



Kenowa Hills Public Schools
Education inspired.

Extended COVID-19 Learning Plan

Reconfirmation Meeting

Required 30 Days After Initial Plan Approval and Every Month Thereafter

Agenda:

- Reconfirm how instruction is going to be delivered during the 20/21 school year
- Public comments from parents and/or guardians on the Extended Learning Plan
- Review weekly 2-way interaction rates

Reconfirmation Meeting for December 2020

Held during a Regular Board Meeting on December 14, 2020.

Reconfirm instructional delivery method:

The Board of Education reviewed the current positive case numbers within the District and the number of students and staff currently under quarantine. District historical and trend data were also reviewed along with community (Kent County) data. The high school has moved to 100% remote as of November 18 per MDHHS order for those who had chosen in-person. The District's elementary schools and middle school will move to a hybrid model beginning November 30. This change is being made following a meeting with the Kent County Health Department on November 19 whereby the health department recommended K-8 stay in-person as much as possible while maximizing social distancing. Our elementary schools, middle school and high school will remain in the new instructional delivery model through January 15 or longer pending future recommendations from the health department. Elementary and middle school families with students in our virtual program (KHOLA) wishing to return to in-person will do so beginning November 30. High School (9-12) will be afforded the opportunity to switch at the end of the semester. The end of the first semester is being moved to January 15, 2021 to provide high school students with more instructional time. The Superintendent is authorized to make any changes in response to changing COVID-19 trends, under the advisement of the health department, and will keep board members informed of any changes that need to be made.

Reconfirm how instruction will be delivered for each grade level:

Pre-Kindergarten:

Face-to-face Program: Students attending our Early Childhood Center preschool program

participate in in-person instruction following their programming schedule. Early Childhood Special Education students attending in-person will attend Mondays, Tuesdays, Thursdays and Fridays.

Virtual Program (KHOLA): Early Childhood Special Education students attending virtually continue to receive instruction asynchronously and synchronously by their classroom teacher.

Elementary (Grades K - 5):

Face-to-face Program: In-person students will receive instruction through a hybrid model. Students with their last name beginning A-K will attend in-person on Mondays and Thursdays. Students with their last name beginning L-Z will attend in-person on Tuesdays and Fridays. No students will attend on Wednesdays. The goal will be to keep students within the same family on one schedule. The schedule may be changed for some students as teachers balance class size.

Students will have short, focused asynchronous (i.e. on-demand) learning activities to complete in Canvas on the days they do not attend in-person (i.e. remote learning). Wednesdays will include published times for students to remotely meet with teachers to answer questions and provide feedback. All elementary school students are issued a district-provided device that will be utilized for remote learning. Hotspots for internet connectivity will be available to families requesting this need.

Virtual Program (KHOLA): Students participating in virtual instruction will utilize Canvas LMS, Compass Learning and additional resources with supporting instruction provided by district teachers who are assigned to the program.

Middle School (Grades 6 - 8):

Face-to-face Program: In-person students will receive instruction through a hybrid model. Students with their last name beginning A-K will attend in-person on Mondays and Thursdays. Students with their last name beginning L-Z will attend in-person on Tuesdays and Fridays. No students will attend on Wednesdays. The goal will be to keep students within the same family on one schedule. The middle school will move to a six (6) period per day schedule to make best use of the in-person time. All middle school students are issued a district-provided device that will be utilized for remote learning. Hotspots for internet connectivity will be available to families requesting this need.

Virtual Program (KHOLA): Students participating in virtual instruction utilize Canvas LMS and Edgenuity with supporting instruction provided by district teachers.

High School (Grades 9 - 12):

Face-to-face Program: Students in high school moved to remote learning as of November 18 under MDHHS order. The high school will move to a six (6) period per day schedule as of November 30 to align with the middle school schedule. All middle school students are issued a district-provided device that will be utilized for remote learning. Hotspots for internet connectivity will be available to families requesting this need.

Virtual Program (KHOLA): Students participating in virtual instruction utilize Canvas LMS and Edgenuity with supporting instruction provided by district teachers who are assigned to the virtual program.

Reconfirm whether or not the district is offering higher levels of in-person instruction for English language learners, special education students, or other special populations:

Our English Language (EL) population, whether in-person, remote or virtual, is monitored and supported by EL trained teachers and support staff. Our homeless students are monitored and supported by our building homeless liaisons and the district liaison. Students are supplied with whatever materials they need to be successful in school or virtually including school supplies, needed clothing, and meals. EL students needing additional in-person time will attend Mondays, Tuesdays, Thursdays and Fridays.

School social workers and academic interventionists continue to support the social/emotional and academic needs of students, whether attending in-person or virtually. We continue to identify and monitor students based on at-risk indicators and provide these students with educational supports as determined by their needs and academic progress.

Special education students continue to receive instruction specific to their IEP whether attending in-person, remote or virtually. Instruction for students with disabilities will continue connected to their individual plans. Each building has a plan connected to the schedule/needs of that building. Special education students needing additional in-person time will attend Mondays, Tuesdays, Thursdays and Fridays. Special education teachers are assigned to the virtual program to work directly with students on their caseload.

Childcare and Meals:

The District is exploring its capacity to offer free childcare to K-6th grade students during the school day for families that need it on days in which students are not scheduled to attend in-person. No childcare will be offered on Wednesdays as our schools will receive a deep cleaning and disinfection with the Clorox® Total 360® systems on these days. Childcare will begin on December 7th.

Prepackaged meals will go home with students at the end of each day they are in-person. The meals will include breakfast and lunch for the following two (2) days. The District will continue to offer prepackaged meals to all KHOLA students.

Document Public Comments:

There was no public comment.

Review Weekly 2-Way Interaction Rates

	All Students
Week 11 (Nov 4-10)	89.17%
Week 12 (Nov 11-17)	90.02%
Week 13 (Nov 18-20, 30 & Dec 1)	85.68%
Week 14 (Dec 2-8)	94.75%

Remote Work Policy

Pursuant to MIOSHA Emergency Rule 5(8), dated October 14, 2020, “The employer shall create a policy prohibiting in-person work for employees to the extent that their work activities can feasibly be completed remotely.” Given that the MIOSHA Emergency Rule does not define the term “feasibly,” the District interprets this requirement based on the common definition of the term, which is “capable of being used or dealt with successfully.” Based upon this obligation and interpretation, and consistent with the guidance document issued by the MDHHS on November 6, 2020 (which provides that the guidance document does not supersede decisions of local school districts about remote instruction versus in-person instruction, and that a decision to move to remote instruction should be made in conjunction with the local health department), the District establishes the following:

- A. If a school building is providing in-person instruction, the following employees may not work remotely, unless required pursuant to Paragraph C below:
 - Professional Staff
 - Administrators/Supervisors
 - Bus drivers
 - Secretaries
 - Food service employees
 - Maintenance/Grounds
 - School nurses
 - Translators/Interpreters
 - Technology Staff
 - Administrative Support Staff
 - Paraprofessionals
- B. If a school building is providing only remote instruction, the Superintendent or designee may determine which employee groups can feasibly work remotely to effectively and efficiently perform their job duties and responsibilities, as permitted by law. An employee who is permitted to work remotely by the District may be recalled to in-person work if the District subsequently determines that the employee’s work cannot feasibly be performed remotely.

In order for remote work to be feasibly performed, it must be performed successfully. When providing virtual instruction, teachers may work remotely if the teacher satisfies all of the following conditions:

- The employee has reliable high speed internet capable of video streaming. The expectation from the District is that the employee has their camera on at all times during virtual instruction.
- The employee protects and maintains student privacy, including but not limited to adequately secure and prevent disclosure of student education records.
- The employee has a private area for remote work that is not accessible by others and free from distractions and disruptions, including but not limited to disruptions by pets, during virtual instruction.
- The employee provides necessary teaching resources that may be accessible in a classroom setting. Examples include manipulatives, lab equipment, musical instruments, whiteboard or chart paper, or mentor texts.
- The employee can resolve technology hardware issues that may disrupt the successful delivery of instruction that otherwise could be resolved by district technology staff onsite.
- The employee is not on an Individualized Development Plan.

If all of the above conditions are met, the staff member may teach remotely. If at any time, remote work is not deemed of the quality necessary to be successful as determined by the school principal through formal or informal observation, the employee will be permitted or required to work on site. Any performance related issue should be documented and shared with the staff member through observation feedback. The principal or supervisor may waive a condition based on the extenuating circumstances of an employee, and will be addressed on a case by case basis.

- C. Notwithstanding anything to the contrary in this Policy, a person with a disability may request remote work as a reasonable accommodation for a disability that has been confirmed by a medical practitioner. In such cases, the employer and employee will engage in the interactive process consistent with the Americans with Disabilities Act (ADA) of 1990.

Granting of remote work as a reasonable accommodation during the COVID-19 pandemic shall be temporary, and does not obligate the District to grant remote work as a continuing reasonable accommodation after the expiration of Emergency Rule 5(8). The determination of whether remote work is a permanent reasonable accommodation for an employee with a disability will be made on a case-by-case basis. Teachers previously approved to work remotely due to high risk factors associated with COVID-19 may continue to work remotely.

- D. This Policy shall not limit the District's ability to determine the method of instruction to students or to provide instruction in the best interest of its students. The Board has the authority to determine whether students will receive instruction in-person, remotely, or through an alternative method.
- E. This Policy will expire April 14, 2021, unless Emergency Rule 5(8) is otherwise extended, or unless expressly extended by the Board.

Legal authority: MCL 380.11a(3); MIOSHA Emergency Rule 5(8); 42 USC § 12101 et seq.

Proposed date of adoption: November 25, 2020

Post to transparency link on website and provide to CEPI

Updated 9/30/2020 to meet new requirements of SB 927