



Start Times Advisory Committee
Masconomet, Boxford, Middleton, Topsfield

Staff STAC Survey Results

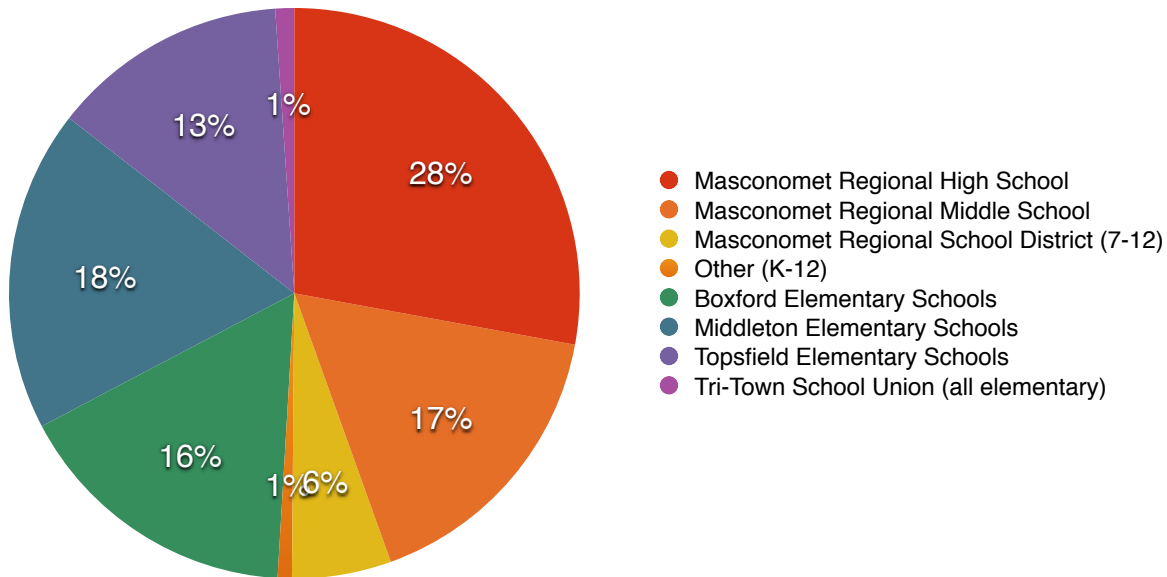
September 1, 2016

This report contains the findings from the Start Times Advisory Committee survey of the staff of the Masconomet, Boxford, Middleton, and Topsfield school districts. 49% of all staff members completed the survey. The survey was administered in June of 2016 in order to gather information to inform STAC in developing proposals for alternative start times at our schools.

Q1: Where do you work?

The survey was administered to all staff, regardless of role. Overall, the survey received 373 staff responses, from a total of 758 staff in the three Elementary districts (Boxford, Middleton, and Topsfield) and the Masconomet district - a response rate of 49%. Respondents were asked to identify the school that they worked in. Responses were split evenly between elementary (PreK-6) and Masconomet (Grades 7-12), although the response rate was much higher for Masconomet Staff.

Where do you work?	Responded	% of Responses	Actual # of Staff	Response Rate
Masconomet Regional High School	104	28%	135	77%
Masconomet Regional Middle School	62	17%	91	68%
Masconomet Regional School District (7-12)	21	6%	29	72%
Other (K-12)	3	1%		
Boxford Elementary Schools	61	16%	169	36%
Middleton Elementary Schools	68	18%	166	41%
Topsfield Elementary Schools	50	13%	150	33%
Tri-Town School Union (all elementary)	4	1%	18	22%
TOTAL Responses	373	100%	758	49%

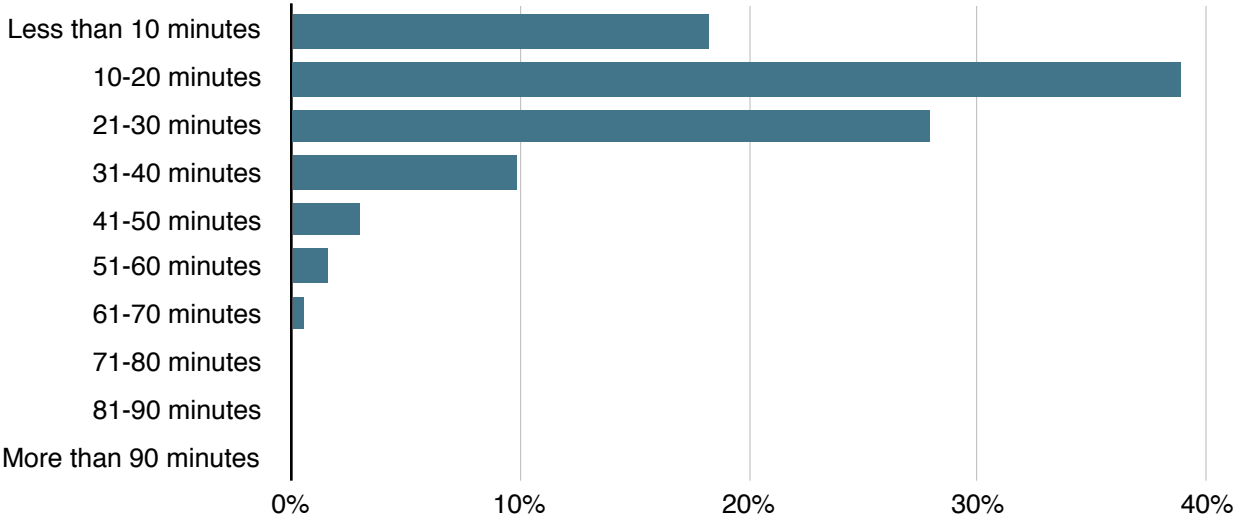


Where do you work?	Percent	Count
Masconomet 7-12, Masconomet Regional, and some staff working K-12	51%	190
Elementary PreK-6 and Tri Town School Union	49%	183
TOTAL Responses		373

Q2: How long is your commute to school on a typical school day?

Respondents were asked to identify the length of their commute. 85% of respondents have a commute of 30 minutes or less.

How long is your commute to school on a typical school day?	Percent	Count
Less than 10 minutes	18%	68
10-20 minutes	39%	145
21-30 minutes	28%	104
31-40 minutes	10%	37
41-50 minutes	3%	11
51-60 minutes	2%	6
61-70 minutes	1%	2
71-80 minutes	0%	0
81-90 minutes	0%	0
More than 90 minutes	0%	0
TOTAL Responses		373

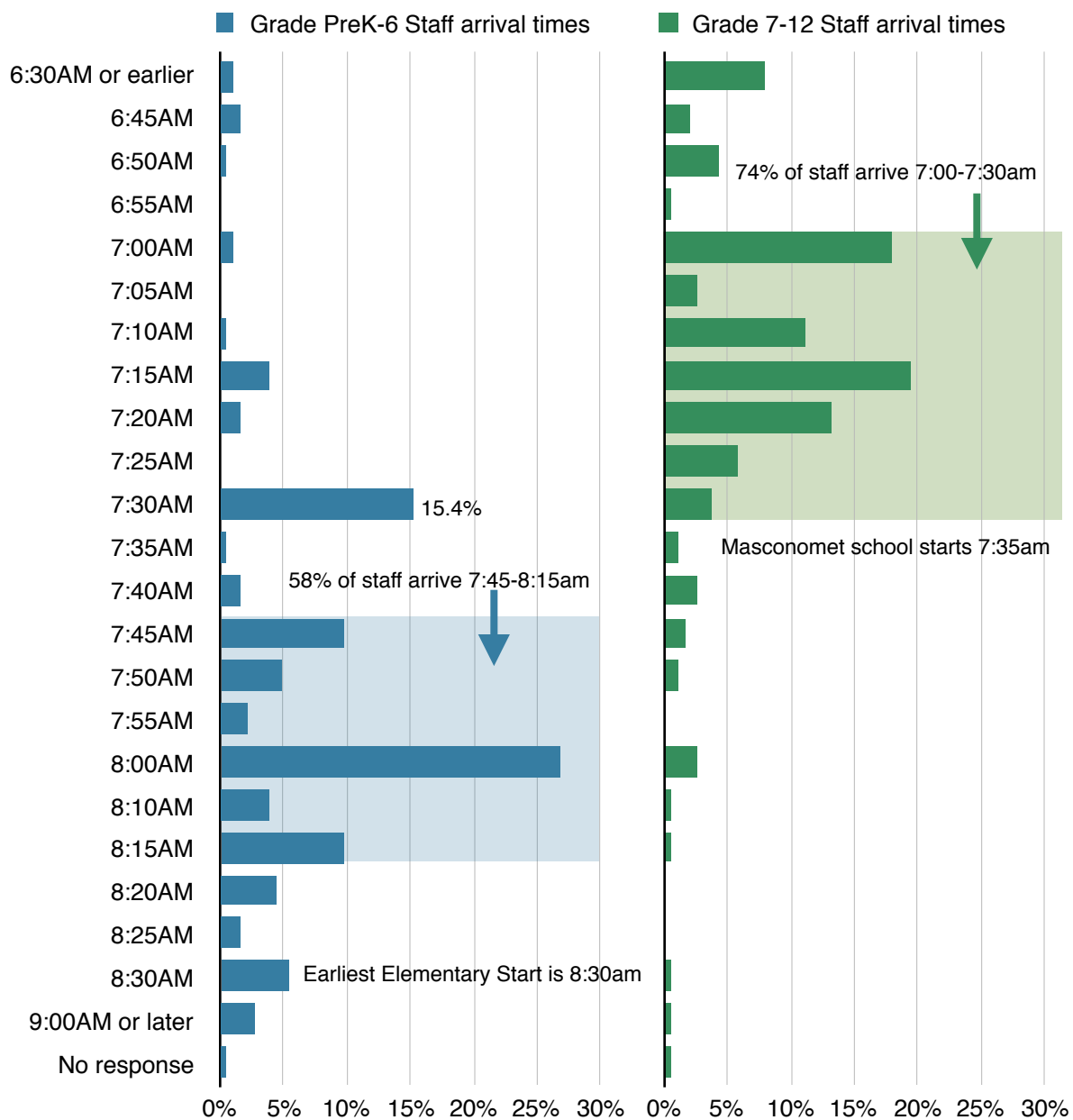


Q3: What time do you arrive at school on a typical school day?

Respondents were asked to identify the time they arrive at school. Arrival times are broken down by Elementary (PreK-6) vs. Masconomet (7-12). Note that some respondents are not classroom teachers and do not necessarily follow the typical school-day schedule.

58% of PreK-6 staff arrive between 7:45am and 8:15am (highlighted in blue). Over 15% of elementary staff arrive at 7:30am. The average arrival time for PreK-6 staff is 7:59am. Elementary school start times vary: school starts at Middleton Elementary schools at 8:30, at Boxford Elementary schools at 8:40, and at the Topsfield Elementary schools at 8:45.

74% of Masconomet staff arrive between 7:00am and 7:30am (highlighted in green). The average arrival time for Masconomet is 7:15am. Classes start at 7:35am at Masconomet.

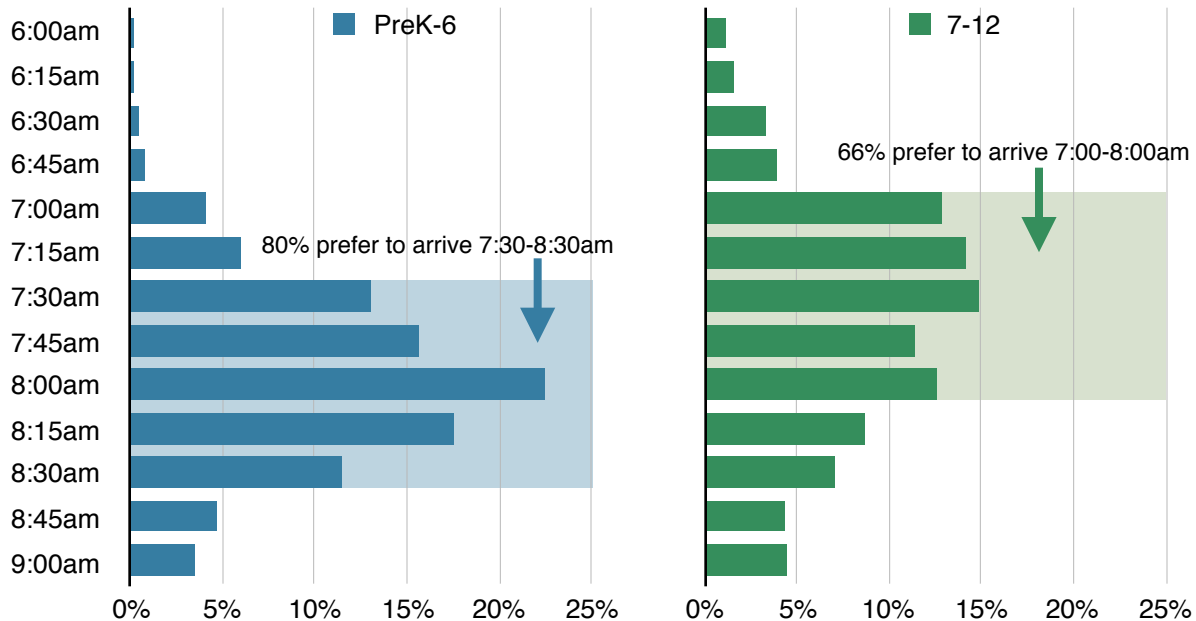


Q4: What do you feel is the range of ideal arrival times for YOU?

Respondents were asked to provide a range of ideal times for staff to arrive at school - **note this is not for the start of the school day**. Responses are broken down by Elementary (PreK-6) and Masconomet (7-12). The chart below indicates whether or not the time shown is within the acceptable range of a staff member. Perhaps not surprisingly, the numbers cluster around the current schedule, but 7-12 shows a wider range of acceptable times.

- For PreK-6 the average arrival time range was 7:38am-8:21am.
- For PreK-6 80% preferred to arrive 7:30-8:30am, with 8% willing to arrive after 8:30am.
- For 7-12 the average arrival time range was 7:11am-7:56am.
- For 7-12 66% preferred to arrive 7:00-8:00am, with 24% willing to arrive after 8:00am.

Is this an acceptable arrival time?	PreK-6	PreK-6	7-12	7-12
6:00am	1	0%	7	1%
6:15am	1	0%	10	2%
6:30am	3	0%	22	3%
6:45am	5	1%	26	4%
7:00am	26	4%	85	13%
7:15am	38	6%	93	14%
7:30am	83	13%	98	15%
7:45am	100	16%	75	11%
8:00am	143	22%	83	13%
8:15am	112	18%	57	9%
8:30am	73	11%	47	7%
8:45am	30	5%	28	4%
9:00am	22	3%	29	4%
TOTAL	637	100%	660	100%



Q10: School starts at the Masconomet Middle and High Schools at 7:25, with buses picking their first students up at 6:25 AM. In your opinion, the start of school at Masconomet is Much too early, Too early, Just right, Too late, Much too late, or No opinion?

Among staff in 7-12, 41% feel that Masconomet starts too early or much too early. 40% feel that the start time is just right and 18% either had no opinion or did not respond. Among the PreK-6 staff, almost 48% feel that the start time is either much too early or too early. 30% of the PreK-6 staff either did not have an opinion or did not respond.

Masco start is...	PreK-6	%	7-12	%	All	%
Much too early	23	13%	16	8%	39	10%
Too early	64	35%	62	33%	126	34%
Just right	41	22%	76	40%	117	31%
Too late	0	0%	2	1%	2	1%
Much too late	0	0%	0	0%	0	0%
No opinion	46	25%	21	11%	67	18%
No response	9	5%	13	7%	22	6%
TOTAL responses	183	100%	190	100%	373	100%

Q11: School starts at Boxford Elementary schools at 8:40 (first bus picks up at 7:40), at Middleton Elementary schools at 8:30 (first bus picks up at 7:45), and at the Topsfield Elementary schools at 8:45 (first bus picks up at 7:45). In your opinion, the start of school at the elementary schools is Much too early, Too early, Just right, Too late, Much too late, or No opinion?

Among the PreK-6 staff, 52% feel that the elementary start time is just right, and 35% feel that it is too late or much too late. The 7-12 staff seem to share this perception, with 31% reporting that the elementary start time is just right and 19% feel that it's too late or much too late. 45% did not offer an opinion.

Elementary start is...	PreK-6	%	7-12	%	All	%
Much too early	0	0%	1	1%	1	0%
Too early	5	3%	8	4%	13	3%
Just right	95	52%	59	31%	154	41%
Too late	55	30%	31	16%	86	23%
Much too late	9	5%	6	3%	15	4%
No opinion	9	5%	72	38%	81	22%
No response	10	5%	13	7%	23	6%
TOTAL responses	183	100%	190	100%	373	100%

Q5: How would changing the school day start time affect YOUR morning routine?

Respondents were asked to indicate whether various start times would: make better, make worse, or have no effect on the staff member’s morning routine. A “net acceptable” score was calculated: the number who said “better” + the number who said “unaffected” - the number who said “worse”. In PreK-6, a move to an 8:00am - 8:45am start time was viewed, overall, as an acceptable change by PreK-6 staff for their own morning routines. In 7-12, the overall acceptable start times was seen as 7:45-8:30am for the staff’s own morning routines.

Start Time for Staff	PreK-6				7-12			
	Worse	Unaffected	Better	Net	Worse	Unaffected	Better	Net
7:45AM	110	47	26	-37	20	152	18	150
8:00AM	84	63	36	15	43	104	43	104
8:15AM	46	89	48	91	76	57	57	38
8:30AM	19	136	28	145	88	49	53	14
8:45AM	53	109	21	77	102	45	43	-14
9:00AM	102	67	14	-21	113	43	34	-36
9:15AM	131	39	13	-79	125	42	23	-60
9:30AM	139	36	8	-95	134	39	17	-78
9:45AM	139	38	6	-95	135	42	13	-80
10:00AM	138	40	5	-93	135	42	13	-80

Q13: How would changing the school day start time affect your students?

Respondents were asked to indicate whether various start times would: improve, make worse, or have no effect **on the their students**. In PreK-6, start times between 8:00am and 8:45 am were seen as acceptable for students. In Grades 7-12, times ranging from 7:45am to 9:00am were seen as acceptable for students.

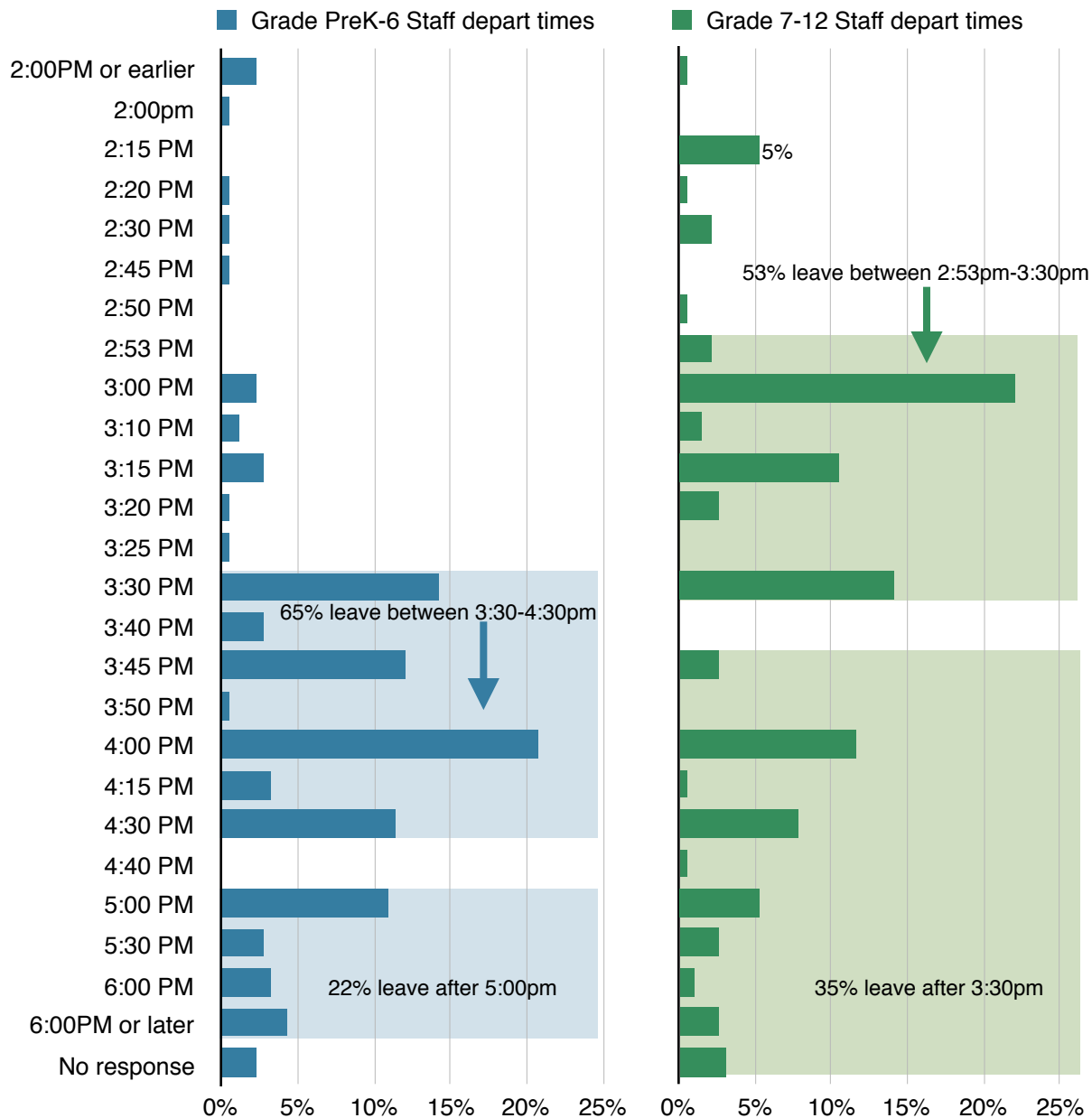
Start time for Kids	PreK-6				7-12			
	Worse	No change	Better	Net	Worse	No change	Better	Net
7:45AM	117	28	38	-51	8	156	26	174
8:00AM	75	44	64	33	25	98	67	140
8:15AM	33	68	82	117	39	79	72	112
8:30AM	12	121	50	159	61	59	70	68
8:45AM	41	124	18	101	77	51	62	36
9:00AM	116	50	17	-49	94	50	46	2
9:15AM	145	25	13	-107	112	48	30	-34
9:30AM	151	24	8	-119	119	46	25	-48
9:45AM	157	20	6	-131	124	46	20	-58
10:00AM	156	21	6	-129	125	46	19	-60

Q6: What time do you leave school on a typical school day?

Respondents were asked to identify the time they leave school. Departure times are broken down by Elementary (PreK-6) and Masconomet (7-12). Note that some respondents are not classroom teachers. While most staff depart within an hour of the end of classes, a remarkable percentage remain later at all grade levels.

65% of PreK-6 staff leave between 3:30pm and 4:30pm. Over 20% of elementary staff leave at 5:00pm or later. The average elementary departure time was 4:08pm. Classes end at 3:00 in Middleton, 3:10 in Boxford and Topsfield.

53% of Masconomet staff leave between 2:53pm and 3:30pm (highlighted in green). 35% indicated that they leave after 3:30pm. The average Masconomet departure time was 3:38pm. Classes end at 2:14pm and classroom teachers can leave at 2:53pm.

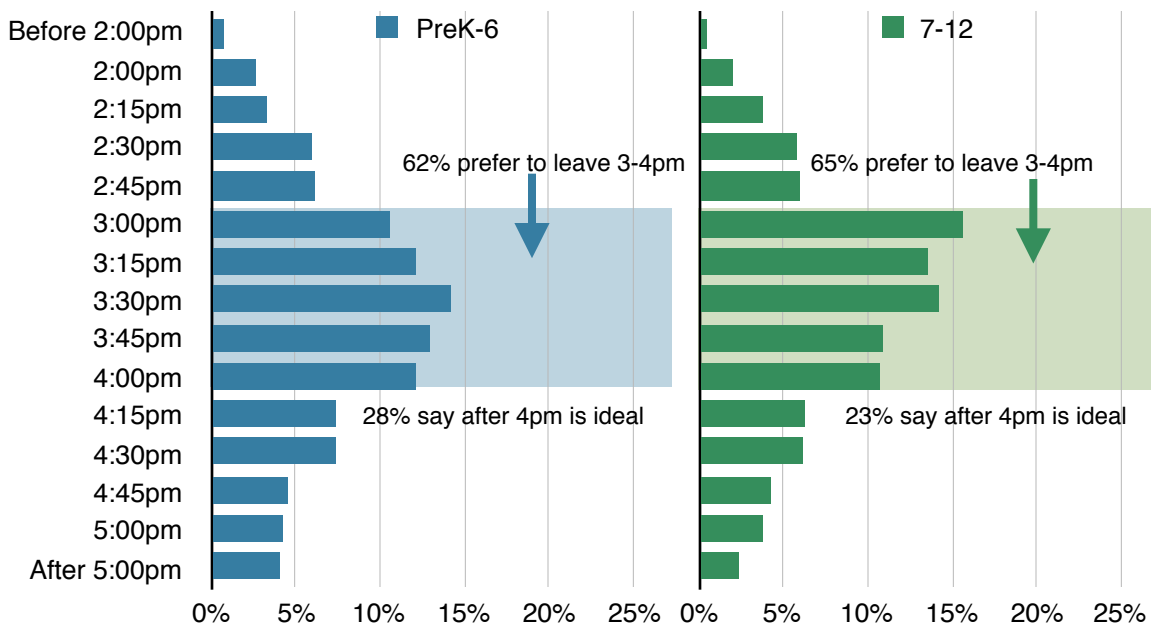


Q7: What do you feel is the range of ideal departure times for YOU?

Respondents were asked to provide a range of ideal times for staff to leave school - **note this is not for the end of the student's day**. Responses are broken down by Elementary (PreK-6) and Masconomet (7-12). The chart below indicates whether or not the time shown is within the acceptable range of a staff member. All staff preferred some time between 3:00pm and 4:00pm.

- For PreK-6 the average acceptable departure time range was 3:24-4:12pm.
- For PreK-6 62% preferred to leave 3:00-4:00pm, with 28% indicating after 4:00pm is ideal.
- For 7-12 the average acceptable departure time range was 3:30-4:05pm.
- For 7-12 65% preferred to leave 3:00-4:00pm, with 23% indicating after 4:00pm is ideal.

Is this an acceptable arrival time?	PreK-6	PreK-6	7-12	7-12
Before 2:00pm	5	1%	4	0%
2:00pm	19	3%	17	2%
2:15pm	24	3%	32	4%
2:30pm	43	6%	49	6%
2:45pm	44	6%	50	6%
3:00pm	76	11%	130	16%
3:15pm	88	12%	113	14%
3:30pm	103	14%	118	14%
3:45pm	93	13%	91	11%
4:00pm	88	12%	90	11%
4:15pm	54	7%	52	6%
4:30pm	53	7%	51	6%
4:45pm	33	5%	36	4%
5:00pm	31	4%	32	4%
After 5:00pm	29	4%	20	2%
TOTAL	723		833	



Q8: Would changing the school day end time affect your participation in EXCELS or other after-school programs?

Respondents were asked whether there might be an impact on their participation in after school programs. 12% of grade 7-12 staff respondents said that they would probably be able to continue participating, and nearly twice as many: 22% said that they would not. There were 13% who were not sure.

Among the PreK-6 staff, 6% said they would be able to continue and 15% said they would not, with 20% saying that they were not sure.

Affect after school program participation?	PreK-6	PreK-6 %	7-12	7-12 %
I probably WOULD be able to continue participating	11	6%	23	12%
I probably WOULD NOT be able to continue participating	28	15%	42	22%
I'm not sure whether or not I would be able to continue participating	36	20%	25	13%
Does not apply	105	57%	95	50%
No response	3	2%	5	3%
TOTAL	183	100%	190	100%

Q9: How would changing the school day end time affect YOUR afternoon and evening routine?

Respondents were asked to indicate whether various end times would: improve, make worse, or have no effect on the staff member’s afternoon and evening routines. A “net acceptable” score was calculated: the number who said “better” + the number who said “unaffected” - the number who said “worse”. While the grades 7-12 staff preferred their current end time, the elementary staff appear to want an earlier end to the school day. In PreK-6, any time between 2:15pm and 3:15pm was seen as a net acceptable for their afternoon and evening staff schedules. In 7-12, any time between 2:15pm and 3:00pm was seen as a net acceptable for the staff’s afternoon routine.

End Time for Staff	PreK-6				7-12			
	Worse	Unaffected	Better	Net	Worse	Unaffected	Better	Net
2:15PM	26	52	105	131	3	175	12	184
2:30PM	21	51	111	141	39	144	7	112
2:45PM	12	66	105	159	69	111	10	52
3:00PM	12	134	37	159	90	85	15	10
3:15PM	77	101	5	29	115	63	12	-40
3:30PM	134	48	1	-85	128	53	9	-66
3:45PM	154	28	1	-125	141	42	7	-92
4:00PM	160	23	0	-137	151	34	5	-112
4:15PM	162	21	0	-141	160	27	3	-130
4:30PM	164	19	0	-145	165	23	2	-140

Q13: How would changing the school day start time affect your students?

Respondents were asked to indicate whether various start times would: improve, make worse, or have no effect on the their students. In PreK-6, end times between 2:15pm and 3:15pm were seen as net acceptable. In grades 7-12, any time from 2:15pm and 3:00pm was seen as a net acceptable. Note that in asking this question, the survey did not provide guidance on what would happen to existing afternoon activities, so it’s likely that staff were accommodating student’s current routines.

End time for Kids	PreK-6				7-12			
	Worse	No change	Better	Net	Worse	No change	Better	Net
2:15PM	43	40	100	97	4	182	4	182
2:30PM	35	38	110	113	27	138	25	136
2:45PM	19	57	107	145	55	95	40	80
3:00PM	7	146	30	169	79	68	43	32
3:15PM	72	99	12	39	110	49	31	-30
3:30PM	133	40	10	-83	125	45	20	-60
3:45PM	154	25	4	-125	139	43	8	-88
4:00PM	159	22	2	-135	147	40	3	-104
4:15PM	161	21	1	-139	149	40	1	-108
4:30PM	161	21	1	-139	148	41	1	-106

Q15: How many hours of homework do you believe that your students have on a typical DAY, from all of their teachers?

The survey asked respondents to estimate how much homework their students have, in total, on average. The vast majority of PreK-6 staff indicate believing that most children have 2 hours or less of homework: 78% of them agree on this, with 18% not responding or answering “I don’t know”. About 30% believe that students have 30 minutes or less, and almost 32% believe that students have 30 minutes to 1 hour. This is largely keeping within the schools’ guidelines.

Two thirds of staff in grades 7-12 believe that their students have between 1-3 hours of homework each night. 35% believe 1-2 hours and 31% believe it’s 2-3 hours. Almost 10% of 7-12 staff believe that their students have 3-4 hours of homework on a typical day. As with the PreK-6 staff, about 19% responded that they did not know or gave no response.

Number of hours of homework	PreK-6	%	7-12	%	All	%
Fewer than 30 minutes	53	29%	2	1%	55	15%
30 minutes - 1 hour	58	32%	8	4%	66	18%
1-2 hours	32	17%	67	35%	99	27%
2-3 hours	6	3%	58	31%	64	17%
3-4 hours	1	1%	18	9%	19	5%
4-5 hours	0	0%	0	0%	0	0%
5-6 hours	0	0%	1	1%	1	0%
I don't know	19	10%	12	6%	31	8%
No Response	14	8%	24	13%	38	10%
TOTAL responses	183	100%	190	100%	373	100%
Average time (according to staff)	1h 8m		2h 6m			

We can compare these numbers with the same question on the Parent Survey and on the Student Survey, although those other surveys have different breakdowns of grade groups, so it’s impossible to make a direct comparison. However, the numbers show that staff estimates in elementary school are on target, whereas at Masconomet there is a gap between staff, parents, and student estimates.

How much homework	Staff	Students	Parents
Grades PreK-6	1h 8m	no data	1h 9m
Grades PreK-2	no data	no data	30m
Grades 3-6	no data	no data	1h 55m
Grades 5-6	no data	1h	1h 3m
Grades 7-12	2h 6m	2h 36m	2h 28m
Grades 7-8	1h 35m	2h 6m	2h 14m
Grades 9-12	2h 11m	3h 6m	2h 42m

Q16: How do you feel about the amount of homework your students have (from all teachers, not just you)?

The survey asked respondents to indicate how they feel about the amount of homework that their students have.

Over half of PreK-6 staff - 57% - indicate that the amount of homework is about right. A total of 9% think it is too little or far too little homework, and 14% think it is too much or far too much. 1 in 5 (21%) either had no opinion or did not respond.

Less than half of the staff in 7-12 believe that their students have about the right amount of homework. Only 3% believe there is too little or far too little, but 15.3% felt that there was too much or far too much homework. 1 in 5 (20%) either had no opinion or did not respond.

Homework load is...	PreK-6	%	7-12	%	All	%
Far too little homework	3	2%	1	1%	4	1%
Too little homework	13	7%	4	2%	17	5%
Just about right	104	57%	86	45%	190	51%
Too much homework	19	10%	52	27%	71	19%
Far too much homework	6	3%	9	5%	15	4%
No opinion	24	13%	20	11%	44	12%
No response	14	8%	18	9%	32	9%
TOTAL responses	183	100%	190	100%	373	100%

Of the staff who said that students had too much or far too much homework, the survey looked at how much homework they *think* the kids have — do they have different estimates from the general respondents? They do not. This group generally estimates the same amounts of homework as the general staff population, but they feel that it is too much.

Too much or far too much homework:	PreK-6	%	7-12	%	All	%
Fewer than 30 minutes	6	24%	0	0%	6	7%
30 minutes - 1 hour	8	32%	3	5%	11	13%
1-2 hours	7	28%	19	31%	26	30%
2-3 hours	1	4%	26	43%	27	31%
3-4 hours	0	0%	10	16%	10	12%
4-5 hours	0	0%	1	2%	1	1%
5-6 hours	0	0%	0	0%	0	0%
I don't know	3	12%	2	3%	5	6%
No Response	0	0%	0	0%	0	0%
TOTAL responses	25	100%	61	100%	86	100%

Q17: How do you feel about the amount of sleep that your students get?

We asked respondents to indicate how they feel about the amount of sleep that their students get.

Over one third of PreK-6 believe that their students are getting the right amount of sleep. Two out of five believe that students are getting far too little or too little sleep. Almost one quarter either had no opinion or did not respond.

A total of 71% of the staff in 7-12 believe that their students are getting far too little or too little sleep. One out of ten believe that their students are getting about the right amount of sleep. 18% either had no opinion or did not respond.

Overall, PreK-12, 45% of staff believe our children are getting too little sleep, and 10% believe that they are getting far too little sleep. 1 in 5 of staff overall believe that children are getting the right amount of sleep.

It's clear that the staff feel that getting enough sleep is a problem for our students: discounting those who did not offer an opinion or response, 70% of all PreK-6 staff agree that students are either getting far too little sleep or too little sleep.

Amount of sleep is...	PreK-6	%	7-12	%	All	%
Far too little sleep	6	3%	32	17%	38	10%
Too little sleep	66	36%	103	54%	169	45%
Just about right	66	36%	19	10%	85	23%
Too much sleep	2	1%	0	0%	2	1%
Far too much sleep	0	0%	1	1%	1	0%
No opinion	28	15%	17	9%	45	12%
No response	15	8%	18	9%	33	9%
TOTAL responses	183	100%	190	100%	373	100%

Q18: How often do you notice a student falling asleep in class?

In PreK-6, fewer than half of staff say that students never fall asleep in class. Nearly one third note that it happens once a month and 13% note that it happens once a week. Put another way, a total of 45% of staff have seen elementary students falling asleep during class at least once a month.

In the 7-12 grades, 15% of staff say that students never fall asleep in class. 73% of staff have observed students falling asleep in class at some point, with 37% saying that it happens once a week, or more than once a week.

Overall, PreK-12, 30% of staff say that students never fall asleep, 34% say that they fall asleep about once a month, and 20% say that they see students fall asleep in class once a week.

Falling asleep in class	PreK-6	%	7-12	%	All	%
Never	84	46%	29	15%	113	30%
Rarely - once a month	58	32%	67	35%	125	34%
Occasionally - once a week	24	13%	52	27%	76	20%
Frequently - more than once a week	1	1%	19	10%	20	5%
No response	16	9%	23	12%	39	10%
TOTAL responses	183	100%	190	100%	373	100%

Q19: How much have you read about the sleep needs of children and teens?

Overall, about an equal number of staff report that they don't know very much about the topic (6%) or that they have done extensive reading (6%). About half of PreK-12 staff report that they have read a number of articles, and nearly a third report that they have heard some information about the topic.

Among grade 7-12 staff, three out of five report that they have read a number of articles or done extensive reading on the topic, compared to about half of the PreK-6 staff. 28% of the 7-12 staff say that they have either heard some information from the news and other people or that they don't know very much about the topic. Among PreK-6 staff, 45% fall into the same categories.

Falling asleep in class	PreK-6	%	7-12	%	All	%
I don't know very much about the topic	14	8%	7	4%	21	6%
I've heard some information from the news and other people	68	37%	47	25%	115	31%
I've read a number of articles	79	43%	104	55%	183	49%
Extensive reading	9	5%	13	7%	22	6%
No response	13	7%	19	10%	32	9%
TOTAL responses	183	100%	190	100%	373	100%