






Board Update: Phase Approach to Reentry SY 20-21

9/24/ 2020

Provide an update on Phased Approach to Reentry for SY 20-21:

-  Model and Metrics
-  Timeline
-  Key Questions and Answers



IPS 2025 Strategic Plan - Board Approved 8/27/2020

3

Values

Values

Students First	We believe that students can achieve at their highest levels if we hold ourselves to an expectation of excellence and focus on students' holistic needs, setting them up for lives of choice and purpose.
Racial Equity	We strive to build diverse, inclusive, and antiracist classrooms and teams, deploy our resources to ensure students and team members get the opportunities they need to succeed, and ensure our classrooms and work environments respect the dignity of all.
Continuous Improvement	We endeavor to get better and achieve more through hard work and continuous learning, both as individuals and as a system.
Integrity	We hold ourselves to the highest possible standards of professionalism and service and communicate with candor and care.
Community	We treat each other with love and respect, work effectively across lines of difference, and continuously build the supportive, inclusive community within IPS that we desire for our city.

Vision for school year start in light of COVID-19

1

IPS needs to maximize in-person time for the purpose of prioritizing high-quality instruction to our students ...

2

While prioritizing the safety of our students and staff ...

3

And operating in alignment with city planning and expectations for reopening the economy.

When IPS returns to school, the following “non-negotiables” will need to be in place

- ❑ **Social distancing prioritized;** including monitoring class size and cohorting students where possible.
- ❑ **COVID-specific safety protocols must be in place at all schools,** including *but not limited to* plans to: a) limit use of common spaces; b) disinfect spaces and equipment at regular intervals; and c) respond to ill students and staff, etc.

When IPS returns to school, the following “non-negotiables” will need to be in place

- ❑ **A full-time e-learning option must be available to all students who must opt-out of in-person school:** IPS must ensure that students and families for whom school is unsafe must have a full-time e-learning option. This is also crucial for protection against enrollment loss to virtual schools and/or home schooling.
- ❑ **E-learning must be quickly implementable for 100% of students if rolling closures occur:** Even if IPS is able to return to in-person learning, until a vaccine is widely available, IPS must be ready to transition fluidly between remote and in-person learning options.
- ❑ **Extended time options must be available for our neediest students:** Our low-income students of color are most likely to be adversely affected by extended closures. IPS must organize to provide our neediest students with additional tutoring, supports and time to learn grade-level content.
- ❑ **Social emotional learning will be prioritized but will need to evolve:** Classic relationship-building activities, such as advisory groups or home visits, will need to change, but IPS’ commitment to supporting students’ emotional needs will not.

When IPS returns to school, the following “non-negotiables” will need to be in place

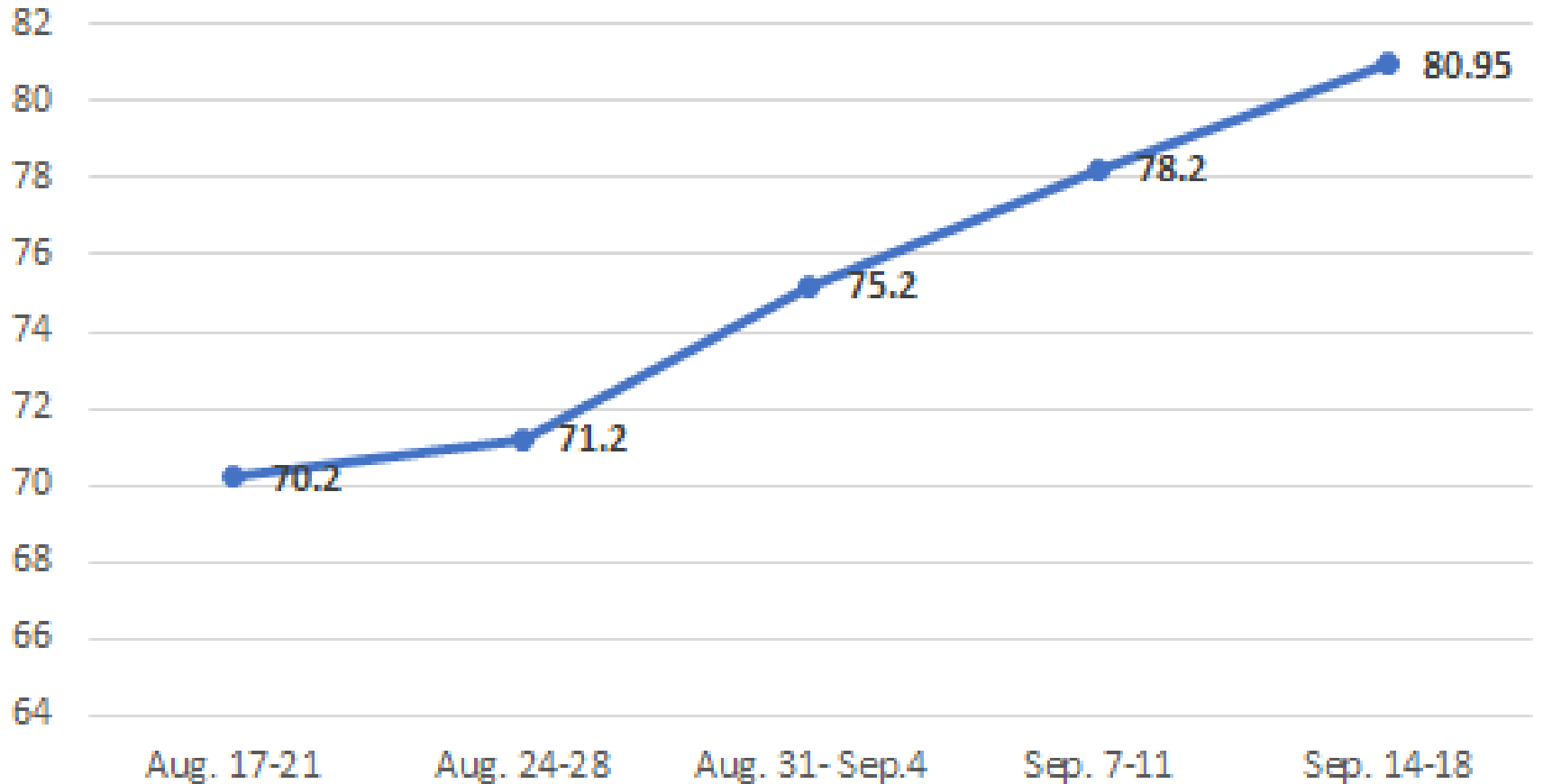
IPS must balance increased COVID-related expenses while anticipating the possibility of declining revenue: Facilities changes, smaller bus routes, and new IT infrastructure could incur significant new costs for the district. That said, the district must prepare to implement them in a financially sustainable way, anticipating that IPS and all other school districts may face a revenue hit as the state moves into recession.

Phase Approach to Reentry - General Info

- **Context:**
 - The IPS internet experienced an outage that impacted users across the district
 - Our district internet provider identified that the outage was caused by damage to two fiber optic cables underground running from their location to the Ed Center
 - Our vendor sent a team to fix the damage and the issue has been resolved
- **Impact**
 - Users across the organization experienced difficulty with accessing IPS managed platforms and programs.
 - Due to the disruption, IPS communicated that there would be no virtual learning taking place
 - Our teachers did continue to work to create asynchronous lesson plans for students
 - Our team is determining how students will make up for the lost instructional day (asynchronously)
 - We appreciate the flexibility displayed by our staff, students and families
- **Next Steps**
 - Our team is working through plans to ensure teaching and learning is not interrupted should we experience similar challenges

- **June 23, 2020:**
 - Based on guidance from the MCPHD, the City of Indianapolis and in collaboration with all Marion County School Corporations:
 - All Marion County traditional public schools will be starting on their scheduled date and will offer instructional options in either the physical school setting or online for students who are not able or are uncomfortable returning to school on the scheduled start date.
- **July 18th:**
 - Recommendation to execute a full return to school for students and staff
 - There will be an option to opt into elearning
 - 2 -week delayed school start
- **July 30th:**
 - Recommendation to start full virtual

IPS Average Attendance by Week





Updated Phase In Approach

12

Model (Effective 9/15/2020)

Grade Configuration	Level			
	Green (less than or equal to 5%)	Yellow (Greater than 5%, less than 11%)	Orange (Greater than 11%, less than 13%)	Red (Greater than 13%)
PK-6	<ul style="list-style-type: none"> - 100% in person - Full time remote opt-in option 	<ul style="list-style-type: none"> - 100% in person - Full time remote opt-in option 	<ul style="list-style-type: none"> - PK-3 in person - 4-6 full virtual - Full time remote opt-in option 	<ul style="list-style-type: none"> - Full virtual
MS (7-8)* <i>*The hybrid model will also apply to sixth grade students if they operate on a traditional middle school schedule and change classes each period.</i>	<ul style="list-style-type: none"> - 100% in person - Full time remote opt-in option 	<ul style="list-style-type: none"> - Hybrid - Full time remote opt-in option 	<ul style="list-style-type: none"> - Full virtual 	<ul style="list-style-type: none"> - Full virtual
HS	<ul style="list-style-type: none"> - 100% in person - Full time remote opt-in option 	<ul style="list-style-type: none"> - Hybrid - Full time remote opt-in option 	<ul style="list-style-type: none"> - Full Virtual 	<ul style="list-style-type: none"> - Full virtual

- **What is the primary metric being used for determination?**
 - **Marion County Positivity Rate: All Tests**
 - Source: Indiana Department of Health Dashboard ([Here](#))
 - 7 Day Moving Average
 - 6 Day Lag
- **How will the Phase in Approach align with the Marion County Public Health Department Guidance ([Here](#))?**
 - Consistent Metric usage and levels for determination
- **Note:** We will collaborate with Marion County Public Health Department to monitor data and make decisions regarding potential shift in the level

- **Additionally, we will monitor the information below:**
 - **Average daily student attendance**
 - **Average daily staff attendance**
 - **Adequate substitute teaching coverage**
 - Seven-day trend in COVID cases in Marion County
 - Availability of COVID testing
 - Capability of timely contact tracing
 - Turnaround time for COVID testing results

- Consistent with Marion County Public Health Department and Indiana Department of Health guidance
- Alignment with local districts and school corporations
- Responsive to current research pertaining to age and transmission
- Responsive to our vision that has guided our planning process

Subject to change - will continue to monitor data

Date	Action
Week of 10/19	Full Execution of Yellow Level
Week of 10/12	Full Virtual for all students
Week of 10/5*	PK-3 in person, 4-12 Full Virtual
9/28	Parent Institute (sign up at myips.org) <ul style="list-style-type: none"> - Academic Model - Transportation - Safety Guidelines
9/17	IPS All Staff Meeting
9/15	Board Work Session

***Rationale for starting with PK-3 students the week of 10/5:**

- Alignment to our vision of maximizing instruction through in-person and *Students First* organizational value
- Knowing colder months are coming, it's important to maximize in-person learning while the COVID Positivity Rate is trending downward
- Allows time for our teachers, staff and schools to execute new protocols supporting student and staff safety

- **Yellow Level:**
 - PK-6 return in-person everyday (do have the option to opt-into elearning)
 - *7-12th grade students will operate on a hybrid model; rotate by alpha last name:
 - **Monday and Tuesday**
 - Last names **A-K** will attend **in person** (*exceptions for siblings in the same household with different last names*)
 - Last names **L-Z** will follow schedule/watch classes **remote**
 - **Wednesday**
 - Is a remote learning day for all students (schools will be cleaned)
 - **Thursday and Friday**
 - Last names **L-Z** will attend **in person** (*exceptions for siblings in the same household with different last names*)
 - Last names **A-K** will follow schedule/watch classes **remote**

**The hybrid model will also apply to sixth grade students if they operate on a traditional middle school schedule and change classes each period.*

- We are currently reviewing the elearning/transportation family survey data (families who are choosing to continue elearning, families who are willing to opt-out of IPS transportation)
- The survey is still open (through next Tuesday)
- This data will have an impact on our ability to optimize social distancing across our buildings and buses
- We will have more information next week to determine if there is an impact on 10/19/2020

Phase Approach to Reentry - Academic Update

Based on the **best practices and lessons learned from partners and other districts** across the country we are moving ahead with **two windows of NWEA MAP Growth for SY 2021 for ALL GRADES**

NWEA MAP Growth Windows:

- MoY = November 9th - December 17th
- EoY = May 10th - June 3rd

We've also finalized testing windows for DIBELS

DIBELS Windows for K-2 and select 3rd graders:

- BoY = September 28th - October 30th
- MoY = February 22nd - March 19th
 - This window will serve as our official Dyslexia screener for all grades

Phase Approach to Reentry - Key Questions/Answers



What's the day in the life of an IPS student going to be like?

23

	PK5 & Elementary Style 6 th Grade	Middle-school style 6 th grade + 7-12
Students who choose e-learning	<p>Synchronously attend direct instruction, then independent work time– or about 20-30 minutes of video time per subject per day.</p> <p>OR</p> <p>Your school will communicate an alternative plan to you</p>	<p>Synchronously attend direct instruction, then independent work time– or about 20-30 minutes of video time per subject per day. Attend school virtually on Wed.</p>
Students who choose in-person	<p>Attend school in-person full time.</p>	<p>Attend school in-person on M/T or Th/Friday, depending on your last name. Attend school virtually on Wed.</p>

How will teachers be supported to manage remote and in-person students simultaneously?

SAMPLE of what a teaching block can look like in practice

	In-person students	Remote students
8:20- 8:30	<p>Students enter class and engage in do-now</p> <p>Teacher takes attendance</p>	<p>Students complete do now remotely</p> <p>Teacher takes virtual attendance</p>
8:30- 8:55	<p>Students engage in direct instruction in-person on white board or projector</p>	<p>Students engage in direct instruction by watching in remotely through white board or projector</p>
8:55- 9:35	<p>Students engage in in-person station learning</p>	<p>Students complete their stationed activities in remote groups on TEAMS</p>
9:35- 9:40	<p>Students do exit ticket in Schoology group</p>	<p>Students do exit ticket in Schoology group</p>

How will IPS ensure that full-time remote learning is a quality experience?

25

- **We are continuing to deepen teacher expertise in both technology tools and blended learning models through professional development modules.** We also expect that teachers will continue to utilize the evidence based instructional practices that were outlined before school started and have observed in our current remote learning context
- **In addition, we have made commitments to ensure the experience is still a quality experience for our students:**
 - **Curriculum:** Students at home will be able to access the same curriculum at their in-person peers* (excludes students in CTE courses)
 - **Teachers:** Students in all grades will stay connected to their home schools by receiving instruction from the teachers in their home school

- **Students Who Qualify for SPED Services, McKinney Vento Services, and Newcomers**
 - Middle and High School students who classify as Special Education, McKinney Vento, and are in the Newcomers program will attend in person on Monday, Tuesday, Thursday, and Friday
 - Wednesday will be a remote learning day for these students
 - A full-time remote option is available for Special Education, McKinney Vento, and Newcomer students as well.
- **Alternative Education Program Students**
 - ALT Ed students in all grades will attend in-person everyday (M-F). A full-time remote option is available

What will students be expected to do during virtual week? Is travel doable?

- **Why is IPS starting with PK-3 the week of 10/5:**
 - Alignment to our vision of maximizing instruction through in-person and *Students First* organizational value
 - Knowing colder months are coming, it's important to maximize in-person learning while the COVID Positivity Rate is trending downward
 - Allows time for our teachers, staff and schools to execute new protocols supporting student and staff safety
- **Why we are choosing to be remote the week of former fall break (week of Oct. 12):**
 - We want to respect any existing plans that our teachers, staff and families may have made and your need to not be available for in-person learning.
- **What this means for your family:**
 - Traveling during the week of 10/12 is acceptable so long as you have a reliable internet connection.

- **Masks:** Students in all grades will be expected to wear masks. Grade-specific guidance on when students may take masks breaks will be issued to schools.
- **Nurses:** All schools will have a nurse assigned to them that will be on-site at least part time. We have currently secured nurses for 90% of our buildings and anticipate being fully staffed in the coming weeks.
- **Role of COVID response team:** Each school has a COVID response team whose job is to manage safety protocol and supplies, communication management, and action response when cases occur.

How will teachers be supported to manage remote and in-person students simultaneously?

- **Professional development:**
 - IPS is curating on-demand PD experiences for teachers to support synchronous learning
- **Technology:**
 - IPS has put \$17M+ and counting toward expanding our 1:1 technology infrastructure at the K12 level
 - IPS has conducted a technology survey to understand schools' existing tech infrastructure (pre-existing laptop carts, desktop computers, SMART boards, etc.) and principals will be responsible for distributing this across their school teams to make in-person learning feasible

Phase Approach to Reentry - Key Next Steps

- **For Families: Full Time Remote Opt-In**
 - Window: 9/15 - 9/29
 - How: Families will work directly with their schools
- **For Families: Transportation Opt-Out**
 - Window: 9/15 - 9/29
 - How: Families will work directly with their schools
- **For IPS:**
 - Dashboard for positive cases (in development)
 - Student schedules
 - Teacher PD and Support
 - Transportation Readiness
 - Clear and Consistent Communication
- Check IPS Website for Additional Information: myips.org
- Tune into our next Parent Institute on Monday (9/28) evening at 6pm
- In addition, review the Appendix of this presentation for additional information on safety protocol, transportation, etc.

*my*IPS



Additional Information

Aligning on Key Terms

- Hybrid Model
 - Some students attend class in person, while others join remote rotating back and forth (some students will opt for fully remote)
- Concurrent Classroom
 - Homeroom or Teacher of Record is responsible for instructing students in person and remotely at the same time
- Blended Learning Models
 - Flipped classroom, station rotation and/or playlist
- Quarantine Learning:
 - When a student/teacher has tested positive for COVID-19 or a student/teacher has to quarantine due to positive COVID-19 exposure

** These terms are not mutually exclusive. Multiple terms can be used in the model*

Hybrid Model: Who and When

- *7-12th grade students, rotate by alpha last name:
 - **Monday and Tuesday**
 - Last names **A-K** will attend **in person** (*exceptions for siblings in the same household with different last names*)
 - Last names **L-Z** will follow schedule/watch classes **remote**
 - **Wednesday**
 - Is a remote learning day for all students (schools will be cleaned)
 - **Thursday and Friday**
 - Last names **L-Z** will attend **in person** (*exceptions for siblings in the same household with different last names*)
 - Last names **A-K** will follow schedule/watch classes **remote**

**The hybrid model will also apply to sixth grade students if they operate on a traditional middle school schedule and change classes each period.*

Additional Considerations:

- **PK-6**
 - Students who opt for in-person learning will attend in-person everyday
 - 6th grade students who follow a traditional middle school schedule and change classes each period will follow the middle/high school hybrid model on the previous slide
- **CTE**
 - High school students in the CTE program will do their practicum during their regularly scheduled CTE block when they attend in person on either Mon/Tues or Thurs./Fri
 - HS students who opt out of in-person instruction will not be able to do the CTE lab portion.

Instructional Delivery

- Students in-person and remote will follow their schedule and receive direct instruction or a check-in with their teacher everyday.
- Homeroom Teachers and Teachers of Record (TOR) are responsible for instructing, assessing and grading students assigned to their rosters whether they are in person or remote and will utilize a blended learning model to teach students
- Schools will manage specific delivery models to support teachers with teaching the hybrid model which could include:
 - Pooling resources
 - Assign different components of the instructional cycle to grade level team or other instructional support staff
 - Departmentalize:
 - Grade level teachers divide core content subjects, prepare lessons, assignments and assessments for all students on grade level in certain content areas.
 - Assign a teacher per grade level to instruct the students who opt for fully remote (K-6 grade teachers).
 - Assign a virtual section to teachers for students who opt for fully remote.

- **Student Tests Positive**
 - When a family reports a positive diagnosis ,students are not required to complete any work or attend school (even remotely)until they are cleared to return. A family can select to have the student participate in remote learning if they determine they are healthy enough
 - Upon return, student should be given the same # of days they were absent to complete assignments and watch recorded lessons
 - Students will be marked absent unless their parent elects for them to participate in remote learning during this time. Schools should track this information.
- **Student is Exposed, Not Positive**
 - Revert back to remote learning and student follows schedule in synchronous fashion

Academic Model: What happens if a teacher is in quarantine?

- **Teacher Tests Positive**
 - Teacher reports positive case and is healthy enough to provide remote learning **OR**
 - Teacher is not healthy enough and not required to complete pre recorded lessons or sub materials. Schools can provide continuous instruction by:
 - Teacher is healthy enough to provide remote instruction for all students .A substitute teacher or another member of school team can supervise in person students in their remote learning
 - Add opt-in remote students to another teacher on grade level or department and participate via TEAMS in their class. A substitute or another member of school team provides instruction for in person students
 - An Instructional coach, MCL, Dept Head or another member of the school team pre-records mini lessons, provides once daily check ins to take attendance to ensure students can access the posted videos and assignments.
- **Teacher is Exposed, Not Positive**
 - HR and/or Marion County Health Dept would make determination if the entire class would need to quarantine and revert to remote learning
 - Teacher provides instruction via remote learning for all students
 - If students are permitted to continue in person, provide a substitute or another member of the school team to supervise in person students in in remote learning

- **Fall Break Guidance**

- Oct. 15th and 16th is a non-work day for teachers, but is an instructional day for students. These are also the last two days of quarter 1
- District Academic Coaches will provide student work for ELA, Math, SS, Sci by Oct. 9th
- Teachers can use the assignments provided by district coaches or can create their own assignments
- Teachers will upload assignments to class schoology group so that students will be able to complete work independently on Oct. 15th and 16th
- Students will attend a morning meeting facilitated by a building administrator or his/her designee on Oct. 15th and 16th
- Attendance will be taken at morning meeting

At risk staff

- HR reviewing ADA accommodations and leave requests individually.

Substitutes

- Substitute teachers will be organized in cohorts to minimize risk of spreading exposure across schools.
- Substitutes will be trained on IPS-safety protocols.

Communication

- The IPS homepage has been updated to give detailed guidance to staff on our federal leave policies, sick bank day policies, and resources on pay.

School and District Protocols:

- **Prevention:** IPS released a Safety Guidebook for all staff and family. This document describes key safety steps, guidance on when to stay home, how to self screen, and our reporting protocol.
- **Response:** All schools must have a school-specific COVID response team who ensures that protocols are followed properly for prevention and response to potential cases.
- **Follow up:** IPS is seeking to ensure part-time nurse coverage at all schools.

What happens when a student/ staff member is positive?

- In all positive cases, IPS will work directly with the Marion County Public Health Department (MCHD) and district/school administrators to do contact tracing
- All positive cases will be isolated for a minimum of 10 days:
 - In cases where students feel well enough to attend school during the 10-day isolation, they can do so remotely
 - In cases where staff feels well enough to work during the 10-day isolation, they can do so remotely
- IPS will notify those who have been in close contact with a COVID-positive person and will strongly recommend that they quarantine for 14 days, from the day of exposure:
 - Students who are quarantined will be able to attend school remotely
 - Staff who are quarantined will be able to work remotely
- IPS will notify families of direct contact with positive cases while continuing to protect the privacy of any positive student or staff
- IPS will track all data

Facilities have been adapted to promote student safety

- IPS has begun installing touchless water fountains in all schools and purchased reusable water bottles for students
- Bottled water has been purchased to supplement schools needs
- IPS has installed barriers in all offices to ensure distance between any office visitors and front office staff
- IPS is deploying desks to schools that have tables or other seating inappropriate for social distancing
- IPS has sent mandated signage to all schools teaching proper hand cleaning, symptom screening, etc.
- IPS has installed hand sanitizer dispensers outside all school cafeterias.

- **Masks and face shields**

- IPS is providing a free reusable mask to all students. Students are also required to have 3 additional reusable masks
- IPS is providing a face shield and reusable mask to all direct managed staff
- Disposable masks for backup will be stored on all buses and in any offices

- **Disinfectant and hand sanitizer**

- There will be disinfectant spray, paper towels, and hand sanitizer in all classrooms and offices, provided by the district
- Reserves for refilling spray bottles and sanitizer bottles are stored at each school

- **Soap and paper towels**

- IPS has ordered increased stocks of soap and paper towels to promote hand washing

- **To promote social distancing on buses, IPS is using several strategies to reduce daily ridership:**
 - Enforcing walk zones at 13 schools through the addition of crossing guards to reduce crowding on high density routes
 - Additional information will be shared in the coming days
 - Promoting IndyGo transit use for high school students
 - Executing a transportation opt-out process to shift non-essential riders to alternative modes of transportation (carpool, bike, etc.)
 - Additionally, riders will decrease due to families opting for full remote
 - Routing optimization; removal of “ghostriders”
 - Space created by reduction of riders allows for greater social distancing through the practice of one rider per seat unless from same household (target of 24-28 students per bus)

- **Additional measures will be taken to mitigate the risks associated with COVID-19 during daily transportation:**
 - All students/staff must wear face masks at all times while riding the bus.
 - Bus monitors will be provided hand sanitizer for students when boarding
 - Windows/vents will remain open to promote cross ventilation as weather allows.
 - Buses will be regularly deep cleaned, and disinfected daily between routes for high traffic areas (railing, seats, etc.)
 - Students will be boarded back-to-front, unloaded front-to-back, and assigned seats to promote socially distancing to the greatest extent possible.

*my*IPS

