

Education in the ISD has been forever changed by the unprecedented shift we experienced in the 2019-2020 school year due to school closures because of the worldwide coronavirus pandemic. Each of us, students, families, staff, and leadership, will need to commit to supporting each other emotionally, physically, academically, professionally, and personally. As a learning community will need flexibility and thoughtfulness to respond to the impacted learning environment. Further, because of the foresight of the ISD Board of Directors to adopt an “Equity Policy”, using such a lens to inform our decisions will be imperative and require discussion as our general equity work continues to develop and become cemented in our inquiries, responses, and actions.

To that end as we initiate plans and the process for reopening schools in the fall of 2020 District Leadership will need to hold in tension that which is “necessary and required” to reopen, particularly as the guidelines from the various governing agencies continues to evolve given the information and scientific understandings available, and that which is “expected”, as expectations will vary by stakeholder group and will require that the District instill confidence in our ability not only to provide a safe learning and work environment for students and staff, but also in our ability to fluidly respond to developing situations. **Key commitments are:**

- Remain committed to minimize the spread of Coronavirus in accordance with the guidance from various governing agencies;
- Keep staff and students safe and support social-emotional-physical well-being and interactions;
- Create understanding of the paradigm shift that guide and influence the instructional delivery in a hybrid or blended model
- Enable staff, students, and their families to learn efficaciously from high-quality, developmentally appropriate practices, in possible dynamic circumstances
- Minimize the impact of remote learning on students, which includes utilizing a common platform for Remote Teaching

Key aspects of the District’s ability to meet expectations is to:

- Provide opportunities, both formal and informal, for stakeholders, including the various labor organizations representing members in the ISD, to share their input, questions, or concerns;
- Share the consideration that shape the District decisions responsive to the conditions, criteria, and guidance as those will shift over time;
- Impact bargain with the appropriate labor organizations;
- Communicate what the District will deliver (preliminary pledge delivered by Superintendent Thiele in his *Distance Learning 2.0* Update); and
- Communicate what this will be ongoing and transparent communication with District Stakeholders.

Superintendent and Steering Committee for Reopening and Returning to School 2020:

Charged with approving final proposals and making appropriate recommendations to District Executive Team and School Board

- Crafts timelines and community communication
- Provides key commitments or objectives to guide workgroups and process
- Review recommendations/proposals made by Work Groups on a range of topics and provide feedback regarding implementation to the work groups
- Assure alignment of recommendations to the ISD Mission

LEAD: Superintendent Ron Thiele

Members: SAC, Natalie Fowler, Executive Director of HR, Martin Turney, Executive Director of Finance and Building Support; IEA President, SEIU President; PTA Council President; ISF Representative

Workgroups:

Charged with developing and making recommendations to the Steering Committee

- Scheduling: review or develop at least two (2) models, identifying benefits, challenges and constraints
 - hybrid learning and teaching models where most students are both in and remote learning

- remote learning and teaching models for students are fully remote or class/school/District needs to close due to an outbreak
- Consideration of school milestones

LEADS (ELEMENTARY): Jodi Bongard, Assistant Superintendent; Susan Mundell, Executive Director

Members: Department Leaders from Student Interventions and Special Services; Department Leaders from SIS; Three Principal Representatives; 4 IEA Representatives from Grades PreK-5; 2 SEIU Representatives; 3 Parent Representatives (one from each geographic section)

LEADS (SECONDARY): Josh Almy, Deputy Superintendent; Donna Hood, Executive Director of High School Education; Jason Morse, Executive Director of Middle School Education

Members: Director of SIS; Department Leaders from Career and Technical Education, Student Interventions, Special Services; 2 Principal Representatives from MS; 2 Principal Representatives from HS; HS Athletic Director; 2 counselor representatives; 4 IEA Representatives; 2 SEIU Representatives; 4 Parent Representatives (2 from MS; 2 from HS); 4 student representatives

- **Instructional Planning:** For successful learning experiences to occur in the flexible manner necessary including a “hybrid” learning environment what do students and staff need to have or experience? What parent support and training needs to occur and exist to support their students?
 - Provide input on digital learning platform and structure to enable adaptable learning
 - Guidance for scope and sequence, including outcomes and assessments
 - Develop adaptable learning frameworks and accompanying training for stakeholders
 - Identify and mitigate for those who find accessing their learning challenging

LEADS: Rich Mellish, Executive Director of TLS; Alaina Sivadasan, Executive Director of Equity; Dana Bailey, Executive Director of Special Services

Elementary Members: Director of Elementary Education; Director of Student Interventions; Director of Educational Technology; Director of TLS; Director of Special Services; 2 Instructional Coaches; 1 Tech TOSAS; 2 IEA Representatives At Large; 3 parent representatives

Secondary Members: Department Leaders from Career and Technical Education; Director of TLS; Department Leader from Student Interventions; Director of Special Services; 2 Secondary TOSAs; 1 Tech TOSAs; 2 IEA Representatives At Large; 3 parent representatives

- **Facility and Staff Health:** Plans for maintenance of the health of the work and learning environments
Considerations include:
 - PPE Supplies responsive to tasks
 - Appropriate signage
 - Communication of daily health of staff and students
 - Protocols for isolation of staff or students who become ill
 - Cleaning and Supplies
 - Who/What/When cleaning, disinfecting, sanitizing occurs
 - Concern for those who have fragrance sensitivity
 - Facility rentals and support of associated uses of the administration building
 - Visitor access
 - Drills

LEADS: Martin Turney, Executive Director of Building Support; Karen Thies, Director of Health Services

Members: Director of Safety; Director of Facility Services; Custodial Supervisor; Directors of HR; 3 Building Administrators (one from each level); 2 Nurses; 2 HRS’s; 2 IEA Representative At Large; 2 Teamsters Union Representatives; 1 PSE Representative (elementary); 1 PSE Representative (secondary)

- **HS Athletics and Activities:**
 - Reviewing and creating plans in line with OSPI and WIAA School Guidance
 - ASB Programs and Budgets

LEADS: Donna Hood, Executive Director of High School Education and Luke Ande, Issaquah HS Athletic Director

Members: Director of Finance; HS Athletic Directors; HS Activity Coordinators; Coaches representing fall sports; Mat Taylor; 2 Parent Representatives; ASB Presidents from each HS

Other operational groups that move in support of the work groups. These have independent research and plans that are “second wave” in nature. Representatives may be called in to inform the work groups above and solicitations from appropriate labor organizations will occur in the second wave for these:

- Food Service
- IT Infrastructure
- Transportation
- BASC
- Human Resources

TIMELINES: (See calendar attached)

- Confirmation of structure and membership by Cabinet, June 22, 2020
- Workgroups meet 2x/week for 2.5-3 hours; recommendation is to meet on Tuesday and Thursdays to provide for a cadence that allows for research, question generation, notes compilation, input gathering and direction.
- Workgroup representative will provide written notes by noon, each Friday for Steering Cmte Consideration each Monday.
- Steering Cmte Monday meeting is 9:00-1:00 pm (single exception is June 29, 9:30-1:30) focused on deliberation, decision-making, and action planning to push back out to each task group.
 - Appropriate communication to staff/cmty is also decided for week

Final Product of fleshed out school structure is complete by July 24

Consulted:

Preliminary Plan to Cabinet: ISD Reopening 2021

CDC: <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/index.html>;

<https://www.cdc.gov/flu/school/cleaning.htm>; https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html

Center for Reinventing Public Education: <https://www.crpe.org/current-research/covid-19-school-closures>

District Policy and Regulation, particularly EL 16

DOH Summer Guidance: <https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/SummerGuidanceK-12.pdf>;

<https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/DOH-OSPI-DYCF-SchoolsChildCareGuidance.pdf>

<https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/ClothFacemasks.pdf>

Governor’s Office: <https://www.governor.wa.gov/>

Governor’s Proclamation 20-05 and 20-46 (Amended)

[https://www.governor.wa.gov/sites/default/files/proclamations/20-46%20-%20COVID-](https://www.governor.wa.gov/sites/default/files/proclamations/20-46%20-%20COVID-19%20High%20Risk%20Employees.pdf)

[19%20High%20Risk%20Employees.pdf](https://www.governor.wa.gov/sites/default/files/proclamations/20-46%20-%20COVID-19%20High%20Risk%20Employees.pdf)

Governor’s *Safe Start Washington*

https://www.governor.wa.gov/sites/default/files/SafeStartWA_4May20.pdf?utm_medium=email&utm_source=govdelivery

L&I: <https://lni.wa.gov/agency/outreach/novel-coronavirus-outbreak-covid-19-resources>;

https://www.lni.wa.gov/agency/docs/wacoronavirus_hazard_consideration_employers.pdf

OSHA: <https://www.osha.gov/Publications/OSHA3990.pdf>; <https://lni.wa.gov/forms-publications/F414-164-000.pdf>

OSPI Guidance and internal references:

[https://www.k12.wa.us/sites/default/files/public/workgroups/Reopening%20Washington%20Schools%202020%20Plan](https://www.k12.wa.us/sites/default/files/public/workgroups/Reopening%20Washington%20Schools%202020%20Planning%20Guide.pdf)

[ning%20Guide.pdf](https://www.k12.wa.us/sites/default/files/public/workgroups/Reopening%20Washington%20Schools%202020%20Planning%20Guide.pdf)

Public Health Seattle & King Co (PHSKC): <https://www.kingcounty.gov/depts/health/covid-19.aspx>;

<https://www.kingcounty.gov/depts/health/covid-19/schools-childcare/positive-cases.aspx>

Reopening plan documents from Connecticut, Denver, Los Angeles, Maryland, Ohio, British Columbia, South Korea

WIAA <https://seaintsol.net/wiaasecure/default.aspx>

M	T	W	TH	F
June 22 Cabinet authorization	June 23 Solicitation of work group memberships	June 24	June 25 All Admin Mtg First Work Group Mtgs 1:00-3:30 pm ES Schedule 1:00-3:30 pm Sec Schedule 1:00-3:30 pm Instructional Planning	June 26 First WG report due at 12:00 pm, noon
June 29 Steering Cmte Mtg 9:30-1:30 BASC Summer Camp Begins	June 30 8:00-10:30 am Instructional Planning (ES & Sec) 1:00-3:30 pm Sec Schedule Training for Summer School	July 1 Communication to Cmty 1:00-3:30 pm ES Schedule	July 2 8:00-10:30 am Instructional Planning (ES & Sec) 1:00-3:30 pm ES Schedule 1:00-3:30 pm Sec Schedule 2nd WG report due prior to departure	July 3 Independence Day Observance
July 6 Steering Cmte 9:00-1:00 Begin Phase 3?	July 7 8:00-10:30 am Instructional Planning (ES & Sec) 1:00-3:30 pm ES Schedule 1:00-3:30 pm Sec Schedule Summer School begins	July 8	July 9 8:00-10:30 am Instructional Planning (ES & Sec) 1:00-3:30 pm ES Schedule 1:00-3:30 pm Sec Schedule	July 10 3 rd WG Reports Due
July 13 Steering Cmtee 9:00-1:00	July 14 8:00-10:30 am Instructional Planning (ES & Sec) 1:00-3:30 pm ES Schedule 1:00-3:30 pm Sec Schedule	July 15 Communication to Cmty	July 16 8:00-10:30 am Instructional Planning (ES & Sec) 1-3:30 ES Schedule 1-3:30 Sec Schedule FINAL SCHEDULE WGs	July 17 4 th WG Reports Due
July 20 Steering Cmtee 9:00-1:00	July 21 8:00-10:30 am Instructional Planning (ES & Sec)	July 22	July 23 FINAL 8:00-10:30 am Instructional Planning (ES & Sec) FINAL FACILITIES & STAFF HEALTH	July 24 FINAL 1st wave Outstanding WG Reports Due
July 27 Steering Cmtee 9:00-1:00 FINAL REPORT	July 28	July 29 Communication to Cmty	July 30 BOARD ADOPTION	July 31
August 3	August 4	August 5	August 6 FINAL TRASPORTATION FINAL ATHLETICS AND ACTIVITIES	August 7 EVP BEGINS
August 10	August 11	August 12 New Hire Kickoff	August 13 New Hire Kickoff	August 14 New Hire Kickoff
August 17 New Hire Kickoff Building Orientation Secondary AM Elementary PM	August 18 New Hire Kickoff	August 19	August 20	August 21

August 24 Special Services Return	August 25 Staff Return to Work	August 26 Staff Return to Work	August 27 Staff Return to Work	August 28 Staff Return to Work
August 31 Staff Return to Work	Sept 1 FIRST DAY OF SCHOOL	Sept 2	Sept 3	Sept 4 FIRST DAY OF K