Principals’ Pros and Cons

**Option 1 - Cherry K - 1/2 & Oak 2/3 - 5**

**Personnel**

**Pros**
- Fewer teachers will move from one building to another
- All grade level teachers will be in the same building

**Cons**
- Work/stress overload of 200 K students-nurse, social worker, enrollment- all falls on one building
- Because of the size of the grade level team, cliques may develop and undermine the collegiality and collaboration.
- Could not have common plan time anyway for grade levels with 6+ classes
- Adding 5 sections of K and 1 means the K-2 campus has all the new staff, which creates a strain to have so many new teachers in one place for the first year, after a couple of years the new staff will all be at the 2-5 campus

**Family/Community Engagement**

**Pros**
- Less conflict over where kids go- as all would start at Cherry
- No chance for diversity disparity between campuses

**Cons**
- Families could have kids at 3 different buildings- requiring staggered start/end times
- “Moffit’s research concluded that schools with narrow grade configurations have a negative impact on family-school partnerships

**School Culture/Climate**

**Pros**
- Fewer concerns about having a consistent culture, school unity.
- All students stay together

**Cons**
- Kids have more transitions in their K-8 career. *More transitions are associated with lower achievement and more personal/social issues.*
Resources
Pros
● Don’t have to purchase additional resources/materials for grade levels in order to accommodate 2 buildings, as all classes of one grade are in one building

Cons
● Grade level events would be difficult to organize and find space for with so many students/parents
● 2nd grade would have to be split after year 1 anyway.

Academic
Pros
● Planning per grade level would all be done at one building--do not need to have additional inservice days to have grades collaborate

Cons
● “Today, however, a substantial body of new research demonstrates that decreasing grade spans, thereby increasing the number of students per grade, and multiplying students’ transitions from school to school negatively impacts student achievement. This new research suggests that the most equitable cost effective means of delivering high student achievement is through smaller schools with broader grade spans.”
● When consulting with outside administrators and educators, they have consistently commented that this configuration does not make much sense from a developmental or systems standpoint.
Option 2 - Two K - 5 buildings

School Culture/Climate

Pros
- Kids don’t have to change campus mid-way thru elementary- big benefit to our new, incoming families
- Multi age benefits- older kids can be reading buddies, etc.
- Better sense of community in a K-5
- New middle school building will then allow students to have new friends (not the same for 9 years)
- “Higher academic achievement, better attendance, self-esteem and attitudes towards school. Fewer suspensions and behavior problems, regardless of socioeconomic status.” (research driven comment)

Cons
- How to keep a sense of unity with two separate schools
- Possibility of competition between campuses

Resources (Facilities, Finance, Transportation)

Pros
- Possible reduced cost of transportation
- Simpler transportation system as one bus can pick up and drop off siblings at the same campus.

Cons
- resources will be split or additional purchase may be needed.

Academic

Pros
- More collaboration among teachers across grade levels and better curriculum alignment K-5
- Struggling and advanced students will have a growth plan as they are known by the K-5 team.
- The K - 5 academic achievement is owned by the whole K-5 team. Therefore every teacher is held accountable for the building achievement.
- “More grade levels per building (i.e. fewer transitions to new schools) is related to higher achievement and improved behavior regardless of SES.” (Offenberg, 2001; Wren, 2003)

Cons
- Grade level teams not able to collaborate as well between buildings
Family/Community Engagement

Pros
- Better sense of community in K-5

Cons
- How to divide current and incoming students fairly, keep diversity a priority

Personnel

Pros
- Workload is spread more evenly between buildings (enrollment, parent orientation, screenings, tours, K roundup, etc that take so much time for the K students and families)
- With the transition, admin would have opportunity to reassign, change teams that may not be functioning well
- Closer teacher collegiality because of a smaller grade level team.

Cons
- deciding who goes where