

Return to Learn Plan Board Meeting

September 14, 2020



Special Board Meeting Agenda

- This is an update of the family responses received by September 9th indicating which Return to Learn choice families selected.
- This is an update on our schooling plans for post-derecho recovery.

- Questions, Feedback, and Considerations

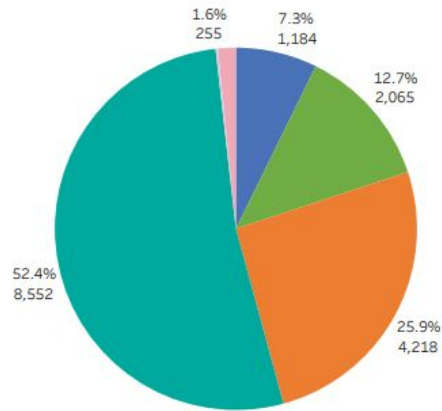
CRCSD Priorities for Return to Learn

- Health and safety of our students, staff, and families
- Education, equity, and opportunity for ALL students
- Choice for families
- Listening to staff and families and making the best plans for our students and staff



Family Engagement Survey Results as of 9/9/20

RTL Choice as Noted in Infinite Campus - Updates Every Morning at 6 AM



RTL Choice

- In Person
- CRCSD Remote Learning
- CR Virtual Academy
- Bertram
- HSAP
- No Choice
- Grand Total

RTL Choice	#	%
In Person	8,552	52.4%
CRCSD Remote Learning	4,218	25.9%
CR Virtual Academy	1,184	7.3%
Bertram	34	0.2%
HSAP	255	1.6%
No Choice	2,065	12.7%
Grand Total	16,308	100.0%

School Type
All

School Name
All

GradeLevel
All

RTL Choice
All

EL
All

Gender
All

Gifted
All

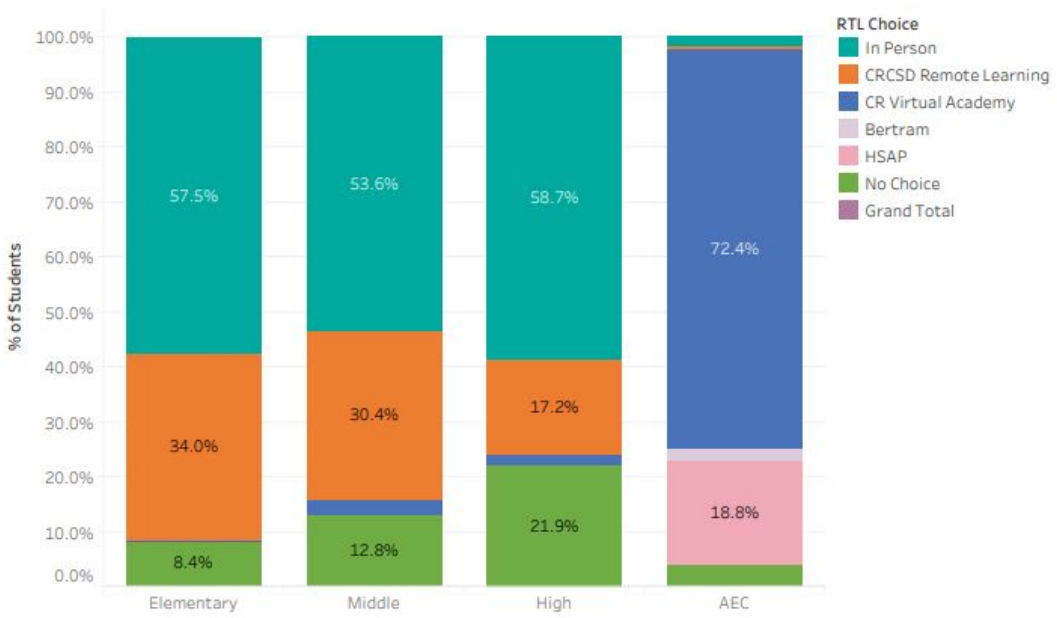
IEP
All

IEP Level
All

Race Ethnicity
All

Section504
All

RTL Choice as Noted in Infinite Campus by Level



Family Engagement Survey Results as of 9/9/20

- School Type All
- School Name All
- GradeLevel All
- RTL Choice All
- Race Ethnicity All
- Gender All
- IEP All
- IEP Level All
- Gifted All
- EL All

RTL Choice	Elementary		Middle		High		AEC		Grand Total	
	%	#	%	#	%	#	%	#	%	#
In Person	57.5%	4,114	53.6%	1,758	58.7%	2,656	1.8%	24	52.4%	8,552
CRCSD Remote Learning	34.0%	2,434	30.4%	998	17.2%	779	0.5%	7	25.9%	4,218
CR Virtual Academy	0.0%	1	3.2%	104	2.1%	96	72.4%	983	7.3%	1,184
Bertram							2.5%	34	0.2%	34
HSAP							18.8%	255	1.6%	255
No Choice	8.4%	600	12.8%	418	21.9%	993	4.0%	54	12.7%	2,065
Grand Total	100.0%	7,149	100.0%	3,278	100.0%	4,524	100.0%	1,357	100.0%	16,308

Section504 All

Building Repair Timeline from 8/31/20

BY SEPTEMBER 14 the following will be at 75% capacity:

- 15 elementary schools
- 3 MS: RCCBA, Wilson, and Harding
- Polk
- Metro
- ELSC

BY NOVEMBER 16 the following will be at 75% capacity:

6 elementary schools:
Grant, Pierce, Hoover,
Nixon, KLA, and Garfield

BY JANUARY 4 the following will be at 75% capacity:

3 MS: Franklin, McKinley,
and Taft

3 HS: Kennedy, Jefferson,
and Washington

Building Repair Timeline 9.14.20

BY SEPTEMBER 14 the following will be at 75% capacity:

- 21 elementary schools
- 3 MS: RCCBA, Wilson, and Harding
- Polk
- Metro
- ELSC

BY NOVEMBER 16 the following will be at 75% capacity:

2 MS: Franklin, McKinley,

BY JANUARY 4 the following will be at 75% capacity:

1 MS: Taft
3 HS: Kennedy, Jefferson, and Washington

Matching Family Choice with Staff Assignments

- Assigning teachers to remote homerooms in K-8
- Assigning students to teachers in K-8 remote learning if that was the student's RTL choice
- Assigning HS teachers to remote schedules
- Evaluating HS Students' Schedules

Professional Learning

- Love and Care focus: Self-Care, Trauma-Informed Care, and Social Emotional Supports
- Standards Aligned Instruction to adjust curriculum
- Digital Literacy and Remote Instruction

Digital Tools

High Schools:

- All students issued a Chromebook (Fall of 2019)
- 350+ internet hotspots available

Middle Schools:

- All students will be issued a Chromebook in August (Devices are here!)
- 350+ internet hotspots available
- Network Infrastructure Updates

Elementary Schools:

- All students will have device issued to them
PK-K -iPads, grades 1-5 Chromebooks -- iPads are here, Chromebooks arrive in late July
- 1,500 internet hotspots available
- Network Infrastructure Updates



Questions and Feedback



Anti-Racism Town Hall Meetings

Board Report
September 14, 2020



Purpose of Anti-Racism Town Hall Meetings

- Listen to our students, staff, parents, and community members
- Surface themes from the conversations that identify when our district has been successful/not successful in supporting students, staff and community members of color
- Identify potential “next steps” as a district
- Pronounce our commitment to anti-racism, equity, and creating a safe, supportive, collaborative environment for everyone

Session Information

- Offered 6 virtual sessions in Mid-July
- Over 170 attendees comprised of students, staff, parents, board of directors, and community members
- The following questions guided the conversations:
 1. What should the role be of CRCSD in our community in modeling anti-racism efforts? What would be our “ideal” state?
 2. What efforts have you seen within our school district that have helped students, staff, and community members of color?
 3. What can we do to improve to better support our students, staff, and community members of color?
 4. Other feedback/considerations..

CRCS D STRATEGIC PLAN

Focus) CULTURE

PURPOSE:

Provide a safe, supportive, collaborative culture in which diversity of every learner is valued and embraced

MEASURES:

- Intercultural Development Inventory (IDI) Continuum Data
- High Reliability Schools (HRS) Survey Data
- Every Student Succeeds Act (ESSA)--Conditions for Learning Survey Data



STRATEGIES:

- Intercultural Development Inventory (IDI) Professional Learning
- High Reliability Schools (HRS), Level 1 Implementation and School Improvement Plans (SIP)
- Communications Strategic Plan
- Family Engagement Strategic Plan
- Magnet Schools and Innovative Programs



Focus) STUDENT LEARNING

PURPOSE:

Ensure high quality instruction which fosters and inspires academic, social, and emotional learning and growth to meet the needs of every student

MEASURES:

- Iowa Statewide Assessment of Student Progress (ISASP)--Proficiency and Growth
- Formative Assessment System for Teachers (FAST) --Benchmark and Growth
- Graduation Rate--both 4 year and 7 year
- Future Ready Pathway Course Enrollment Data
- Profile of a Graduate Rubric Measures

STRATEGIES:

- Academic Road Map Strategic Plan (HRS Levels 1-4)
- Profile of a Graduate Implementation Plan
- School Improvement Plans
- New Art and Science of Teaching Instructional Framework Aligned to Individual Professional Development Plans
- Digital Literacy and Technology Plan
- Magnet Schools and Innovative Programs

Focus) WORKFORCE

PURPOSE:

Engage and empower a talented and diverse workforce who supports Every Learner: Future Ready

MEASURES:

- Staff Engagement Survey
- Workforce Demographics
- Professional Growth



STRATEGIES:

- Workforce Recruitment, On-Boarding, and Succession Planning
- Employee Relations
- Benefit Programs
- HR Systems and Data



Focus) SYSTEMS and RESOURCES

PURPOSE:

Maximize operational systems and prioritize resources based on student needs while maintaining the financial health of the district

MEASURES:

- Systems Completion Milestones
- In-home Internet Access
- School Safety and Security Drills
- Audit Results



STRATEGIES:

- Technology Strategic Plan
- System Upgrade and Integration for Human Resources and Financial Technology
- Facilities Master Plan Phase I and Phase II
- Safety and Security Plan
- Transportation Strategic Plan
- Nutritious and Healthy Meals Implementation Plan



FIVE YEAR STRATEGIC PLAN SYSTEM INDICATORS:

EQUITY

By June 2022, CRCS D will reduce gaps in reading and math across all student demographic groups (ELL, IEP, race, F/R) by 20%.

STUDENT ACHIEVEMENT

By June 2022, at least 80% of students will demonstrate annual growth on ISASP and at least 80% of students will score proficient or advanced on ISASP.

GRADUATION RATE

By June 2022, CRCS D will increase graduation rate by 10%.

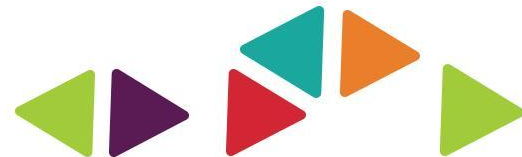
Equity Belief Statement

WE BELIEVE equity of voices, resources, opportunities, and expectations is critical for the current and future success of every student.



**Cedar Rapids
Community School District**

Every Learner: Future Ready



Themes That Surfaced

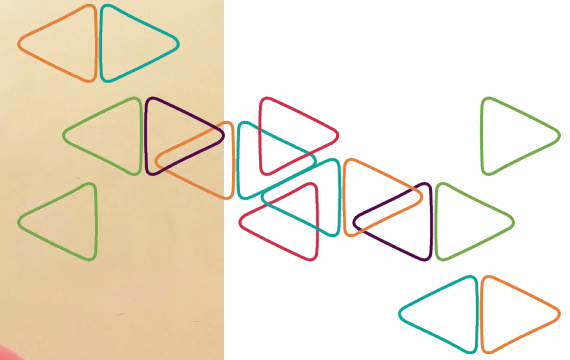
- 1) Student Voice**
- 2) Professional Development**
- 3) Teaching and Learning**
- 4) Staffing and Diversifying Workforce**
- 5) Community and Parent Support**

Next Steps..



This is just the beginning of these conversations...

- The district administration team will review professional learning priorities and identify leveraging resources to support clear learning targets for professional learning for all employees.
- District administration will work with student leaders to develop priorities and connections to professional development opportunities between staff and students.
- A district employee design team will be formed to create a system to support employees of color.
- Family engagement strategies will be designed and developed for both long term and short term improvement efforts.
- The superintendent's office will develop a process to invite students to be a part of an advisory council. This advisory council could also be a design team to create student supports: anonymous reporting, assemblies, BSU cross training, peer to peer mentoring, student-led learning for professional development, etc.
- The district will work with each school's leadership team on targeting specific goals and efforts to create student voice opportunities in school improvement efforts.
- Analyze disproportionate discipline and learning data and continue to make strategic plans for improvement.
- Communication Channels: [District Landing Page](#)



Questions and Feedback