

**We Have a Plan
to Keep Our
Students and
Community Safe**



STAFF FAQ

REOPENING PLAN 2020

Read our FAQ at detroitk12.org/returntoschool
Questions? Email us at info.reopen@detroitk12.org

Staff

Question: Why are we offering face-to-face learning? Is it safe?

Answer: Serving every child is what we are called to do as public educators. More than 12,000 students and their families have raised their hands and said: I need face to face instruction this fall. These are our students with aspirations for Howard and Harvard who know that they will learn best without distractions at home. These are our students with disabilities who find online instruction more challenging to navigate and manage. These are our students who have felt isolated and alone and who crave the support of adults at school. These are our parents who have served our city as bus drivers and nurses and grocery stockers and road workers and chefs and delivery drivers through the height of the pandemic and who know that for them to do their essential work, their children must return to school. We believe offering them their choice of school for the fall is our duty.

Our public health officials have advised us that our community infection rates are low, and that our safety protocols are sound for protecting our students and staff. If the infection rates change, we will revisit the option of face-to-face learning. DPSCD will certainly not be the only district offering a face-to-face option.

Question: What PPE will be provided for the staff and students? How often?

Answer: The District will provide reusable masks for staff and students at the beginning of the school year. Hand sanitizer, disinfectant spray and wipes will be provided to classrooms on a monthly basis. Teachers will also receive a voice amplification system, face shield, teacher cart, and \$100 to procure student supplies.

Question: Will teachers have the option of teaching online or face-to-face?

Answer: Yes. Most schools will only need a few teachers to teach face-to-face to meet the needs of our students and their families. As a district, we will respect your decision to teach face-to-face or online. If we do not have enough teachers at a school to teach face-to-face at a particular grade level, then schools will reach back out to parents and discuss the online option or a temporary transfer to a nearby school that has enough teachers for face-to-face.

Question: When do face-to-face teachers report to their school to set up their classrooms?

Answer: August 31st is the official return date for teachers, and they will be able to return to their classroom then. Teachers are highly encouraged to participate in the paid, online professional development opportunities starting on August 25th, prior to the official return to work. Reach out to your principal for additional questions about classroom set up as needed. As a reminder, staff must have received clearance to report to work before entering the building, which includes submission of a negative COVID-19 viral test.

Question: If I teach online, will I need to report to my school to teach?

Answer: No. Teachers will have the option of teaching from a District building but it will not be required.

Question: If a student selects online learning, do they have to remain online all year, or can they change their choice for second semester?

Answer: Families will have the option to express their preference between online or face-to-face each quarter.

Question: How many children will be in the online classroom?

Answer: Class sizes for online classes will adhere to the normal class-size guidelines for that grade level.

Question: If a teacher chooses to go in and teach face-to-face, how many kids will be in the classroom?

Answer: Face-to-face classrooms will have approximately 20 or fewer students—sizes may be smaller or larger depending on the ability to socially distance in the specific classroom.

Question: Will Pre-K be offered online or only face-to-face?

Answer: Pre-K will be offered both face-to-face and online.

Staff

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Question: Will support staff (e.g. academic interventionists, para-educators) have the option of working face-to-face or online?

Answer: Support staff will be able to express their preference for supporting face-to-face or online, however based on their specific duties and responsibilities, some support staff may be required to support face-to-face instruction.

Question: Will ancillary staff (e.g. social workers, occupational therapists) have the option of working face-to-face or online?

Answer: Ancillary staff will be able to express their preference for supporting face-to-face or online, however based on their specific duties and responsibilities, and the needs of students, some face-to-face work may be required, especially to meet IEP needs.

Question: Will teachers be required to teach online and face-to-face students at the same time?

Answer: Teachers will not facilitate both online and in-person learning at the same time. The District plans to have full-time online students served by a dedicated teacher and students who are reporting to school for face to face instruction served by a different teacher. Online platforms (e.g. Schoology) will also be used during face to face instruction to make the transition between online and in person instruction seamless for students and educators.

Question: Are teachers being evaluated this year?

Answer: Teacher evaluation has not been waived by the state at this time. If these requirements do change, the District will revisit evaluation expectations, just as it did during the 2019-20 school year.

Question: What will class schedules look like?

Answer: Face-to-face and online schedules will be aligned; this means that bell schedules in the building will be the same as bell schedules online. This will ensure consistency for families and school staff who support both online and face-to-face instruction, offer access to electives that will help us maintain our whole child commitment, and support continuity of learning if health conditions change in a classroom, school or the city. This

also means that the bell schedules and the workday will continue to align with our collective bargaining agreements. Principals are working to finalize master schedules now and should be in touch with teachers on their placement in the schedule.

Question: How will the online curriculum differ from that of face-to-face curriculum?

Answer: There will be no difference in online vs face to face curriculum. This ensures all students have access to high-quality and rigorous instructional materials and provides a smooth transition should a need by families or the District to make a change arise.

Question: What will online teaching and learning look like?

Answer: Online teachers will follow their school's bell schedule, and live daily instruction using our curriculum guides and materials is expected. In other words, we will not be implementing a model of online instruction where students access pre-recorded or posted materials to work on independently and then have scheduled online "meet ups" with their teachers. For example, first period students will meet with their first period teachers at a set time each day, and engage with our curriculum at a regular pace, then they will transition to second period, and so on. One of the strongest themes from parents nationally who engaged in online learning last spring was the need for consistent, routine live instruction and live teaching and support from teachers.

Question: What is Schoology?

Answer: Schoology is the District's new learning management system which allows for seamless integration with other District systems such as PowerSchool and Microsoft Teams and the ability to load and share course materials with students. Teachers will be responsible for customizing landing pages in Schoology for each of their assigned classes, which will serve as an easy to navigate connecting point for students to all the tools they will use regularly.

Staff

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Question: Will we still use Teams?

Answer: Yes, Teams will continue to be our platform for live interaction with students; teachers and students will also use Schoology for access to online curriculum, resources, and student assignment management.

Question: Will electives such as Fine Arts be offered online?

Answer: We are doing our best to provide as many electives as possible online, including Fine Arts, although they may look different online compared to the usual face-to-face classroom.

Question: Will teachers receive additional professional learning?

Answer: An **Online Learning Hub** will be activated to place all of the Schoology, Teams, and curriculum guidance in one place. The Online Learning Hub will include guidance for teachers that will outline all of the required and optional trainings along with login information; teachers will have the opportunity to develop their own training plans for the 4 days so that the sessions can meet their unique needs. The schedule for professional learning before the start of school is below. All professional learning is paid.

Date	Who	Online/FTF	Session Times	Audience
Tuesday, August 25 th	District	Online	8:30 AM – 11:30 PM & 12:30 PM – 3:30 PM	Teachers & Master Teachers
Wednesday, August 26 th	District	Online	8:30 AM – 11:30 PM & 12:30 PM – 3:30 PM	Teachers & Master Teachers
Thursday, August 27 th	District	Online	8:30 AM – 11:30 PM & 12:30 PM – 3:30 PM	Teachers & Master Teachers
Monday, August 31 st	Schools	Online	Set by the Principal	All staff
Tuesday, September 1 st	District	Online	8:30 AM – 11:30 PM & 12:30 PM – 3:30 PM	All staff
Wednesday, September 2 nd	Teacher Prep	Aligned to teacher's in person or online assignment	Set by Principal	All staff

Question: If a teacher contracts COVID-19 will they need to use their sick days if they are ill?

Answer: Any DPSCD staff member who contracts COVID-19 and is unable to telecommute, can take available COVID leave in alignment with federal leave guidance. During that leave, the employee's sick bank will not be drawn down. Questions about leave should be directed to dps.ehs@detroitk12.org

Question: What are the health and safety precautions the District is taking for students and staff reporting to buildings for face-to-face instruction?

Answer: Students and staff will be required to follow a number of health and safety guidelines when in DPSCD buildings, including wearing masks, taking temperatures at building entries using new temperature scan kiosks, attesting to not experiencing COVID-19-related symptoms, social distancing to the greatest extent possible and regular hand washing. More information about our health and safety protocols can be found in our reopening plan at www.detroitk12.org/returntoschool.

Staff

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Question: Why are staff required to receive COVID-19 tests before they return to work? Getting a test doesn't mean someone won't contract COVID-19 later.

Answer: As outlined in our reopening plan, staff are required to report negative COVID-19 viral tests before returning to work. This is in alignment with guidance from the Equal Employment Opportunity Commission that states employers can require testing before returning to work. This is just one of many safety measures that District is taking to limit the potential spread of COVID-19 in DPSCD locations. Testing before returning to work will help identify any unknown asymptomatic cases and ensure those individuals do not report to work without quarantining and unintentionally spread the virus.

Question: If I've taken a COVID-19 test in July and have tested negative, would I need to take another test for the fall?

Answer: Yes, unless you returned to work in July. Staff who tested negative, submitted their results, and returned to work do not need to retest.

Question: How often will staff have to get tested?

Answer: Staff are only required to test once prior to returning to work; there is no requirement for retesting at this time.

Question: Are students required to receive COVID-19 tests before they come to school for face-to-face instruction?

Answer: No. Employees are required to be tested in alignment with guidance from the Equal Employment Opportunity Commission (EEOC). There is no similar legal standing to require students to be tested.

Question: When will computers be given out to instructional support staff?

Answer: Support personnel have already begun picking up their district-issued laptops at drive-up, socially

distanced deployment events. Deployments will continue to take place twice per week through the early weeks of the school year. Detailed pick up instructions are being sent to eligible staff on a rolling basis; support personnel should monitor their DPSCD email account for their assigned deployment date and required steps.

Question: Will there be hazard pay for staff who teach face-to-face?

Answer: We have offered a bonus for teachers who elect to teach face-to-face and such a bonus will need to be negotiated with DFT for implementation.

Question: What will happen to teachers whose children attend school in other Districts and are engaging in online learning?

Answer: All teachers can select online or face-to-face learning. If the teacher's student can work independently while he or she teaches from home, then online will be the best choice for that teacher.

Question: Will school ventilation systems in all District schools be adequate in light of COVID-19?

Answer: Yes. The District's facilities are equipped with ventilation systems that move air throughout the buildings in accordance with building codes. We have increased the frequency of filters used in these ventilation systems from twice yearly to at least quarterly. In accordance with CDC guidelines, the ventilation systems of the District's schools have been inspected and cleared for use.

Question: If I have additional questions, who do I contact?

Answer: Send any other questions to info.reopen@detroitk12.org and a member of our team will address your questions directly.