



# **Return to Learn: Fall 2020 Update**

August 25, 2020

# Agenda

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1. Summary of revised proposal
2. Family and staff survey responses
3. Details on revised recommendations
4. Student services update
5. Operations and safety updates
6. Next steps and timeline

# Summary

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- Survey feedback has necessitated changes to proposed models
- Staffing challenges exist, particularly at the secondary level
- Equity and feasibility concerns for implementing both hybrid and distance-only models at high school level
- Longer in-person days at elementary based on student and family needs

# Key Changes

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- **Elementary level:**
  - 9/16 - Phased-in split hybrid
  - 11/1 - Hybrid model with full in-person school day (distance days still part of schedule)
- **Middle level:**
  - 9/16 until end of 1st marking period - Full distance learning
  - November - transition to split hybrid
- **High School:**
  - 9/16 start date - full distance learning
  - Opportunities for in-person community building, connection and extracurriculars

# Survey Overview

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## Student and family survey

- Emailed to all families on 8/14
- Open through 8/18
- Targeted email and phone follow up

## Staff Survey

- Emailed to all staff on 8/14
- Open through 8/18
- Department and building leaders follow up with staff that did not respond

# Family Survey Responses

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Family Responses as of 8/25:

	Hybrid	Distance-Only	Response Rate
<b>All</b>	<b>78.3 %</b>	<b>21.7 %</b>	<b>91.3 %</b>
<b>Elementary</b>	<b>74.3 %</b>	<b>25.7 %</b>	<b>89.5 %</b>
<b>Middle</b>	<b>75.6 %</b>	<b>24.4 %</b>	<b>89.7 %</b>
<b>High</b>	<b>85.2 %</b>	<b>14.8 %</b>	<b>94.9 %</b>

# Family Survey - Key Takeaways

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- Selection of distance learning model more prevalent at elementary level (17% - 35% elementary vs. 15% at high school)
- Significant childcare needs: families of 1,300 students expressed interest in childcare 12:30-3pm and 1,000 students from 3-6pm
- Higher percentage of Asian (37%), Black (31%) and Hispanic/Latino (25%) students select distance-only vs. district average (23%).

# Staff Survey

## Educator “Unit A” Responses by Level

	Pre-K	ES	MS	HS
<b>Able to Return In-Person</b>	71.9% (23)	59.3% (316)	52.9% (57)	46.4% (197)
<b>Able to Return In-Person if childcare challenge resolved</b>	9.4% (3)	16.5% (88)	12.5% (37)	14.1% (60)
<b>Unable to Return In-Person Due to personal/household member at increased risk</b>	9.4% (3)	10.9% (58)	17.5% (52)	20.9% (89)
<b>Did not respond</b>	9.4% (3)	13.3% (71)	16.2% (48)	18.4% (78)



# Revised Elementary Recommendation

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- 9/16
  - Hybrid opportunities to connect
  - DLA starts
- 9/21 - Split hybrid K-2, 3-5 full distance
- 9/28 - Split hybrid K-5
- 11/1 - Full school day on in-person days (distance days still part of schedule)
- Outreach to Newton After School Associations to support after-care options on students' in person days.

# Elementary Staffing

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- **Staff availability:**
  - 10.9% unable to return to in-person learning due to personal or household member at risk
- **Remote only staff will primarily support the distance-only model**
- **Small number of elementary teachers will need to change schools due to variations in model selection**
- **NPS to hire additional instructional support teachers and staff (general ed aides and additional special educators, as needed)**

# Elementary School Family Data

## Family Responses as of 8/25:

	Hybrid	Distance-Only	Response Rate
Angier	82.7%	17.3%	91.1%
Bowen	69.3%	30.7%	90.7%
Burr	78.0%	22.0%	92.6%
Cabot	75.3%	24.7%	88.5%
Countryside	70.4%	29.6%	88.7%
Franklin	74.9%	25.1%	90.6%
Horace Mann	78.3%	22.7%	90.8%
Lincoln-Eliot	64.5%	34.5%	87.1%
Mason-Rice	76.3%	23.7%	89.6%
Memorial-Spaulding	73.6%	26.4%	88.3%
Peirce	74.4%	25.6%	91.8%
Underwood	66.8%	33.2%	83.5%
Ward	79.6%	20.4%	82.7%
Williams	66.5%	33.5%	94.8%
Zervas	76.1%	23.9%	87.6%
ES Total	74.3%	25.7%	89.5%

# Elementary - Hybrid Learning Model

## Cohort A/B - Sample Hybrid

### Group A

	Monday	Tuesday	Wednesday		Thursday	Friday
<i>Start Times</i>	Students In School	Students In School	Most Students At Home	<i>Start Times</i>	Students At Home	Students At Home
8:30	Morning Meeting	Morning Meeting	Morning Meeting	8:30	Morning Meeting	Morning Meeting
9:00	Literacy*	Math*	<a href="#">Link to Schedule Examples</a>	9:00	Special 1	Special 2
9:45	Math*	Literacy*		9:30	Independent Work1 (IW1)**	Independent Work1 (IW1)**
				10:15	Brain Gym	Wiggle Time
10:30	Brain break with snack	Brain break with snack		10:30	Special 3	Special 4
10:45	Literacy*	Literacy*		11:00	Independent Work (IW2)**	Independent Work (IW2)**
				11:45	Brain Gym	Wiggle Time
11:45	Social Studies*	Science*	12:00 - 12:30 Closing Meeting	12:00	Independent Work (IW3)**	Independent Work (IW3)**
12:30	Students Dismissed, Lunch! Recess/Prep	Students Dismissed, Lunch! Recess/Prep	Lunch	12:30	Lunch. Recess/Prep	Lunch. Recess/Prep
2:00	Remote Small Group Support, Project Based Learning	Remote Small Group Support, Project Based Learning	1:15 - 3:15 Staff Meetings, Department Meetings, PLCs, Planning	2:00	Remote w Teacher Small Group Support, Project Based Learning	Remote w Teacher Small Group Support, Project Based Learning
2:45	Closing Meeting	Closing Meeting		2:45	Closing Meeting	Closing Meeting

### Sample Day:

- Morning Meeting (25 min)
- Literacy Block 1 (60 min)
- Math (60 min)
- Snack/Mask Break (15 min)
- Literacy Block 2 (60 min)
- Social Studies or Science (45 min)
- Dismissal, Lunch, Recess (90 min)
- Remote Special, Small Group or Project Based Learning (45 min)
- Closing Meeting (15 min)

### Key Features:

- Independent work assigned by classroom teacher as appropriate. Intervention, project-based learning
- Grab and Go (or tent-based) lunch
- Times and schedules to be aligned by school



# Elementary - Distance-Only Learning Model

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- Students participating from all 15 existing district elementary schools
- Teachers, staff, and teams comprised of teachers and staff from across the 15 schools
- Multiple sections of each grade level likely
- Classrooms comprised of students from across the district; **purposeful clustering of students from schools** whenever possible
- Distance-Only Principal/Director oversight

# Updated Middle School Recommendation

- Begin school year 9/16 with distance learning model; in-person for high needs students
- Transition to hybrid schedule at start of 2nd marking term (11/16/20)
- Ongoing recruiting to address staffing shortages
- Explore in-person and distance extracurricular opportunities

Middle School Distance Learning Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
Faculty Meetings	Department Meetings			
Advisory (20 mins)	Advisory (20 mins)	Advisory (20 mins)	E/ExtX (25 mins)	Advisory (20 mins)
A (65 mins)	F (65 mins)	E/Extension (65 mins)	D (65 mins)	C (65 mins)
B (65 mins)	G (65 mins)	A (30 mins)	F (65 mins)	D (65 mins)
		B (30 mins)		
C (65 mins)	A (65 mins)	C (30 mins)	G (65 mins)	E/Extension (65 mins)
		D (30 mins)		
Lunch	Lunch	Lunch	Lunch	Lunch
D (65 mins)	B (65 mins)	F (30 mins)	A (65 mins)	F (65 mins)
		G (30 mins)		
E/Extension (65 mins)	C (65 mins)	Flex Time	B (65 mins)	G (65 mins)
Extra-Curriculars (45 mins)	Extra-Curriculars (45 mins)		Extra-Curriculars (45 mins)	Extra-Curriculars (45 mins)

# Middle School Staffing

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- At least 36 core teachers (52 total, 17.5%) unable to return to in-person learning due to personal/family health issues.
- For hybrid implementation, these teachers will teach remotely, with added staff to supervise and guide students for weekly in-person sessions.
- Hire a minimum of 36 instructional support staff.
- Technology feasibility needed to ensure all in-person students can participate simultaneously in video conferencing with remote teacher.
- Hire additional Special Education and ELL teachers to fully support in-person needs and high-needs cohorts.

# Middle School Data

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## Family Responses as of 8/25:

	Hybrid	Distance-Only	Response Rate
<b>Bigelow</b>	75.8%	24.2%	89.6%
<b>Brown</b>	76.2%	23.8%	89.4%
<b>Day</b>	76.2%	23.8%	90.6%
<b>Oak Hill</b>	74.0%	26.0%	89.8%
<b>Total</b>	75.6%	24.4%	89.7%



# Middle School

## Embedded Distance-Only Plan

### All Students

- All middle school students stay assigned to their school, team and hybrid cohort (A/B). Begin the year in distance learning schedule.
- When split hybrid begins, all students attend all remote classes 3 times per week as scheduled with each class and advisory with school classmates.
- All students follow the same curriculum and lessons.

### Distance-Only Students In Hybrid Model

- On their two in-person hybrid mornings, distance-only students attend alternative distance sessions in core classes, instead of in-person sessions.
- Distance-only sessions led by either teachers teaching remotely, or other grade-level teachers.

# Updated High School Recommendation

- Full distance academic model for the foreseeable future
- In-person for high needs students
- Develop robust in-person community building and extra-curricular opportunities, including orientation, student support, and athletics where appropriate.
- Consider opportunities for in-person distance learning support during the year

High School Distance Learning Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
	Faculty Meetings	Department Meetings		
A (90 mins)	E (90 mins)	Flex (40 mins)	A (90 mins)	E (90 mins)
		A (40 mins)		
B (90 mins)	Community (30 mins)	B (40 mins)	B (90 mins)	Community (30 mins)
	Flex (55 mins)	C (40 mins)		Flex (55 mins)
Lunch	Lunch	Lunch	Lunch	Lunch
C (90 mins)	F (90 mins)	D (40 mins)	C (90 mins)	F (90 mins)
		E (40 mins)		
D (90 mins)	G (90 mins)	F (40 mins)	D (90 mins)	G (90 mins)
		G (40 mins)		
Extra-Curriculars (45 mins)	Extra-Curriculars (45 mins)	Extra-Curriculars (45 mins)	Extra-Curriculars (45 mins)	Extra-Curriculars (45 mins)

# High School Staffing

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- At least 89 teachers (20.9%) unable to return to in-person learning due to personal/family health issues.
- Given the unique curriculum, specific licensures, and large numbers, unable to support remote teaching model for staff unable to return.
- Additional staffing also needed to fully support in-person needs for special education students and other high-needs students.

# Hybrid with Distance-Only Model Challenge

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Multiple planning team meetings K-12

- No acceptable model for an equitable distance-only learning model to parallel proposed hybrid model
- Specific high school challenges to running parallel distance-only and hybrid programs:
  - Career and Technical Ed. program
  - Specialized courses
  - AP courses
  - Diverse elective offerings
  - Small learning communities

# High School Space Concerns

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- 85% of students selected hybrid learning model
- With 6-foot distancing requirement, many classrooms have 12 student maximum.
- Large class sizes in many areas
  - SY19-20: Over 130 classes over 25 students in each high school
- Significant high needs population requiring larger spaces

# Student Services

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- Tiered academic and social emotional supports for all students in all buildings
  - Family Outreach/Survey/Student Interviews to assess
  - Provided in both person and distance
- Assessment Center
  - Summer - (147 assessments conducted)
  - Fall - space, in person evaluations

# Student Services

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- **NECP: In-person regular schedule** for all SWD, some community peers (likely about 30%)
- **High Needs: DESE Criteria - in-person as feasible**
- **Commitment to full implementation of IEP - in-person and distance**
- **Family collaboration & Service plans**
- **Student special education schedule notification aligned with building cohort/schedule timelines**

# 1:1 Technology Update

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## **Device Delays:**

- Pre-K-2: 2300 iPads expected to ship Sept 21
- 3-8: 2800 Chromebooks expected “early September”
- 9th grade: 1000 Chromebooks DELAYED UNTIL JANUARY 2021 (informed of this on 8/23/2020)

## **Contingency Plans**

- Use current supplies to provide iPads and Chromebooks to families that do not have alternative options
- Communicate with families this week



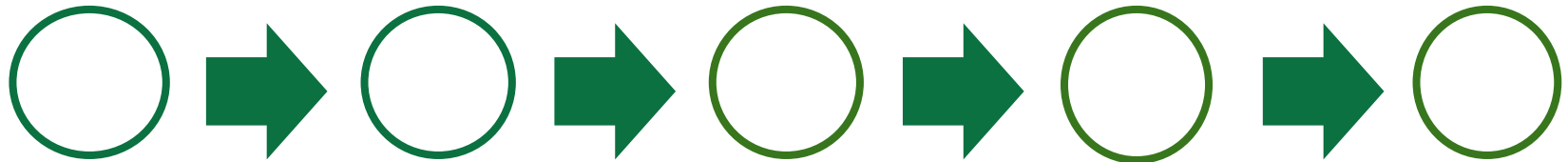
# Next Steps

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- Ongoing operations and safety planning
  - Health guidelines/protocols from HHS
  - Facility/cleaning protocol information
- Busing and start times finalized
- Childcare program development
- 1:1 technology acquisition and deployment
- Long term planning

# Timeline

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**August 27th**

Last day to change model selection to start school year (for elementary/middle ONLY)

**Week of Sept. 7th**

Cohort assignments for elementary school shared with families.

**Sept. 16th**

First day of school for all levels.

**Sept. 21**

First day of in-person cohort for K-2 at elementary level.

**Sept. 28**

First day of In-person hybrid for K-5

**November**

Elementary shifts to full day hybrid model. Middle school shifts to hybrid model.