

Cincinnati Public Schools★

FUTURE OF SCHOOLS

July 13, 2020



PREPARING STUDENTS
FOR LIFE



The background is a blue-tinted photograph of a city skyline and a suspension bridge over water. The bridge is a suspension bridge with a large stone tower on the right side. The city skyline is visible in the background on the left side. The water is in the foreground, and the sky is a solid blue color.

High Quality Public Education

Superintendent Laura Mitchell

High Quality Public Education

Safety and Health



Hamilton County

LEVEL 3
4-5 Indicators Triggered

Public Emergency

Very high exposure and spread. Limit activities as much as possible. Follow all current health orders.

Equity

Accelerate Student Learning



At Cincinnati Public Schools, here's what to expect ...



15 Central Office Project Teams; 2 additional teams at each school

A blue-tinted photograph of a suspension bridge over a river with a city skyline in the background. The bridge is a suspension bridge with a large stone tower on the right side. The city skyline is visible in the background on the left side. The water is calm and reflects the bridge and the city.

Safety Precautions

Sarah Trimble-Oliver

Review of CDC Considerations for Schools

Behaviors that Reduce Spread

1. Stay Home when Appropriate
2. Hand Hygiene and Respiratory Etiquette
3. Cloth Face Coverings
4. Adequate Soap and Hand Sanitizer
5. Signs and Messages

Maintain Healthy Environments

6. Cleaning and Disinfection
7. Shared Classroom Supplies and Technology
8. Ventilation
9. Water Systems
10. Modified Layouts (classrooms and buses)
11. Physical Barriers and Guides
12. Communal Spaces (cafeterias and playgrounds)
13. Food Service

Maintain Healthy Operations

14. Protections for Staff and Children at Higher Risk
15. Regulatory Awareness (local rules about large gatherings)
16. Gatherings, Visitors and Field Trips (eliminate)

17. Cohort Small Groups
18. Staggered Scheduling
19. Designated COVID-19 Point of Contact
20. Community Response Efforts
21. Communication Systems
22. Leave and Absence Policies
23. Back-Up Staffing Plan
24. Staff Training
25. Signs and Symptoms (daily health checks)
26. Sharing Facilities
27. Support Coping and Resilience

Preparing for When Someone Gets Sick

28. Advise on Home Isolation Criteria
29. Isolate and Transport Sick
30. Clean and Disinfect
31. Notify Health Officials and Close Contacts

CPS' District Safety Plan for Reopening Schools

Cincinnati Public Schools

District Safety Plan for School Reopening

COVID-19 Pandemic Preparedness Fall 2020

Last Updated: 7/7/20

The following safety protocols will be implemented by each school in the Cincinnati Public Schools district and are based on the guidance from Centers for Disease Control and Prevention at

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html>

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3. Maintain Healthy Operations
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6. Updates to This Plan
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8. Attachments:
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 2. [Classroom Furniture Templates](#)
 3. [Staff Leave Options](#)
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 7. [Pandemic Illness Tracking Form - Staff](#)
 8. [Facilities Disinfecting and Ventilation Guidelines for a Confirmed Case](#)
 9. Pandemic Illness Tracking Form - Students (coming soon)
 10. COVID-19 Confirmed Case Letter Template (coming soon)
 11. COVID-19 Suspected Case Letter Template (coming soon)
 12. Short Term School Closure Template (coming soon)
 13. Student Educational Materials (coming soon)

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Environmental Health and Safety

Cynthia Eghbalnia

District Safety Plan for Reopening Schools

Promoting Behaviors that Reduce Spread

1. Staying Home when Appropriate
2. Hand Hygiene and Respiratory Etiquette
3. Cloth Face Coverings
4. Adequate Supplies (soap and hand sanitizer)
5. Signs and Messages



District Safety Plan for Reopening Schools

Promoting Behaviors ... in Action



DAILY HEALTH ASSESSMENT CHECK-IN
Review below Questions

- If "YES" - Notify your supervisor immediately and call the District HR Department at 918.591.1234 or email hr@cps-k12.org for assistance.
- If "No" - All personnel should continue to work.

STAFF: NO ENTRY until you have completed the online assessment at <https://www.cps-k12.org/news/coronavirus/staff-faq>.

1 TEMPERATURE
Have you had any signs or symptoms of a fever in the past 24 hours such as chills, sweats, hot "flushes" or had a temperature that is elevated for you (or 100.4 F or greater).

2 SYMPTOMS
Do you have any one of these symptoms:
• Sore throat without other symptoms
• Loss of taste or sense of smell
• Cough
• Runny nose
• Fatigue
• Muscle aches
• Headache
• Nausea or vomiting
• Diarrhea
• New, loss of vision, and/or smell

3 EXPOSURE
Have you been in contact with anyone who has been diagnosed with COVID-19?

While in the building MASKS ARE REQUIRED
• All personnel should be wearing a mask at all times.
• When a child has covering over nose and mouth, it is a face shield.
• Wash hands frequently with soap and water.
• Consider your responsibility to all of your students.
• Contact your supervisor or HR if you have any questions.
• Contact HR with any questions (918) 591-1234.

TIPS FOR USING CLOTH FACE COVERINGS
• Everyone wearing a face covering, practice social distancing and stay home when sick.

Thermometer available
See front desk officer

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• When a child has covering over nose and mouth, it is a face shield.
• Wash hands frequently with soap and water.
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Facilities

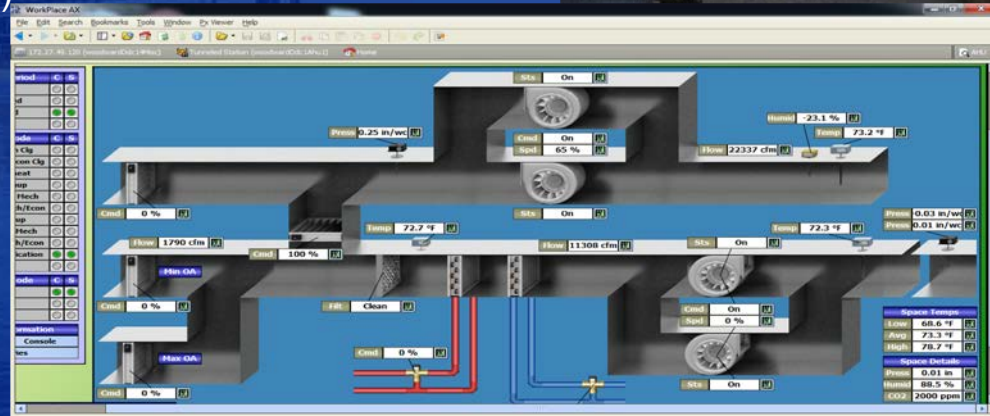
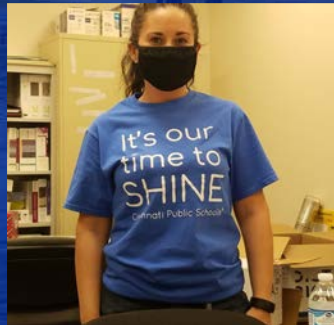
Robin Brandon



District Safety Plan for Reopening Schools

Maintaining Healthy Environments

6. Cleaning and Disinfection
7. Shared Objects (classroom supplies and tech)
8. Ventilation
9. Water Systems
10. Modified Layouts (classrooms and buses)
11. Physical Barriers and Guides
12. Communal Spaces (cafeterias and playgrounds)
13. Food Service



Maintaining Healthy Operations

Sarah Trimble-Oliver



District Safety Plan for Reopening Schools

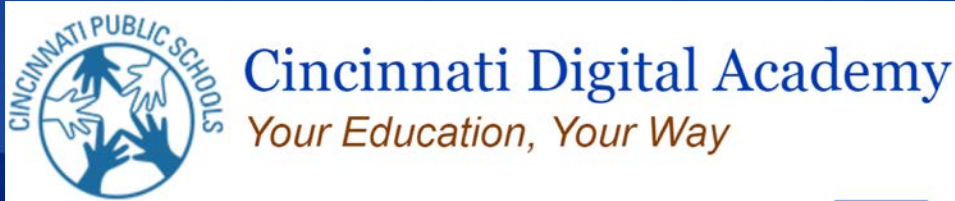
Maintaining Healthy Operations

14. Protections for Staff and Children at Higher Risk for Severe Illness from COVID-19
15. Regulatory Awareness (local rules about large gatherings)
16. Gatherings, Visitors and Field Trips (eliminate)
17. Identifying Small Groups and Keeping Them Together (cohorting)
18. Staggered Scheduling
19. Designated COVID-19 Point of Contact
20. Participation in Community Response Efforts
21. Communication Systems
22. Leave (Time Off) Policies and Excused Absence Policies
23. Back-Up Staffing Plan
24. Staff Training
25. Recognize Signs and Symptoms (daily health checks)
26. Sharing Facilities



District Safety Plan for Reopening Schools

14. Protections for Staff and Children at Higher Risk for Severe Illness from COVID-19



15. Regulatory Awareness (local rules about large gatherings)

District Safety Plan for Reopening Schools

16. Gatherings, Visitors and Field Trips (eliminate)



District Safety Plan for Reopening Schools

17. Identifying Small Groups and Keeping Them Together (cohorting)



District Safety Plan for Reopening Schools

18. Staggered Scheduling

		Group A ½ of total student body	Group B ½ of total student body
Week 1	In person	3 days	2 days
	Remote	2 days	3 days
Week 2	In person	2 days	3 days
	Remote	3 days	2 days
	In-person teacher-led instruction	2-3 Total days	2-3 Total days

6' Social Distancing



District Safety Plan for Reopening Schools

18. Staggered Scheduling



District Safety Plan for Reopening Schools

- 19. Designated COVID-19 Point of Contact (school nurse)
- 20. Participation in Community Response Efforts



District Safety Plan for Reopening Schools

25. Signs and Symptoms (daily health checks)



District Safety Plan for Reopening Schools

25. Signs and Symptoms (daily health checks)

CPS COVID-19 Dashboard

- Count of COVID-19 cases by school for staff
- Count of COVID-19 cases by school for students
- Count of COVID-19 cases by date for staff
- Count of COVID-19 cases by date for students
- School or classroom short-term closures with effective dates
- Confirmed case address-matching algorithm to identify students in same household



A blue-tinted photograph of a city skyline and a suspension bridge over water. The text is overlaid on the image.

Communications and Engagement

Krista Boyle

Communications

Summer 2020 Communications



In addition:

- “Back to School” section on the CPS website – one-stop shop for information
- Weekly superintendent updates (safety and academic focus)
- Details (such as A/B groupings) mailed to homes by end of July

Preparing for Return to School

- Case notification communication (suspected and confirmed)
- Classroom/grade/school closures



SUMMER Communications Timeline

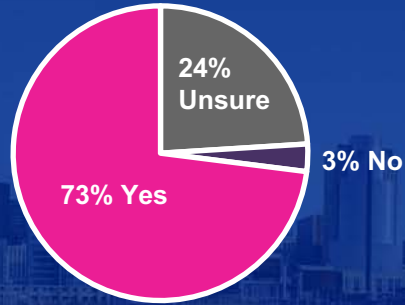
JULY	AUGUST
Launch of Cincinnati Bell 5-school pilot program	Cincinnati Bell Wi-Fi connectivity program
Parents and guardians update contact information for future communications	Employee Return-to-School meeting
Survey to parents to understand plans to return children to school	State of the Schools, including details about returning to school
Employee meetings	Technology and safety workshops for parents
Safety protocols finalized in partnership with Cincinnati Children's Hospital	Technology and safety workshops for students
Detailed planning by school	
Devices distributed to students without technology	
Enrollment deadline of 7/17 to help ensure transportation for those who qualify	

Email and Robocall Survey to Parents Week of July 6th

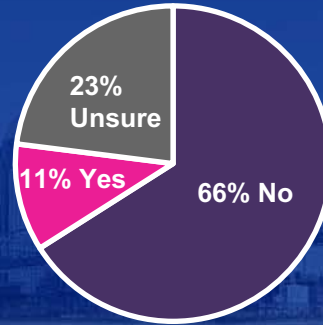
>10,000 robocall responses and ~ 2,000 email responses

Do you plan to have your child(ren) return to a CPS school in the fall?

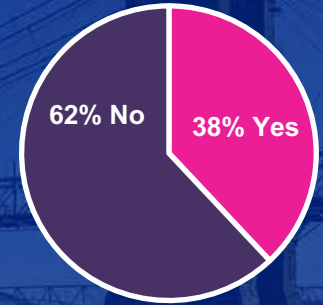
Email



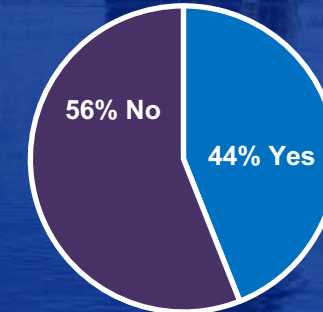
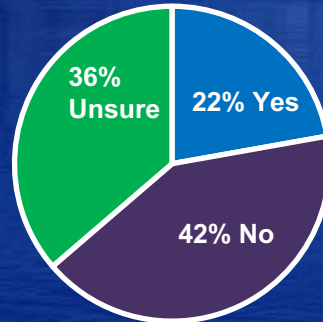
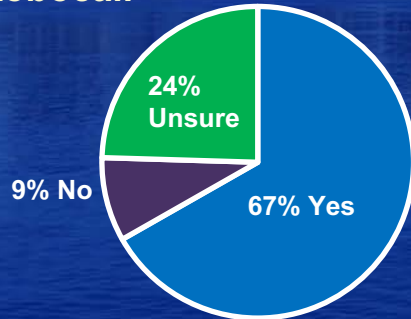
Are you interested in enrolling your child(ren) in Cincinnati Digital Academy for a fully online option?



Are you concerned about having adequate childcare for your child(ren)?



Robocall



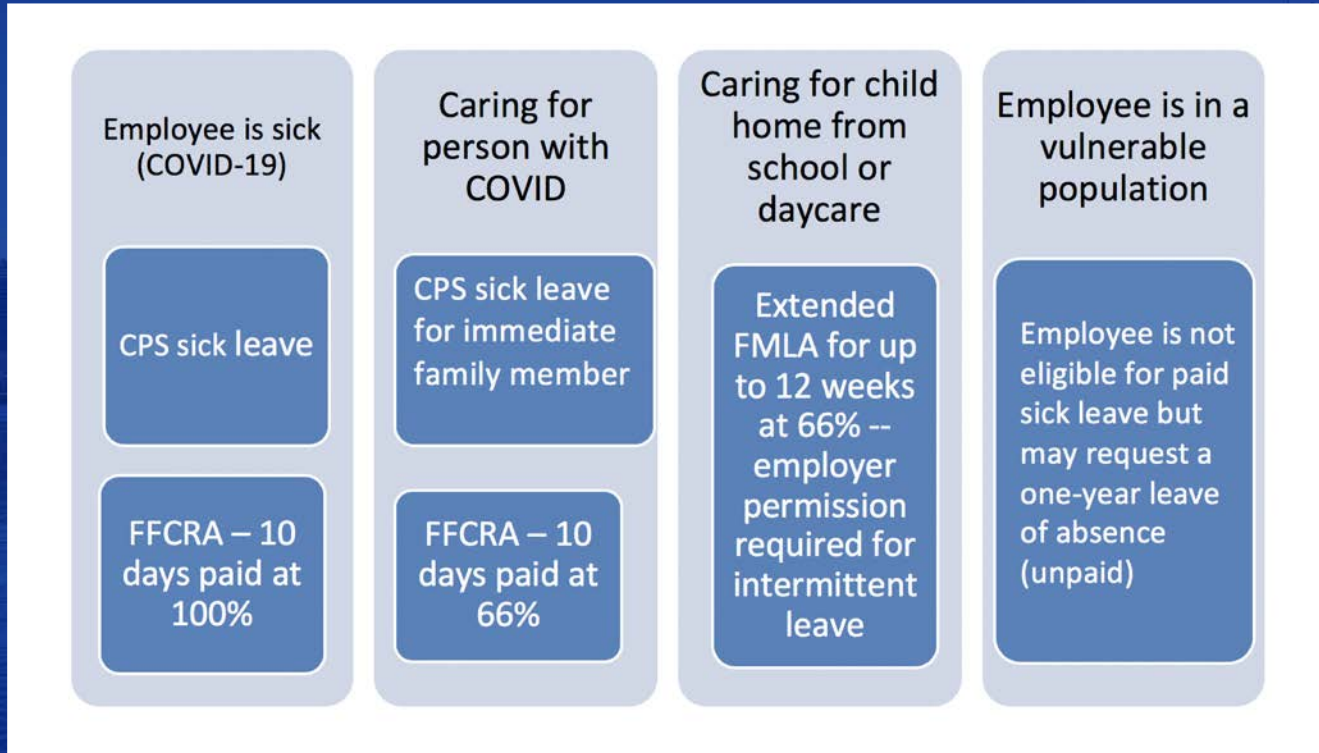
Human Resources

Paul McDole



Rationale for Substitute Recruiting

22. Leave (Time Off) Policies and Excused Absence Policies —



Rationale for Substitute Recruiting

23. Back-Up Staffing Plan

24. Staff Training

- CPS must increase the number of substitute employees readily available because of the likelihood of absences due to COVID-19.
- Human Resources has crafted a plan to get in front of this need.

WHAT

Create more community-based pathways to Cincinnati Public Schools

Virtual Substitute Employee Job Fair

Follow up on June mailing to all current substitutes to confirm their willingness and ability to work with CPS in FY21

Weekly virtual interviewing and onboarding process - "Walk-In Wednesday" - and beginning to hire substitutes before school starts

HOW

Work with partner agencies and universities as well as internal CPS departments to highlight substitute and career opportunities in CPS

1:1 face-to-face interviews by appointment at Education Center to interview and onboard, with a background check - all in one stop!

Call each substitute from last year and personally invite them to continue routine subbing with CPS for FY21

Advertise opportunities on social media platforms, working with Communications Office

WHEN

By: July 31, 2020

By: August 3, 2020

By: July 31, 2020

Begins: July 22, 2020

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Partnerships

Shauna Murphy

Staff Child Care

- Provide child care needed for CPS staff for children grades Kindergarten – 6
- Possible locations to serve West, Central, East
- Vine, Mozart, Ezzard Charles, AMIS, Silverton, Woodford, Shroder, Withrow
- Implement CDC/District Safety Protocols
- Administrators and security onsite
- Staggered times to accommodate staff work hours
- Civil Service employees (2 per classroom) with CDA Certificates and/or in a program to receive their CDA
- Breakfast and lunch provided
- Technology available to complete remote learning
- Physical outdoor play areas
- Reasonable cost to staff

Partners — Lead Agencies



Partners

Plan for Cincinnati Public Schools Leadership Team and Cincinnati Board of Education for Lead Agency and Co-Located Partners in Schools

- All students alternate between two and three days of in-person classes each week. Services provided by lead agencies will conform to this model in the schools.
- We request that we continue to be co-located in the school buildings in order to operate. We will work with principals to designate the co-located staff from individual organizations based on the types of services needed and provided by the agencies.
- Students will stay in their schools and won't spread across other buildings.
- Lead agencies will stay in the schools to which they are assigned and won't spread to other buildings.
- Students will be divided into two groups to maintain 6-foot social distancing.
- Co-located lead agencies will maintain 6-foot social distancing.
- Lead agencies will follow all CDC health and safety standards.

Partners

- For remote learning on days when students are not in class, the partners will adapt services as much as possible to digital platforms so we can continue to serve students.
- Each lead agency will be responsible for working with school leadership to review the services provided in the building, hours of service and who will provide the services.
- In general, unless determined as an exception at the district or building levels, volunteers and vendors who work with individual agencies will not be service providers during academic year 2020-21.
- Food insecurity exists among our population. In the after-school hours, generally, snacks and dinner are served. The partners will work with CPS and schools to determine how this issue will be addressed during in-school days and, if possible, on days when students are not in the buildings.
- Lead agencies will begin meeting with school leadership as soon as possible, after inclusion of partners in the school reopening is approved.

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Support, Coping and Resilience

Susan Bunte

District Safety Plan for Reopening Schools

27. Support, Coping and Resilience

Preparing for When Someone Gets Sick

- 28. Advise Staff and Families of Sick Students on Home Isolation Criteria
- 29. Isolate and Transport Those Who are Sick
- 30. Clean and Disinfect
- 31. Notify Health Officials and Close Contacts



Support, Coping and Resilience - Students

- All school-based staff will be provided with professional development in trauma-informed practices in August
- Student handbooks – “I make a difference”
- School Social Workers will provide small-group support
- Positive Behavior Interventions and Support (PBIS) plans emphasize teaching of new COVID-19 behaviors
- MindPeace room expansion
- Video series for adolescents, families and staff

Support, Coping and Resilience - Staff

Why is it important?



Burnout and Retention



Student Outcomes



Teacher-Student Relationships

Empathy for Self and Others; Vicarious Stress and Trauma



Exacerbated by Shifts to Distance Learning & Other Pandemic Stressors

How can we help support our staff?

- **Self-Care Workshop** with Beech Acres open to all teachers and staff
- **Teacher Leadership Self-Care Cadre** - a toolbox of resources shared each month for teacher leaders to use with their teams; follow-up professional development session planned for interested teacher leaders
- **Empathetic Leadership** - Leading with trauma-informed practices in mind for directors and managers in August role-alike meetings
- **Leadership Bulletin** - with tools and resources for leaders to utilize for returning staff
- **Linked In Group** for teachers new to CPS
- **Resource Guide** for all employees with research-based strategies and self-care tools to help with returning to work

Preparing for when someone gets sick

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Centers for Disease Control (CDC) Considerations

Preparing for when someone gets sick

- Working with the Cincinnati Health Department, each school will have a school nurse responsible for responding to COVID-19 concerns.
- Translation services will be available for providing communication support in multiple languages.
- Nurses will take the lead in securing parent-consent forms in advance for COVID-19 testing. The ability to test remains in the planning stages (Cincinnati Children's Hospital Medical Center and Cincinnati Health Department).

Advise on Home Isolation Criteria

CPS Confirmed Case Procedure – 7/9/2020

Student suspected case:

A student reports having a fever, or symptoms consistent with COVID, or having close contact with a confirmed COVID case – the student must **STAY HOME** — see the Illness Response Protocol

Confirmed / Suspected Case

Person with a confirmed case or a suspected case (showing symptoms and awaiting testing) and has been physically present in CPS's schools or buildings within the last three days

Staff suspected case:

A staff member reports having a fever, or symptoms consistent with COVID, or having close contact with a confirmed COVID case – Staff member must **STAY HOME** – see the Illness Response Protocol

All suspected cases (students and staff) should be reported to Cynthia Eghbalnia – Environmental Health and Safety (EHS). EHS will monitor all cases and work with the Cincinnati Health Department to respond to any potential hot spots / flare ups.

Report / Monitor

Assess Risks and Determine Next Steps

Communicate

Immediately communicate suspected / confirmed cases to **all persons who may have had “close contact”** with the confirmed / suspected case or **any household member** of the confirmed / suspected case. Principal / teacher / coach should immediately initiate personal calls, email, robocalls to communicate that there is a suspected case.

If needed, follow up communications if the case is confirmed / not confirmed.

All areas accessed by the infected person must be cleaned and thoroughly disinfected.

Clean / Sanitize

Temporary Closure – Confirmed Cases Only

In the case of confirmed cases, a temporary closure (2-5 days) potentially be ordered based on a risk assessment:

- Work with EHS and the Health Department to determine the appropriate scope of the closure necessary to avoid community transmission – e.g., single classroom, grade level, school, or all district schools
- Initial closure should be for 2-5 days to allow for thorough cleaning / disinfecting and to monitor whether additional cases are identified
- Work with EHS and the Health Department to determine whether initial closure should be extended.

Preparing for when someone gets sick

- Students and staff showing COVID-19 symptoms will be moved to separate areas away from others.
- Regular cleaning and disinfecting will take place in main office areas and nurses' offices.
- Parents will be asked to ensure that there are multiple, pre-arranged methods for getting children home if they become ill or show COVID-19 symptoms.

Notify Health Officials and Close Contacts

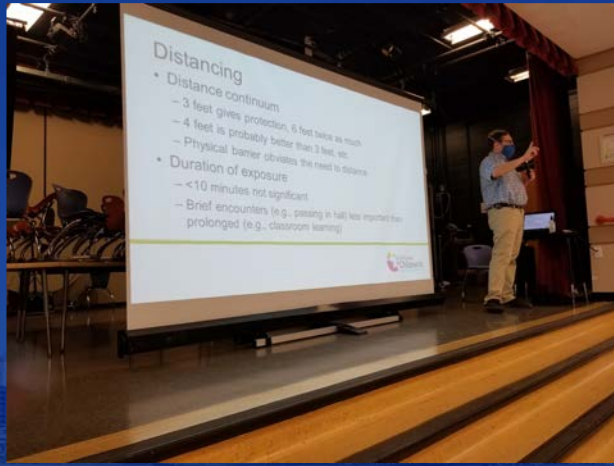
- Cincinnati Public Schools has established a tracking system and will work closely with Cincinnati Health Department.
- CPS will actively monitor return of staff and students who previously reported ill due to COVID-19 related symptoms.
- School staff will develop and communicate to students and parents remote-learning instructional plans to be used in the event of a classroom/school closure.

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Children's Hospital Partnership

Sarah Trimble-Oliver

Learning from Cincinnati Children's Hospital



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Policies

Dan Hoying

Policies

Policies recommended to change at July 13 Board meeting

— **Masks** - proposed new facial-covering policy that applies to all staff and students entering CPS' schools and buildings

— **Suspend the following Board policies:**

- 2340 – Field Trips – travel restriction outside 100-mile radius
- 2451 – Alternative to Suspension and Expulsion
- 7510 – Use of District Facilities – essential only
- 9150 – School Visitors – significantly restricted

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Academics

Tianay Amat

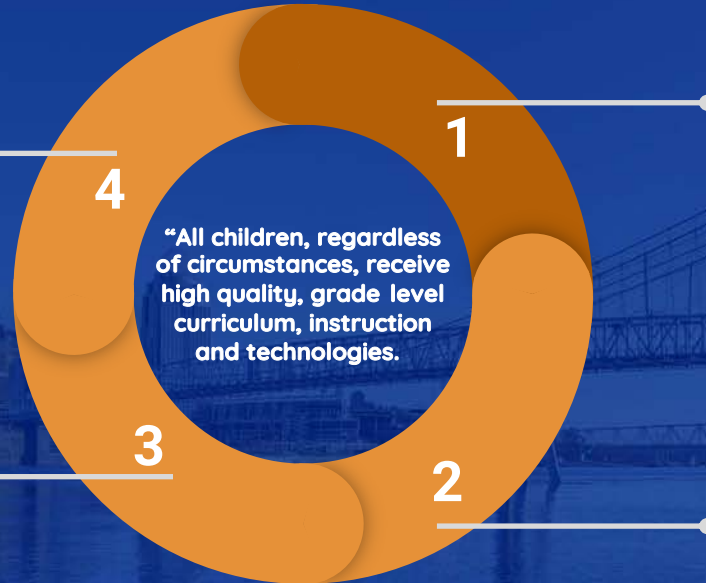
Academic - Accelerate Learning

Adapt, Adjust, Abandon

- Provide and collect feedback, monitor growth, scaffold and enrich
- Curriculum assessments; Student-experience surveys; Plus/Deltas; scaffold up

Accelerate Learning

- Engage students in grade-level instruction regardless of circumstances
- District-adopted curriculum; curriculum maps and guides; Schoology templates; accelerate learning



Build Relationships

High expectations, warm demeanor, culturally responsive and relevant, strong social-emotional learning partnerships

Diagnose Learning

Pre-assessment, critical works of the grade vertically aligned, just-in-time review, asset-based mindset and speech

Academics - Cincinnati Digital Academy

1

Curriculum

- Aligned to District Curriculum
- using Schoology and Engenuity
- Credit Recovery

2

Enrichment Opportunities

- College Credit Plus
- Advanced Placement

3

Extracurricular

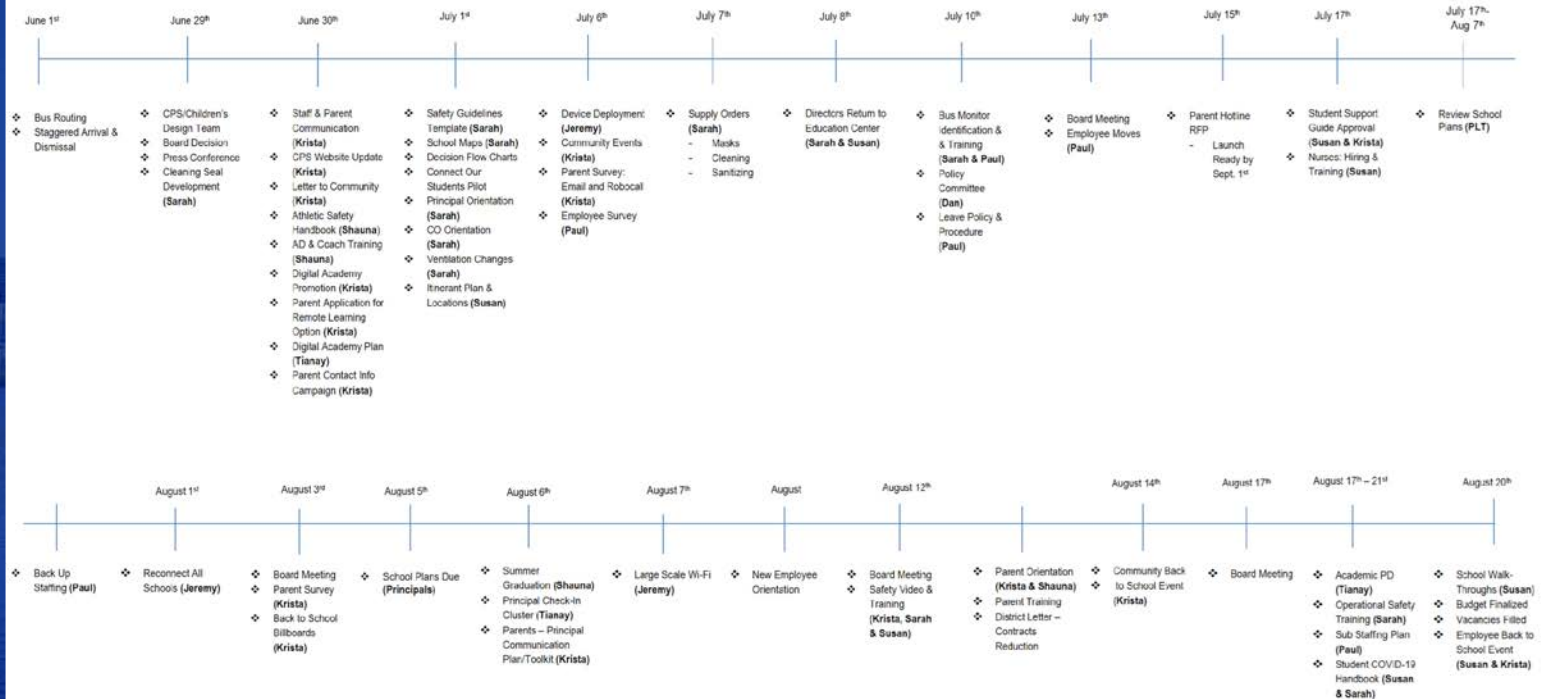
- Participation in sports and clubs

What's Next?

Superintendent Laura Mitchell

What's Next?

School Reopening 2020-21





PREPARING STUDENTS
FOR LIFE

Through **Academic Achievement**
Personal Well-Being
Career Readiness