

Transition Plan to Return to School
December 21, 2020
Subject to Change

Over the past several weeks, this transition plan has been updated on multiple occasions. Option 1 of the timeline was posted on Boardbook on December 16th. The issuance of the updated version of the State’s Safe Learning Plan complicated decision-making, especially because of conflicting messages from the State, different and changing interpretations of expectations, and the complicated nature of COVID.

Key Criteria for Decision-Making

- Compliance with State and Federal law, including Executive Orders issued by the Governor
- Local COVID rates and trends as well as other relevant information
- Staff availability
- Substitute availability
- Staff Vaccination Rates (if high enough, other factors are adjusted)

Order of Phased Return

- Students with Intensive Service Needs as defined in MDE’s Safe Learning Plan, including students with disabilities, English learners, students experiencing homelessness, students in foster care, and students who are struggling academically.
- Grades K-2
- Grades 3-12

Staff and Substitute Availability Needs

Grades	Minimum Need for Teachers and Support Personnel with Direct Contact with Students	Minimum Need for Substitutes for Positions with Direct Contact with Students
K-6	100% staff coverage	At least 2 other reliable substitutes per grade for teachers and paraprofessionals
7-12	100% staff coverage	At least 4 other reliable substitutes for RWHS teachers and paraprofessionals.
Students with Intense Needs	100% Staff Coverage	

Operational Planning Considerations

- Bus drivers are available each day, so there is a short turnaround time.
- Food Services are available each day, so there is a short turnaround time.
- Athletics, activities, and community use of facilities will follow Governor’s directives.

Timeline for Transition Plans

Option 1 (Subject to Change):

The school board planned to consider making changes to learning models on December 21st. As a result, we have greater flexibility in moving to In-Person and Hybrid Learning even though the meeting will occur after the States’ Safe Learning Plan was updated on December 16th. This is the original proposed timeline posted on December 16th:

Monday, December 21 st	Board Decision about Plan for Transition
Tuesday, January 12 th	In-Person and/or Hybrid for Intensive Service Needs In-Person for Grades K-2
Tuesday, January 19 th	In-Person for Colvill on Fridays In-Person for Grades 3-4 Hybrid for Grades 5-12
Monday, January 25 th	First-Semester Online-Only Students Return to School (if students choose to do so)

Option 2: (Subject to Change)

After the Governor’s announcement on December 16th, there have been multiple interpretations about provisions in the State’s Safe Learning Plan. This timeline assumes we are required to follow rolling starts in each school.

- Students with Intensive Service Needs begin in-person and/or hybrid learning on January 12th.
- Students will not have school on January 14th or 15th so staff members can have planning days to comply with the Safe Learning Plan Dated 12/16/2020 (p. 11).
- Students in Online-Only Learning first semester may choose to return to school on January 25th or the first day their peers return to school, whichever is later.

Date	Elementary Schools	Red Wing High School
January 19 th	In-Person for Colvill Fridays In-Person for Grades K-2	Hybrid for Grades 7-9
February 1 st	In-Person for Grades 3-4	Hybrid for Grades 10-12
February 15 th	Hybrid for Grades 5-6	

Other Key Issues

Planning Days

The Safe Learning Plan indicates that “schools must use at least two...previously scheduled instructional days for planning...for staff to come back into the building and prepare for students transitioning into in-person or hybrid learning with the additional mitigation methods...Staff must use the designated planning days to plan for the change in instructional delivery, including but not limited to curriculum prep., to follow the updated mitigation strategies of pods, classroom meals, for staff orientation, family/teachers conferences, etc.

Because of this provision and the need to better implement curriculum initiatives and improve Hybrid Learning, the administrative team recommends converting January 8th and January 11th as planning days. No students would attend school on those days.

Staff and Substitute Availability

Concerns continue about staff and substitute availability. This proposed plan is contingent upon having enough staff members and substitutes to provide a safe and learning environment for students. In grades K-6, some classes may need to learn remotely for a period of time if there are not enough substitutes available.

Recommendations

I move to approve the following:

- Implementing Transition Plan to Return to School, including Option 1 for the timeline if staff and substitute availability is adequate:
 - 1/12/2020: In-Person/Hybrid for Intensive Service Needs, In-Person for Grades K-2
 - 1/19/2020: In-Person for Colvill on Fridays, In-Person for grades 3-4, and Hybrid for grades 5-12
- Converting January 8th and January 11th from student days to planning days
- Hiring all open positions, including teachers, support personnel, custodians, and food service workers
- Hiring up to 4 additional permanent substitutes through the end of the 2020-21 school year
- Hiring of additional elementary teachers as needed to maintain reasonable class sizes for online-only teachers and provide appropriate social distancing for students in grades K-4