



Globe Unified School District #1

School Reopening and Mitigation Plan

July 2020





Globe Unified School District #1 has a vision statement of “Capturing Hearts, Empowering Minds”. Our vision statement has driven our school reopening plan as we strive to meet the needs of all students, families, staff and community members while balancing state and federal requirements and staying safe. The reopening and mitigation plan serves to meet the requirements of Governor Ducey’s Executive Order 2020-51, Executive Order 2020-44 and Executive Order 2020-41.

This document is intended to communicate specific components of Globe Unified School District (GUSD) plans and preparations for reopening schools in August 2020. GUSD has utilized lessons learned from the spring of 2020, parent/family input, Arizona Department of Education guidance, Center for Disease Control recommendations and has worked closely with the Gila County Health Department in an effort to develop a safe and educationally sound plan to reopen our schools. On July 15, 2020, our Governing Board voted to allow student families educational delivery options for student instruction for at least the first trimester (until November 5, 2020) or until pandemic concerns lessen. Expanded options reflect the needs and concerns of families and staff and meets Executive Order criteria while maintaining priorities for health, safety, robust instruction and support services.

GUSD’s Goals for School Reopening

GUSD has identified five overarching goals to guide all planning for school reopening.

1. Ensure safe learning and working environments for students and staff.
2. Maximize family choice in student learning format, offering three options for instruction:
 - a. Tiger Knowledge Online (TKO) Option – Students attend school full-time online
 - b. Hybrid Option – Students attend school two days a week in person and two days a week via distance learning at home.
 - c. In-person – Students attend school full-time in-person
3. Ensure all students receive instruction that meets state and federal standards and have the necessary supports for success, including:
 - a. Access to technology and connectivity;
 - b. Social-emotional wellness and health supports; and
 - c. Additional supports to meet the needs of special populations.
4. Provide training, time and support for staff to prepare for a successful reopening.
5. Provide clear communication to families and staff (understanding that things are rapidly changing).

GUSD #1 – SCHOOL REOPENING & MITIGATION PLAN



GUSD will provide students/families three options for instructional format:

	TKO (Online) Academy	Hybrid	In-Person
Overview	TKO (Tiger Knowledge Online) academy - a full time online option for GUSD students. The TKO academy is an individualized online learning system for Globe students facilitated by Globe teachers. We offer a variety of course options-core classes, electives, honors, & intervention. The courses include activities focused on developing & practicing the social skills & emotional skills needed to be successful in work & in life. Our TKO students will be able to enjoy all extra-curricular benefits of in-person students (such as clubs, athletics, robotics, etc). A one trimester commitment is requested.	HYBRID Model- Student is assigned to a group and attends school 2 days a week in person and has school 2 days a week in a remote context. Students are given assignments of activities to be completed off-campus, normally a mix of online and off-line activities, for the two days they are not learning inside the school classroom. Students will be held accountable for completing all assigned work in a timely manner in order to receive full attendance credit. Please note that this option allows for fewer students on campus which allows for more opportunity for physical distancing and most likely smaller class sizes.	IN - PERSON - Student attends school in-person, 4 days a week.
Food Services	Grab and go meals will be available to pick-up at school cafeteria. *Delivery to bus stops may happen	Meals will be available on school days; non-school days a grab and go meal can be picked-up in school cafeteria.	Meals will be available during the week.
Transportation	Not applicable	Transportation will be available; bus stops may be limited.	Transportation will be available; bus stops may be limited.
Health Protocols	Not applicable	Staff will guide students on health & safety protocols, following CDC guidelines. All staff & students must wear face covering as developmentally appropriate. Schools will provide masks to those students unable to provide their own. Six feet of physical distancing will be maintained whenever possible.	Staff will guide students on health & safety protocols, following CDC guidelines. All staff & students must wear face covering as developmentally appropriate. Schools will provide masks to those students unable to provide their own. Six feet of physical distancing will be maintained whenever possible.



Health Mitigation Strategies for Reopening

Arizona's reopening plans are based upon CDC guidelines for ensuring safe and healthy learning and work environments. GUSD is actively collaborating with the Gila County Health Department (GCHD) to utilize metrics to determine when it is safe to return to school based upon our specific community. Further, GUSD is working with GCHD to determine appropriate criteria and guidelines for a safe return to school.

It is important to note that, according to the CDC, the lowest risk for COVID-19 spread occurs in online only classrooms and events. GUSD is able to achieve the lowest risk for students only in our TKO academy. Hybrid and in-person students will fall under the 'more risk' CDC category. GUSD plans to have no classrooms or activities that fall under the 'highest risk' category.

The CDC states that COVID-19 is mostly spread by respiratory droplets released when people talk, cough, or sneeze and recommends personal prevention practices (such as handwashing, staying home when sick) and environmental cleaning and disinfection practices to prevent the spread. GUSD's reopening mitigation strategies rely heavily on guidance from the CDC.

All decisions about how schools reopen- as well as decisions about any future closures – are informed by local and statewide health data in partnership with GCHD. Health mitigation strategies may vary school to school as student need, building footprint and needs vary. An overview of District-wide health and safety guidelines are outlined in the text below.

Promoting Healthy Behaviors

- Healthy Hygiene Practices – Routine healthy hygiene practices are a foundational measure to protect against COVID-19 and other illnesses.
 - GUSD encourages students to wash their hands for at least 20 seconds after blowing their nose, coughing or sneezing; before eating and upon entering classrooms. Breaks will be provided for hand washing. If soap and water are not available, hand sanitizer that contains at least 60 percent alcohol will be provided.
 - Staff and students should cover coughs and sneezes with a tissue. Used tissues should be thrown in the trash and hands washed immediately with soap and water for 20 seconds. If a tissue is not available, then an elbow can be used to cough or sneeze in. Sanitizer can be used if soap and water is not available.
- Face Coverings – GUSD has a face covering policy which should be referred to. Students and staff over the age of four will wear face coverings inside GUSD facilities and while using GUSD provided transportation. A face covering may be a cloth face mask, disposable face mask and/or face shield. Face coverings should be worn by staff and students as feasible and are most essential in times when physical distancing is difficult. Face coverings will be provided for those that cannot provide their own. Exceptions to this requirement include:
 - Individuals with a health condition, a communication or impairment, or disability that prevents them from wearing a face covering.
 - When under the supervision of a school staff official who directs the covering to be removed; and
 - While individuals are eating, drinking or exercising.
- Personal Protective Equipment (PPE) – Additional protective equipment including face shields, gloves and gowns will be provided, as appropriate, for settings that require close human contact, such as for staff providing certain supports for students with disabilities.



- Physical Distancing Practices – GUSD staff will employ social distancing strategies to increase spacing between individuals, including adjusted seating arrangements for school buses and classrooms and posted signs to remind staff and students of 6-foot physical distancing.
 - Classrooms, when possible, will be equipped with individual student desks, spaced six feet apart from each other in an off-set (not lined up) fashion to facilitate physical distancing in the classroom.
 - Visitors will be limited on sites to only visitors necessary to facilitate in person learning and individualized student needs. On-campus volunteers will be reduced and will require prior approval to entering campus to help reduce risk and insure safety.
 - Students will eat meals in small group settings to facilitate physical distancing.
 - Staff will use strategies to minimize mixing between groups whenever possible. Specific practices will be customized for each school and may include designated building entrances and exits, mapping traffic patterns throughout the school and scheduling student and staff groupings to be as static as possible.
- Adequate Supplies – Adequate supplies will be provided to support healthy hygiene behaviors. Adequate supplies include soap, hand sanitizer with at least 60 % alcohol, paper towels, tissues, disinfectant wipes, cloth face coverings (as feasible) and no-touch/foot-pedal trash cans.
- Signs & Messages – Signs that promote everyday protective measures, tools to stop the spread of germs and behaviors to prevent spread will be posted in highly visible locations. In addition, regular announcements and reminders on healthy habits and reducing the spread will be made on PA systems.

Maintaining Healthy Environments

- Intensified Cleaning and Disinfection – Cleaning and disinfection measures will ensure the physical spaces, equipment and materials students and staff come into contact with remain safe.
 - Daily sanitization will be implemented for high touch areas (doorknobs, handles, fixtures, etc.) with a medical grade sanitizing solution.
 - Transport vehicles, such as buses, will be disinfected daily.
 - Restrooms will be monitored and cleaned more frequently throughout the day.
 - Classrooms will be sanitized daily in high touch areas. Sanitization will include the use of sanitization foggers.
 - Medical grade cleaning products will not be used near children and staff will ensure adequate ventilation.
- Shared Objects – The sharing of objects and school supplies will be discouraged unless proper sanitization can occur.
 - Each child's belongings will be kept separated from other's.
 - Each student will be assigned their own adequate supplies such as a Chromebook, art supplies, and other equipment as available and necessary.
- Modified Layouts – Classrooms will be modified to allow for physical distancing when feasible. The modified layout may include having individual desks, facing the same direction and off-set. If tables are in the classroom, then students will only sit on one side of a table and will be seated apart. Students will be seated one to a seat on buses when feasible.
- Physical Barriers and Guides – Physical barriers, like sneeze guards and partitions, will be installed in areas where it will be difficult to remain six feet apart (like reception areas, certain teacher desks). Physical guides, such as tape on the floors or signs on the walls, will help students remember to stay 6 feet apart in lines and at other times.



- Communal Spaces – Communal spaces will only be used when deemed necessary and usage will be staggered to facilitate physical distancing. Communal spaces will be sanitized between use when possible. The number of students allowed in communal areas, like bathrooms, will be limited.

Maintaining Healthy Operations

- Protections for Staff & Children at High Risk – An online learning option is available for students to select should they be at higher risk for contracting COVID-19. Staff at higher risk for contacting COVID may be granted modified jobs as business need dictates, and will have access to all state and federal leave programs for which they qualify.
- Gatherings, visitors and field trips – Field trips, large assemblies and other school sponsored large gatherings will be cancelled or postponed until they are deemed safe through the use of metrics and in collaborations with the GCHD. Virtual group events will be encouraged, in particular, if social distancing and small group sized cannot be maintained.
- Leave Policies – GUSD offers a flexible General Leave plan which allows employees to miss work should they need to stay home because they are ill or to take care of someone else. Policies for return to school/work after a positive test are maintained through our Human Resourced Department.
- COVID-19 Reporting – The school nurse is the designated contact for COVID-19 concerns which are not employment matters. Systems will be put in place and communicated for:
 - Consistent with applicable law and privacy policies, having staff and families self-report to the school if they or their student have COVID-19 symptoms, a positive test for COVID-19, or were exposed to someone with COFI-19 in the last 14 days in accordance with health information sharing regulations and other applicable federal and state laws and regulations relating to privacy and confidentiality such as FERPA.
 - Notifying staff, families, and the public of school closures and any restrictions in place to limit COVID-19 exposure.
- Health Checks/Recognize Signs and Symptoms – Daily health checks will be done by students and staff prior to coming to school/work. Health checks, including temperature screening, may be done when students arrive at school, exhibit symptoms of COVID, and/or report symptoms of COVID-19. Health checks will be conducted safely and respectfully, in accordance with applicable privacy laws and regulations.

Preparing for When Someone Gets Sick

- Sick Staff Members/Students – Sick staff members and students will not be allowed to return to school/work without a doctor's note and/or negative COVID test. CDC's criteria will be used to discontinue home isolation.
- Isolate the Sick –
 - It will be communicated with students, families and staff that they should not come to school/work and that they should notify the school nurse and/or HR if they or their student become sick with COVID-19 symptoms, test positive or have been exposed to someone with COVID-19 confirmed case.
 - Staff and students with COVID-19 symptoms (such as fever, cough, or shortness of breath) will be immediately separated at school.
 - There will be an isolation room at all school campuses, run by school nurses, to facilitate the isolation of staff or students that exhibit COVID-19 symptoms. Staff/students will be isolated



until they can safely leave the school and then should go to a medical facility for testing/further advice and/or diagnosis.

- All areas used by a sick person will be immediately cleaned and disinfected.

Ongoing Monitoring Practices

GUSD will regularly communicate and monitor developments with GCHD authorities regarding cases, exposures, hospitalizations, and any other relevant metrics that may require a change in school operations. In the event of an elevated number of cases in the local health data or in the event of presumed or confirmed cases directly impacting schools or offices, GUSD will collaborate with GCHD authorities to implement all necessary health and safety protocols. This could include short-term closure of one or more GUSD facilities until health officials deem it safe to reopen. More information on preparations for future closures may be found in this plan.



Important Elements in ALL Reopening Options

Social Emotional Learning and Mental Health

The direct and indirect impacts of the global COVID-19 pandemic are expected to have a lasting effect on students and staff. GUSD will reinforce and enhance curriculum and supports focused on social-emotional learning, relationship building, and successful transitions whether in-person or through online, virtual or distance learning. GUSD has purchased grade-level curriculum which includes a focus on student social-emotional wellbeing. Staff will take training courses to help with social-emotional learning. All employees have access to an Employee Assistance Program, free of charge, through a third party company called Jorgensen-Brooks. GUSD will continue to exercise aspects learned in Capturing Kids Hearts to include regular check-ins on each other, greeting one another, and genuinely expressing care for others.

Intervention Services

All learners will continue to require flexible and responsive support for their academic, behavioral, and wellness needs. GUSD's TKO Academy will allow for intervention services to happen. Teachers and staff will continue to recognize the need for intervention and intervention strategies will continue to occur in in-person learning models. Schools will leverage resources and tools for systematic data collection, ongoing progress monitoring, and timely intervention. Support staff and resource teachers, including dropout prevention coordinators and school counselor, will work flexibly across the school to address student needs.

Honors, Gifted and College Ready Services

Students will be able to receive GUSD offered honors and college based courses as they have in previous years. Grades, data and student success will be utilized to determine appropriate placement and fit for advanced classes.

Supports for Special Populations

Students with disabilities and English learners will be given special consideration to ensure appropriate instruction while complying with state and federal requirements.

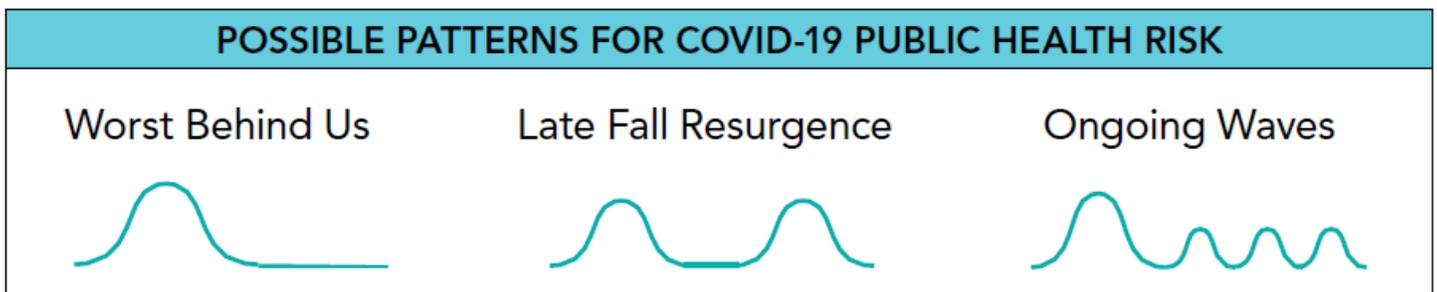
- Students with Disabilities – Special education services for students with disabilities will include increased time for synchronous instruction and explicit expectations for greater consistency. Instructional delivery will be designed to ensure the least restrictive environment as required by their IEP. As needed based on IEP goals, this will include in-person specialized instruction. Students will receive access to instructional materials for use at home, as needed, including assistive technology tools. The student support model will be complemented by enhanced professional development for staff and training for caregivers if necessary. When necessary, virtual meetings will be used to convene special education procedural meetings, such as local screening committee, re-evaluation, eligibility, IEP teams, etc.
- English Learners (ELs) – Services for English learners will include a defined minimum time allocation for English language development (ELD) instruction within the student's schedule, with opportunities for extended instructional time provided to recently arrived ELs, students with limited or interrupted formal education, and ELs identified for interventions. Formative ELD assessments will be created to assist monitoring of student progress in development of reading, writing, listening, and speaking skills. Family education will be provided, if necessary, to support families' understanding of distance learning models and how to support their child's learning.



Preparing for Future Shutdowns

Changes in public health data could necessitate rapid adjustments to the district's operational approach at any time in the 2020-2021 school year. Students, families, and staff attending in-person or hybrid models with physical distancing in GUSD buildings, should be prepared for the potential of building closure on short notice. School leaders will communicate promptly to staff, students and families in the event that local health conditions warrant school closure or a change in instructional delivery. In the event of closure, GUSD will implement an emergency model of full-time online instruction for all students or distance learning for all students depending upon expected duration of the closure.

Experts studying health trends for COVID-19 and past pandemics recognize that there is the potential for a range of shifts in public health risk as we move toward eventual stability. As we begin to ease social distancing, we work from an assumption that the worst is behind us. However, analysis of historical data and trends from together areas of the world experiencing COVID-19 suggest the likelihood that we will see a resurgence in cases. This resurgence could take the form of a spike, possibly in late fall when flu season also prompts more COVID-19 transmissions. Another variation could bring recurring waves across many months until a vaccine is developed, reflecting loss of stamina for strict health and social distancing precautions.



Source: EAB Interviews and Analysis

Safety Protocols

During a health closure for one or more GUSD schools, no students would be allowed in school buildings for instruction. Staff would access buildings for critical purposes, as permitted within health department guidelines. In rare circumstances when a necessary specialized service cannot be provided remotely, individual students may be permitted into a GUSD facility by appointment and with strict mitigation strategies in place.

Instructional Practice

In the event of shutdown, all instruction for the affected schools would be delivered remotely, either through enhanced distance learning practices or through our TKO Academy, depending upon duration of the shutdown. The distance learning practices would reflect lessons learned from spring 2020 and would include enhanced delivery methods and consistency. GUSD's expansion of technology, connectivity, professional learning and online learning management systems will help ensure that GUSD students are able to access high-quality instruction even in the event of a school closure.

Schedules

Class schedules in an emergency distance or online learning approach will mirror scheduled schedules for families that requested hybrid or in-person learning options.



Additional Considerations for Reopening

As GUSD prepares to reopen schools, we recognize there are additional considerations that must be addressed to ensure students, families, and staff are well supported in the upcoming transitions. Many of the additional considerations are addressed in additional reopening documents or earlier in this document.

Supports for Staff

Our goal is to ensure that all staff have the resources to feel as safe and comfortable as possible returning to the workplace during the current COVID-19 pandemic with the understanding that we cannot remove all potential for interpersonal interaction.

- Leave Options/Work Options – GUSD understands the potential for staff members to need to take leave. GUSD has a flexible and generous general leave policy which allows for staff members to utilize earned leave time as they wish. In addition,
 - GUSD supports staff access to emergency leave, such as the Families First Coronavirus Response Act (FFCRA), and other related benefits; and
 - Use of the CDC health inventory, as it pertains to employees who may need a reasonable accommodation; and
 - On-line teaching assignments will be available contingent upon need, student enrollment numbers and potentially teacher accommodations. It is expected that on-line teaching assignments will still require work from the school building.
- Personal Protective Equipment – Staff will have access to necessary personal protective resources, as appropriate for risk exposure, such as masks, gloves, face shields.
- Health and Wellness – Staff will have access to Jorgensen Brooks, our Employee Assistance Program, for assistance with personal health and wellness needs outside of benefits provided through our major medical carrier.
- Professional Development – Professional learning/development will be provided to staff on the necessary programs, technology, and safety protocols as necessary.

Supports for Families

GUSD wants to ensure that all families have the tools, resources, and supports to feel as safe and comfortable as possible as their children return to school, again understanding that all risk cannot be removed from in-person schooling. Elements of family support include:

- Flexible Enrollment Options – All students/families are provided the flexibility to choose the enrollment option that best serves their individual/family needs.
- Food Services – Food services will continue to provide meal services to students unable to attend school in person through Grab and Go meals which can be picked up in the school cafeterias and may be delivered to pre-determined bus stops.
- Transportation Services – Student transportation services will continue to be offered to students at designated bus stops. Students will be required to wear a face covering while riding the bus/van.
- Training and Support – Training and resources will be provided to families to assist in a transition to online/distance learning.
- Technology Support – Technology support will be offered during business hours by GUSD for assistance with GUSD remote learning devices and programs.



Athletics and Activities

Athletics and activities support the goal of providing a well-rounded educational experience for students within the reopening process. GUSD will follow all CDC, Health department and AIA guidance for physical distancing, restricting the size of gatherings for indoor and outdoor spaces, disinfecting equipment, and other health and safety precautions. The actual date for practices to commence will be determined at a later date.