OUR SAFE RETURN

WINSTON-SALEM/FORSYTH COUNTY SCHOOLS
Back to School Plan for 2020-2021
Introduction
Vision

To create a safe, vibrant, and equitable learning community for all WS/FCS students and staff.

Mission

To develop comprehensive, evidence-based plans that thoughtfully and safely guide the reopening of school campuses, reflect the unique WS/FCS community, and take into consideration the guidelines and mandates as outlined by Governor Cooper, NCDPI, NCDHHS, and the CDC.
Objectives

• **PUBLIC HEALTH** – To keep staff, students, and the community at large as safe as possible during a pandemic for which there is no vaccine.

• **PUBLIC EDUCATION** - Winston-Salem/Forsyth County Schools will provide all students with equitable educational opportunities that ensure they continue to become responsible, productive, global citizens during this global health crisis.
Developing Our Plan
For Winston-Salem/Forsyth County Schools During Covid-19  (Revised)
Developing Our Plan

- CDC Guidance
- NCDHHS Strong Schools Tool Kit
- Lighting Our Way Forward: NC Guidance on Reopening K-12 Schools (NCDPI)
- WS/FCS Planning Teams
- WS/FCS Board of Education
- Teacher Advisory Council
- Classified Employee Advisory Council
- Employee, Parent, & Community Surveys
- Student, Parent, & Community Focus Groups
NC Covid-19 Case Count

Numbers are updated on weekdays by 3pm:

<table>
<thead>
<tr>
<th>Forsyth County Cases</th>
<th>NC Cases</th>
<th>NC Deaths</th>
<th>NC Completed Tests</th>
<th>Currently Hospitalized in NC</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,946</td>
<td>93,426</td>
<td>1,588</td>
<td>1,312,757</td>
<td>1,134</td>
</tr>
</tbody>
</table>

2:26 PM, July 16, 2020
Source: [http://www.forsyth.cc/covidupdate/#casecount](http://www.forsyth.cc/covidupdate/#casecount)

Cases by County:
Guilford County 3,877
Durham County 4,827
Mecklenburg County 16,360
Governor Cooper has extended the Phase 2 order for 3 more weeks.

The order should expire on or about August 7; we will reassess at that time.
Plan C
For Winston-Salem/Forsyth County Schools During Covid-19
2020-2021 School Year
Each District is required to create the following plans:

<table>
<thead>
<tr>
<th>Plan A</th>
<th>Plan B</th>
<th>Plan C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimal Social Distancing</td>
<td>Moderate Social Distancing</td>
<td>Remote Learning Only</td>
</tr>
<tr>
<td>Least restrictive for school reopening. Will be implemented if COVID-19 metrics stabilize and/or move in a positive direction.</td>
<td>More restrictions for social distancing and reduced density. Will be required if COVID-19 metrics worsen.</td>
<td>Suspend in-person learning &amp; implement remote learning plans. Will be implemented if COVID-19 metrics worsen significantly.</td>
</tr>
</tbody>
</table>

The Governor and NCDHHS determined how schools can reopen safely for the 2020-21 school year following Plan B.
Plan C: Remote Learning

• Grades Pre-K -12 will receive virtual instruction combined with offline instructional work.
• Using iPads and devices from students who opt out we should have enough for 1:1 Grades K-12.
• Textbook (hard copies) use in K-3
• One device for every student in Grades 3-12
CARES Team

School and Community-Based CARES Team

• Parent/Community Engagement and Education
  - Learning Opportunities
  - Resource Referrals

• Direct Student Support
  - Tutoring and Homebound Teacher Assignment
  - Technology Support
  - Translation & Interpretation
  - Social-Emotional Support and Well-being
CARES Team

School and Community-Based CARES Team (continued)

- Learning Centers (Locations for Student Support)
  - Forsyth Promise Partnership and Liaison
  - Various locations across the county
  - Community Volunteers and Staff
Plan C: WS/FCS Virtual Academy

- **Current Structure**
  - Grade Span K-12

- **Proposed Structure**
  - Grade Span K-8
  - All high school students will participate in remote learning with their assigned high school.

- **Currently 4,851 students are enrolled.**
Plan B

For Winston-Salem/Forsyth County Schools During Covid-19
2020-2021 School Year
Plan B

EC Pre-K and Grades K-8 – In-School Monday-Thursday; remote learning on Friday

- Grades K-4 assigned to elementary schools
- Grades 5-6 assigned to middle schools
- Grades 7-8 assigned to high schools

Grades 9-12 – Remote Learning Monday-Thursday

- Grades 9-12 On campus option Fridays on a rotating basis for tutoring, small group, hands-on learning.

EC Self Contained, EC-OCS, EL students and EC students attending special schools will attend school Monday-Thursday. High School students who are academically and/or emotionally at risk will receive tutoring and support at nearby community centers.
Plan B: Rationale

Why is High School Remote?

• High School students need continuous daily instruction and contact with teachers in order to support upper level classes, support ACT/SAT prep, and identify those who are not engaging quickly.
• Contact tracing is nearly impossible due to class changes and larger class sizes. This could affect as many as 120 students in just one class.
• It is difficult to find substitutes for AP, lab courses, and CTE programs (in case of quarantine), because they need to be content experts.
• **Over 200 High School teachers fall into a high-risk age category.**
Plan B: Rationale

Health risks for older children:

• More vulnerable to COVID-19 than younger children
• Younger children have lower risk associated with COVID-19 in reopening schools
• More likely to experience COVID symptoms than younger children
• More likely to produce droplets that contribute to the spread of COVID due to stronger coughs and speaking voices
**OUR SAFE RETURN PLAN B EXPLAINED**

**Kindergarten through 8th grade**

- Students will attend school *in-person* daily at assigned elementary and middle schools.
- Includes Exceptional Children (EC) Pre-K and EC self-contained, Special Schools, Occupational Course of Study (OCS), and English Learner (EL) students.

**9th through 12th grade**

- Students will attend school *virtually*.
- Virtual Monday, Tuesday, Wednesday, and Thursday
- On Campus Friday:
  - 9th graders returning to school the 1st Friday of every month
  - 10th graders returning to school the 2nd Friday of every month
  - 11th graders returning to school the 3rd Friday of every month
  - Seniors returning to school the 4th Friday of every month

- General Pre-K will be suspended through October.
- Transportation for qualifying Exceptional Children and McKinney-Vento students. All other students will receive transportation based on availability. (Transportation lottery or first come, first served?)
- CARES Team will be available for tutoring and support to assist students who are academically and/or emotionally at risk.
- The Virtual Academy remains an option for all students in grades K-12 for the 2020-2021 school year. Students must apply to enroll in the Academy at assignment.wsfc.s12.nc.us/webpages/public/Virtual_Academy
- Note that all students will engage with teachers *five days a week* whether in person or virtually in the revised Plan B.

**OUR SAFE RETURN PLAN B** is subject to change based upon health data related to the number of reported cases of COVID-19 in Forsyth County and across NC.
Transition to Plan B

Staggered Start
Plan B: Staggered Start

• **ALL STUDENTS** begin school on August 17, either in person or remotely.
  
<table>
<thead>
<tr>
<th>Grades</th>
<th>On Campus</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>K-2</td>
<td>on campus</td>
<td>August 17 - August 28</td>
</tr>
<tr>
<td>Grades 3-4</td>
<td>on campus</td>
<td>August 31 - September 4</td>
</tr>
<tr>
<td>Grades 5-6</td>
<td>on campus</td>
<td>September 7 - September 11</td>
</tr>
<tr>
<td>Grades 7-8</td>
<td>on campus</td>
<td>September 14 - September 18</td>
</tr>
</tbody>
</table>

• High school students will meet face-to-face in small groups for orientation to Canvas between the dates of 8/17-9/11.

• General Pre-K will be taught remotely through October 1st; we will reassess the feasibility of a return to campus at that time.
Plan B: Rationale

Staggered Start allows time to:
• Provide a safe re-entry for students and staff
• Train students on screening protocols
• Ensure we are adequately staffed
• Ensure our reporting protocols are in place
• Streamline transportation
• Assess community impact
Implementing Our Plan
For Winston-Salem/Forsyth County Schools During Covid-19 (Revised)
## High School Virtual & On Campus Model

### Instructional Methods

<table>
<thead>
<tr>
<th>Method</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Microsoft Teams</td>
<td>Live instruction and support from teachers daily</td>
</tr>
<tr>
<td>Canvas</td>
<td>Learning Management System used as a one stop access to all instructional resources</td>
</tr>
<tr>
<td>Career and College Promise with Forsyth Technical College</td>
<td></td>
</tr>
<tr>
<td>Dual Enrollment with Wake Forest, Winston-Salem State University,</td>
<td>and Salem College</td>
</tr>
<tr>
<td>Early graduation option is available</td>
<td></td>
</tr>
</tbody>
</table>
### High School Virtual & On Campus Model

<table>
<thead>
<tr>
<th>eLearning</th>
<th>Live Virtual Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Laptop with a green screen displaying Lesson 1" /></td>
<td><img src="image" alt="Person using a laptop with multiple faces on the screen" /></td>
</tr>
<tr>
<td>PowerSchool Learning: multiple clicks and platforms to find and submit work</td>
<td>Canvas Learning Management Platform: one-stop location for all digital resources</td>
</tr>
<tr>
<td>Self-Paced Learning</td>
<td>Face-to-face real time teaching via Teams</td>
</tr>
<tr>
<td>Students worked independently with varied amount of teacher contact</td>
<td>Teachers and students log on to Teams at the same time for live teaching and learning</td>
</tr>
</tbody>
</table>
# High School Virtual & On Campus Model

## Sample High School Student Schedule

<table>
<thead>
<tr>
<th>Period</th>
<th>Time</th>
<th>Monday-Virtual A</th>
<th>Tuesday-Virtual B</th>
<th>Wednesday-Virtual A</th>
<th>Thursday-Virtual B</th>
<th>Friday-On Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>8:55 am</td>
<td>Math 1</td>
<td>Spanish I</td>
<td>Math 1</td>
<td>Spanish I</td>
<td>Face-to-Face</td>
</tr>
<tr>
<td>2</td>
<td>10:30 am</td>
<td>English I</td>
<td>World History</td>
<td>English I</td>
<td>World History</td>
<td>Support</td>
</tr>
<tr>
<td>3</td>
<td>12:00 pm</td>
<td>Lunch</td>
<td>Lunch</td>
<td>Lunch</td>
<td>Lunch</td>
<td>Small Group</td>
</tr>
<tr>
<td>3</td>
<td>12:40 pm</td>
<td>CTE</td>
<td>JROTC</td>
<td>CTE</td>
<td>JROTC</td>
<td>Tutoring</td>
</tr>
<tr>
<td>4</td>
<td>2:10 pm</td>
<td>Physical Science</td>
<td>Health</td>
<td>Physical Science</td>
<td>Health</td>
<td>Hands-on Learning</td>
</tr>
</tbody>
</table>
Clemmons ES – 5th Grade
18 seats
Clemmons ES – K
15 seats
What Did We Remove?
Athletics, Clubs, Competitions, Before and After School Programs, and The Arts

• Before and after school programs will not be held on campus when school starts. We are encouraging off-site programs at this time.

• Student clubs and competitions will be held virtually.

• Field trips will be held virtually. There will be no out of state travel for students or staff (district business-related) through December 2020. We will re-analyze in January 2021.

• Fall sports workouts delayed indefinitely. NCHSAA has delayed the start of the fall sports season until September 1.

• Marching Band has been delayed indefinitely.

• Performing arts concerts and performances have been delayed - however, instruction will continue.
Social-Emotional and Wellness Needs

Student Supports:

• Informational video for children and parents
• Resources, strategies, tips for parents/guardians
• Crisis debriefing/process
• Small group/classroom guidance on emotional wellness
• Classroom SEL lessons
• Strategic student “check-ins”
CARES Team

School and Community-Based CARES Team

• Parent/Community Engagement and Education
  - Learning Opportunities
  - Resource Referrals

• Direct Student Support
  - Tutoring
  - Technology Support
  - Translation & Interpretation
  - Social-Emotional Support and Well-being
CARES Team

School and Community-Based CARES Team (continued)

• Learning Centers (Locations for Student Support)
  - Forsyth Promise Partnership and Liaison
  - Various locations across the county
  - Community Volunteers and Staff
School Safety Measures

• Health Screening protocol
• Social distancing and health best practices
• Health Room
• Isolation Room procedures
• Transporting symptomatic students
• Training for students and staff
• Screening Teams and Health Care Coordinator
• Lead School Health Nurse
Food Services Committee

Grades EC Pre-K – 8

Breakfast Service
• Stations set up just past screening locations for grab n’ go service to class

Lunch Service
• Students come to the café to make lunch selections
• Meals served in to-go style containers to be taken back to class for consumption.
• Proper social distancing and safety measures in place in the cafes.
Food Services Committee

Grades 9 – 12 Remote Learning and Virtual Academy

• Pick up meals once per week
• Meals will be boxed with one week’s worth of menu items for a student
• Student, parent or guardian sign up for meals prior to service to allow Child Nutrition staff to know proper amounts of boxes to prepare
• Pick up day and time TBD
Transportation

• **Driver Survey Results**
  - 95% state they plan to return
  - Main concerns – PPE while driving and training on new standards

• **Transportation Model**
  - No Magnet/Choice transportation; residential assignments only
  - Bell schedules may need to be adjusted to ensure timely arrivals based on building assignments

• **Transportation Assignments**
  - Parent request process by school
  - Instructions to be provided to Data Managers to enter requests
  - Information to be sent to households by school to provide process for requests
Employee Feedback

- **Employee Survey Results:** summary of surveys submitted by employees between June 12 and June 19, 2020
- **Employee Intent Form:** summary of data from the employee intent form submitted by employees between July 14 -16, 2020
- **Other Feedback:** qualitative feedback that includes information from a variety of employees
# Intent To Return To Work

<table>
<thead>
<tr>
<th>CURRENT POSITION</th>
<th>I am requesting an ALTERNATIVE WORK ARRANGEMENT, e.g., working remotely, if available for my position, for reasons related to COVID-19.</th>
<th>PERCENT REQUESTING ALTERNATIVE WORK ARRANGEMENT</th>
<th>I plan to REMAIN IN MY CURRENT SCHOOL ASSIGNMENT and report to work, as directed by my principal or supervisor.</th>
<th>PERCENT REMAINING IN CURRENT SCHOOL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Office Staff</td>
<td>85</td>
<td>28%</td>
<td>215</td>
<td>71%</td>
</tr>
<tr>
<td>Child Nutrition</td>
<td>21</td>
<td>5%</td>
<td>406</td>
<td>93%</td>
</tr>
<tr>
<td>Maintenance</td>
<td>7</td>
<td>5%</td>
<td>120</td>
<td>92%</td>
</tr>
<tr>
<td>Other</td>
<td>35</td>
<td>17%</td>
<td>168</td>
<td>82%</td>
</tr>
<tr>
<td>Other School-based Licensed Staff</td>
<td>109</td>
<td>18%</td>
<td>504</td>
<td>81%</td>
</tr>
<tr>
<td>Psychologists</td>
<td>4</td>
<td>19%</td>
<td>16</td>
<td>76%</td>
</tr>
<tr>
<td>School Based Classified Staff</td>
<td>186</td>
<td>16%</td>
<td>949</td>
<td>83%</td>
</tr>
<tr>
<td>Social Workers</td>
<td>17</td>
<td>38%</td>
<td>28</td>
<td>62%</td>
</tr>
<tr>
<td>Teacher</td>
<td>867</td>
<td>23%</td>
<td>2809</td>
<td>76%</td>
</tr>
<tr>
<td>Transportation</td>
<td>1</td>
<td>3%</td>
<td>30</td>
<td>97%</td>
</tr>
<tr>
<td>Warehouse</td>
<td></td>
<td>0%</td>
<td>15</td>
<td>100%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>1332</td>
<td>20%</td>
<td>5260</td>
<td>79%</td>
</tr>
</tbody>
</table>
## Intent To Return To Work

### Alternative work arrangement

I am requesting an alternative work arrangement for the following reasons (check all that apply):

1,346 responses

<table>
<thead>
<tr>
<th>Reason</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am at high risk of developing a severe illness</td>
<td>518</td>
<td>38.5%</td>
</tr>
<tr>
<td>I am living with someone who is at high risk</td>
<td>497</td>
<td>36.9%</td>
</tr>
<tr>
<td>Child care concerns are causing me to risk</td>
<td>358</td>
<td>26.6%</td>
</tr>
<tr>
<td>Challenges with technology and the skills</td>
<td>11</td>
<td>0.8%</td>
</tr>
<tr>
<td>I have a general lack of comfort in return</td>
<td>999</td>
<td>74.2%</td>
</tr>
</tbody>
</table>
Review of Accommodations

• HR reviews Intent Form responses
• HR contacts these employees
• HR reviews options on a case by case basis
• Consider available options with the employee and supervisor
Social-Emotional and Wellness Needs

Staff Supports:

• Adult social-emotional learning (SEL)
• Crisis debriefing/processing
• Trauma-informed care, symptoms of distress, and supportive classroom environments
• Stress management, self-care, employee wellness benefits, community resources
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

- WS/FCS will follow NCDHHS’s *Reference Guide for Suspected, Presumptive, or Confirmed Cases of COVID-19 (K-12)* protocols for screenings upon arrival at a school facility or boarding transportation vehicles.

- For contact tracing purposes, employees are asked to document arrival and departure at all WS/FCS buildings.
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

- Each school facility will have a dedicated space for symptomatic individuals that is not be used for any other purposes.
- Symptomatic individuals will be immediately isolated in the designated area and then sent home to isolate.
- School Nurses or others delegated to provide care to ill students or employees must wear appropriate Personal Protective Equipment (i.e. surgical mask and gloves).
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

• Return to School/Work Requirements
  • **Negative COVID-19 Test.** Individuals may return once there is no fever without the use of fever-reducing medicines and they have felt well for 24 hours.
  • **Positive COVID-19 Test with No Symptoms.** Individuals must remain out of school/work until 10 days have passed since the date of their first positive COVID-19 diagnostic test, assuming they have not subsequently developed symptoms since their positive test.
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

• Return to Work Requirements (continued)

• Positive COVID-19 Test or Symptoms with No Test. Individuals should not be at school/work and should stay home until they (or a family member if younger child) can answer YES to the following three questions:
  • Has it been at least 10 days since you first had symptoms?
  • Has it been at least 3 days since you had a fever (without using fever reducing medicine)?
  • Has it been at least 3 days since your symptoms have improved, including cough and shortness of breath?
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

Return to Work Requirements (continued)

• **Exposure** Individuals must remain out of school/work for 14 days since the last date of Exposure unless they test positive.

*Exposure refers to being within six (6) feet of someone diagnosed with COVID-19 for fifteen (15) minutes or more.
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

Return to Work Requirements (continued)

• **Alternative Diagnosis.** A person can return to school, following normal school policies, if they receive confirmation of an alternative diagnosis from a health care provider that would explain the COVID-19-like symptom(s), once there is no Fever without the use of fever-reducing medicines and they have felt well for 24 hours.

• **Documentation.** If a person has been diagnosed with COVID-19 or has been presumed positive by a medical professional due to symptoms, they are not required to have documentation of a negative test in order to return to school/work.
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

• Employees must notify their supervisor immediately if he/she tests positive for COVID-19, has symptoms of COVID-19, or has had an Exposure within the last fourteen (14) days.
• Supervisor must then immediately notify Human Resources.
• HR will provide information to the employee and supervisor regarding next steps, including return to work requirements.
• HR will notify Operations Department so that any applicable protocols for cleaning and disinfecting can be implemented.
Handling of Suspected, Presumed or Confirmed Cases of COVID-19

• Human Resources will notify the Forsyth County Health Department in accordance with legal requirements.
• The Health Department will begin contact tracing for all individuals who have been exposed.
• WS/FCS will work with the Health Department to address potential closure of a classroom or school due to exposure to COVID-19.
School Closure Protocol

• In accordance with CDC guidelines: If local health officials have determined there is substantial transmission of COVID-19 within the community, they will provide guidance on school closure.
# Next Steps Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 20</td>
<td>Begin retrofitting buildings; staff building walk throughs for safety, communicate with families</td>
</tr>
<tr>
<td>July 22&amp;23</td>
<td>Town Hall Meetings</td>
</tr>
<tr>
<td>August 5</td>
<td>Restart School staff return</td>
</tr>
<tr>
<td>August 11</td>
<td>Traditional School staff return</td>
</tr>
<tr>
<td>August 17</td>
<td>EC Pre-K, Grades K-4 students return for in person instruction; all other students begin remote instruction</td>
</tr>
<tr>
<td>August 31</td>
<td>Grades 5 and 6 students return for in person instruction</td>
</tr>
<tr>
<td>September 7</td>
<td>Grades 7 and 8 students return for in person instruction</td>
</tr>
<tr>
<td>October 1</td>
<td>Pre-K students return for in person instruction</td>
</tr>
</tbody>
</table>
OUR SAFE RETURN

WINSTON-SALEM/FORSYTH COUNTY SCHOOLS
Back to School Plan for 2020-2021