

**Red Wing Public Schools**  
2451 Eagle Ridge Drive  
Red Wing, MN 55066

Red Wing  
Public Schools  
ISD # 256



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### **School Board Meeting Agenda Item**

Topic: COVID-Related Issues  
Contact(s):  
Presenter(s): Karsten Anderson, Superintendent

#### Nature of Action Requested

Board Action   
Board Information or Report

<input type="checkbox"/>
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#### Background Information

### **COVID Data**

Joni Gorman and Lisa Steggerda update COVID data on a weekly basis after Goodhue County shares its data. Generally, this will now occur on Wednesdays so the latest information will be posted prior to the board meeting date.

Maggie Cichosz explained that “projected” data rates are based on actual data, not estimates based on trends. Cases move on or off county reports and sometimes there are reporting delays, so the word “projected” is used. Numbers on the county reports do not match the CDC website exactly due to reporting delays and the rolling nature of CDC’s data reporting. The Minnesota Department of Health no longer reports two-week case rates, but they do provide data of cases by county.

The COVID Data report now reflects adjustments to include the latest numbers. Even the latest figures may change as data is entered into county, state and federal tracking programs.

### **Learning Plan for 2021-22**

The board-approved Learning Plan for 2021-22 is attached.

## Potential Mitigation Strategies

There was a request to consider additional mitigation strategies to minimize risk of moving to Distance Learning. These are some of the potential mitigation strategies that were brainstormed but not necessarily recommended by anyone.

Community Mitigation Strategies	Pros	Cons	Plan	Status
Stress mitigation strategies to parents and community members	Addresses significant sources of spread.	Numerous messages already in community.	Administration will implement.	Messages will be sent as appropriate.
Quarantining	Pros	Cons	Plan	Status
Eliminate quarantining for students in E-6 unless there is a household positive case.				Quarantining is no longer taking place.
Eliminate shortened quarantining for students in E-6	Keeps potentially infectious people out of the building.	Students miss more school.	Not planned at this time.	Quarantining is no longer taking place.
Implement quarantining for students in 7-12	Keeps potentially infectious people out of the building.	Students miss more school.	Not planned at this time.	Quarantining is no longer taking place.
Universal Face Coverings	Pros	Cons	Plan	Status
Enforce policy more strictly for employees.	Further reduce spread.  Sets example.		Building leaders will review current practice and develop plans as appropriate.	Face coverings are no longer required.
Enforce policy more strictly for students.	Further reduce spread.	Impossible to fully implement  Consequences may result in students missing more school.	Building leaders will review current practice and develop plans as appropriate.	Face coverings are no longer required.
Announce expectations at every event.	Further reduce spread.	Must follow through. How enforced? Must provide masks	The Activities Director will issue expectations	Face coverings are no longer required.

Contact other teams to announce face coverings expectations	Higher compliance		Activities Director will contact counterpart in other districts.	Face coverings are no longer required.
No removal of masks for group photos.	Further reduce spread. Sets example.			Face coverings are no longer required.
<b>Attendance Monitoring and Contact Tracing</b>	<b>Pros</b>	<b>Cons</b>	<b>Plan</b>	<b>Status</b>
Provide more resources to make attendance calls and complete contact tracing	Reduces spread.	Availability of staff.	The Supt. plans to implement temporary positions at \$25/hour.	One phone screener working to contact parents if district does not reason for absence.
<b>Testing</b>	<b>Pros</b>	<b>Cons</b>	<b>Plan</b>	<b>Status</b>
Implement weekly screening for all	Reduces spread.	Difficult and costly to implement.	Not planned.	Not planned.
<b>Vaccinations</b>	<b>Pros</b>	<b>Cons</b>	<b>Plan</b>	<b>Status</b>
Offer more clinics			The Supt. authorized more clinics as appropriate.	
Encourage students and community members to vaccinate.			The Communications Manager will provide messaging as needed.	
<b>Physical Distancing</b>	<b>Pros</b>	<b>Cons</b>	<b>Plan</b>	<b>Status</b>
Check spaces between desks	Cost effective. Simple.	Must be enforced and monitored.	Building leaders and/or custodians will remind teachers and periodically monitor.	
No large indoor events without 3-foot physical distancing.			Not planned.	Not planned.

Meals	Pros	Cons	Plan	Status
Ensure elementary students are spread out during lunch in their classrooms.	Simple. No cost.		Building leaders will remind teachers to periodically monitor.	
Reduce number of students in RWHS cafeteria at a given time.		Costs and time for some solutions.	Some progress made by adding tables out of the cafeteria and allowing students to be in locker bay.	Kevin is working on a plan to remove up to one-half of lockers so tables can be spread out.  Frank considered splitting 7 <sup>th</sup> /8 <sup>th</sup> graders into two lunches, but it was not possible due to shared teachers.  More tables added second semester.  After 12-14 minutes, either 7 <sup>th</sup> graders or 8 <sup>th</sup> graders move to gymnasium.
Assign seating at RWHS.	Helps with contact tracing.	Difficult to enforce.	Not planned.	Not planned.
Require masks immediately after eating.	Reduces spread.	Difficult to enforce.	Not planned.	Not planned.
Rotate by week having some kids eat in classrooms.	Increases physical distancing.	Impact on custodians. Difficult to implement.	Not planned.	Not planned.
Add an additional lunch period for second semester.	Increases physical distancing.	Difficult to implement with current schedule.	Not planned.	Not planned.
Increase physical distancing while in line.		Long lines with little space.	Planned if possible.	

Activities	Pros	Cons	Plan	Status
Require weekly testing of student-athletes	Reduces spread.		Not planned.	
Limit number of spectators at athletic events.	Reduces spread.	Other Big 9 schools are not doing this. Impact on visitors from other schools.	Not planned.	
Other	Pros	Cons	Plan	Status
COVID pay of 10 days for employees	Encourages staff to stay home when sick.	Difficult to monitor. More subs needed.	Not planned but MOU for use of sick leave banks could be considered.	An MOU is drafted between teachers and school district.
Bring specialists to regular elementary classrooms.	Fewer interactions while passing each other.	Access to materials. Elementary teachers lose space for prep. Minimal impact.	Not planned.	Not planned.
Implement one-way hallways at RWHS	Reduces spread.	Minimal impact.	Not planned.	Not planned.
Reopen Jefferson to space out elementary students and lower class sizes.	Increases physical distancing.	Expensive. Difficult to hire additional teachers. Significant time to implement.	Not planned.	Not planned.
Implement 4-day week	Reduces interactions	Significant impact on younger children, families and local businesses.  The district would not meet minimum state requirements.	Not planned.	Not planned.

Two-week pause in school after Winter Break	Ceiling to floor sanitation.  Reduces spread after family gatherings.	Impact on younger children, families and local businesses.  Reduces in-person learning.  Impact on sports and activities.	Not planned.	Not planned.
Further restrict access to RWPS during the school day.	Further reduce spread from the community into the schools.	No recruiting visits. No visiting scholars and speakers. Disconnect from community.	Not planned.	
Eliminate all field trips.			Not planned but strong mitigation strategies must be in place.	

### **Impact of Removal of Face Coverings**

Since the school board removed face covering requirements:

- COVID cases remain low.
- One staff member is resigning earlier than planned because the requirement is no longer in place, but there were multiple staff members who resigned last fall because face coverings were required.
- Multiple staff members have requested accommodations.
- Some students and staff members are still wearing face coverings. The Superintendent is not aware of any discipline issues related to some students continuing to wear face coverings.

### **Community Mitigation Strategies**

The COVID Response Team suggested providing communications to community members urging the public's help in keeping kids in school. For students to remain in school, we need everyone to implement mitigation strategies in the workplace, in their homes, and throughout their communities. In particular:

- Wear masks
- Social distance at least 3 feet from non-household members
- Wash your hands
- Stay home when you are sick
- Get tested
- Get vaccinated

## Staff Morale / Health

The following list of possibilities were brainstormed options from employees and board members.

Direct Support	Advantages	Plan
Community-Building / Wellness	<p>Providing more opportunities for team or community building will help boost staff morale and mental health. Some teachers</p> <p>One teacher expressed may view these activities as time-consuming and unnecessary.</p>	Some schools are soliciting ideas and implementing efforts. A grant from Mayo will be allocated to the District Wellness Committee.
Volunteers	This would provide needed assistance for teachers in their classrooms.	<p>The Superintendent began authorizing the use of volunteers because case numbers are now lower. Volunteers need to be completing tasks on behalf of the district, not simply eating lunch with their child.</p> <p>Volunteers should be approved by school administrator prior to the visit.</p> <p>Teachers will not be required to have volunteers.</p>
Employee Assistance Program	Changing vendors could provide stronger service for those who need the assistance.	The Human Resources Department changed vendors this past fall.
Mental health support	Staff members also need access to mental health support.	This service could be provided in the Well@Work Clinic if the ESSER application is approved and Health Partners can find a provider.
Reduce Burdens		
Change expectations for Professional Learning Communities (PLCs)	Reducing the number of PLC meeting each month will provide some additional time for teachers.	The change to 2 PLC meetings each month was recently implemented.
Lunch supervision at elementary schools	If classrooms could eat in cafeterias, teachers could share supervision responsibilities.	A teacher will discuss this possibility with a building leader. Some teachers do not like the idea because they can work while supervising their classroom.

Reduce requirements	Eliminating or reducing non-essential work (such as providing more work time instead of staff development time, delaying summative evaluations, delaying curriculum writing) would relieve stress.	The administrative team will review.
Eliminating quarantining at elementary schools	Extensive quarantining means students miss time in school, thus impacting students, parents, and teachers.	Quarantining is no longer required.
Eliminating face covering		Face coverings are no longer required.
<b>Personnel</b>		
Class sizes at RWHS	Lowering class sizes in core classes would significantly help teacher stress, improve student behavior, and improve student performance.	Four additional teaching positions were posted. Social studies and PE/Health positions were filled. The science and English positions were not filled due to the lack of applicants.
Substitutes	More external substitutes are needed. Relying on internal substitutes burdens staff members.	Some permanent substitutes were hired. Bonuses were offered to substitutes if they work through February on a daily basis. Additional pay may also be considered.
Provide technology training for substitutes	If substitutes are more comfortable with technology, they will be more likely to return.	Contacts for each building were identified to provide training and/or personal contact with substitutes.
<b>School Day / Year</b>		
Extension of Winter Break for E-12 or 7-12.	This would provide additional days off to address concerns about employee stress.	Done.
Distance learning one day each week at RWHS	This could provide some relief for teachers because of less physical contact time with students.	Not planned.
Shorten each school day at RWHS	This would eliminate the need for lunch in cafeterias, lessen supervision expectations, and give more time for classroom preparation.	Not planned.



Late Starts / Early Releases	Converting student contact time to teacher work time on some days would relieve some stress for teachers.	Not planned.
Other		
Financial incentives to reimburse employees not to use personal or vacation leave.	This would lead to fewer absences and, therefore, fewer internal subs would be needed.	Reimbursement for unused personal leave is higher at the end of this year.
Address student behavior	Throughout the state and country, there are reports of poor student behavior this year. Addressing this issue would significantly reduce stress on staff members.	<p>Volunteers may be asked to provide additional support in cafeterias and hallways.</p> <p>Procedures are being reviewed to ensure appropriate placement in special education and alternative education settings.</p> <p>Building leaders will solicit feedback about current systems of disciplinary consequences for standard disruptions.</p>

**Recommendations**

There are no recommended changes.