



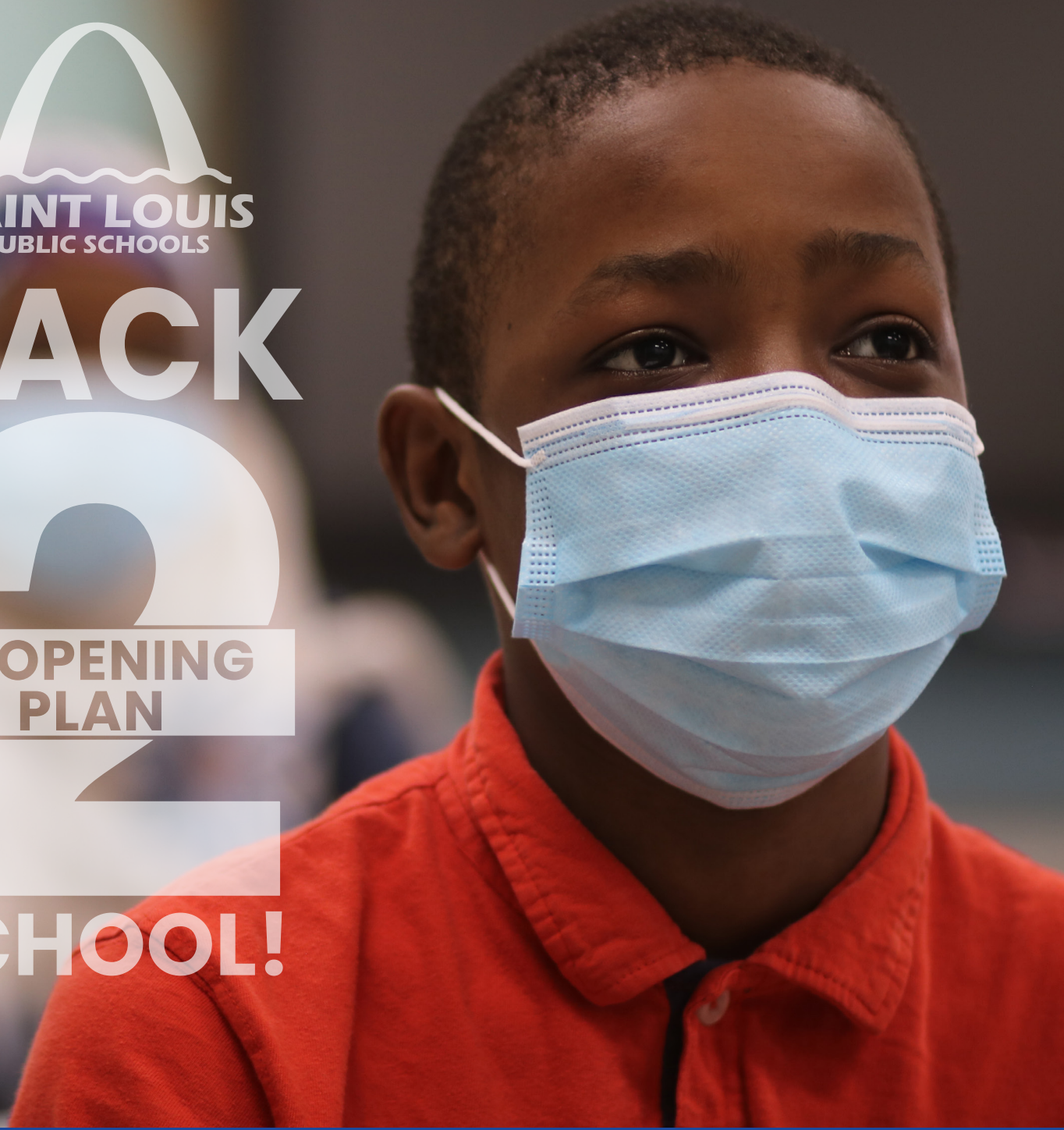
BACK



**REOPENING
PLAN**



SCHOOL!

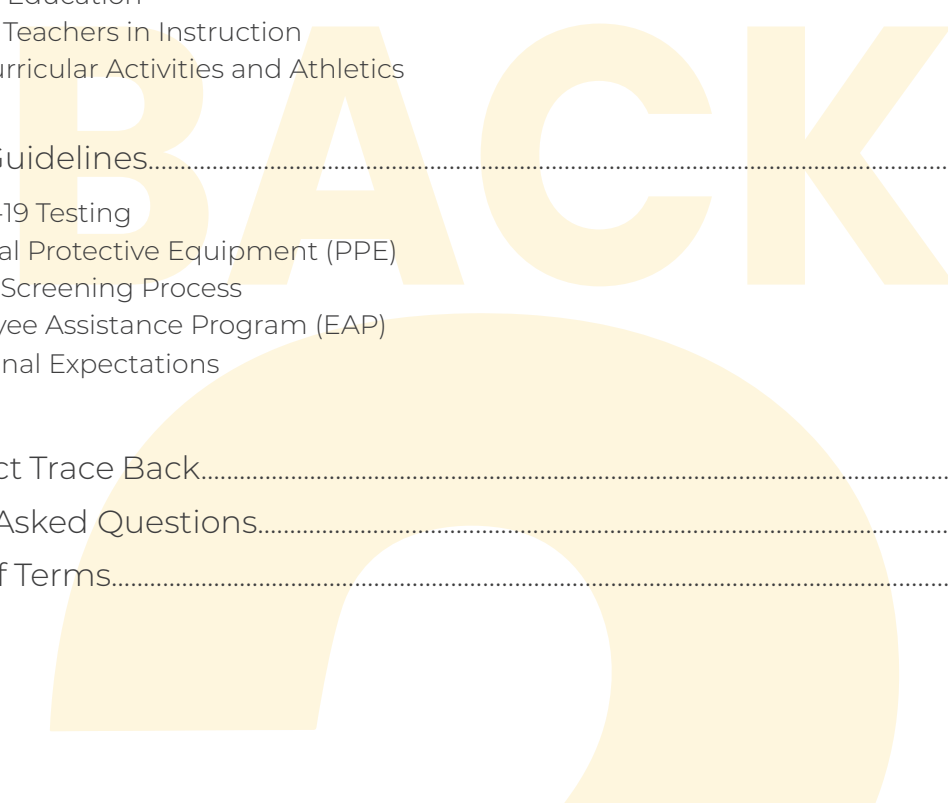


Saint Louis Public Schools
Reopening Plan 2020-2021

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REOPENING PLAN



INTRODUCTION: SUPERINTENDENT MESSAGE



This upcoming year, we will focus on reading, writing, arithmetic and resilience. The COVID-19 pandemic has presented many challenges, but we are not at square one. We have learned to adapt and think creatively. Months after schools were closed abruptly by state order, we now know what it takes to deliver quality education during a pandemic.

This document outlines the Saint Louis Public School District’s plan for welcoming teachers and students back to class for the 2020-2021 school year.

Resiliency is reflected in this plan—the result of a collaborative effort by the District’s Restart School Committee. Comprised of educators, parents/guardians, strategic partners, board and community members, the plan relies heavily on recommendations and guidelines from the City of St. Louis Department of Health.

Additionally, the committee identified five key areas that require special consideration:

Governance: The health and safety of staff and students is always our chief concern. Accordingly, the committee reviewed District processes, policies and procedures, making adjustments, as needed, to ensure the greatest measures of safety.

Facilities and Operations: The committee established new cleaning schedules and procedures, called “confidence cleaning,” for our custodial teams, including frequent disinfecting of high-touch areas throughout the school day.

Wellness: The pandemic has been disruptive for us all but particularly so for students and families who suddenly lacked the stability of school or access to needed resources. The committee reviewed and adjusted procedures to ensure nurses, counselors, and social workers will be equipped to support students’ specific needs during this time.

Instruction: Realizing the need for flexibility, the committee recommended a Blended Learning model for the 2020-2021 school year. Through this instructional framework, instruction can be tailored for in-person learning, virtual learning, or a combination.

Technology: To bridge gaps in equity and access, the committee has recommended one-to-one technology for the upcoming school year. Every student in every grade will receive an iPad

or laptop for learning. Hotspots will also be available for any student who needs internet access.

And, we are just getting started. With the help of our partners, we seek to come out of this experience a better district than we were before.

As the rate of COVID-19 transmission crests and falls in our community, DOH guidelines will change, and our plan will be revisited. Our overarching goal is to keep you—parents/guardians, staff, and community—informed every step of the way.

Now, more than ever, it is important to stay in contact. If you are a District family or staff member, please check to make sure the contact information we have for you is current.

In addition to expanded website content, social media posts, the Let's Talk feedback platform, robocalls and our new parent newsletter, The District Digest, we encourage you to opt in to text messages from the District by texting YES to 67587.

We are, indeed, all in this together. Your thoughts, suggestions, and concerns are important to us, and our collective efforts are vital to your child's success.

Thank you for your support of Saint Louis Public Schools.

Sincerely,



Dr. Kelvin R. Adams
Superintendent of Schools
Saint Louis Public Schools

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CITY OF ST. LOUIS BOARD OF EDUCATION



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ACKNOWLEDGEMENTS

The Saint Louis Public School District (SLPS) organized the Restart School Task Force to include members of the American Federation of Teachers St. Louis Local 420, Student Support Services, Finance, Human Resources, Legal, School Operations, Instruction, Technology, Parents/Guardians, Community Partners, Administrators, and other stakeholders to make recommendations regarding reopening school for the 2020-2021 school year. With guidance from the Centers for Disease Control and Prevention (CDC) and the St. Louis City Department of Health (DOH), five sub-committees regularly deliberated on how to reopen schools based on three possible scenarios: In-Person, Virtual, and Online. With extensive planning and preparation, this document outlines the framework for reopening Saint Louis Public Schools and facilities for the 2020-2021 school year.

Committee Chairs

Governance: Kelvin Adams, Superintendent of Schools

Instruction: Paula Knight, Deputy Superintendent of Academics

Facilities and School Operations: Square Watson, Building Commissioner

Technology: Cheryl VanNoy, Deputy Superintendent of Accountability, Assessment and Technology

Wellness: Michael Brown, Deputy Superintendent of Student Support Services

Subcommittees and Members

Governance

Pamela Bell	Executive Administrative Assistant to the Superintendent
Jane Donahue	President, St. Louis Public Schools Foundation
DeAndre Davis	Director, Safety and Security
George Edwards	Administrators Association - Local 44
Susan Reid	Principal, Compton-Drew Investigative Learning Center
Dorothy Rohde-Collins	President, Board of Education of the City of St. Louis

Instruction

Reggae Anwisye	SLPS Parent
Beth Bender	Associate Superintendent, Career and Technical Education
Addie Bond	SLPS Parent
Terrance Bullock	Coordinator, Academic Operations
Angela Glass	Principal, Mann Elementary
Kathy Gregory	SLPS Teacher, AFT St. Louis - Local 420
Jere Hochman	Network Superintendent, Middle Schools
Sara Martens	Director, Academic Instructional Coaches K-12
David Merideth	SLPS Parent
Natasha Mitchell	Interim Director, Virtual Learning
Kimberly Moody	Director, Curriculum and Instruction K-12
Kay Royster	Reading Specialist
Teron Sharp	Athletics Director

Facilities and School Operations

Addie Bond	SLPS Parent
Carron Johnson	SLPS ICA, AFT St. Louis - Local 420
John Moore	SLPS Teacher, AFT St. Louis - Local 420
Susan Reid	Principal, Compton-Drew Investigative Learning Center

Technology

Angela Glass	Principal, Mann Elementary
Jonathan Griffin	Principal, Carnahan High School of the Future
Jay Hartman	Executive Director, Consortium Partnership Network
David Lashbrook	Network Administrator
David Merideth	SLPS Parent
Natasha Mitchell	Interim Director, Virtual Learning
Victoria Shearing	Principal, Cleveland NJROTC Academy
Fred Steele	Principal, Collegiate School of Medicine and Bioscience
Samona Walker	Lead Instructional Specialist

Wellness

Mackenzie Alberti	Partner, ABCToday, Big Brothers/Big Sisters
Reggae Anwisy	SLPS Parent
Andrew Donovan	Principal, Dewey Elementary
Jana Haywood	Principal, Clyde C. Miller Career Academy
Emily Johnson	Partner, Little Bit Foundation
Megan Marietta	Manager, Social Work Services
Myra Pendleton	Director, Performance Management
John Pimmell	Partner, Little Bit Foundation
Dorothy Rohde-Collins	President, Board of Education of the City of St. Louis
Surilla Shaw	Coordinator, School Nurses

Project Managers

Tyler Archer	Interim Principal, Nance Elementary
Jingxin Bao	Intern, Harvard University
Angelia Rougeau	Assistant Principal, Collegiate School of Medicine and Bioscience

These guidelines were created in partnership with the City of St. Louis Department of Health (DOH) in order to establish and maintain safe and healthy environments for staff and students upon the resumption of in-school activities. SLPS staff are expected to adhere to all guidelines and stay current on changes as they are communicated. All guidelines are subject to revision by DOH at any time to maintain safety for staff and students

THREE EASY WAYS TO STAY CONNECTED:

1

Update your phone number, email address and mailing address with the District.

2

Opt in to **text messages** from the District by texting **YES** to **67587**.

3

Sign-up to receive **The District Digest**, a newsletter for families at slpsinfo@slps.org.



COVID-19 Timeline

Timeline of Events

Saint Louis Public Schools pivoted with extraordinary success on March 13, 2020, when schools were closed due to COVID-19 concerns. Since then, students, staff, and families have been flexible, while continuing to navigate through this global pandemic and work toward reopening schools for the 2020-2021 school year.

For your review, below is a timeline of events related to school closure and our reopening date:

January 21, 2020:

U.S. Centers for Disease Control confirms first U.S. case of the (Wuhan) coronavirus.

March 11, 2020:

The World Health Organization declares the coronavirus outbreak a pandemic, acknowledging that it was likely to spread across the globe.

March 12, 2020:

St. Louis City holds press conference to provide an update on the coronavirus.

March 15, 2020:

In a joint news release, Superintendents in St. Louis City and St. Louis County announce schools will be closed from March 18 - April 3.

March 15, 2020:

District teams begin work on technology and instructional plans (printed and online) to help ensure continuous learning.

March 15, 2020:

Student Support Services starts working directly with the City of St. Louis Department of Health. Discussions lead to daily health screenings for Central Office and facilities and a new COVID-19 safety protocol districtwide.

March 15, 2020:

District Operations teams begin sourcing cleaning and sanitizing agents and personal protective equipment.



March 23, 2020:

COVID-19 meal distribution sites established in 33 District and charter school locations, serving five days weekly. Academic support materials are distributed along with meals at SLPS sites (27).

March 23, 2020:

School closings are extended through April 22, consistent with regional shelter-in-place orders.

March 25, 2020:

During the shutdown it is announced that two SLPS employees tested positive for coronavirus.

April 6, 2020:

SLPS academic team posts its first Virtual Learning Plan to help students keep pace during the shut down.

April 9, 2020:

District's technology team prepares 11,542 iPads or hot spots for distribution, as needed.

April 10, 2020:

School closures for the state's 555 school districts are extended through the end of the school year.

April 17, 2020:

The District meal program changes to a weekly distribution of seven days of family meals.

April 30, 2020:

The Restart School Task Force, which includes administration, board members, parents/guardians, teachers and community partners, convenes for first meeting.

June 17, 2020:

Superintendent Dr. Kelvin Adams and Board of Education President Dorothy Rohde-Collins issue a joint letter to families and concerned citizens.

June 24, 2020:

SLPS Restart Committee launches restart school survey for families in the top seven languages spoken in the

LATE MARCH

APRIL

MID JUNE

District. Parents are polled to get an idea of expectations and considerations in light of the pandemic.

June 26, 2020:

District hosts Town Hall meeting for all staff via Zoom.

July 14, 2020:

Restart School Plan draft submitted to Board of Education for review.

July 14-17, 2020:

Plan posted and feedback gathered.

July 20, 2020:

SLPS joins other area districts in releasing its Restart School Plan to the public. The SLPS Plan features three educational options: in-person, virtual led by a teacher and online, a student-driven, standards-based program facilitated by Edmentum.



LATE JUNE



JULY



TOP 10 GUIDING PRINCIPLES FOR RESTARTING SCHOOL

The following principles will guide the overall District planning to restart school, recognizing that each school building has unique characteristics and varies in size and capacity.

- 1** Ensure the highest levels of **safety** for all: physical and emotional health and wellness.
- 2** Prioritize student **safety** and **cultural responsiveness**.
- 3** Ensure **equity** and access in planning and resources to reach every student.
- 4** Honor **parents/guardians' choices**, circumstances, and concerns.
- 5** Recognize **changing societal realities**, including pandemic flattening or spikes, racial injustice, the November election climate, and other external forces impacting the community.
- 6** Respect that routine and predictable home-school **communication** is critical to relationship building and to establishing a **positive school culture** and identity.
- 7** Meet students where they are by **addressing individual academic needs**.
- 8** **Empower professionals** to guide effective learning and planning.
- 9** Frame curriculum, planning, and teaching to achieve in-depth learning and authentic engagement through effective **blended learning models** for success in school and at home.
- 10** **Empower professionals** to guide effective learning and planning.

City of St. Louis

DEPARTMENT OF HEALTH GUIDELINES

Since March 2020, City of St. Louis school executive administrators and City of St. Louis government officials (Mayor's Office, Director of Health) have been meeting weekly. To establish consistency among City of St. Louis school systems, this group is offering the following guidance with regard to returning to school.

The intent of these guidelines is to establish and maintain safe and healthy environments for staff and students, and the guidance should be interpreted to effectuate this intent. The guidance is based on scientific evidence available on July 5, 2020, and may change as more information becomes available.



Requirements

To protect the health of students and staff, each school district must:

- have an infectious disease plan;
- establish a process by which each school in your jurisdiction keeps and maintains accurate records of anyone who has been inside a building;
- comply with the Missouri Revised Statute Section 167.181 and 19 CSR 19c-20-28, which govern immunization of students;
- at a minimum, maintain a 3ft radius around each student's desk in the classroom;
- conduct daily health and temperature screening for students and staff at the beginning of the school day;
- minimize contact and social mixing during school hours;
- consult and obtain approval from the City of St. Louis Department of Health prior to planning any school assemblies;
- work with the City of St. Louis Department of Health to ensure COVID-19 testing is available and required for all staff prior to returning to work;
- require face coverings for all staff and persons 9 years and older while in the school building, and all students when riding school buses;
 - Students with medical conditions that prohibit them from being able to wear face covering will be exempt as long as they have a document from their medical provider.
- establish an isolation area within each school, which will be used to remove the ill person from the school's general population;
- require temperature and health screenings and wearing of face coverings for all essential visitors (e.g. parents/guardians, health officials, business officials, vendors that provide essential services for the school);
- prohibit visitation of nonessential visitors;
- not hold any in-person field trips during the Fall semester of the 2020/2021 school year;
- comply with the Missouri statutes (19 CSR 20-20.020) governing communicable disease reporting requirements;
- establish protocols for loading and unloading buses to minimize person-to-person contact.

Immunizations

It is unlawful for any student to attend school unless they have been immunized or exempted as required under the rules and regulations for the Department of Health and Senior Services. Families in the City of St. Louis who need assistance obtaining immunizations for their child(ren) should contact their medical provider or the City of St. Louis Department of Health (health@stlouis-mo.gov).



Taking Temperatures/Other Screening

Taking temperatures of students at the beginning of the school day is required. Although, only a minority of children who have COVID-19 will have a fever it is important that students with other communicable diseases be excluded from school.

Additionally, parents are encouraged to ask their child(ren) about symptoms of illness and take their temperature before sending them to school. This will reduce the chance that parents will send their child(ren) to school when they are ill.

All staff must complete a standardized self-assessment screening before reporting to work. Questions on the self-assessment should ask if the person has had otherwise unexplained onset of fever, cough, chills, shortness of breath, muscle pain/ache that cannot be explained by other activities (i.e. exercising, recent trauma, etc.), sore throat or loss of taste or smell not explainable by a preexisting medical condition(s). The staff member must not be permitted to work if they answer “YES” to any of the screening questions. A sample screening tool will be made available to districts. Districts must also implement reporting and coverage protocols for staff that develop symptoms during the workday.



When Someone Is Sick

We have a culture of working or going to school when sick. We should change that culture and people should stay home when sick. This message should be clearly sent to staff, parents and students. Perfect attendance awards must be eliminated. In addition, school districts should review their Human Resources policies to make them less punitive for persons who develop illness and are not able to perform their job duties.

When a staff person is identified with symptoms:

- Remove the individual from the general population immediately. If they are medically stable, send that person home immediately. If they are not stable, please call 911.
- The staff must be advised to contact their healthcare provider if they exhibit symptoms or answered YES to any screening question. The healthcare provider will be able to determine whether the symptoms are a result of COVID-19 infection or if there are other health issues.

When a student is identified with symptoms:

- Remove the individual from the general population immediately.
If the student is not medically stable, a staff or school health official should call 911. Only trained staff
- should provide lifesaving care (e.g., CPR).
- The school nurse or health official must contact the student's parents as soon as possible. If medically stable, the student must be monitored while in isolation until their parent/guardian is able to pick them up.

Please consult the local public health agencies to determine when persons infected with COVID-19 should be allowed to return to school. Currently, the minimum is 10 days when a person is COVID-positive. For other communicable diseases, school health should review the City of St. Louis Infectious Disease Control Administrative Guidelines and Procedures.

Social Distancing

Social distancing is an effective preventive measure. While children are the least likely to exhibit serious symptoms from COVID-19, social distancing helps prevent the spread to others. Please consider the following social distancing strategies:

- Class size – modify class sizes as required to comply with social distancing requirements.
- Cafeteria – staggering lunch periods and using alternative locations for lunch to ensure social distancing can occur during lunch periods.
- Checking in/out – parents or others should remain in a contained area (such as a vestibule) when checking students in/out during the school day. If others are waiting to check their student in, it is best if they are able to wait outside so there is a limited number of individuals in the contained area.



For additional information, please review the City of St. Louis Guidance on Social Distancing in Schools.

Face Coverings

Staff and students must be instructed on the proper manner in which a face covering should be worn. Efforts should be made to destigmatize the wearing of face coverings. Staff members and students in the 4th grade and above must wear a face covering when in the school building. Face coverings are not required when providing outdoor instruction and students and staff are able to maintain the recommended physical distance (6ft) between others. Face coverings may be removed during lunch, so individuals can complete their meals. Three reusable face coverings must be made available for all students and staff. Extra face coverings should be kept on site to replace face coverings that may become soiled during the school day.



Gloves

The wearing of gloves is necessary for health care workers, such as school nurses, who will be working with sick or suspected sick individuals. In addition, as a safety precaution, facility management and cleaning staff should use gloves when using cleaning products. A fresh pair of gloves should be worn when working with each new individual. An individual should use hand sanitizer before putting on gloves and then once again after removing gloves.



Hand Washing

Hands should be washed before eating, after eating, before and after group activities. Ideally, hands should be washed any time the face/mouth are touched (which would not be practical, especially for younger students).



Restroom Usage

- Limit the number of students in the restroom. Try to implement scheduled restroom breaks so each grade/class can go at a specific time and avoid mixing classes.
- Mark spaces outside restrooms to provide visual cues to ensure social distancing while waiting.



Cleaning and Disinfecting

The Centers for Disease Control and Prevention (CDC) has provided information regarding cleaning and disinfecting your building and other areas. These guidelines can be found at: <https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html>

A few basic recommendations from the CDC, that we support, include:

- Wear disposable gloves to clean and disinfect.
- Clean surfaces using soap and water, then use disinfectant.
- Cleaning with soap and water reduces number of germs, dirt and impurities on the surface. Disinfecting kills germs on surfaces.
- Practice routine cleaning of frequently touched surfaces.
 - More frequent cleaning and disinfection may be required based on level of use.
 - Surfaces and objects in public places should be cleaned and disinfected before each use.
- High touch surfaces include:
 - Tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, sinks, etc.
- Disinfect using EPA-registered household disinfectant (<https://www.epa.gov/pesticideregistration/list-n-disinfectants-use-against-sars-cov-2-covid-19>), properly diluted bleach solutions, or alcohol solutions with at least 70% alcohol.

For additional information, please see the City of St. Louis FAQ for facilities and cleaning staff.



Bus Transportation

When possible, assign seats by cohort (same students sit together each day) which will help with contact tracing. However, all students must wear a face covering while riding transportation provided by the school to reduce the potential for COVID-19 transmission.



Recess

Recess activities must be limited to activities that permit social distancing.



Sports

A separate document will be provided that contains recommendations for organized sports.

FACILITIES AND SCHOOL OPERATIONS

Cleaning and Disinfecting

- Equip classrooms and communal areas with hand sanitizing supplies and disinfectant.
- Install handwashing stations in schools on an as-needed basis.
- Routinely disinfect high-touch-point areas, such as doorknobs, rails, and light switches.
- Use additional measures, such as electrostatic sprayers, foggers, and sponge applicators, for on-the-spot disinfecting.
- Custodial staff are responsible for ensuring spaces are kept clean and disinfected.
- Staff members should assist in this effort by cleaning and disinfecting communal areas, including eating spaces, conference room tables, and chairs, after use.
- Facilities will coordinate, schedule, and deep clean any classroom, office, or common area suspected of contamination. The area will be closed until proper cleaning is complete.



- Maintenance will focus on completing all safety work orders, ensuring that critical air conditioning, plumbing, and electrical systems are maintained.
- Heating systems will be prepared for start-up on October 15, 2020.
- Maintenance work orders include, but are not limited to, the following:
 - Replace air filters (per DOH and manufacturers' recommendations) and safe procedures for handling and disposal of filters.
 - Make necessary repairs and prioritize plumbing concerns.
 - Make necessary repairs to ensure mechanical systems are operating properly.
 - Upgrade exterior and interior lighting.

School Facility Reopening Guidelines

Schools will be set up for learning and honor social distancing. We recommend the following:

Classrooms:

- Restrict or reduce large group activities to abide by social distancing guidelines.
- At a minimum, maintain a 3-foot radius around each student's desk in the classroom.
- Assign seats; students sit and move in cohorts (set groups) when social distancing is difficult.
- Minimize the sharing of materials and supplies.
- Particularly avoid close physical proximity in cases of increased exhalation, such as singing or exercise.
- Hold these activities outdoors with students spread out.
- Establish one-way paths of travel to minimize physical contact and reduce face-to-face interaction. If possible, move classes in cohorts.
- Utilize outdoor spaces when possible.
- Post signage that encourages social distancing, mask wearing, and frequent handwashing.
- Post routine cleaning checklists.
- Routinely disinfect and clean high-touch point spaces and surfaces.
- Encourage students to clean up after instruction.
- Establish room capacity and occupancy limits to promote social distancing.

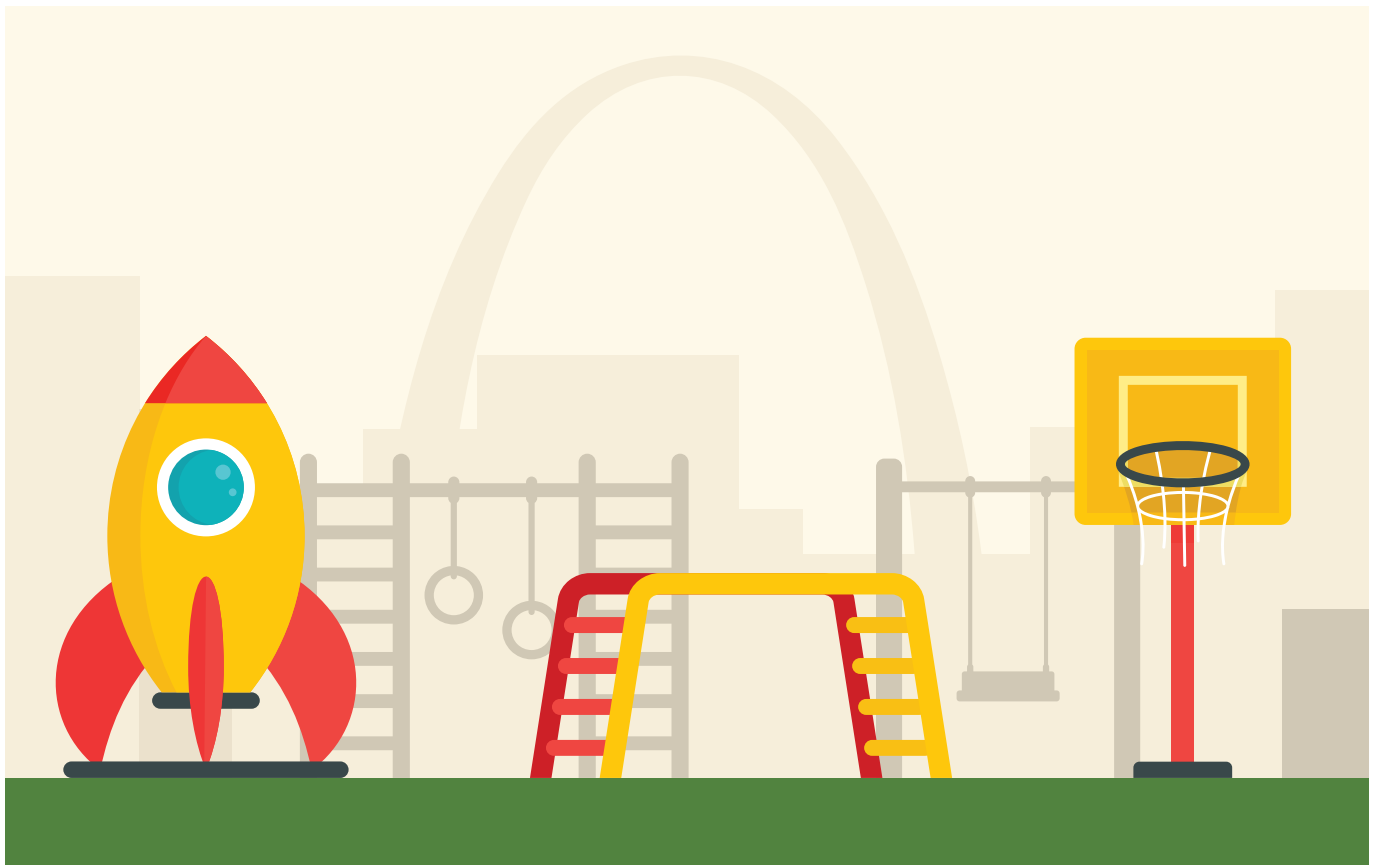


Common Areas:

- Set up common areas, such as teachers' lounges, libraries, and conference rooms, to allow for social distancing.
- Post floor markings and signage to direct traffic flow.
- Staff should clean surfaces after use of shared equipment, such as copy machines, microwaves, refrigerator handles, telephones, and elevator buttons.

Playgrounds:

- Limit the size of groups participating; stick to cohorts.
- Establish daily routines for cleaning playground equipment. Children of all ages can help if provided easy instructions, such as color-coding.
- Keep clean, unused equipment separate from used equipment that needs to be cleaned.
- Educate children how to care for equipment when they start and end play.
- Have all students wash their hands after recess.



Cafeterias:

- Face masks may be removed during lunch to eat.
- Consider the advantages of having some students eat in their classroom. (Additional cleaning considerations will be provided.)
- Create separate lunch periods to minimize the number of students in the cafeteria.
- Utilize other spaces for lunch/break times and utilize outdoor spaces when possible.
- Create an environment that is as safe as possible from exposure to food allergens.
- Encourage students and staff to wash hands or use hand sanitizer before and after eating.

Waiting Areas:

- Establish a waiting area outside school buildings for parents/guardians to stay when dropping-off, picking-up, and visiting their child for essential reasons.
- Develop and share instructions with families for how students should line up to be health screened daily upon arrival to school.
- Display social distancing requirements and signage about wearing face masks.
- Designate staff to greet and say goodbye to parents/guardians and students.

Buses:

- All students, regardless of age, are required to wear face masks to board and ride the bus.
- Parents/guardians are strongly encouraged to take students to school to reduce the number of passengers on each bus.



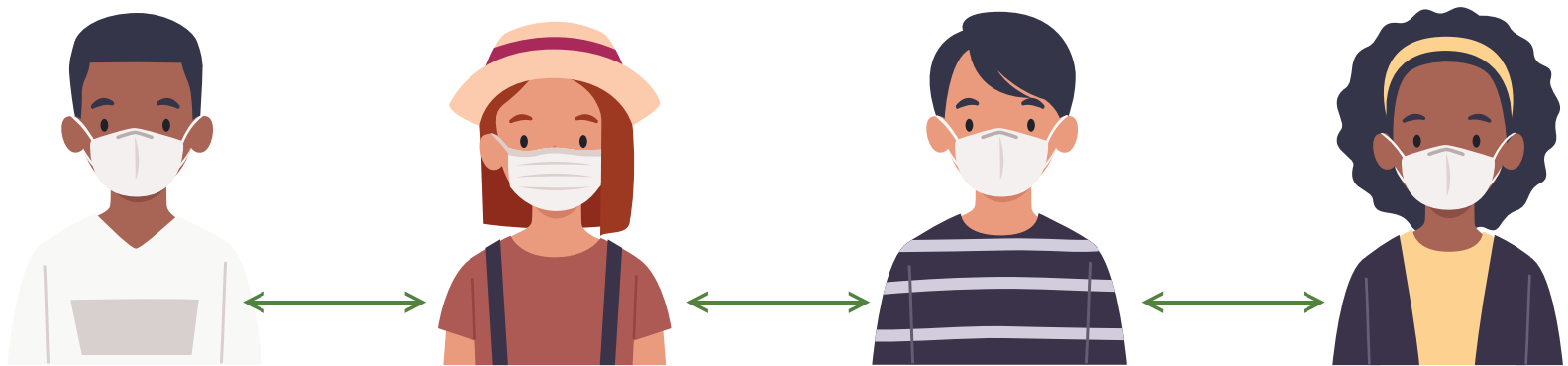
Visitors/Partners:

- Only essential visitors and partners with appointments are allowed access.
- Exceptions may include District staff, students, contractors, and parents/guardians.
- Visitors should complete a health screening prior to entry.
- Partners will work with District liaisons to make arrangements to support schools.
- Direct contact between District staff and visitors will be minimized or performed at an appropriate distance.

WELLNESS

Overview of Student Health Guidelines

- All students in grades 4 and above are required to wear a mask.
- All students, regardless of age, must wear a face mask on the bus.
- All students and staff will have a daily health screening upon arrival to school each day.
- Parents/guardians should keep their child at home if they are ill or have a fever.
- Social distancing will be practiced to the extent possible in classrooms and all common spaces of the school building.
- Students will remain together in the same groups as much as possible during the day.
- Elementary and middle school students may have breakfast and lunch in the classroom.
- Visitors will be limited in the school building, and all visitors are required to wear masks.
- Parents/guardians coming to pick up or drop off students will be asked to stay outside the building in a contained area with signage regarding social distancing.



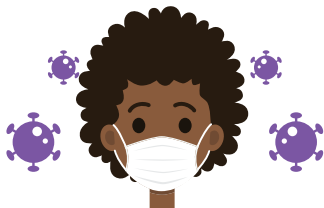
When a Student is Identified with Symptoms

- Immediately remove the student from other students and staff.
- If the student is not medically stable, call 911. Only trained staff should provide lifesaving care (e.g., CPR).
- The school nurse or health official must contact the student's parent/guardian as soon as possible. If medically stable, the student must be monitored while in isolation until their parent/guardian is able to pick them up.

Please consult the local public health agencies to determine when student infected with COVID-19 should be allowed to return to school. Currently, the minimum is 10 days when a person is COVID-positive. For other communicable diseases, school health should review the City of St. Louis Infectious Disease Control Administrative Guidelines and Procedures.

Face Masks

The District will supply two cloth face masks to students at the beginning of the school year. Bandanas and scarves may not be substituted for a mask. Students may not wear any clothing or mask with “indecent or offensive” messages that may cause a disruption, including but not limited to the following:



- Offensive, vulgar, or profane language
- Drugs or alcohol
- Tobacco use
- Violent or racist images
- Depicting sexual images
- Inciting illegal activity

Immunizations

Missouri Statute 167.181 mandates that students must be current in immunizations before attending school unless the student has been granted a religious or medical exemption, as required under the rules and regulations for the Department of Health and Senior Services: [LINK](#). Families in the City of St. Louis who need assistance obtaining immunizations for their child should contact their medical provider or the City of St. Louis Department of Health at health@stlouis-mo.gov. **SLPS students are required to have current immunization records on the first day of school, August 24, 2020.** The District is holding a series of pop-up immunization clinics to assist families and will share those dates with families.

Recommendations for Staff

Toddlers and Children:

- Toddlers cannot verbalize if they do not feel well. Staff must be attentive to behavior changes. If the child is lethargic and not eating, notify the parent/guardian to determine whether to contact the child’s pediatrician.
- Set clear behavior expectations with descriptive instructions and visuals. Provide positive attention and feedback during activities, such as greetings upon arrival, health screening, cleaning toys, and washing hands for lunch.
- When a child shows challenging behavior, stay calm, patient, and tolerant. Some tips:
 - Help the child calm down by asking for a favorite food or place.
 - Ask the child to name animals in alphabetical order—alligator, bear, cow, dog, etc.
 - Validate and reassure. Example: I know you are afraid. We will keep you safe.
 - Give children a sense of control. Example: Do you want to read your temperature for me?
- Ask children what they know about COVID-19 and discuss with them what they can do to protect themselves and their loved ones, such as their toy, pet, parent/guardian, or friend.



Adolescents:

- When an adolescent shows challenging behavior, remain patient, tolerant, and provide perspective. Some tips:
 - Listen and validate their emotions. Example: *I understand you are afraid, stressed or disappointed.*
 - Invite them to talk about it, and provide perspectives if appropriate.
 - Discuss a solution, if necessary.
- Encourage sharing and discussion among students about their knowledge, experience, feelings, and actions related to COVID-19. Agree on some ground rules, and create a safe space for such discussions.

Crisis Intervention Team

The District has established a Crisis Intervention Team (CIT), which is staffed by District social workers. The team advises and assists the principal and school staff during a crisis. CIT operates within an intervention-facilitation crisis model, which is a process designed to:

- Help individuals within the system to normalize or return to the pre-crisis state.
- Help individuals grow from the crisis, e.g., learn new methods of coping and feel stronger and better about themselves.

Trauma Training

Staff will participate in trauma training in August and September 2020 through the District's partnerships with Alive and Well and Children's Advocacy Services of Greater St. Louis.

Resources for Support Services

- Social-Emotional Helpline staffed by District clinical social workers, 314-345-6900
- Trauma Workshop for Parents/Guardians: Fall 2020 and Spring 2021
- Parent/Guardian Call Center to answer questions and provide resources: Beginning August 2020
- Additional Support Services resources at www.slps.org/resources

INSTRUCTION AND TECHNOLOGY

The impact this extended school closure has had on students all over the world is unprecedented. Our reopening plan takes into account the possibility that we may face another extended school closure. Should that occur, this time we will be prepared to serve our students with no instructional gaps. The instructional program for the 2020-2021 school year was developed using virtual learning survey data collected from students, parents/guardians, and teachers. Additionally, the committee considered input from school leaders, curriculum coordinators, and those leading the continuous summer learning program.

Blended Learning Instructional Framework

In response to the pandemic, as well as to reimagine the possibilities for student learning, SLPS will adopt Blending Learning as the core instructional framework starting with the 2020-2021 school year. By transitioning to this framework, all teachers and students will be prepared for online learning and effective instruction, should an emergency closure be necessary. This model:

- Supports student-centered learning in a flexible environment.
- Provides cohesive learning experiences that can be tailored for in-person learning, virtual learning, or a combination.
- Supports the need for flexibility in enrollment options for families, while ensuring high-quality, standards-based learning content is available, regardless of the physical setting.
- All content is available online, making this an ideal choice to ensure social distancing in school, support virtual learners, and support schools on hybrid schedules.
- Creates a seamless transition to intermittent virtual learning and supports continuous learning for students in the event of a District or school closure.
- Is innovative and disrupts systemic inequities in traditional classroom instruction.
- For more information, visit: www.blendedlearning.org

One-to-One Technology for All

To ensure an equitable instructional model for students to learn in all settings and to support Blended Learning, SLPS will provide devices to all students. By **September 4, 2020**, all students will have access to devices to support learning both in school and at home. The following devices will be distributed:

- Pre-K to Grade 8: iPads
- Grades 9-12: Dell Latitude 3310 Laptops
- Wireless hot spots provided to families who need them to ensure equitable access to the internet



Acceptable-use policies for student technology will be updated to reflect the implementation of one-to-one technology and the Blended Learning model.

Enrollment Options for Families

In-person and virtual enrollment will be available for all SLPS schools. The District also will offer self-directed, fully online learning through Edmentum. School principals and staff will support families, as they make decisions about student learning for the coming year.

In late July 2020, all families will select their instructional format. Families have a choice of regular, daily, in-person learning **or** virtual learning.

- Students who select in-person enrollment may choose (prior to the start of each quarter) to switch to virtual learning.
- Students who select virtual learning may choose (prior to the start of each quarter) to return to in-person learning.
- If a student transitions from in-person learning to virtual learning due to health concerns, clearance from a healthcare provider may be required prior to restarting in-person learning.

Enrollment Options	Grade Level	Additional Information	
In-Person <i>Families may leave in-person enrollment and enter virtual learning at the end of each quarter. First quarter ends Oct. 16, 2020.</i>	Elementary	Student assigned a homeroom teacher and course schedule.	Student enrolled at bricks-and-mortar school and attends school based on the SLPS 2020-2021 Academic Calendar.
	Middle		
	High	Individualized schedule is created to meet the student's needs and credit requirements.	
Virtual <i>Families may leave virtual enrollment and enter in-person learning at the end of each quarter. First quarter ends Oct. 16, 2020.</i>	Elementary	Student assigned homeroom teacher and schedule, which may include teacher-led live lessons, recorded lessons, class discussion and individualized activities.	Student enrolled at bricks-and-mortar school but engages in all learning virtually at home.
	Middle		
	High	Teachers are accessible during established office hours.	
Online <i>Families choosing this option will <u>remain in online for the entire semester.</u></i>	Elementary	Self-driven learning experience administered exclusively online from website-based content that the student may access at any time. All courses and grade-level standards required by Missouri DESE are offered.	Student enrolled at bricks-and-mortar school, but online learning through Edmentum offers a standards-based curriculum with a support facilitator. There is minimal connection to an SLPS facilitator, physical school, or support services.
	Middle		
	High		

My School Configuration for Virtual Learners

All students attending school virtually will be assigned to a homeroom teacher at a school site to promote a home/school connection and provide social-emotional learning supports. We aim to ensure a school-based identity for students, support equity, and provide access to school-based resources. By connecting students to a specific school, a seamless transition also will be possible once all students return to an in-person instructional format.

Intermittent Virtual Learning

In the event of a school closure, it may be necessary for individual schools or the District as a whole to return to virtual learning. In this event:

- Students will continue learning at home with their classroom teacher.
- Instruction will include synchronous (live) meetings in small and large groups, independent work, and asynchronous (recorded) class activities.
- The expectation is that all students will be participating in class every day. Attendance may include participating in a live class lesson or virtual discussion, submitting a written assignment, posting or commenting on a discussion board, or logging time in a District-sponsored individual practice, e.g., IXL, Achieve 3000



Virtual Learning Platforms

To improve the experience for students who choose this option, a single platform, Microsoft Teams, will be utilized throughout the District. As a result of standardizing the virtual platform:

- Expectations will be uniform for all users and allow for the integration of a variety of apps.
- Professional development will be standardized for staff across the District to better support virtual learning and technology implementation.
- A list of all apps and platforms will be developed and annotated to better support teachers with technology implementation.
- A scope and sequence for professional development will be created that addresses teacher needs by grade level and content area.
- Training will be provided to families to support the utilization of Microsoft Teams.

In addition to providing a uniform learning experience, adopting a standardized virtual platform will allow for streamlined online communication in the following ways:

- Auto-dial systems, parent/guardian newsletters, Microsoft Teams announcements, SIS Parent Portal, and other bulletins will keep families up-to-date about virtual learning and technology.
- Teachers will maintain updated webpages for family communication.
- Schools will maintain updated webpages, including school calendars.



Early Childhood Education

Schools and teachers must balance concerns about the virus along with developmental considerations. To mitigate risk, the following strategies are recommended:

- All staff will wear personal protective equipment, including masks.
- Classes will remain together in their classroom, as much as possible, to minimize crossover among children and adults within the school. The size of the cohort may vary.
- Teachers will primarily stay in one classroom with one group of children.
- The use of shared classroom supplies, centers, and sensory tables will be discontinued.
- Handwashing will occur throughout the day. Families are asked to review proper personal hygiene techniques with their children daily.
- Classroom staff will clean and disinfect frequently touched surfaces throughout the day (e.g., bathrooms, door handles, light switches, and chairs).
- Toys will be sanitized throughout the day after use. Cloth toys and hard-to-clean toys will be removed from the classroom.
- At rest time, cots will be spaced out at least 6 feet.
- Less furniture in the classroom will allow students to be spaced out.
- Area rugs will be removed from classrooms.
- Group learning will still occur, yet children will be separated as much as possible.
- Education and play will be more individualized and with smaller groups. Social engagement will be encouraged through physically distanced activities, even on the playground.
- Children will be provided individual cubbies/storage space for personal items.
- Parents/guardians and visitors will not have access to classrooms.
- Modified drop-off/pick-up procedures will be communicated to families. Families should designate the same parent/guardian or individual to drop off and pick up the child every day, if possible. Avoid designating those considered high-risk, such as elderly grandparents who are over 65 years of age, if possible.

Special Education

Students who qualify for special education services based on their individualized education program (IEP) will continue to receive services through the preferred instructional format. Depending on a student's IEP needs, it may be difficult for school staff to both follow social distancing protocols and meet the goals established to serve the student educationally. Staff will work with families to ensure that student IEP needs are addressed while maintaining safety for all.

Role of Teachers and Instructional Expectations

Flexible enrollment options for families will directly impact the day-to-day role of teachers. Depending on grade level, school size, and enrollment data at each school, at the principal's discretion, a teacher of record may be assigned to support students in the following ways:

Supporting In-Person Students	Supporting Virtual Students	Supporting BOTH In-Person and Virtual Students
<ul style="list-style-type: none"> ● Student-to-teacher ratio will be based on the ability to meet social distancing recommendations within the classroom. ● All learners will participate in in-person instruction in a traditional school building. 	<ul style="list-style-type: none"> ● Student-to-teacher ratio may be higher than an in-person classroom, since social distancing is not required. ● All learners will be enrolled in a school and class but will engage in all learning virtually from an alternate location. 	<ul style="list-style-type: none"> ● A teacher <u>may</u> serve both in-person <i>and</i> virtual learners, e.g., two classes of virtual learners and two classes of in-person learners. ● In some instances, a teacher may have virtual learners and in-person learners in the same enrollment block.



As a result of transitioning to a Blended Learning instructional framework, the following outlines what teachers should expect for the 2020-2021 school year:

- All teachers of record for the 2020-2021 school year are facilitators of standards-based instruction utilizing a Blended Learning framework.
- All teachers are virtual teachers. This means all instructional content is posted online on the teacher webpage and Microsoft Teams classroom every week for all learners to access virtually.
- All teachers are expected to report to work in-person in accordance with the District's 2020-2021 academic calendar. This expectation includes teachers delivering instruction to in-person learners and teachers delivering instruction to virtual learners.
- Staff members with health concerns related to work may be eligible for accommodations pursuant to the Americans with Disabilities Act (ADA). Requests for ADA accommodations must be made by completing paperwork available from the Employee Relations Department. A portion of that paperwork must be completed by a physician. Requests for accommodations in the performance of job duties for the beginning of the 2020-2021 school year **must be completed and submitted by August 3, 2020**. Contact ERStaff@slps.org for a copy of the paperwork required.
- All teachers of record are expected to maintain an online gradebook in SIS.
- Preparation expectations for all teachers (in-person, virtual, or combination) is the same.
- All teachers (regardless of enrollment group) will adhere to the building certificated staff schedule.

The following table outlines how teachers will deliver content based on enrollment group.

Instructional Design Components	In-Person Learners	Virtual Learners
Design standards-based units of study based on SLPS Continuous Learning Curriculum	Teachers design units of study that include synchronous and asynchronous lessons, discussion, collaboration, performance tasks, assessments, and project-based learning utilizing a Blended Learning Framework.	Teachers design units of study that include synchronous and asynchronous lessons, discussion, collaboration, performance tasks, assessments, and project-based learning utilizing a Blended Learning Framework.
All lessons posted (website and Teams) by Monday morning each week.	All students work independently on asynchronous digital content in class.	All students work independently on asynchronous digital content at home or at satellite location.
Teacher develops synchronous instruction for direct instruction lesson components.	Students participate in-person from socially distanced seating.	At home learners participate in live lessons and discussions through a video conferencing platform (Zoom or Teams)
Connections, collaboration, and discussion	Online discussion tools for asynchronous and synchronous learning.	Online discussion tools for asynchronous and synchronous learning.
Interventions	Teacher/staff/aide provides in-person and virtual interventions as needed.	Teacher provides virtual interventions as needed.
Assessments	Student performance tasks and unit assessments, STAR, Scantron, MAP, EOC (TBD)	Student performance tasks and unit assessments, STAR, Scantron, MAP, EOC (TBD)

Extracurricular and Athletic Activities

Before and After-School Activities will be limited. School leaders will determine which activities are essential. Partners must receive approval from school leaders or Central Office staff prior to conducting any activities. School leaders are encouraged to maximize virtual before and after school opportunities to support engagement, attendance, and maintain normalcy for students in all grades.

EMPLOYEE GUIDELINES

SLPS recognizes the importance of restarting school for the benefit of the local community and the necessity to mitigate risks for staff returning to work. At the beginning of the 2020-2021 school year, all District employees will return to physical work locations and school sites. The following guidelines outline the District's precautionary measures to ensure employees return to District buildings safely.



COVID-19 Testing

In cooperation with the mandates of the DOH, all SLPS employees, onsite partners, and contractors must be tested for COVID-19 prior to reporting to work within 14 days of their report date. Testing will take place at DOH-approved locations at no cost to the individual.

Written verification of a negative test is required before reporting to any District school or facility. Testing results will be provided to the District directly from the testing facility. We will not accept testing results directly from employees. Any subsequent testing that may be required will be conducted in compliance and coordination with DOH and/or the CDC. Should an employee or contractor become symptomatic in the days following the test, he or she will be asked to go home, self-quarantine (along with family), and contact a physician for guidance on the next steps.

- Any employee who tests positive will not be allowed to return to work without a release signed by an appropriate health care provider.
- Any employee who refuses to be tested or to provide testing results to the District will be subject to discipline.

Any employee who tests positive and is not able or not authorized to work remotely must use vacation, sick, or personal time off unless he or she qualifies, applies, and is approved for paid leave under the [Family First Coronavirus Response Act \(FFCRA\)](#).

Personal Protective Equipment (PPE)

SLPS will provide staff with two, washable cloth face masks. Requests for additional PPE will be considered on a case-by-case basis. All staff must wear a mask at all times inside District schools and facilities. An employee who refuses to wear a mask may be subject to discipline.

Health Screening Process

All persons entering SLPS facilities must comply with the daily health screening protocol:

- Temperature check
- A brief pre-established health interview and follow up questions
- Persons with a temperature of 100.4°F (38°C) or above, or who answer yes to any of the screening questions, will be taken to an isolation room for further assessment.



When a Staff Person is Identified with Symptoms:

- Immediately isolate the staff person from others in the designated isolation room.
- If the staff person is medically stable, send the individual home immediately. If the staff person is not medically stable, call 911.
- The staff person must be advised to contact their healthcare provider, if they exhibit symptoms or answered YES to any screening question. The healthcare provider will be able to determine whether the symptoms are a result of COVID-19 infection or if there are other health issues.

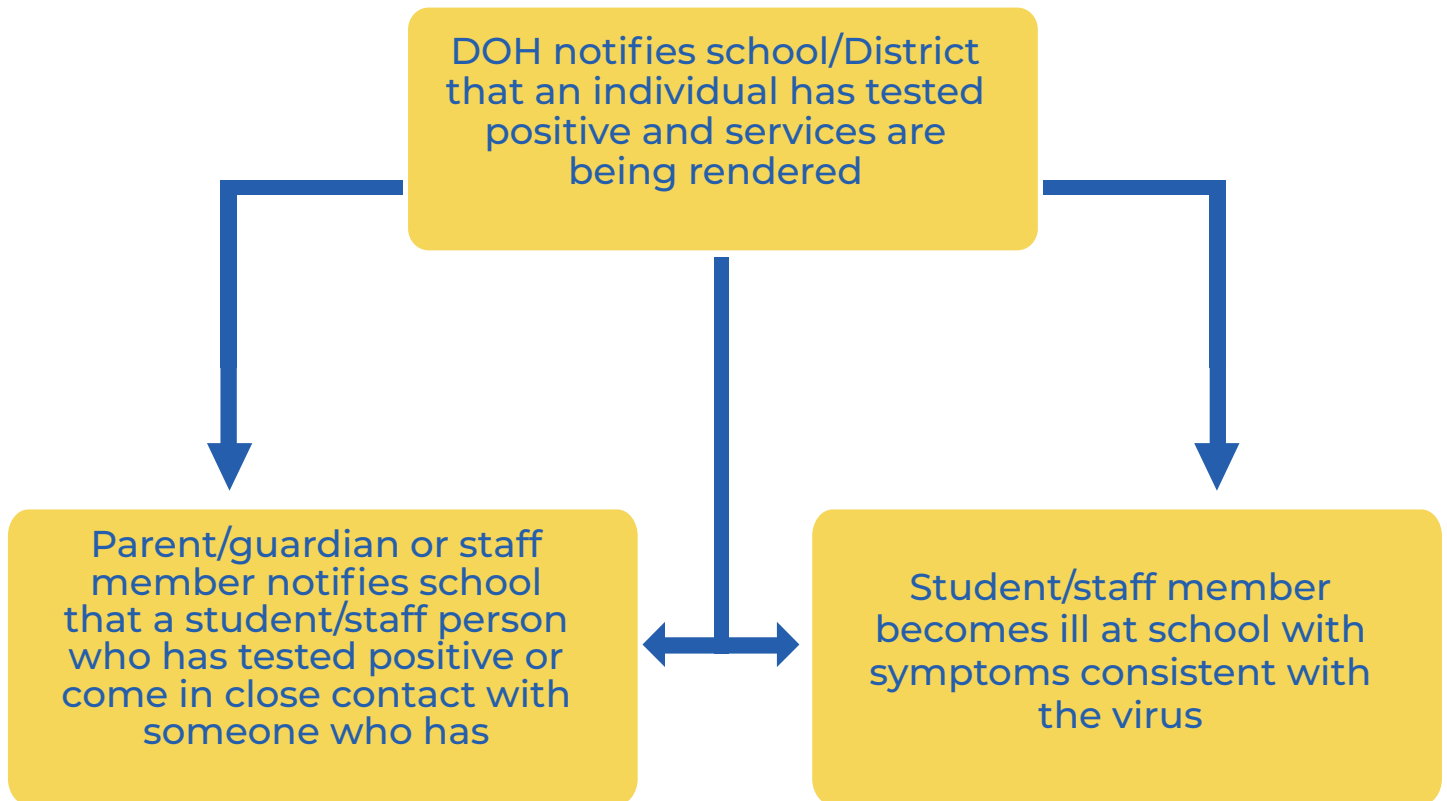
Employee Assistance Program (EAP)

Individual therapy and support for staff is available through the District's Employee Assistance Program (EAP) provided by United HealthCare: 800-622-7276.

SLPS Contact Trace Back

The process by which those suspected of having had contact with a COVID-19 positive, or suspected positive, individual are notified and treated.

Notification may come in these forms:



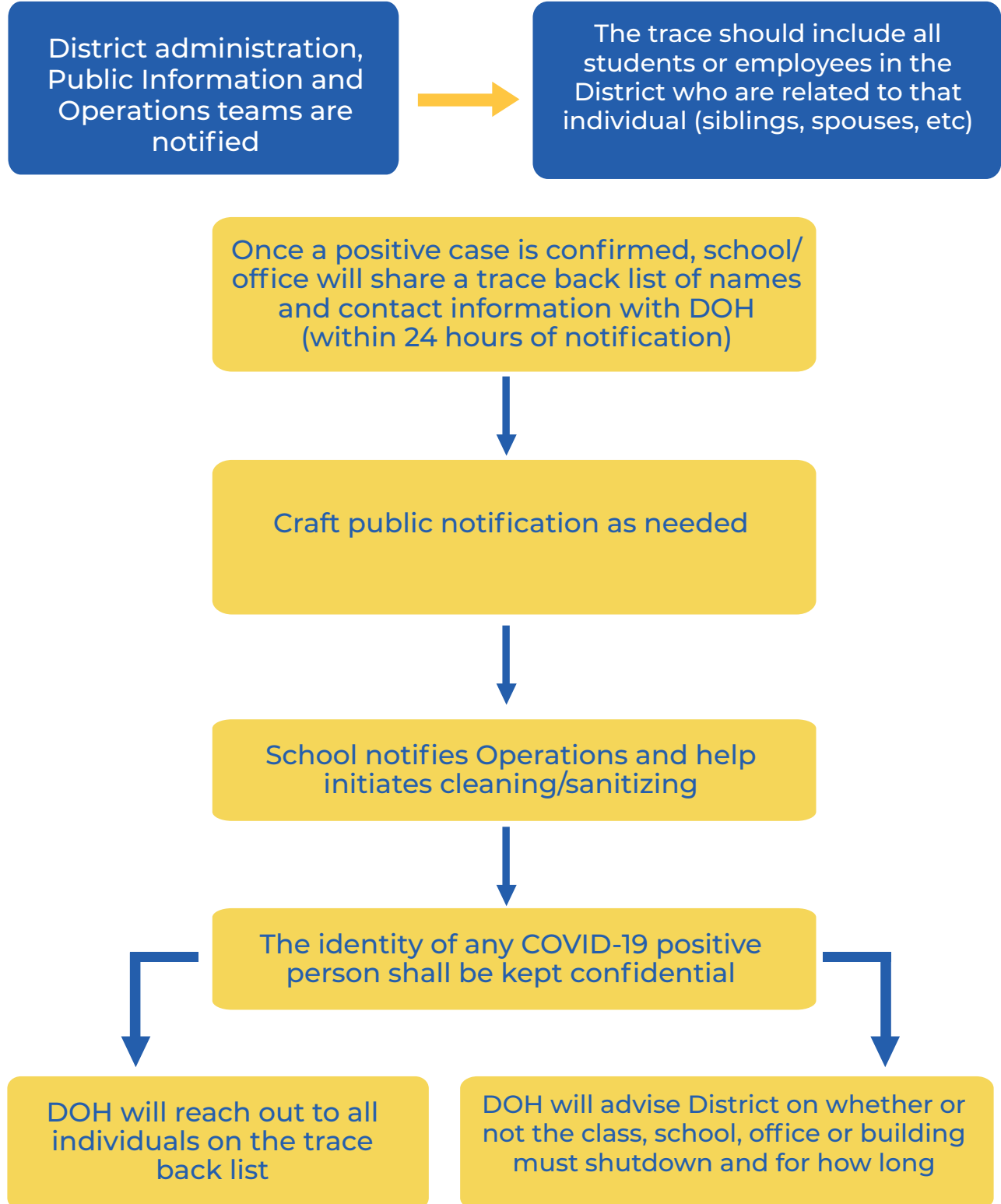
- Parents or staff may not to return to school until without a physician's release on they are advised on how to obtain a COVID-19 test

- Student/staff person is advised not to return to school until cleared by a physician
- The individual is advised on how to obtain a COVID-19 test

Schools can support the trace back process by:

- Tightening the circle of exposure for all by maintaining small and consistent groupings of students and teachers
 - Avoid moving staff members between schools as much as possible
 - Limiting gatherings of students and staff
 - Observing all COVID-19 safety guidelines as posted in the school or office
-

Trace back begins:



Students/staff who become ill are advised on how to obtain a COVID-19 test. A release from a medical professional is required for return.

FREQUENTLY ASKED QUESTIONS

Q: Are daily health screenings required?

A: Yes. Students will have their temperature taken at the beginning of each school day. Parents are encouraged to ask their child about any symptoms and take their temperature before sending them to school. All staff must complete a standardized self-assessment screening before reporting to work. Staff should stay at home if they are sick.

Q: Are parents permitted inside schools?

A: Yes, with restrictions. Contact your school principal for more information.

Q: Are visitors allowed in schools?

A: It depends. Only essential visitors with appointments are allowed access at this time. Visitors may be required to conduct a health screening prior to entry. If approved, direct contact between staff and visitors will be minimized or performed at an appropriate distance.

Q: Will students be allowed to alternate between the in-person and virtual learning models?

A: Families may choose to leave in-person enrollment and enter virtual learning prior to the start of each quarter. Families that select virtual learning may switch to in-person learning prior to the start of each quarter. Families that select self-guided online instruction through Edmentum will remain in this enrollment option for the entire semester.

Q: Will all SLPS students receive iPads or laptops?

A: Yes. Students in Pre-K to grade 5 will receive iPads. Students in grades 6-8 will receive iPads with typing cases. Students in grades 9-12 will receive Dell Latitude 3310 laptops. Wireless hot spots will be provided to families who need them to ensure equitable access to the internet

DEFINITION OF TERMS

For the purposes of this body of work, it is important to clearly define the terms that may carry a different meaning in a generalized setting but carry a specific meaning in education.

Blended Learning is a method of instruction that integrates technology and digital media with traditional, instructor-led classroom activities, giving students and teachers more flexibility to customize the learning experience. Blended Learning is the instructional approach for districts with one-to-one technology, where all students engage in digital content blended with (or as part of) their traditional learning experiences. (www.blendedlearning.org)

Virtual learning is the ability to access and engage with instructional resources online. This may include live lessons, computer-mediated software, synchronous and asynchronous content. Virtual learning relies entirely on the use of technology for student learning, communication, and engagement. Effective virtual learning integrates asynchronous instructional design with synchronous instruction and engagement.

Asynchronous learning, sometimes called location independent learning, is an instructional design structure in which students engage with instructional resources at different times and locations. Asynchronous instruction organizes activities and resources aligned to a learning target for students to work through independently. Asynchronous instructional design focuses on rigor, personalization, and alignment to standards.

Synchronous learning is a pre-scheduled/pre-arranged time where all students and their teacher are logged into a shared virtual application (or in person) to engage in real-time learning. During synchronous engagement, teachers facilitate instruction, collaboration, and support for students through virtual, face-to-face interaction. It allows students to engage with their teacher during class meetings, whole group and small group instruction and collaboration, and it provides social/emotional connectedness.

Hybrid refers to a school's scheduling configuration in which a student's learning may take place in a physical school building part of the time and in another setting (e.g., home, library, daycare) the other portion of the time.