

COVID-19 District Response Plan



School District of Superior

*Approved July 20, 2020
by the Superior Board of Education*

***This document is subject to change throughout the school year as we learn more about the impacts of COVID-19 on our community and schools.*

TABLE OF CONTENTS

1. Message from Amy Starzecki, District Administrator
2. Resources for staff and families
3. CDC guidelines for (re)opening K-12 schools
4. School Scenarios for 2020-21
5. Hybrid Model
 - a. District Response to COVID-19 Signs, Symptoms and Exposure for Staff and Students
 - b. School Safety and Cleaning
 - i. Buildings & Grounds
 - c. General School Operations
 - d. Curriculum & Instruction
 - i. Teaching & Learning Design/Blended Learning
 - ii. Professional Development
 - iii. Professional Learning Communities (PLCs)
 - iv. Educator Effectiveness
 - v. Family Engagement
 - vi. School Libraries
 - vii. MLSS/SST Process
 - viii. Before and After School Programming
 - e. Assessment
 - i. Screening
 - ii. Progress Monitoring
 - iii. State Assessments and Graduation Requirements
 - iv. Report Cards
 - v. Early Childhood & Family Education
 - f. Activities & Athletics
 - g. Student Services
 - i. Special Education
 - ii. ELL Services
 - iii. Students with 504 Plans
 - h. Student Health Services
 - i. Technology
 - j. Food Service
 - k. Transportation
 - l. Human Resources: COVID-19 Workplace Procedures
 - m. Community Facility Rental Guidelines (added 9/10/20)
6. All Virtual Learning Model
 - a. Plan For District And School Closures
7. District Departments and School Contacts

MESSAGE FROM AMY STARZECKI, DISTRICT ADMINISTRATOR

July 20, 2020

Dear Spartan Community,

On March 13, 2020, Governor Evers announced the extended closure of schools in response to the historic COVID-19 pandemic that impacted our state and country. **As we plan for the reopening of schools for the 2020-21 school year, the health, wellbeing, and safety of our children, families, staff and our community is our top priority.** This plan was developed based on the Center for Disease Control, Wisconsin Department of Health Services, Wisconsin Department of Public Instruction, and Douglas County Public Health recommendations to keep communities safe.

The following are the guiding principles considered as we developed plans to resume on site learning on our campuses during the COVID-19 pandemic:

- Ensure safety of staff, students, and community.
- Support social emotional and mental health needs of students and staff.
- Preserve academic integrity and learning.

Information and feedback was collected from a variety of stakeholders including families, students, teachers, support staff, administrators, school board and public health experts at the national, state and local level to inform the development of this plan. This plan will continue to be reviewed and updated throughout the school year as we learn more about how school districts must respond to this ever-changing situation.

Remote learning cannot replace students' experiences with their teachers, administrators, and support staff. All of the students and educators have greatly missed the daily interactions that can only be experienced in classrooms and schools. However, we are preparing for three scenarios for the 2020-2021 school year. Based on current conditions and guidance from public health, we would start the school year in a hybrid model. It is important to note that our district may need to move between on site and virtual learning at any moment depending on factors in our community.

I believe that our district has the leadership capacity and is well informed to lead that work. We will remain steadfast in our determination to respond to evolving conditions with empathy, flexibility, and creativity. Thank you to our staff and the community for their collaboration and partnership on behalf of our students.

Sincerely,

Amy L. Starzecki
District Administrator

RESOURCES FOR STAFF AND FAMILIES

GUIDES FOR REOPENING SCHOOLS:

- [Centers for Disease Control & Prevention: Considerations for Schools](#)
- [Wisconsin Department of Public Instruction: COVID-19 Information](#)
- [Wisconsin Department of Public Instruction: Education Forward \(Summer 2020\)](#)
- [CDC Activities and Initiatives Supporting the COVID-19 Response and the President's Plan for Opening America Up Again \(May 2020\)](#)
- [NFHS Guidance For Opening Up High School Athletics And Activities](#)
- [Maryland Recovery Plan for Education \(May 2020\)](#)

STAFF RESOURCES

Teacher resources during a pandemic:

[WI DPI Considerations for Teaching & Learning in a Pandemic](#)

Social Emotional Learning & Mental Health Resources

- [Reunite, Renew, and Thrive: Social and Emotional Learning \(SEL\) Roadmap for Reopening School](#)
- [Practical Ways To Introduce And Broaden The Use Of Sel Practices In Classrooms, Schools, And Workplaces](#)
- [A Trauma-Informed Approach to Teaching Through Coronavirus](#)
- [General SEL Guidelines for Educators, Parents and Caregivers](#)
- [ASCD Helping Students Cope with Change and Disruption](#)

Blended learning research and tools for teachers

[Blended Learning in the Superior School District](#)

[Blended Learning Tool in Superior School District](#)

[Blended Learning Edutopia Resources](#)

[WI DPI Blended Learning Webpage](#)

[Formative Assessment Practices for Digital Learning](#)

[How to Coach Parents Who are Teaching at Home](#)

[How to Build Community with Virtual and Blended Learning](#)

PARENT RESOURCES

For information on Superior and Douglas County community resources, please check out our district website.

Parent resources during a pandemic:

- [How to Help Your Kids Handle Disappointment: Child Mind Institute](#)
- [Self-Care in the Time of Coronavirus: Child Mind Institute](#)
- [Supporting Kids During the Coronavirus Crisis: Child Mind Institute](#)
- [Supporting Teenagers and Young Adults During the Coronavirus Crisis: Child Mind Institute](#)
- [Talking to Children About COVID-19: AACAP](#)
- [PBS: 10 tips for talking about COVID-19 with your kids](#)
- [Finding the Right Words to Talk with Children and Teens About Coronavirus: CSTS](#)
- [Guidance from DPI for families](#)
- [Navigating Life at Home During a Pandemic](#)
- [Supporting Parents During a Pandemic](#)

- Supporting Learning at Home from Child Mind Institute:
 - [PreK](#)
 - [K-2](#)
 - [3-6](#)
 - [7-9](#)
 - [10-12](#)

Blended learning resources for parents

[Internet Safety for Parents](#)

[5 Things Parents Need to Know About Blended Learning](#)

CDC SCHOOL GUIDELINES FOR (RE)OPENING K-12 SCHOOLS

The CDC recommends the following guidelines for districts in making (re)opening decisions regarding K-12 schools during the COVID-19 pandemic.

INITIAL HEALTH AND SAFETY REOPENING CONSIDERATIONS

Action Needed	District Response
<i>Will reopening be consistent with applicable state and local orders?</i>	SSD is working closely with Douglas County public health in the development of this plan.
<i>Is the school ready to protect children and employees at higher risk for severe illness?</i>	See the Human Resources section for staff information. See Curriculum and Instruction section for options for students with higher risk.
<i>Are you able to screen students and employees upon arrival for symptoms and history of exposure?</i>	See Student Health Services section.

DISTRICT HEALTH AND SAFETY ACTIONS TO BE IN PLACE

Action Needed	District Response
<i>Promote healthy hygiene practices such as hand washing and employees wearing a cloth face covering, as feasible.</i>	See General School Operations sections regarding face covering. See Professional Development section of Curriculum and Instruction Plans regarding promotion of hygiene practices..
<i>Intensify cleaning, disinfection, and ventilation</i>	See Buildings & Grounds section.
<i>Encourage social distancing through increased spacing, small groups and limited mixing between groups, if feasible.</i>	See General School Operations for social distancing plans.
<i>Train all employees on health and safety protocols.</i>	See Professional Development section of Curriculum and Instruction Plans.

ONGOING HEALTH AND SAFETY DISTRICT MONITORING PROCEDURES

Action Needed	District Response
<i>Develop and implement procedures to check for signs and symptoms of students and employees daily upon arrival, as feasible.</i>	See Student Health Services section.
<i>Encourage anyone who is sick to stay home.</i>	See Professional Development section of Curriculum and Instruction Plans
<i>Plan for if students or employees get sick.</i>	See Student Health Services section.
<i>Regularly communicate and monitor developments with local authorities, employees, and families regarding cases, exposures, and updates to policies and procedures.</i>	SSD administration is included in Douglas County Emergency Management/Communications.
<i>Monitor student and employee absences and have flexible leave policies and practices.</i>	Employee absences addressed in the Human Resource section. Student absences addressed in Student Health Services and General School Operations Section.
<i>Be ready to consult with the local health authorities if there are cases in the facility or an increase in cases in the local area.</i>	SSD administration is included in Douglas County Emergency Management/Communications.

SCHOOL SCENARIOS FOR 2020-21

We are preparing for three scenarios for the 2020-2021 school year. The decision about which scenario we use as we begin the 2020-21 school year will be made as we near September 1 and will be based on local COVID-19 transmission rates in our community.

It is important to note that our district may need to move between on site and virtual learning at any moment depending on factors in our community. Online learning platforms will be implemented as part of all instructional practices. This will allow our district to move easily into a virtual learning model if it becomes necessary at any time.

ALL VIRTUAL LEARNING

This scenario may be implemented at the request of public health officials in an effort to stop the community spread of the virus or due to excessive staff or student absenteeism.

HYBRID

This scenario is a blend of on site and virtual learning. This model would allow for social distancing in school, time for deep cleaning, teacher preparation and falls within district budget parameters.

A full virtual option will be available to families in the hybrid model for those who prefer no on site learning (sign up required).

ALL ON SITE LEARNING

When conditions change (for example when a vaccine is made available) we will phase back into all students learning in person and into original schedules.

Updated 8/24/20

FULL ONSITE LEARNING/HYBRID LEARNING/FULL VIRTUAL LEARNING DECISION MAKING

We have reached out to state and local health officials for guidelines for school districts about when local transmission rates warrant a move district-wide to virtual learning for all students. We feel it is important that this decision is based on data from the scientific field. This metric is important to provide staff and families with predictors for when we may need to move to virtual learning for all.

Wisconsin will not be providing this information to districts. As a result, we will be adopting the Minnesota formula for making this important decision. Based on that formula, virtual learning for all students would occur when there are more than 50 positive COVID-19 cases per 10,000 within a 2 week period in Douglas County. We are using Wisconsin DHS's COVID-19 Data by County database ([here](#)) to track this information. This is updated daily. Our transmission rate is currently in the low 20's and has been stable at this rate for the past 2 weeks. Our transmission rate is currently in the low 20's and has been stable at this rate for the past 2 weeks. School closures resulting from these high transmission rates would be a minimum of 2 weeks.

We continue to meet with the local medical and public health experts each week to learn how COVID-19 is impacting our community. We will continue to monitor this data and provide regular updates to our community.

Updated 12/14/20

Moving to a virtual model for all students has not had a direct impact on reducing community transmission rates in Superior.

We were using community transmission rates to determine if we should shift from hybrid to the virtual learning model. Many school districts have moved away from converting to virtual learning for all based on community transmission rates and instead use staff absenteeism rates for decision making.

Future moves to virtual learning for students will be dependent on staff absenteeism, not community transmission rates. If staff absences increase sharply, we will determine any instructional model adjustments and communicate them immediately.

We will prioritize elementary students staying in the hybrid model. If our district becomes short of staff at the district level (i.e. substitutes, bus drivers, etc.), we may choose to move SHS and/or SMS to virtual in order to keep in person learning at elementary schools.

HYBRID MODEL

HYBRID MODEL

The following outlines the school structure for each grade level in the District when we are in the hybrid model during the 2020-2021 school year.

EARLY CHILDHOOD <i>Family Education</i> <i>3k-4k</i>	3K will run Monday - Friday as a morning program. We offer afternoon care for families who need childcare. 4K students will attend 2 full days of school per week. They will be assigned to attend either Monday/Tuesday OR Thursday/Friday. Virtual 4K will be offered as well. 4K families interested in a full virtual learning option will enroll prior to the school year. Families who plan to use this option must enroll by August 5. Click here for more detail. Parent Outreach activities will be virtual this year. Opportunities for family engagement and parenting classes will be offered throughout the year for all children enrolled in 3K & 4K. The Family Resource Center will be virtual. Opportunities for family engagement, parenting classes, parenting tips and will be shared throughout the year.
ELEMENTARY <i>Grades K-5</i>	Students will attend 4 full days of school per week. They will attend Monday/Tuesday and Thursday/Friday. Students will engage in at-home learning on Wednesday.
SECONDARY <i>Grades 6-12</i>	Students will attend 2 full days of school per week and 3 days will be virtual. They will be assigned to either Monday/Tuesday OR Thursday/Friday. Students will engage in at-home learning the three days they are not attending face-to-face.
VIRTUAL OPTION <i>Grades K-12</i>	Students interested in a full virtual learning option will enroll prior to the school year. Families who plan to use this option must enroll by August 5. Click here for more detail.

Updated 9/9/2020

District Response to COVID-19 Signs, Symptoms and Exposure for Staff and Students

Students and staff must stay home if experiencing symptoms and/or have known exposure to COVID-19 as outlined below. These guidelines are subject to change as advisories from public health officials are updated. [The flowcharts below can also be viewed here](#). Not every possible scenario is captured by this flowchart. Staff must contact HR any time they have symptoms or possible exposure. Families with questions should contact our Health Services Coordinator.

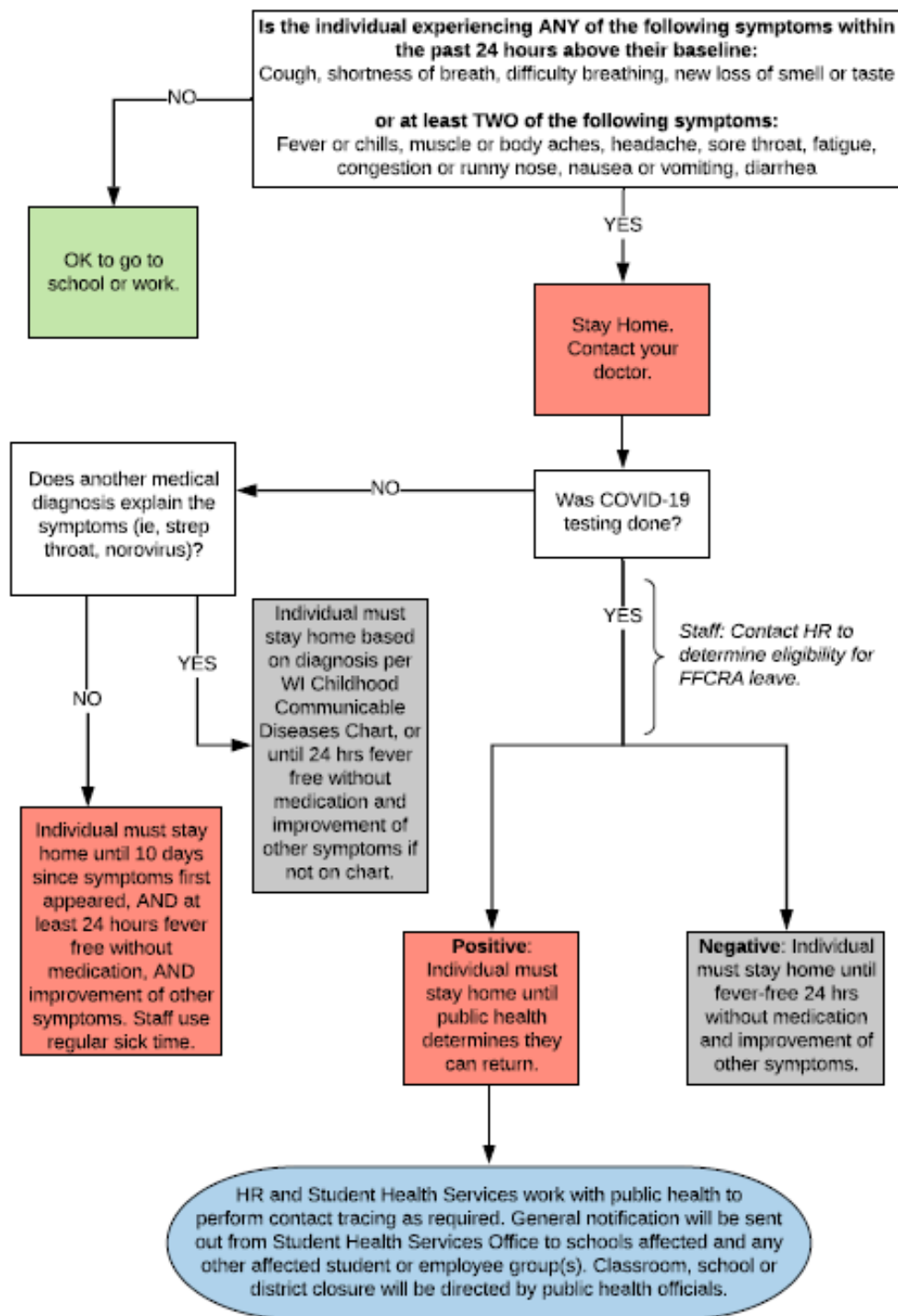
SYMPTOMS *Updated 9/9/2020 based on WI Department of Health guidelines

- ☐ Students and staff must stay home if they have ANY of the following symptoms within the past 24 hours above their baseline (normal):
 - ☐ Cough
 - ☐ Shortness of breath
 - ☐ Difficulty breathing
 - ☐ New loss of smell or taste

Or at least TWO of the following symptoms:

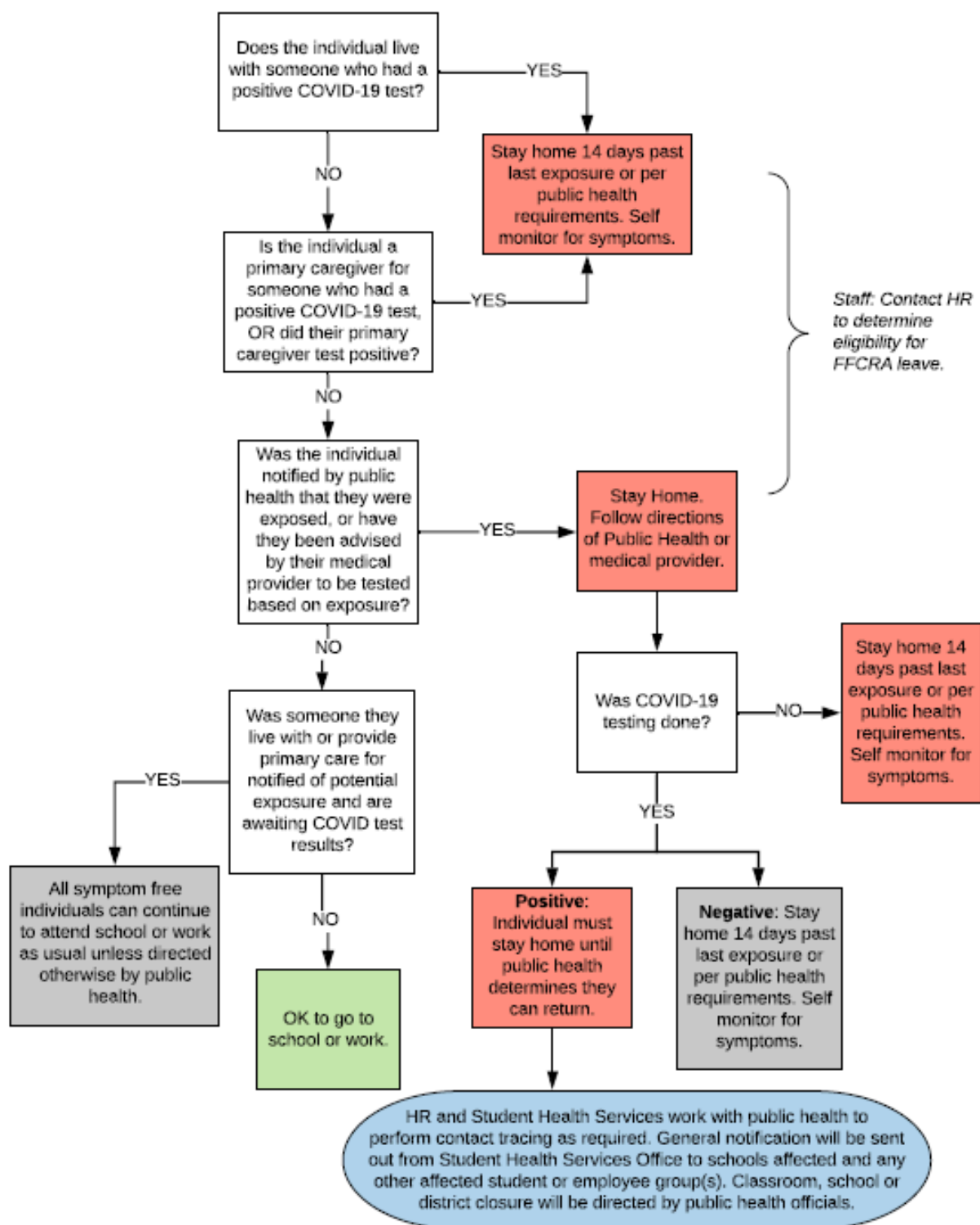
- ☐ Fever or chills (100.4 or higher)*
- ☐ Muscle or body aches
- ☐ Headache
- ☐ Sore throat
- ☐ Fatigue
- ☐ Congestion or runny nose
- ☐ Nausea or vomiting*
- ☐ Diarrhea*

**Note: Students or staff experiencing these symptoms in isolation should still stay home until their illness has passed, but if only one symptom were present, would not need to follow the COVID-19 procedure below.*



EXPOSURE ***Updated 9/9/2020 based on WI Department of Health guidelines**

- ❑ Students and staff must stay home if they live with someone or are the primary caregiver for someone with a positive COVID-19 test, or if they were notified by public health that they were exposed to COVID-19.



POSITIVE COVID-19 TESTS

Students and staff must stay home and follow public health instructions if they test positive for COVID-19. HR and Student Health Services will work with public health to perform contact tracing as required. General notification will be sent out from the Student Health Services Office

to schools affected as well as any additional affected student or employee group(s). Classroom, school, or district closure in response to positive COVID-19 tests will be directed by public health officials.

Additional resources:

- [WI DHS Guidelines for the Prevention, Investigation, and Control of COVID-19 Outbreaks in K-12 Schools in Wisconsin](#)
- [DCPH School Exclusion Flow Chart](#)
- [DPI Returning to School After COVID-19: Guide for Parents](#)
- [Parent Checklist COVID-19 Symptom Check: Taking these steps can help to reduce the chances of COVID-19 spread in school](#)

Updated 12/14/20

The Superior School District will be updating quarantine guidelines based on the latest recommendations from the CDC, DHS and Douglas County. We will continue to examine and monitor COVID-19 transmission rates and collaborate with the Douglas County Health Department and other medical and public health experts to minimize risks and provide safe learning environments. We will continue to post updates on our district website regarding positive cases in our schools.

SCHOOL SAFETY AND CLEANING

☐ **Updated 3/31/21**

[New CDC guidelines](#) were released this month. The changes are specific to the physical distancing requirement:

- Physical barriers between students are no longer required.
- Maintain 6 feet of distance in the following settings
 - Between adults (teachers and staff), and between adults and students, at all times in the school building. Several studies have found that transmission between staff is more common than transmission between students and staff, and among students, in schools.
 - When masks cannot be worn, such as when eating.
 - During activities when increased exhalation occurs, such as singing, shouting, band, or sports and exercise. Move these activities outdoors or to large, well-ventilated space, when possible.
 - In common areas such as school lobbies and auditoriums.
- Between students in classrooms
 - In elementary schools, students should be at least 3 feet apart. Six feet is no longer required.
 - In middle schools and high schools, students should be at least 3 feet apart in areas of low, moderate, or substantial community transmission. In areas of high community transmission, middle and high school students should be 6 feet apart if cohorting is not possible.

☐ **Updated 8/18/20.** [The Governor Emergency Order #1](#) (dated June 30, 2020) states every individual in Wisconsin shall wear a face covering when the individual is indoors or in an enclosed space. This will be required for all students and staff.

- ☐ Face coverings are not required in all other settings, including outdoors.
- ☐ While a single individual is giving a presentation (i.e. teacher leading a lesson) for an audience, the single speaker may remove the face covering when actively speaking. While the face covering is removed, the speaker must remain at least 6 feet away from all other individuals at all times.
- ☐ This guideline will remain in effect after the Governor Order expires or new health order is issued.
- ☐ Students will be provided lessons and training to promote health and safety. Exceptions may be sought through the IEP, 504, or ADA process by working with the School Health Coordinator and/or HR as applicable. Exceptions may apply for anyone who has trouble breathing, or is unconscious, incapacitated, or otherwise unable to remove the covering without assistance; for medical considerations, including disabilities and respiratory conditions, as well as traumatic personal experiences. We have been provided with facial coverings by the state and have one for every student and staff. We will also be purchasing clear face shields for all staff that they may use.
- ☐ We will include facial coverings on the school supply lists this fall. We are asking families to send your child with a cloth mask.
- ☐ Supplies are provided to staff to ensure frequently touched surfaces will be cleaned and disinfected often and throughout the day.

- ❑ All staff will be trained in safety action procedures and will support daily cleaning practices and support student supervision.
- ❑ Students will be provided lessons and training to promote health and safety.
- ❑ Adequate supplies (i.e. hand sanitizer) will be provided to support healthy hygiene behavior.
- ❑ Traffic flow and spacing marked on floors to designate entrance, exit, and spacing.
- ❑ COVID-19 safety signs posted across all buildings.
- ❑ Water fountains are closed for drinking directly. Touch free water bottle filling stations may be used. Alternatively, touch-style water fountains may be used to fill bottles or disposable cups.
- ❑ Traffic flow marked on floors to designate entrance, exit, and spacing for lines. Social distancing stickers on floors in cafeteria, offices, etc. to mark off spacing.
- ❑ Safety barriers (sneeze guard) installed at front reception.
- ❑ Traffic flow and spacing marked on floors to designate entrance, exit, and spacing.
- ❑ We are working with local emergency responders on how to modify fire drills, tornado drills, and school safety drills to put pandemic appropriate drill procedures in place.

Building & Grounds

- ❑ All staff will be responsible for general cleaning of spaces in addition to Buildings & Grounds staff. This will allow our custodial staff to focus on the deeper disinfection process that will be required to remain in school as safely as possible.
- ❑ All employee groups will be given cleaning requirement instructions to assist with our cleaning and disinfection requirements.
- ❑ The disinfection process is intensified with the use of sprayers that enable us to disinfect surface areas faster. The disinfectant that will be used is listed as an EPA registered disinfectant against viruses. We are using the safest disinfectant that we have found to date. It enables us to disinfect without a rinse process for efficiency.
- ❑ Classrooms will be decluttered and items being hung on the walls are minimal to assist with the disinfection process. Decluttering is also needed to promote social distancing.
- ❑ MERV-13 air filters have been ordered to improve indoor air quality and for virus protection.
- ❑ We will be increasing the amount of fresh air intake into our buildings as much as possible.
- ❑ Where and when feasible opening classroom windows will allow the direct venting of classroom air. This will be weather dependent.
- ❑ Our maintenance staff is creating 700 plexiglass barriers to enable socially distancing for our classrooms.
- ❑ Hand sanitizer dispensers will be installed in every classroom, common spaces, and commonly used entryways.

- ❑ Disinfection products and microfiber cloths will be issued to all teaching staff to assist with the care of their classroom.
- ❑ Department procedures will be developed to protect our staff in areas like filter replacement in air handlers, and response to cleaning and disinfection procedures for outbreaks and PPE requirements.
- ❑ We continue to learn more about new cleaning methods and products and will need to adjust practices as the pandemic continues.

GENERAL SCHOOL OPERATIONS

- ❑ Arrival and drop-off times or locations will be staggered. Parents or caregivers will be required to stay in the car and drop students at the assigned door as opposed to bring them into the school or entrance.
- ❑ Cafeterias can be used if staggered use and disinfected between groups. It is preferred that meals are eaten in classrooms and some schools will implement this for specific groups/grade levels when possible. Ensure staff follow food allergy protections.
- ❑ Student seating/desks will be 6 feet apart. Desks will face in the same direction (rather than facing each other). In cases where this cannot be achieved barriers will be used.
- ❑ Student and staff groupings are as static as possible by having the same group of children stay with the same staff (all day for young children, and as much as possible for older children).
- ❑ Gatherings, events, and extracurricular activities are restricted and limited to those that can maintain social distancing, support proper hand hygiene, and restrict attendance of those from higher transmission areas.
- ❑ Nonessential visitors, parents, and volunteers are restricted. Each school has a plan for alternative methods for parents to visit school. All meetings (IEPs, parent-teacher conferences, etc.) are encouraged to be virtual if possible.
- ❑ Separate outdoor spaces for recess schedules to allow for one class of students at a time in each outdoor space (field, playground area). Students and staff will hand sanitize/hand wash when returning indoors.
- ❑ Each child's belongings will be separated from others' and in individually labeled containers, cubbies, or areas and taken home and cleaned often/daily. Students should avoid sharing of books, toys, etc. Library Media Safety Procedures found [here](#) (**Updated 10/21/20**).
- ❑ Schools will reduce traffic during hallway transitions by staggered release. Elementary schools will stagger student dismissal to lockers or hooks to ensure social distancing.
- ❑ Supplies will not be shared between students. Examples include pencils, crayons, etc.
- ❑ There will be no field trips until further notice. School Forest field trips will be allowed but must adhere to transportation safety guidelines (masks and social distancing guidelines). A better alternative is working with Lori Danz to bring lessons to the classroom and schoolyard.
- ❑ There will be no guest speakers in person until further notice. Virtual guest speakers are encouraged if possible.
- ❑ **Updated 8/18/20.** For music classes: If students participate in singing they need to wear a mask, space at least 6 feet apart, face the same direction (do not face each other), and be outside. We do not recommend singing indoors during the first month back to school. We are hoping to learn more in the first weeks of school and will be able to provide more guidance about singing indoors. Student instruments should have masks to prevent respiratory droplets from spreading.
- ❑ **Updated 8/18/20.** For PE classes: PE will be held outside as much as possible. Games where students are within 6ft of each other for short periods of time can be utilized. Games with sustained close contact would be higher risk and not recommended. Students should wash hands/sanitize before & after equipment use.

CURRICULUM & INSTRUCTION

This section outlines the overall plan for teaching and learning during the COVID-19 pandemic for the 2020-21 school year. The comprehensive plan for the Superior School District can be found here for more details: [Curriculum, Instruction & Assessment Plan for 2020-21](#)

According to our [2020-2023 District Tech Plan](#), “All students will experience a blended learning model of instruction.” To that end, we will work towards effective Blended Learning that will support our district mission of ensuring all students have the knowledge and skills for living, learning, and working successfully by scaffolding support, building towards independence, while providing transferable skills for lifelong learning.

Effective Blended Learning supports our district vision of All Means All: Every Student, Every Day by increasing levels of personalization in instruction and ownership in learning. Effective Blended Learning promotes integration of the [Information Technology Literacy Standards](#) from the Wisconsin Department of Public Instruction (Empowered Learner, Digital Citizen, Knowledge Constructor, Creative Communicator, Global Collaborator, Computational Thinker, and Innovative Designer).

In order to ensure equitable access to technology and curricular resources, to support blended learning models, and to ensure the integration of the Information and Technology Literacy (ITL) Standards, Superior students will have access to devices for a 1:1 ratio.

The following are key considerations as we begin the 2020-21 school year.

TEACHING & LEARNING GUIDELINES

- ❑ As per DPI guidance, teachers will be using best practices in Blended Learning to instruct students in on-site and virtual settings.
- ❑ A Blended Learning model allows for independent and small group work, individualized work with and feedback from teachers, and intervention and extension activities as needed.
- ❑ Academic State Standards will continue to guide curriculum timelines and pacing.
 - ❑ Additional information about the Wisconsin Academic Standards can be found at the following link: [Wisconsin Academic Standards](#)
 - ❑ Teachers will plan for and carry out a guaranteed and viable curriculum for each grade level and course. More information can be found at the following link: [School District of Superior Curriculum & Instruction Essentials & Timelines \(SITE UNDER CONSTRUCTION FOR THE SUMMER MONTHS\)](#)
 - ❑ Curriculum and Instruction will include required technology skills at each level based on the Standards for Information and Technology Literacy.
- ❑ Students will have access to 1:1 devices to support Blended Learning as needed at home and on-site.
 - ❑ Additional information about the District's Tech Plan can be found at the following link: [School District of Superior Tech Plan: 2020-23](#)
- ❑ Teachers will continue to use high-impact, research based best practices for teaching and learning. A continued focus on relevance and rigor in curriculum design and lesson planning will be in place.
- ❑ We will continue to find ways for students to experience the School Forest and outdoor classroom spaces at schools. Additional information about our School Forest Model can be found at the following link: [School Forest Flexible Delivery Formats](#)

PROFESSIONAL DEVELOPMENT

We will continue to use our [Instructional Coach Vision & Model](#) to support teachers by using the [WI Personnel Development Model](#) and 1:1 and PLC coaching as needed. In addition to routine professional development offerings, we will be providing training on hygiene and safety protocols and best practices for Blended Learning.

Blended & Virtual Learning Best Practices:

- In an effort to be prepared for high-quality instruction and any scenario our school structure will be, we are asking staff to complete required professional development in an effort to be prepared for the fall re-opening of schools. Per Amy's message that she sent regarding the three compensation days that teachers are provided when students are not in session, this required training will fulfill a half-day of this time. You will be required to complete this training by Friday, August 21st. There will be a Google form embedded in the training for you to submit as a verification that you have completed the training.
- Additional professional development and support will be provided for virtual teachers as needed.

Hygiene and Health/Safety Protocol:

- As per CDC guidelines, staff complete a training module online (approx. 30 min) during their workday on Aug. 25 (full work day for them) on cleaning procedures (see CDC guidelines book).
- Encourage anyone who is sick to stay home.

PROFESSIONAL LEARNING COMMUNITIES (PLC)	Both on site and virtual teachers will meet collaboratively on Wednesdays in their Professional Learning Communities for 1.5 hours. This allows PLCs to continue their collaborative work ensuring learning for all students. Collaborative teams will continue to answer the four PLC guiding questions: • What do we want our students to know and be able to do? • How will we know students have learned it? • What do we do for students who haven't learned it yet? • What do we do for students who have achieved proficiency? With a commitment to continuous improvement, PLCs will pursue collective inquiry around best practice and our current reality. The work of the PLC team is action and result orientated-they learn by doing.
EDUCATOR EFFECTIVENESS	All teaching staff will continue to grow and receive feedback through the Educator Effectiveness process as outlined by DPI and board policy. The process documents the continuous improvement cycle for teachers and the impact of their professional knowledge and instructional methods on student learning.
FAMILY ENGAGEMENT	In an effort to continue to be compliant with Title I compliance, we will continue to hold family events in a virtual manner throughout the 2020-21 school year. • Title I Compacts will be signed as a part of the online registration process in Infosnap for all families, with the exception of Four Corners • Virtual Family Nights will be planned at each elementary school and Superior Middle School • Parent-Teacher Conferences will be held virtually. ◦ Student-led Conferences are encouraged to be used at all levels • Virtual Family Engagement Offerings (classes, book studies, feedback sessions) • Elementary families will use Seesaw, a consistent platform for family communication

	Report Cards and progress reports for IEP goals will be sent virtually by secure document to families following each trimester or quarter.
SCHOOL & CLASSROOM LIBRARIES	Click here for more information about school and classroom libraries: Library Media Safety Procedures in School District of Superior - Updated 10/21/20
MULTI-LEVEL SYSTEMS OF SUPPORT (MLSS) PROCESS	Multi-Level Systems of Support is a process by which schools use data to identify academic supports for each and every student and their individual needs. The process provides students with evidence-based instruction and interventions matched to their needs and monitors student progress to improve their educational outcomes. MLSS is a decision-making framework composed of evidence-based practices in assessment and instruction. It works towards educating all children to high levels of proficiency. The MLSS process takes place within universal (tier 1), targeted (tier 2), and intensive (tier 3) levels of instruction. Each of the levels provides increasingly intensive instruction, based on the student needs, to support student progress toward proficiency. Parents are instrumental in this process and are included in the discussion and potential action planning within a Student Support Team (SST) plan.
BEFORE & AFTER SCHOOL PROGRAMMING	• We are continuing our partnership with the YMCA and the before school programming will be available to families at each elementary school beginning at 7:00 a.m. • After school programming will be available to families at each elementary school ending at 5:30 p.m • Before and after school programming will not run on Wednesdays. • Registration information will be available in July. • Social distancing and safety measures will be in place.

ASSESSMENT

Assessment is and will continue to be an essential component of our instructional process. We will continue to instruct based on the Essential Standards and assess individual student learning along the way to meet the needs of the students using formative assessments to provide feedback and intervene in the moment. We can then monitor new learning through progress monitoring specific skills or learning. Ultimately it is critical to know if students have learned what they were supposed to learn at the end of each unit or period of instruction/content utilizing summative assessment techniques. Regardless of the instructional delivery model, assessment is a critical component and will continue to support the learning process for all students.

[Wisconsin's Strategic Assessment Systems](#)

Screening

- ❑ We will continue to universally screen all students in grades 4K-8, however during the 20-21 school year we will not screen all students based on normative measured assessments as those tools do not share the true picture of student learning during COVID-19. Instead we will create screening tools to identify basic reading and math skills that will help improve instructional practices. We will still have access to AIMSweb and Measures of Academic Progress and can use those tools when needed with specific students or groups of students.
- ❑ [Research](#) shows that it is essential to not spend valuable instructional time giving national assessments that are not aligned with COVID normative data and instead begin teaching and checking for gaps through formative assessments along the way.

Progress Monitoring

- ❑ Progress monitoring data and processes are important to identify individual student responsiveness to interventions or additional challenges. It will continue to be important to monitor student progress and report growth to families. We will continue to utilize AIMSweb Plus for ongoing monitoring of academic progress.

State Assessments and Graduation Requirements

- ❑ At this time the State of Wisconsin has indicated that they plan to continue administering all statewide Assessments during the 2020-2021 school year. This includes the Wisconsin Forward Exam, ACT Aspire, ACT with Writing, DLM and Access.
- ❑ Graduation Requirements: As stated in policy 5460: It shall be the policy of the Board of Education to acknowledge each student's successful completion of the instructional program appropriate to the achievement of District goals and objectives as well as personal proficiency by the awarding of a diploma at fitting graduation ceremonies.

Report Cards

- ❑ Original grading procedures will be implemented. Report cards will be sent electronically via secure document to all parents/guardians following the end of each trimester or quarter.

EARLY CHILDHOOD & FAMILY EDUCATION

The Superior Early Childhood Programs use research, policy and practice to create high-quality learning environments that focus on the unique needs of each and every one of our students. While we now have new policies to implement due to COVID guidance; we will work to create a plan that balances high quality instruction and enhanced hygiene and safety practices. PLAY is how young children learn and grow. We will continue to set up various play experiences for children to engage in throughout the day and we will devote large amounts of time each day to play.

In an effort to social Distancing in preschool we will:

- ☐ Create classrooms that only have essential furniture and are free from clutter
- ☐ Remove toys & materials that are fabric/cloth material
- ☐ Create smaller group sizes of children within each classroom
- ☐ Limit the number of students within each play area and at table spaces

In an effort to enhance cleaning practices we will:

- ☐ Clean and disinfect the materials in the classroom that are shared (tables, toys, etc) between uses
- ☐ Clean and sanitize the toys in the classroom between cohorts.
- ☐ Create structures and systems for monitoring which toys need to be cleaned
- ☐ Divide toys into smaller bins/bags for single use
- ☐ Keep student's supplies separated in bins

In an effort to Teach children about healthy hygiene practices we will:

- ☐ Wear face masks or face shields (staff)
- ☐ Plan lessons that teach about social distancing & face masks
- ☐ Encourage children to wear masks when we are unable to maintain social distancing guidelines

Click [here](#) for more detailed information

ACTIVITIES & ATHLETICS

The following guidelines have been developed for the start of the 2020-21 school year and are based on the CDC, DPI, WIAA, and the National Federation of State High School Association (Guidance for Opening Up High School Athletics and Activities) recommendations to keep communities safe while resuming on site activities and athletics. This information is subject to change as we learn more from WIAA about plans for 2020-21.

[National Federation of State High School Association \(Guidance for Opening Up High School Athletics and Activities\)](#)

- ☐ Students participating in athletics or activities must follow the same protocol as on site learning regarding signs, symptoms and exposure to COVID-19 (refer to Section 5a).
- ☐ Coaches will keep a record of all individuals present at team activities.
- ☐ Spectators or vendors may be allowed at events per Douglas County Public Health guidelines and will be determined by event by school administration. As of July 20, 2020 gatherings are limited to 50 indoors and 100 outdoors. Social distancing guidelines must be followed.
- ☐ In the event of short-term or long-term school closures of SHS, activities and athletic events will be canceled or postponed.

Low Risk Sports/Activities	Moderate Risk Sports/Activities	High Risk Sports/Activities
• Individual Running • Golf • Throwing Events (track) • Individual Swimming • Sideline Cheer • Co-curricular activities (Drama, DECA, One Act, FBLA, FCCLA, Skills USA, Forensics, Harvard Model UN, Mock Trial)	• Basketball • Volleyball • Hockey • Baseball • Softball • Soccer • Gymnastics • Tennis • Swimming Relays	• Football • Wrestling • Competitive Cheer • Dance

The following are general guidelines for activities and athletics. Click [here](#) for the comprehensive plan for athletics and activities for the School District of Superior.

Most-Restrictive <i>All Virtual Learning Model</i>	Restrictive <i>Schools are open with ENHANCED social distancing measures and for children who live in the local geographic area only.</i>	Least-Restrictive <i>Schools are open with distancing measures. Restrict attendance to those from limited transmission areas</i>
• All activities are canceled/postponed. No practices or competitions held during this phase. • Individual workouts may be sent from coaches; work needs to be done alone	• Small groups are allowed to come into the weight room/activities with social distancing and intensified cleaning in place. Sign-up/scheduling required. • Lower risk sports/activities (running, golf, etc.) practices and competitions may resume depending on transmission areas. • Moderate risk sports/activities. (i.e. basketball, volleyball, softball, soccer, etc.) MODIFIED practices may occur. • Secondary choir and band will be in small groups to allow for proper school distancing.	• Moderate risk sports/activities. (i.e. basketball, volleyball, softball, soccer, etc.) practices and competitions may resume depending on transmission areas. • High risk activities (wrestling, football, etc.) MODIFIED practices may occur. • Secondary choir and band will be in small groups to allow for proper school distancing.
For more information on transmission rates and travel see the Douglas County Public Health Sports Risk Level. For more information on WI COVID-19: Activity Level by Region and County.		

Decisions about what level of restrictions each activity is will be a district decision based on state and local guidelines at the time of the activity. These restrictions may be changed anytime throughout the year based on COVID-19 transmission data.

UPDATED 8/20/20

FALL 2020

The following guidelines will be in place for the fall sports season. The WIAA released guidance on conducting 2020 fall sports on 8/14.20. While taking into consideration theses guidelines and those from our state and local health department, SHS is implementing the following:

Starting practice August 17th: Girls Golf, Girls Tennis, Girls Swim and Dive, Boys and Girls Cross Country

Starting practice September 7th: Boys Soccer

Utilizing the WIAA's alternative fall season:

Starting practice the week of February 22nd: Volleyball

Starting practice the week of March 8th: Football

Spectators

Plans are in place to live stream as many events as possible within technology and staff restrictions. The following scenarios will be strictly enforced and are subject to change. If

guidelines are not followed by spectators, the district reserves the right to ban spectators at events.

Any events occurring Indoors

- Essential personnel only (players, officials, game workers, media, medical)

Any events occurring outdoors:

- Aligns with our attempts to eliminate contact as much as possible.
- Masks required even when outside (cheering will cause more spread of virus)
- Away games will require Superior to follow individual school protocol.
- Remain in family units and 6 feet apart

Concessions

No concessions for any event.

Admissions

No charge because of limited admittance. Schools would send a list with names and phone numbers which would be used for contact tracing and check-in.

Restrooms

Restrooms will be labeled with maximum occupancy (50% of normal) and social distanced marking on the ground outside of the restroom

Locker Rooms

Maximum of 15 people in locker rooms as much as possible. After school, teams will need to change but personal bags should be utilized because no lockers will be available. Teams will be expected to arrive ready to play. Storing bags or valuables in the locker room may be necessary but classrooms may also be utilized.

Transportation

We will follow the School District of Superior Transportation regulations as well as the bus company's regulations on away events. For teams that utilize the vans, we will try to take multiple vehicles to maintain as much space as possible. Parents or students can drive themselves to events. Other students are not allowed to be transported with other parents or students.

STUDENT SERVICES

Special Education Services

- ☐ As all students with IEPs are general education students, refer to the guidance in the Curriculum and Instruction section.
- ☐ Provide accommodations, instruction, and services to the greatest extent possible during school closure.
- ☐ Conduct any evaluations and IEP meetings that were delayed due to the public health emergency closure as quickly as possible once school resumes.
- ☐ Make Least Restrictive Environment (LRE) central to decision making.
- ☐ Create a plan for assessing students' present levels of performance and regression of skills when students return which will include progress toward IEP goals. Consider revisions to IEPs based on data.
- ☐ Consider adding contingency plans to IEPs because of the blended learning model and/or if distance learning becomes necessary again.
- ☐ Record services and communication in Documentation/Service logs.
- ☐ Continue to hold IEP and Eligibility meetings virtually to the extent possible; training will be provided.

ELL Services

- ☐ Information from WI DPI: <https://dpi.wi.gov/english-learners>
- ☐ Prepare to provide accommodations, instruction, and services to the extent possible during virtual or blended learning
- ☐ Assess and reflect on English learner virtual learning activities and strategies that were successful in meeting the needs of English learners.
- ☐ Re-establish relationships and a sense of safety for students through consistent and predictable routines and procedures that emphasize and allow for communication and choice.
- ☐ Re-establish current level of performance on ILP goals to determine where students are re-entering and establish growth from ILP goal baseline prior to and during the school closure period.
- ☐ Prepare staff to discuss these strategies with families and individualized learning plans (ILP) teams.
- ☐ Have ILP teams consider and specify services that address the needs of students who may have special difficulty transitioning back to the school environment. Plan for positive behavior interventions and supports to be in place and clearly communicated to all staff

Students with 504 Plans

- ☐ Each school site Section 504 coordinator should review their assigned students' existing Section 504 plans and, in collaboration with each student's teacher(s), determine which listed accommodations or supports continue to be applicable/make sense within the learning format the teacher(s) are utilizing.
- ☐ Accommodations will continue that will ensure their academic success and access to the learning environment
- ☐ Continue to hold 504 and eligibility meetings virtually to the extent possible; training will be provided.

STUDENT HEALTH SERVICES

- ❑ More information regarding the District response to COVID-19 signs, symptoms and exposure for students (Section 5a)
- ❑ The district will not be conducting temperature checks of students prior to entry into school. Temperatures will be taken prior to entering the school bus during the morning routes. Many people with COVID-19 infections may not have a fever and many infected people may not show any symptoms at all. Additionally, temperatures are routinely masked by the application of fever reducers. This action could change at any time based on direction by health officials.
- ❑ Parents are required to provide four contacts in PowerSchool in the event their child needs to be picked up when ill.
- ❑ There is an isolation room or area identified in each school to separate anyone who exhibits COVID-like symptoms.
- ❑ Attendance line with a message for reporting absences and reporting symptoms to school nurses in order to track illness. The Health Coordinator will monitor student absenteeism. The health service coordinator will monitor health clinic traffic and check state and local health department notices frequently about transmission in the area.
- ❑ Care plans developed for medically fragile students and will include plans for COVID-19 exposure at school.

TECHNOLOGY & VIRTUAL LEARNING SUPPORT

- ❑ The School District of Superior has adopted a 1 to 1 ratio of technology devices for students K-12. Students in K-2 are assigned a Microsoft Surface device and students 3-12 are assigned an HP laptop.
- ❑ Families in need of internet support should contact the IT Department at techhelp@superior.k12.wi.us or 715-394-8715.

FOOD SERVICE

- ❑ Students will go through breakfast & lunch serving lines in small groups with social distancing.
- ❑ Food service staff will serve all food items, no shared serving utensils.
- ❑ A combination of cafeteria and classroom seating will be used to maintain social distancing.
- ❑ Disposable trays and utensils will be used to minimize returning to the cafeteria to be washed and sanitized.
- ❑ Students will not use pin pads to enter in lunch ID numbers. Online class rosters will be used to enter student lunch ID information.

Updated 8/21/20. We will continue to provide food service to students who are learning off-site. Meals will be available for pick up Monday - Friday at SHS from 9:30-10:15 am. Parents will be allowed to pick up meals for their students but they must have student ID numbers and/or student names and what schools they attend. This service will be available to any student (hybrid or all virtual) who is not learning on-site that day. We are asking families to sign up if

you are interested in taking advantage of this option. This is a one time sign up to help us prepare the proper amount of meals. [Please sign up here.](#)

Students will receive breakfast and lunch upon pick up. School lunch charges will apply. Please complete the [free or reduced lunch application](#) if you are interested in free or reduced rates.

TRANSPORTATION

- ☐ Students riding buses will be required to wear masks and sit with family members since distancing 6 feet is not possible.
- ☐ Bus monitors will be hired to ensure safety guidelines are followed.
- ☐ Students will be required to register for transportation prior to the start of school in order to develop bus routes that allow for the least amount of students on the bus.
- ☐ Families are encouraged to drive their child or participate in a rideshare as opposed to using district transportation. If rideshare is implemented, the cohort of students should be consistent.
- ☐ Students not adhering to the facial covering or social distancing requirements will be suspended from the bus for the next day.
- ☐ Students without masks at the bus stop will not be allowed to ride the bus and will need to find another method of transportation.
- ☐ Students will board the bus and go to the farthest seat in the back that is empty until all seats are full. Once every seat is full students will sit in the seat closest to the front with one student in it.
- ☐ Students will only have stops at their guardians homes. If a student would like to go to a different stop alternative transportation will need to be found.
- ☐ Variances from the primary bus stop will not be allowed, if a student needs to go to a different stop alternative transportation will need to be found.
- ☐ If a student does not ride the bus for 3 days straight or misses multiple days consistently and the transportation department is not informed your student will be removed from the route. A phone number where to leave a message informing the department will be distributed prior to the new school year. To be eligible to ride again the student will need to go through the registration process again.
- ☐ Buses will be cleaned multiple times throughout the day.
- ☐ Communication of delays will be done using information from the student registration.

HUMAN RESOURCES: COVID-19 WORKPLACE PROCEDURES

We recognize staff may have fears and anxiety about contracting COVID-19 in the workplace. The following workplace protocols will be in effect during the COVID-19 Pandemic for your safety and the safety of others. These mandatory protocols, in addition to health and hygiene procedures outlined in other areas of this document, are designed to mitigate your exposure to COVID-19 in the workplace, but will not necessarily prevent you from nevertheless contracting the disease. However, fear of contracting COVID-19 is not a condition that prevents staff from reporting to work.

The following protocols may be amended from time to time at the discretion of the District Administrator as COVID-19 guidance and recommendations continue to evolve and/or circumstances dictate. More information regarding the District response to COVID-19 signs, symptoms and exposure for staff (Section 7)

Staff are required to do all the following before arriving at the worksite, office, meeting location, school district, etc.

- Staff must monitor their health: Employees must take their temperature and monitor their personal health prior to coming to the work site (office, meeting location, school building, etc.).
- **SYMPTOMS *Updated 9/9/2020 based on WI Department of Health guidelines.**
Students and staff must stay home if they have ANY of the following symptoms within the past 24 hours above their baseline (normal):
 - ☐ Cough
 - ☐ Shortness of breath
 - ☐ Difficulty breathing
 - ☐ New loss of smell or taste

Or at least TWO of the following symptoms:

- ☐ Fever or chills (100.4 or higher)*
- ☐ Muscle or body aches
- ☐ Headache
- ☐ Sore throat
- ☐ Fatigue
- ☐ Congestion or runny nose
- ☐ Nausea or vomiting*
- ☐ Diarrhea*

**Note: Students or staff experiencing these symptoms in isolation should still stay home until their illness has passed, but if only one symptom were present, would not need to follow the COVID-19 procedure below.*

The complete “Addendum to Staff Handbook Concerning Pandemic Workplace Protocols” can be found [here](#) and on the District website.

[Employee Rights: Paid Sick Leave And Expanded Family And Medical Leave Under The Families First Coronavirus Response Act \(UNITED STATES DEPARTMENT OF LABOR\)](#)

COMMUNITY FACILITY RENTAL GUIDELINES

Added 9/10/20

The district has developed the following guidelines for community facility usage.

- Facility rentals to non school sponsored groups will be available to residents of Douglas County only. Groups with attendees outside Douglas County will not be allowed.
- Organizations qualifying for rentals must submit a plan as to how they will follow the guidelines set by the district as follows:

Monitor Symptoms:

- Follow the [SHS Activities COVID-19 Policies](#)

Masks:

- Everyone must adhere to the following guidelines regarding facial coverings.
 - [The Governor's Emergency Order #1](#) (dated June 30, 2020) states every individual in Wisconsin shall wear a face covering when the individual is indoors or in an enclosed space. This will be required for all students and staff.
 - While a single individual is giving a presentation (i.e. teacher leading a lesson) for an audience, the single speaker may remove the face covering when actively speaking. While the face covering is removed, the speaker must remain at least 6 feet away from all other individuals at all times.
 - This guideline will remain in effect after the Governor's Order expires or new health order is issued.
- Outdoor activities: masks are optional if 6-foot social distancing can be maintained. If the activity or sport has contact where social distancing can't be maintained the entire time, then masks must be worn.

Group Sizes:

- Groups are required to follow Douglas County guidelines for mass gatherings. Douglas County Public Health advises against mass gatherings over 50 people indoors and over 100 people outdoors (Press Release 6.20.20).

Spectators:

- Any spectators are required to wear masks at all times and stay with their household units and remain 6 feet away from other groups
- Organizations qualifying for rentals must designate a person who will monitor and ensure expectations are being met.
- If any of the expectations aren't being met, the school district reserves the right to terminate contracts and restrict future rentals.

ALL VIRTUAL LEARNING MODEL

ALL VIRTUAL LEARNING MODEL

PLAN FOR DISTRICT AND SCHOOL CLOSURES

During the COVID-19 pandemic, there may be times where classes, grades, schools or even district-wide closure is required. Closures may be short term (less than 2 weeks) or long term (more than 2 weeks) depending on the reason for closure. The closures may be a request of public health officials in an effort to stop the community spread of the virus or due to excessive staff or students absenteeism. Below outlines how teaching and learning will continue if a closure is warranted.

- ❑ Virtual instructional minutes and the daily teaching and learning schedule will be consistent with on-site hours. This will look and feel different than the model used this past spring.
- ❑ Teaching and learning will include daily direct instruction that is a combination of both synchronous (live) and asynchronous (on their own time).
- ❑ Virtual learning will take place daily, Monday through Friday.

Short Term Class/Grade Level/School Closure (Less than 2 weeks)

EARLY CHILDHOOD <i>Family Education</i> <i>3k-4k</i>	We will have a Google Site prepared with learning activities that families can do with their children on their own schedule.
ELEMENTARY <i>Grades K-5</i>	Revised 8/18/20 In the event of a closure, students will access at-home learning via Seesaw or Google Classroom. Teachers will communicate a daily schedule and how to access learning with students and families. For the first two days of this closure, learning will not be time bound, and will follow the Wednesday schedule. After the first two days, teachers will engage with students in synchronous and asynchronous lessons and meetings.
SECONDARY <i>Grades 6-12</i>	Face-to-Face student cohorts will move to at-home learning using Google Classroom and/or WEN platform as per teacher instructions. Students will continue to follow their daily schedule and will access the platforms mentioned about to engage with their teachers in the learning content. Activities and athletic events will be canceled or postponed. Updated 12/14/20 Effective December 21, activities will resume. We are able to practice in small groups while implementing COVID-19 safety procedures. Competitions will be allowed per winter sports guidelines developed this fall.
VIRTUAL OPTION <i>Grades K-12</i>	No change

Long Term School or District Closure (More than 2 weeks)

EARLY CHILDHOOD <i>Family Education</i> <i>3k-4k</i>	Teachers will record lessons for the following topics that will be pushed out on the Google Site. Teachers will share this responsibility; so lessons may be taught by any of our preschool teachers. • Learning Without Tears • S.M.A.R.T. • Social / Emotional • Healthy Hygiene • Math, Language & Literacy <i>The DPI is recommending 1 hour or less of screen time for preschool each day so our daily lessons online will reflect this. You could watch these lessons all at one time or spread out throughout the day.</i>
ELEMENTARY <i>Grades K-5</i>	Revised 8/18/20 Same as short-term closure.
SECONDARY <i>Grades 6-12</i>	Same as short-term closure. Activities and athletic events will be canceled or postponed. Updated 12/14/20 Effective December 21, activities will resume. We are able to practice in small groups while implementing COVID-19 safety procedures. Competitions will be allowed per winter sports guidelines developed this fall
VIRTUAL OPTION <i>Grades K-12</i>	No change

District Department Contacts

Department	Name and Title	Email Address
Building & Grounds	Director Bobby Matherly	bobby.matherly@superior.k12.wi.us
Curriculum & Instruction	Director Crystal Hintzman	crystal.hintzman@superior.k12.wi.us
Assessment	Director Kate Tesch	kate.tesch@superior.k12.wi.us
Early Childhood & Family Education	Director Jennifer Willoughby	jennifer.willoughby@superior.k12.wi.us
Activities & Athletics	Director Ella Olson	ella.olson@superior.k12.wi.us
Student Services	Director Tara Gonyer	tara.gonyer@superior.k12.wi.us
Student Health Services	Coordinator Brynn Larrabee	brynn.larrabee@superior.k12.wi.us
Technology	Director Ryan Engstrom	ryan.engstrom@superior.k12.wi.us
Food Service	Director Jamie Wilson	jamie.wilson@superior.k12.wi.us
Transportation	Director David See	david.see@superior.k12.wi.us
Human Resources	Director Molly Devine Webb	molly.devinewebb@superior.k12.wi.us
Business Office	Business Manager Alayna Burger	alayna.burger@superior.k12.wi.us
Office of District Administrator	Exec. Asst. Kelly Pugh	kelly.pugh@superior.k12.wi.us

School Contacts

School	Principal	School Office Phone
Bryant Elementary	Matthew Amerson	715-394-8785
Cooper Elementary	Aaron Lieberz	715-394-8790
Four Corner Elementary	Kim O'Donnell	715-399-8911
Great Lakes Elementary	Ryan Haroldson	715-395-8500
Lake Superior Elementary	Dan Arvidson-Hicks	715-398-7672
Northern Lights Elementary	Danielle Perich	715-395-6066
Superior High School	Richard Flaherty	715-394-8720
Superior Middle School	David Jensen	715-394-8740