

Next Steps to Reopening AUSD Schools



Presented to the Board of Education
November 10, 2020
Pasquale Scuderi, AUSD Superintendent

Tonight

1. Update on general reopening plans
2. Evaluate progress toward conditional start date for K-5 reopening
3. Summary of Family Survey and Employee Survey Data
4. Review K-5 return schedules: assess pros and cons of a more elongated in-person day in initial return stages
5. Proposed initial secondary return schedule concept

Conditionally Approved Reopening Option: January 7, 2021

	Elementary	Middle School	High School	Special Education
Thursday, January 7, 2021	Transitional Kinder Kindergarten 1st Grade 2nd Grade		Small group social/emotional and academic supports	Secondary Support Sessions: Students w/ Moderate to Severe Disabilities
Thursday, January 20, 2021	3rd Grade 4th Grade 5th Grade	English Learner and high needs students: small groups	English Learner and high needs students: small groups	Secondary Support Sessions: Students w Mild to Moderate Disabilities
TBD <i>(Guidance now permits with notable modifications)</i>		6th Grade 7th Grade 8th Grade	9th Grade 10th Grade 11th Grade 12th Grade	

Phased Approach - What Exactly is Going On?



Current Conditions

- As of October 13, elementary schools that complete a COVID-19 health and safety reopening plan are permitted to open.
- County guidance permits reopening of secondary schools effective November 9

Additions to Reopening Plan for Secondary

Under consideration.

Minimally beginning of semester 2.

Progress Report on Reopening Plan

Completed ●

Progressing ●

Early stages or not started ●

Required Reopening Plan Checklist: Facilities

Completed ●

Progressing ●

Early stages or not started ●

Cleaning Disinfection Supplies, Training and Protocols ●

Hand Sanitizer and PPE ●

Ventilation: Merv 13 Filter Upgrades and HEPA Purifiers ●

SIGNAGE: Entrance, Egress, and Movement within the School ●

Plexiglass for Front Offices ●

Working sinks in K-5 classes (80% of classrooms) ●

Required Reopening Plan Checklist: Health Protocols

Completed ●
Progressing ●
Early stages or not started ●

Cohort size ●

Physical distancing ●

Monthly testing for staff ●

Face coverings: clear requirements and adequate supplies ●

Triggers to switch to distance learning ●

Identification and tracing of contacts ●

Staff and family education ●

Daily student health screening ●

Required Reopening Plan Checklist: Communications/Stakeholder Engagement

- Completed ●
- Progressing ●
- Early stages or not started ●

Agreements with Labor Unions ●

Communication Plans ●

Consultation with Key Constituents ●

Analysis of staffing for reopening ●

Resolution of substitute teaching issues ●

Required Reopening Plan Checklist: Agency Approvals/Schedules

- Completed ●
- Progressing ●
- Early stages or not started ●

ACOE and ACPHD Approval of Reopening Plan ●

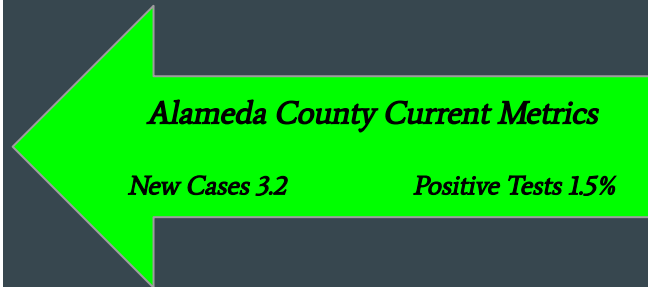
(estimated initial review 11/9/20)

School Reopening Criteria and Current Public Health Data

County risk level	New cases	Positive tests
WIDESPREAD Most schools are closed to in-person instruction, unless they meet certain conditions	More than 7 daily new cases (per 100k)	More than 8% positive tests
SUBSTANTIAL Schools can reopen for in-person instruction after they have remained in the red tier for 14 days	4 - 7 daily new cases (per 100k)	5 - 8% positive tests
MODERATE Schools can reopen for in-person instruction based on state and county guidance	1 - 3.9 daily new cases (per 100k)	2 - 4.9% positive tests
MINIMAL Schools can reopen for in-person instruction based on state and county guidance	Less than 1 daily new cases (per 100k)	Less than 2% positive tests

Source: California Department of Public Health (Covid19.CA.GOV)

UPDATED 11-2-20



Alameda County Current Metrics
New Cases 3.2 **Positive Tests 1.5%**

Neighboring School Districts

Preliminary Opening Group/Date:

<i>Albany</i>	<i>Berkeley</i>	<i>Castro Valley</i>	<i>Fremont</i>	<i>Livermore</i>	<i>Newark</i>	<i>New Haven</i>	<i>Oakland</i>	<i>Piedmont</i>	<i>Pleasanton</i>	<i>San Leandro</i>	<i>San Lorenzo</i>
Jan 4	Jan 13	Jan	TBD	TBD	TBD	TBD	Jan	Nov 3 Dec 1 TK-2	Jan 4	TBD	Jan

Family Survey Updates

Lindsey Jenkins-Stark

Kirsten Zazo

Surveys on 2020-2021 Programs

- **Purpose:** To gather input on distance learning and perspective on reopening
- **3 Audiences:** Families, students, staff
- **Tonight:** sharing results from perspectives on reopening only

Family Perspective on Reopening

ALAMEDA UNIFIED SCHOOL DISTRICT

FAMILY SURVEY 2020-21 PROGRAMS

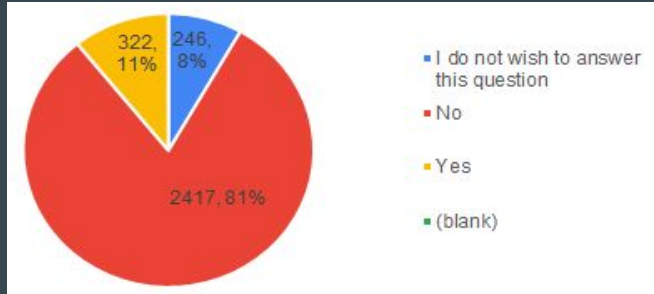
OVER 2,000 RESPONSES
2,169 FAMILIES RESPONDED

REPRESENTING OVER 3,000 STUDENTS
INFORMATION FOR 3,091 STUDENTS WAS CAPTURED

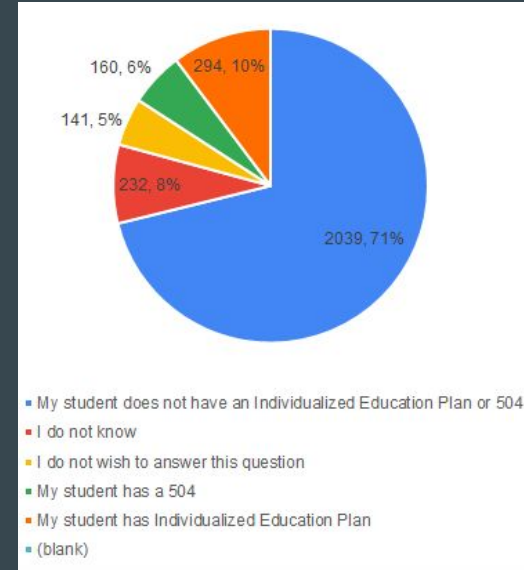
ALL GRADE LEVELS REPRESENTED

ALL SCHOOL REPRESENTED

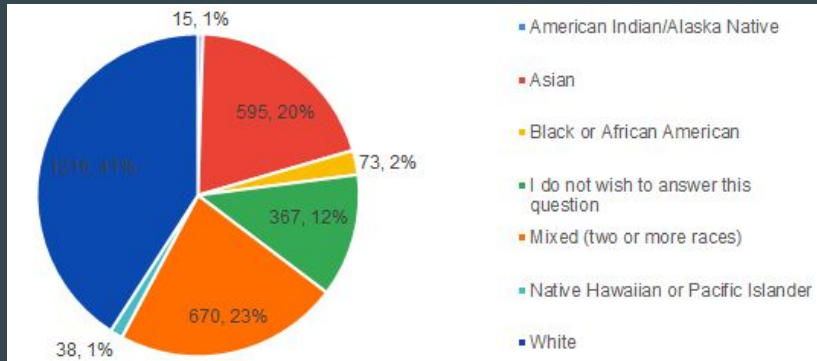
Do you identify as Hispanic or Latinx?



Does Your Student Have an IEP or a 504 Plan?



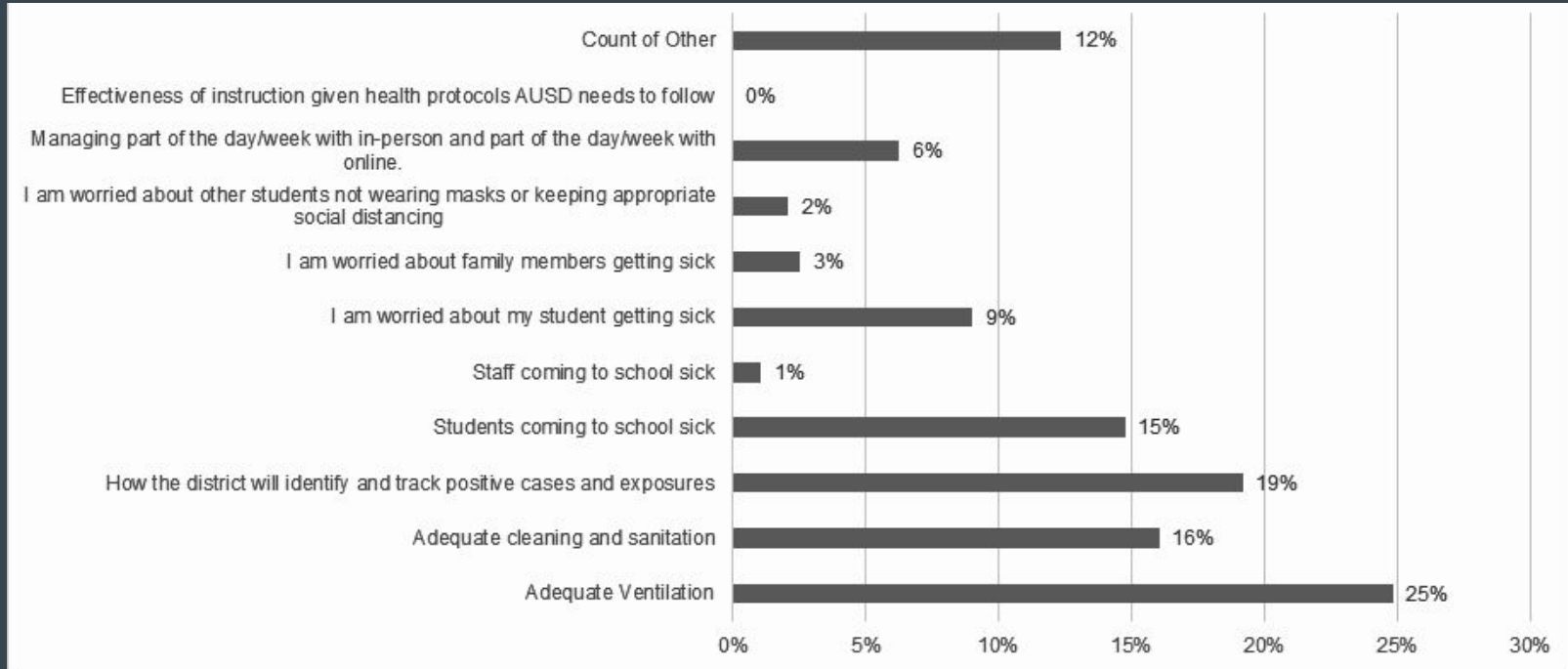
Which Race do you Identify As?



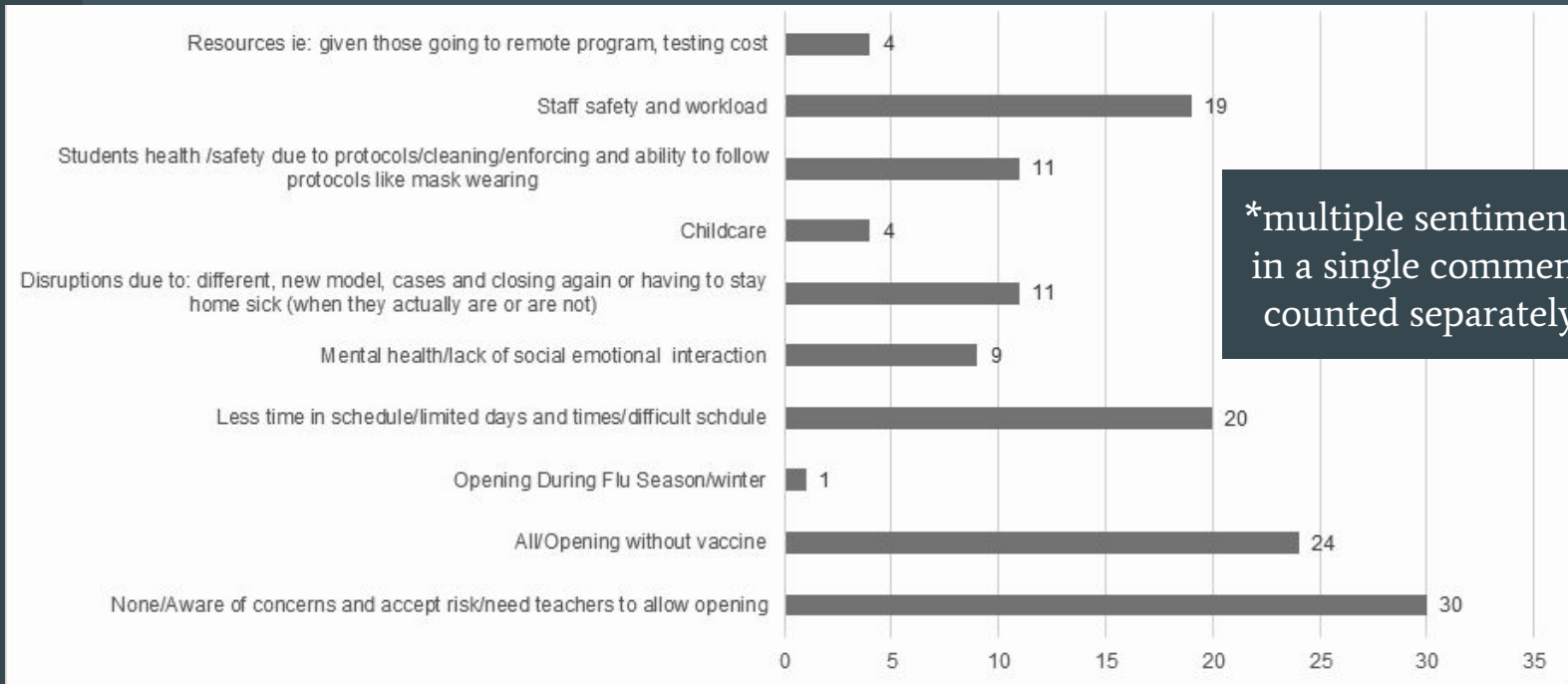
Family Perspective on Reopening

“We aren't neutral about returning to in-person learning. We are concerned about keeping our family healthy and about the emotional consequences of the extended quarantine. We are ambivalent at best. We would like consistency for our kids, and understand it is dependent on an unpredictable virus.”

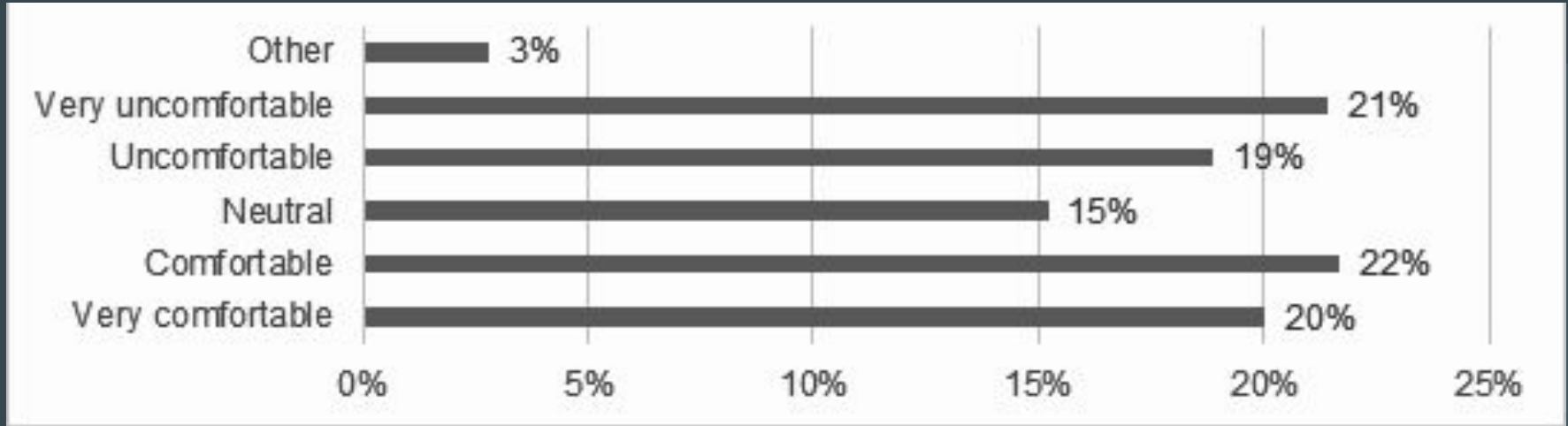
Family Concerns Regarding Reopening



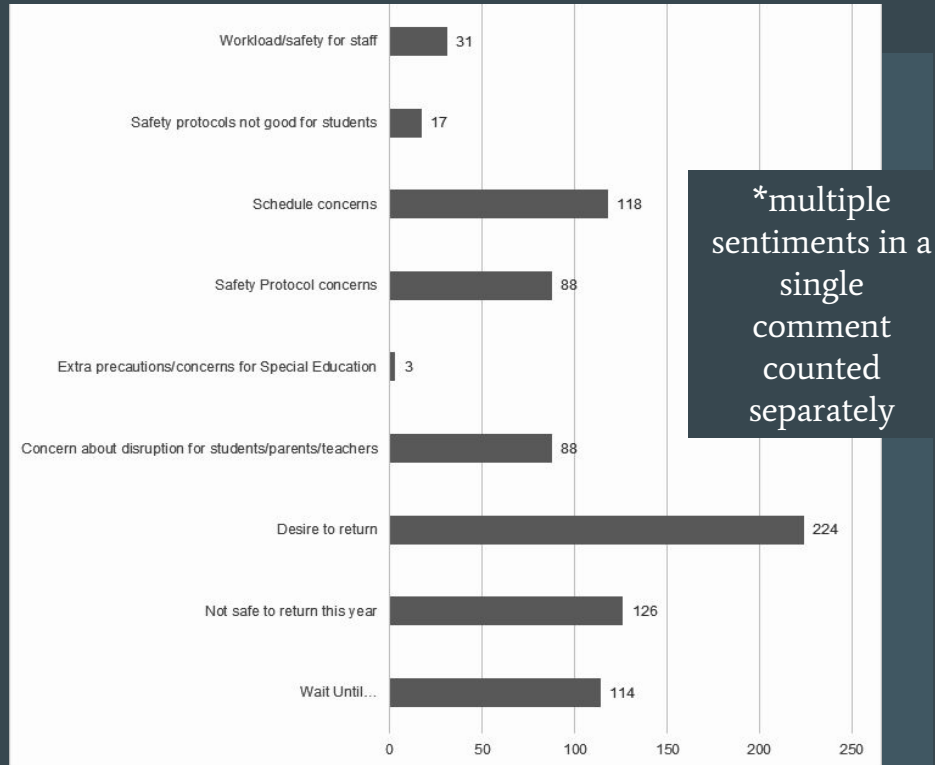
Family Concerns Regarding Reopening: Other



Family Comfort with Reopening



Family Perspective on Reopening: Free Response Themes



Free Response Themes: Desire to Return

- For instructional and social-emotional reasons
- For younger students
- Certain classes like labs, PE, etc.
- In smaller groups
- For prioritized student groups ie: students with IEPs, disadvantaged, etc.

“I think the County is in a place to re-open schools safely in the proposed limited way with appropriate safety measures. Please reopen as soon as possible. My student needs more help.”

“I am a physician. Given the improvement in covid rates in our community it seems like it makes sense to send kids back to school with appropriate distancing precautions”

Free Response Themes: Not Safe to Return This Year

- Until vaccination
- May remove student from district if no other options
- Distance Learning Working well for some
- Don't want to put staff at risk

“We are not willing to change our current situation until our child has been vaccinated against COVID-19. We want to remain in full-time distance learning, which is working very well for us. I hope that you will have an option for parents in the flexible learning program to maintain full-time distance learning. If not, then we would like to switch to the remote learning program.”

“I don't believe we should be considering reopening until there is a vaccine. Beyond the health risk, changing routines is hard for kids and hard for families. We're doing well with distance learning, which effectively minimizes risk and maximizes learning under the circumstances.”

Free Response Themes: Substitute Concerns

- Amount of time in person not worth the risk of exposure, would limit instruction
- Less instructional time than previous schedules proposed
- Drop off and pickup logistically difficult especially for working parents
- If students in different grade levels on different schedules would make it difficult for parents
- Many expressed need for aftercare options around the schedule

“With the current proposed reopening plan, it seems like it would be one hour, two days per week in-person presents more negatives than positives. Why would I send my child to school to expose him to 15 other children not in our covid family for one hour per day? the risks seem to far outweigh any benefit that would come from this. Not to mention the sheer inconvenience of such a plan from a household with 2 parents working full time. I would much rather have my son stay at home for that hour and continue on with the distance learning.”

Free Response Themes: Wait Until...

- Until after flu season
- Winter
- Semester
- Cases decline

“I am concerned about opening up and then having to close back down Especially given that we are just about to enter flu season and winter.”

“If in-person school starts this year, I would prefer it start at a natural break in the year so we have time to prepare and explore options.”

Free Response Themes: Safety Protocol Concerns

- Widespread concern over OTHER students/families not following protocols like mask wearing and social distancing
- Desire for increase in testing (ie: weekly, for students as well), and temperature taking for students and staff upon arrival
- Concern around ventilation (less around cleaning with new research)

“I feel the need to balance mental health and safety measures, so I think the new plan seems in tune with that as the kids will have some opportunity to come to school and still reduce exposure. I would like the classrooms to keep 6 feet distance, mask and ventilation, and small class sizes. Broad testing would help contain any outbreaks. I have worries about teacher's exposure as they will be exposed to all kids in that classroom. I also have concerns about children come to school sick without informing teachers or staff and spreading the virus to others due to either family's needs for childcare or family's disapproval of health guidelines.”

Free Response Themes: Disruptions for Students/Staff

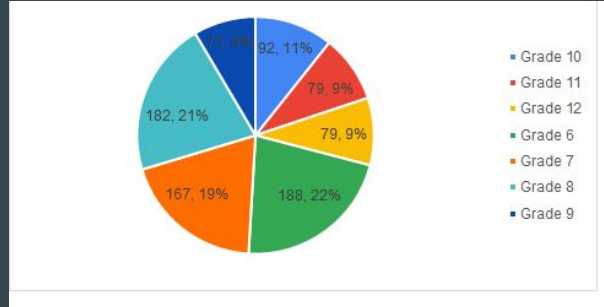
- Gotten into the routine and are improving in distance learning
- Concern over interruption to instruction due to school closing, student having 1+ symptom and having to stay home, etc.

“...also feel we have finally gotten into a good routine/flow with distance learning and would strongly prefer to finish out this semester in distance learning, then MAYBE going back part-time in the new year if it is safe to do so. It would just be too disruptive to have to go back to in person during the last months of 2020...”

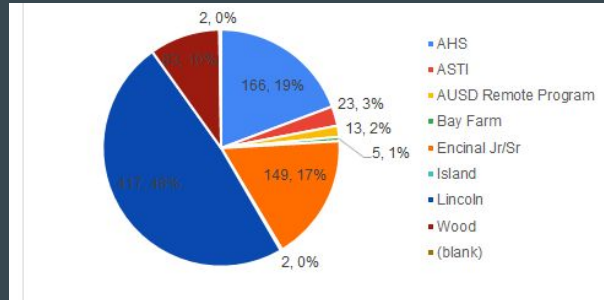
“ I worry that this long isolation could result in families not wanting to report deviations of wellness and putting teachers in the position of policing symptoms even more so as well as many missed school days that could severely impact student learning and classroom success.”

Student Survey About 2020-2021 Programs

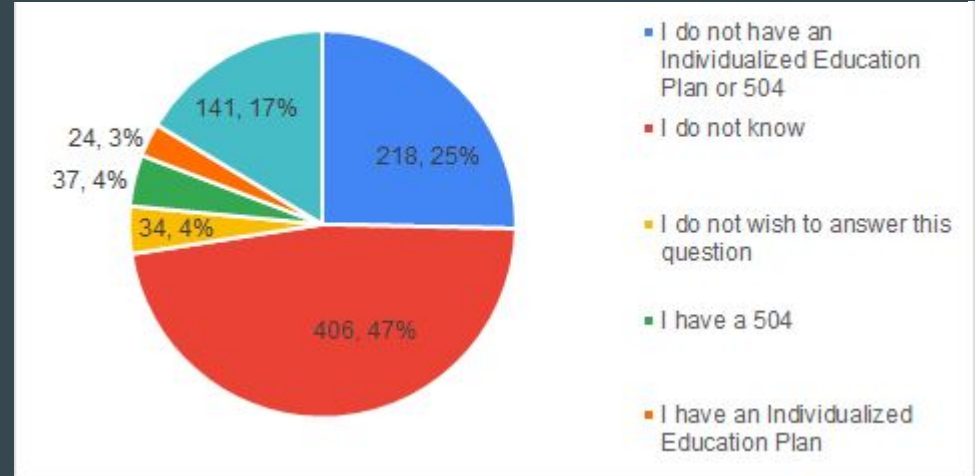
What Grade Level Are You In?



What School Do You Attend?



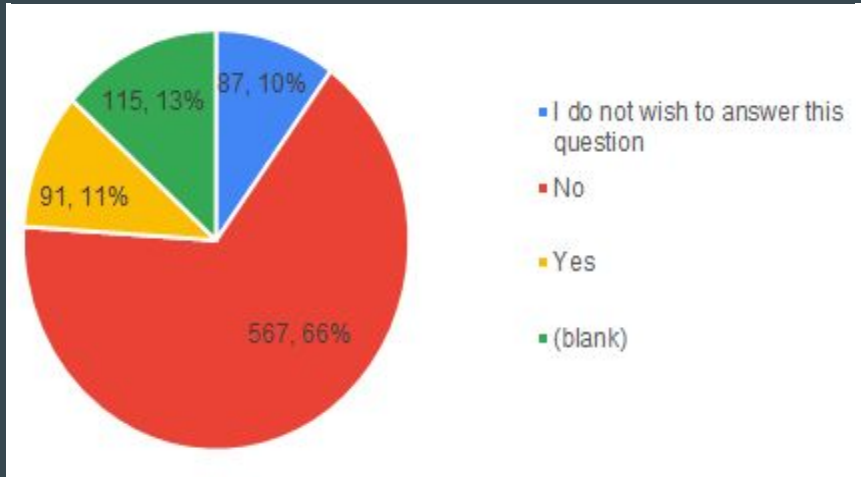
Do You Have an IEP or a 504 Plan?



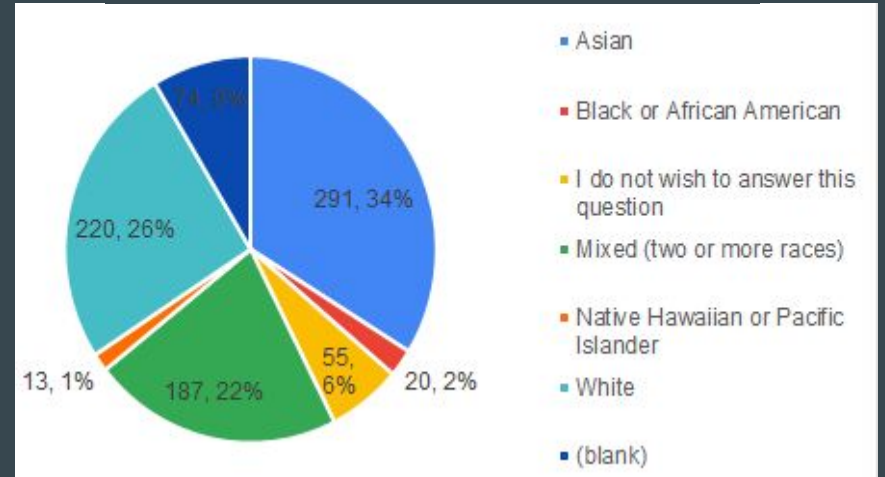
* 861 total responses

Student Survey About 2020-2021 Programs

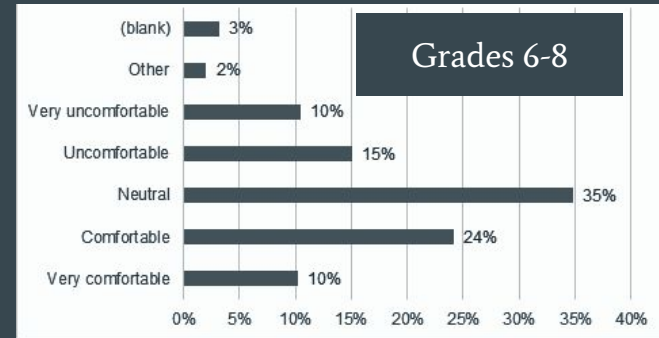
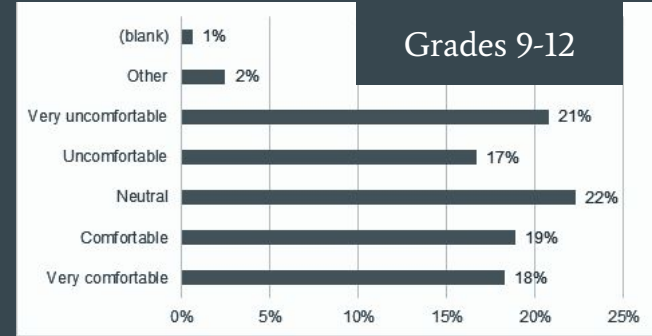
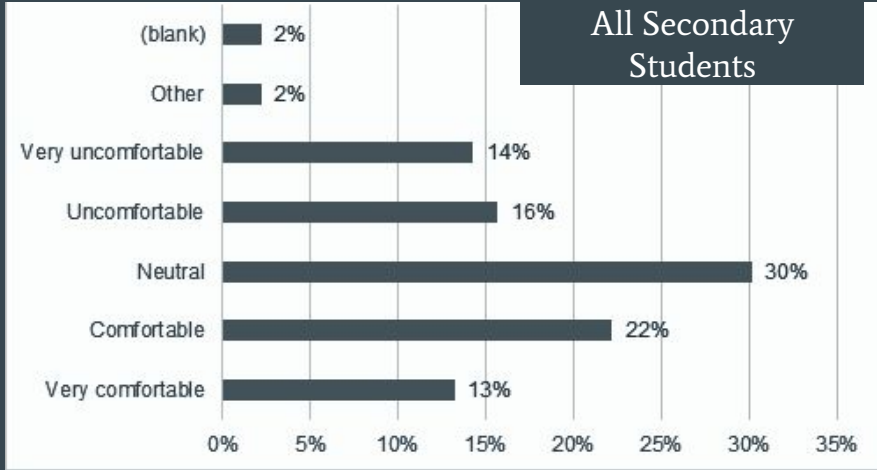
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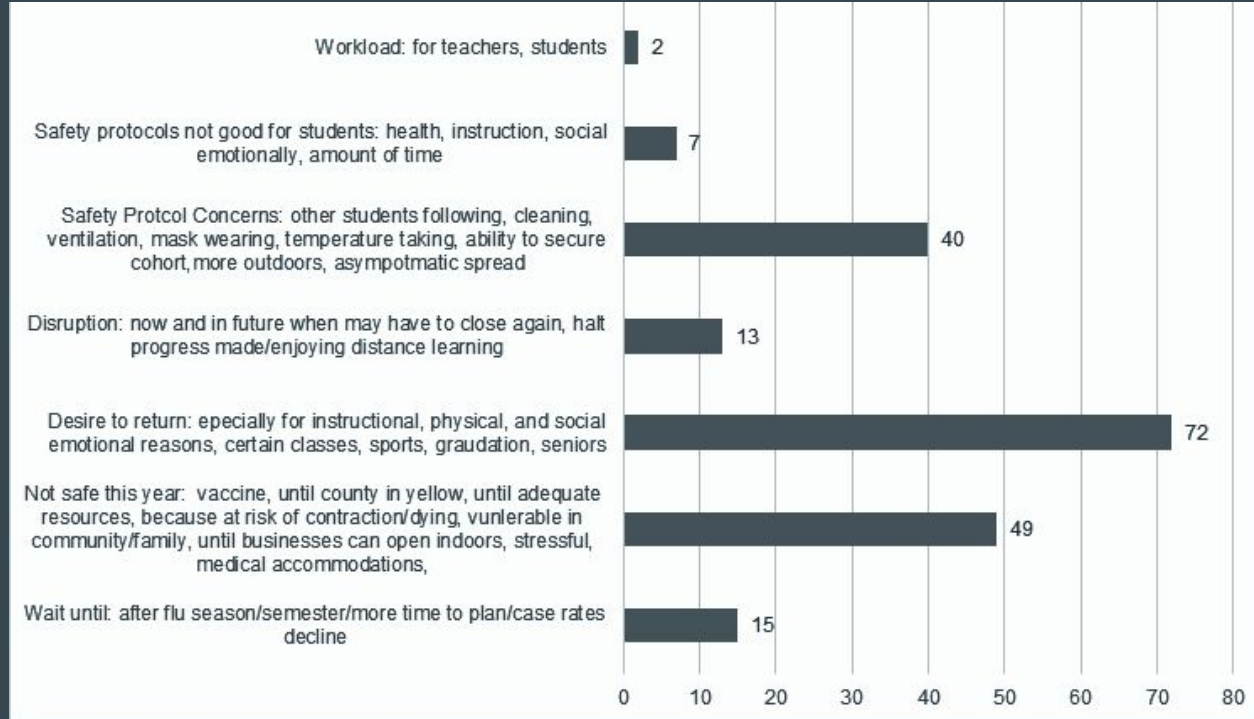
Which Race do you Identify As?



Student Survey About 2020-2021: Comfort w/Reopening



Student Survey About 2020-2021 Programs - Free Responses

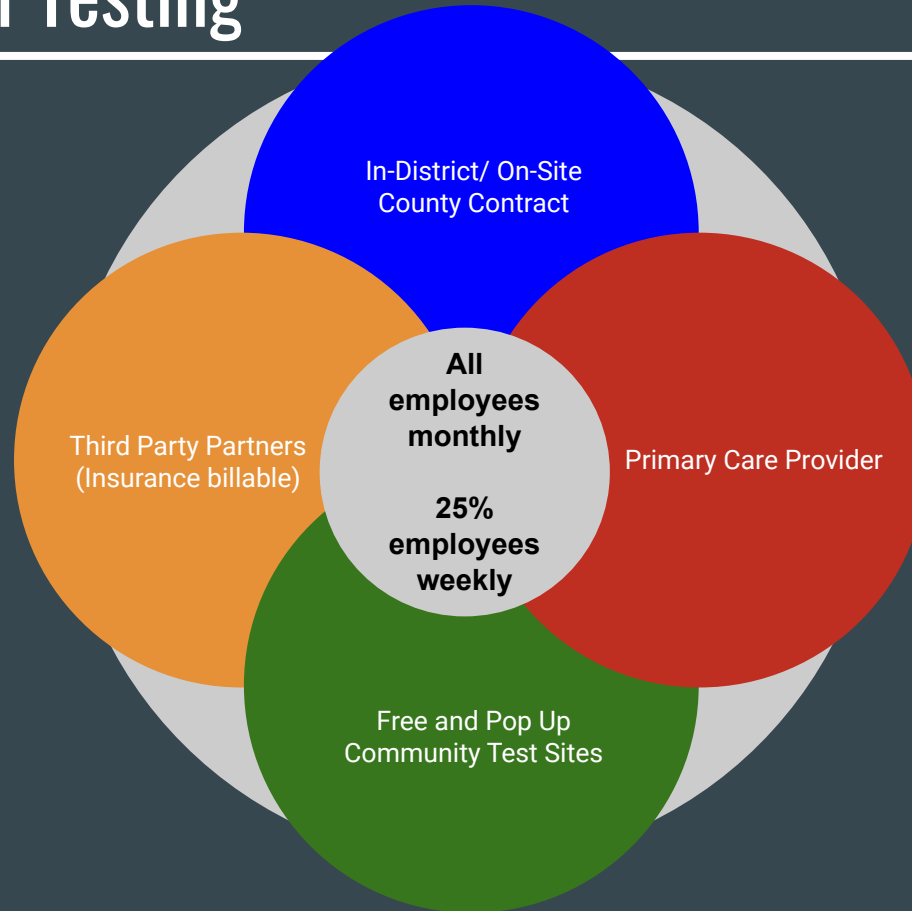


Summary

- Families, students, and teachers have conflicting feelings about returning within their respective groups and even within themselves.
 - Families and students are split in their comfort to return, while the majority of teachers are uncomfortable returning
- All three groups expressed concerns around:
 - Other students and families not following protocols
 - Ventilation
 - More testing & temperature taking
 - Disruptions to progress in distance learning and/or due to closures
- Families expressed unique concerns around:
 - The difficulty of the schedule, and desire to increase the amount of time on campus
- Teachers expressed unique concerns around:
 - Special Education cohort stabilization, safety protocol management with students
 - Substitute availability and cohort stabilization
 - Managing the workload
 - Safety protocols impeding instruction and/or social emotional learning

Employee Testing and COVID-19 Training

Update on Staff Testing



Avenues for Employee Testing: Pros and Cons

	<i>Curative Labs</i>	<i>Alternate Vendor</i>
Kaiser Members	billable	billable
Non-Kaiser	billable	\$85 per employee per mo. \$85 x 400 employees \$34,000 per month
Technology fee	None	\$2 per employee per month \$26,000 per year
Contract Type	Subscribe to Alameda COE Master Contract	Independent
Process and Procedure	Self-administered and mailed in	In-person nurse
Integration with Independent tests or tests from primary care	No immediate mechanism to integrate test results from testing other than its own	Employees can test anywhere, upload copy to vendor, and update reflected on dashboard
Dashboard	Yes, but not integrative Significant time and personnel costs will be incurred	Yes, and integrates with student/family health screener
Proctor Required	AUSD would have to identify and stipend in-district proctors	Vendor provides nurses for administration
Swab Type	Cheek	Nasal (not deep)

COVID-19 Training/Education

Who	Role	Platform
School Site Liaisons	Identifying & responding to symptomatic staff and students; reporting positive cases	Zoom and written materials
Principals	Process for responding to sick students and staff; staff and student screening	Zoom and written materials
Teachers	Process for managing symptomatic students	Staff trainings via Zoom; written materials
Families	Student health screening; protocols for in-person instruction; protocols for positive cases	Written materials, possible videos

Revised In-Person Scheduling Concepts

Kirsten Zazo

Chief Student Support Officer

Priorities for Planning Phase 2 Flexible On Campus Schedules

Create Cohort Stability: Maintain the same group of students with the same staff to the extent possible. Limit cohort mixing to the extent possible

Do not exceed a cohort size based upon agreement from AEA

Increase the in person on campus instruction from the proposed phase 2 schedule presented to the board in the reopening plan extent possible

Maintain the same amount of teacher preparation time between all phases of the flexible schedule

Allow for time to clean in between cohorts

Create time in schedule for teachers to travel home for zoom instruction after on campus time if they choose to do so

Maintain the same amount of synchronous instructional time in all phases of the schedule

Create time for ELD designated instruction at the Elementary Level

Do not exceed the hours of the traditional school day

Build synchronous zoom blocks into one block to the extent possible

Build in time for teacher collaboration and professional learning

Allow times for small group instruction

Limit the times where students will have to be out of the class on campus at the same time

Structure the schedule to have rotating arrival and dismissal times

Create a schedule that will allow families to stay off campus if they choose to not bring their children back to on campus learning

Color Key Flexible Schedules

Description	Student	Teacher
Morning Meetings	In person meetings to review expectations for the day and asynchronous expectations via zoom	Teacher delivering on Zoom: This is typically done whole group but could involve break out rooms for student to student discourse.
Zoom Synchronous Instruction	In person instruction via zoom	Teacher delivering on Zoom: This could look like breakout groups or whole groups but the teacher is guiding the learning. Students are not off doing their own thing.
On campus Synchronous Instruction	On campus in person instruction at the school site	Teacher will deliver instructional activities on campus in person.
Asynchronous Student Time	Independent work time (could be assigned videos, classroom assignments, independent reading, etc.)	Supporting students (See Family Communication and additional Student Support Time in blue)
ELD instruction	Teacher will send families and students times and details - In person groups based on student need via zoom	Delivering 30 minutes of designated ELD to students via zoom
Family Communication and Additional Student Support		Office hours One on one check-ins Extra small groups
Break/Lunch	Time for students to take care of their individual needs	Time for teacher to take care of individual needs

Priorities Met Option 1

Create Cohort Stability: Maintain the same group of students with the same staff to the extent possible. Limit cohort mixing to the extent possible

Do not exceed a cohort size based upon agreement from AEA

Increase the in person on campus instruction from the proposed phase 2 schedule presented to the board in the reopening plan extent possible

Maintain the same amount of teacher preparation time between all phases of the flexible schedule

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Instructional Minutes for On Campus and Off Campus Students

<i>Instructional Minutes</i>	<i>TK - K</i>		<i>1st - 3rd</i>		<i>4th - 5th</i>	
	On campus	Off campus	On campus	Off campus	On campus	Off campus
Synchronous	135 min on campus 60 minutes Zoom	60 Zoom	140 on campus 70 minutes Zoom	90 Zoom	150 on campus 80 minutes Zoom	100 Zoom
Student Asynchronous	0	120	20	140	10	140
Total Needed by SB 98	195/180	180	230	230	240	240

TK-K Flexible Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:30 - 10:45	On Campus A Group Instruction (135 min)		Class Check-in (25 min) 8:30 - 8:55	On Campus B Group Instruction (135 min)	
10:45 - 11:05	Student Dismissal (Teacher Supervision)		Asynchronous Student Time 8:55- 11:30 Teacher Schedule 9:00 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	Student Dismissal (Teacher Supervision)	
11:05 - 11:45	Teacher Lunch			Teacher Lunch	
11:50 - 12:50	Student Synchronous Zoom Instruction WHOLE CLASS (60 min)			Student Synchronous Zoom Instruction WHOLE CLASS (60 min)	
12:50 - 1:00	Break			Break	
1:00 - 1:30	Student Synchronous Zoom Instruction ELD instruction			Student Synchronous Zoom Instruction ELD instruction	
	Asynchronous Student Time			Asynchronous Student Time	
1:30 - 2:10	Family Communication and Additional Student Support (40 min)			Family Communication and Additional Student Support (40 min)	
2:10 - 3:10	Planning Time (60 min)			Planning Time (60 min)	

Grades 1-3 Flexible Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:20 - 8:40	Morning Meeting Zoom B Group (20 min)		<i>Class Check-in (30 min) 8:30 - 9:00</i>	Morning Meeting Zoom A Group (20 min)	
8:40 - 8:50	Break		Asynchronous Student Time 9:00- 12:20 Teacher Schedule 9:00 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	Break	
8:50 - 11:10	On Campus A Group Instruction (140 min)			On Campus B Group Instruction (140 min)	
11:10- 11:30	Student Dismissal (Teacher Supervision)			Student Dismissal (Teacher Supervision)	
11:30 - 12:10	Teacher Lunch			Teacher Lunch	
12:10- 1:20	Student Synchronous Zoom Instruction WHOLE CLASS (70 min)			Student Synchronous Zoom Instruction WHOLE CLASS (70 min)	
1:20- 1:30	Break			Break	
1:30 - 2:00	Student Synchronous Zoom Instruction ELD instruction			Student Synchronous Zoom Instruction ELD instruction	
	Asynchronous Student Time			Asynchronous Student Time	
2:00 - 3:00	Planning Time (60 min)			Planning Time (60 min)	

Grades 4-5 Flexible On Campus Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:30 - 8:50	Morning Meeting Zoom B Group (20 min)		Class Check-in (30 min) 8:30 - 9:00	Morning Meeting Zoom A Group (20 min)	
8:50 - 9:00	Break			Break	
9:00 - 11:30	On Campus A Group Instruction (150 min)		Asynchronous Student Time 9:00- 12:30	On Campus B Group Instruction (150 min)	
11:30 - 11:40	Student Dismissal (Teacher Supervision)			Student Dismissal (Teacher Supervision)	
11:40 - 12:10	Lunch		Teacher Schedule 9:00 - 1:00 Planning 4 hours	Lunch	
12:15 - 1:35	Student Synchronous Zoom Instruction WHOLE CLASS (80 min)			Student Synchronous Zoom Instruction WHOLE CLASS (80 min)	
1:40- 2:10	Student Synchronous Zoom Instruction ELD designated instruction		Teacher Lunch 1:00 - 1:40	Student Synchronous Zoom Instruction ELD designated instruction	
	Asynchronous Student Time A group - 100 min B group - 180 min		1:40: - 3:10 Collaboration & Professional Development	Asynchronous Student Time A group - 100 min B group - 180 min	
2:10 - 3:10	Planning Time (60 min)			Planning Time (60 min)	

Priorities Met Option 2

Create Cohort Stability: Maintain the same group of students with the same staff to the extent possible. Limit cohort mixing to the extent possible

Do not exceed a cohort size based upon agreement from AEA

Increase the in person on campus instruction from the proposed phase 2 schedule presented to the board in the reopening plan extent possible

Maintain the same amount of teacher preparation time between all phases of the flexible schedule

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Create time in schedule for teachers to travel home for zoom instruction after on campus time if they choose to do so

Maintain the same amount of synchronous instructional time in all phases of the schedule

Create time for ELD designated instruction at the Elementary Level

Do not exceed the hours of the traditional school day

Build synchronous zoom blocks into one block to the extent possible

Build in time for teacher collaboration and professional learning

Allow times for small group instruction

Limit the times where students will have to be out of the class on campus at the same time

Structure the schedule to have rotating arrival and dismissal times

Create a schedule that will allow families to stay off campus if they choose to not bring their children back to on campus learning

Instructional Minutes for On Campus and Off Campus Students

Instructional Minutes	TK - K		1st - 3rd		4th - 5th	
	On campus	Off campus	On campus	Off campus	On campus	Off campus
Synchronous	180	30	210	40	210	40
Student Asynchronous	0	150	120	190	130	200
Total	180	180	230	230	240	240

TK-K Flexible On Campus Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:20 - 11:20	On Campus A Group Instruction (180 min)		Class Check-in (25 min) 8:30 - 8:55	On Campus B Group Instruction (180 min)	
11:20 - 11:40	Student Dismissal (Teacher Supervision)		Asynchronous Student Time 8:55- 11:30 Teacher Schedule 9:00 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	Student Dismissal (Teacher Supervision)	
11:40 - 12:10	Teacher Lunch			Teacher Lunch	
12:10-12:40	Student Synchronous Zoom Instruction B Group (30 min)			Student Synchronous Zoom Instruction A Group (30 min)	
12:40 - 12:50	Break			Break	
	Asynchronous Student Time			Asynchronous Student Time	
12:50 - 1:20	Student Synchronous Zoom Instruction ELD designated instruction			Student Synchronous Zoom Instruction ELD designated instruction	
1:20 - 2:00	Family Communication and Additional Student Support (40 min)			Family Communication and Additional Student Support (40 min)	
2:00 - 3:00	Planning Time (60 min)			Planning Time (60 min)	

Grades 1-3 Flexible On Campus Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:20 - 9:00	Morning Meeting Zoom B Group (40 min)		Class Check-in (30 min) 8:30 - 9:00	Morning Meeting Zoom A Group (40 min)	
9:00 - 9:10	Break		Asynchronous Student Time 9:00- 12:20 Teacher Schedule 9:00 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	Break	
9:10 - 12:40	On Campus A Group Instruction (210 min)			On Campus B Group Instruction (210 min)	
12:40- 1:00	Student Dismissal (Teacher Supervision)			Student Dismissal (Teacher Supervision)	
1:00 - 1:40	Lunch			Lunch	
1:40 - 2:10	Student Synchronous Zoom Instruction ELD instruction			Student Synchronous Zoom Instruction ELD instruction	
	Asynchronous Student Time			Asynchronous Student Time	
2:10 - 3:00	Planning Time (60 min)			Planning Time (60 min)	

Grades 4-5 Flexible On Campus Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:40 - 12:10	On Campus A Group Instruction (210 min)		Class Check-in (30 min) 8:30 - 9:00	On Campus B Group Instruction (210 min)	
12:10 - 12:20	Student Dismissal (Teacher Supervision)		Asynchronous Student Time 9:00- 12:30	Student Dismissal (Teacher Supervision)	
12:20- 1:00	Teacher Lunch			Teacher Lunch	
1:00 - 1:40	Student Synchronous Zoom Instruction B Group (40 min)		Teacher Schedule 9:00 - 1:00 Planning 4 hours	Student Synchronous Zoom Instruction A Group (40 min)	
1:40 - 1:50	Break			Break	
1:50 -2:20	Student Synchronous Zoom Instruction ELD designated instruction		Teacher Lunch 1:00 - 1:40	Student Synchronous Zoom Instruction ELD designated instruction	
	Asynchronous Student Time			Asynchronous Student Time	
2:20 - 3:20	Planning Time (60 min)		1:40: - 3:10 Collaboration & Professional Development	Planning Time (60 min)	

TK-K Instructional Minutes Weekly Compared

	TK-K Phase 1 (Full Distance)	Phase 2 Option 1 Flexible	Phase 2 Option 2 Flexible
Classroom on Campus Teacher-Synchronous	0	270	360
Classroom Zoom Teacher- Synchronous time	360	240	60
Classroom Teacher- Asynchronous	240	240	160
Student Asynchronous	360	240	300
*Wednesday- Synchronous	*25	*25	*25
*Wednesday Asynchronous	*155	*155	*155
Total In Person Synchronous instruction Weekly	385	535	445

Grades 1-3 Instructional Minutes Weekly Compared

	1-3 Phase 1 (Full Distance)	Phase 2 Option 1 Flexible	Phase 2 Option 2 Flexible
Classroom on Campus Teacher-Synchronous	0	280	420
Classroom Zoom Teacher-Synchronous time	480	320	80
Classroom Teacher-Asynchronous	320	0	0
Student Asynchronous	440	320	420
*Wednesday Synchronous	*30	*30	*30
*Wednesday Asynchronous	*200	*200	*200
Total In Person Synchronous instruction Weekly	510	630	530

Grades 4-5 Instructional Minutes Weekly Compared

	4-5 Phase 1 (Full Distance)	Phase 2 Option 1 Flexible	Phase 2 Option 2 Flexible
Classroom on Campus Teacher-Synchronous	0	300	420
Classroom Zoom Teacher-Synchronous time	600	360	80
Classroom Teacher- Asynchronous	240	0	0
Student Asynchronous	360	300	460
*Wednesday- Synchronous	*30	*30	*30
*Wednesday Asynchronous	*200	*200	*200
Total In Person Synchronous instruction Weekly	630	690	530

Special Day Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday
8:30 - 9:00	Special Day Class Staff meeting		<i>Class Check-in (30 min) 8:30 - 9:00</i>	Special Day Class Staff meeting	
9:00- 12:30	On Campus Whole Group Instruction (210 min)		Asynchronous Student Time 8:55- 11:30 Teacher Schedule 9:00 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	On Campus Whole Group Instruction (210 min)	
12:30-12:45	Dismissal			Dismissal	
12:45 - 1:30	Teacher Lunch			Teacher Break	
1:30 - 2:10	Family Communication and Additional Student Support (40 min)			Family Communication and Additional Student Support (40 min)	
2:10 - 3:10	Planning Time (60 min)			Planning Time (60 min)	

SDC Instructional Minutes Weekly Compared

	TK-2 Phase 1 (Full Distance)	3-5 Phase 1 (Full Distance)	Phase 2 Flexible K - 5
Classroom on Campus Teacher- Synchronous	0	0	840
Classroom Zoom Teacher- Synchronous time	360	480	0
Classroom Teacher- Asynchronous	240	320	160
Student Asynchronous	360	360	20 min (1-3) 30 min (4-5)
*Wednesday- Synchronous	*25	*30	*30
*Wednesday Asynchronous	*155	*200	*200
Total In Person Synchronous instruction Weekly	385	510	870

Priorities Met Phase 2 Secondary

Create Cohort Stability: Maintain the same group of students with the same staff to the extent possible. Limit cohort mixing to the extent possible

Do not exceed a cohort size based upon agreement from AEA

Increase the in person on campus instruction from the proposed phase 2 schedule presented to the board in the reopening plan extent possible

Maintain the same amount of teacher preparation time between all phases of the flexible schedule

Allow for time to clean in between cohorts

Create time in schedule for teachers to travel home for zoom instruction after on campus time if they choose to do so

Maintain the same amount of synchronous instructional time in all phases of the schedule

Create time for ELD designated instruction at the Elementary Level

Do not exceed the hours of the traditional school day

Build synchronous zoom blocks into one block to the extent possible

Build in time for teacher collaboration and professional learning

Allow times for small group instruction

Limit the times where students will have to be out of the class on campus at the same time

Structure the schedule to have rotating arrival and dismissal times

Create a schedule that will allow families to stay off campus if they choose to not bring their children back to on campus learning

Instructional Minutes for On/Off Campus Students

Instructional Minutes	6th - 12th	
	On campus day	Off campus day
Synchronous on Campus	90	0
Synchronous off campus	135	135
Student Asynchronous	15	105
Total	240	240

Grades 6-12 Flexible On Campus Schedule

start & end times	Monday	Tuesday	Wednesday	Thursday	Friday (rotates each week to a different period)
8:45 - 10:15	<i>Period 1 A On Campus</i>	<i>Period 2 A On Campus</i>	Advisory 8:45 - 9:15	<i>Period 3 A On Campus</i>	<i>Period 1 B On Campus</i>
	Asynchronous Student Work Time for students in group B		Asynchronous Student Time 9:15- 12:45 Teacher Schedule 9:15 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	Asynchronous Student Work Time for students in group B	Asynchronous Student Work Time for students in group A
10:15 - 10:30	Student Dismissal (Teacher supervision)			Student Dismissal (Teacher supervision)	
10:30 - 11:15	Family Communication and additional student support time			Family Communication and additional student support time	
11:15 - 12:00	<i>Period 1 Zoom Synchronous</i>			<i>Period 1 Zoom synchronous</i>	
12:00 - 12:40	Lunch			Lunch	
12:45 - 1:30	<i>Period 2 Zoom Synchronous</i>			<i>Period 2 Zoom Synchronous</i>	
1:30 - 1:40	Break			Break	
1:40 - 2:25	<i>Period 3 Zoom Synchronous</i>			<i>Period 3 Zoom Synchronous</i>	
2:30 - 3:30	Teacher Planning Time			Teacher Planning Time	
	Asynchronous Student Work Time			Asynchronous Student Work Time	
2:30 - 3:15	<i>Period 4 On campus</i>	<i>Period 4 On campus</i>		<i>Period 4 On campus</i>	<i>Period 4 On campus</i>

Grades 6-12 Flexible On Campus Schedule (Rotation)

	Monday	Tuesday	Wednesday	Thursday	Friday (Rotates each week to a different period)
Week One	<i>Period 1 A On Campus</i>	<i>Period 2 A On Campus</i>	Advisory 8:45 - 9:15	<i>Period 3 A On Campus</i>	<i>Period 1 B On Campus</i>
	Period 4 On campus	Period 4 On campus	Asynchronous Student Time 9:15- 12:45 Teacher Schedule 9:15 - 1:00 Planning 4 hours Teacher Lunch 1:00 - 1:40 1:40: - 3:10 Collaboration & Professional Development	Period 4 On campus	Period 4 On campus
Week Two	<i>Period 1 B On Campus</i>	<i>Period 2 B On Campus</i>		<i>Period 3 B On Campus</i>	<i>Period 2 A On Campus</i>
	Period 4 On campus	Period 4 On campus		Period 4 On campus	Period 4 On campus
Week Three	<i>Period 1 A On Campus</i>	<i>Period 2 A On Campus</i>		<i>Period 3A On Campus</i>	<i>Period 3B On Campus</i>
	Period 4 On campus	Period 4 On campus		Period 4 On campus	Period 4 On campus
Week Four	<i>Period 1 B On Campus</i>	<i>Period 2 B On Campus</i>		<i>Period 3 B On Campus</i>	<i>Period 1 A On Campus</i>
	Period 4 On campus	Period 4 On campus		Period 4 On campus	Period 4 On campus

Grades 6-12 Minutes Weekly Compared

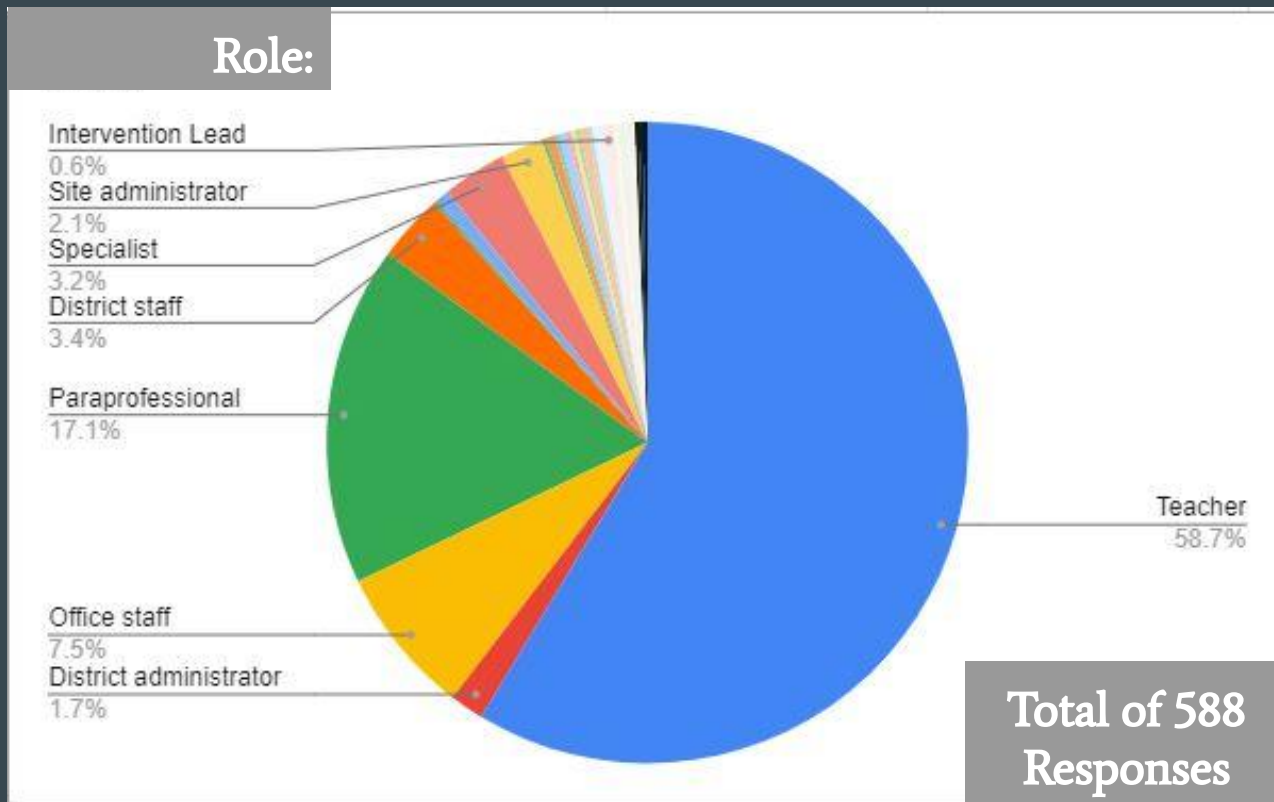
	6-12 Phase 1 (Full Distance)	Phase 2 Flexible
Classroom on Campus Teacher- Synchronous	0	270 (Every other week) Additional 90 twice per month
Classroom Zoom Teacher- Synchronous time	660	540
Classroom Teacher- Asynchronous	80	180
Student Asynchronous	300	330 when off campus 60 when on campus
*Wednesday- Synchronous	*30	*30
*Wednesday Asynchronous	*210	*210
Total In Person Synchronous instruction Weekly - (On campus is every other week so the time is divided in half to average weekly time)	690	720

Employee Survey and Reopening Staffing Update

Tim Erwin

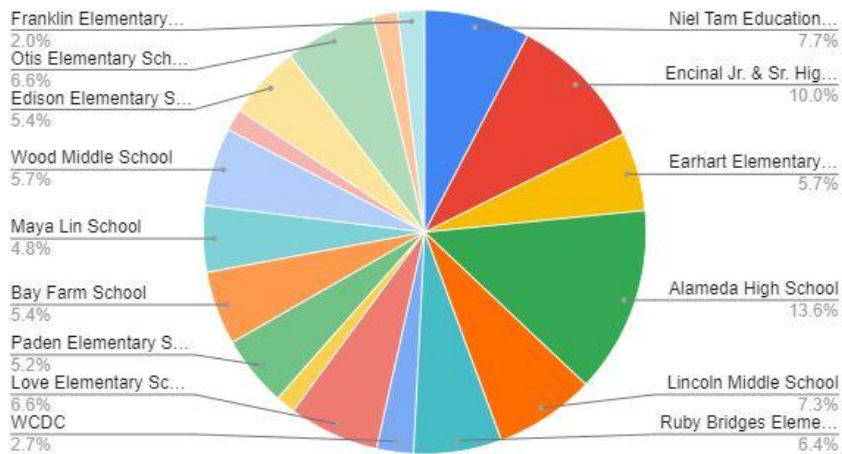
Chief Human Resources Officer

Employee Survey About 2020-2021 Programs

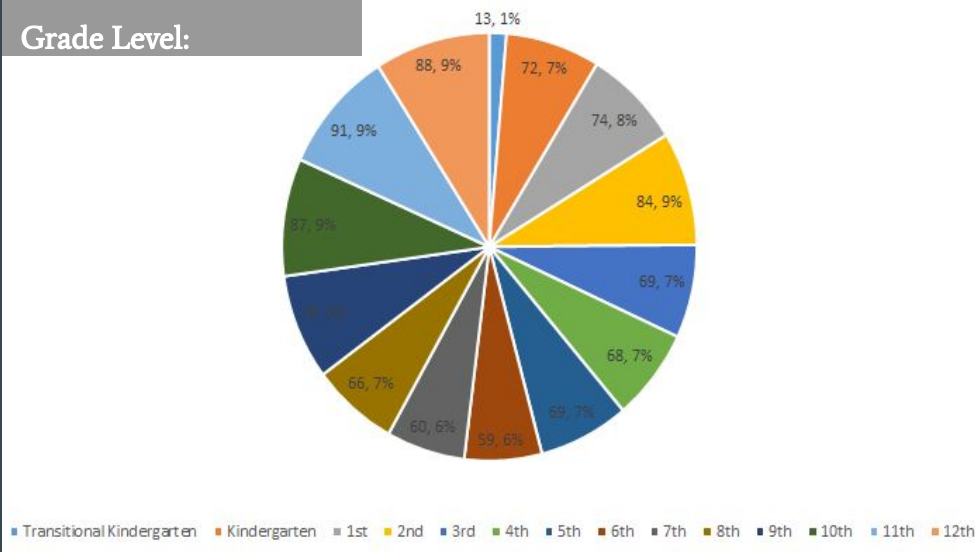


Employee Survey About 2020-2021 Programs

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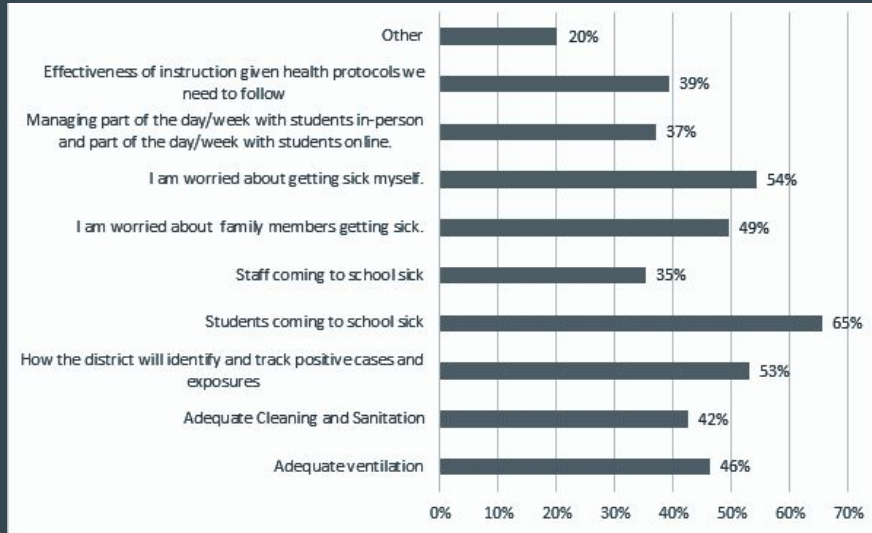


Grade Level:

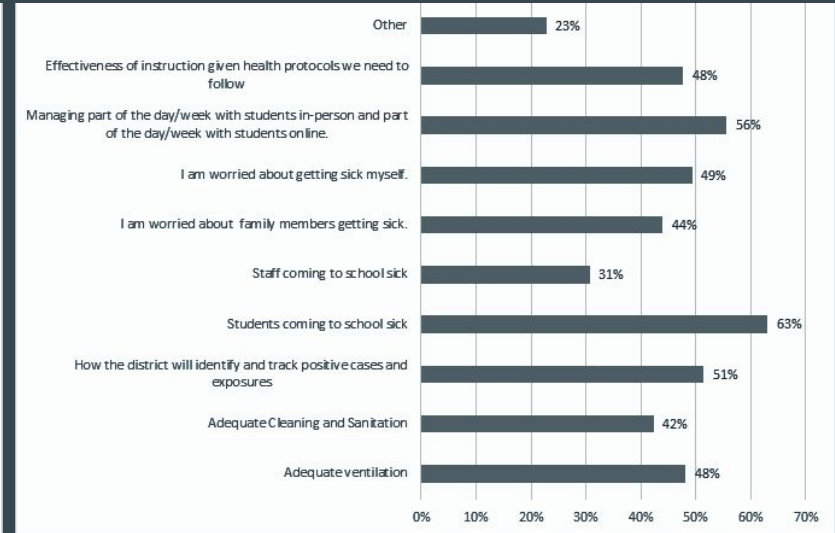


Employee Survey About 2020-2021 Programs

Aspects Most Concerning: All Respondents

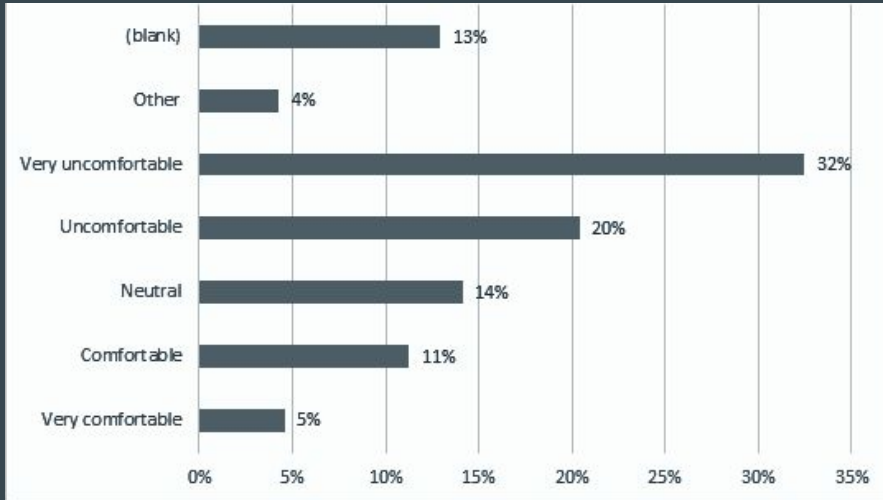


Aspects Most Concerning: Flexible Teachers

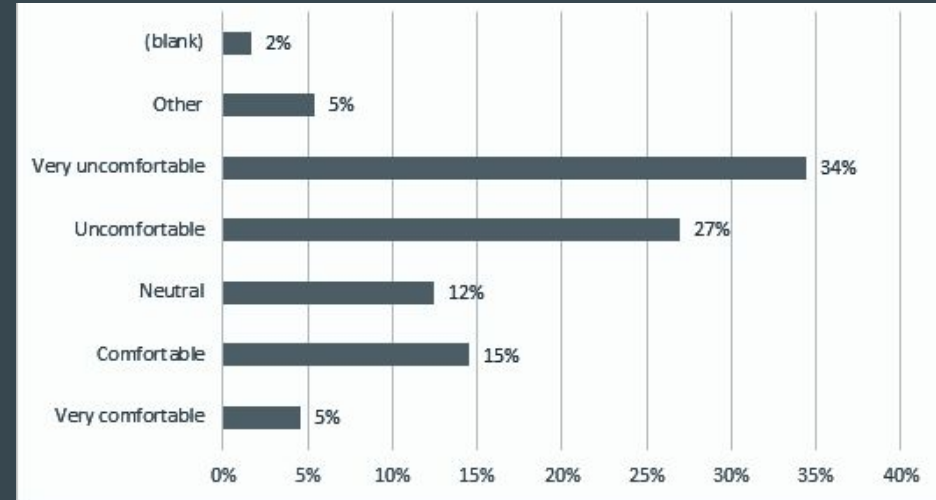


Employee Survey About 2020-2021 Programs

Comfort with Returning: All Respondents



Comfort with Returning: Flexible Teachers



Accommodation/Staffing Leave Requests *(revised)*

Reasons	Cert. Non Mgt.	Classified	Management	Totals
Self	35	19	2	56
Family	16	6	-	22
Parental	12	3	-	15
Totals	63	28	2	93

Program/Site Assignment *(revised)*

Reasons	Elementary	Secondary	Remote	SpEd	NTEC	Totals
Self	30	23	-	2	1	56
Family	11	10	-	1	-	22
Parental	8	5	2	-	-	15
Total	49	38	2	3	1	93

Next Steps to Reopening Our Schools

Conclusion

Notable and Ongoing Work and Challenges

- Handling daily teacher and staff absences
- Potential instability of staffing
- Agreements in place with employee groups
- Pacing of neighboring district reopenings could impact *our staff*
- Being clear that the initial return will not be *business as usual*
- Students will be sent home more often: impacts families and school staff

Next Steps to Reopening Our Schools

Questions?