



# *Needham School Committee*

*August 11, 2020*

*5:30 p.m.*

**Meeting accessible via Zoom Webinar\* and broadcast and  
streamed live on The Needham Channel**

Broadcast on the Needham Channel municipal and HD channels,  
live stream at: <https://needhamchannel.org>

\*Webinar:

<https://us02web.zoom.us/j/88036458738?pwd=TXBUWFYzUnMrZGQwakVpVDRrbUlIUTog>

Passcode: aM1UuU

Or iPhone one-tap :

US: +13017158592

Or Telephone: US: +1 301 715 8592

Webinar ID: 880 3645 8738

Passcode: 310238

*A school and community partnership that creates excited learners,  
inspires excellence, fosters integrity*



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## SCHOOL COMMITTEE MEETING AGENDA

**Tuesday, August 11, 2020 5:30 p.m.**

Meeting accessible via Zoom Webinar\*

Broadcast and streamed live on The Needham Channel.

Broadcast on the Needham Channel municipal and HD channels, live stream at: <https://needhamchannel.org>

**5:30 p.m.      Public Comments**

**5:45 p.m.      School Committee Chair and Subcommittee Updates**

**5:45 p.m.      Superintendent's Comments**

**Discussion Items/Action Items**

**5:50 p.m.      Needham Public Schools Plan to Reopen Schools**

**7:00 p.m.      Action Items**

- Approve Needham Public Schools Plan to Reopen Schools
- Approve Adjusted 2020-2021 School Calendar

**7:05 p.m.      School Committee Comments**

\*Please click the link below to join the webinar:

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# A Plan for Reopening Our Schools

Recommendation  
to the  
Needham School  
Committee

August 11, 2020



# Reopening Our Schools

## Agenda

1

Context

Hybrid Plan Recommendation

Health & Safety

Next Steps



We have kept our dedication to the health and safety of our students and staff at the heart of our planning process.

1

CONTEXT

*“Our focus has been - and will remain - the health, safety, and wellbeing of all students and staff.”*

*Dan Gutekanst  
Superintendent of Schools*

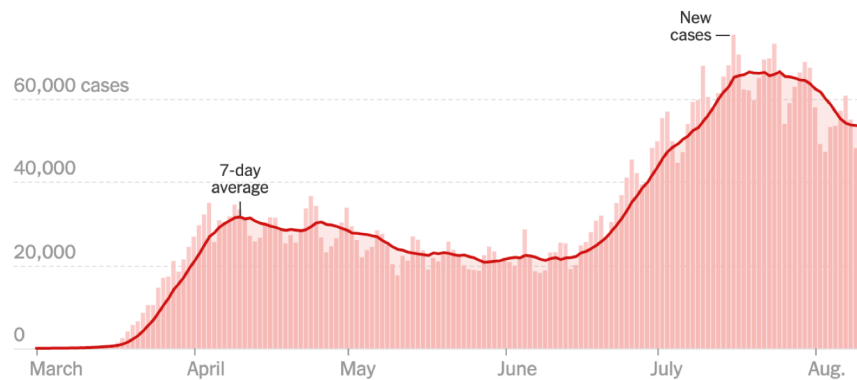
However, Massachusetts cases of COVID-19 remain low relative to the country as a whole.

## New Cases: US vs. Massachusetts

1

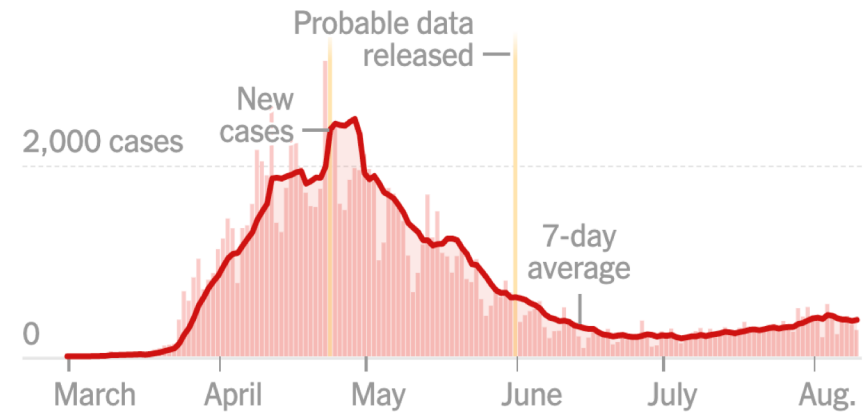
CONTEXT

### United States



Note: The seven-day average is the average of a day and the previous six days of data.

### Massachusetts



Source: *The New York Times*, data from August 11, 2020

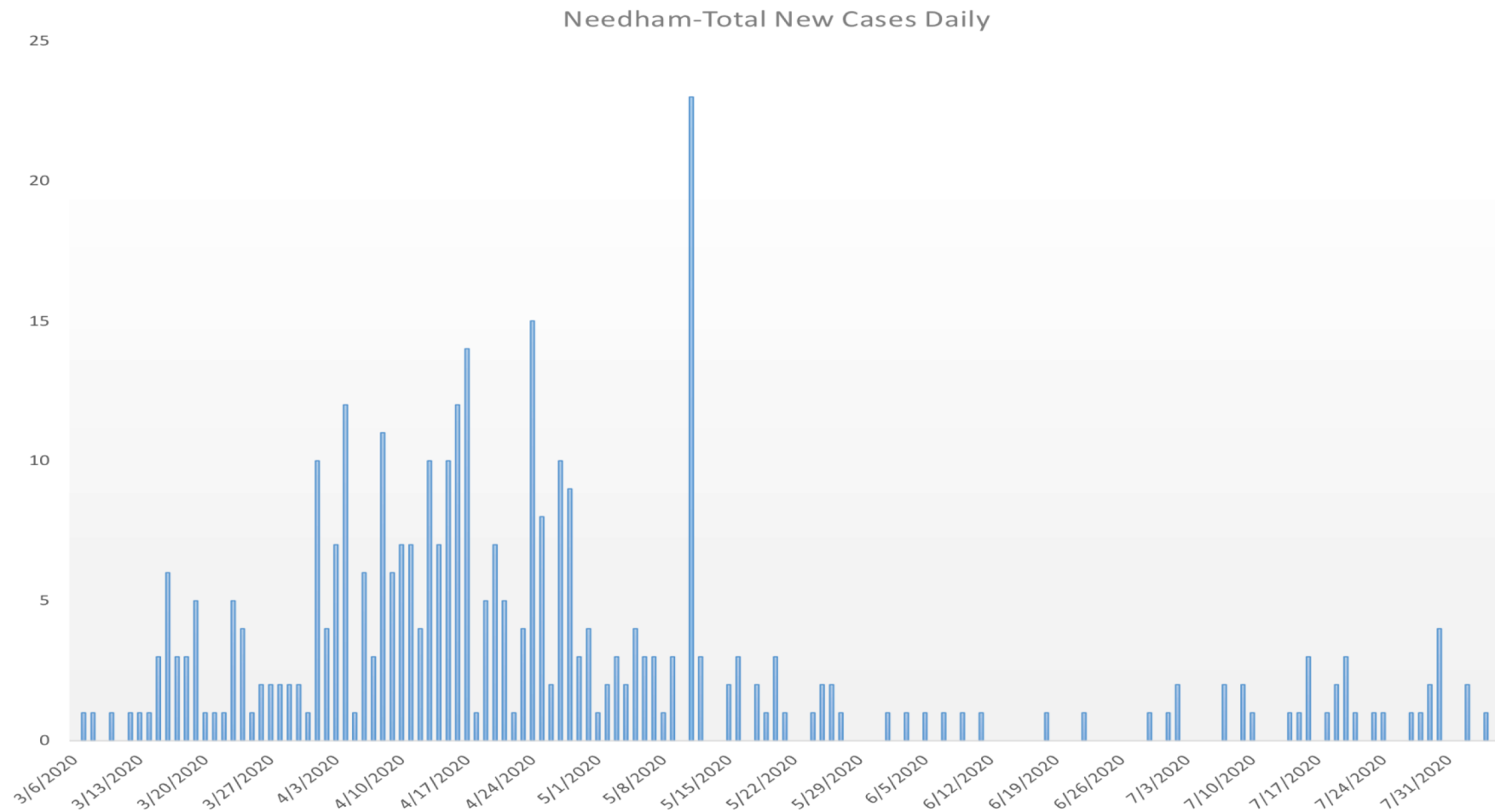
# In Needham the Public Health Department is closely monitoring local health metrics & data.

## COVID-19 CASE DATA

1

CONTEXT

### Needham Total New Cases Daily



Source: Public Health Division July 2020 Monthly Report

# What do experts at Johns Hopkins University say about reopening?

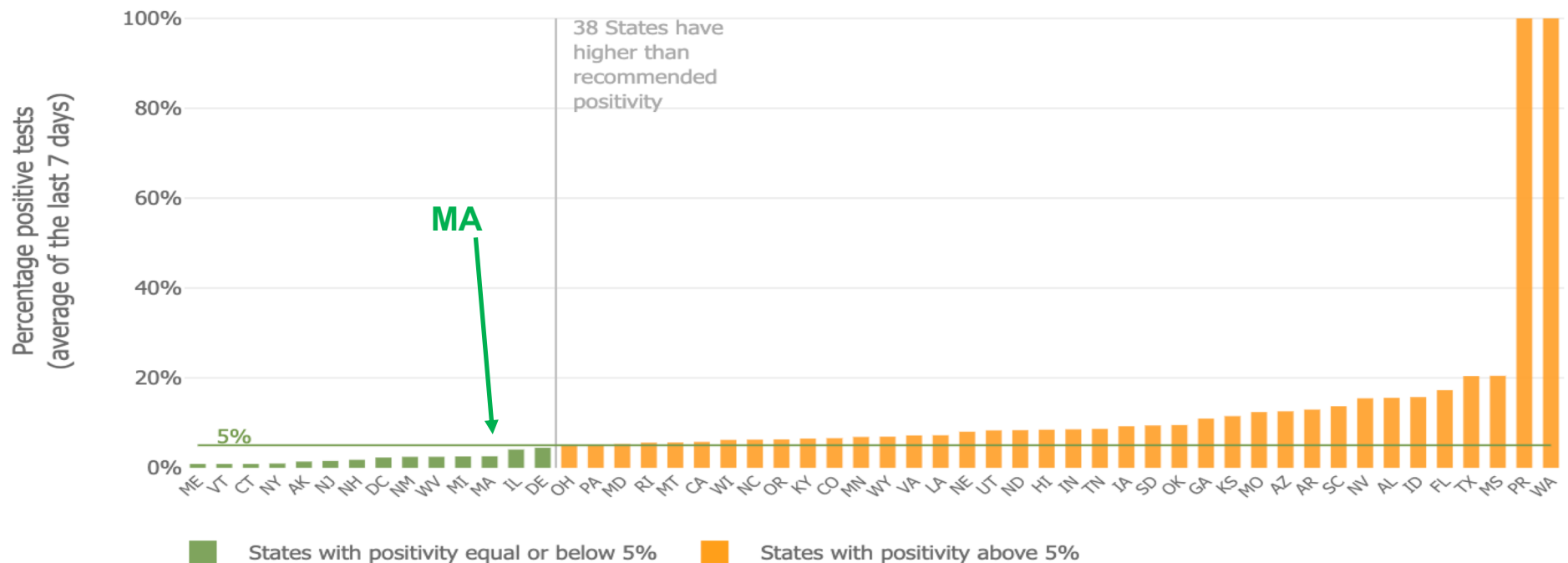
1

CONTEXT

## COVID-19 CASE DATA

**“If a positivity rate is too high, that may indicate that the state is only testing the sickest patients who seek medical attention, and is not casting a wide enough net to know how much of the virus is spreading within its communities. A low rate of positivity in testing data can be seen as a sign that a state has sufficient testing capacity for the size of their outbreak and is testing enough of its population to make informed decisions about reopening.”**

Johns Hopkins University, August 2020



# What metrics does the MA Department of Elementary & Secondary Education (DESE) offer?

With new color-coded metric from COVID Command, DESE issued additional guidance on August 11<sup>th</sup> for selecting a learning model

	<u>New color-coded metric*</u>	<u>DESE expectation for learning model</u>
	<div><b>RED</b></div> <div>Average daily cases per 100,000 is <b>greater than 8</b></div>	<b>Remote</b>
	<div><b>YELLOW</b></div> <div>Average daily cases per 100,000 is <b>between 4 - 8</b></div>	<b>Hybrid</b> <b>OR Remote</b> (if extenuating circumstances)
<b>Needham*</b>	<div><b>GREEN</b></div> <div>Average daily cases per 100,000 is <b>less than 4</b></div>	<b>Full-time in person</b> <b>OR Hybrid</b> (if extenuating circumstances)
	<div><b>WHITE</b></div> <div>Fewer than 5 total cases over the past 14 days. Generally, this is for communities with small populations and very few cases.</div>	

*\*Measured as a 14-day rolling average and will be reported weekly as part of the online DPH dashboard.*

\* NOTE: According to the Needham Department of Public Health on August 11, 2020

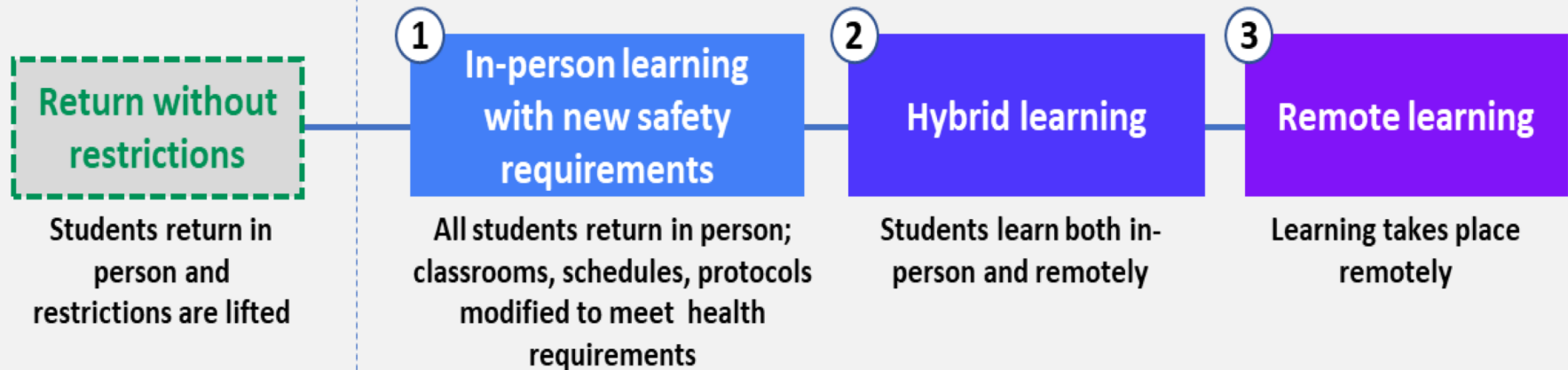
# DESE's guidance requires districts to submit a comprehensive plan by August 14<sup>th</sup> with three possible models for reopening school

## Department of Elementary & Secondary Education (DESE) Planning Requirements

1

CONTEXT

### Continuum of fall reopening models



Sources: "Initial Fall School Reopening Guidance", June 25, 2020. "Fall Reopening Frequently Asked Questions, as of July 10 2020", July 10 2020.

**To create this plan, district staff, public health officials, parents, students & School Committee members guided the process and provided feedback**

## Committee and Task Force Structure

1

CONTEXT

These groups worked closely with the COVID -19 Advisory Committee, the NEA Joint Committee, and staff from the town.



# **To create this plan, district staff, public health officials, parents, students & School Committee members guided the process and provided feedback**

## **Staff, Parent, Community Feedback, Engagement, & Participation**

**1**

CONTEXT

- **COVID-19 Advisory Committee: Parents, Staff, Public Health, Community, & Student participants**
- **COVID Steering Committee & Task Forces: Over 200 Needham Public Schools Administrators, Teachers, & Staff participants**
- **Needham Education Association & School Administration Joint Negotiating Team: Over 15 NPS Staff participating**
- **7 Virtual Staff Town Halls & Meetings from May through August**
- **5 Family & Town Officials Meetings**
- **Individual School-based Family and Staff Virtual Coffees, Open Houses, and Town Halls**
- **Survey Data Collected from Families, Staff, and Students**



# What priorities and values have guided the work and planning to reopen the Needham Public Schools?

We have been guided by key priorities, among them:

1

CONTEXT

- Developing and nurturing caring relationships is a priority.
- Equitable access to education for all students is critical.
- Flexibility and the opportunity to learn and adapt are essential; we are committed to making adjustments or improvements where needed.
- We must support all students and staff with their personal health & family concerns and needs.
- Providing students and staff with the tools and resources to work together and in a way that supports student growth, understanding, and achievement is essential.

# Reopening Our Schools

## Agenda

Context

Hybrid Plan Recommendation

Health & Safety

Next Steps

2

# A Hybrid Model best meets our students' educational needs and can be implemented safely for students and staff

Hybrid learning involves in person & remote learning

2

HYBRID MODEL

- All students, grades PreK -12, benefit from the interactions, socialization, collaborative & hands on learning, communication, and personal relationships that are nurtured and supported by in person teaching and learning.
- Students can be grouped into smaller cohorts, blue & gold cohorts, to allow for social distancing and other health protocols that would not be feasible with a full return to school.
- The classroom design can be more flexible and responsive to teacher and student needs with fewer students per room; students can be separated up to 6 ft.

# A Hybrid Model best meets our students' educational needs and can be implemented safely for students and staff

Hybrid learning involves in person & remote learning

2

HYBRID MODEL

- The hybrid model allows us to build on the remote experience should we need to pivot to a full remote model due to health concerns.
- A week in person learning/week remote learning hybrid model allows staff and families to be assured that health issues can be tracked and traced more effectively.
- The weekly hybrid model allows continuity of instruction across the week in person, with remote follow up the following week.

**Students will be divided into the 2 hybrid Blue & Gold cohorts, though some will be in the Green (Fully in-Person) & Red (Remote only) cohorts.**

## Overview: Four Cohorts

**2**

HYBRID MODEL

### **Blue Cohort**

- Each group attends school in-person one week and participates remotely the next week, with all students remote every Wednesday.
- Cohorts are heterogeneous and not leveled K-8.
- Cohorts are arranged by family when feasible.

### **Gold Cohort**

### **Green Cohort (Full-Time In-Person)**

- Preschool students and our most vulnerable students, including those with high needs disabilities & English Learners will attend school in-person every week through a modified schedule.
- The special education department and English Learner department will contact families about participating in this cohort.

### **Red Cohort (Full-time Remote)**

- Students who are immunocompromised, those exposed to COVID-19, or those whose families opt-out of hybrid will participate in 100% remote learning.
- These students do not attend school in-person.

The Blue and Gold cohorts will swap in-person learning each week, and all students and staff will be remote on Wednesdays.

## Overview: Sample Two Week Schedule

2

HYBRID MODEL

<u>Week</u>	<u>Cohort</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>
<b>Week 1</b>	<b>Blue (Hybrid)</b>	In-Person	In-Person	All Students Remote: AM synchronous and PM independent remote learning	In-Person	In-Person
	<b>Gold (Hybrid)</b>	Remote	Remote		Remote	Remote
	<b>Red (Full-time Remote)</b>	Remote	Remote		Remote	Remote
	<b>Green (Full-time face to face)</b>	In-Person	In-Person		In-Person	In-Person
<b>Week 2</b>	<b>Blue (Hybrid)</b>	Remote	Remote		Remote	Remote
	<b>Gold (Hybrid)</b>	In-Person	In-Person		In-Person	In-Person
	<b>Red (Full time Remote)</b>	Remote	Remote		Remote	Remote
	<b>Green (Full-time face to face)</b>	In-Person	In-Person		In-Person	In-Person

**Elementary students will remain with their class throughout the day, while middle and high school students will travel between classes.**

## Instructional Model: Key Elements for Blue, Gold, and Green Cohorts

**2**

HYBRID MODEL

### Elementary School

- **Pods:** in-person students remain with their class peers (“pod”) for the school day and not interact with students in other classes.
- **Launch Learning:** Both in-person and remote elementary students will have an opportunity to “Launch Learning” with staff. Students who are remote will join the staff member through an online platform. A combination of homeroom & special area teachers will provide daily check-ins on learning with students learning from home, so that remote students will have a minimum of two synchronous interactions each day.
- **Daily Schedule:** In-person students will remain in their classroom and follow a typical schedule; students who are remote will participate in synchronous and asynchronous learning.

### Middle & High Schools

- **Travel Between Classes:** In-person students will travel between different classrooms for each class and mix with different groups of students, as they did in the past.
- **Classes:** Course offerings will remain the same.
- **Daily Schedule:** In-person students will follow an adapted schedule. During remote weeks, students will participate in both live lessons as well as asynchronous, independent work.
- **Classwork and Homework:** Teachers will communicate synchronous and asynchronous classwork and homework due each day/week.

**All staff and students will be remote on Wednesdays, which will be split into a morning session, in which teachers work with students in (mostly) synchronous instruction, and an afternoon session for teacher training, collaboration, meetings, and lesson planning while students complete independent and asynchronous learning.**

# Students in the Red Cohort (Remote) will participate in classes through an online platform and receive support through video appointments.

## Instructional Model: Key Elements for Red Cohort

2

HYBRID MODEL

### Components of Red Cohort (full-time Remote)

**Enrollment:** Students will remain enrolled in the NPS, and students will receive necessary supports (e.g., special education services)

**Online Participation:** Students in the Red Cohort will participate through Zoom, Google Classroom, and/or other platforms. Students will be assigned to NPS teachers and/or participate in a DESE-sponsored online program supported by NPS staff.

**Support:** Teachers will take attendance daily and provide regular feedback, and outside of scheduled class, teachers will be available for individual video appointments or support by email.

**Alternate Experiences:** Students in the Red Cohort may not be able to participate in certain lessons (such as science laboratory experiments); teachers will provide alternative learning experiences when possible.

**Parent Feedback suggested students would be better served with NPS teachers.**

**About 13% of families indicated they prefer a remote learning opportunity only for their children**

**The structure for the Red Cohort may shift based on enrollment.**

**Principals will confirm student participation in the Red Cohort within the coming weeks; a family can change at that time**



# What does learning look like in person and during the remote week of instruction at the elementary level?

## Instructional Model: Elementary Schools

3

HYBRID MODEL

### Remote Learning Hybrid

### In Person Hybrid

**Starting the day: Each day, homeroom teachers will meet with both cohorts to “launch the learning.”**

- Students participate in asynchronous and synchronous academic and special subject area activities each day as outlined in the “launching learning” morning meeting.
- Learning activities are designed to allow students to work independently but with support as needed.
- Expectations and pacing of the activities will be designed so that students are challenged but not frustrated and are able to transition to in-person learning the following week.
- Students will be supported and taught by various other educators throughout the course of each week (e.g. special educators, ELL teachers, counselors, literacy and math coaches) as appropriate.

- Students are in school for the regular school day
- Students follow their regular schedule for both academic and special area classes.
- Recess and lunch will remain. However, modifications will be made to accommodate distancing and space requirements at each school.

# What does learning look like in person and during the remote week of instruction at the elementary level?

## Instructional Model: Elementary Schools: At Home Schedule

3

HYBRID MODEL

**GREEN** = synchronous sessions with a teacher **BLUE** = Student-directed learning (See-Saw or Google Classroom Assignments completed independently)

	Monday	Tuesday	Wednesday	Thursday	Friday
8:30	<b>Foundations Writing Lesson</b>	<b>Reading Lesson</b>	Morning Mtg. <i>Paste Link</i>	<b>Foundations</b>	Launching Learning /MM <i>Paste Link</i>
9:00	Launching Learning /MM <i>Paste Link</i>	Launching Learning /MM <i>Paste Link</i>	<b>Writing Synchronous Lesson</b> <i>Paste Link</i>	<b>Reading Video ML Independent Practice</b>	<b>Reading Lesson</b>
9:30	<b>Break</b>	Launching Learning /MM <i>Paste Link</i>	<b>Break</b>	<b>Break</b>	<b>Break</b>
10:00	<b>Synchronous Media Class</b>	<b>Writing Lesson</b> <i>Paste Link</i>	<b>Independent Writing Practice</b>	Launching Learning /MM <i>Paste Link</i>	<b>Foundations (K, 1, 2) Writing Lesson (3-5) Video ML &amp; Ind. Practice</b>
10:30	<b>Snack/Break</b>	<b>Snack/Break</b>	<b>Snack/Break</b>	<b>Snack/Break</b>	<b>Snack/Break</b>
11:00	<b>Math (30)</b>	<b>Writing</b>	<b>Freckle / ST Math / Lexia</b>	<b>Reading MiniLesson</b>	<b>Math (45-60)</b>
11:30	<b>Reading Video ML &amp; Independent Practice</b>	<b>Foundations (K, 1, 2) Writing Lesson (3-5) Video ML &amp; Independent Practice</b>	<b>Asynchronous Specials</b>	<b>Writing Lesson</b>	<b>Synchronous Music Class</b>
12:00	<b>Lunch / Recess</b>	<b>Lunch / Recess</b>	<b>Lunch / Recess</b>	<b>Lunch / Recess</b>	<b>Lunch / Recess</b>
12:30 -->	<b>Science/SS(30)</b>	<b>Math (45-60)</b>	<b>Asynchronous Specials</b>	<b>Math (45-60)</b>	<b>Science/SS(30)</b>

# What does learning look like in person and during the remote week of instruction at the middle school level?

## Instructional Model: Middle Schools

3

HYBRID MODEL

### Remote Learning Hybrid

### In Person Hybrid

#### Starting the Day:

All students attend synchronous sessions daily advisory meetings

- Students participate in asynchronous and synchronous academic and special subject area activities each day.
- Expectations and pacing of the activities will be designed so that students are challenged but not frustrated and are able to resume in-person learning the following week.
- Students be supported and taught by various other educators throughout the course of each week (e.g. special educators, ELL teachers, counselors, etc.) as appropriate.
- Extra Help sessions are scheduled at the end of each day.

- Students are in school for the regular school day.
- Students will be attending both their cluster courses, elective courses, and support classes (e.g. ELL, academic support) for approximately 5.5 hours each day
- Wednesday will be a remote learning day for all students. Teachers will design independent learning activities that are designed to support/extend the learning occurring during the week.

# What does learning look like in person and during the remote week of instruction at High Rock?

## HIGH ROCK SCHOOL HYBRID SCHEDULE

	Sample Schedule In Building Students			Sample Schedule Remote Students	
	Odd	Even		Odd	Even
Advisory 7:40 - 7:55	Advisory	Advisory		Advisory 7:40 - 7:55	Advisory
Block 1 7:57-8:44	English	English		Block 1 7:57-8:44	Math online with teacher
Block 2 8:47 - 9:34	Math	Math		Block 2 8:47 - 9:34	Science online with teacher
Block 3 9:37 - 10:24	Science	Science		Block 3 9:37 - 10:24	Social Stud online with teacher
Block 4 10:27-11:14	Wellness	Art		Block 4 10:27-11:14	Independent Work for Wellness
Block 5 11:17-12:04	Chorus	Spanish		Block 5 11:17-12:04	Independent Work for Chorus
Block 6A 12:07-12:29	Homebase	FLEX		Block 6A 12:07-12:29	Independent work in ELA
<b>Lunch 12:29-12:54</b>	<b>Lunch</b>	<b>Lunch</b>		<b>Lunch 12:29-12:54</b>	<b>Lunch</b>
Block 6B 12:57-1:20	Homebase	FLEX		Block 6B 12:57-1:20	Independent work in Science
Block 7 1:22 - 2:10	Social Studies	Social Studies		Block 7 1:22 - 2:10	English online with teacher

# What does learning look like in person and during the remote week of instruction at Pollard?

## 8th grade- Cohort GOLD (at home) example:

8th Grade Example	Monday	Tuesday	Wednesday	Thursday	Friday
8:05-8:45	English	Math	<i>Advisory</i> (8:00- 8:45 am)	Science	Social Studies
8:55-9:05	BREAK	BREAK	A (8:45-9:20)	BREAK	BREAK
9:15-9:55	Math	Science	B (9:30-10:05)	Social Studies	English
10:05-10:25	Science	Social Studies	C (10:15-10:50)	English	Math
10:30-11:00	Lunch	Lunch	D (11:00-11:35)	Lunch	Lunch
11:10-11:30			Lunch		
11:40-12:20	Social Studies	English	6 (12:15-12:50)	Math	Science
12:30-2:20	IL	IL	IL	IL	IL
2:20-2:50	Extra help	Extra help	IL	Extra help	Extra help

**IL= Independent Learning time/ Asynchronous work time**

# What does learning look like in person and during the remote week of instruction at Needham High School?

## Instructional Model: Needham High School

3

HYBRID MODEL

### Remote Learning Hybrid

- Students will engage in learning activities that are designed to allow them to work independently & receive support as needed. Teachers will assign work that can comfortably be completed within the allotted time.
- Learning activities may include sustained time for projects and longer tasks, or multiple periods of time addressing multiple assignments
- The weekly schedule of assignments for students will be posted on Sundays to help guide students and families.
- X-blocks will be used to remotely support students who have questions or who need further individual or group academic support.
- On Wednesday, students will meet synchronously with each of their teachers
- Students will be supported and taught by various other educators throughout the course of each week (e.g. special educators, ELL teachers counselors, librarians, etc.)

### In Person Hybrid

- Students are in school for the regular school day
- Students will follow their regular schedule for both academic and special area classes. They will do so in a modified long block schedule for four days/week.
- The schedule is designed to minimize transitions and limit exposure to large group interactions. Students will have fewer, longer class meetings per day.
- Passing times will be lengthened to 10 minutes and be limited to only 3 per day to allow for reduced student travel and staggered dismissals.
- Each typical class will meet twice per week for about 85 minutes each and remotely once per week on Wednesdays for 30 minutes.
- The schedule will include reserved times for individualized support by classroom teachers twice per week (X-Block)



# What does learning look like in person and during the remote week of instruction at Needham High School?

## Gold Week (In Home )2020-21 Needham High School Sample Student Schedule

Gold Week (At Home)				
Monday	Tuesday	Wednesday	Thursday	Friday
English 9H Independent Work Time (85) + Announcements (5) 7:55-9:25	World History Acc Synchronous (85) + Announcements (5) 7:55-9:25	English 9H (30) 7:55-8:25 Break (10) Spanish 2H (30) 8:35-9:05 Break (10)	Spanish 2H Independent Work Time. (85) + Announcements (5) 7:55-9:25	9th Grade Seminar Independent Work Time (85) + Announcements (5) 7:55-9:25
Staggered Passing (10)	Staggered Passing (10)	Geometry H (30) 9:15-9:45 Break (10)	Staggered Passing (10)	Staggered Passing (10)
Spanish 2H Independent Work Time (85) 9:35-11:00	9th Grade Seminar Independent Work Time (85) 9:35-11:00	World History Acc (30) 9:55-10:25 Break (10)	English 9H Group Work Time (85) 9:35-11:00	Biology H Synchronous then Independent Work Time (85) 9:35-11:00
Staggered Passing (10)	Staggered Passing (10)	9th Grade Seminar (30) 10:35-11:05 Break (10)	Staggered Passing (10)	Staggered Passing (10)
Geometry H Synchronous (85/80) + Lunch (25) 11:10-1:05	Biology H Independent Work Time (85/80) + Lunch (25) 11:10-1:05	Biology H (30) 11:15-11:45 Break (10)	World History H Group Work Time (85/80) + Lunch (25) 11:10-1:05	Art 1 Independent Work Time (85/80) + Lunch (25) 11:10-1:05
Staggered Passing (10)	Staggered Passing (10)	Art 1 (30) 11:55-12:25 Lunch 12:25-1:00 (35)	Staggered Passing (10)	Staggered Passing (10)
Virtual X-block (95) 1:15-2:50	Art 1 Independent Work Time (85) 1:15-2:40	Virtual X-block (60) 1:00-2:00	Geometry H Synchronous (85) 1:15-2:40	Independent Work Time (95) 1:15-2:50
	Staggered Dismissal (10)	Independent Work Time (50) 2:00-2:50	Staggered Dismissal (10)	
Virtual After School Activities	Virtual After School Activities	Virtual After School Activities	Virtual After School Activities	Virtual After School Activities

**We will provide supports and services for vulnerable student populations, including prioritizing in-person instruction for preschool-aged students and students with significant and complex disabilities and ELs with intensive needs**

## **Instructional Model: Special Populations**

**2**

HYBRID MODEL

### **Students with Disabilities**

- Regardless of cohort or week, students will receive all services as required in each student's Individualized Education Plan (IEP).
- For students in red cohort (remote setting), or in the few instances where services cannot be safely delivered as written in the IEP, parents/guardians will be notified in writing with specific information about how the services will be provided.
- Staff may need to deliver services online for select students in order to reduce contact with multiple cohorts.

### **English Learners**

- All English Learners, regardless of cohort, will continue to receive necessary services and accommodations in order to support their English language development.

### **Preschool**

- All preschoolers who receive special education services will participate in in-person learning in accordance with their individual needs for 3-4 in-person days per week (Monday, Tuesday, Thursday, and Friday) with remote instruction on Wednesday.
- Preschoolers will be encouraged, but not required, to wear masks. Staff in these programs will be provided with additional PPE, such as clear face shields, to ensure health and safety.



# The Task Forces and school staff continue to update, clarify, and refine Remote Learning for hybrid model & fully remote model.

2

HYBRID MODEL

## The Remote Learning Plan is significantly improved

- We are working closely with our educators, through the Needham Education Association, to strengthen remote learning for both the hybrid model and a fully remote model should we need to implement it.
- We will continue to use online platforms (Google, Seesaw, Zoom, etc.) to support remote teaching and learning.

### Hybrid Model Remote Learning Week

Level	Spring of 2020 hours of remote instruction planned per day	2020-21 hours of remote instruction planned per day
Elementary	Avg. 2 – 3 hours	Avg. 5 hours of synchronous and asynchronous instruction
Middle	Avg. 3 hours	Avg. 5.5 hours of synchronous and asynchronous instruction
High School	Avg. 3.5 hours	Avg. 5 hours of synchronous and asynchronous instruction

# Reopening Our Schools

## Agenda

Context

Hybrid Plan Recommendation

Health & Safety

Next Steps

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# NPS will support student & staff health through mask wearing, social distancing, hygiene, and physical modifications to buildings.

## Health & Safety Overview

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HEALTH & SAFETY

### Masks and PPE

- All K-12 students will be required to wear masks\*; some staff may also wear face shields
- Students will provide their own masks, though each school will have an extra supply of masks available in their office.
- Students will have mask breaks during the day

### Social Distancing

- In the classroom setting we are able to provide students with the space for three to six feet of social distance under most circumstances in each of our buildings.
- School transportation will allow for one student to be assigned to one seat; siblings will be seated together.

### Hygiene and Physical Modifications

- We will provide students with breaks to wash their hands before and after eating meals; We will also provide hand sanitizer in each classroom and office, as well as in strategic locations around each building.
- We will add Plexiglass in highly trafficked areas (such as offices or lunch lines) and will install signage to require individuals to travel in one direction.

\* Note: The only exception to the mask requirement will be for preschool students who may not be able to wear masks safely (e.g. without fidgeting and touching masks frequently), for medical reasons, and for certain disabilities for which mask wearing will be a significant challenge.

# To ensure student and staff safety and wellbeing throughout the year families, students, and staff must enter into a written & social compact

If Health and Safety is the priority, what is our shared responsibility?

3

HEALTH & SAFETY

## Families

- Sign Parent/Caregiver Attestation that you will monitor your child's health.
- Check your child daily for illness and an abnormal temperature.
- Ensure demographic emergency information is updated in PowerSchool

## Students

- Wear masks at all times except during designated breaks and when drinking or eating.
- Practice social distancing inside and outside of school.
- Follow instructions of school staff on bus, at school, and on campus.
- Stay home if you are sick!

## Staff

- Stay home if you are sick!
- Follow Town and School protocols for working safely in the school environment.
- Report any issues with maintenance to principal; principal will notify Rapid Response Team as necessary

# NPS has been working closely with the Town and Building Maintenance to establish cleaning and disinfection protocols for all schools.

## Health & Safety: Building Cleaning and Disinfection

3

HEALTH & SAFETY



Preparing for the Reopening of our  
Schools:

Facility and Maintenance Protocols

August 2020

- **In continued collaboration with our teachers & staff, we will strengthen and/or modify existing protocols around maintenance to ensure healthy and safe buildings.**
- **Daily and Weekend Cleanings:** To proactively clean and disinfect buildings, we will increase our cleaning and disinfection each evening, with deep cleanings on Wednesday and weekends.
- **All Hands On Deck:** Because we have a limited number of custodians across Needham, we will need to ask others (staff or students) to help in cleaning desks, chairs, and other areas around the classroom each day.
- **Cleaning and Disinfection Protocols:** All of these factors, as well as ventilation, are addressed in our cleaning and disinfection protocol.
- **Ventilation** We are implementing industry standards, assessing all HVAC systems, & in process of replacing filters with higher grade (MERV 13 where possible)

# How will the school react if a student or staff member is suspected of having COVID-19?

## Protocols in support of student & staff health needs

3

HEALTH & SAFETY

ILLNESS	ACTION	SCHOOL EXCLUSION	RETURN TO SCHOOL
<b>Exposure to COVID-19 identified as a close contact</b>	<ul style="list-style-type: none"> <li>• Quarantine for 14 days at home &amp; call healthcare provider for COVID-19 test</li> <li>• Notify school nurse</li> </ul>	<ul style="list-style-type: none"> <li>• 14 days quarantine, even if COVID-19 test is negative</li> <li>• Student engaged in remote learning</li> </ul>	After 14 days of quarantine, if no symptoms develop and cleared by: <ul style="list-style-type: none"> <li>- Public Health Department</li> <li>- School Nurse</li> </ul>
<b>Diagnosis of COVID-19</b>	<ul style="list-style-type: none"> <li>• Isolate at home for minimum of 10 days</li> <li>• Notify school nurse</li> </ul>	Minimum 10 days, depending on resolution of fever & symptoms. Must be 24 hours fever free off fever reducing medications & have improvement of symptoms	Cleared by: <ul style="list-style-type: none"> <li>- Public Health Department</li> <li>- School Nurse</li> </ul>
<b>Symptoms suggestive of COVID-19</b>	<ul style="list-style-type: none"> <li>• Stay home, call healthcare provider for COVID-19 test</li> <li>• Notify school nurse</li> </ul>	<ul style="list-style-type: none"> <li>• If negative, return to school after 24 hours without fever &amp; off fever reducing medications &amp; alternative diagnosis.</li> <li>• If no testing done remain home for 10 days of isolation, be fever free for 24 hours off fever reducing medication &amp; have improvement of symptoms</li> </ul>	Cleared by: <ul style="list-style-type: none"> <li>- Public Health Department</li> <li>- School Nurse</li> <li>- Health Care Provider</li> </ul>

# How will the NPS decide if a school or the entire district must close due to the health emergency and go fully into remote learning?

Health professionals will continue to guide the District





3

HEALTH & SAFETY

- **State metrics and guidance will be utilized to guide the opening or closing of a particular model of learning (in person, hybrid, or remote) for the district or a school.**
- **In continued collaboration with teachers, staff, and health officials, we will develop and utilize specific metrics and local information to guide planning around opening or closing the district or a school to student learning (i.e., a hybrid, or remote model).**
- A local determination about when to move from the Hybrid learning plan to Remote learning (and vice versa) will primarily be made by the Superintendent in consultation with the School Physician Dr. Alan Stern, the Director of School Health Services Barbara Singer, and the Town's Director of Public Health, Timothy McDonald. **The superintendent will also utilize the metrics as identified above.** Additional consultation from the Massachusetts Department of Public Health will also be sought as appropriate.
- Additional Needham specific data may help to influence the decision, but given the nature of the Commonwealth (lots of cities and towns with different policies in a very contained geographic area) and the fact that staff come from all over the state (as well as New Hampshire, Connecticut, and Rhode Island), the most important data to inform decisions about hybrid vs remote learning will be state-level data.

# How will the NPS decide if a school or the entire district must close due to the health emergency and go fully into remote learning?

With new color-coded metric from COVID Command, DESE issued additional guidance on August 11th for selecting a learning model

<u>New color-coded metric*</u>		<u>DESE expectation for learning model</u>
	Average daily cases per 100,000 is <b>greater than 8</b>	Remote
	Average daily cases per 100,000 is <b>between 4 - 8</b>	
	Average daily cases per 100,000 is <b>less than 4</b>	Hybrid OR Remote (if extenuating circumstances)
	Fewer than 5 total cases over the past 14 days. Generally, this is for communities with small populations and very few cases.	
		Full-time in person OR Hybrid (if extenuating circumstances)

*\*Measured as a 14-day rolling average and will be reported weekly as part of the online DPH dashboard.*



# Reopening Our Schools

## Agenda

Context

Hybrid Plan Recommendation

Health & Safety

Next Steps

4

# The revised calendar delays the start of school until the week of September 14<sup>th</sup> to ensure staff can prepare for the return of students

4

NEXT STEPS

## School Calendar with Professional Development Days

**DRAFT**

NEEDHAM PUBLIC SCHOOLS  
ADJUSTED 2020-2021 CALENDAR

2020-2021											
August/September (12)					February (15)					AUGUST 2020 - SEPTEMBER 2020	
M	T	W	Th	F	M	T	W	Th	F	8/31-9/11	Staff Returns/Professional Dev.
31	1	2	3	4	1	2	3	4	5	9/7	Labor Day - No School
X	8	9	10	11	8	9	10	11	12	9/14	STUDENTS RETURN
14	15	16	17	18	15	16	17	18	19	9/28	Yom Kippur - No School
21	22	23	24	25	22	23	24	25	26	OCTOBER 2020	
X	29	30								10/12	Columbus Day - No School
October (21)					March (23)					NOVEMBER 2020	
M	T	W	Th	F	M	T	W	Th	F	11/3	ELECTION DAY - SCHOOL ALL DAY
			1	2	1	2	3	4	5	11/11	Veterans' Day No School
5	6	7	8	9	8	9	10	11	12	11/25	No School- Professional Dev.
X	13	14	15	16	15	16	17	18	19	11/26-27	Thanksgiving Recess
19	20	21	22	23	22	23	24	25	26	DECEMBER 2020	
26	27	28	29	30	29	30	31			12/21-1/1	Winter Recess
November (17)					April (16)					JANUARY 2021	
M	T	W	Th	F	M	T	W	Th	F	1/4	Classes Resume
2	3	4	5	6					1 X	1/18	Martin Luther King Jr.- No School
9	10	X	12	13	5	6	7	8	9	FEBRUARY 2021	
16	17	18	19	20	12	13	14	15	16	2/15-19	February Recess
23	24	25	26	27	19	20	21	22	23	MARCH 2021	
30					26	27	28	29	30	APRIL 2021	
December (14)					May (20)					4/2	Good Friday - No School
M	T	W	Th	F	M	T	W	Th	F	4/19-4/23	April Recess
	1	2	3	4	3	4	5	6	7	MAY 2021	
7	8	9	10	11	10	11	12	13	14	5/31	Memorial Day - No School
14	15	16	17	18	17	18	19	20	21	JUNE 2021	
21	22	23	24	25	24	25	26	27	28	6/6	GRADUATION: SUNDAY, June 6
28	29	30	31		X					6/18	Last day of school
January (19)					June (14)						
M	T	W	Th	F	M	T	W	Th	F		
				1		1	2	3	4		
4	5	6	7	8	7	8	9	10	11		
11	12	13	14	15	14	15	16	17	18		
X	19	20	21	22	21	22	23	24	25		
25	26	27	28	29	28	29	30				

Under the revised calendar, all staff will return on August 31st; from that time until September 14th, staff will plan and prepare for a safe reopening of school. Additional calendar features include:

- Staggered start of school for students beginning Monday, September 14th
- 171-day student calendar
- A full two week December vacation
- Inclement weather days that become remote learning days
- The last planned day of student instruction on June 18

## Over the next few weeks, NPS will begin final preparations so that buildings are ready for students beginning the week of September 14<sup>th</sup>

### Next steps required to reopen schools safely

4

NEXT STEPS

- Provide families and staff with additional information about the plan, including accessible documents and an FAQ
- Identify the specific students and develop the specific plans for the Blue, Gold, & Green Cohorts; notify families first week of September
- Match Needham teachers with Needham students who wish to be in Remote Learning (Red Cohort); Confirm family participation
- Continue to develop the remote learning plan in the event it needs to be implemented due to health considerations
- Work with the Town to review maintenance plans and needs; Hire additional help for all schools to manage building safely
- Determine which staff may be unable to return to school; Hire teachers & staff to replace those who are unable to return at this time
- Plan trainings, prepare classrooms, & open school in September **if it is healthy and safe to do so**

**We have kept our dedication to the education, health and safety of our students and staff at the heart of our planning process.**

"All students, grades PreK -12, benefit from the interactions, socialization, collaborative & hands on learning, communication, and personal relationships that are nurtured and supported by in person teaching and learning."

"Our focus has been - and will remain - the health, safety, and wellbeing of all students and staff."

*Dan Gutekanst*  
*Superintendent of Schools*

# A Plan for Reopening Our Schools

Questions?  
Feedback?

August 11, 2020



**DRAFT**

**NEEDHAM PUBLIC SCHOOLS  
ADJUSTED 2020-2021 CALENDAR**

**2020-2021**

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21	22	23	24	25	24	25	26	27	28	6/6	GRADUATION: SUNDAY, June 6
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11	12	13	14	15	14	15	16	17	18		
X	19	20	21	22	21	22	23	24	25		
25	26	27	28	29	28	29	30				