

Members were surveyed on the Return to Learn Plan and Online Learning Plan.

**Rating scale used:**

- 3: Yes, I am comfortable with the plans in place.
- 2: I am somewhat comfortable with the plans in place.
- 1: No, I am not comfortable with the plans in place.

Listed below are the averages for each category.

|                |                           |                  |                                      |            |          |
|----------------|---------------------------|------------------|--------------------------------------|------------|----------|
| Illness Policy | Transportation Procedures | Building Offices | Before School Supervision/Admittance | Classrooms | Hallways |
| 1.78           | 2.04                      | 2.39             | 1.65                                 | 1.69       | 1.60     |

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|-----------|-------|-----------|--|--|
| Restrooms | Lunch | Dismissal | General Recommendations and Expectations 1 | General Recommendations and Expectations 2 |
| 1.86      | 1.60  | 1.73      | 1.43                                       | 1.78                                       |

The overall average score is 1.78 for the Return to Learn Plan.

Questions/Concerns/Comments regarding the Return to Learn Plan

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| How are we going to do social distancing with 30 students and 2-4 adults in a high school classroom?  |
| I believe face masks should be REQUIRED not recommended. While students may not be as likely to get Covid-19 (and that is still up for debate), we have too many adults in the buildings to ignore this issue.  |
| In my opinion, the IDOE statement regarding masks is completely at odds with CDC guidelines. We should be encouraging face masks!   |
| When are we supposed to clean everything???? In lower elem there's a lot of things that will need disinfected throughout the day and at the end of the day. We are hands on!!   |
| It just very vague!!!!  |
| After my husband and I tested positive for the virus and being sick, People need to realize a teacher who tests positive is NOT going to be able to return to work in 2 weeks. It took me a good 8 weeks to feel better and get my energy back. I took all precautions at home and was a sanitizing like crazy. We followed all recommendations. Wore a mask if we went out to the store and we got sick. I worry with no mask requirement, etc... we are not doing enough to protect everyone. I sure do not want to get it again. I currently continue to have some health issues because of Covid. It needs to be noted that the bathrooms need to be cleaned at various times during the day, not just once. I just can't say enough about keeping things sanitized and washing hands frequently. |
| My room is only completely cleaned once a week, if that. Trash is emptied every day (sometimes not both trash cans), janitors have NEVER cleaned my tables, cabinets, chairs, counter, or sink. My floor only get swept and moped once a week IF I put my chairs up. How are we to really know if our classroom was disinfected?  |

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| <p>If my child has a sore throat they will be sent home? If they have one for many days they will miss school, when they could not even be sick, a sore throat can come from talk to much or even running in cold wind.</p>   |
| <p>Citing a recent Perry News article, many districts around Perry are requiring masks for ALL students in addition to staff (<a href="https://theperrynews.com/perry-area-school-districts-aim-for-new-normality-in-onsite-classes/">https://theperrynews.com/perry-area-school-districts-aim-for-new-normality-in-onsite-classes/</a>). I am still not understanding why we cannot do the same. There is still no concrete guidance about, at the MS/HS level, how many students/staff we should ask to stay home if even one case of COVID is found in a student or staff member without having to close the entire building down, due to constant student body movement throughout the day, ESPECIALLY without the mask requirement for students and only "encouraging" social distancing in hallways. Finally, will we be constantly getting replenishment for cleaning supplies?</p>    |
| <p>I don't feel that every classroom has been considered for social distancing measures. How is this going to be included into the final plan?</p>  |
| <p>Has the amount of time to be fever free to return to school changed? For Buses, do the students need to wear masks? That is not included in the transportation section. For the high school passing time, would it be possible for the students to travel in a one way pattern in the hall way in the academic wing? Limiting the number of students in the restroom will be a night mare. It would be nice to know at what level a school or the district could be closed due to Covid cases.</p>   |
| <p>Will teachers be provided cleaning supplies??</p>  |
| <p>It is impossible to social distance students in our middle school. It seems difficult at best to effectively clean each classroom surface at the end of each class when cleaning products suggest they need 30 min to be effective. The hallways are too crowded. New "guidance" from the governor suggests those testing positive but showing no symptoms should NOT stay home. People need to social distance and keep gatherings under 10 in public, but schools should open as normal. We are not requiring masks. Seriously, what are we doing?</p>   |
| <p>Why was there not more creativity when making this plan. No attempt was even made to keep older students in cohorts, together all day. I am very concerned about the crowded hallways and buses.</p>   |
| <p>Masks should be required and we should be doing 50% of students for half the week. A lot of material can be delivered to smaller groups. Classes of 10-15 can get just as far in 2.5 days as classes of 20-30 can in 5 days. Split the alphabet and do half on mon-tues, half thurs-fri and Wednesday is required virtual day. Not a great option for parents who work but neither is the potential of teachers dying so there you go.</p>   |
| <p>I feel that masks should be required because there is no way we can follow social distancing guidelines properly.</p>  |
| <p>I am most concerned that we are not taking temperature and requiring masks. Most of the plan seems to address transmission through touch and doesn't pay enough attention to aerosol transmission. Additionally, the plan doesn't take action until a person has tested positive. There is a lag in testing and this may mean that someone who is positive without returned test results but showing no symptoms will spread the virus.</p>  |
| <p>All science and evidence supports that if in person learning is going to happen, it should happen in phases. Why are we risking lives, children's, staffs, and families. It's not a matter of "if", but when someone gets severely sick. Why is administration okay with this?</p>   |
| <p>Masks should be required at our schools. My other concern is lunch, since right now our plan doesn't really say anything.</p>  |
| <p>The elementary isolation room doesn't have adequate ventilation like a majority of the building.<br/> If the needlepoint ionization is so perfect...why aren't more places using this?<br/> Will our healthy be negatively impacted by the chemicals being fogged in our rooms and on all surfaces daily?<br/> The transportation plan is unclear....will we really actually require masks?<br/> Does the elementary have plexiglas in the office?<br/> Not clear in reality how AM plan for elementary to actually provide social distancing and supervision will work.<br/> Janitorial staff doesn't always have time to vacuum prior to adding disinfecting protocol ...will they just fogg over the mess since fogging will be the priority?<br/> Is it true no subs are being hired to avoid Covid exposure?<br/> I think we are waiting to see what the online learning will be?</p> |
| <p>-I think the sub situation will be a nightmare. Teachers are already spread thin and will be subbing for others more</p>   |

frequently. The TLC people should be more utilized.

-I don't feel there will be enough coverage for the before school monitoring. Teachers will need time to get their stuff ready for the day and having kids in their rooms will not allow for that.

-I feel like the physical size of our rooms is inadequate to properly social distance with the big classes we have

We should be requiring masks for the secondary grades at the very least. How will we know our room has been cleaned? My trash doesn't get emptied regularly and I'm lucky if my room is vacuumed once every two weeks or so. If our custodians are too short on time and staff for their regular duties in a normal school year, how will all of these new cleaning routines be implemented with fidelity? .

We need a crystal clear plan in writing for what will happen when there is a covid exposure or positive test.

**Do you feel the administration has adequately addressed questions and concerns regarding the Return to Learn Plan? If you submitted questions/concerns with the staff survey that was sent at the end of June, have those been answered or addressed?**

I don't think administrators want feedback. They gave us the plan and expect us to make it work.

To some extent. I think we were given too many excuses for why decisions were made and not enough addressing of concerns. Some staff are extremely worried and it seems that their concerns are being dismissed.

Yes. Kind of. Mr. Wicks emphasized that we cannot require face masks. Again, I suggest highly encouraging and creating the expectation that face masks are worn to protect all of us. Teach students how to use masks, when it's ok to take a mask break. We don't need to be mask police, just create a culture of caring that includes the basic protective measures that are known to be effective in controlling the spread of the coronavirus: Face masks. Social distancing. Hand washing. Staying home when sick.

I truthfully don't know. I can't remember everything I commented on. I do know that my one about cleaning my classroom hasn't really been answered.

No - I still have many questions that were not answered and were flat-out ignored during our Zoom sessions in June.

Most have been answered but what if I am not feeling comfortable with the decisions that have been made?

Suggestions were offered regarding how to alleviate crowding in hallways and other areas of the buildings, but there have been no discussions on moving forward with any of the suggestions.

I feel that the admin chose to answer the easy questions, but ignored many more difficult questions. Many of my questions were not answered. I do think that they are making an attempt at communicating, but it almost seems like too little, too late. Why did they not include teachers in making this plan?

No, I don't think they have been answered because admin themselves doesn't know the answers.

Absolutely not. They keep saying they will not talk about the "mask debate." It's not a debate, it's CDC recommendations, and science data. They are not being transparent. Anything teachers find out is through 2nd hand sources. We don't know if we are getting accurate information.

I feel like they don't honestly know and the after the fact governor proclamation only made it worse.

I don't feel like our return plans are very clear or specific.

I feel they are mostly addressed, but some issues can still be talked about openly.

No. While I understand the admin doesn't necessarily know how a lot of this is going to pan out, it seems Mr. Wicks is more worried about image and marketing than the health and safety of the staff and students. We all want to come back to school and teach and see our students, but we want to do so safely and have our concerns addressed.

**Teachers were asked about the Online Learning Plan Teacher Expectations, and to use the same 3-2-1 scale as above.**

Online Learning Plan rating for Teacher Expectations: 1.73

Questions/Concerns/Comments regarding the Online Learning Plan

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| <p>It is unreasonable to expect teacher feedback within 24 hours. To respond to a question--yes, but feedback on a long assignment--no.</p>   |
| <p>Having teachers responsible for preparing lessons for both in-person and online instruction is doubling their work load. That is a lot of added stress!</p>  |
| <p>Are the expectations for administrators outlined in this plan? How are teachers being supported in developing effective, engaging online instruction?</p>  |
| <p>Time..... and our internet runs sooooo slow at school- how will we all be either recording or doing a live stream at the same time. A lot of extra work for teachers with teaching in our classrooms plus getting things ready for online kiddos. And extra time needed with the online kids.</p>  |
| <p>I understand we are going to need to do this and I am more than willing. I just worry we have too many students with lack of resources and working parents who are unable to help. There is no way I can work only during contract hours. A lot of contact with parents will occur in the evenings when parents are home.<br/>How are we going to ensure all students have access to internet? Who is going to teach our EL parents how to access and use technology with their students?</p>          |
| <p>A 24 hour turn around on work? I haven't ever been able to do that no matter how hard I have tried. Are online learning supposed to come before our in person learners? Call all our parents once a week? That could be a lot and when are we supposed to be doing that? Some of use don't get many breaks, if any during a school day to make multiple phone calls, score work, post work, etc.</p>   |
| <p>How will this plan change if we need to go to a DISTRICT-WIDE online learning plan (i.e. district shutdown due to an outbreak)? This will likely work for a small group of students choosing online learning, but to expect feedback on major projects within 24 hours for 120+ kids at the MS/HS level is not feasible. There needs to be more detail fleshed out for the possibility of a district-wide shut down - that way, we're not left out of the loop and caught unprepared for it.</p>       |
| <p>Is extra time going to be made available to teachers to contact parents and look at/grade the on line work that is required? Is every teacher's extra time going to be equitable?</p>  |
| <p>Just wondering about time. That is my biggest concern with teaching online and having students in the classrooms.</p>  |
| <p>When are we expected to be able to do all of these extra things within our contract hours? Individualized feedback for all students online within 24 hours with parent contacts at least weekly seem to indicate extra duties that cannot be performed within our contract hours, even with using planning time and Wednesday after school time. Those expectations alone would be enough to fill a half time position. Will we be receiving more compensation for doing the work of 1.5 teachers?</p> |
| <p>Online learning and in-site learning will result in a lot more work for teachers, how does the district plan to take some of the burden off of teachers and/or compensate them for this extra work load?</p>   |
| <p>Without officially using a hybrid model that addresses the additional time commitment for teachers, we are expecting classroom teachers to take on double the teaching. They are expected to teach a classroom onsite and offer a robust online education. Teachers are expected to perform their normal duties onsite and engage with students daily online.</p>  |
| <p>The information given on parent night in regards to online learning had not been relayed to teachers effectively, if at all. There is no consistency through the elementary much less the school district.</p>   |
| <p>I support online learning for students, but right now, there's a whole lot of uncertainty as to how to provide it.</p>   |
| <p>Vagueness of once a week contact with parents.<br/>24 hour individualized feedback...but at certain level students are NOT held accountable for deadlines EVER!</p>  |
| <p>We aren't going to have enough time to do this and do it well. It sounds great in theory, but it won't be possible. Teachers will need more time for that, but they are going to be expected to do both in person and online.</p>  |

I'm concerned about teachers not having time to do all of this well.

24 hours is not a reasonable turn-around time for providing feedback to students. This means that the face-to-face students' grades will not be a priority because teachers will be worried about making the 24 hour deadline. Asking teachers to teach face to face and online simultaneously is essentially doubling their workload. How can all of this be accomplished from 8-4? We all know teaching isn't an 8-hour job, but expecting teachers to actually do 2 jobs in 8 hours is almost insulting.

### Other Questions/Concerns/Comments

I appreciate the work put into these plans and know that some of the issues are out of their control. I just believe that in focusing on the big picture, they have ignored a lot of the small details and teachers are feeling very anxious about all those little details that go into running an efficient learning environment.

How is the district involved with problem solving childcare if we are online and parents need to work. Additionally, who will be supporting learners, especially early elementary with online learning when parents are at work?

What if students don't do their online learning?

What about our students who have 504s and IEPs. How will their needs be meet? Students couldn't do both summer school and PACES at the elementary this summer, so how are those who get pulled to meet with SPED teachers, counselors, therapist, going to be able to have their needs meet?

I feel like any concerns I/we have are falling on deaf ears.

Why is administration not sticking up for it's staff and students?

Did the staff handbook ever get created...I feel like it will be written as administration needs certain "answers". If we are home during a 72 hour fever free or exposure situation and we are required to do online distance learning, do we still have to take sick days?

I think they probably need to do a rotation if they want kids to be in school onsite some of the time. An A Day group and a B Day group might work. It would allow the kids to be there half the time. This would also alleviate some of our space issues with our small rooms.

As someone with a preexisting condition that is at a higher risk, I don't feel that the administration or school board cares about my safety with the current plan.

If we have to teach in person and then be responsible to educate online students as well, will teachers at the elementary get additional planning time to upload videos, check in on students, and complete online assessments? In our current situation I barely have time to prep in a normal classroom situation.

I don't think we have room in our classrooms to be socially distant. I have a higher class number on my roster this year than in my previous years.

I've heard different ideas about the morning plans. If students are coming directly to our room after breakfast I'm assuming the teacher will be required to supervise and that again takes away from prep time.

Why are high school teachers in charge of finding coverage for their own classes in case they are sick? This is an administrative duty. How well will the new ionization system work with our aging HVAC infrastructures at all 3 buildings? The high school and elementary aren't "new" anymore...

I am not feeling a lot of trust in the administration right now to tell us the truth about covid exposure and positive tests. There were at least 3 staff members who were working in the buildings over the past 5 months who tested positive and we were never informed; everyone found out through the grapevine. Even though school wasn't in session in the building, teachers were still coming and going every day. While it may not have been intentional, many of us felt like the school was trying to hide that information from us and the public.