, starting Elementary students earlier in the morning makes the most logical schedule, followed by Middle School start times and then High School students. We know based on this sleep research and brain functioning that allowing High school students and Middle school students to start later will also attribute to positive mental health and well-being. Hasn't HCPSS kicked this can down the road long enough?
1/4/2023 18 16 11	High School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	If start times do change, the Proposed 2023-2024 School Bell Times is the preferred option
1/4/2023 19 09 13	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 20 14 18	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 21 10 30	Elementary School, Principal	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 21 39 52	Elementary School, Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/4/2023 21 42 10	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/4/2023 23 28 58	Middle School, Principal	No, I do not support changing the start times.	I do not support changing start times	Some schools' start times change by an hour (where others barely change or don't change at all). An hour shift will certainly will have an impact on families, kids, and staff. Was it considered to move these schools to tiers that might have a more minimal impact? I would be more in support of this if this impact could be considered and adjusted.
1/5/2023 6 58 26	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/5/2023 9 50 44	Central Office	I neither support or oppose.	PROPOSED 2023/24 School Bell Times	I am concerned if HS starts after 8 it will impact students access to after school activities, sports and work opportunities. I am also concerned for Elem students unable to enroll in after care, as there is already a shortage in HCPSS, and the number of students that may need to access will grow at a fast rate. This announcement/decision will be after the registration period for all afterschool program enrollment. Another concern is the shortage of buses to cover the less routes, and larger demands at times. If a plan is chosen I would choose Proposed to alternative.
1/5/2023 10 00 38	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/5/2023 10 03 02	Elementary School	No, I do not support changing the start times.	I do not support changing start times	
1/5/2023 12 54 41	High School, Principal	I neither support or oppose.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/5/2023 13 41 57	Elementary School, Principal	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	Alternative proposal - Removed current start time is 9 15 with dismissal at 3 45. Due to the travel distance for our buses [REDACTED] - students arrive home anywhere from 4 15 to 4 40 on a good day. If there are accidents or [REDACTED] arrival at home can be even later. This timing creates a large number of "car riders" which in turn creates a huge back-up on [REDACTED].
1/5/2023 18 53 15	Central Office	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/5/2023 19 33 11	Elementary School	Yes, I support changing the start times.	ALTERNATIVE PROPOSED 2023/24 School Bell Times	
1/5/2023 23 25 01	Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/8/2023 6 29 30	High School, Athletics and Activities Manager	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	Athletics would become increasingly difficult for out-of-county competitions if we had a 9 15 start time. The potential of needing to leave school early may increase, so not in favor of losing any instructional time if we can avoid it.
1/8/2023 10 27 56	High School, Assistant Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/8/2023 12 13 33	High School	No, I do not support changing the start times.	I do not support changing start times	How does high school starting at 9 15 am benefit the student? Starting (roughly) two hours later means being released two hours later and getting home from extracurricular activities two hours later. HS students have schedules that require more responsibility and time management skills in preparation for going to college or entering the workforce. In the real world, no one is going to push their day back two hours later for them to "get more sleep". Also, some people choose to work in HS for specific reasons - one being the start and finish times. Childcare arrangements may revolve around work times and altering this by two hours not only affects the arrangement but may also create financial issues as alternative arrangements may have to be paid for. Persons may also have other streams of income from 2nd jobs that require them to start shortly after the time HS is currently dismissed. Extending the day by a two-hour window would make it impossible to continue working these jobs. Not to mention, there are HS students who also work and for some students, that income is required to help the household or take care of children of their own. While we are here to support and maximize students gaining optimum learning experiences, employees and every demographic of the HCPSS needs to be considered in this decision.
1/6/2023 13 00 26	Middle School	No, I do not support changing the start times.	I do not support changing start times	
1/9/2023 9 12 07	High School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	From my perspective, this idea is faulty for a number of reasons -Some parents have stated that they feel that their HS age students need more sleep. This has been a constant theme in many of the discussions around this issue. I talk to kids. They will tell you that they don't get enough sleep because they are on their phones and or playing video games until 3, 3 or 4 00 in the morning. Parents may not want to hear this, but this is what a huge percentage of students will tell you. This is usually a parenting issue. -This idea, for HS students will have a negative impact on the lower socioeconomic families. Many HS students, disproportionately around route 20, much less so in the western part of the county, either go home every day to watch younger siblings or they go to work to help provide for their families. (I am not referring to spending money for the weekend.) These things are not as common, the farther west you go in the county. That said, the push for this initiative seems to generally come from the more western locations. -In HS, kids participate in sports, clubs and other activities. We encourage this for our kids. If the day starts later, many activities will disappear or go until too late in the evening. This would mean later nights for homework and games... The result would then be many kids having to be up too late at night and parents would complain as the cycle continues. -Go count buses. There are not enough buses, or specifically, drivers to meet the needs of HCPSS now. Various proposals seem to require more buses and drivers. -If ES and HS times simply switch, 5 and 6 year old kids will be standing outside in the dark for periods of time. Currently, some of the students at our HS gather at their bus stops as early as 6 30am. It's bad enough for 17 year old students. This is not safe for any elementary students.
1/9/2023 18 45 05	High School, Principal	Yes, I support changing the start times.	PROPOSED 2023/24 School Bell Times	
1/9/2023 22 23 53	Elementary School, Assistant Principal	No, I do not support changing the start times.	I do not support changing start times	
1/10/2023 2 18 54	Middle School	No, I do not support changing the start times.	I do not support changing start times	