

Reopening Plan Comparison

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Southeast Wisconsin School Districts

The Goal – Part 1

	<p>Science-Based, Phased-in Return</p>	<p>A substantial, continuous decline in new community COVID-19 cases for 21 consecutive days AND rates of community infections reaching a safe level (Yellow or Green on the Harvard Global Health Institute Key Metrics scale) before a phased in return to face-to-face instruction.</p>
<p>When community infections rate are low enough to ensure safe return, the following in-person conditions should be met:</p>		
	<p>School-Based Testing of Staff and Students</p>	<p>Testing of staff and students with symptoms must be school-based, meaning schools are involved in the process and immediately notified of results.</p>
	<p>Regular Testing & Contact Tracing</p>	<p>Conduct regular testing for COVID-19 for staff and students who come into contact with many other people at school. Immediately contact trace any positive cases.</p>
	<p>Reclosing Matrix</p>	<p>Plan for what will happen when any positive cases of COVID-19 are identified among students or staff, including a reclosing matrix which takes into account community spread, number of confirmed cases within a school and the district, the clustering of cases, and sub availability.</p>
	<p>Mask Mandate</p>	<p>Unless there is a very good reason like a health condition preventing it, everyone in school buildings should be required to wear masks at all times.</p>
	<p>Cohort Students & Staff</p>	<p>Arrange education so that staff and students interact with a very limited number of people.</p>
	<p>Social Distancing</p>	<p>Arrange all learning environments, passing environments, and transportation environments so that six feet distance can be maintained and require such distancing for all staff and students.</p>

The Goal – Part 2

	Temperature Checks	All students and staff have a temperature check at the beginning of each day in order to monitor for possible COVID-19 infection. Any person whose temperature is above a threshold should be immediately quarantined away from other students and staff.
	Minimum Thresholds for Air Quality	Schools must meet standards for proper air circulation such as ASHRAE's standard of <1000ppm CO2 levels and install high quality air filters that remove viruses such as UV filters. Independent inspections should determine schools' readiness in this area.
	Modified Sick Leave	Additional paid leave for staff who have confirmed or suspected COVID-19 cases or related quarantining.
	Accommodations	Districts must have a plan to allow students and staff who are medically at-risk or who live with people who are medically at-risk to continue their employment and education.
	Educator Involvement	Planning needs to include actual practitioners and their professional associations to address challenges like avoiding sharing of resources, avoiding policies detrimental to education, and providing a rich curriculum with art, music and physical education.
	Adequate Health Personnel	Personnel with medical expertise be readily available to monitor and respond to students and staff who become sick at school.
	Substitute Availability Plan	Plan for substitute staff that includes inclusion in quarantine and sick-day protocols and moving to virtual options to avoid staff displacement during low availability.

School District Safety Ratings

	Model Type	Percentage	Letter Grade
Big Foot	Full five day in-person return	5%	F - Dangerous
Cudahy	4-day, blended learning plan, virtual option	18%	F - Dangerous
Elmbrook	Full five day in-person return following soft start	12%	F - Dangerous
Franklin	Full five day in-person return, virtual option	5%	F - Dangerous
Germantown	Full five day in-person return	5%	F - Dangerous
Greendale	Full five day ES, 50% MS & HS, virtual option	16%	F - Dangerous

School District Safety Ratings

	Model Type	Percentage	Letter Grade
Greenfield	Start virtual and phase in when safe	77%	C - Risky Upon In-Person Return
Hartford Joint 1	Full five day start	7%	F - Dangerous
Hartford UHS	Full five day start	2%	F - Dangerous
Kenosha	Virtual start, full in person return	75%	C - Risky Upon In-Person Return
Kettle Moraine	Full five day in-person return	9%	F - Dangerous
Milwaukee	Virtual start, then blended, then in-person	84%	B - Mostly Safe

School District Safety Ratings

	Model Type	Percentage	Letter Grade
Oak Creek - Franklin	Virtual start then phase in when safe	75%	C - Risky Upon In-Person Return
Racine	Virtual start, then blended, then in-person	86%	B - Mostly Safe
South Milwaukee	Virtual Start, phased in approach to hybrid/in-person	84%	B - Mostly Safe
St. Francis	Virtual start, then phase in	79%	C - Risky Upon In-Person Return
Waukesha	Start with hybrid model	9%	F - Dangerous
Wauwatosa	Start with hybrid model	16%	F - Dangerous

School District Safety Ratings

	Model Type	Percentage	Letter Grade
West Allis West Milwaukee	Virtual start, then phase in	88%	B - Mostly Safe
West Bend	Full in-person return.	21%	F - Dangerous

Overview: Big Foot

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	2/13	5% (of possible 30%)
Total		5%
F - Dangerous		

Status: Plan has been adopted by school board.

Big Foot – Part 1

	Science-based, phased-in return	Five-day full instruction is not phased-in
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	No plans for school-based testing.
	Regular Testing & Contact Tracing	Publicly stated plan to do regular testing and tracing but not in written plan.
	Reclosing Matrix	District indicates it may change but no criteria are given
	Mask Mandate	No mandate beyond current state law. No procedures for enforcement.
	Cohort Students & Staff	No plans to cohort students and staff
	Social Distancing	Very general commitment with no clearly defined changes to assure distancing

Big Foot – Part 2

	Temperature Checks	No daily, in-building temperature checks
	Minimum Thresholds for Air Quality	Plan to increase ventilation, but no specifics on any thresholds or any independent inspection
	Modified Sick Leave	Nothing documented
	Accommodations	General commitment to accommodate people on a case by case basis. No specific criteria or process
	Educator Involvement	District documents consider families but not staff to be stakeholders. Staff concerns were expressed with minimal response from administration
	Adequate Health Personnel	A part time nurse and no plans to increase personnel for this purpose
	Substitute Availability Plan	No known plans in this area

Overview: Cudahy

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	8/13	18% (of possible 30%)
Total		18%

F - Dangerous

Status: Plan has been adopted by school board.

Cudahy – Part 1

	Science-based, phased-in return	Phase 1 is not science-based to be in-person 4 days/week. Phase 2-The Pivot is somewhat science-based, “if numbers continue to rise, we pivot to all virtual; If numbers decrease...we start to bring students back to school.”
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	Testing is the responsibility of students/staff/families. Administration believes Walgreens, CVS, and Ascension have quick test results.
	Regular Testing & Contact Tracing	No concern for asymptomatic carriers. Not clear who will be contact tracing. Policy states “Close contacts are notified. Fourteen (14) day quarantine begins” Must be cleared by Public Health.
	Reclosing Matrix	Two positive cases in any of our buildings would trigger an investigation with the Health Department to determine if there were any close contacts in or outside of school and/or any need for quarantine or closure.
	Mask Mandate	Masks are provided and expected for all students and staff. Policy presented to Administration by CEA.
	Cohort Students & Staff	MS- Will be in pods/squads less than 17; HS- A-L named students will come 2 days and M-Z students will come 2 days. Staff meetings and PD will be held virtually.
	Social Distancing	Classrooms will be prepared to provide adequate social distance between students and staff during classes.

Cudahy – Part 2

	Temperature Checks	No daily, in-building temperature checks; staff and students are asked to temperature check themselves at home. Will only be checked in school if symptoms are present.
	Minimum Thresholds for Air Quality	District has met ASHRAE standards before this and is examining options for additional Covid related practices.
	Modified Sick Leave	Not documented. Possibility of modified sick leave.
	Accommodations	Virtual option for students and vulnerable staff. Staff accommodations are being discussed and implemented.
	Educator Involvement	Staff has been surveyed and association leaders have been meeting with the superintendent weekly regarding the planning process for reopening.
	Adequate Health Personnel	Trained Health Aides for every school with all of the appropriate PPE and an isolation room in every building.
	Substitute Availability Plan	District has hired several subs so that every school has at least one dedicated sub or identified in-building specialist to cover absences. Has worked with Teachers on Call to secure substitutes dedicated to Cudahy.

Overview: Elmbrook

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	5/13	12% (of possible 30%)
Total		12%
F - Dangerous		

Status: No final decisions made on school return.

Elmbrook – Part 1

	Science-based, phased-in return	“Soft start” for first partial week to review protocols; beginning 9/8, all in-person students will be in class 5 days/week.
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	No plans for school integrated testing of students and staff
	Regular Testing & Contact Tracing	Surveillance testing
	Reclosing Matrix	Not currently available; metrics have not been shared, although a Medical Advisory Team is formed to review community data to this end
	Mask Mandate	District has been very clear about mask mandate and protocols for those not wearing them
	Cohort Students & Staff	Assumption that virtual option will reduce in-person class size on all levels; elementary students will be in cohort all day. Will monitor and update accordingly.
	Social Distancing	It is encouraged, but Elementary level is already acknowledging 6-foot distance is problematic/impossible

Elmbrook – Part 2

	Temperature Checks	Temperature screening devices at all accessible entrances
	Minimum Thresholds for Air Quality	District wants to improve air flow in buildings, but thresholds and details are unavailable
	Modified Sick Leave	Nothing documented or discussed
	Accommodations	Accommodations for vulnerable staff and students
	Educator Involvement	By survey - despite feedback that indicated virtual or hybrid, Board endorsed 5-day in-person
	Adequate Health Personnel	No documented measures
	Substitute Availability Plan	No documented measures

Overview: Franklin

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	2/13	5% (of possible 30%)
Total		5%
F - Dangerous		

Status: Plan has been adopted by school board.

Franklin – Part 1

	Science-based, phased-in return	No phased in approach, making a full in-person return during rising cases. Virtual option added later in planning with families needing to commit until either January or March.
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	All testing to be led by the Franklin Health Department.
	Regular Testing & Contact Tracing	No plan for surveillance testing. All testing to be led by the Franklin Health Department.
	Reclosing Matrix	There is no established reclosing matrix, only that reclosing will depend on health department mandate or if the district does “not have enough staff to work with students”
	Mask Mandate	Students and staff will be required to wear masks with specific/scheduled breaks.
	Cohort Students & Staff	Attempts at cohorting at the elementary level, very little done at upper levels or for art, music or physical education staff
	Social Distancing	“The physical makeup of our classrooms and the number of students per class will not allow for every student to be 6-feet apart from each other at all times.”

Franklin – Part 2

	Temperature Checks	No daily, in-building temperature checks; staff and students are asked to temperature check themselves at home.
	Minimum Thresholds for Air Quality	Some efforts but no specified minimum threshold. “Filter changes will occur more frequently... increasing our MERV filtration rating.. verify our air exchange process is meeting our exceeding code... exploring an ionization process on our rooftops units”
	Modified Sick Leave	Only FFCRA, ADA, or FMLA with earned sick time are given as options.
	Accommodations	Families have the option of virtual learning given they commit until January or March. Staff are only given accommodations when legally required, otherwise were given a survey to resign or advised to take potentially unpaid FMLA.
	Educator Involvement	Staff were not surveyed about thoughts on reopening until after the plan was publicized. Association approached administration without successful collaboration.
	Adequate Health Personnel	There are two district nurses, leaving most buildings without adequate health personnel for the majority of the time. No new capacity planned.
	Substitute Availability Plan	Attempting to hire permanent building substitute teachers. Unknown if will succeed.

Overview: Germantown

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	2/13	5% (of possible 30%)
Total		5%
F - Dangerous		

Status: Plan has been adopted by school board.

Germantown – Part 1

	Science-based, phased-in return	No phased in approach, making a full in-person return during rising cases. Virtual option provided.
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	No. Families are supposed to monitor symptoms before sending kids to school.
	Regular Testing & Contact Tracing	No regular testing, contact tracing will be done by school nurse for kids who test positive sitting within 6 feet throughout that kid's day.
	Reclosing Matrix	Nothing specific.
	Mask Mandate	Yes, all day for students and staff.
	Cohort Students & Staff	No cohorting at middle school and high school.
	Social Distancing	No specific detailed plans.

Germantown – Part 2

	Temperature Checks	Staff and students are asked to temperature check themselves at home.
	Minimum Thresholds for Air Quality	Looking into MERV 13s and/or an ionization filter that fits onto the HVAC filtration system, but no commitment to have in place before in-person return.
	Modified Sick Leave	No commitment beyond legal obligations and preexisting sick leave accrual (FFCRA, FMLA, etc.)
	Accommodations	No documented commitment.
	Educator Involvement	Staff has been involved on planning committees at all levels.
	Adequate Health Personnel	Not documented. Same as other school years.
	Substitute Availability Plan	No documented plans.

Overview: Greendale

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	7/13	16% (of possible 30%)
Total		16%

F - Dangerous

Status: Plan has been adopted by school board.

Greendale – Part 1

	Science-based, phased-in return	Plan is to start at 50% capacity at high and middle schools, full capacity with smaller classes at elementary schools. Administrators have suggested virtual learning, but only if health criteria worsen.
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	Testing is the responsibility of students/staff/families.
	Regular Testing & Contact Tracing	No concern for asymptomatic carriers. Contact tracing coordinated by Greendale Health Department.
	Reclosing Matrix	Decision to reclose is determined by Greendale Health Department.
	Mask Mandate	Staff and students will be required to wear masks (regardless of state action).
	Cohort Students & Staff	Elementary students will be cohorted in groups of 15. Middle and high school students will be in the building with 50% of their peers and move between rooms.
	Social Distancing	Classrooms will be prepared to provide adequate social distance between students and staff during classes.

Greendale – Part 2

	Temperature Checks	The district is planning to check temperatures of all students as they arrive to school. It is unclear who is administering these checks.
	Minimum Thresholds for Air Quality	Building and grounds have improved air filtration within the district. The result of these filters has not been rated by an independent agency.
	Modified Sick Leave	The district is planning on implementing a COVID-19 appendix to our benefits handbook to provide 10 more days of paid sick leave, but it only can be used if we are asked to quarantine due to exposure to someone with the virus at school.
	Accommodations	Vulnerable students are able to opt into a virtual option. The most vulnerable staff will likely be able to opt into virtual options. There are many staff that would rather teach in a virtual way but are not officially vulnerable.
	Educator Involvement	Staff have been involved in the entire planning process for reopening.
	Adequate Health Personnel	There are plans to hire additional health personnel in the district, but none have been hired yet.
	Substitute Availability Plan	There is a plan to establish a small pool of in-district substitutes that do not serve other districts, but it has not yet been put in place with anticipated hiring difficulties.

Overview: Greenfield

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	3 / 13	7% (of possible 30%)
Total		77%

C - Risky Upon In-Person Return

Status: Plan has been adopted by school board.

Greenfield – Part 1

	Science-based, phased-in return	Starting virtual on September 8. Gradual phase in when safe starting with elementary, then middle school, then high school. Consideration of phase in on Sept 28 and every two weeks thereafter.
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	Will work with local health department if positive cases, but no details on how integrated with school for immediate notification and response.
	Regular Testing & Contact Tracing	No surveillance testing detailed.
	Reclosing Matrix	No specific reclosing matrix.
	Mask Mandate	Students and staff will be required to wear masks.
	Cohort Students & Staff	Limited mixing of cohorts at elementary level. No class size adjustment. No cohorting for middle school or high school.
	Social Distancing	Commitment to social distancing through reconfiguration of classrooms, staggering passing times, arrival times, changing classroom practices, assigned lunch seating, etc. But no six foot requirement.

Greenfield – Part 2

	Temperature Checks	Symptom cards provided to families and staff for self-checks, but no onsite checks.
	Minimum Thresholds for Air Quality	Installing MERV 13 or higher air filters. Increasing circulation of outside air. Independent verification.
	Modified Sick Leave	Nothing detailed in plan
	Accommodations	Nothing detailed in plan.
	Educator Involvement	Front line educators involved in committees that are creating reopening plans
	Adequate Health Personnel	No indication of increased resources
	Substitute Availability Plan	Nothing detailed in plan.

Overview: Hartford Joint 1 (primary grades)

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	3/13	7% (of possible 30%)
Total		7%
F - Dangerous		

Status: Plan has been adopted by school board.

Hartford Joint 1 – Part 1

	Science-based, phased-in return	Five-day full instruction is not phased-in - families can choose in-person, hybrid or online only options
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	No plans for school-based testing. Parents expected to notify district if positive case.
	Regular Testing & Contact Tracing	No plans for surveillance testing and contact tracing
	Reclosing Matrix	No detailed plans for reclosing if outbreak. Cohorts quarantined if positive case. Will work with health department if positive cases identified.
	Mask Mandate	Face coverings “expected” for students in many situations. No mandate beyond current state law. No procedures for enforcement.
	Cohort Students & Staff	Commitment to cohort students and staff including for specials. But class sizes unchanged. Specials teachers travel to multiple classes.
	Social Distancing	Class sizes remain full and social distancing done “as much as possible”. Students eat with cohorts. Two students per bus seat.

Hartford Joint 1 – Part 2

	Temperature Checks	Daily, in-building temperature checks and symptom monitoring
	Minimum Thresholds for Air Quality	No documented plan to assure proper air replacement or filtration
	Modified Sick Leave	Nothing documented
	Accommodations	Nothing documented
	Educator Involvement	Educators gave input
	Adequate Health Personnel	No mention of increased resources in this area
	Substitute Availability Plan	No known plans in this area

Overview: Hartford Union High School

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	1/13	2% (of possible 30%)
Total		2%
F - Dangerous		

Status: Plan has been adopted by school board.

Hartford UHS – Part 1

	Science-based, phased-in return	Five-day full instruction is not phased-in
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	No plans for school-based testing.
	Regular Testing & Contact Tracing	No plans for surveillance testing and contact tracing
	Reclosing Matrix	No detailed plans for reclosing if outbreak
	Mask Mandate	Masks will be required for students and staff
	Cohort Students & Staff	No plans to cohort students and staff
	Social Distancing	Very general commitment to re-configure spaces and stagger entry into common spaces, but no changes in class sizes or commitment to six feet distancing

Hartford UHS – Part 2

	Temperature Checks	No daily, in-building temperature checks
	Minimum Thresholds for Air Quality	Very general commitment to increase circulation of outside air, but no detailed explanation of standard to meet on circulation or filtration. No independent inspection.
	Modified Sick Leave	Nothing documented
	Accommodations	Nothing documented
	Educator Involvement	No evidence of educator involvement on planning committees or otherwise
	Adequate Health Personnel	No mention of increased resources in this area
	Substitute Availability Plan	No known plans in this area

Overview: Kenosha

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	2 / 13	5% (of possible 30%)
Total		75%

C - Risky Upon In-Person Return

Status: Plan has been partially adopted by board.

Kenosha – Part 1

	Science-based, phased-in return	Phased in return based on sound science with virtual learning for at least the first quarter.
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	No specific plans.
	Regular Testing & Contact Tracing	No specific plans
	Reclosing Matrix	There is no established reclosing matrix, only that reclosing will depend on consultation with the county division of health.
	Mask Mandate	Staff and students will be required to wear masks (regardless of state action).
	Cohort Students & Staff	Virtually no specific plans to cohort at any level other than elementary students eat lunch in their classrooms.
	Social Distancing	General commitments made, but no changes specific changes to makeup of classrooms and the number of students per class.

Kenosha – Part 2

	Temperature Checks	No daily, in-building temperature checks; staff and students are asked to temperature check themselves at home.
	Minimum Thresholds for Air Quality	Nothing in written plan.
	Modified Sick Leave	Only FFCRA, ADA, or FMLA with earned sick time are given as options.
	Accommodations	Staff are only given accommodations when legally required,
	Educator Involvement	Worked with educators on virtual start decision.
	Adequate Health Personnel	No specific plans.
	Substitute Availability Plan	No specific plans.

Overview: Kettle Moraine

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	4/13	9% (of possible 30%)
Total		9%
F - Dangerous		

Status: Plan has been adopted by school board.

Kettle Moraine – Part 1

	Science-based, phased-in return	
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	
	Regular Testing & Contact Tracing	
	Reclosing Matrix	
	Mask Mandate	
	Cohort Students & Staff	Cohort in elementary and middle school only, not high school.
	Social Distancing	

Kettle Moraine – Part 2

	Temperature Checks	
	Minimum Thresholds for Air Quality	
	Modified Sick Leave	
	Accommodations	
	Educator Involvement	Educators served on a committee that gave input.
	Adequate Health Personnel	
	Substitute Availability Plan	

Overview: Milwaukee Public Schools

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	6 / 13	14% (of possible 30%)
Total		84%

B - Mostly Safe

Status: Plan has been adopted by school board.

Milwaukee Public Schools – Part 1

	Science-based, phased-in return	Phased in return based on sound science with virtual learning for at least the first 30-45 days.
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	No commitment to school based testing. Will work with local health department.
	Regular Testing & Contact Tracing	No commitment to surveillance testing and contact tracing.
	Reclosing Matrix	Not yet developed, but commitment to detailed guidance on closing classroom/cohorts when student or staff test positive.
	Mask Mandate	Staff and students will be required to wear masks (regardless of state action).
	Cohort Students & Staff	In second phase, Hybrid Learning, classes divided into smaller cohorts either by A/B format or elementary only return to in-person learning.
	Social Distancing	In second phase, cohorting should allow for proper social distancing. Extra buses to be purchased. Extra staff to be hired.

Milwaukee Public Schools – Part 2

	Temperature Checks	No commitment to school administered temperature checks. Vague commitment to monitoring for symptoms.
	Minimum Thresholds for Air Quality	Not covered in the plan.
	Modified Sick Leave	Not covered in the plan.
	Accommodations	Very general commitment to accommodating staff and students at higher risk.
	Educator Involvement	District surveyed staff extensively and worked with educators' associations.
	Adequate Health Personnel	No commitment to increased personnel. Says will work with local health department when nurse not available.
	Substitute Availability Plan	Not covered in the plan

Overview: Oak Creek - Franklin

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	2 / 13	5% (of possible 30%)
Total		75%

C - Risky Upon In-Person Return

Status: Administration proposal not yet adopted.

Oak Creek - Franklin – Part 1

	Science-based, phased-in return	Phased reentry based on community data in October at earliest. When gating criteria met, secondary starts with hybrid model, elementary phase in to in-person with cohorts.
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	All testing to be led by the Oak Creek Health Department.
	Regular Testing & Contact Tracing	No surveillance testing. All testing to be led by the Oak Creek Health Department.
	Reclosing Matrix	Clear metrics for reclosing with raised infections
	Mask Mandate	Masks will be mandated for all students and staff
	Cohort Students & Staff	Attempts at cohorting at the elementary level, too little done at upper levels
	Social Distancing	No clear, specific plans for social distancing in classrooms, hallways, etc.

Oak Creek - Franklin – Part 2

	Temperature Checks	No daily, in-building temperature checks; staff and students are asked to temperature check themselves at home
	Minimum Thresholds for Air Quality	District is increasing air circulation and plans to upgrade to MERV 13 rated filters when available. No plans for independent inspection.
	Modified Sick Leave	Only FMLA, FFCRA, ADA, or earned sick time are given as options
	Accommodations	Students require a documented health concern to access homebound instruction. Staff were given four options: resign, retire, one semester or one year unpaid leave
	Educator Involvement	Staff were not surveyed about thoughts on reopening since July 1 and association was not worked with
	Adequate Health Personnel	There are two district nurses for eleven buildings and no written plan to increase capacity
	Substitute Availability Plan	No established plan for substitute availability

Overview: Racine

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	7 / 13	16% (of possible 30%)
Total		86%

B - Mostly Safe

Status: Plan has been adopted by school board.

Racine – Part 1

	Science-based, phased-in return	Phased in return based on sound science with virtual learning for at least the first quarter.
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	
	Regular Testing & Contact Tracing	
	Reclosing Matrix	
	Mask Mandate	
	Cohort Students & Staff	
	Social Distancing	

Racine – Part 2

	Temperature Checks	
	Minimum Thresholds for Air Quality	
	Modified Sick Leave	
	Accommodations	
	Educator Involvement	
	Adequate Health Personnel	
	Substitute Availability Plan	

Overview: South Milwaukee

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	6 / 13	14% (of possible 30%)
Total		84%

B - Mostly Safe

Status: Plan has been adopted by school board.

South Milwaukee – Part 1

	<p>Science-based, phased-in return</p>	<p>Trend data must be declining over two consecutive two week time periods to switch models. If we have two consecutive two week downward trends, we will make a decision to switch models after the following two weeks. We will continue monitoring in this 6 week model while pandemic concerns continue, switching between models as appropriate.</p>
<p>When community infection rates are low enough to ensure safe return, these in person conditions should be met:</p>		
	<p>School-Based Testing of Staff and Students</p>	<p>All testing to be led by the South Milwaukee Health Department or possibly other health departments; not school-based.</p>
	<p>Regular Testing & Contact Tracing</p>	<p>All testing to be led by the South Milwaukee Health Department. Staff and students will be required to self-assess before coming to school each day. Working on a school based tracing plan.</p>
	<p>Reclosing Matrix</p>	<p>Matrix takes into consideration burden rates and positivity rates for Milwaukee County and the City of South Milwaukee, availability of care in hospitals, and sustainability of staff, students, and classrooms.</p>
	<p>Mask Mandate</p>	<p>Students and staff will be required to wear masks.</p>
	<p>Cohort Students & Staff</p>	<p>Only half of elementary students in person at a time; art, music, and gym teachers see all students. Middle and high school students in the building with 50% of their peers and move between rooms.</p>
	<p>Social Distancing</p>	<p>Students will be set up as far apart as possible, but won't be able to space out 6 feet in the classroom.</p>

South Milwaukee – Part 2

	Temperature Checks	No daily, in-building temperature checks; staff and students are expected to temperature check themselves at home.
	Minimum Thresholds for Air Quality	No plan for outside inspections. Adding higher quality filters. Fans used in buildings without air conditioning. Some schools have windowless classrooms, or windows that do not open.
	Modified Sick Leave	There will be a COVID-19 district paid leave (only can be used if you are asked to quarantine due to exposure at work), in addition to federal leave options (E-FMLA, ADA, FFCRA)
	Accommodations	Virtual only option offered for students who choose this option. Staff will be handled on an individual bases to determine accommodations.
	Educator Involvement	Staff have been involved in the entire planning process for reopening.
	Adequate Health Personnel	No plan to hire any additional nurses, currently one nurse for the entire district.
	Substitute Availability Plan	Plan to hire more building subs (when we return to an in-person model), use district staff to sub (coaches, counselors, etc.), TOC. A plan to move to virtual if not enough staff.

Overview: St. Francis

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	4 / 13	9% (of possible 30%)
Total		79%

C - Risky Upon In-Person Return

Status: Plan has been adopted by school board.

St. Francis – Part 1

	Science-based, phased-in return	Starting virtual and will be reevaluated Sept. 15 and every 2 weeks until in-person learning.
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	All testing to be led by the South Milwaukee St. Francis Health Department or possibly other health departments; not school-based.
	Regular Testing & Contact Tracing	All testing to be led by the South Milwaukee St. Francis Health Department. Staff and students will be required to self-assess before coming to school each day.
	Reclosing Matrix	Seems to be a partial plan in place for individuals and classes but not for closing of the school.
	Mask Mandate	Students and staff will be required to wear masks.
	Cohort Students & Staff	Plans in place for elementary and intermediate levels (question on specials), but not at the high school level
	Social Distancing	Students will be spaced out 6 feet in the classroom. No plan in place for hallways, lunch, transportation, and recess. No overflow plan for larger classes.

St. Francis – Part 2

	Temperature Checks	No daily, in-building temperature checks. Students and staff will be expected to self-assess daily; families and staff will have a survey that will decipher if it's safe for them to attend school that day.
	Minimum Thresholds for Air Quality	No plan for outside inspections.
	Modified Sick Leave	Superintendent has indicated that there will be a plan for COVID-19 leave, in addition to federal leave options. No plan has been seen in writing.
	Accommodations	Virtual only option offered for students who choose this option. Staff will be allowed to work from home, although no set plan in place.
	Educator Involvement	Staff have been involved in the planning committee for reopening. Association leadership has had numerous positive conversations with SFSD administration.
	Adequate Health Personnel	New full time nurse for the district (increased from part time position). District plans on hiring full time health aides (1 per building).
	Substitute Availability Plan	No plan to hire more building subs or usage of district staff when needed. Also, no plan on what happens when there are not enough staff members.

Overview: Waukesha

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	4/13	9% (of possible 30%)
Total		9%
F - Dangerous		

Status: Plan has been adopted by school board.

Waukesha – Part 1

	Science-based, phased-in return	Five-day full instruction is not phased-in
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	No plans for school integrated testing of staff and students
	Regular Testing & Contact Tracing	No explicit plans for surveillance testing
	Reclosing Matrix	No clear matrix for closure based on positive cases or community spread
	Mask Mandate	Mandate, and clear procedures for violations
	Cohort Students & Staff	For 6-12 in-person instruction, half of the students will attend two days a week and the other half, two other days; one day will be all virtual. K4-5 in-person in this hybrid is 5 day
	Social Distancing	Protocols reference six-foot distancing, but acknowledges this might not be “feasible”

Waukesha – Part 2

	Temperature Checks	Daily temperature checks for staff and students
	Minimum Thresholds for Air Quality	Yes, has clear plans for air circulation and filtration with verification
	Modified Sick Leave	Nothing documented
	Accommodations	Plan to accommodate vulnerable staff
	Educator Involvement	Teachers involved in committee to develop previous planning, but Board adopted current plan without discussing with teachers
	Adequate Health Personnel	No clear plan to upgrade medical staff available
	Substitute Availability Plan	No plans to assure sufficient substitutes

Overview: Wauwatosa

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	7/13	16% (of possible 30%)
Total		16%
F - Dangerous		

Status: No final decisions made on school return.

Wauwatosa – Part 1

	Science-based, phased-in return	Current plan to return face-to-face with hybrid model. Decision whether to begin the year online or in-person will be based on unspecified metrics.
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	District integrated testing and results for staff, but not for students.
	Regular Testing & Contact Tracing	No surveillance testing planned.
	Reclosing Matrix	No detailed closing matrix. Consulting with local health departments.
	Mask Mandate	Masks will be required.
	Cohort Students & Staff	When in-person instruction begins, cohorting at all levels is planned. No details in written plan of how this will be done at each level.
	Social Distancing	Six foot distance required when possible. Planning taking place for smaller class sizes and furniture rearrangement in classrooms. No details on passing time, transportation, etc.

Wauwatosa – Part 2

	Temperature Checks	District is relying on families and staff to check temperatures at home.
	Minimum Thresholds for Air Quality	Minimum air replacement with proper CO2 levels planned, along with HEPA and UV filters.
	Modified Sick Leave	Plan appears to commit to additional leave for people who are quarantined related to COVID.
	Accommodations	Nothing described other than minimal legal requirements
	Educator Involvement	Planning was done with multiple committees including frontline educators
	Adequate Health Personnel	District is hiring additional nursing staff
	Substitute Availability Plan	Attempting to hire full time building subs for each building. Monitoring to see if they succeed in this.

Overview: West Allis - West Milwaukee

Phased in Approach	1 / 1	70% (of possible 70%)
In Person Plans	8 / 13	18% (of possible 30%)
Total		88%

B - Mostly Safe

Status: Plan has been adopted by school board.

West Allis - West Milwaukee – Part 1

	Science-based, phased-in return	Start virtual then phase in with a clear science-based framework for students and staff to return to school.
When community infection rates are low enough to ensure safe return, the following in person conditions should be met:		
	School-Based Testing of Staff and Students	Testing will be guided by the health department. As of now, testing will not be conducted at schools.
	Regular Testing & Contact Tracing	No plan at this time for regular testing and contact tracing.
	Reclosing Matrix	Commitment to a detailed plan on closing classroom/cohorts when students or staff test positive.
	Mask Mandate	Face coverings are required for students and staff. 2 masks for each student and staff will be provided. Face shields will be provided to staff and students in high need areas
	Cohort Students & Staff	The 5 Phase Framework allows the district to gradually and safely add more students to classroom settings as health conditions improve.
	Social Distancing	Assessed each building to map out adequate social distancing plans for classrooms, hallways and lunchrooms. Been in contact with busing company to work out social distancing logistics on buses.

West Allis - West Milwaukee – Part 2

	Temperature Checks	No daily, in-building temperature checks; staff and students are asked to temperature check themselves at home. Will only be checked in school if symptoms are present.
	Minimum Thresholds for Air Quality	No written information on this topic.
	Modified Sick Leave	Yes, additional paid time is being discussed in addition to FFCRA, FMLA, E-FMLA or ADA.
	Accommodations	Ongoing commitment to open communication with families if instructional choices need to be changed. Staff have been asked to communicate with HR to assess if they would qualify for a leave of absence (FFCRA, FMLA, or ADA) or other accommodations.
	Educator Involvement	A representative team of EAs, teachers, specialists, and district leadership personnel has been assembled along with representatives from the local health departments
	Adequate Health Personnel	No plan to hire more health care professionals.
	Substitute Availability Plan	Building subs have been hired: 1 each elementary; 2 each middle school; 3 each high school. Additional plans for substitutes are being finalized.

Overview: West Bend

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	9/13	21% (of possible 30%)
Total		21%

F - Dangerous

Status: Administration proposal not yet adopted.

West Bend – Part 1

	Science-based, phased-in return	No phased in approach, making a full in-person return during rising cases
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When community infection rates are low enough to ensure safe return, the following in person conditions should be met:

	School-Based Testing of Staff and Students	District is relying on parents and staff members seeking testing on their own
	Regular Testing & Contact Tracing	Contact tracing plan in place, but regular testing is not.
	Reclosing Matrix	
	Mask Mandate	
	Cohort Students & Staff	
	Social Distancing	

West Bend – Part 2

	Temperature Checks	District is relying on families and staff to check temperatures at home.
	Minimum Thresholds for Air Quality	
	Modified Sick Leave	Not yet, but considering something in this area.
	Accommodations	
	Educator Involvement	Plans and ideas are run by the educators association as well as administrators and their teams.
	Adequate Health Personnel	
	Substitute Availability Plan	