



**Head of School Weekly Check In
June 19, 2020**

Updates:

- JCRIF applications are being reviewed
- Prizmah in conversation with Paradigm Project for early childhood support
- Heads of K-12 call scheduled

During this call, which topic(s) would you most benefit from conversation with colleagues?

- Planning for multiple scenarios and unknowns at the same time. Limited bandwidth
 - There are only 2 scenarios for next year
 - Remote learning
 - Socially distanced in-person with a hybrid option
 - Working on the details including:
 - Water fountains replaced with bottle filling station
 - Webcams for classrooms
 - Sanitizing wipes ordered
 - tuition
- ECD- tuition plans/discounts/rollovers if we're not in the building for 2s & 3s. how do we handle siblings of families who are not social distancing in the way that we're requiring of students in our school.
- Families not behaving with social distancing the same way that we'll ask them to be acting in the building.
- Shinshinim?
 - Tomer from NY said that they are not coming this year
 - Masa students might be able to come instead.
- We are beginning the year with remote learning to prevent the physical proximity that comes naturally from being back in the building
- We are beginning the year with students on campus. Likely opening in hybrid. I'd be happier if there was a single voice in the public health arena to direct us about what's going on.
 - This is both about art and science. There is no single definitive public health voice about this.
- Town hall meetings

- New parents - describing the three different pathways for school in the Fall
- Task force with policies and procedures for the fall.
 - Still grappling with staffing. At-will. Need to be kind and speak with our team given where registration is right now.
- Day camp program is our 'guinea pig' of sorts. Testing some of our school protocols during the weeks of camp and will adjust accordingly.
- Sent letter to parents this week - don't expect the content to be true in 6 weeks, since things are changing so quickly.
- Different tuition models - online learning: is that a monthly fee model?
 - We've maintained tuition increases
 - We've kept tuition constant
 - Discount for ages 2 & 3 if they can't be in the building, everyone else remains constant
 - Angels have been helping
 - For those needing to tap in to our emergency fund, we gave them help for 6 months and will revisit their awards case by case
 - 94% of families were ecstatic or we met expectations. We loved it. If we start that way, is the value the same? Three families have frozen payment until they know the plan. On the board level, we're not rolling back to last year's tuition
 - We made a commitment to our faculty and staff and haven't laid anyone off, including those who are economically vulnerable. They are still working while juggling everything. 80% of our budget is salaries.
 - Is the Owl (camera in classroom) the same price point as the rest of the school? Even if it's not the same product, we can't adjust the price point. On school's language. "We're open for business, we're available to your child. Remote learning is an option that we've made available to you, but we're charging for in-person and made accommodations for children who want to stay home."
- HR challenges with teachers saying that they have their own childcare responsibilities or can't come into the building. There are state-by-state regulations regarding the HR piece and need to consult with legal counsel.
 - Dr Darria Long, David L Katz: *As Cities Move Towards Reopening, How To Manage Risks*. Talking with employees who are at risk. Rather than leaving it to them to tell us "here are the restrictions." it gives me an opportunity to open the conversation with them and tell them that this is what we think the public health guidance is moving towards. We can anticipate that rather than waiting for things to happen. I also have a better understanding of why we're putting protocols in place. It's because we want the virus to progress slowly and with people who are going to be moderately or mildly ill, rather than those who are going to be most at risk by this.
- With desks all facing forward and far apart: How do we do constructivist teaching and learning.
- Drive by/goodbyes were successful and ended the school year in a wonderful way.
- Admin retreat went remarkably well through Zoom. Re-entry plan sent out to families including a plan for:

- In-person learning for lower school students (K-5) in the building with opt-in model remote option
- Hybrid model 6-12 - not enough space to have them all in the building.
- Based on family conversations and parent survey, we learned that our Middle and HS families will remain in our community regardless of whether we're hybrid/in-person. Younger kids need in-person.
- EdTech is hot for multiple people. Debra reminded folks of the [weekly edtech professional call](#) on Fridays at 8:30am PT/11:30am ET
- How much hand holding is too much for the parents and how much are we giving while we don't know the answers? Meeting on Zoom to talk about next year. How many of those should we be having. How many times do we want to say we don't really know.
 - We're not saying that we don't really know. We're saying that we've worked through the following options, and we will be in touch on x date with greater clarity on what we are still working on.
 - Our job is to work on the hybrid learning model that we know we'll be expected to carry out in the Fall.
- Self-care/wellness. This is a marathon of a summer. How much do I want to spin my wheels for the first three weeks knowing that I won't have any new answers? How do I handle the marathon of the summer.
- Families follow restrictions in particular situations, but as soon as the "official" time is over, people stop following those guidelines (8th grade graduation, drive by end of year are examples)
- Kids in a cohort (30 kids) are being treated as a family. They can be in close proximity to one another. Note: Another leader cautions that this is not their understanding of the public health recommendations and there should still be distancing restrictions.

After this call, which topic(s) would you be happy to speak with a colleague privately this week? (Add name and email address or phone number)

How we are reopening, the changes, additions, and health purchases for campus (Mark Shpall mshpall@dths.org)

Resources

- [Mental Health and Wellness](#) Train the Trainers - teams of admin and guidance/mental health and wellness employee.
- [Summer PD Opportunities](#) and click [here](#) if you have any to add to the list.
- Please share your scenario planning, virtual schedules, and communication with parents [here](#).
- Heads of ECD-12th: Connect on July 1 and July 22 @1pm ET
- EdTech Leaders/Directors of Technology weekly check-in. RSVP [HERE](#).