



**Head of School Weekly Check In
June 12, 2020**

During this call, which topic(s) would you most benefit from conversation with colleagues?

- I would like to know if my colleagues are approaching a potential re-opening by trying to get ALL students back on campus, or if you are considering a phased-in approach based on age of students. +1 Shireen
 - Medical guidelines - younger students able to return in pods, older students not able to do that. How are others handling this?
 - Balancing three values: 1. Pikuach nefesh; 2. Student learning; 3. Parents returning to work. Our educational model for youngest students enables this. Our educational model does not easily allow for this in the older grades because the exposure potential is to 40-50 students. If we can't stay true to our educational goals and parents are able to return to work while they're kids are on Zoom.
 - 10 kids in a classroom, then Zoom into other classes.
 - Dallas has 22 students per classroom. Moved pre-school out of building, so that we can have extra classrooms. Splitting the class in half, main teacher and assistant in room. Teacher is with half the class time for half the day. Zoom option for those students who want to stay home. Planning to open the building 8/22.
 - Pre-school is much more liberal about numbers of students
 - What to do if one student gets sick? What's our protocol?
 - Are parents signing contracts to be sure they understand the new protocols?
 - Infectious disease specialists believe that carpool is okay, since everyone lives 1 mile from school. Keep windows open.
 - Discussion of the CDC guidelines. One school planning the following: A teacher can be in a room with students for 45 minutes at a time and then move into another room, socially distanced, with plexiglass shields, at the moment teachers will wear masks or shields based on local guidelines. Students will wear masks as well. Preschool teacher will wear shield with cloth draping under it. Shield does not replace the mask. Considering pre-K, hats have built in shield
- What to do about teachers who may not be comfortable returning to school. +1
 - Everyone should get their own legal counsel on this

- ADA is complex right now - is most of the leave unpaid, a few weeks have been added through COVID acts.
- Family First Act - extended paid leave
- Check on this: Once you combine all the acts, you have a combined 12 weeks at $\frac{2}{3}$ of their pay or full pay.
- For teachers we want to keep: Go through an iterative process with employees - fill out a form if they are requesting medical accommodation to return to work. Should not be done by that person's supervisor. I can reject the request if it causes undue hardship to the organization (either financial or drastically alters their job responsibilities)
- JCRC/Federation webinar on Re-opening. Legal obligations towards teachers. www.jcrcny.org/reopening
- Keep very tight records on this so that you can get government tax credit.
- Taking care of my admin, teachers, and parents who fear continuing virtual learning in the fall. It was one thing to be thrown into this all of a sudden, but another to see it looming ahead for a full year.
 - Buying teacher every laptop
 - Every student has chromebook
 - Multiple teachers quit because of this issue
 - Emotional toll this has taken on everyone. How are you caring for them in their exhaustion?
 - Training for all faculty
 - Tuesday nights are game night all summer long
 - Emotional wellness first. Emphasis on the social programming>academics. Vivek Murphy cautions about the toll that loneliness takes.
- Are you seeing an increase of aliyah among your families right now in response to the pandemic? One yes, most no.
- What have people been doing for communicating with parents about the fall, realizing that there is still so much unknown? +1 Please add your communications here. <https://drive.google.com/drive/u/1/folders/1rvQseYGhwbWMV4MnlkeJC-C87cTA0BXV>
- For me is getting registration closer to normal so that I can be confident that we can make reopening happen and be stable financially.
- Note that based on the JCRC session, security issues might be on the uptick.
- Caution from JCRC session: don't rush to open the building - teachers moving from room to room can spread the illness.
 - Note: someone else mentioned the CDC guidelines that teachers in the room for under 1 hour, following social distancing guidelines will not spread the illness.
 - Note: Please remember that these are medical best guesses and they are changing constantly. They are not formal rules.
- We are in this for the long haul. This is likely a 2-3 year process, vaccination will take years to cover the country.

After this call, which topic(s) would you be happy to speak with a colleague privately this week? (Add name and email address or phone number)

- I can speak w/communicating with parents about the Fall-Shireen

Resources

- [Mental Health and Wellness](#) Train the Trainers - teams of admin and guidance/mental health and wellness employee.
- **JCRIF** - [application](#) deadline June 15
- **JFNA** - [PPE Purchasing Portal](#) through Jewish Together through which all Jewish organizations can purchase face masks (adult and child size), gloves, forehead thermometers and hand sanitizer. Working with a vendor we partnered with in the earlier project, we are able to offer access to products reliably and at advantageous pricing. [Summer PD Opportunities](#) and click [here](#) if you have any to add to the list.
- Please share your scenario planning, virtual schedules, and communication with parents [here](#).
- Recent Head of School [Pulse Survey results](#).