

HOS Office Hours 6/2/2020

Scott's Talking Points

- As I said in my note on Sunday evening, I am sad and heartbroken by the racism and violence in our country. I am also outraged and shocked. My thoughts and prayers are particularly with the faculty, staff, and student families in our Black, African American, and Biracial community.
- So, before we turn to tonight's topic, I want to ***start with a meditation*** just like we do at GATHER.
- [Eyes closed, heads bowed, meditation position, notice breathing]
- Start by focusing on the faculty, staff, and student families in our Black, African American, and Biracial community -- friends at PBS and across our country. Everyone is affected by these events. But the Black and African American community have been suffering for hundreds of years, are most affected. They are particularly on my mind.
- Create a picture in your mind's eye: How you can act with purpose for freedom and justice? How can you be an ally?
- Concluding as we do at GATHER every week:
- To those who are in pain, send your thoughts of comfort.
- To those who are sad, send love.
- To those who are angry, send peace.
- To all our leaders everywhere, especially during these difficult times, pray that all leaders will have good judgment and will make decisions for peace.
- When I count to 1, please open your eyes so we can turn our attention to tonight's topic.
- **Thank you / Welcome**
- Our topic tonight is reopening campus and launching the new school year -- Part 3.
- We want to, are committed to, and are working hard towards reopening campus in August. It will look different than we're used to and will not be perfect. How we start school in August may look different in September or even a few months after that.
- It is very important for me to repeat this: ***How we reopen campus in August will not be what we're used to. It will be different and aligned with the health and safety requirements from the county.***
- Having said all that, I want to emphasize the essential point: We will keep our community together and will be back together again.
- **We have three intentions for Reopening Campus:**
- Intention 1: Having our community back together again
- Intention 2: Keeping students, faculty, and staff safe
- Intention 3: Optimal learning environment to deliver our curriculum

- There are **two phases** to achieving these intentions:
- Phase 1: May and June: Deep dive planning = My team and I are highly focused on strategic and concrete planning. We are directing a great deal of institutional resources to make this happen. We are planning for optionality and adaptability, as well as building flexibility into our scenarios.
- Phase 2: July and August: Execute plans for excellence → So that PBS faculty and staff will be ready for any of the August scenarios we need.
- There are **two strategies** for our engagement with you:
- Strategy 1: We are committed to **multi-pronged communications** so we can reiterate our intentions, talk about work underway, and to share our thinking-in-process with you. We do this at HOS Office Hours. We have another survey coming out this week. We will be offering some cross-grade parent forums in the next couple of weeks. We also are receiving emails from you, taking your questions and following up.
- I want you to know that we take all feedback seriously, we reflect on it, we incorporate it into our thinking, and we work very hard to be responsive.
- Last week, I shared several of the things that we are working on → Not to give you the comprehensive list → But rather to keep you informed. We know that you have different preferences for engagement with us, so that's why we have a multi-pronged approach.
- Your questions help guide our thinking, so I am looking forward to those at the end. Please send your questions to Olana while I'm talking or at the end of my 8-10 minutes. She will moderate our Q & A.
- Strategy 2: We are **staging written communications to share decisions and timelines**: Not too much at once, but putting decisions in writing so that everyone will know at the same time.
- I want to be clear about decisions around reopening campus:
- I make the decisions based on recommendations from the teams of experts who are carefully studying each and every topic. Decisions are aligned with various top priorities from key constituents.
- So, tonight, I am focusing on **two topics** as part of our engagement with you → So that you will be informed.
- First: Update on building a schedule **in support of our optimal learning environment to deliver our curriculum**
- Second: Update on planning and protocols **to keep our students, faculty, and staff safe**
- Please remember the caveat: Our plans may change based on shifting circumstances, new information, or revised health mandates.
- **So to the first update: More about the cohort rotation that I shared last week**
- We call this a Phased Approach.

- Here's a visual picture: Cohort A would be a small student group doing class on campus, while Cohort B would be a different student group from the same classroom advancing their learning from home. Cohort A and Cohort B would then rotate so that each would experience in-classroom learning for the same amount of time. Having two cohorts allows us to manage the complexities of abiding by the physical distance requirements set by the county.
- ***Schedules in schools organize time and people.*** We have a ***draft academic, daily schedule in hand*** that we are discussing for August. Some things we're thinking about:
 - 1: We're planning daily synchronous connections between those in-classroom and those online → To create a unified classroom experience for both cohorts, since they are not on campus at the same time.
 - 2: We're talking about the cohorts rotating by the week, not by the day → to support the best possible continuity, consistency, and learning momentum and routines.
 - 3: We're considering a tutorial day when both cohorts are doing school online → In order to support group work that has been so successful, recorded lessons, virtual field trips, one on one student meetings (also successful), parent check-ins, teacher training and planning, teaching team meetings, and more.
 - 4: We're working hard to incorporate specialist teacher subjects effectively → So that we maintain the excellence and breadth of our full curriculum.
 - 5: We're focused on building in time before the first day of teaching so that each student and their parents can meet their teachers in small groups. This is designed to build the foundation of learning relationships that are so essential to success in early childhood and elementary education.
 - 6: We're reframing aspects of our emotional intelligence (EI) curriculum and lessons in two specific ways: Trauma-informed lens to take account of children's experiences during this pandemic ***and*** fine-tuned for online delivery when needed. In addition, maximizing in-person learning is essential for early childhood and elementary students, particularly as they engage in our EI curriculum. Getting this right is top of mind because it is a core pillar of our program.
- Finally, I want to say a word about classroom cohorts.
- Cohort-building is also going to be different this year. It always captures a great deal of attention. This summer is going to necessarily include the complex variable of the on-campus and online rotation --> In addition to building cohorts for success and with balance including gender. Here we need your patience because we cannot accommodate all variables. That is, the most-essential variable is required by health department regulations related to small cohorts called Stable Cohorts. Be prepared that we will be finalizing these cohorts into August, and you will find out your child's cohort before school starts.

- **The second main topic: Health and safety protocols based on current county guidance**
- I noted the county's four pillars last week.
- ***As I said, schedules in schools organize time and people. Now I want to focus on campus maps, which organize space and people.*** We have a ***campus map*** in hand. It is currently on Version 5.0. Some things we're working on:
 - 1: We're adding many handwashing stations, strategically and visibly placed, and considering assigning your child one station for consistency and optimizing safety for handwashing at regular intervals
 - 2: We're adding many hand sanitizing options, too.
 - 3: We're working towards total clarity in physical distancing and some one-way foot traffic to optimize flow and prevent people-clogs.
 - 4: We're ramping up disinfecting procedures -- frequency and detail -- based on the best available scientific recommendations.
 - 5: We're creating special protocols for bathroom usage.
 - 6: We will likely be limiting adults on campus to faculty and staff, at least to start.
 - 7: We're reorganizing some spaces so we can maximize classroom options.
 - 8: We're developing protocols for daily temperature checks before students go to classrooms.
 - 9: We're focused now on early orders of PPE to ensure a robust PBS supply chain.
 - 10: We're ensuring a safe and achievable way for faculty and staff to supervise these health and hygiene protocols. I trust you can imagine the complexities as well as the importance of both teaching adherence and managing adherence for students ages 3-11. Here we will need your help, and we will have a curriculum to teach it.
- And there's more, but for now I wanted you to know what we have been focusing on for the past few weeks.
- ***The key framework here is planning, communicating, and decision-making so that we can execute for excellence.***
- Now I want to turn to your questions. These are always instructive because they help guide our thinking. So I am looking forward to Q & A and Olana will moderate.