Reopening Plan Comparison

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Southeast Wisconsin School Districts

The Goal – Part 1

	Science-Based, Phased-in Return	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.
When community infections rate are low enough to ensure safe return, the following in-person conditions should be met:		
	School-Based Testing of Staff and Students	Testing of staff and students with symptoms must be school-based, meaning schools are involved in the process and immediately notified of results.
	Regular Testing & Contact Tracing	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.
	Reclosing Matrix	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.
	Mask Mandate	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.
	Cohort Students & Staff	Arrange education so that staff and students interact with a very limited number of people.
	Social Distancing	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.

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 CO_2 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
Cudahy	4-day, blended learning plan, virtual option	**12%**	F - Dangerous
Franklin	Full five day in-person return, virtual option	**5%**	F - Dangerous
Greendale	Full five day ES, 50% MS & HS, virtual option	**16%**	F - Dangerous
Kenosha	Virtual start, full in person return	**75%**	C - Risky Upon In-Person Return
Kettle Moraine	Full five day in-person return	**7%**	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	Full five day in-person return	**2%**	F - Dangerous
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
West Allis West Milwaukee	Virtual start, then phase in	**88%**	B - Mostly Safe
West Bend	Full in-person return.	**21%**	F - Dangerous

Overview: Cudahy

Phased in Approach	0/1	0% (of possible 70%)
In Person Plans	5/13	12% (of possible 30%)
Total		12%
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	Decision to reclose will be determined by School District of Cudahy “if numbers continue to rise...”
✓	Mask Mandate	Masks are provided and expected for all students and staff. Policy presented to Adminstration 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	Not documented. Working on testing CO2 levels and checking into better air filters
✗	Modified Sick Leave	Not documented. Possibility of modified sick leave.
✓	Accommodations	Somewhat- Families are able to opt into a virtual option. The most vulnerable staff will likely be able to opt into virtual options. 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	Not documented. Same as other school years.
✗	Substitute Availability Plan	Not documented. Working on this. Superintendent talking to Teachers on Call about their safety measures. Talking about building and district substitutes.

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.

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: 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: 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	3/13	7% (of possible 30%)
Total		7%
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	
✗	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.
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	0/1	0% (of possible 70%)
In Person Plans	1/13	2% (of possible 30%)
Total		2%
F - Dangerous		

Status: Administration proposal not yet adopted.

Oak Creek - Franklin – Part 1

✗	Science-based, phased-in return	No phased in approach, making a full in-person return during rising cases

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	There is no established reclosing matrix, only that reclosing will depend on the health department
✓	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 seven 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

✓	Science-based, phased-in return	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.
When community infection rates are low enough to ensure safe return, these in person conditions should be met:		
✗	School-Based Testing of Staff and Students	All testing to be led by the South Milwaukee Health Department or possibly other health departments; not school-based.
✗	Regular Testing & Contact Tracing	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.
✓	Reclosing Matrix	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.
✓	Mask Mandate	Students and staff will be required to wear masks.
✗	Cohort Students & Staff	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.
✗	Social Distancing	Students will be set up as far apart as possible, but won't be able to space out 6 feet in the classroom.

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.

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: 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
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	Contract 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	