



# ANALYSIS OF THE 2025-2026 HCPS SCHOOL CALENDAR SURVEY RESULTS

## KEY FINDINGS AND RECOMMENDATIONS

### FINAL RESEARCH REPORT

Prepared by

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HCPS extends its gratitude to Hanover for their collaboration and partnership throughout this process. The final reports published by HCPS will incorporate some of the insights provided by Hanover Research, albeit with significant modifications to align with district needs.

## Introduction

Harford County Public Schools (HCPS) remains committed to engaging parents, teachers, staff, and the community in its decision-making processes. To support this commitment, HCPS launched a survey to gather feedback for developing the 2025–26 school calendar, ensuring it aligns with the needs and preferences of its stakeholders.

The HCPS Department of Research and Program Evaluation developed a Data Dashboard to present the results and analysis of the survey's closed-ended and open-ended responses, including sample comments from parents/guardians, students, and staff. Click [here](#) to access the [Data Dashboard for the 2025–2026 HCPS Draft School Calendar Survey](#).

This report focuses on the analysis of open-ended survey responses, conducted in two phases during the survey period. These insights are essential for HCPS as the district leaders and the Board of Education (BOE) work to create a school calendar that meets educational standards while addressing the community's expectations.

## Methodology

This report provides a digestible summary of responses to the following open-ended question:

- **Q1: Additional comments about the 2025-2026 HCPS Draft School Calendar Options.**

Phase 1 of the analysis includes survey responses from September 24<sup>th</sup> through October 21<sup>st</sup>. Phase 2 will include all the responses following this date until November 23, 2024. Due to the amount of data, a sample (40%) of cleaned responses was analyzed to distill key findings for the open-ended question.

Before analyzing the open-ended responses, **blank, irrelevant, or repeated open-ended responses were removed during data cleaning**. Inappropriate answers or answers that appeared redundant were also removed in favor of responses that share meaningful data and appropriately answer the survey question.

Utilizing a random sample of 40% of responses offers a robust sample from which to provide the requested information. It should be noted, however, that the analysis provided depth of understanding about the particular question rather than statistical significance or generalizable conclusions. Utilizing both human and Artificial Intelligence (AI) tools/technologies, the top key themes were identified and summarized using cleaned, relevant response content.

The figure below shows the total survey responses, cleaned survey responses, and the coding sample used for analysis.

PHASE 1 (September 24 <sup>th</sup> – October 21, 2024)			
RESPONDENT GROUP	TOTAL SURVEY RESPONSES	TOTAL CLEANED RESPONSES	TOTAL RESPONSES IN SAMPLE (40%)
Student	683	100	40
Staff Member	1,316	312	125
Parent or Guardian	1,342	376	150
Total	3,341	788	315
PHASE 2 (September 24 <sup>th</sup> – November 23, 2024)			
RESPONDENT GROUP	TOTAL SURVEY RESPONSES	TOTAL CLEANED RESPONSES	TOTAL RESPONSES IN SAMPLE (40%)
Student	721	106	46
Staff Member	1,460	344	138
Parent or Guardian	1,387	377	151
Total	3,568	827	335

## Key Findings

The analysis of random sample of open-ended responses included in the survey helped identify the following key findings.

1. A significant portion of the open-ended comments specifically assert a preference for starting the school year before or after Labor Day or for adopting **Option A or B** described in HCPS's draft.
2. Many survey responses encourage HCPS to **consider alignment with other schedules** including testing schedules, college (e.g., HCC) and university schedules, sports schedules, and other Maryland or surrounding school district calendars. This preference for alignment frequently addresses the importance of student engagement in considering which calendar to adopt.
3. A large portion of **staff members** and **parents** or **guardians** share comments about the **calendar's impact on teachers**, including the scheduling of professional development days or early dismissal days and the overall teacher workload.
4. Many survey respondents share opinions about **holidays and breaks in the school calendar**, which often influence their school start time preferences.
5. Some **community members** express frustration with the frequent surveys and changes to the school calendar and advocate for consistency from year to year.
6. Some **parents, students, and staff** express significant concerns regarding the impact of school calendars on family dynamics and planning.

Please also note the following details regarding Option A and Option B:

- **Option A:** The first draft calendar, **Option A**, was created by the Board of Education as a starting point and to outline guiding principles for the 2025–2026 Calendar Committee.
- **Option B:** The second draft calendar, **Option B**, was developed by the HCPS Calendar Committee following discussions at their initial meeting.
- Both calendar options ([View Both](#)) were presented to the Board of Education on September 23, 2024. Participants were encouraged to review the presentation beforehand to understand each option's rationale and impact: [View the Presentation](#).

## Key Themes Analysis

The following main themes emerge from the open-ended responses regarding HCPS's school calendar options.

### Start Date Preferences

A significant portion of the open-ended comments specifically assert a preference for starting the school year before or after Labor Day or for adopting Option A (created by the BOE) or Option B (Developed by the HCPS Calendar Committee) described in HCPS's draft. Some respondents provide general comments reiterating their preference whereas other comments provide specific reasons for their selection in the previous closed-ended question in the survey. There is a clear split in preferences regarding whether the school year should start before or after Labor Day. Across the open-ended comments, preferences do not vary significantly across respondent groups. However, there is a slightly higher preference among staff for starting before Labor Day and a slightly higher preference among parents or guardians for starting after Labor Day. The accompanying data supplement provides the subthemes for Start Date Preferences including *Before Labor Day/Start Earlier*, *After Labor Day/Start Later*, *Option A*, and *B*. \*Note that these subthemes do not consider responses to closed-ended questions.

REPRESENTATIVE QUOTES	
Phase 1	
<p><i>"I am 100% for returning after Labor Day. The teachers need a break, and this still allows a reasonable last day."</i></p> <p>- Staff Member</p>	<p><i>"Starting the week before Labor Day throws students off. They go into school, ready to get back into their schedule, and are immediately back on break."</i></p> <p>- Student</p>
<p><i>"Would prefer school starts after Labor Day. Thank you for a longer spring break."</i></p> <p>- Staff Member</p>	<p><i>"I like to start earlier so it lets us get out earlier."</i></p> <p>- Student</p>
<p><i>"I would like to start earlier and be out the last day of MAY for everyone. When you are working on the future calendar please let that be one of the options...Thank you!"</i></p> <p>- Staff Member</p>	<p><i>"Option B seemed more convenient and organized."</i></p> <p>- Student</p>
<p><i>"It is in the best interest of academic achievement to start in August, especially for students sitting for AP exams. Option B is better aligned to meet the needs of our educators."</i></p> <p>- Staff Member</p>	<p><i>"I do not want to get out as late as June 22."</i></p> <p>- Student</p>
	<p><i>"Pre-Labor Day start is better for students."</i></p> <p>- Parent/Guardian</p>
	<p><i>"Please continue to start after Labor Day."</i></p> <p>- Parent/Guardian</p>
	<p><i>"After Labor Day - let kids have a summer."</i></p> <p>- Parent/Guardian</p>
Phase 2	
<p><i>"Take away a few of the random days off and add a full spring break for students and teachers. This can easily be accomplished by starting before Labor Day."</i></p> <p>- Staff Member</p>	<p><i>"I want to have an earlier summer break in case of snow days back up our summer."</i></p> <p>- Student</p>
<p><i>"Starting before Labor Day has historically been when school starts, this gives our students more opportunity to complete curriculum before standardized tests and high stakes testing."</i></p> <p>- Staff Member</p>	<p><i>"I think we should start school on September 2nd. So, people have more time to prepare for school. Also, we could have more time to play games with friends!"</i></p> <p>- Student</p>
<p><i>"An early June dismissal is better than a late June dismissal, students are finished &amp; ready to be out at the beginning of June. The longer we stay in June, there is an increase in extreme behaviors."</i></p> <p>- Staff Member</p>	<p><i>"I prefer starting later and getting out later."</i></p> <p>- Student</p>
	<p><i>"Let the students and their families have 2 full months of summer. The end of the school year only varies by 3 days between the two calendars; let school families have off through Labor Day. Also, why are snow days even part of the calendars anymore since virtual learning which was OK for 1 and 1/3 school years during COVID."</i></p> <p>- Parent/Guardian</p>

## Alignment and Student Engagement

Many survey responses encourage HCPS to consider alignment with other schedules including testing schedules, college (e.g., HCC) and university schedules, sports schedules, and other Maryland or surrounding school district calendars. This preference for alignment frequently addresses the importance of student engagement in considering which calendar to adopt.

Many respondents prefer starting school earlier to provide students with more instructional time before testing, particularly for students in Advanced Placement (AP) courses and dual enrollment courses. Specifically, staff member respondents emphasize the increased engagement and academic preparation when students begin school earlier. They feel that student engagement is lacking during June and more negative student behaviors emerge, and they explain how meaningful instruction decreases following the completion of certain tests.

Some comments point out that dual enrollment classes start earlier, and it makes sense to align regular classes with these college schedules. Although staff member respondents highlight this theme more frequently than other respondent groups, it remains a priority across all three respondent groups.

Many community members also point out that other school districts, both in Maryland and the surrounding states, begin school earlier and are therefore better prepared academically for testing in the spring. Furthermore, some respondents appreciate aligning school start dates to sports or summer camp schedules and college schedules to increase convenience for those impacted.

REPRESENTATIVE QUOTES	
Phase 1	
<p><i>"Many summer camp programs start mid-June. By having the school year start before Labor Day, these important summer camps can start mid-June. There are more days in school before the state-mandated testing, which gives students more classroom hours in academics to help achieve Academic Success."</i></p> <p>- Staff Member</p>	<p><i>"As a student who enrolled in 5 AP classes last year and is taking 3 HCC classes each semester this year, the extra week is a major help. This year with the later start, my college classes began a week before school even started, some students may not have a laptop by then. Additionally, the extra time is especially helpful for AP classes where the time we have to prepare for the test depends on how early we start since the test date is set in stone and unaffected by the date our [school] year starts."</i></p> <p>- Student</p>
<p><i>"I think it is important to get students back in school earlier to allow for more instructional time with state testing windows. Many MD counties this year started prior to Labor Day, and they will be at an advantage in this area with state testing."</i></p> <p>- Staff Member</p>	<p><i>"I like starting school before Labor Day and having the school start align with my future HCC classes and football."</i></p> <p>- Student</p>
<p><i>"Starting the school year after Labor Day puts us a week's worth of instruction behind other Maryland school districts. That makes a difference when the MCAP exams and AP exams are on set days in April/May."</i></p> <p>- Staff Member</p>	<p><i>"Starting school at an earlier date gives more time for students taking AP classes to study. In my experience, AP classes can be rushed through because there is so much curriculum and not enough time."</i></p> <p>- Student</p>
<p><i>"I prefer option B because it is better aligned with both athletics and HCC for dual enrollment."</i></p> <p>- Staff Member</p>	<p><i>"This option is best for learners because it provides the most time for learning prior to state testing, graduation, and spring events."</i></p> <p>- Parent/Guardian</p>
<p><i>"As a staff member, I appreciate the PD days when we return from holiday breaks (winter &amp; spring). I also appreciate the alignment with the HCC start. I have students every year that are new to dual enrollment and miss the first week of their class because they think it starts when we do."</i></p> <p>- Staff Member</p>	<p><i>"The kids are more enthusiastic when the school year begins in August and they will be better prepared for AP exams, the SATs, the ACT, the MCAP, etc. That's what we want, right? Happier kids who are better prepared?"</i></p> <p>- Parent/Guardian</p>
	<p><i>"More instructional time for AP classes, state tests. Better alignment for HCC dual enrolled students and beginning of fall sports tryouts/practices."</i></p> <p>- Parent/Guardian</p>

## Phase 2

"I am an advocate of a "pre-labor day" start day each school year. This schedule also aligns HCPS with numerous other school districts."

- Staff Member

"I would rather be more closely aligned with BCPS because that is where my children go."

- Staff Member

"I appreciate being aligned with HCC and **athletics** schedules, **allowing more time for instruction before testing**, and getting out earlier at the end of the year when testing has been completed and grades turned in. I also appreciate a longer **holiday break and spring break** for staff when they need time to refresh and rejuvenate!"

- Staff Member

"This **aligns more** with the students **returning to sports**. Many of our families...elementary, middle, and high compete in some sort of fall sport including cheer....**Starting earlier also gives us more time to complete our curriculum before testing and AP testing**. You would be surprised how much curriculum we can get through in 1-2 weeks."

- Staff Member

"I believe **aligning the public school start date to the college schedule will be inconvenient** for parents, especially if it comes to driving to college and starting school all at the same time. This leads to extra stress on families for school supplies, college prep, and high school prep all in one if applicable."

- Student

"I like Option B because it **aligns more** with other related things like **athletics and dual enrollment**. I also like it because it lets us get out in June earlier, even if all the inclement weather days are used, I would rather start earlier in August rather than end late in June."

- Student

"This calendar option is best for all stakeholders- especially as it **aligns for students taking advantage of college opportunities**."

- Parent/Guardian

"As an educator working in a neighboring school district, it is very helpful **when all school districts try to align their schedules/start dates** - helps tremendously with **planning, DR appts, childcare**, etc. Thank you!"

- Parent/Guardian

## Impact on Teachers and Productivity

A large portion of staff members and parents or guardians share comments about the calendar's impact on teachers, including the scheduling of professional development days or early dismissal days and the overall teacher workload. Specifically, several staff respondents call out their appreciation for scheduling professional development days at the end of a school break rather than before the break to improve staff engagement. Similarly, comments highlight preferences for early dismissal days at various points in the year to support educator planning or professional learning.

Some staff members and parents or guardians appreciate early dismissal days when used effectively, while others believe they are unproductive and should either be full school days or days off. For example, a handful of respondents feel that early dismissal days before a long break are not productive due to low attendance and engagement. Additionally, some comments include differing opinions related to virtual learning or asynchronous days for inclement weather.

Many advocate for schedules that consider the needs of educators, such as aligning professional development days more effectively and ensuring breaks that allow teachers to rejuvenate. There is a clear desire to support educators in ways that enhance their ability to deliver high-quality instruction and manage their work-life balance, acknowledging that their well-being directly impacts student success. Overall, community members value schedules that efficiently utilize teachers' time and promote student learning.

## REPRESENTATIVE QUOTES

### PHASE 1

"As a teacher, I very much appreciate the PD days happening after breaks/closures from school. I think this is a great way to energize staff after returning back from a break and will also be much more productive than having PD prior to a break. I also thoroughly appreciate the entire week of spring break for staff. It is much needed when we reach that point in the year. Thank you!!!"

- Staff Member

"Please **address the number of half days** that aren't also professional development days. It's too much!"

- Parent/Guardian

"I appreciate the consideration placed into Option B for educators' needs. Specifically, the **Early Dismissals on the final days of each quarter will be helpful for grading, report cards, and conferencing**. Additionally, returning to HCPS from winter break on a Monday PD day instead of a Friday shows greater consideration for those who may wish to travel to see loved ones over the time off."

- Staff Member

"Starting **after Labor Day is better for teachers and students**."

- Student



<p>"You should really find a way in the calendar to <b>give teachers and staff off the Wednesday before Thanksgiving</b>. It's a wasted day for students as well. Let the staff be with their family. I think those 5 inclement days are a waste. The end of the year is just playtime, and [students do not] really learn. It's a filler. The teachers and staff are tired by then." - Parent/Guardian</p>	<p>"I don't understand the choice to lessen the number of <b>early dismissal days</b>. <b>Elementary school teachers rely on those days to catch up on work, plan, meet with colleagues, etc.</b> Every year, more and more time to do our jobs within our paid workday is taken away. We are asked to do more with less funding, less resources, less support, and now less time as well. Please reconsider adding an early dismissal day to the months [that are] missing one." - Staff Member</p> <p><b>"Implement virtual snow days</b> so no inclement weather days have to be used, therefore resulting in a definitive end date of June 11." - Parent/Guardian</p>
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**PHASE 2**

<p>"This calendar committee calendar provides <b>more instructional time before assessments</b>. Learning in June is not as robust as learning in September. The board calendar goes long into June." - Staff Member</p> <p>"Option B is more respectful of educators' time. <b>Allowing PD at or near the end of the quarter is essential.</b>" - Staff Member</p>	<p>"The schools had started after Labor Day in the past years. Why shorten a week of vacation <b>time with family, friends, and rest?</b> In which, is well <b>need[ed] for teachers</b> as well as students to spend time with family and friends, and get some rest!! One week is definitely not going to make a big difference in learning at the beginning of the school year." - Staff Member</p> <p>"Also aligns more with other counties-helps teachers who are in a <b>different system with child care</b> in August AND in June." - Parent/Guardian</p>
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**Holiday Observances and School Breaks**

Many survey respondents share opinions about holidays and breaks in the school calendar, which often influence their school start time preferences.

Comments cite priorities around the observance of religious holidays and the timing of breaks like fall or spring break to maximize rest and minimize disruption.

Some respondents suggest more religious holidays should be observed as days off by the district whereas others feel that when certain holidays are not celebrated by a large population of the district, they do not need to have days off from school. Many community members advocate for fewer half days or single days off and longer spring or winter breaks to allow adequate time to spend with family or travel.

A portion of respondents who prefer starting after Labor Day cite the importance of family time during the end of the summer and vacation plans. Parents and guardians share comments related to this theme the most frequently, staff members at a slightly lower rate, and students share comments related to this theme the least often.

<b>REPRESENTATIVE QUOTES</b>	
<b>PHASE 1</b>	
<p>"Would prefer the winter break and spring break to be shorter than proposed." - Parent/Guardian</p> <p>"Our <b>family vacation always occurs in late August for economic reasons, so a post-Labor Day start is critical</b>. My oldest will be starting high school next year. An early calendar start will prevent him from touring his new school, finding his locker ahead of time, checking out his new environment, etc. Let our children have a <b>COMPLETE</b> summer. Parents and business owners alike would appreciate a late start school calendar. Thank you." - Parent/Guardian</p>	<p>"I prefer having my child start after Labor Day. It makes summer stretch just a little bit longer and gives us <b>more of a window when planning vacations.</b>" - Parent/Guardian</p> <p>"The winter break giving teachers the extra weekend to make vacation and family plans is <b>invaluable</b>. Option B is friendly to teachers and staff, taking into account that they have personal lives and are impacted by the calendar." - Parent/Guardian</p>

<p>"I was convinced last year that the earlier start would be best, however, this option adds in additional days off at other points in the year resulting in <b>disruption with mid-weekdays off and extending weekends and winter break unnecessarily.</b>"</p> <p>- Parent/Guardian</p>	<p>"I feel we should have <b>more days off during spring break</b> because when you build around the weekends it doesn't give much to offer and I feel students would agree that it is not that many school days off which is something students look forward to."</p> <p>- Student</p>
<p>"Please keep in mind that many <b>families are still traveling during the month of August.</b> Consistent attendance is one of the keys to success, and we don't need students missing the first few days of school."</p> <p>- Staff Member</p>	<p>"I prefer the start after Labor Day. <b>Starting in August makes summer feel so much shorter</b> even if it's not that substantial of a difference. I understand whatever works needs to be instated but I would really appreciate a later start to the school year."</p> <p>- Student</p>
<p>"I appreciate the <b>longer winter break for out-of-town travel</b> in option B. Thank you!"</p> <p>- Staff Member</p>	<p>"If Yom Kippur is a day off for all, <b>Rosh Hashanah should be as well.</b>"</p> <p>- Staff Member</p>

**PHASE 2**

<p>"I find it extremely disappointing that the <b>difference between the two options includes not giving off for one of the HIGH HOLY DAYS</b> in the Jewish Religion. In the future, sensitivity from the HR department about taking off for the Jewish Holiday observance would be appreciated... <b>I do not find option A equitable at all.</b>"</p> <p>- Staff Member</p>	<p>"Take away a few of the random days off and add a full spring break for students and teachers. This can easily be accomplished by starting before Labor Day."</p> <p>- Staff Member</p>
<p>"As a person who works for HCPS and was not born and raised in Harford County (difficult to believe, I know), <b>I do not have adequate time to travel to family Thanksgiving dinner</b> (or prepare my home for family visits) under either options A or B. I suggest a travel day should be built in. This is the only district I have ever worked in where the day prior to TG is a workday. Calendar decisions should be made in <b>consideration of families in the school community with diverse geographic backgrounds.</b>"</p> <p>- Staff Member</p>	<p>"We should <b>have more Jewish holidays off</b> because today 10/11/24 is Yom Kippur and we are not off, same with Columbus Day. That is very <b>offensive to the Jewish students, parents, and workers.</b>"</p> <p>- Student</p> <p>"I believe students need more time off when they have their holidays, it helps them <b>de-stress and mentally prepare</b> for the upcoming school days."</p> <p>- Student</p>

**Desire for Consistency and Stability**

Some community members express frustration with the frequent surveys and changes to the school calendar and advocate for consistency from year to year. The annual changes and uncertainty around the school calendar dates pose challenges for families and vacation planning. Survey respondents express confusion about why HCPS considers changing the school calendar, or more specifically the school start date, each year. Both staff members and parents and guardians explain that they plan trips a year in advance in many cases and the uncertain calendar makes this difficult. Many respondents highlight the difficulties caused by the fluctuating start dates, particularly in terms of disrupting summer plans and complicating academic preparations for courses like AP. In addition, these frequent changes can impact teachers' instructional planning.

<b>REPRESENTATIVE QUOTES</b>	
<b>Phase 1</b>	
<p>"Please stop with the back and forth of the start date. Choose one and stick with it! <b>Many families book vacations a year in advance</b> and it would be nice if they knew when the start date was going to be every single year."</p> <p>- Staff Member</p>	<p>"It's very <b>hard for families to plan when the start of school flip flops between before or after Labor Day from year to year</b>, particularly for those with high school students trying out for fall sports. It's already too late for 2025 summer planning purposes. Please consider stabilizing the start so families can appropriately plan."</p> <p>- Parent/Guardian</p>
<p>"We need to <b>stop going back and forth</b> with starting before and after Labor Day. Let's stick to one or the other."</p> <p>- Staff member</p>	<p>"<b>Consistency is key, pick a calendar and stick with it!!</b>"</p> <p>- Parent/Guardian</p>

<p>"I genuinely <b>thought that we determined the start date to be after Labor Day last year</b>, I feel that while getting feedback is valuable, sending these surveys every year opens us up to a lot of hostility about the calendar. My personal opinion is <b>we should only send these out every 3-5 years</b>. That said, I did not watch the presentation so maybe that's something being considered."</p> <p>- Staff Member</p>	<p>"If the primary factor to consider pre/post-Labor Day start is days of instruction/prep before testing, option B is the best option. Either way, <b>please choose one and stick with it every year</b>. Going back and forth and debating this every year is ridiculous."</p> <p>- Parent/Guardian</p>
Phase 2	
<p>"Please stop changing the school year start date year after year. <b>Pick an option and stick with it.</b>"</p> <p>- Staff Member</p>	<p>"It's ridiculous that we have not yet been able to create a calendar to use year to year with only minor adjustments for holiday dates."</p> <p>- Staff Member</p>
<p>"As an educator and a parent, <b>please keep it consistent</b>. Either always start before Labor Day or always start after Labor Day. This would make summer plans and <b>coordinating with those outside of HCPS</b> easier to coordinate. It would also keep the summer a more consistent length. Another way to do this would be to pick a date, like September 1st, and say if Labor Day falls before we'll start after but if it falls after we'll start before Labor Day. <b>Please consider keeping it consistent.</b>"</p> <p>- Staff Member</p>	<p>"<b>Consistency year to year</b> would be my preference- having one year be a longer summer and another be shorter makes life hard to plan."</p> <p>- Staff Member</p> <p>"I honestly don't care what calendar you pick, I'd just like it to be the <b>same start time</b> each year and <b>not have this vote each year</b>. It makes some summers too long and others too short when you go back and forth. Please pick one and stick to it."</p> <p>- Parent/Guardian</p>

### Impact on Family Time

Some parents, students, and staff express significant concerns regarding the impact of school calendars on family dynamics and planning. There is a strong call for consistency in school start and end dates, emphasizing the need for a predictable schedule to better accommodate childcare arrangements and vacation planning. Many advocate for starting the academic year after Labor Day, emphasizing the benefits of extended family time, reduced stress in preparing for the new school year, and alignment with traditional summer vacation periods. Additionally, there is frustration with the scheduling of half days and random days off throughout the school year, which pose considerable challenges for working parents in managing childcare and maintaining routine. Respondents also support the idea of longer breaks around major holidays to allow for more meaningful family interactions and travel opportunities.

REPRESENTATIVE QUOTES	
Phase 1	
<p>"Please keep in mind that many families are <b>still traveling during the month of August</b>. Consistent attendance is one of the keys to success, and <b>we don't need students missing the first few days of school.</b>"</p> <p>- Staff Member</p>	<p>"Having young kids start their first week as a full school week is exhausting for the kids and parents. Labor Day traditionally marks the end of summer so it doesn't make sense to start school before Labor Day."</p> <p>- Parent/Guardian</p>
<p>"I feel that starting the school year later gives students <b>more time with family</b> and time to prepare for the school year."</p> <p>- Staff Member</p>	<p>"Kids should go back to school Monday, April 6th. Spring Break spanning 3 calendar weeks is a <b>childcare nightmare for working parents.</b>"</p> <p>- Parent/Guardian</p>
<p>"As a staff member with children in the HCPS school system, it would be VERY beneficial to <b>keep the start dates the same year to year</b>. It becomes <b>very difficult to plan family visits</b> when we don't know when school will start each year."</p> <p>- Staff Member</p>	
Phase 2	
<p>"Option A is better because it gives students/staff <b>more time to prepare for the school year</b>, while still allowing both to <b>enjoy time with their families over the summer</b> without being stressed out over school starting early."</p> <p>- Student</p>	<p>"I think Option B is better because we get out of school earlier. <b>A lot of people (not me) are accustomed to going on vacation</b> during the school year close to the end. If we do option B we can avoid that."</p> <p>- Student</p>