

Staff Feedback – Building

All building Principals were directed to meet with their staff this week and discuss the Return to School plans with their staff and specifically address the hard start on January 19, 2021. They were then asked to provide a summary that they, along with the union representatives from NBEA and NBESS felt accurately reflected the staff feedback.

Capron

There are a handful of staff very concerned about moving away from the metrics and not comfortable bringing students back to school on the 19th. That being said, the majority of the staff have expressed that with safety measures in place and positive training metrics they would be ok with students returning on the 19th. As a whole the staff is comfortable bringing all phases of students back at the same time, but there is not consensus on the 8% metrics.

Manchester

*How teach math/reading @2.5 in multi-age

*Being remote teaching guided reading. How do those in person kiddos? Right now working really well because guided reading. That's the major concern about being in-person.

*Can we stand next to kids for a short time? (closer than left) (feedback for all plans)

*Reading intervention and other pull out may be less in person.

*For bringing kids fully back.

*Without vaccination very nervous, with ok.

*Worried about coming back because of health issues and allergies. Might be more worried about virus than am teaching when kids are back.

*Concerned about coming back when. No specific metrics tied to it.

*Bring it on.

*Support 100% any decision and really like going back with own kids

*Totally open to it.

* I think it's a good idea.

*No Problem. I think we have good plans in place for returning.

Poplar Grove

Pros

- Many favor the hard start over the targeted assistance/phase in groups because they feel the constant change in groups causes more disruption in schedules (especially with related service staff, reading intervention, EL, etc.) Those staff members will ALWAYS be redoing schedules to meet the needs of both the in-person and remote students as groups transition back in.
- Allow staff that have kids in the district to have their kids in all at the same time, rather than phased in over time.
- Gets all students back in person to get the individualized/face to face assistance they need now rather than a select few or others in weeks/months.
- Those not chosen for targeted assistance, but are struggling to make progress, will be able to receive in person instruction much sooner, particularly at the 3rd/4th grade level.
- Easier for families to plan/prepare. They will have a hard date and schedules will not change after that. Right now some families really have no idea when their students will "phase" back in.
- Allows teachers to plan and prepare for a sustained period of time rather than constantly waiting for metrics and phased in groups to begin.

Concerns

- Bringing students back without meeting the 8%. To be honest, this was the only real hold up to the hard start.
- What if we see an increase in the numbers before the hard start date?. Will the date be pushed back?
- Continually changing plans (First we had phased in groups, then targeted groups, and now a hard start) Not knowing what to prepare for
- Outstanding questions regarding finding subs, quarantining, changing metrics
- More kids in the building at one time will lead to more possible exposures

NBUE

In general, most staff are looking forward to having students back as they agree it is what is best for them academically and socially. I have had no strong opposition to the idea of students coming back or to the plans I have presented regarding a hard start. There is some scattered trepidation about the health metrics and understandably are not thrilled about teaching an additional plan but understand the necessity to make sure we are socially distancing and reducing the instances of simultaneous teaching.

NBMS

On Wednesday, I gave all staff an opportunity to meet virtually with me to go over our three options for returning students to in-person learning. I also sent out a survey that asked for their personal preference. We had a very productive and informative meeting. We discussed all plans, precautions we would take, PPE supply, and schedules. My takeaways from the meeting were these:

1. There are no members on staff who do not want to bring back students for in-person learning.
2. The majority of questions were to clarify how many students would be in classes and if they would have to teach simultaneously. They found comfort knowing the numbers would be at or below 14/class.
3. All expressed the opinion of wanting kids back as soon as possible.
4. The majority are comfortable with not meeting metrics in order to bring kids back, with the understanding that it would be within a reasonable amount.
5. According to the [survey](#), the majority of Staff prefer a hard start on January 19th.

NBHS

We developed our return to in-person learning plan with a team of seven teachers and two administrators. We also collaborated with the president of the NBEA, Mike Greenlee, and Kari Neri. The goals of the plan were to 1. Reduce class transitions. 2. Decrease class sizes. 3. Minimize student contact time during lunch. 4. Create a plan that is equitable for both in-person learners and remote learners. High School staff worked collaboratively to address those four major concerns, and during a faculty meeting on 12/17, the email from the district office about possibly bringing all students back at the beginning of the semester on 1/19/21 was the last topic of the staff meeting. Faculty members were able to ask questions and share concerns. One staff member asked if the district was going to use metrics, and I responded the district will still coordinate with the health department about if it is safe for students to return to school. The other questions were about logistics of the plan.