2022-2023 Safe Return to In-Person Learning Plan

and ESSER III Application

Isle Independent School District 473

July 2022

ISD 473 is committed to providing a safe and healthy workplace for all our staff, students, and guests. To ensure we have a safe and healthy workplace, ISD 473 has developed the Safe Return to Learning Plan in response to the pandemic. Our goal is to mitigate the potential for transmission of COVID-19 in our workplaces and communities which requires full cooperation from our employees. Only through this cooperative effort can we establish and maintain the safety and health of all persons in our workplaces.

The COVID-19 Preparedness Plan is administered by the Superintendent or his/her designee, who maintains the overall authority and responsibility for the plan. However, all employees are equally responsible for supporting, implementing, complying with and providing recommendations to further improve all aspects of this COVID-19 Preparedness Plan. ISD 473 Administrators, Managers and Supervisors have the District's full support in enforcing the provisions of this plan.

We have involved stakeholders in the development and implementation of our plan and continue to solicit and welcome public input. ISD 473's COVID-19 Plan follows the industry guidance developed by the state of Minnesota, which aligns with guidance and information provided by the Centers for Disease Control and Prevention (CDC), Minnesota Department of Health (MDH) guidelines for COVID-19, Minnesota Occupational Safety and Health Administration (MNOSHA) statutes, rules and standards, and Minnesota's relevant and current executive orders. Protocols are updated as new guidance is provided by the CDC, MDH, MDE and OSHA standards related to COVID-19.

ISD 473 has reviewed and incorporated the industry guidance applicable to our business provided by the state of Minnesota for the development of this plan, including the following MDH and MDE guidance related to school openings. Other conditions and circumstances included in the industry guidance and addressed in the plan that are specific to our business.

Ensure sick employees and students stay home and prompt identification and isolation of sick persons

Employees and students have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. Procedures described below have been communicated and implemented to assess

employee and students' health status prior to entering the workplace and for workers to report when they are sick or experiencing symptoms.

ISD 473 uses the Decision Tree based on CDC and MDH guidance to be used in coordination by Human Resources and Health Services related COVID-19 Symptoms. As guidance is revised, the decision tree will be updated accordingly. The district's Covid Coordinator and Health Services will coordinate the notification of the appropriate agencies and/or employees if they have been exposed to a person with COVID-19 at their workplace and require them to quarantine for the required amount of time. ISD 473 works closely with Mille Lacs County Public Health to identify, communicate, and support students, families, and staff who are considered close contacts of a positive COVID-19 case.

In addition, ISD 473 adheres to all federal and state regulations and laws to protect the privacy of employee and student health status and health information.

Employees

1. A self-assessment is encouraged to be used by each employee before entering school grounds
2. Employees who are experiencing symptoms as described in the self-assessment or for whom a temperature screen indicates a needed response must contact the school nurse immediately, and should not report to work until cleared to do so.
3. Staff notifications of confirmed COVID-19 case exposure will follow MDH guidance.

ISD 473 has implemented leave policies that promote employees staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household in accordance with the Family Medical Leave Act ("FMLA"), the Families First Coronavirus Relief Act ("FFCRA") and the Americans with Disabilities Act. ("ADA). Accommodations for employees with underlying medical conditions, or those who have household members with underlying health conditions, have been implemented in accordance with the ADA.

Students/Families

1. A self-assessment is encouraged to be used for each student before entering school grounds or school transportation by the student, parent or caregiver.
2. Students exhibiting symptoms outlined in the decision tree must be absent from school until symptoms meet the return to school standards of the decision tree.
3. Parents of students who test positive for COVID-19 must contact the school Health Services office immediately upon learning of the test results.
4. Parents must contact their school office immediately to report absences for students who are experiencing symptoms as described in the self-assessment.
5. Student notifications of confirmed COVID-19 case exposure will follow MDH guidance.

Visitors

1. A self-assessment is encouraged to be used for each visitor entering school grounds.
2. Visitors who are experiencing symptoms as described in the self-assessment are not to enter an ISD 473 building and should contact their medical professional for further direction.

Face Coverings

All employees, students and visitors who are not fully vaccinated are encouraged to wear face coverings.

Classrooms

1. Classroom seating will allow maximum space between students when appropriate and not a deterrent to learning.
2. Instructional plans will be created to limit shared equipment and supplies when appropriate and not a deterrent to learning.

Hallways

1. Bottle-filling stations will be accessible and students will be encouraged to bring refillable bottles to school to limit congregation and contact at drinking fountains.

Outdoor Recess

1. Students will be encouraged to wash or sanitize their hands before and after using playground equipment.

Employee, student and visitor hygiene and source controls

Basic infection prevention measures are being implemented at our workplaces at all times. Employees are encouraged to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to any mealtimes and after using the restroom. All employees, students and visitors to a District building are asked to wash or sanitize their hands prior to or immediately upon entering the facility. Hand-sanitizer dispensers (that use sanitizers of greater than 60% alcohol) are at entrances and various locations throughout school buildings so they can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled.

Employees, students and visitors are welcome to wear masks at their discretion. Employees, students and visitors are being instructed to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing, and to avoid touching their face, particularly their mouth, nose and eyes, with their hands. Employees, students and visitors are expected to dispose of tissues in provided trash receptacles and wash or sanitize their hands immediately afterward.

- Employee and student workstations will be cleaned on a regular basis.
- Employees, students and visitors will have access to hand sanitizer either through self-administration or adult supervisor for younger individuals.
- The borrowing or sharing of items will be limited as appropriate.
- The use of reusable water bottles will be encouraged.
- The District's food service department will implement processes as recommended by MDH, FDA and MDE.

Workplace building and ventilation protocol

Operation of the building in which employees and students are located, includes necessary sanitation, assessment and maintenance of building systems, including water, plumbing, electrical, and heating, ventilation and air conditioning (HVAC) systems. Steps are being taken to increase ventilation when students and staff are present.

- Outside recess is encouraged for elementary students
- Outside gym time is encouraged for elementary and secondary students

Workplace cleaning and disinfection protocol

Regular practices of cleaning and disinfecting have been implemented, including a schedule for routine cleaning and disinfecting of work surfaces, equipment, tools and machinery, vehicles and areas in the work environment, including restrooms, offices, break rooms, lunch rooms, meeting rooms, classrooms, and locker rooms. Frequent cleaning and disinfecting is being conducted of high-touch areas, including phones, keyboards, touch screens, controls, door handles, railings, copy machines, etc. Appropriate and effective cleaning and disinfecting supplies have been purchased and are available for use in accordance with product labels, safety data sheets and manufacturer specifications, and are being used with required personal protective equipment for the product. Increased daily cleaning protocols will be instituted at all facilities with an emphasis on repeated cleaning of high-touch/high-traffic areas.

- Disinfectant is available so that cleaning can occur throughout the day.
- Procedures have been developed for cleaning and sanitizing shared objects and equipment. Any contaminated area will be closed until proper cleaning and disinfection has been completed according to CDC and OSHA guidelines.

Drop-off, pick-up and delivery practices and protocol

The District has implemented procedures related to the drop-off and pick-up of students before, during and after the school day. Transportation Services has developed procedures addressing the transportation of students on busses in accordance with guidance from MDH and MDE.

Materials/Meals

District food service and purchasing departments have established material and food procedures that meet the requirements of MDH, FDA and social distancing guidelines.

Appropriate Accommodations

Appropriate accommodations for children with disabilities with respect to health and safety policies have been provided. To learn more, parents/guardians should contact his/her child's case manager.

Vaccinations

Vaccination information provided by the Minnesota Department of Health and local public health officials will be communicated to families. In addition, ISD 473 will continue to serve as a possible vaccination site for those who might be interested in receiving a vaccination.

Coordination with State / Local Public Health

ISD 473 officials will continue to coordinate and implement plans with State and local public health officials.

Communications and training practices and protocol

This plan is posted at www.isle.k12.mn.us for all stakeholders to review and provide feedback. Training related to COVID-19 is continuous and delivered by individual departments based on guidance from the CDC, MDH, FDA and MDE. Additional communication and training will be ongoing by utilizing the District email system to all employees and students.

Employees, students and visitors will also be advised not to enter the workplace if they are experiencing symptoms of any communicable condition or have recently tested positive for COVID-19. Administrators, managers and supervisors are expected to monitor how effective the program has been implemented and report discrepancies to the Human Resources and Health Services Departments. All Administrators, managers, supervisors and staff are to take an active role and collaborate in carrying out the various aspects of this plan, and update the protections, protocols, work-practices and training as necessary. This Safe Return to Learning Plan has been certified by the ISD 473 Superintendent and Leadership Team.

ESSER III Application Information and Plan:

The American Rescue Plan (ARP) Act includes money for the Elementary and Secondary School Emergency Relief Fund (ESSER). The third round is known as ESSER III. These funds are used for towards efforts to address the academic impact of lost instructional time during the 2020-21 and 2021-22 school years and for COVID-19 pandemic response purposes.

Part A: **Contact Information**

District:	Isle Independent School District 473
Number:	0473
Contact Name:	Dean Kapsner, superintendent dkapsner@isle.k12.mn.us 320-676-3146

<u>Part B</u>: **Identifying Assets and Needs**

<u>Section 1</u>: Asset Analysis

ISD 473 coordinated numerous meetings throughout the 2020-21 school year between school district and community leaders, which included representatives from:

- Mille Lacs County
- Mille Lacs Health Systems
- Isle Food Shelf
- Mille Lacs Band of Ojibwe
- Isle Religious Representatives
- Kanabec County
- East Central Minnesota Educational Cable Cooperative

During these meetings, the District was able to:

- identify skills in the community, which supported ISD 473 activities (i.e. food shelters, childcare, library services, homework help, etc.).
- partner with organizations to share facilities and resources to best support students and families (i.e. mental health, access to technology, meals, etc.).

Assets that became available included, but were not limited to:

- meal service and food opportunities
- shared facilities
- mental health support
- vaccination support
- increased access to technology

<u>Section 2</u>: Needs Assessment

ISD 473 completed an inventory of local assets and needs in collaboration with District and community partners throughout numerous meetings over the 2020-2021 school year. In addition to the meetings, numerous surveys were created and used as the needs of our students and families changed. Feedback was used to create additional support and options for each family related to academics, learning models, mental health support, and transportation.

District officials also reviewed existing data including, but not limited to absences, student achievement (grades), mental health referrals, student involvement with law enforcement, and truancy.

<u>Section 2</u>: Findings

Students groups who were disproportionately impacted by the COVID-19 pandemic included, but were not limited to:

- students living in poverty

- students who did not have access to internet
- students identified as needing special education services
- students who need additional support academically, social emotional and mental health.
- certain students in Grade 12 who were in jeopardy of not graduating

Safe Return to In-Person Learning Plan:
ISD 473 has followed the Minnesota Safe Learning Plan guidance and included stakeholders in accordance with federal requirements throughout the last year. ISD 473's plan, and subsequent updates have been posted since inception and are available on the District's website at: www.isle.k12.mn.us

Part C - ESSER III (Fin 160 & 161) Learning Recovery, Spending and Engagement Plan:

ISD 473 remains committed to stakeholder engagement, and has appreciated feedback throughout the last year, which has included opportunities to engage at public board meetings, information shared in district-wide communications, and surveys distributed to stakeholders.

Overall Priorities included, but were not limited to:

- Maintain small class sizes
- Additional Social Emotional and Mental Health support
- Additional access to the Internet
- Additional technology devices (iPads/Chromebooks)
- Additional academic support for students to assist with Learning Recovery
- Additional staffing to support traditionally underserved and/or underrepresented students
- Staff training for Multi Tiered System of Supports (MTSS) academic, behavioral, social emotional.

Evidenced-Based Interventions	State Education Priority	Brief Description of Activities	LEA Pandemic Response and Related Need
MTSS Support and Implementation	MTSS - Academic; Behavior; Social Emotional	Additional staff and initiatives will be added to lead social-emotional programming, PBIS efforts, and academic interventions.	Engagement and reduction of disparities

Additional Support programs	Social Emotional and mental health	Additional support will be provided by adding staff support. Supports will include additional services related to mental health, social and emotional well-being, and physical health.	Social Emotional and Mental Health.
Additional intervention programs	Expand Title I, Tier II, and credit recovery	Specific support will be provided for students who have faced significant challenges during the pandemic. Supports will include additional staff and supports to students who are behind on credits due to the pandemic.	Learning loss
Additional student support	Student Support Personnel	Additional staffing will be added, which may include counselors, nursing staff, and/or social workers.	Inadequate access to support personnel for students
Comprehensive induction services	Teacher Mentoring	A teacher mentor program will be provided for 2021-22 School Year and will provide additional support for new teachers.	Turnover and teacher shortages; Support for new teachers.
Summer and afterschool programming	Enhance summer school, afterschool opportunities and credit recovery opportunities for students.	Provide additional staffing, transportation, and nutritional services to provide more academic, behavior, social emotional learning.	Engagement and learning loss recovery

Section 2: Funding the Learning loss and recovery plan

ESSER III funds will be used to fill gaps using FIN 160 and allow for full implementation of a learning loss and recovery plan.

Part D. Funding Other Needs:

Other spending will be used to address identified needs related to the COVID-19 pandemic. More specifically, funding will be utilized to support:

- Provide software to enhance learning, MTSS supports, and Social Emotional Learning.
- Provide needed technology for learning recovery, distance learning, and in-person learning.
- Improve access to technology devices and the internet before, during and after school.

Dean Kapsner
Superintendent of Schools
June 29, 2022