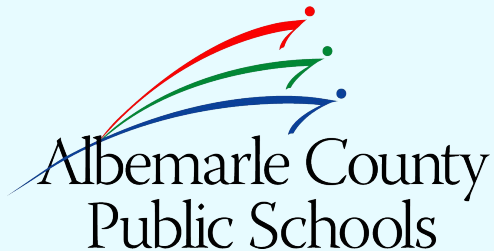




2025-2026 School Year Calendar Presentation

Dr. Eric Irizarry, Director of Equity, School, Family & Community Relations
Office for Community Engagement (OCE)

October 24, 2025



Strategic Plan: Learning for All

VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

We will know every student.

VALUES

Equity
Excellence
Family and Community
Wellness

GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources

Guiding Principles

The standard 10-month teacher contract shall include 200 days, including (i) a minimum of 180 teaching days or 990 instructional hours and (ii) up to 20 days for activities such as teaching, participating in professional development, planning, evaluating, completing records and reports, participating on committees or in conferences, or such other activities as may be assigned or approved by the local school board, “according to VA Code 22.1-302.

The calendar should enable time for professional learning and collaboration.

A diverse advisory committee recommend a proposed calendar to the Superintendent.

Continued Guiding Principles

For the 2025-26 school year, consider the benefits and drawbacks to starting and ending the school year earlier than we have traditionally and ending the first semester at our Winter Break

176 days minimum for student days

Maintain 2-week winter break

Maintain consistency with CCS on major breaks and holidays

Timeline & Process for Calendar Development

September 5th

- Reviewed calendar committee process, guidelines & timeline; review proposed draft options.
- Gained input from committee members on proposed options; develop draft survey for more ACPS staff input (9/13).

September 19th

- Additional discussion of proposed calendar options from committee members & reviewed ACPS staff survey
- Review potential survey questions, made adjustments based on feedback from committee members & data.
- ACPS Comprehensive Survey sent on 10/3

Continued Timeline & Process for Calendar Development

October 17th

- Reviewed data from ACPS Staff and ACPS Comprehensive Survey & examined trends from these surveys to inform recommendations

October 18th

- Finalize Calendar Committee Recommendations to be presented to the Superintendent & School Board.

October 24th

- Presentation to the School Board for the First Read.

November 7th

- Review of the Calendar Recommendation/Anticipated Action.

Draft Calendar (E)

- Start: 8/13, End: 5/29
- 176 Inst. Days
- 2 Preservice PL Days
- 5 Preservice School Based Work Days
- 5 School Year PL Days
- 5.5 School Year Work Days
- 1 Family Conference Day
- Teacher Contract Days 200: 195 encumbered w/ 5 days for extra duties

2025-26 School Year Calendar - DRAFT

JULY 2025							AUGUST							SEPTEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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JANUARY 2026							FEBRUARY							MARCH						
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APRIL							MAY							JUNE						
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177 SCHOOL DAYS

- Quarter 1 = 41 days
- Quarter 2 = 42 days
- Quarter 3 = 47 days
- Quarter 4 = 47 days



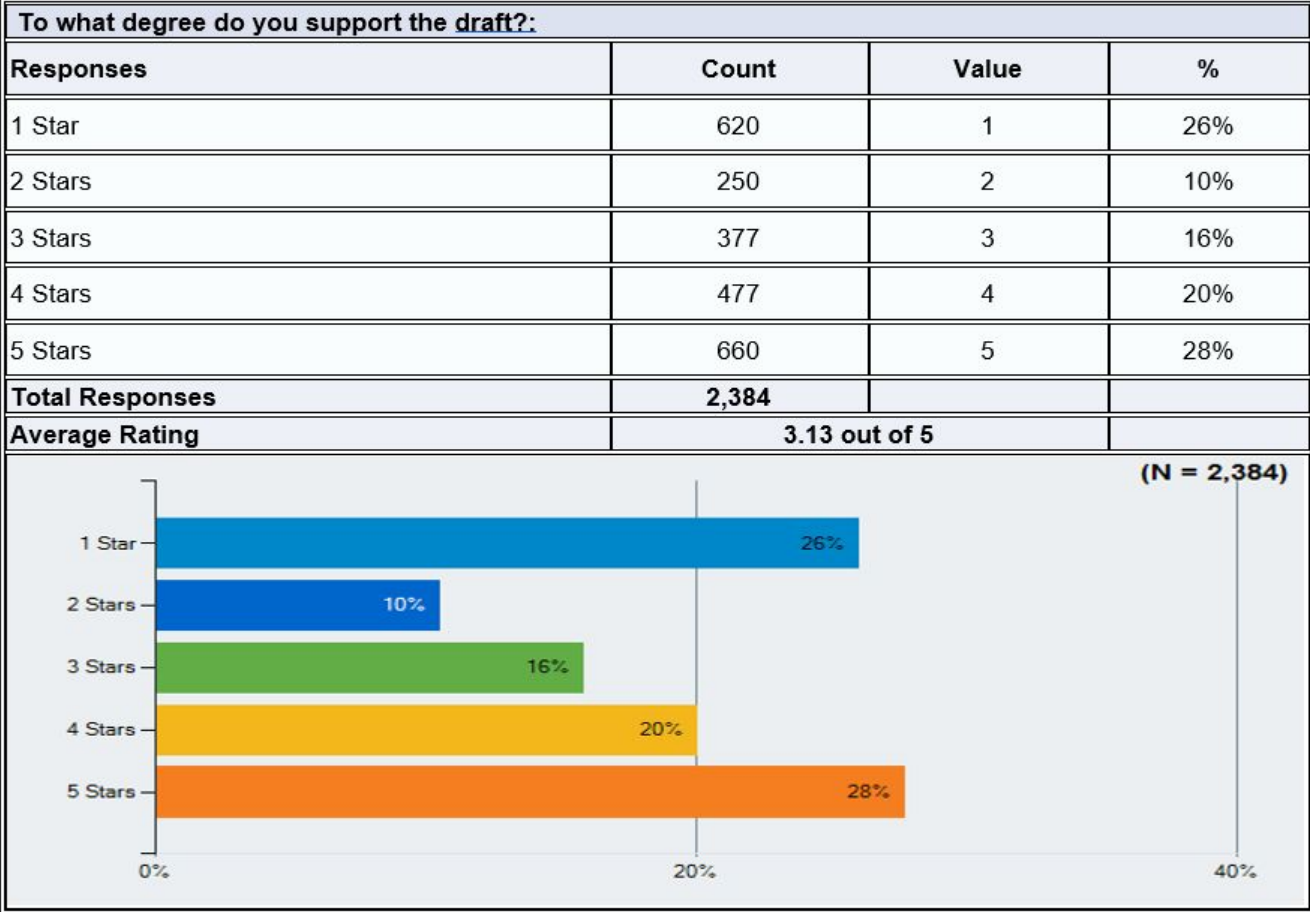
CALENDAR KEY

- Holiday: July 4; Sept 1; Nov 26-28; Dec 22 – Jan 2; Jan 19; March 30 – April 3; May 25; June 19
- New Teacher Academy: July 28 – Aug 1
- Combination Teacher Workday/Professional Development (PD) Day: Aug 4, 6, 7, 11 & 12
- Pre-Service PL Day: Aug 5 & 8
- First Day of School for Students: Aug 13
- Reserved for a combination of mandatory training, teacher work time, and division or school-based PD (no school for students): Sept 26; Oct 14; Nov 3 (Making Connections); Feb 17; March 17
- End of Quarter: Oct 10; Dec 18; March 13; May 29
- Full-Day Teacher Workday (no school for students): Oct 13; Dec 19; Feb 16; March 16; June 1
- Reserved for Family Conferences (no school for students): Nov 4
- Last Day of School (half-day for students); afternoon reserved for Teacher Workday: May 29
- Last Day of Work for Teachers: June 1

Note: If schools close an unusually high number of days due to inclement weather, there may be remote learning days, or one or more non-student days in the spring may be converted to instructional days.

ACPS Comprehensive Survey Results

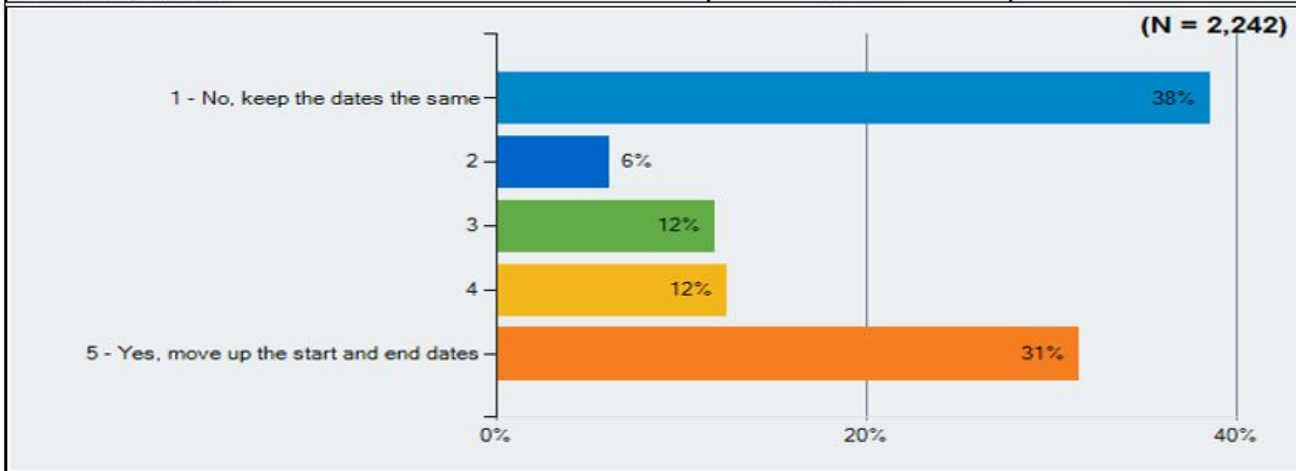
Support For Draft Calendar



Support Starting/Ending Early

In past years, ACPS has traditionally started the third week of August. In the revised version, we have an earlier start date. To what degree do you support starting and ending the school year earlier?

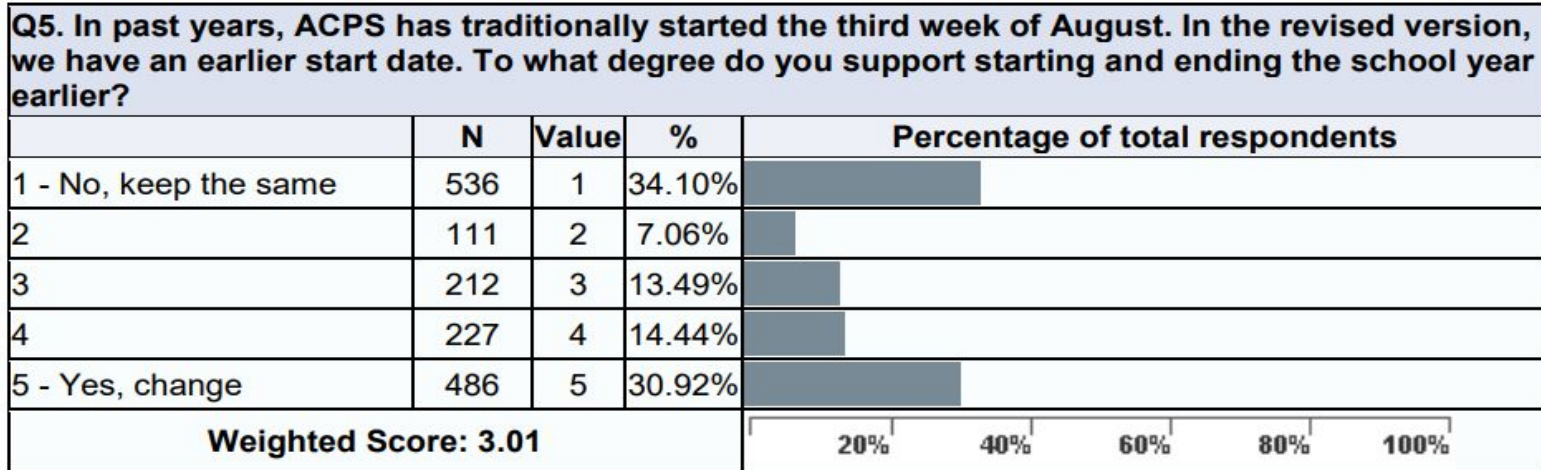
Responses	Count	%
1 - No, keep the dates the same	863	38%
2	135	6%
3	262	12%
4	278	12%
5 - Yes, move up the start and end dates	704	31%
Total Responses	2242	



(Previous Survey 23/24; Early Start and Early End Survey Results

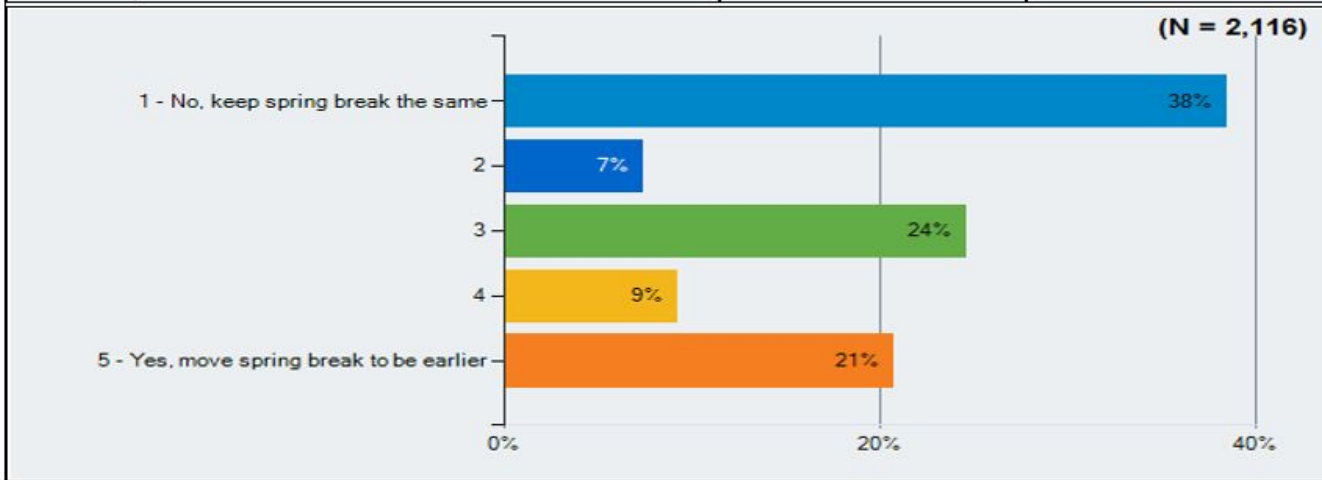
When asked, "In past years, ACPS has traditionally started the third week of August. In the revised version, we have an earlier start date. To what degree do you support starting and ending the school year earlier?"

31% said "YES" change, answering with a 5. (The percentage of our staff that lives outside of ACPS is approximately 36%)



Traditionally, the school division puts Spring Break on the first full week of April. To what degree would you support moving the spring break earlier?

Responses	Count	%
1 - No, keep spring break the same	812	38%
2	155	7%
3	518	24%
4	194	9%
5 - Yes, move spring break to be earlier	437	21%
Total Responses	2116	



Spring Break

Early Start & Early End : Qualitative

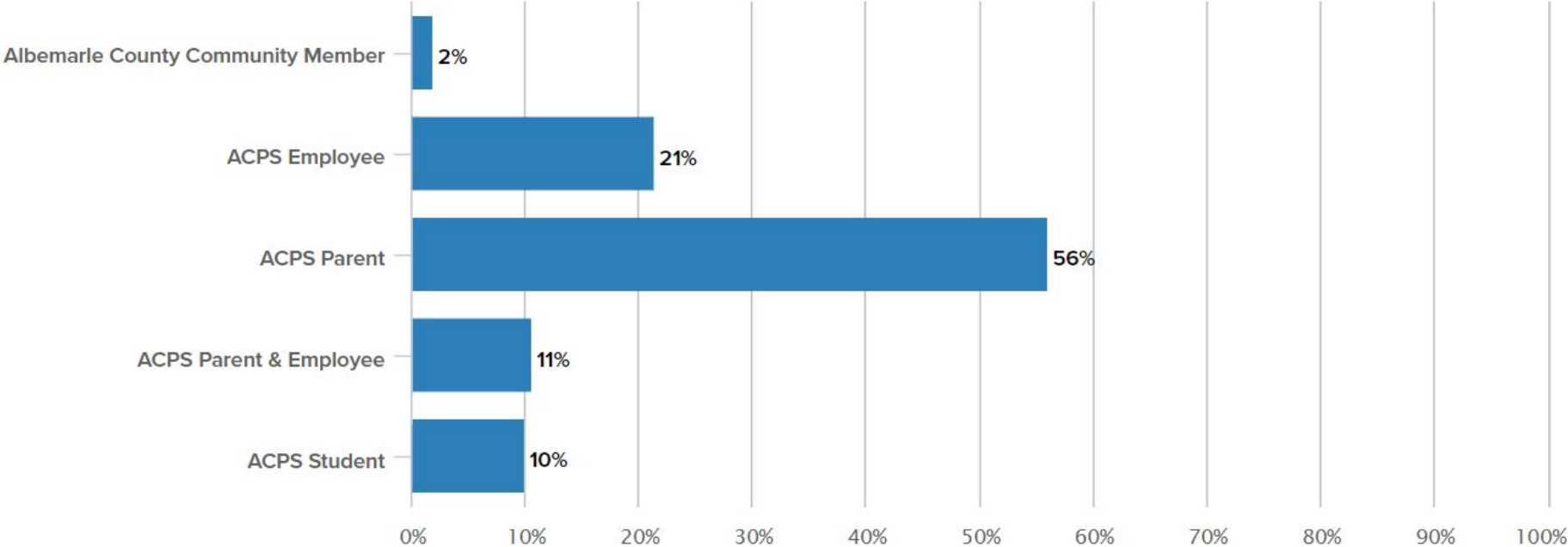
420 respondents voiced their support for starting the school year earlier, citing benefits such as **finishing earlier in May and better alignment with neighboring school districts**. **98 comments opposed the early start**, with concerns about how it **shortens summer vacations and disrupts family schedules**. Additionally, **69 comments were neutral**, reflecting a **flexible stance on the timing of the school year**.

The **early start is the most common concern**, with many respondents voicing their worries about the **impact on summer plans and breaks**. While a **portion of the community favors maintaining the current calendar with a later start date**, the feedback suggests that **concerns primarily revolve around vacation timing and family schedules**. **Mixed feedback** reveals that respondents see **both pros and cons in the proposed changes**.

Participant Breakdown

5. I am:

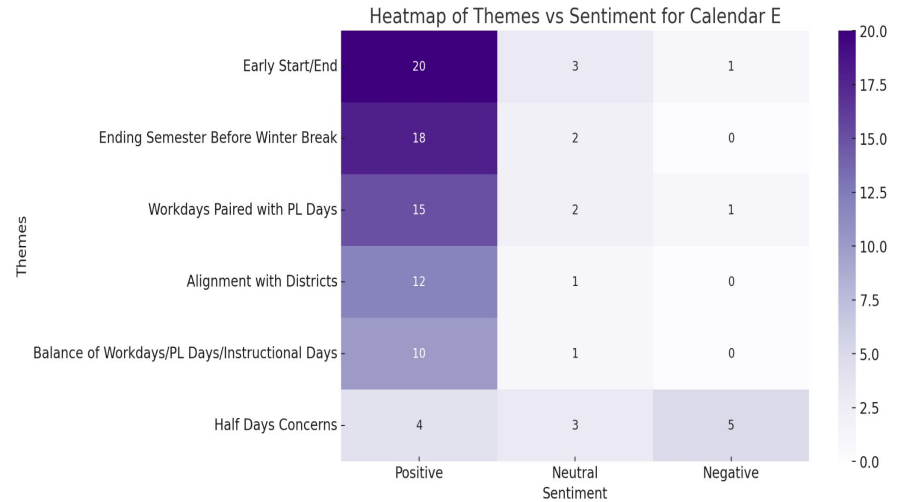
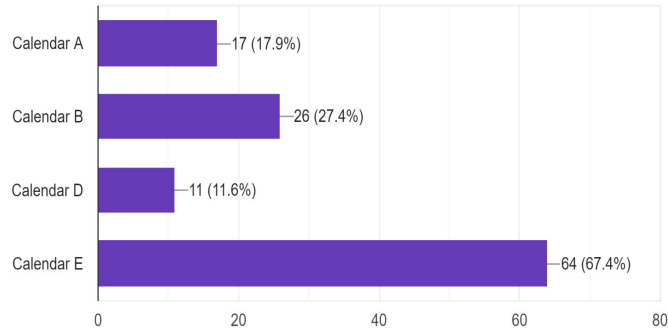
(N=2,549)



Initial Staff Feedback on Draft Calendar

Are you leaning towards a particular calendar(s)?

95 responses



Revised Draft Calendar (F)

-Start: 8/13, End: 5/29

-176 Inst. Days

-2 Preservice PL Days

- 5 Preservice School Based Work Days

- 5 School Year PL Days

- 5.5 School Year Work Days

-2 Family Conference Windows; Fall/Spring

- Teacher Contract Days
200: 195 encumbered
w/ 5 days for extra
duties

2025-26 School Year Calendar - DRAFT F

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CALENDAR KEY

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- End of Quarter: Oct 10; Dec 19; March 13; May 29
- Full-Day Teacher Workday (no school for students): Oct 13; Jan 5; Feb 16; March 20; June 1
- Fall Family Conference Window October 20-31; Spring Conference Window March 2-13
- Last Day of School (half-day for students); afternoon reserved for Teacher Workday: May 29
- Last Day of Work for Teachers: June 1
- Flex Teacher Workday (Family Conferences)

Note: If schools close an unusually high number of days due to inclement weather, there may be remote learning days, or one or more non-student days in the spring may be converted to instructional days.

Early Start & Early End (Potential Benefits)

- Closer alignment with surrounding counties & CCS
- Child care, after school, & summer programming (staff outside of county)
- Semester would end at Winter Break
- Advanced placement students would have more days before testing
- Consistent with CCS/CATEC calendar

Specific Points to the Proposed 2025-2026 Calendar

- Moves Spring Break back to the first full week in April
- Clusters PL & Work days to decrease four day weeks
- Maintains two-week Winter Break
- Provides flexibility for Fall & Spring Family Conferences
- Voting day is shifted to a teacher workday

Regional Start/End Dates

Fluvanna	August 13	May 21
Nelson	August 8	May 23
Louisa	August 8	May 23
Augusta/Waynesboro	August 7	May 21
Greene	August 13	May 23
Madison	August 13	May 23
Rockingham	August 20	June 4
Buckingham	August 13	May 23
Harrisonburg	August 20	June 6
Charlottesville*	August 13	May 30

Early Start & Early End (Challenges)

- HR: A one-time salary true-up for 10- and 11-month exempt employees (including required and elected benefits)
- HR: Recurring adjustments to the deduction schedule for 10-month non-exempts to reflect 18 pay periods of deductions, rather than the already established 20 pay periods of deductions. [\(More Information\)](#)
- Building Services, Operations & Transportation would need to make adjustments to meet the timelines for the beginning of the year
- Timelines for semester based classes would need to be moved up; adjustments needed to pacing
- Staff, students, and families would have a shorter break the first summer
- Summer school timeline would need to be adjusted the first year

Anticipated Recommendations from the Committee

1. Adopt the Revised Draft Calendar
2. Delay the implementation of the Revised Draft Calendar by 1 year

*In any case adopting a 2 year calendar cycle may be preferred

Questions & Discussion

What guidance would the School Board like to give about the early start & early end date or the 2025-2026 calendar development?

