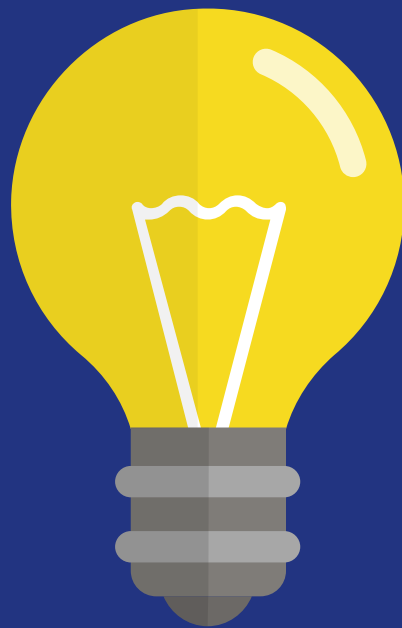


12 ways to prioritize learning during tough economic times

Advice from a veteran education leader



Wayne Poncia, CEO Hāpara

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Wayne Poncia is CEO at Hāpara, a global edtech company dedicated to inspiring and empowering learners guided by bold and effective learners. Respected internationally, Poncia has a deep understanding of the edtech industry and the education sector, built on career experience in school



superintendency in Chinook's Edge

School Division, training hundreds of school level administrators in Florida through the Accelerated School Administrator Program funded by the Annenberg Foundation, and C-level edtech ventures.

About Hāpara

Hāpara is a unique edtech company with an amazing evangelist teacher-user group in the hundreds of thousands strong.

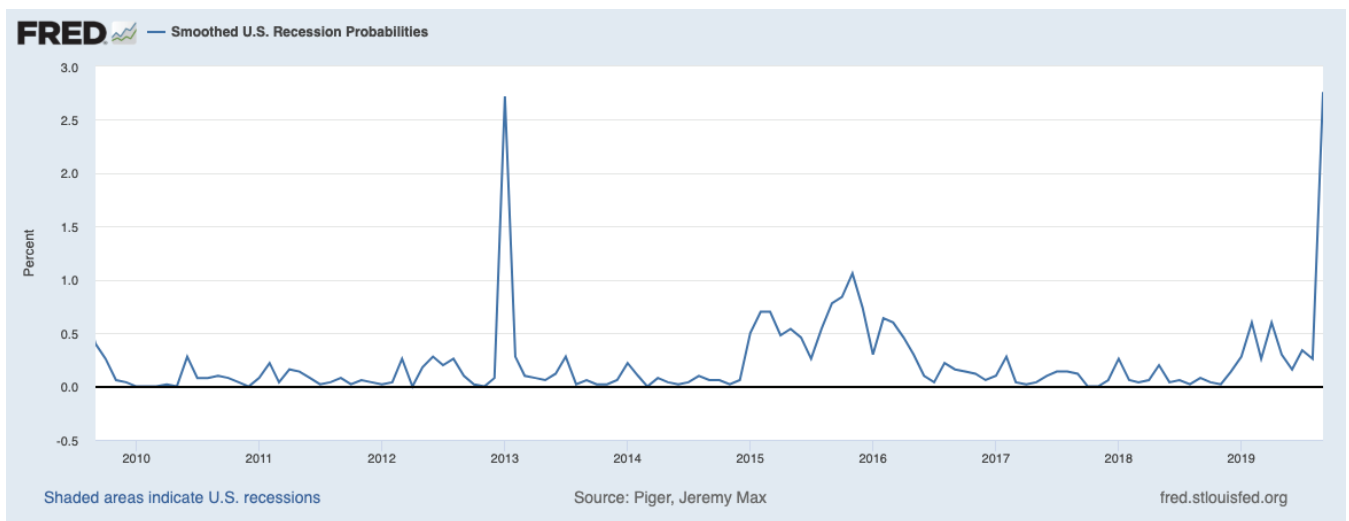
Hāpara teachers are bold and effective modern learning practitioners. The Hāpara product suite is a creation of our remarkable community of educators enabled by our very talented and hard working staff of dedicated change makers.

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Introduction

Here we go again, another recession may be on the horizon. Based on experience in the not so distant past, it is critical that we all prepare for a possible economic downturn.



Source: Piger, Jeremy Max. "Smoothed U.S. Recession Probabilities." FRED, 1 Nov. 2019, <https://fred.stlouisfed.org/series/RECPROUSM156N>.

Full disclosure:

I can officially say that I am both a veteran educator and an edtech executive. I was in the school system for 14 years as a teacher, counselor, school administrator and district superintendent. For the next 19 years I led edtech companies in the development of K12 classroom solutions. During these 33 years, there have been five recessions--two of them during my edtech years in 2000 and 2008-09.

Recession preparation will certainly be compromised by our current reality. Many cuts have already been implemented, and many programs have been woefully underfunded. With operating budgets in the millions and many districts without reserve funds, a recession will mean making some difficult decisions.

- In the U.S., student populations are growing slowly while full-time staff have only grown 8% since 2002.
- Teacher salaries remained almost stagnant at 11% from 2005 to 2016.
- Since 2000, benefits have gone up more than 57%.
- In the last four decades special needs student populations have ballooned by more than 83%.
- ESL student populations have grown by more than 45%.
- In most school districts, 81% of expenditures each year go to certified and classified employees and their benefits, leaving only 19% for all other costs including technology, books, supplies, contractors and capital outlays.

Is it any wonder that the first assumption a district board will make in a recession is that they will have to cut programs and staff? Every district seems to start out by looking for efficiencies without cutting programs or staff--but often these conversations are too little too late.

My experience with recession-driven efficiencies are that they should be a part of every annual school budget process. We can never be comfortable when our students' education could be compromised due to budget cuts.

There are some efficiencies that I have personally been part of pursuing that have had a positive impact on saving programs and jobs. I share these knowing that local realities will sometimes restrict our ability to reduce annual costs.

Source:

<https://www.edweek.org/ew/section/multimedia/the-where-and-why-of-k-12-spending.html?intc=main-mpsmvs>

01

School utility costs

- Encourage energy conservation with students and staff.
- Install efficient lighting as a part of the district's yearly capital plan.
- Install motion activated light switches.
- Change the thermostat temperatures in every building by 2 degrees.
- Ensure smart thermostats are installed in every building.
- Ban the use of portable heaters.

02

Share services with other schools and districts

- Share specialized learning staff
- Share development of curriculum and content, and deliver that content online
- Share specialized learning devices and program resources with other schools and districts



Case study:

Wolf Creek School Division

After hiring teachers over the summer break to create complete high school courses in Hāpara Workspace, Wolf Creek School Division then partnered with other school divisions to manage the cost of creating new courses and keeping them current. Teachers in other school divisions are able to personalize and differentiate the Workspace courses to meet their needs while also benefiting from the evergreen content support.



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Buffalo Trail Public Schools

Buffalo Trail Public Schools created comprehensive lesson plans for their elementary coding program in Hāpara Workspaces, which were shared across all elementary schools.

03

Increase your professional learning reach while reducing costs

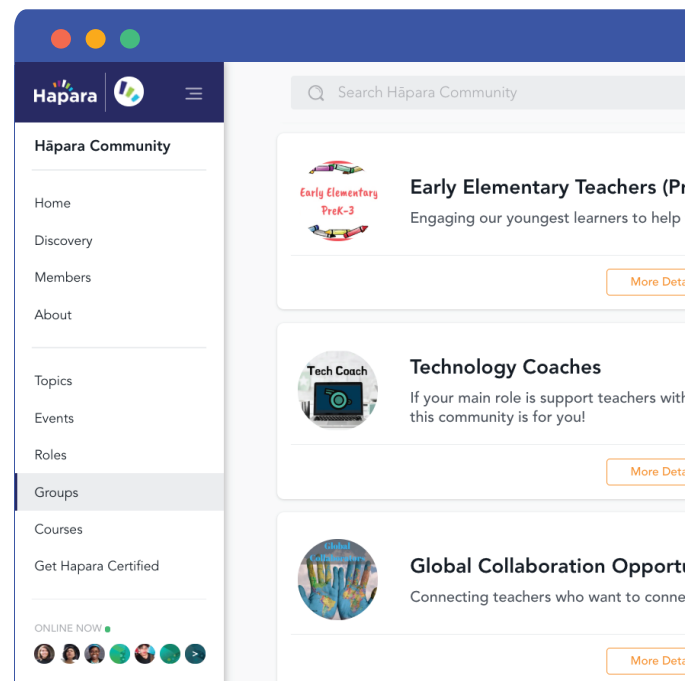
Use existing software and online service subscriptions such as Hāpara that allow no-cost professional learning and teacher-to-teacher collaboration, as well as student learning.

The Hāpara Community

The Hāpara Community fosters professional learning and collaboration.

A number of districts including Cook County, Champaign School District and Buffalo Trail, have each created district-wide online communities within the Hāpara Community to share best practices and deliver professional learning and expertise.

Alberta has a province-wide Hāpara Community for teachers.



Screenshot of Hāpara's Community

Open-source PL

Many Hāpara districts have built and publicly shared their professional learning training in Hāpara Workspaces including: Lexington, El Campo, Dundee, Fremont, Clear Creek, Gering, Ottawa Catholic, Chesterfield and Buffalo Trail.

Connect classrooms virtually

Expand the richness of your classroom programs without planning field trips by connecting classrooms virtually to research and collaborate within the district, nationally or globally.

Case study:

With no additional costs, Frederick County USA, Whangaparaoa College New Zealand and Wolf Creek Alberta joined their classes within the Hāpara Suite to research this question: "How can you guard the planet for future generations?" The student researchers dealt with time zone, geographic and cultural collectively identified a real life problem, determined solutions, assessed their solutions, globally presented their solution and evaluated their success.



Go deeper with Chrome

Chromebooks are inexpensive and generally long lasting (I know of five-year-old Chromebooks still in classroom use). And, Google plans for Chrome OS to be maintained for Chromebooks for five years.

Three ways to go deeper with Chrome:

- Encourage bring-your-own-device with specific guidelines regarding technical support and models.
- Arrange a financing plan for parents with a third party.
- Ensure equity with legacy devices and new device purchases.

One-off apps can be too expensive to renew annually. Focus district purchasing on comprehensive, suite software purchases that will save on district costs like the Hāpara Instructional Suite and Hāpara Student Dashboard. A suite approach gives learners and teachers all of the functionality they require to exclusively use G Suite and Google Classroom to fulfill their

G Suite + Hapara

Deeper learning and reduced costs

Reward paperless classrooms

There are estimates that each student is supplied with 833 pages of paper (average) per year.

A cohort of 25 students would use 20,850 pages of paper. Assuming a 100% paperless classroom and only black and white printing, each classroom would save \$.08 per sheet or \$1668 per year.

Incentivize teachers to go paperless by determining their spend on copy paper and splitting any savings they can achieve.

Did you know?



The Hāpara Instructional Suite and Student Dashboard eliminate the need for paper. Distribute a portion of the savings (30- 50%) back to the teachers as classroom supply budgets. A classroom budget of \$500 would be an eye popper!

07

Friday learn and teach from home

Have teachers and students work from home on Fridays using devices and collaborative software solutions.

Working from home reduces:

- Non-professional cleaning costs
- Busing costs
- Lighting, heating and cooling costs



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Online courses

In preparation for living and working in the cloud, require every high school student to take at least one online course from the district.

- Increased class sizes in online courses
- Select courses that are not high stakes or low enrollment for online registration



Did you know?

Some Hāpara districts assign one or more teachers to teach their health or optional courses. This can free up teachers in schools to have continued access to prep time while reducing the costs.

Replace textbooks

Replace textbooks with OER, open textbooks or digital textbooks, and compose these in flexible differentiated content delivery systems.

- Learning Management Systems (LMS) are built for post-secondary learning, and are often limited in functionality for differentiation. In addition, version controls can quickly fall apart as LMS lessons belong to the individual professor/instructor and are not easily shared.
- Seek instructional management systems that are more flexible allowing teachers and students to work together collaboratively, and districts, schools and teachers to share within the district or globally.



Did you know?

Hāpara makes it easy to compose content and create learning and inquiry projects in Workspace. These are Pinterest-like boards that the teacher can use to create, share or collaboratively build with co-teachers. Learners can be grouped so that they have personalized views of the Workspace content and activities. Teachers can also enable students to add their own resources and evidence to a Workspace.

Mastery assessments and remediation

Consider implementing mastery assessments for high-stakes courses pointing to remediation content online to reduce course repeats or summer school costs due to failure or poor performance.



Case study:

In Wolf Creek School Division, students can sign up for weekend exam preparation courses that incorporate mastery assessments with remediation content. Hāpara Workspaces are used for remediation. The results have been very impressive with high enrollment and significant movement in student performance on government examinations.

Revisit off-campus learning as cooperative education

- Analyze credit with funding for workplace learning in your region/jurisdiction.
- Require all high school students (including and especially the academic students) to take the equivalent of one course in work experience.
- Deliver workplace essentials and specific workplace training content virtually.



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12

Inclusive learning programs

Create inclusion instructions and IEPs in online versions that inclusion paraprofessionals can also work in and update.

This is a public Workspace

What is Hāpara Workspace? [Copy](#)

JL's Individual Education Plan (IEP) Description

This workspace contains JL's individual education program (IEP), and his assigned work.

Once one task has been completed, a new one will be added.

Show less

Groups

- All Groups
- Block 1: Math
- Block 2: Language Arts
- Block 3: Études sociales
- Block 4: Français

IEP Expectations	Resources	Work Tasks	Reward
<p>Block 1: Math</p> <p>Number Sense & Numeration</p> <p>Number Sense and Numeration Expectation</p> <p>JL will solve a variety of problems involving the addition and subtraction of whole numbers to</p> <p>Show more</p>	<p>Number Sense & Numeration</p> <p>Addition and Subtraction Video</p> <p>Watch this brief video about addition and subtraction.</p> <p>Addition...</p>	<p>Number Sense & Numeration</p> <p>Addition & Subtraction Worksheet</p> <p>Please complete the following worksheet.</p> <p>Show more</p> <p>Addition and Subtraction</p>	<p>Free Time Games</p> <p>Enjoy some free time, for 5 minutes, on a games or activity of your choice, once your work is completed.</p> <p>Mathletics</p> <p>Enjoy some free time, for 5</p>

Screenshot of Hāpara Workspace

Case study

In Bennington Public and Ottawa Catholic school districts, teachers are creating online IEP's in Hāpara Workspaces that they can share with parents, students and paraprofessionals working in inclusion settings.

