

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY REPORT 2018



# TABLE OF CONTENTS

## Contents

Background Information	2
Scenarios Considered	3
Next Steps	13
Poudre School District	13

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

### Background Information

#### PURPOSE

Research indicates that high school students perform better and are safer when they get more sleep. The American Medical Association recommends teenagers start school after 8:30am. At present, PSD's high schools start at around 7:30am. Given the findings of research on teens and sleep, in the fall of 2017, the Board of Education charged PSD staff with undertaking the district's most comprehensive study of changes to start times to date. The Board charged staff with considering cost-effective options that would shift start times for high schools and preferably middle schools as well to later in the morning.

Embarking on this exploration, in early 2018, Poudre School District asked the community, including parents/guardians, high school students, staff, and community members at-large, to provide input on the possibility of altering school start times for the 2019-2020 school year in a survey. The survey received a very high response rate (17.4%), and 85% of all respondents indicated that shifting secondary school start times later is important.

Given this interest in shifting start times, a School Start Times Scenario Committee was convened in the spring of 2018. This committee consisted of representatives from across the PSD community including parents with elementary, middle, and high school-aged students, licensed staff from all three levels, classified staff, building administrators, and community members at large. Among the representatives were a sleep expert and a staff member at Base Camp. The School Start Times Scenario Committee was charged with considering various start times scenarios with the intention of identifying four scenarios for further consideration by the PSD community.

The following report presents a synopsis of the work of this committee. Included herein is summary information about the four scenarios identified for further consideration in a second survey to be distributed to the PSD community in August 2018 as well.

**Poudre School District**  
**July 31, 2018**

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

### Scenarios Considered

#### BACKGROUND INFORMATION

PSD's Transportation Department utilized simulation software to generate start time scenarios for consideration as requested by the School Start Times Scenario Committee. For each scenario, the Transportation Department specified start and end times for all PSD schools, identified the number of routes and drivers added or removed, and identified the number of busses added or removed. This information was presented in comparison to the routing and cost associated current bell times.

The information generated via simulation was then used to calculate the anticipated cost of each scenario, both for year 1 (start-up) and ongoing (annual). Year 1 costs in each scenario include the cost of purchasing busses (~\$100,000 per bus) as well as the cost of running each route. The cost per route consists of the average cost of the driver's salary and benefits, maintenance, and fuel (estimated ~\$37,000 per route).

For each scenario, it is assumed that an additional 3 busses and routes would be added each year to accommodate for growth within the district. This assumption is based on the trends in growth observed over the last few years, which have required the addition of approximately three routes each year, and anticipated growth in the years to come.

When considering each scenario, the School Start Times Scenario Committee was asked to carefully reflect on the variety of factors that impact transportation in Poudre School District. Such factors include:

- PSD's four bus terminal locations serve a district area of 1,900 square miles.
- PSD currently runs a three-tiered bus system with staggered start times served by 128 bus routes.
- Tiered routing is efficient, allowing PSD to use one bus for multiple runs (600+ daily) on a single route (128 routes district wide).
- Hiring and retaining bus drivers is challenging. Though PSD raised pay rates in the spring of 2018 and now offers one of the highest rates of pay for school bus drivers in the state, and makes an effort to accommodate part-time driver schedules, it is difficult to retain drivers for a variety of reasons.
- The shortage of drivers often requires all staff in the Transportation Department (i.e. routers, mechanics, the director, etc.) with CDL licenses to drive routes. This is not a sustainable practice.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

- Changing route times has the potential to be expensive if selected start times require the addition of multiple new routes.

In addition to considering how changing start times will impact the transportation system, the committee was also asked to consider the research-based benefits identified for teenagers as related to later start times and to consider the feedback received from the first survey on start times circulated to the PSD community.

Key findings from the first survey, which was distributed to the PSD community in February 2018, included support for pursuing later start times for secondary students and some openness to earlier start times for elementary school students. The findings of this survey also highlighted the importance of considering how changing start and end times might impact student activities, athletics, after school jobs and internships, childcare needs, and time with family, among other considerations.

With all of this information in mind, the School Start Times Scenario Committee analyzed and discussed more than a dozen different start time scenarios, selecting four for further consideration by the community. More information about the scenarios selected and scenarios eliminated can be found below.

### *Scenarios Selected for Further Consideration*

Through their work, the School Start Times Scenario Committee has identified four scenarios for further discussion and consideration by the PSD community. These four scenarios, one of which is the district's current start times, will be the basis of a second survey to be distributed to the PSD community in August 2018. It should be noted that the current start times were included as an option for further consideration because a significant number of respondents to the first community survey indicated that they did not want school start times to change.

The four scenarios identified for further consideration are presented side by side in the table on the next page of this report.

### *School Start Time Scenarios by School*

The table on the following page outlines start time scenarios by school. *PLEASE NOTE: Choice schools not served by regular PSD bussing (i.e. Centennial, Traut, Polaris, Poudre Community Academy, and Poudre Global Academy) are not included in this table. Should start times change, the start times of these schools may be adjusted independently.*

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

School Name	Current		Scenario A		Scenario B		Scenario C	
	Bell In	Bell Out	Bell In	Bell Out	Bell In	Bell Out	Bell In	Bell Out
BAC-BACON ELEMENTARY	9:05 AM	3:43 PM	9:05 AM	3:43 PM	7:45 AM	2:23 PM	7:45 AM	2:23 PM
BAU-BAUDER ELEMENTARY	8:30 AM	3:08 PM	8:30 AM	3:08 PM	8:50 AM	3:28 PM	7:45 AM	2:23 PM
BEA-BEATTIE ELEMENTARY	8:30 AM	3:08 PM	8:30 AM	3:08 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
BEN-BENNETT ELEMENTARY	8:50 AM	3:28 PM	8:50 AM	3:28 PM	7:45 AM	2:23 PM	7:55 AM	2:33 PM
BET-BETHKE ELEMENTARY	8:35 AM	3:13 PM	8:35 AM	3:13 PM	8:50 AM	3:28 PM	8:05 AM	2:43 PM
CPE-CACHE LA POUDDRE ELEMENTARY	8:55 AM	3:40 PM	8:10 AM	2:55 PM	8:10 AM	2:55 PM	7:45 AM	2:30 PM
DUN-DUNN ELEMENTARY	8:35 AM	3:13 PM	8:35 AM	3:13 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
EYE-EYESTONE ELEMENTARY	7:45 AM	2:28 PM	7:45 AM	2:28 PM	8:12 AM	2:55 PM	8:40 AM	3:23 PM
HAR-HARRIS ELEMENTARY	9:05 AM	3:48 PM	9:05 AM	3:48 PM	7:45 AM	2:28 PM	7:45 AM	2:28 PM
IRI - IRISH ELEMENTARY	8:28 AM	3:08 PM	8:28 AM	3:08 PM	8:50 AM	3:30 PM	8:00 AM	2:40 PM
JOH-JOHNSON ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
KRU-KRUSE ELEMENTARY	8:50 AM	3:28 PM	8:50 AM	3:28 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
LAU-LAUREL ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	7:45 AM	2:23 PM	7:45 AM	2:23 PM
LIV-LIVERMORE ELEMENTARY	8:25 AM	3:03 PM	8:50 AM	3:28 PM	8:25 AM	3:03 PM	8:00 AM	2:38 PM
LNT-LINTON ELEMENTARY	8:20 AM	2:58 PM	8:20 AM	2:58 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
LOP-LOPEZ ELEMENTARY	8:30 AM	3:08 PM	8:30 AM	3:08 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
MCG-MCGRAW ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	7:45 AM	2:23 PM	7:45 AM	2:23 PM
ODE-O'DEA ELEMENTARY	8:45 AM	3:23 PM	8:45 AM	3:23 PM	8:50 AM	3:28 PM	7:45 AM	2:23 PM
OLA-OLANDER ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	7:45 AM	2:23 PM	8:00 AM	2:38 PM
PUT-PUTNAM ELEMENTARY	8:45 AM	3:28 PM	8:45 AM	3:28 PM	8:50 AM	3:33 PM	7:50 AM	2:33 PM
RED-RED FEATHER ELEMENTARY	8:00 AM	2:38 PM	8:22 AM	3:00 PM	7:45 AM	2:23 PM	8:15 AM	2:53 PM
RIC- RICE ELEMENTARY	8:15 AM	3:00 PM	8:30 AM	3:15 PM	8:55 AM	3:40 PM	7:45 AM	2:30 PM
RIF-RIFFENBURGH ELEMENTARY	8:45 AM	3:28 PM	8:45 AM	3:28 PM	7:55 AM	2:38 PM	7:45 AM	2:28 PM
SHE-SHEPARDSON ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	7:45 AM	2:23 PM	8:00 AM	2:38 PM
STO-STOVE PRAIRIE ELEMENTARY	8:10 AM	2:55 PM	8:50 AM	3:35 PM	8:40 AM	3:25 PM	8:15 AM	3:00 PM
TAV-TAVELLI ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	7:45 AM	2:23 PM	7:50 AM	2:28 PM
TIM-TIMNATH ELEMENTARY	9:10 AM	3:48 PM	9:10 AM	3:48 PM	7:45 AM	2:23 PM	8:00 AM	2:38 PM
WER-WERNER ELEMENTARY	8:45 AM	3:23 PM	8:45 AM	3:23 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
ZAC-ZACH ELEMENTARY	9:00 AM	3:38 PM	9:00 AM	3:38 PM	8:50 AM	3:28 PM	8:00 AM	2:38 PM
BLE-BLEVINS MIDDLE SCHOOL	7:40 AM	2:30 PM	7:40 AM	2:30 PM	8:05 AM	2:55 PM	8:35 AM	3:25 PM
BOL-BOLTZ MIDDLE SCHOOL	7:40 AM	2:30 PM	7:40 AM	2:30 PM	8:05 AM	2:55 PM	8:35 AM	3:25 PM
CLP-CACHE LA POUDDRE MIDDLE SCHOOL	7:25 AM	2:15 PM	8:05 AM	2:55 PM	8:05 AM	2:55 PM	8:35 AM	3:25 PM
KIN-KINARD CORE KNOWLEDGE MIDDLE SCHOOL	8:15 AM	3:10 PM	8:15 AM	3:10 PM	8:15 AM	3:10 PM	8:35 AM	3:30 PM
LES-LESHER MIDDLE SCHOOL	7:35 AM	2:25 PM	7:35 AM	2:25 PM	8:05 AM	2:55 PM	8:35 AM	3:25 PM
LIN-LINCOLN MIDDLE SCHOOL	7:40 AM	2:35 PM	7:40 AM	2:35 PM	8:05 AM	3:00 PM	8:35 AM	3:30 PM
PRE-PRESTON MIDDLE SCHOOL	7:45 AM	2:35 PM	7:45 AM	2:35 PM	8:05 AM	2:55 PM	8:35 AM	3:25 PM
WEB-WEBBER MIDDLE SCHOOL	7:50 AM	2:40 PM	7:50 AM	2:40 PM	8:05 AM	2:55 PM	8:35 AM	3:25 PM
WEL-WELLINGTON MIDDLE SCHOOL	7:40 AM	2:37 PM	7:40 AM	2:37 PM	8:05 AM	3:02 PM	8:35 AM	3:32 PM
FCH-FORT COLLINS HIGH	7:30 AM	2:50 PM	8:30 AM	3:50 PM	9:00 AM	4:20 PM	9:05 AM	4:25 PM
FRH-FOSSIL RIDGE HIGH SCHOOL	7:30 AM	2:50 PM	8:30 AM	3:50 PM	9:00 AM	4:20 PM	9:05 AM	4:25 PM
PHS-POUDRE HIGH SCHOOL	7:40 AM	3:10 PM	8:30 AM	4:00 PM	8:55 AM	4:25 PM	9:00 AM	4:30 PM
RMH-ROCKY MTN HIGH SCHOOL	7:30 AM	2:50 PM	8:30 AM	3:50 PM	9:00 AM	4:20 PM	9:05 AM	4:25 PM

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

Each of the scenarios selected for further consideration have implications for students, families, and the district that should be considered as PSD moves toward a decision regarding changes to start times. The implications as identified by the School Start Times Scenario Committee are outlined below.

### Current Start Times

- Current start times for middle school and high school students are earlier than the start times recommended by the American Medical Association (AMA).
- Maintaining current start times would have little impact on the system, requiring no change for families.
- This scenario would cost:
  - ~\$411,000 in year 1 (including the cost of purchasing additional busses)
  - ~\$111,000 ongoing (including the cost of drivers/routes)
  - 3 routes and 3 drivers would be added to the system to accommodate growth (3 growth routes)
    - It should be noted that hiring bus drivers in any quantity is a concern of the Transportation Department as it is difficult to retain enough drivers to run the current routing in place.
    - In an effort to hire and retain bus drivers, PSD offers one of the highest rates of pay for drivers in the state and also makes an effort to flexibly accommodate part-time work schedules.

### Scenario A

- This scenario shifts high school start times to ~8:30am, which is approximately 1 hour later than current high school start times.
  - This brings the high school start times into alignment with the recommendations derived from research findings related to start times and the AMA's recommendation of a start no earlier than 8:30am for secondary students.
  - This scenario also accomplishes the Board of Education's goal of shifting high school start times later.
- Middle school start times, with the exception of that at CLP Middle School, remain unchanged in this scenario.
  - This means that the majority of middle schools will start earlier than the start times recommended by research and the American Medical Association.
  - This scenario does not accomplish the Board of Education's goal of shifting middle school start times later.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

- This scenario is the least impactful of the start time scenario options, leaving most elementary and middle school start times unchanged. In this case, only 5 elementary schools and 1 middle school would have altered start times:
  - CLP Middle would shift from 7:25am to 8:05am
  - CLP Elementary would shift from 8:55am to 8:10am
  - Livermore Elementary would shift from 8:25am to 8:50am
  - Red Feather Elementary would shift from 8:00am to 8:22am
  - Rice Elementary would shift from 8:15am to 8:30am
  - Stove Prairie Elementary would shift from 8:10am to 8:50am
- High school end times would shift to approximately 4:00pm in this scenario, which may have implications for students participating in after school activities, athletics, jobs/internships, and concurrent enrollment. A later end time may also impact family time.
- In this scenario, the earliest pick up times would be 6:30am for Eyestone Elementary and Wellington Middle School and 6:40am for Poudre High School. The latest drop off times would be 4:37pm for Laurel Elementary, 4:26pm for CLP Middle, and 5:47pm for Poudre High School.
  - Concerns have been expressed about early pick up times, including concerns about students waiting at bus stops in the dark/cold in the morning.
  - Similar concerns have also been expressed about later drop off times, with rush hour traffic, darkness, cold, and weather-related hazards all being noted.
- This scenario would cost:
  - ~\$822,000 in year 1 (including the cost of purchasing additional busses)
  - ~\$222,000 ongoing (including the cost of drivers/routes)
  - 6 routes and 6 drivers would be added to the system (3 new routes + 3 growth routes)
    - It should be noted that hiring bus drivers in any quantity is a concern of the Transportation Department as it is difficult to retain enough drivers to run the current routing in place.
    - In an effort to hire and retain bus drivers, PSD offers one of the highest rates of pay for drivers in the state and also makes an effort to flexibly accommodate part-time work schedules.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

### Scenario B

- This scenario shifts high school start times to ~8:55am/9:00am, which is approximately 1.5 hours later than current high school start times.
  - This brings the high school start times into alignment with the recommendations derived from research findings related to start times and the AMA's recommendation of an 8:30am start for secondary students.
  - This scenario also accomplishes the Board of Education's goal of shifting high school start times later.
- This scenario shifts middle school start times to ~8:05am, which is approximately 30 minutes later than current middle school start times.
  - This brings middle school start times closer to the recommendations derived from research findings related to start times and the AMA's recommended 8:30am start for secondary students.
  - This scenario also accomplishes the Board of Education's goal of shifting middle school start times later.
- In Scenario B, elementary school start times are flipped earlier in the morning, meaning that elementary schools that currently start around 9:00am will start around 7:45am.
  - 10 elementary schools in this scenario would start at 7:45am.
  - In some cases, this flip would mean that some elementary schools would start more than an hour earlier than their current start times.
- Although survey findings from the first survey indicated that some parents/guardians would be amenable to earlier elementary school start times, the committee expressed concerns about 7:45am start times potentially being too early for elementary school students.
  - It was noted, however, that PSD already has one elementary school (Eyestone) that starts at 7:45am.
- In this scenario, the latest high school dismissal time is 4:25pm.
  - This dismissal is more than an hour later than current dismissal times (2:50pm-3:10pm).
  - This later dismissal may have implications for students participating in after school activities, athletics, jobs/internships, and concurrent enrollment. A later end time may also impact family time.
- In this scenario, the earliest pick up times would be 6:55am for Eyestone Elementary, 6:45am for Wellington Middle School, and 7:10am for Poudre High School. The latest drop off times would be 4:32pm for Putnam Elementary, 4:25pm for CLP Middle, and 6:17pm for Poudre High School.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

- Concerns have been expressed about early pick up times, including concerns about students waiting at bus stops in the dark/cold in the morning.
- Similar concerns have also been expressed about later drop off times, with rush hour traffic, darkness, cold, and weather-related hazards all being noted.
- This scenario would cost:
  - ~\$685,000 in year 1 (including the cost of purchasing additional busses)
  - ~\$185,000 ongoing (including the cost of drivers/routes)
  - 5 routes and 5 drivers would be added to the system (6 new routes – 4 existing routes + 3 growth routes)
    - It should be noted that hiring bus drivers in any quantity is a concern of the Transportation Department as it is difficult to retain enough drivers to run the current routing in place.
    - In an effort to hire and retain bus drivers, PSD offers one of the highest rates of pay for drivers in the state and also makes an effort to flexibly accommodate part-time work schedules.

### Scenario C

- This scenario shifts high school start times to ~9:00am, which is approximately 1.5 hours later than current high school start times.
  - This brings the high school start times into alignment with the recommendations derived from research findings related to start times and the AMA's recommendation of an 8:30am start for secondary students.
  - This scenario also accomplishes the Board of Education's goal of shifting high school start times later.
- This scenario shifts middle school start times to ~8:35am, which is approximately 1 hour later than current middle school start times.
  - This brings middle school start times into alignment with the recommendations derived from research findings related to start times and the AMA's recommended 8:30am start for secondary students.
  - This scenario also accomplishes the Board of Education's goal of shifting middle school start times later.
- In Scenario C, elementary school start times are flipped earlier in the morning, meaning that elementary schools that currently start around 9:00am will start around 7:45am.
  - 9 elementary schools in this scenario would start at 7:45am.
  - In some cases, this flip would mean that some elementary schools would start more than an hour earlier than their current start times.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

- Although survey findings from the first survey indicated that some parents/guardians would be amenable to earlier elementary school start times, the committee expressed concerns about 7:45am start times potentially being too early for elementary school students.
  - It was noted, however, that PSD already has one elementary school (Eyestone) that starts at 7:45am.
- In this scenario, the latest high school dismissal time is 4:30pm.
  - This dismissal is more than an hour later than current dismissal times (2:50pm-3:10pm).
  - This later dismissal may have implications for students participating in after school activities, athletics, jobs/internships, and concurrent enrollment. A later end time may also impact family time.
- In this scenario, the earliest pick up times would be 6:21am for CLP Elementary, 7:00am for Wellington Middle School, and 7:00am for Poudre High School. The latest drop off times would be 4:16pm for Eyestone Elementary, 4:40pm for CLP Middle, and 6:07pm for Poudre High School.
  - Concerns have been expressed about early pick up times, including concerns about students waiting at bus stops in the dark/cold in the morning.
  - Similar concerns have also been expressed about later drop off times, with rush hour traffic, darkness, cold, and weather-related hazards all being noted.
- This scenario would cost:
  - ~\$1,096,000 in year 1 (including the cost of purchasing additional busses)
  - ~\$296,000 ongoing (including the cost of drivers/routes)
  - 8 routes and 8 drivers would be added to the system (5 new routes + 3 growth routes)
    - It should be noted that hiring bus drivers in any quantity is a concern of the Transportation Department as it is difficult to retain enough drivers to run the current routing in place.
    - In an effort to hire and retain bus drivers, PSD offers one of the highest rates of pay for drivers in the state and also makes an effort to flexibly accommodate part-time work schedules.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

### Side by Side Comparison: Scenarios Under Consideration

To facilitate comparison, the table below offers an outline of high level considerations identified by the committee as related to each scenario that remains under consideration.

Scenario Comparison by Feature										
	High School Start Time (Range)	High School End Time (Range)	Middle School Start Time (Range)	Middle School End Time (Range)	Elementary School Start Time (Range)	Elementary School End Time (Range)	Year 1 Cost	Ongoing Cost	Added Routes and Drivers	Later Start for Middle and High Schools
<b>Current</b>	7:30am-7:40am	2:50pm-3:10pm	7:25am-8:15am	2:25pm-3:10pm	7:45am-9:10am	2:28pm-3:48pm	\$411,000	\$111,000	+3	No
<b>Scenario A</b>	8:30am	3:50pm-4:00pm	7:35am-8:15am	2:30pm-3:10pm	7:45am-9:10am	2:28pm-3:48pm	\$822,000	\$222,000	+6	High School – Yes Middle School - No
<b>Scenario B</b>	8:55am-9:00am	4:20pm-4:25pm	8:05am-8:15am	2:55pm-3:10pm	7:45am-8:50am	2:23pm-3:40pm	\$685,000	\$185,000	+5	Yes
<b>Scenario C</b>	9:00am-9:05am	4:25pm-4:30pm	8:35am	3:25pm-3:32pm	7:45am-8:40am	2:23pm-3:23pm	\$1,096,000	\$296,000	+8	Yes

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

### *Scenarios Discussed and Eliminated*

As the School Start Times Scenario Committee completed its work, several additional scenarios were discussed and ultimately eliminated for a variety of reasons. The scenarios discussed and eliminated included:

- A high school start of 8:15am, which was eliminated because the cost of the scenario was too high, at more than \$2.8 million, and the change was not significant enough to warrant impacting the entire system. Further, this scenario required hiring more additional drivers than seems feasible given the district's challenges in hiring and retaining drivers to date.
- Scenarios that moved elementary school start times to 7:35am, which were eliminated because the committee believed that 7:35am is too early for elementary starts.
- Scenarios that shifted high school starts to approximately 8:45am, shifted middle school starts about 15 minutes later than current times, and kept elementary start times between 8:00 and 9:00am. These scenarios were eliminated because the cost of each was more than \$2 million in the first year and between \$629,000 and \$703,000 annually thereafter. This cost was deemed too high to be feasible, and required hiring between 17 and 19 drivers, which PSD does not believe is possible given hiring challenges to date.

# SCHOOL START TIMES SCENARIO COMMITTEE

## SUMMARY OF WORK 2018

### Next Steps

As a next step, PSD will develop a survey designed to gather feedback on the four scenarios that remain under consideration. This survey will be distributed to the entire PSD community in the fall of 2018.

Findings from this survey will be used to formulate a recommendation regarding changes to school start times for consideration by the Board of Education in December 2018 or January 2019.

A determination will be made about changes to start times by early 2019, with any changes being implemented for the 2019-2020 school year.

## Poudre School District

**REPORT PREPARED BY:** Lauren Hooten, Process Manager

Poudre School District  
2407 LaPorte Avenue, Fort Collins, CO 80521  
**Tel** 970-490-3333  
[www.psdschools.org](http://www.psdschools.org)

