

Roadmap to Readiness Update 2020-21

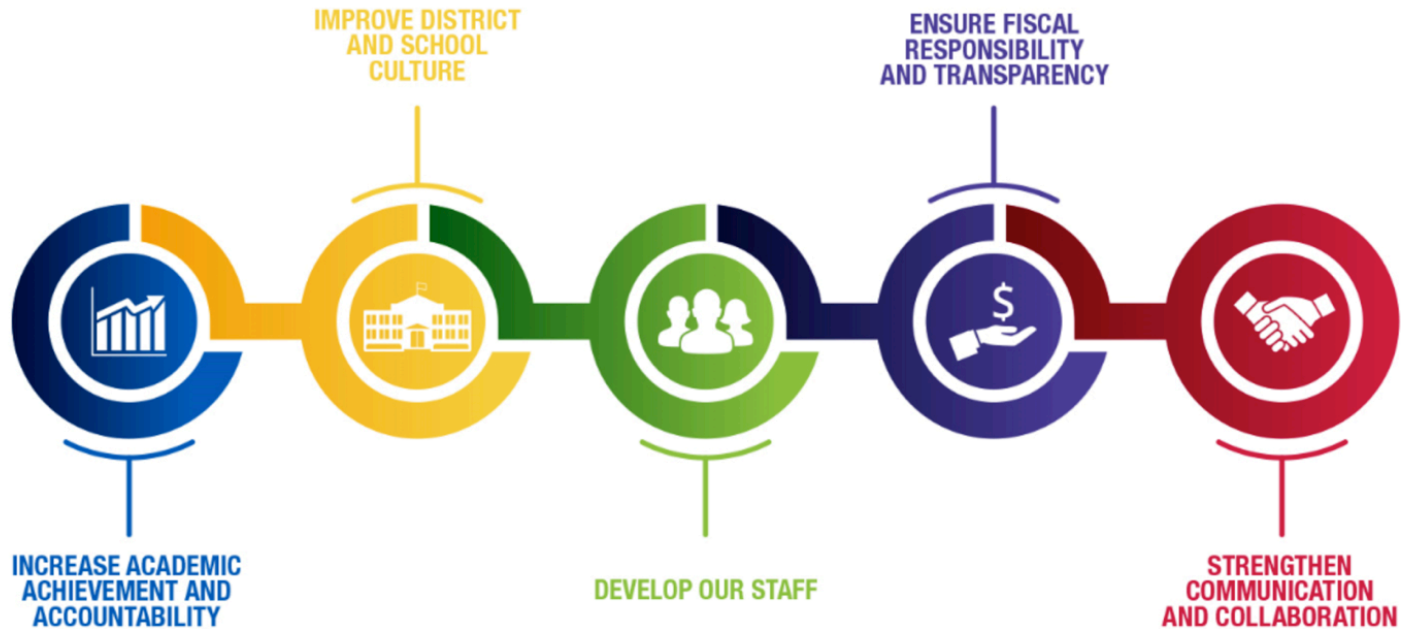
March 23, 2021



MILWAUKEE
PUBLIC SCHOOLS

Dr. Keith P. Posley, *Superintendent*

Five Priorities for Success



Roadmap to Readiness - In-person Learning

- Overview
- Recommendation
- Academic Expectations
- Health and Safety
- Classroom and School-wide Supports
- Professional Development
- Parent Support
- School Operations
- Communications
- Staffing



Reopening Workgroups

Guiding Principles

- Health and Safety
- Quality Instruction
- Student and Staff Support
- Efficient and Safe Operations
- Effective Communication



Phase I: Overview

Virtual Learning

School Orientation	<ul style="list-style-type: none">• Welcome Week• Freshman Bridge• Activities planned and facilitated by school staff
Chromebook & Textbook Distribution	<ul style="list-style-type: none">• Chromebooks provided for students in grades PreK-12• Drive-thru distributions held at every school• On-site family support
Technology Support	<ul style="list-style-type: none">• Online parent meetings• Website resources for students, staff and families• Tutorial videos for students and parents
Virtual Learning Plans	<ul style="list-style-type: none">• Phase 1 schedules• Virtual learning expectations• Attendance procedures
Building Readiness	<ul style="list-style-type: none">• All sites checked prior to return for cleanliness and ventilation• Personal protective equipment (PPE)/sanitation stations set up• Signage for safe practices

Phase I: Overview

Virtual Learning

Monday

Tuesday

Wednesday

Thursday

Friday



Synchronous Instruction: Scheduled instruction led by the teacher for the class via technology
Asynchronous Instruction: Time set aside for teacher or individual instruction via technology

Recommendation

In-person learning scheduled to begin:






- **April 12, 2021:**
K3 through Grade 2
- **April 19, 2021:**
Grade 3 through Grade 8
- **April 26, 2021:**
Grade 9 through Grade 12



Recommendation

In-person Learning

Four days of in-person learning and one virtual day. This includes a full virtual option.

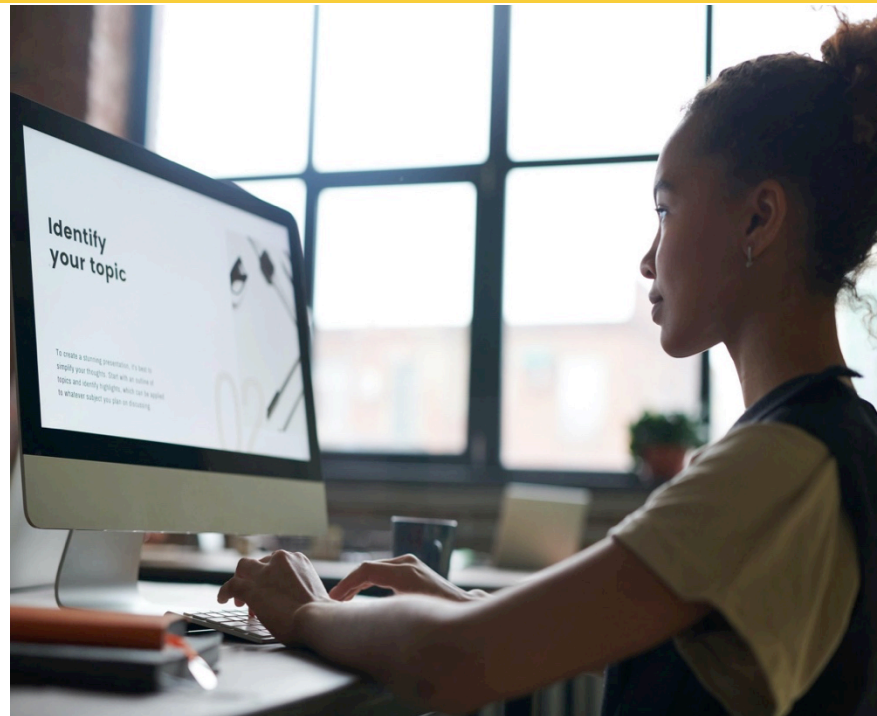
Monday	Tuesday	Wednesday	Thursday	Friday
				

Academic Expectations

Instructional Priorities

- Transition to in-person learning
- Prioritize content learning
- Emphasis on grade level content and instructional rigor
- Focus on depth of instruction, not pace
- Teacher supports

Unfinished Learning, 2020



Academic Expectations

Reopening

Quality Instruction	<ul style="list-style-type: none">• Instructional design (modifications)• Explicit instruction (gradual release of responsibility)
School-wide Expectations	<ul style="list-style-type: none">• Safe practices for daily school operations based on CDC guidelines• Social emotional learning (SEL)
Technology Instruction	<ul style="list-style-type: none">• Leverage technology to engage students in learning• Create, collaborate, communicate and think critically using digital tools
Classroom Based Assessments	<ul style="list-style-type: none">• Assessments of learning• Acceleration and interventions
Summer Academy/Summer Enrichment	<ul style="list-style-type: none">• Families are strongly encouraged to take advantage of all summer opportunities• Summer wrap-around services



Beyond Reopening

Creating a Positive Culture

WEEK 1



	Monday	Tuesday	Wednesday	Thursday	Friday
Safety Procedures Morning Meeting	Welcome! Health and Safety practices and procedures SEL Support and Morning Meeting	Welcome! Health and Safety practices and procedures SEL Support and Morning Meeting	Welcome! Health and Safety practices and procedures SEL Support and Morning Meeting	Welcome! Health and Safety practices and procedures SEL Support and Morning Meeting	Welcome! Health and Safety practices and procedures SEL Support and Morning Meeting
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Health and Safety

Phase I: Overview

Created plans to address key areas:

- Mask wearing
- Physical distancing
- Hygiene practices
- Cleaning and disinfecting
- Symptomatic individuals



**CENTERS FOR DISEASE
CONTROL AND PREVENTION**



Health and Safety

Reopening

- Entry, exit, buses and pick ups
- Protocols for limited sharing of supplies and frequent cleaning and disinfecting
- Principals as COVID Coordinators reporting cases and supporting isolation rooms
 - Identified, operational, HEPA filters
- MPS nurses in each school to continue supporting contact tracing



Health and Safety

Reopening

- Criteria for closing a classroom
 - One linked COVID-19 case in a classroom will result in that class transitioning to virtual learning for a two-week period
- Surveillance testing
- Safety Labor Management Committee



Health and Safety

Expectations for Common Areas

Continue to support physical distancing to the greatest extent possible in all areas of the school:

- Cafeterias for meal service and student activities
- Gyms for gym classes and student activities
- Libraries for academic supports and class activities
- Recess as scheduled by the school



Health and Safety

Ventilation and Air Quality

MPS has worked with a consultant – Rivion, for a ventilation audit

We are following guidance from the CDC, which uses standards developed by the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), to include:

- Heating, ventilation, and air conditioning (HVAC) units are supplying the maximum amount of outside air the unit can safely provide and windows have been made operational
- HVAC units are running two hours before and two hours after buildings are occupied

HVAC Air Filters :

- We are using the maximum rating that will not overburden the ventilation system or reduce air flow
- Air filters are changed monthly to enhance air cleaning and appropriate installation

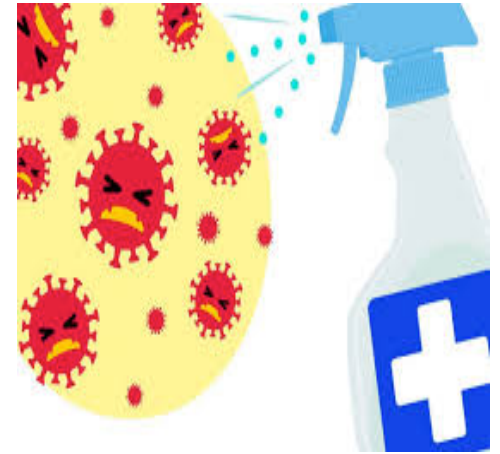
Portable HEPA filtration units added to all classrooms for improved air quality



Health and Safety

Additional Cleaning and Sanitation

March:	27-28
April:	17-18
May:	1-2, 8-9, 15-16, 22-23, 29-30
June:	5-6, 12-13



Currently Milwaukee Public Schools is utilizing 142 temporary workers for additional cleaning with 32 more scheduled for reopening. Cleaning schedules have been communicated for all shifts of facilities staff to ensure buildings are opened safely using CDC guidelines.



Classroom and School-wide Supports

Phase I: Overview

August 2020 - March 2021

SEL Website

Resources for staff, students and families were available at each site

Professional Development was provided to administrators on ensuring of services and where to locate resources and checklists

School Counselors Website

Each school counselor has a created web page with specific contact information and resources for the school community

Hybrid/Virtual Support Plan

Plans were created with priorities to follow for SEL & SPED

Resources were identified which could be used by the school community during virtual instruction

Special Education Supports

Special education supports continued ensuring staff followed every Individualized Education Plan using virtual platforms

Professional Development on adjusting IEP's to accommodate sped virtual services



Classroom and School-wide Supports

Reopening

March 25 - March 28	Prior to students returning, resource and school support teachers will provide lessons to review in-person learning expectations
March 29 - April 1	Each school community will receive professional development on how to Identify any students in need. Resources and school support staff will be available to all students in need
April 12 - April 16	Guidelines for regularly scheduled Tier I lessons will be provided
April 12 - May 21	Lesson modules will be utilized to engage students in curriculum focused on establishing community (<i>welcome back, create predictability, process emotions</i>)
April 12 - May 21	Individualized Education Plans for meetings will be held upon return Identified supports will be followed as outlined in each IEP



Professional Development

Phase I: Overview

Timeline	Course Offering(s)	Description
July 29 - October 9	Google Learning Suite SeeSaw Learning Management Academic Expectations and Consistency Measures Learning Pedagogy-Best Practices Little Sis for school administrators	Staff provided with 10 hours of pay to engage in professional learning in order to provide staff with knowledge and skills to provide instruction in virtual environment
October 9 - December 22	Pear Deck, Flip Grid, Screencastify,GoGuardian, Remind, Clever Student Toolbox for Teachers, SST's, and Principals, Distance Learning, Leading Virtual Teams	Support staff with technology devices and platforms to complement virtual instruction and increase educator comfort to increase student engagement
January 4 - Current	Use of standards to provide cross content Anti-racist Classroom Community Culturally Responsive integrated lessons	Teacher institute monthly,instructional rounds, that align to the continuous school improvement process and professional development



Professional Development

Reopening

(Mon.) March 29	(Tues.) March 30	(Wed.) March 31	(Thurs.) April 1
Synchronous Instruction (First three hours of day)	Synchronous Instruction (First three hours of day)	Student Asynchronous Learning (All day)	Student Asynchronous Learning (All day)
Health and Safety (1.5 hours)	Organization Day (1.5 hours)		
Classroom Set-up 2 hours	Classroom Set-up 2 hours		

- Staff at all levels and bargaining units return to school and engage in school-based professional development beginning on March 29, 2021
- All staff work in the building from March 29, 2021, through the end of the respective school year (May 28, 2021 **Early Start** & June 15, 2021 **Traditional Start**)

Professional Development

Reopening

Academic Expectations	Planning, preparing and delivery of simultaneous in-person and virtual standards based instruction Assessing for learning and content integration Culturally responsive lessons with a focus on Equity Framework
Instructional Technology	Instructional Tool Kit consisting of a camera, microphone, speakers and tripod to complement simultaneous in-person and virtual instruction. Continued use of virtual platforms and virtual engagement tools
Health and Safety	Cleaning protocols for classrooms and high touch areas and classroom use of HEPA filters Responding to symptomatic students and staff Procedures for isolation room CDC and City of Milwaukee Health and Safety Guidelines
School Operations	Procedures for entering and exiting school building, classrooms and common areas Transitions within and outside of school day City of Milwaukee guidance for athletic programs
SEL	Accessing and utilizing SEL supports and resources Building a restorative practices community Supporting all students with social emotional needs

Parent Support

Overview

July 2020	Created parent tutorials and resources to allow parents to support students through virtual learning
August 2020	Introduced the reopening website for families to access tutorials and information for virtual learning
August 2020	Held two parent engagement sessions to introduce parents to Phase 1 and to answer questions
September 2020-March 2021	School level parent support sessions held on Google Meet, SeeSaw, Google Classroom, and the Clever Toolbox
September 2020-March 2021	School level Chromebook distribution and material pick-ups



Parent Support

Ready! Set! Return to the Classroom:

Parent Engagement Sessions

→ March 31

→ April 14

→ April 21

→ A Day in the Life of an MPS
Student Module

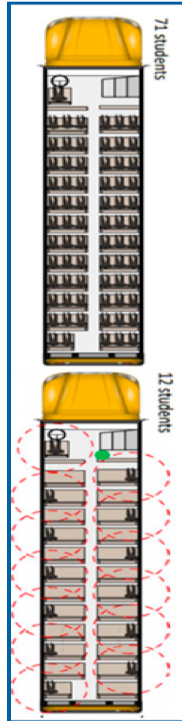
→ Parent Quick Fact Guide



School Operations

Transportation

- Managed capacity
- Assigned seating
- Required masks
- Safety precautions



Tentative Bus Capacity*

Rated Capacity	Number of Students
16	8
26	13
44	22
65	32
72	36
*at 50% capacity	

*Capacity will be based on public health guidelines

School Operations

- Safety protocols will be in place for all routes
- MPS will provide extra masks to support missing or lost student masks
- Collaboration with bus companies to identify drop-off and pick-up areas to allow for social distancing
- Bus route information will be sent to all families
- Student programs, such as Head Start, special education, etc., have been established for transportation purposes



School Operations

- Public health guidance will be followed
- Breakfast will be served in the classroom or provided in a Grab and Go style
- Lunch will be served daily in school cafeterias for students attending in-person
- Pre-ordered meals will be provided for pick-up on Wednesdays from your neighborhood school
- Students participating in virtual learning may pre-order meals for pick-up



School Operations

- Before- and after-school programming will be available and adjusted to comply with CDC and MHD requirements
- All 21st Century CLC Programs will begin on the first day for reopening school locations
- Select Safe Place and Childcare Camp locations will also open



School Operations

School-Based

Visitor Policy	<ul style="list-style-type: none">• Buildings are not open to visitors or outsiders• Vendors will use engineer entrance
Lockers	<ul style="list-style-type: none">• School will assign lockers to students• Only personal belongings will be allowed in the lockers• Protocol for locker usage will be established by schools and communicated to staff and students• Sanitation stations will be located in halls for staff and students' use
Textbooks	<ul style="list-style-type: none">• Books will not be distributed to prevent the spread of COVID-19• Instructional staff will provide instructional materials (reproducibles and technology platforms) to students
Transition	<ul style="list-style-type: none">• All students will follow established bell schedule• Students will be monitored in halls for social distancing• Elementary students will remain in the same classrooms for instruction
Recess	<ul style="list-style-type: none">• Students will be encouraged to have recess. Transition to recess will be staggered for safety purposes• Specific guidelines will be provided



School Operations

Athletics

- ❑ A documentation guide made available to all schools
- ❑ Athletic directors trained on all safety guidelines
- ❑ Managed use of building facilities by athletes and coaches
- ❑ Practice, competition, and tournament dates established



COVID-19

Return-To-Play Game Plan

Communications

Schools will survey families beginning on March 26, to determine if their child will be attending in-person or remain virtual for the remainder of the school year.

Families will also be surveyed regarding transportation needs.



Staffing

- All staff (Central and School Based) are expected to return to in-person work on March 29, 2021
All approved remote work plans will sunset March 28, 2021
Accommodations will be made in situations where there are physical spacing/distancing issues at the work site
- If a staff member is unable to return to work in-person due to being at increased risk for severe illness, an accommodation request must be submitted via email to the Employee Rights Administration Division. Upon receipt of the request, ERAD will provide the staff member a “COVID-19 medical information questionnaire” that must be completed by a medical professional



Staffing

- ❖ Teachers with an approved remote work accommodation will be expected to provide instruction to their class virtually

Students will be physically present in classroom

A substitute teacher or paraprofessionals will be physically present in classroom to provide support

- ❖ Substitute teachers have been consulted in preparation for reopening

Collaborated with Milwaukee Teachers' Education Association (MTEA) Substitute Teacher Unit on survey and engaged in meet and confer discussions

72% of respondents indicated interest in accepting in-person assignments

Benefit eligible substitute teacher positions will be available

- ❖ Central-based teachers and administrators will be on standby to be deployed to classrooms (based on licensure) if needed



Thank you.



Dr. Keith P. Posley, *Superintendent*

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