



DPSCD Draft Reopening Plan

JUNE 2020 - FOR DISCUSSION AND FEEDBACK

Share your feedback on this plan at <https://bit.ly/dpscd-reopen>

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Overview

DPSCD (Detroit Public Schools Community District), like other school districts, organizations, and businesses will gradually reopen for more in-person work, services, and instruction, all while working to ensure the safety of students, staff, and family members. Our chief goal is for offices and school buildings to be “Covid-Free” environments by working with partners to make at-scale Covid-19 testing available, establishing consistent on-site safety precautions that are regularly monitored, as well as relying on flexible arrangements like staggered scheduling, telecommuting, and virtual learning to supplement the work we would normally do in person. Because we want our students, families, and staff to feel as comfortable as possible returning, this plan is meant to be a draft for discussion and feedback. As you review it, please consider providing us with feedback using survey links that will be on our district’s website and participated in virtual feedback sessions next week. The dates, times, and links for these meetings will be posted to our district’s website.

Guiding Principles

Decisions about reopening are all guided by the latest recommendations provided by the Centers for Disease Control (CDC) orders from state and local governments, as well as consultation with healthcare professionals. The day-to-day status of Covid-19 cases will likely fluctuate in the coming months and continue to vary from region to region. This means that while we cannot predict with certainty what the Covid-19 cases in Detroit will look like in 1, 3, or 6 months, we can rely on a series of guiding principles to help us make decisions, evaluate those decisions, and adjust as necessary.

At the same time, we will not lose sight of our District strategic plan and its priorities and goals, as articulated in the [Blueprint 2020 Strategic Plan](#). The following guiding principles will be considered as we make decisions about reopening. When faced with a strategic decision and challenge, we will consider how to:

1. *Ensure the health and safety of students, families, and staff by adhering to public health recommendations*
2. *Focus on continuing to raise student achievement by developing student-centric and family focused learning pathways, face to face or online learning, that meet the individual needs of students and families in a limited resource environment while still addressing the Whole Child*
3. *Comply with local, state, and federal laws and regulations*
4. *Maintain fiscal responsibility and a balanced budget*
5. *Collect and review up-to-date data and information from stakeholders to revisit plans as needed*

Michigan Context

As is the case throughout the country, decisions about reentry and reopening are highly dependent on state and local policies, orders, and guidance. In Michigan, Governor Whitmer has indicated that she is committed to reopening schools and has established a “Return to Learning” advisory council to generate guidance on how to do it safely, equitably, and efficiently. Knowing the commitment to reopen exists, the District will closely track the recommendations released from the council or any upcoming Executive Orders and make any necessary adjustments or changes to our plans.

Likely Realities and Constraints

Our current situation may seem unpredictable; however, we believe that there are some likely realities that our staff, students, and families can anticipate. Some of those realities help our plans to reopen, while others may make it more challenging and constrain our efforts. It is important, as we plan, for everyone to be on the same page about what is likely so we can focus most of our effort on the most likely circumstances, while still ensuring that we plan for the various “what if” scenarios.

1. **The virus will not disappear by September, but its level of spread may change.** Covid-19 will be present throughout the summer and fall, although the size and localization of the outbreak is to be determined and may change as businesses and communities reopen. Knowing that the number of cases is not a fixed amount, the District will remain committed to adjusting its approach based on the reality of the virus' spread in the region.
2. **The availability of Covid-19 testing will improve, but unclear by how much.** The capacity for Covid-19 testing is improving by the week and can likely support all students and staff being tested by September, but it is unclear how frequently re-testing can occur, or when anti-body tests will be available at scale. The City of Detroit recently announced that all city residents can obtain a test without a prescription at the existing drive-through testing sites. This was expanded to Metro Detroit residents. The Equal Employment Opportunity Commission has issued guidance indicating that employers can require Covid-19 testing of employees.
3. **Students will have opportunities for summer learning.** Students will have access to virtual summer learning enrichment and course recovery, and some small groups will be able to attend in-person summer school. Both teachers and parents have expressed support for both in-person and virtual summer school options, and we know it is a critical that students continue learning over the summer and have safe and structured activities to participate in.
4. **Schools will open for in-person learning in September.** Students will begin returning to school after Labor Day and in-person instruction will be offered in schools. It is likely, however, that schedules, classroom spaces, and day-to-day operations will be adjusted to allow for social distancing and smaller groupings.
5. **Virtual instruction will expand.** Even with schools opening in September for in-person instruction, DPSCD will continue to offer virtual learning to students, including expanded live instruction and additional course options. In addition, all students will have access to a laptop device and internet connectivity through the Connected Futures initiative, allowing for widespread use of online learning. These options, however, are predicated on the state providing districts more flexibility regarding instructional days, seat time, and FTE.
6. **Current state policies and regulations do not allow for at scale virtual learning easily.** There are not yet changes to how student attendance, including how attendance is used to drive per pupil revenue, can be done at scale in an equitable way. Clarity from the state on how this can be achieved is necessary to be able to fine tune what virtual learning looks like.
7. **Funding is limited.** Revenue projections for the state show that there are likely short-term to medium-term budget cuts necessary for public education over the next two years. The District has maintained a fiscally responsible budget over the last three years and may have access to short-term, one-time funds to weather reductions in funding without major programmatic changes, but we should be clear that funding is, at best, lower than usual while the demand for new school programming and instructional models are necessary.

Development of Our Reentry Plan

Planning the District's reentry will take ongoing coordination and collaboration across all District departments and schools. To ensure decisions are being carefully considered and recommendations vetted, the District relied on current medical best practices released by the CDC, AFT and other organizations (complete list and links to plans below). The plan was also vetted with the School Board before the feedback phase with stakeholders.

Monitoring and Accountability

As the District establishes safety guidelines for practices such as Covid-19 testing, temperature checks, social distancing, mask wearing, regular disinfecting, and limiting group gatherings, we will create ways for students, staff, and families to share feedback and report issues that may be unsafe. A dedicated email address and phone line will be made available where people can report issues. Any concerns shared will be responded to within 24 hours by the appropriate department/team and a weekly status report of issues will be provided to the School Board for review. Issues will be addressed by a team of District leaders to address.

Promoting Health Habits

At each phase of the plan, the District will be placing appropriate signage and markings throughout offices and buildings to remind employees, students, families, and visitors (when allowable) to maintain social distancing, wash hands adequately, wear masks, etc. The Centers for Disease Control and other public health outlets have made several signs available and the community should expect to see signs like the ones below throughout DPSCD spaces.



Personal Protective Equipment (PPE)

In addition to following guidance around regular hand washing, hand sanitizing, daily cleaning and disinfecting of high-touch surfaces, and encouraging social distancing, the District plans to procure and distribute personal protective equipment for students and staff to use when in buildings. This equipment will include disposable and reusable masks and reusable face guards, KN95 masks for first responders, gloves and face shields for specific specialized staff groups, and additional items like gowns for nursing and health team members. Guidance will be provided to staff regarding the specific PPE that is expected for them based on their role and responsibilities. All PPE will be purchased centrally and delivered to locations before students and staff return to school and work. The District also plans to purchase a limited supply of back-up materials; however, it is the expectation that any visitors or volunteers provide their own masks if/when they are in buildings.

In addition to PPE, the District will provide each instructional staff member with a supply of disinfectant wipes, make portable hand sanitizer dispensers available and is working to install plexiglass barriers at frequently visited spaces to at least create one point of contact with protection.

The Data and Information Guiding Our Decisions

The District keeps a close watch on the development of public health recommendations, state and local guidance, and the information shared by our own families and employees. To date, our families and staff are telling us that reentry is important and something many are ready to do in the coming weeks, so long as appropriate safety measures are in place. We plan to continue collecting information from our community of students, families and staff to refine the plan before and after implementation.

Parents

In a survey of nearly 4000 parents, 48% are interested in sending their students to face-to-face summer school so long as appropriate safety precautions are in place. 61% of parents report that they are prepared to send students back to school face-to-face in September provided safety precautions are taken. Importantly, 92% of parents say they would take advantage of a virtual summer school option if their student is provided a device and internet access, with 75% of families indicating they would prefer a mix of virtual and face-to-face instruction in the fall. As families return to work outside of home, the return to face to face instruction is a necessity for our families, community, and economy. For many students, too much learning is being lost through a “one size fits all” online learning model. In the ideal situation, we will allow parents to decide if their students attend face to face instruction or participate through distance/online learning this summer and/or fall. State policy and guidelines will need to allow this flexibility in the fall for this to occur.

Staff

An interest survey for summer school learning options was made available to all teaching staff with more than 1/3 (over 1300) teachers responding. Teacher preferences mirror those of parents with roughly 50% of teachers indicating they are open to conducting face-to-face instruction during the summer provided safety precautions are in place, with the other 50% willing to conduct virtual learning for students.

Stakeholder Engagement

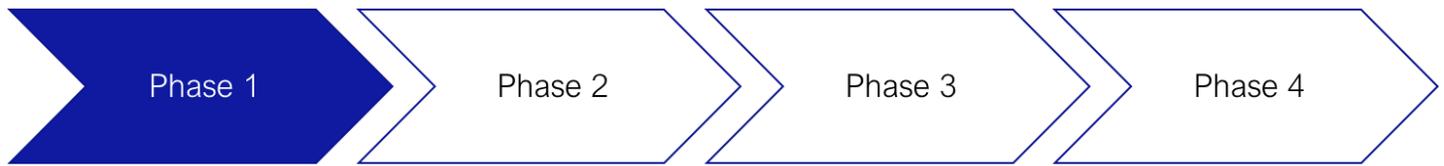
As the plans for reopening evolve, the District is committed to engaging students, staff, families, and community members on the various options and considerations for reentry. Surveys and virtual town halls will be conducted to allow for feedback on the draft plan. Specific dates and times of opportunities for each group below will be made available on the DPSCD website. In addition, feedback can be shared via survey at <https://bit.ly/dpscd-reopen>.

- School-based administrators
- Teachers
- Support staff
- Central office staff
- Students
- Parents and families
- Labor unions
- Broader community including partners, faith-based community, and non-profits

External Recommendations and Guidance

This draft plan and the recommended procedures are designed to align with the most comprehensive guidance released to date. We are relying on a variety of sources of inspiration, and specifically aligning our plan with:

- The State of Michigan’s [Safe Start Plan](#), which outlines various stages of response and what needs to happen with the virus to move from one stage to the next
- Guidance released by the [Centers for Disease Control](#) (CDC) for schools
- Occupational Safety and Health Act (OSHA) [Guidance on Preparing Workplaces for Covid-19](#)
- Recommendations in the American Federation of Teachers (AFT) [Plan to Safely Reopen America’s Schools and Communities](#)



Phase 1 (Present day)

In Phase 1, schools are closed based on the Governor’s executive order and learning is conducted through the District’s distance learning plan. Michigan is in the “improving” stage with recently relaxed limits on gatherings and some businesses operating with strict safety measures in place.

DPSCD essential workers and those whose jobs cannot be performed via telecommuting are reporting to work and practicing social distancing. Employees are required to wear face coverings and disinfecting of buildings is completed daily. Numbers in school buildings and district office is low.

Covid-19 testing is already available to all DPSCD essential personnel through the City of Detroit’s drive-through testing centers and Southeast Michigan residents without a prescription. Confirmed cases are logged and information about positive cases is shared via the District’s website.

The District is monitoring the local spread of cases and collecting data from families, staff, and coordinating with health officials to plan for the different scenarios possible in phases 2-4.



Phase 2 (Mid-June to July)

In Phase 2, it is expected that the number of positive cases in Detroit has declined sharply (likely during the month of June) and the Michigan “Safe Start Plan” is in the “**Improving**” phase and moving into the “**Containing**” phase as cases reach low absolute rates. This allows for the reopening of some additional lower-risk businesses with strict safety and mitigation measures in place. Small gatherings are permissible, with the allowable size of those gatherings growing as cases maintain low levels.

Much of the work essential for the District to prepare for summer school and the 2020-2021 school year is in-person work that cannot efficiently or effectively be done remotely. As such, the District will reopen for in-person work, with telecommuting available to staff to ensure that work can be conducted safely, and in small groups. Covid-19 testing will be required before coming to work and all employees will be required to undergo training on Covid-19 risk factors, mitigation measures, and District-specific protocols for how to stay safe.¹ This training will also be expanded in future phases and will be required for students. The training will be expanded to parents through the Parent Academy. In alignment with the most recent CDC guidance on school reopening, training topics will include (but are not limited to):

- Healthy hygiene practices including:
 - hand washing throughout the day
 - how to responsibly wear face coverings
- Maintaining clean workspaces through cleaning, disinfecting, and proper ventilation
- Social distancing best practices
- Limiting the sharing of materials

Testing and Training: Starting in phase 2, all staff will be required to have a negative Covid-19 test within two weeks from when they begin reporting to work. Testing sites and information on how to schedule an appointment will be shared with District staff. Evidence of a negative test for Covid-19 must be shared with Human Resources prior to returning to work. Guidance on how to share this information will be provided to employees via the District Hub. Tests are free of charge and can be completed without a prescription for any Southeast Michigan resident through the City of Detroit drive-through test centers.

In addition, all staff will be required to undergo virtual training on how to mitigate the spread of Covid-19 in the workplace, including how to properly wear masks, and what to do if they or a staff member exhibits symptoms. Employees who have not produced evidence of a negative test and completion of the required training, will not be permitted to report to work in-person. Students participating in face to face summer will also need to complete online trainings on how to prevent the spread of Covid-19.

¹ The United States Equal Employment Opportunity Commission has issued guidance establishing that employers are allowed to require employees to be tested for COVID-19 before returning to work.

District Offices

District offices will reopen for in-person work, with telecommuting available to staff to ensure that work can be conducted safely, and in small groups. Each department/office lead will ensure schedules and physical space are conducive to necessary in-person work. Specifically, this may mean:

- Staggered work hours (e.g. some staff working 7:00 to 3:00, others working 10:00 to 6:00)
- Alternating work schedules (e.g. staff group A in the office during week 1, while staff group B telecommutes, switching during week 2)
- Adjustment of seating and desks, when necessary, to allow for staff to maintain a six-foot distance when completing work
- Markings and signage on floors and walls ensuring that staff remain six feet apart when waiting to enter the office, standing in line for elevators, etc.
- Limited capacity in elevators
- Strict daily protocols for entering office space including:
 - Attesting to not having any related Covid-19 symptoms via an electronic survey/web app
 - Confirming normal temperatures (through self-administered temperature checks or site-based forehead thermometer readers)
 - Hand sanitizing and regular hand washing when entering and throughout the day
 - Required wearing of face coverings in areas where maintaining six feet of distance is not possible
- Limited hours and seating for in-person services (e.g. payroll and human resources customer service window) with expanded opportunities to complete paperwork and services online
- Required face coverings in areas where social distancing is not possible
- Open windows and increased ventilation to circulate air in office areas
- Offices will be cleaned daily, with high-touch surfaces disinfected
- Plexi-glass dividers may be installed in designated locations (e.g. reception desks)
- Public visitors must wear masks (and supply their own) when entering district offices and schools

Schools

Students and most school-based staff will continue to engage in virtual learning through the District's distance learning plan. School buildings will begin to open in a limited fashion for critical operations such as the ongoing food distribution, picking up personal belongings, receiving devices, receiving deliveries, preparing for summer learning, completing building upgrades and improvements, etc. Should students need to retrieve belongings, specific instructions about how and when to retrieve those will be communicated from individual school administrators. Visitors will not be permitted at school sites during this phase, with the exception of food and device deployments.

Any staff who are physically reporting to work will observe social distancing guidelines and must have completed required training and received a negative Covid-19 test within 14 days of starting to work. As is the case for central office staff, those in school buildings must attest daily that they do not have any Covid-19 related symptoms and undergo daily temperature checks. Face coverings will be required along with regular hand sanitizing/washing. The District will provide masks and establish hand sanitizer stations.

Where possible, hand sanitizer will be provided to teachers for easy access in classrooms and placed in otherwise high-traffic areas around the building. The District will also ensure that hand washing stations and hand sanitizing stations are placed as close to hydration stations as possible as these are areas experiencing higher traffic among students and staff.

Extracurricular Activities and Athletics

Based on the state’s “Improving” stage, small group programming will be allowable, but safety precautions must be taken to ensure students and staff are safe. Small group extracurricular programming can take place where social distancing is possible. This includes summer enrichment activities including academics, arts, and athletics. For athletics, meetings/workouts should be conducted at safe distances, and outdoors, where possible. Students and staff will be expected to wear face coverings when physical distancing is not possible.

Specifically, this means:

- Groups of 10 or less indoors
- Coaches and sponsors will need to be Covid-19 tested before supervising activities
- Daily forehead temperature checks and symptom assessments must be taken for adults and students
- Any confirmed cases during activities must be reported to all participants to encourage Covid-19 testing and self-quarantine, as necessary

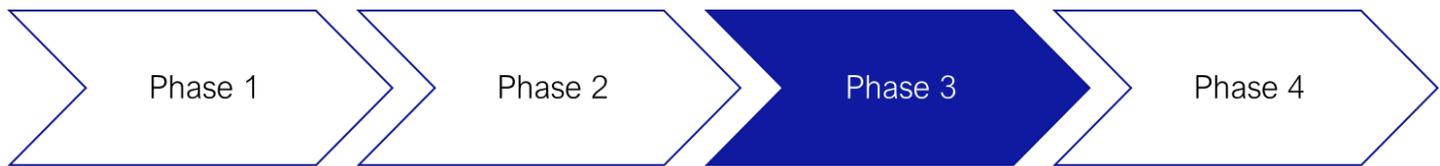
What if a positive case of Covid-19 is confirmed while staff is at work?

The District will follow CDC guidance on what to do when employees exhibit symptoms and when a case is suspected/confirmed.

District staff will have a single, dedicated electronic method to immediately report suspected or presumed Covid-19 cases. Positive or suspected cases will be confirmed with the local Department of Public Health who will assist with developing a recommended next step based on the level of potential exposure. Employees will be notified if they have been in close contact with a confirmed case and will be directed to self-isolate and monitor themselves for potential symptoms. Employees who were not exposed to a confirmed case may continue to work and monitor themselves for symptoms.

In the event of confirmed case, the District may close off portions of/an entire office area for a period of 24 hours and allow for additional cleaning/disinfecting before reopening.

Before returning to work in person, anyone who has tested positive for Covid-19 must wait at least 72 hours since symptoms ceased (resolution of fever and improvement in respiratory symptoms) AND 10 days since symptoms first appeared. They must also be re-tested and indicate a negative result before returning.



Phase 3 (July and August)

In Phase 3, it is expected that the number of positive cases in Detroit is at an absolute low level and the Michigan “Safe Start Plan” is in the “**Improving**” phase and moving into the “**Containing**” phase as cases reach low absolute rates. This allows for the reopening of some additional lower-risk businesses with strict safety and mitigation measures in place. Small gatherings are permissible, with the allowable size of those gatherings growing as cases remain low overall.

Available Covid-19 Testing

The District will collaborate with local entities to share information about available Covid-19 testing to all staff and students as they plan to return to physical work locations. In alignment with the earlier congressional mandate, Covid-19 tests are free to individuals and no copay or out-of-pocket costs should be collected. Members of the DPSCD community will be provided with locations, dates, and times where they can access a test. Testing will be a pre-requisite for returning to the workplace and a requirement for anyone who has had a confirmed case.

Negative results will be provided to Employee Health Services and retained as part of the employee’s confidential medical file. Confirmation of clearance to work will be sent to the employee via official communication from Employee Health Services. Employees who are healthy and do not pose a health risk to their colleagues (e.g. following a recommended isolation or quarantine) but refuse to be tested for Covid-19 may be considered for job abandonment. Supervisors will be made aware of which employees are cleared to attend the work location.

Health and Safety Protocols

In this phase, strict Covid-19 mitigation protocols will be followed, including:

- All staff will be required to test negative for Covid-19 within 14 days of starting summer school (the District will assist with arranging testing opportunities)
- Employees and returning students will be trained in Covid-19 safety through an online class
- In-person class size limited to 15 students
- Staggered class arrival and dismissal to limit students congregating in hallways and common areas
- Adjustment of seating/desks to allow for a six-foot distance
- No large group congregating unless social distancing can be maintained (e.g. meals eaten in classrooms not in lunchrooms)
- Markings and signage on floors and walls ensuring that staff remain six feet apart when waiting to enter the building
- Strict daily protocols for entering schools and offices may include the following (see below for additional detail):
 - Attesting to not having any related Covid-19 symptoms at entry
 - Confirming normal temperatures (required if symptoms are reported and will be conducted through touchless thermometer readers provided to every school and designated temperature checkers who receive training on how to operate the thermometers)
 - Hand sanitizing and regular hand washing when entering and throughout the day
 - Required wearing of face coverings in areas where maintaining six feet of distance is not possible (the District will provide a supply of basic masks and participants can bring their own)
- Increased ventilation and filtration to circulate air inside the buildings

- Buildings will be cleaned daily, with high-touch surfaces disinfected
- An “isolation area” will be designated at all school buildings and open offices so that anyone who experiences Covid-19 symptoms or feels unwell can be isolated from others while additional steps are taken to seek care
- As has been the case in past summers, transportation will be provided to students for summer in-person learning. The number of students on one bus at a time will also be limited to allow for as much social distancing as possible. Students will sit apart from each other and only one student will be allowed per seat.

Daily Entry Questionnaire

The District will establish a method to collect information electronically from employees daily about their readiness to attend work (e.g. through a simple survey or web app). If the employee answers any of the questions in the affirmative, then they will receive a message indicating they are not to report to work and to seek the appropriate medical attention. Information about daily work readiness (e.g. ready/not ready) will be maintained centrally and may be provided to supervisors without disclosing specifics of the survey responses. Employees unable to complete the survey electronically before work will be required to complete the checklist upon arrival to an office/school.

The daily entry survey will ask the following questions (questions may be adjusted to align with public health guidance as necessary):

1. Are you currently experiencing any of the following symptoms? (Yes/No)
 - a. Fever or chills
 - b. Cough
 - c. Shortness of breath or difficulty breathing
 - d. Fatigue
 - e. Muscle or body aches
 - f. Headache
 - g. New loss of taste or smell
 - h. Sore throat
 - i. Congestion or runny nose
 - j. Nausea or vomiting
 - k. Diarrhea
2. Have you been in close contact (within 6 feet for 15+ minutes) with someone who has a confirmed case of Covid-19 or has exhibited symptoms of Covid-19? (Yes/No)

Cleaning Checklists

Beginning in phase 3 as staff and students return to buildings, custodial crews will clean classrooms and office areas nightly, focusing on disinfecting high-touch surfaces. Custodial staff will conduct regular walk-throughs with supervisors to identify areas that require additional cleaning and after each room/area is disinfected, custodial staff will be required to complete a visible “cleaning checklist” clearly indicating the space has been thoroughly disinfected.

Connected Futures

By mid-June, the District’s #ConnectedFutures initiative will launch providing laptop/tablet devices and internet connectivity to DPSCD students. As these devices are deployed, we anticipate more families will want to and be able to take advantage of online learning opportunities. Our approach to phase 3 and phase 4 is based on the reality that the digital divide for DPSCD students closes meaning any online learning (during summer of fall) is accessible to our entire population. DPSCD will prioritize the first wave of device deployment to high school students whose summer learning options are primarily virtual in nature. K-8 students will receive their devices later in July.

Summer Learning

Preventing unnecessary learning loss through summer learning opportunities is a critical component of DPSCD's typical strategy and an even more important one given the spring closures due to Covid-19. Both teachers and families report a desire for summer learning, through both in-person teaching with safety precautions in place, along with virtual options that students can engage in remotely.

Summer learning will focus on enrichment for students in grades K-8, and course recovery for high school students. K-8 enrichment will be conducted through a mix of live instruction (in-person and virtual) as well as independent practice, where appropriate. High school credit recovery will be primarily online through the District's existing Edgenuity platform, with opportunities for students to attend small group in-person sessions with teachers.

Courses will be offered for the usual four weeks/18 days from July 13th through August 6th. In-person instruction will be limited to 15 students to allow for safe social distancing in classrooms and buildings and will be offered at 23 sites across the District. Details on the summer learning programs can be found below.

Student Registration

Families will be required to indicate during their summer learning registration whether students will attend in-person or virtually. This registration will then allow the District to staff enough sites at each location with in-person instructors. Students will not be allowed to switch from virtual to in-person during the summer session.

Transportation

Transportation will be provided for students attending summer learning in-person. The number of students on one bus at a time will also be limited to allow for as much social distancing as possible. Students will sit apart from each other and only one student will be allowed per seat. Face coverings will be required for all entering the bus (basic masks will be provided for those who do not have them).

Staffing

Staffing needs for face to face and/or online instruction will be driven by student and family demand. Summer learning positions will be posted online, and teachers will have the ability to apply indicating whether they will teach in-person or virtual. Those teachers who indicate they will teach in-person will be allocated to the schools based on the in-person student enrollment. Teachers will receive the standard summer school rate for teaching. Each summer learning site will also have a site director (current Assistant Principal), a clerical to assist with enrollment and payroll, and the high school sites will be staffed with one guidance counselor each.

Safety and Hygiene Training

Summer learning will be our first opportunity to teach and reinforce the essential ways students and staff can remain safe while together in schools. Prior to the start of summer learning, all staff will receive training on how to effectively use face coverings and how to instruct students on the best way to use them as well. Training will also be provided on best practices for hand washing and hand sanitizing. Signs will be created and posted in all summer learning sites reiterating best practices and reminder lessons will be prepared and delivered as necessary to ensure safety measures are continuously upheld.

Monitoring

Throughout the summer, a district team of leaders will conduct periodic walk-throughs of school sites and central offices to ensure safety measures are practiced. In instances where safety measures are not being followed appropriately, the issue will be logged and the site supervisor (e.g. Summer Learning Site Director of Division Leader if central office) will meet with the district team to establish a correction plan. Issues that appear to be common across sites will be elevated to the Reentry Task Force for discussion and recommendations.

Summer Learning Sites at a Glance

| K-8 Enrichment | | High School Course Recovery and Acceleration | |
|--|-----------------------------------|--|-----------------------------|
| 18 sites: Bates Academy Bennett Elementary Brown, Ronald Academy Earhart Elementary Ellington Fisher Magnet Upper Academy Golightly Gompers Greenfield Union | | 5 sites: Ben Carson East English Village Mumford Renaissance Westside | |
| Hutchinson King, John R. Mackenzie Marquette Munger Priest Schulze Scott, Brenda Young, Coleman A. | | | |
| In-Person | Virtual | Primarily Virtual + In-Person Support as Needed | |
| 15 students maximum per class | 25 students maximum per classroom | HS students will be able to complete their course recovery virtually through Edgenuity and are expected to check-in with instructors for a minimum of 1 day per week (more, if necessary). Students may also take classes to accelerate progress, if desired. | |
| Math, English Language Arts | | All course recovery subjects | |
| Teachers: 8:30am – 1:00pm | | Teachers: 8:30am – 1:00pm | |
| Students 8:30am – 12:30pm | | Students 8:30am – 12:30pm (flexible for virtual) | |
| Breakfast and lunch provided | Grab and go meals available | Breakfast and lunch provided | Grab and go meals available |

Programming for Exceptional Student Education

Exceptional Student Education 200-day programming will take place virtually to ensure students who are medically fragile and need additional services receive those in a manner that does not jeopardize their health and wellness. Additional details about 200-day programming will be shared directly with families of students in 200-day programs. For students with Individualized Education Plans (IEPs) or 504 plans participating in enrichment or course recovery, decisions about face-to-face or virtual instruction, as well as how additional support is provided, will be conducted on a student-by-student basis based on need.

Extracurricular Activities and Athletics

As was the case in phase 2, small group programming will be allowable in phase 3, but safety precautions must be taken to ensure students and staff are safe. Small group extracurricular programming can take place where social distancing is possible. Athletic workouts that can be conducted at safe distances, especially outdoors, will be allowable. Coaches will be Covid-19 tested, daily temperatures will be taken, and coaches and athletes will be required to participate in Covid-19 training. All activities must follow any Michigan High School Athletic Association guidelines about the number and type of activities permissible.

Community Use of School Buildings

To maintain safe and controlled access to buildings, as well as to prioritize cleaning and disinfecting for summer learning sites, community use of school buildings will be extremely limited to programs providing direct support to DPSCD students and other students who live in the city. Any community use participants must adhere to the same health and safety guidelines established throughout the District for phase 3.

Supplies and Personal Protective Equipment

The District will make purchase available face coverings and gloves so that staff and students who do not have their own will receive equipment to keep them safe. At the time of this draft, the supply of such equipment is limited, however, the District is budgeting for the acquisition of these materials as they become available from a variety of sources and will ensure they are provided to employees in-person, with priority given to essential workers who are interacting with a large number of other people (e.g. food service).

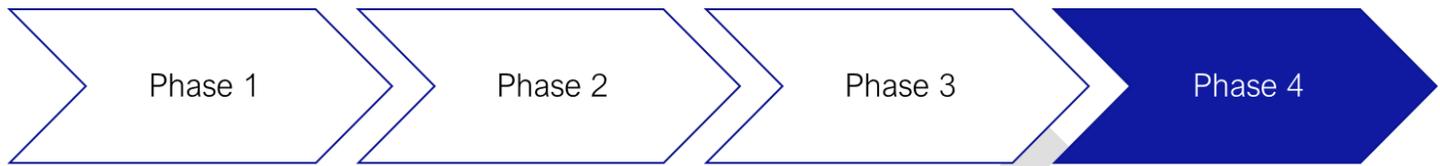
What if a positive case of Covid-19 is confirmed in a District location during phase 3?

The District will follow CDC guidance on what to do when students and staff exhibit symptoms and when a case is suspected/confirmed. Students or staff who exhibit symptoms will be directed home to self-isolate and seek medical attention, as necessary. Positive or suspected cases will be confirmed with the local Department of Public Health who will assist with developing a recommended next step based on the level of potential exposure. Staff and families will be notified if they or a student has been in “close contact” with a confirmed case and will be directed to self-isolate and monitor themselves for potential symptoms. This may result in the temporary closure of school buildings or offices.

At a minimum, in the event of confirmed case, the District may close off portions of/an entire office or building for a period of 24 hours and allow for additional cleaning/disinfecting before reopening.

Before returning to work in person, anyone who has tested positive for Covid-19 must wait at least 72 hours since symptoms ceased (resolution of fever and improvement in respiratory symptoms) AND 10 days since symptoms first appeared. They must also be re-tested and indicate a negative result before returning.

Should a summer learning site need to close, students will have access to materials for virtual instruction.



Phase 4 (August and September)

In Phase 4, it is expected that the number of positive cases in Detroit is at an absolute low level and the Michigan “Safe Start Plan” is in the “**Containing**” phase. This means both K-12 and higher education live instruction should resume, increased size gatherings are permissible, most businesses are reopened with strict mitigation measures and any outbreaks of Covid-19 can be quickly contained. While we expect the risk of Covid-19 to be significantly lessened by Labor Day, we will remain vigilant as a District and ensure strict mitigation procedures are practices in our schools and offices to limit any fall spikes in cases and allow for the continued operations of the District.

The District’s plan is to open schools, as expected, with live instruction occurring on Tuesday, September 8. We also know, however, that our day-to-day operations in schools and offices will not look the same as any prior year. Our fall reopening is focused on three possible scenarios for schools, each of which is outlined below. In all scenarios, it is generally understood that some families may want to make more use of virtual instruction while others may want students to attend school in-person. Each scenario is designed to allow for both possibilities, with an emphasis on making in-person instruction as safe as possible for students and staff. However, for a hybrid approach, the state will need to provide districts flexibility regarding attendance and FTE if families prefer learning from home.

Social-Emotional Supports

We know that after this prolonged closure, many of our students and staff will require social-emotional support to help them reengage and reenter work and school. School counselors and administrators will be equipped with tools and information on how to support students and maintain our whole child commitment. Those supports will include resources from TRAILS, which is already widely used in DPSCD. Additionally, all DPSCD employees have access to the Employee Assistance Program (EAP) which offers many free services including face-to-face and virtual counseling. Information about all social-emotional supports will be made widely available to the DPSCD community. We will also continue to offer our social-emotional hotline for families.

Health and Safety Protocols

All reopening scenarios will require DPSCD to establish and follow strict safety protocols to ensure the health and safety of students, families, and staff. Any in-person activities, whether school-based or in central offices, will be conducted with the following guidelines, all in alignment with the most recent [CDC guidance](#):

- Training for employees and students that promote behaviors that reduce the spread of the virus
- Daily temperature checks for employees and students
- Promotion of mitigation practices such as staying home when sick
- Practicing hand hygiene and respiratory etiquette (including hand washing with soap and water regularly)
- Conducting daily health screens for staff and students
 - All staff will be required to affirm they are not experiencing Covid-19 symptoms prior to entering a building or office space.

- Each morning, students will be screened for fever and symptoms prior to entry and those who are experiencing symptoms may be directed to the isolation area where an administrator, or designee, can confirm further assess the student
- Required face coverings when physical distancing is not possible. DPSCD will provide basic masks for students and staff. Individuals may also bring their own face coverings
- Employees whose role may require additional personal protective equipment (e.g. face shields and gloves) based on their job duties, while have those items provided to them
- Posted signs throughout buildings promoting safe practices
- Regular cleaning and disinfecting
- Proper ventilation and increased air circulation (e.g. opening doors and windows where possible)
- Limiting the sharing of objects and supplies
- Rearranging seating in classrooms and offices to allow for 6 feet of space, where possible
- Food consumption in smaller, controlled settings (e.g. classrooms) or on staggered meal schedules to eliminate large group convenings
- Outdoor physical education, wherever possible
- Limiting of non-essential visitors and volunteers. All visitors must wear a mask.
- An “isolation area” will be designated at all school buildings and open offices so that anyone who experiences Covid-19 symptoms or feels unwell, can be isolated from others while additional steps are taken to seek care.

Increased Availability of Covid-19 Testing

In Phase 4, we expect testing to be widely available to adults and children in DPSCD through local testing sites (e.g. the City of Detroit’s drive-through testing centers or local clinics). A negative test will be required of all employees before they return to work in the fall and will be encouraged for students and family members. Covid-19 antibody tests, while not required, will be encouraged so that members of the DPSCD community can identify whether they have possibly already had the virus.

Policy Implications for Virtual Learning

A significant barrier for any Michigan school district in planning for fall reopening is navigating the existing policy and guidance that often do not allow for flexible in-person and virtual learning. Any expansion of virtual learning in DPSCD will require significant revisions to current policies or guidelines around student scheduling, attendance requirements, and pupil accounting. This is especially true for any District or region where localized outbreaks are more likely in the fall and may result in additional virtual learning options should buildings need to be closed for a period of days (or weeks in the event of a broader outbreak).

Specifically, the District recommends 4 solutions to current scheduling and pupil accounting rules that will allow for expanded online learning in the fall:

1. **Scheduling:** Revisions to the [Pupil Accounting Manual](#) Section 5-O to include a fifth option for distance or remote learning that accommodates at-scale solutions for reopening schools. The existing four options are designed to allow for a small subset of students to take advantage of virtual learning and have requirements like individual student plans that must be reviewed and approved by a Regional Education Service Agency (RESA).
2. **Membership Count:** Removal of the 10-day window requirement for membership count and allow students scheduled for in-person instruction to return within 30 calendar days regardless of their absence reason on count day. Students who may be taking advantage of virtual learning for longer periods, or who have an unexcused absence on count day should not be excluded from membership counts given the likelihood of localized outbreaks, periodic building closures, and the possibility of individual family health emergencies.

3. **Membership Count:** For the same reasons outlined in the previous recommendation, the count window should be extended beyond 30 days to allow for more opportunities for students to meet attendance and participation requirements.
4. **Calendar and Attendance Requirements:** Current guidance does not allow for at-scale implementations of tools like seat-time waivers for individual students or broad distance learning plans. The existing 180 day/1,098 hour/75% daily attendance requirements should be waived entirely for the 2020-2021 school year to allow Districts greater flexibility in scheduling and ensuring students meet core course requirements through both online and distance learning options.

Without the flexibility identified above, DPSCD, and other Michigan Districts seeking to expand online learning at scale, will encounter significant barriers in meeting student scheduling and attendance requirements, which may ultimately negatively affect overall membership counts and District funding.

Investment in Enhanced Virtual Learning Systems

Building on the work already done to operationalize DPSCD's continuity of learning plan which provided distance learning for all 50,000 of its students, the District will be investing in additional and enhanced virtual learning tools for students. The implementation of a new Learning Management System (LMS), will allow for students to complete defined lessons, and for two-way communication between teachers and students about their work. Directly integrated with the District's Student Information System and existing collaboration tools like Microsoft Teams, the new LMS and students' at-home access to technology will make distance learning possible in nearly all grades and subject areas. Lessons can be assigned, coursework submitted, and grades administered in one platform.

Parent and Family Engagement

Leading up to fall reopening, schools will conduct individual outreach to families to identify what instructional settings will work best for their student(s). While some families may appreciate relying more heavily on virtual learning, others may desire regular in-person instruction. This information will be used to refine the school's overall approach to scheduling, as well as specific courses (or sections of courses) that will be offered virtually. This information will also be used to develop schedules that allow for the lowest-possible class size for in-person instruction

Fall Re-Opening Scenarios

Currently, the District is considering several possible reopening scenarios for the fall. Each scenario is designed to adhere to our guiding principles for reopening and maximize the amount of in-person instruction for students, while also keeping our community safe and following the guidance of public health officials and applicable laws and regulations. In any scenario, the District will make use of all available space and scheduling flexibility to limit in-person classes to 20 students physically in one room at a time. Other students may still be participating in that class either via virtual attendance or in small group interventions. Schedules will likely be simplified to provide more emphasis on literacy, mathematics and core classes.

As noted above, due to the variation in enrollment, building size, and student need, it is likely that not every school will need to rely on the same flexibility. It is possible that individual schools may plan for different scenarios based on feedback from families, staff, and the community. The District is also exploring a fully virtual option for some students, however currently, only charter schools are able to operate "cyber schools" in Michigan so additional flexibility from the Michigan Department of Education is required.

The instructional school day for students may be limited to the minimally required six hours based on the 181 instructional days currently reflected in the calendar.

| | Scenario A (Regular Daily Schedule) | Scenario B (A/B Week Schedule for Large High Schools) |
|--|--|--|
| Summary | <p>Live, daily, in-person instruction daily.</p> <p>Additional sections of core content courses taught in large settings to allow for social distancing (e.g. auditoriums) especially for students in grades 9-12 and large group use of devices for online learning in large settings.</p> <p>Expanded and more frequent use of pullouts, small group instruction, recess breaks, art/music to reduce class sizes</p> | <p>Live, in-person instruction on alternating weeks.</p> <p>Students attend class virtually when not attending in-person, receiving “live” but not in-person instruction each day.</p> |
| Learning Environment | <p>In-person class sizes reduced. More core content sections and use of larger instructional spaces (e.g. auditoriums and cafeterias) as well as transitioning some elective spaces into core content classrooms.</p> <p>Desks and seating arranged to allow for maximum physical distancing.</p> | <p>In-person class sizes reduced by due to alternating schedule.</p> <p>Desks and seating arranged to allow for maximum physical distancing.</p> |
| Course Offerings | <p>Prioritize core content courses (ELA, math, science, social studies).</p> <p>Use of more frequent electives to reduce class size.</p> | <p>Full, standard course offerings, with some courses expanded to online only to accommodate the need for more distance learning.</p> |
| Virtual Learning | <ul style="list-style-type: none"> Expanded virtual course offerings via Edgenuity Limited electives offered primarily online Core content provided virtually and synchronously with in-person instruction | <ul style="list-style-type: none"> Expanded virtual course offerings via Edgenuity Core content provided virtually and synchronously with in-person instruction |
| Staffing | <p>All core classes will have a live virtual component so students non in-person can “attend” at least a portion of the course and complete work. Support staff (e.g. Academic Interventionists and ParaEducators) will provide small group support and answer questions for students attending a class virtually.</p> <p>Some teachers may be assigned to teach select virtual electives or online-only sections of core content.</p> | <p>Teachers teach regular course load and incorporate online, live learning so students not attending that week in person can participate virtually.</p> <p>Some teachers may be assigned solely to virtual courses.</p> |
| Exceptional Student Education (ESE) | <p>Students would receive support, according to their Individualized Education Plan or 504 Plan, through a mix of in-person and virtual support.</p> | <p>Students would receive support, according to their Individualized Education Plan or 504 Plan, through a mix of in-person and virtual support.</p> |

Each of the scenarios above is intended to be a starting point for discussion as we know there are inherent trade-offs in each scenario. Some are more difficult for families to navigate as more adults return to in-person work, while others may temporarily limit the availability or time spent on certain courses. In all cases, data will be collected regularly about the engagement of students to adjust as needed, especially as conditions change in the late fall and winter. Should more courses need to be offered online, or class size limited, then the District will plan to tailor its approach while continuing to adhere to our stated

guiding principles. Master schedules and staffing will be monitored and adjusted over the summer to prepare for these scenarios for the opening of school.

Additional Exceptional Student Education Considerations

Our students with Individualized Education Plans (IEPs) and 504 Plans, along with the staff who work closely with them, will have those individual circumstances taken into consideration when developing additional guidance around reopening. Special attention will be paid to issues around transportation, instructional model, medical needs, learning environment and ensuring appropriate advocacy. We know, for example, that wearing masks may be challenging for students and staff who read lips, or that we may need to improve adherence to universal precautions when Aides are assisting medically fragile students. The Exceptional Student Education team will work directly with students, families, and staff, to problem solve these needs.

Central Office

District administration will rely on a combination of in-person work adhering to strict safety protocols, telecommuting, and rotating schedules to ensure District operations continue to function without interruption. All departments will develop systems that allow for staff and families to complete necessary transactions remotely (e.g. changing direct deposit information via PeopleSoft self-service rather than turning in paperwork at the Payroll window) and those guidelines will be made available through District communications on the Hub. When students return to school in the Fall, most District office employees will be reporting to work physically unless office space prevents this from occurring.

As is the case in school buildings, signage will be placed throughout offices to remind staff of proactive virus mitigation practices and tips to keep workspaces free of unnecessary risk. Training will be provided to central office staff on what to do if/when someone is ill.

What if a positive case (or several cases) of Covid-19 is confirmed in a District location during phase 4?

The District will follow CDC guidance on what to do when students and staff exhibit symptoms and when a case is suspected/confirmed. Students or staff who exhibit symptoms will be directed home to self-isolate and seek medical attention, as necessary. Positive or suspected cases will be confirmed with the local Department of Public Health who will assist with developing a recommended next step based on the level of potential exposure. Staff and families will be notified if they or a student has been in “close contact” with a confirmed case and will be directed to self-isolate and monitor themselves for potential symptoms. This may result in the temporary closure of school buildings or offices.

At a minimum, in the event of confirmed case, the District may close off portions of/an entire office or building for a period of 24 hours and allow for additional cleaning/disinfecting before reopening.

Before returning to work in person, anyone who has tested positive for Covid-19 must wait at least 72 hours since symptoms ceased (resolution of fever and improvement in respiratory symptoms) AND 10 days since symptoms first appeared. They must also be re-tested and indicate a negative result before returning.

Should a school need to close temporarily, all coursework will be completed virtually through the District’s LMS and teachers will be expected to continue instruction with students in a virtual format.

Partners and Volunteers

In general, external partners and volunteers will be limited in buildings to reduce the number of individuals in buildings, offices and classrooms. Only essential visitors, volunteers, and partners will be allowed to regularly engage in District activities, and

they must adhere to the same protocols as other adults, including daily symptom checks, negative Covid-19 testing, and wearing of face coverings.

What About a “Second Wave” of Covid-19?

Public health experts and elected officials have all warned about the possibility of a “second wave” of Covid-19 even after cases see a significant and sustained decline. The District is actively preparing for all scenarios and will be prepared to shift to more (or entirely) virtual operations should a spike in Covid-19 cases force temporary or prolonged closures. While we hope additional closures are not a reality, data from other countries and the uncertainty of an available vaccine tell us that we must be prepared for the possibility of such an increase in cases in the Fall. If students and staff return to a full online learning structure, then grades will still be provided unless state guidance will not allow this requirement. Learning may be required during a second due to the opportunity to provide all students and families with a device and internet access.

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Ongoing Monitoring and Feedback

To ensure the District’s reopening and reentry plan continues to adhere to our guiding principles and that we are doing our best to meet the needs of our community, the District will engage in regular monitoring of the plan and collect feedback through a District leadership team. Broadly, this team will monitor District operations in four key areas using the measures below.

| What do we want to know? | How will we know? |
|--|--|
| 1. Do our students, families and staff feel safe? Is our community adhering to recommended public health measures? | <ul style="list-style-type: none"> • Regular site walk-throughs • Student surveys • Staff surveys • Family surveys • Focus groups |
| 2. Are our students making enough academic progress? | <ul style="list-style-type: none"> • Interim assessment data • LMS data |
| 3. Are our students receiving enough social and emotional interaction and support? | <ul style="list-style-type: none"> • Student surveys • Staff surveys • Focus groups • Observations |
| 4. How are our employees adjusting to new ways of work and what support do they need? | <ul style="list-style-type: none"> • Staff surveys • Observations • Focus groups |
| 5. Are we allocating our resources to ensure long-term sustainability? | <ul style="list-style-type: none"> • Budget reviews • Staffing data • Stakeholder surveys |

Share your feedback on this plan via a brief survey at
<https://bit.ly/dpscd-reopen>