General

Will grades (including K/1) start with distance learning?
Yes, the current plan is to have all grades start in a red distance learning model. We will re-evaluate on a three-week basis to determine if we can safely begin providing in person classes for our youngest learners and those with significant disabilities.

Would paras be allowed to assist teachers in the classroom for online instruction? Or assist in setting up classrooms?
Yes, the buildings are open and staff are encouraged to come into the buildings as long as they are able to follow physical distancing and safety protocols.

What is this stress going to do to our teachers? How does it affect their health and well-being?
We encourage all employees to seek ways to minimize the effects of stress through regular exercise, mindfulness practice, healthful food choices, peer support, and resources available through the Employee Assistance Program (1-800-777-4114). Additionally, the District is working to determine other ways we can support all staff during this stressful period.

Facilities/Operations/Safety

Does this mean that teachers may come into the building and have meetings with other teachers, get rooms ready? During red learning may teachers come to school and "broadcast" from their classroom?
Yes. Teachers are able to schedule time to come into the school buildings to prepare for the start of the school year. Before coming to the building, you must notify your building administrative assistant or principal so that we can limit the number of people in the building as necessary. It is important to also remember that all district safety protocols must be followed, including wearing masks, social distancing and limiting the number of people in a shared space. Teachers are not required to teach or “broadcast” from their classroom, but we strongly encourage teachers to utilize their classroom in order to provide at least visually a sense of normalcy for students.

Will KN95 masks be available to us? I know that cloth masks are not as effective if they don’t have a filter.
Cloth masks will be available for all staff. Staff may choose to wear their own mask. KN95 masks will be provided only for very specific personnel whose job functions require this medical grade mask. The masks provided by the district are what is recommended by the Department of Health.

When students return, will teachers take their temperatures at the start of the day?
No. Families will be completing a Health Attestation Form prior to students coming to school each day.
Eating lunch in the classroom requires kids to take off masks, how would that be handled?
Students will be physically distanced during lunch. Students will be instructed how to eat as safely as possible during lunch times.

How will students get a break from their classroom?
Students will be assigned restrooms by cohort. Playground areas will also be assigned by class cohort. DOH recommendation is to limit interactions as much as possible by having students in consistent cohorts. This is easier at elementary and becomes challenging in middle and high school.

What about teachers who had flexible shared seating and didn't have any individual desks? Do we have enough desks in storage for every teacher to transition back to individual student desks?
Our maintenance department is working on replacing shared table spaces with individual desks as much as possible. When students transition back in small groups seating will have to be assigned in order to comply with the 6 foot physical distance requirement.

What are the plans and procedures if a student or teacher is Covid positive?
The district is working with WSIPC to implement a system that will help to provide contact tracing in the event that a staff member or student is positive for COVID-19. We will coordinate any contact tracing with Seattle-King County Public Health.

What from our classrooms can we bring home if we are working from home?
Individuals should work with their site administrators.

Human Resources

What if a staff or student tests positive for COVID-19?
The District will work with KCPH if it is notified that a student or staff member has tested positive for COVID-19 and that staff or student has been onsite.

This District will notify staff and family members of students that have been in close contact with any person that the District learns has tested positive for COVID-19. Close contact is currently defined by WA DOH and KCPH as anyone that has been within six feet of someone for one or more instances of 15+ continuous minutes.

Staff and students that do not have symptoms, but have been notified they have been in close contact with someone that has tested positive for COVID-19 should stay at home and away from others for 14 calendar days. Such individuals should not come to work or school and avoid public places. They should continue to monitor for symptoms. If they remain symptoms free for 14 days, they may return to work or school.
A student or staff member who is sick and has been in close contact with someone that is positive for COVID-19 should self-isolate at home (avoid other family members) even if symptoms are mild. They should also contact their medical provider and tell them they have been exposed to COVID-19+ person and are now sick.

A COVID-19+ person with symptoms must be fever free for 24 hours and also be 10 days from the onset of symptoms in order to return to work. Additionally any other symptoms must be improving.

A COVID-19+ person without symptoms may return to work 10 days after testing positive for COVID-19+ if they have been symptom free for all 10 days.

**Will staff be told which student or fellow staff member has been confirmed to have COVID-19?**

Unless necessary to protect the health and safety of a staff member or student, the District will not identify individuals who have tested positive for the virus. The District must keep the health information shared with it confidential, consistent with HIPPA and other applicable laws.

**Does being able to work from your classroom include paraprofessionals being able to do the same?**

Yes. Staff may be in a classroom together if they adhere to the then in place health and safety protocols. Presently, if more than one person is in a room all present must wear a mask and maintain social distancing.

**I don't have 10 or 14 days of sick leave. If I or someone in my home develops COVID, will I have that isolation time paid for?**

Employees may qualify for Emergency Paid Sick Leave (max 80 hours) which is available until 12/31/2020. Additionally, employees may use available personal or sick leave.

**Will we be able to have subs when working in the red learning phase?**

Depending on the length of the sickness or personal leave, coverage may occur within the building with regular staff or a substitute may be arranged. Use of substitutes will be limited and teachers will be required to provide very clear lesson plans.

**What type of support is available for high-risk employees or employees who live with high risk people?**

To support the health of all employees and their families, the District will consistently communicate and work to ensure that all employees are following the CDC and state guidance for safe working, 6 ft. distances, handwashing, masks, attestations, etc.

**What will happen to all other employees who are not teachers? Has this been talked about yet? Is there any plans in place that these types of employees can somehow keep their benefits?**
Some staff members may not have a position while the schools are operating remotely. To the extent possible, these affected employees may be utilized in roles different from their normal jobs. If there are no other roles for the affected employee, they may be furloughed. Furloughed employees are eligible to apply for state unemployment benefits during the period of time when work is not available. A school employee eligible for SEBB benefits as of February 29, 2020 will maintain their eligibility into the 20-21 school year if they have not separated their employment.

Technology

Will the district have the bandwidth to carry the load of virtual teaching from every school?
To help support video conferencing from the school buildings, we are doubling our bandwidth through our internet provider. We will continue to monitor our bandwidth usage daily throughout the year to help ensure that we have sufficient bandwidth for educational resources. Please note that the increased bandwidth is only when you are in the school buildings and will not affect your internet speeds or performance when you are at home.

Is technology able to support online learning from the school sites?
We are reviewing our technology tools, both hardware and software, to help ensure that we can be successful providing online lessons. We will continue to evaluate tools throughout the year to make adjustments as needs change.

Teaching and Learning

I know some parents that are pulling their kids from elementary learning because they liked the less scripted/scheduled day. How will you address these families as they leave?
Our families have varied situations at home and varied preferences for what they hope their child’s learning experience will entail. We recognize that no plan we create will meet everyone’s needs and preferences. Our plans have been created with input from multiple stakeholders informing our thinking towards what we consider a robust plan to support student learning.

How will we get supplies like spelling and math booklets to our students so they can use them while we are remotely teaching and learning together?
We are working on a plan for families to pick-up “Remote Learning Kits” at the start of the school year, including workbooks, journals, and other learning materials to support learning while at home.

Looking at the schedules for the different school levels, elementary students have a lot of screen time. I worry for the whole child and what is best for their health.
The design of the instructional blocks is intended to provide teachers flexibility to plan learning activities for their students. While the teacher will be online and providing
instruction to whole groups, small groups, or individual students throughout each of the instructional blocks, individual students will not necessarily be online for the full three hours of the instructional blocks. Some students may leave the Zoom to engage in independent practice, others will be in a breakout room, others will be with the teacher in the main Zoom room. Students may also have follow-up and practice tasks from these instructional blocks to work on asynchronously and off-line at other times in the day.

If we are teaching ELA and Math (the core subjects) online, will we also create weekly asynchronous learning plans for the other subjects and core subject practice? As part of a remote learning program, both synchronous and asynchronous learning tools need to be considered and included. Again, we will need to keep a clear focus on the core: Literacy, Math, and SEL. We do not expect that other subjects will be taught through an asynchronous learning plan.

What is the timeline for elementary students in the PLP program to enter the Orange model? Any students with disabilities that will receive in-person services will be an IEP Team decision. We will move to the Orange Model as appropriate. That decision will be part of the 3-week review that Superintendent Colosky spoke of in her letter to staff and families.