Continuity of Learning and COVID-19 Response Plan ("Plan")

Assurances

Date Submitted: April 17, 2020

Name of District: Flint Community Schools

Address of District: 923 E. Kearsley Street, Flint, MI

48503 District Code Number: 25010

Email Address of the District: superintendent@flintschools.org

Name of Intermediate School District: Genesee Intermediate School District

Name of Authorizing Body (if applicable): NA

This Assurance document needs to be returned to your Intermediate School District or, for Public School Academies, your Authorizing Body with your Continuity of Learning Plan and Budget Outline beginning April 8, 2020 to indicate that the District will adopt a plan to ensure continuous learning for all students through the remainder of the 2019-2020 school year.

Districts should submit a single district plan that relates to all of their schools.

The applicant hereby provides assurance it will follow the requirements for a Plan for the remainder of the 2019-2020 school year:

- Applicant assures that all student learning will take place under the direction of a teacher of record for each student enrolled in the district. **YES**
- Applicant assures that it will continue to pay school employees during the balance of the 2019-2020 school year under the same terms and conditions established prior to the school closure order period. **YES**
- Applicant assures that the Plan was developed in collaboration with district administrators, school board members, teachers, and local bargaining units. **YES**
- Applicant assures that food distribution has been arranged for or provided for eligible students. **YES**
- Applicant assures coordination between applicant and Intermediate School District in which the District/PSA is located to mobilize disaster relief child care centers. **YES**
- Applicant assures that to the extent practicable the District/PSA will in good faith provide students with IEPs/Section 504 Plans the opportunity to participate in learning consistent with existing plans. **YES**
- Applicant assures that Continuity of Learning and COVID-19 Response Plan, Assurance Document, and Budget Outline will be posted immediately following approval to the District's/PSA's website. **YES**
CONTINUITY of LEARNING and COVID-19 RESPONSE PLAN
Flint Community Schools
923 E. Kearsley Street
Flint, Michigan 48503

District Code Number: 25010

Email Address of the District Superintendent: asteward@flintschools.org

Name of Intermediate School District: Genesee Intermediate School District

MISSION
To develop a community of learners who are prepared to live, work and contribute to an ever-changing society.

VISION
To creating a collaborative, caring community that supports high levels of teaching and high levels of learning.
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Continuity of Learning and COVID-19 Response Plan Team

Board Members

Mr. Casey Lester
President

Mrs. Diana Wright
Vice President

Mrs. Betty Ramsdell
Secretary

Ms. Danielle Green
Treasurer

Ms. Carol McIntosh
Trustee

Ms. Vera Perry
Trustee

Mr. Blake Strozier
Trustee

Collective Bargaining Members

Mr. Eddie Thomas
President, Congress

Mrs. Karen Christian
President, UTF

Mrs. Carmella Johnson
President, SEIU

Extended Cabinet Members

Dr. Derrick Jones Lopez
Superintendent

Mrs. Anita Steward
Assistant Superintendent

Ms. Polly Siecinski
Exec. Director of
Accountability &
School Performance

Mrs. Cassandra Washington
Exec. Director of Human
Resources

Mrs. Carrie Sekelsky
Executive Director of Finance

Ms. Keiona Murphy
Director of State, Federal & Local Programs

Administrative Assistants

Ms. Monaca Wood
Executive Assistant to Superintendent & Board of
Education

Mrs. Pamela Beard
Assistant to the Assistant Superintendent

Mrs. Rachael Renaud
Assistant in the Office of District Accountability &
School Performance
Assistant in the Office of Operations and Ancillary
Services
Date Submitted: April 17, 2020

Name of District: Flint Community Schools

Address of District: 923 E. Kearsley St., Flint, MI 48503

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Name of Intermediate School District: Genesee Intermediate School District

Name of Authorizing Body (if applicable): Flint Community Schools Board of Education
Essential Questions for Administrators

1. Are Administrators considered Essential Workers?
Under Executive Order Paragraphs 4(b) and 7(a)(3), a worker may report to work if the worker’s in-person presence is necessary to conduct “minimum basic operations,” such as ensuring security, processing transactions (including payroll and employee benefits), or facilitating other workers’ ability to work remotely.

2. What information must be gathered?
- Assessment of technology available to staff; internet/data and devices
- Assessment of technology available to students internet/data and devices
- Assessment of student/family needs and preferences
- Opportunities for family suggestions/feedback
- Assessment of school online platform options

After you gather the information, please examine it with stakeholders and respond as needed to the needs shared. This is to get to know more about the students and families you are serving.

3. Can we bring students or staff into the building?
First, and foremost we must follow the Executive Order 2020-21 which states:
- Promoting remote work to the fullest extent possible
- Keep employees and contractors in a district building at least six feet from one another
- A district may permit parents and guardians to visit school property for the purpose of obtaining materials and equipment pursuant to the plan

District buildings are open on a very limited basis only to essential employees. Staff members who need to enter the building to retrieve items from the building that pertain to the plan, should follow general guidance that includes staying home if sick, and making arrangements at a later time to pick up the necessary items.

4. How do we get technology and learning packets to staff and students? How do we collect them at the end of the year?
Building administrators should develop a plan that is approved by their immediate supervisor for the distribution of technology to staff and students, and distribution of learning packets to students. The plan should include details such as a way to track the device so the building administrator knows who has what device, how they will document the legal parent or guardian signing for the device(s) that is checked out to their child, and the method for retrieving the technology and learning packets; i.e. drive through or appointments.

5. How do we communicate with our families and staff?
Communication tools are important in this arena! Your students and parents want and need to hear from you, their building leader. We suggest emails, social media, and websites; keep the communication clear, consistent, and constant. Provide critical communication in languages representative of student and family populations.
We recommend that administrative/leadership teams confer frequently at times when important information needs to be shared to the public and to school staff. Having consistent messaging and clarity of the school’s plan is critical. It is HIGHLY recommended building administrators do a weekly group check-in with all staff using a platform such as Zoom.

6. What will district staff evaluations look like this school year?
District staff evaluations will be waived this year, unless you were trending towards minimally or ineffective. The immediate supervisor must continue the process for those trending toward minimally or ineffective.
Frequently Asked Questions for Employees

Q. What does this action mean for my work?
A. Our essential goal is to provide continued learning and meaningful feedback for students without creating additional challenges and barriers for employees, students and their families. The Plan promotes remote work to the fullest extent possible and includes alternate modes of instruction for distance learning that varies across grade levels and courses. Staff will conduct essential school operations consistent with the Plan, such as providing instructional, support, and mental health services to students, monitor progress and provide feedback to students, and distributing materials and equipment if needed. Staff will have designated work hours that they will be accessible to students and families to ensure consistency and structure.

Q. Will I continue to receive pay?
A. Yes. You will continue to receive pay in accordance with your regular work schedule through the remainder of the year, provided you are not on an unpaid leave of absence and remain an active employee with the District through the end of the school year.

An employee who was on a leave of absence before the school closure may not be subject to continuing pay if the employee was on an unpaid leave. That employee’s leave is regulated by an applicable collective bargaining agreement (“CBA”) or board policy, and the employee should remain on that leave during the school closure pending an appropriate release by their health care provider. If the employee is released to return to work, the employee will be placed on pay status and redeployed to provide meaningful work within the context of the Plan.

Q. Will my insurance continue if I am currently enrolled?
A. Yes. Your insurance benefits will continue if you are currently enrolled and remain an active employee with the District through the end of the school year.

Q. What am I expected to do during this time?
A. Staff will conduct essential school operations consistent with the Plan, such as providing instructional, support, and mental health services to students, monitor progress and provide feedback to students, and distributing materials and equipment if needed. Staff will have designated work hours that they will be accessible to students and families to ensure consistency and structure.

Q. What about my professional development requirements?
A. Although the executive order 2020-35 waives the obligation that a district or ISD provide at least five (5) days of teacher professional development, CBAs may contain language regarding District Provided Professional Development. Applicable language will be reviewed and addressed to ensure continuity of language with the Plan. If necessary, Professional Development will be provided to support the implementation of the continuity of learning plan.

Q. Can I get back into my classroom?
A. Yes. While, the District promotes remote work to the fullest extent possible, district employees or contractors necessary to conduct minimum basic school operations consistent with the Plan are permitted to be physically present in district buildings, as determined by district administrators. The District will determine and coordinate specific date(s) and time(s) staff may enter district buildings, ensuring social distancing practices and other mitigation measures to protect district employees and contractors, such as keeping employees and contractors in a district building at least six feet from one another to the maximum extent possible.

Q. What if I will be retiring or resigning at the end of the school year?
A. Please inform the District’s Department of Human Resources, Payroll and your immediate supervisor in writing if you plan to retire or resign at the end of the school year. The District requests that you provide advanced notification to the District of your intent to separate employment to ensure that the appropriate personnel and payroll actions are processed in a timely manner.

You will continue to receive pay through the remainder of the school year, or up to the effective date of your retirement or resignation from the District, in a manner consistent with collective bargaining agreements, district policy[ies] and procedure[s], and applicable federal and state laws.

Q. I was set to receive a stipend for the 2nd semester. Will I receive it?

A. It depends on the language included in the CBAs that address program or activity cancellation due to closure. If the CBA does not address program cancellation, the District will consider if an established past practice exists for compensating employees for “extra duty” positions when the performance of the assigned duties is rendered impossible due to circumstances outside of either parties’ control.

For example, if past practice exists regarding pro rata payments under similar circumstances, the District will pay bargaining unit employee a pro rata share of the extra duty compensation for services rendered before the closure or for services that will be rendered for the remainder of the school year.

If the CBA is silent on the subject and no established past practice exists, the District may seek to include language for payment of extra duty assignments in a letter of agreement (LOA) addressing the school closure.

Q. Should I file for unemployment?

A. The District will continue to pay school employees through the remainder of the school year, in a manner consistent with collective bargaining agreements, district policy[ies] and procedure[s], and applicable federal and state laws.

In order to qualify for unemployment benefits, in general, you must meet two essential criteria to qualify for unemployment insurance benefits, according to the US Department of Labor: (1) you lost your job (e.g., laid off) through no fault of your own (2) You meet the state’s unemployment insurance rules, including requirements about the time you worked or the wages you earned.

However, the US Department of Labor recently announced guidelines specific to unemployment insurance flexibility during the COVID-19 coronavirus outbreak. Please visit the US Department of Labor website to review guidelines and eligibility.

Q. What is the role of support staff (counselors, social workers, nurses, student support specialist etc.)?

A. Staff may be redeployed to provide meaningful work in the context of the Plan. Staff will conduct essential school operations consistent with the Plan, such as support student academic achievement, provide wellness checks, and mental health services to students, monitor progress and provide feedback to students, and distribute materials and equipment if needed. Staff will have designated work hours that they will be accessible to students and families to ensure consistency and structure.

Q. When will normal school operations re-open?

A. The decision to resume regular or standard school operations rests with the state and federal government. EO 2020-35 suspended in-person instruction for pupils in kindergarten through grade 12 (“K-12”) for the remainder of the 2019-2020 school year. School buildings used for providing K-12 education in person must remain closed for such purpose(s) for the remainder of the 2019-2020 school year, unless restrictions on public gatherings and use of school buildings are lifted before the end of the 2019-2020 school year.
Frequently Asked Questions for Parents

Meals

Q. Will the school district continue to provide free meals?
A. Yes, FCS will continue to offer free meals through the Summer Food program. All meals provided are reimbursable from the Federal government.

The following locations have been designated for food distribution in the City of Flint during the ongoing pandemic. Food will be distributed two days out of the week, Tuesdays and Thursdays between the hours of 10:00 AM and 1:00 PM for breakfast and lunch. On Tuesday the meals will supply for Tuesday, Wednesday, and Thursday. On Thursday the meals will supply for Friday and Monday of the following week. Families unable to make it to the Food Distribution Sites can contact the Flint Community Schools at superintendent@flintschools.org.

North Zone
- Northwestern HS - G2138 W. Carpenter, Flint
- Brownell/Holmes - 6602 Oxley Dr., Flint
- Berston Field House - 3300 Saginaw St., Flint
- Carpenter Road- River Park Apartments 7002 Pemberton Dr., Flint

Central Zone
- Potter Elementary - 2500 N. Averill, Flint
- Durant-Tuuri-Mott Elementary - 1518 W. Third Ave., Flint
- Stonegate – 3103 Stonegate Dr., Flint
- Summerfield – 1360 Melbourne, Flint

South Zone
- Freeman Elementary - 4001 Ogema, Flint
- Howard Estates – 1928 Howard Ave., Flint
- Evergreen Regency – 3102 Fox Circle, Flint
- Southwestern Academy - 1420 W. Twelfth St. Flint

Technology

Q. How will families without computers and internet be able to take part?
A. Students without computers will be issued a District laptop, as well establishing internet connection through mobile hotspots and/ or through local internet providers.

Xfinity and AT&T are offering free internet services for 60 days to household students. Some of these companies are temporarily stopping shut offs and late fees for existing customers. Please note that the district is merely providing this information as a courtesy and we do not have any involvement with these providers or the conditions of service.

Xfinity: 855-846-8376
AT & T: 855-220-5211
Q. **How can families access the internet?**

A. The District will encourage parents to reach out to internet service providers (i.e. Xfinity, AT&T, ...) to establish internet for their home if they do not currently have internet.

Xfinity and AT&T are offering free internet services for 60 days to household students. Some of these companies are temporarily stopping shut offs and late fees for existing customers. Please note that the district is merely providing this information as a courtesy and we do not have any involvement with these providers or the conditions of service.

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**High School Students**

Q. **Will seniors be able to graduate?**

A. There are three possible options:

- Seniors that were on track to graduate as of March 11, 2020 and passing all of their current second semester classes as of March 11, 2020 will be able to graduate.
- Seniors that were on track to graduate but were failing one or more of their current second semester classes, will have the opportunity to complete additional work to demonstrate their ability to pass those classes that they were in jeopardy of failing.
- Seniors that are currently credit deficient and would not have been able to graduate in June will have the opportunity to complete recovery credit classes by the end of the June 2020 that would enable them to earn enough credits to graduate with the Class of 2020. This will depend on the specific number of credits that need to be completed. Counselors and staff will be reaching out to seniors that are in this category to determine specific options of each student.

Q. **What about Advanced Placement (AP) testing requirements?**

A. College Board, the sponsor of AP testing, has made special arrangements for AP tests to be conducted remotely by computer for the Spring 2020 test cycle. If a student has taken an AP course this year, the student should contact their AP teacher and/or counselor for more specific information.

Q. **Can my student take the ACT and/or SAT?**

A. Testing by ACT and SAT has currently been suspended due to the COVID-19 pandemic. The high schools will be watching announcements from both of the testing organizations for future test information and dates. This information will be shared out to high school students when it is available. Students that will be high school seniors in the fall of 2020 will have an opportunity to participate in the SAT in the fall of 2020 in a testing session that will be paid for by the State of Michigan. As more details are shared from the Michigan Department of Education, the district will share the information with our high school families.

**State Testing and Other Requirements**

Q. **What about Michigan’s third-grade reading law? Will that prevent any third graders from advancing if their reading skills do not meet standards?**
A. The Read By Grade 3 law will not go into effect in the Spring of 2020. The district continues to work through our curriculum and intervention strategies to assist all students in meeting the standards specific to their grade level. Third grade students will not be prevented from advancing to the next grade even if their reading levels have not met third grade standards by the end of June 2020.

Q. What about state testing requirements?

A. All state mandated testing for Spring 2020 has been suspended by the Michigan Department of Education. This includes WIDA, M-STEP, MI-ACCESS, SAT, PSAT 8, PSAT 9, PSAT 10, and Work Keys testing. The US Education Department has also waived accountability testing for Spring 2020. Students will have the opportunity to participate in SAT, PSAT 8/9, and PSAT 10 testing in the fall of 2020. More information will be made available about this opportunity later in the year when we receive guidance from the Michigan Department of Education.

Q. My student receives special education services. What can we expect?

A. It is our intent to keep students, families, and staff safe and healthy during these unprecedented times. The district is following the guidance from the state and federal government regarding special education services during the state mandated closure of schools. The Learning Support Services (LSS) team will be developing an individual distance learning contingency plan for every student in the district with an IEP. These plans will include goals that will be addressed, supports that will be provided, frequency of contact from LSS staff during the remainder of the school year. Every attempt will be made to support the needs of special education students utilizing safe distance learning practices. IEP yearly meetings will continue to be scheduled via conference calls or video conferencing. The district will also be developing protocols to conduct special education evaluations and re-evaluations via remote testing sessions. A member of the LSS team will be reaching out to the parent/guardian of special education students to share the details of each student’s distance learning contingency plan and schedule contact check-in times for each student.
Continuity of Learning and COVID-19 Response Plan (“Plan”)

The goal of a Continuity of Learning Plan and COVID-19 Response Plan is to ensure that each District or Public School Academy is providing, to the best of its ability, each student with alternative modes of instruction to help them stay on pace in their learning.

Date Submitted: April 17, 2020

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Address of District: 923 E. Kearsley St., Flint, MI 48503

District Code Number: 25010

Email Address of the District Superintendent: superintendent@flintscschools.org

Name of Intermediate School District: Genesee Intermediate School District

Name of Authorizing Body (if applicable): Flint Community Schools Board of Education

In accordance with Executive Order 2020-35 a Plan must include all of the following parts:

1. Please describe the methods the district will use to provide alternative modes of instruction other than in-person instruction and a summary of materials each pupil and the pupil’s parents or guardians will need to access meaningfully the alternative modes of instruction included in the Plan. If the Plan relies on electronic instruction, the Plan must ensure to the extent feasible that pupils have access to a connected device capable of accessing the electronic instruction and must not penalize a pupil for the pupil’s inability to fully participate.

“Alternative modes of instruction” means modes of pupil instruction, other than in-person instruction, that may include, without limitation, partnerships with other districts or intermediate districts or community colleges or institutions of higher education, use of vendors, use of online learning, telephone communications, email, virtual instruction, videos, slideshows, project-based learning, use of instructional packets, or a hybrid of multiple modes of learning that still promote recommended practices for social distancing to mitigate the spread of COVID-19.

The Flint Community Schools (FCS) will provide continuity of learning experiences for all students. Continuity of learning experiences submitted by students should be reviewed by teachers to provide ongoing feedback to students and to inform instruction. These experiences will not result in students being penalized in any way. Teachers will be available during office hours to provide support and offer feedback to students.

FCS appreciates your support in ensuring learning continues during this extended school closing.
Content Delivery

- In order to maintain continuity of instruction, FCS teachers have the flexibility to use previously established online platforms. Any barriers to connectivity will be remedied as soon as possible.
- The teachers will utilize the “Edgenuity” platform to deliver course content to the students in grades 9-12. Additional platforms with which students are accustomed to receiving instruction, will be utilized to provide learning experiences for Pre-K-8 students and communication with all students during the school closing.
- Teachers and staff will work with families to provide a variety of continuity of learning activities that are accessible to all families.
- FCS will work to provide learning activities aligned to the unique needs of the students with ELL services, IEPs, and 504 plans.
- Students in grades Prek-8th who are unable to access the online learning packets will have access to hard copies of learning packets. These materials will be available for pick up at the school on one designated day each week.
- Our CRIM and YouthQuest Partners will be providing a daily Mindfulness video and/or physical education activity for students that will be accessible through the FCS website.
- A daily story hour will be provided for students through the district website and other social media outlets (Facebook, YouTube, etc.). FCS teachers, school and district administrators, support staff, and others affiliated with the district will submit recordings of book readings for students to access.

Expectations for Students

Students are encouraged to engage in the continuity of learning experiences provided by their teachers each week.

- Students should take advantage of weekly teacher office hours to receive feedback and support from their teachers.
- Students need their FCS Chromebook (or another device) with internet access and Clever login information. If students have difficulty logging into Clever or other platforms, they may contact their teacher to receive support logging in.
- If students need help with an activity, they should use ClassDojo, email or online platforms to contact their teacher.

INTERNET/ ONLINE HOME ACCESS

We are using several digital programs to aid student learning. There are two great features about these digital programs. First, student work can be individualized and personalized according to their interests and needs.

We are committed to helping families without internet find options for connectivity. Students at the high school level will be receiving Chromebooks and hot spots so that they can access the required courses through the Edgenuity platform. You will receive directions on how to log in directly from your student’s school and/or teacher.

During the next several weeks, we will also be working to distribute technology devices to Prek-8th families that are in need of devices and also helping families to access various providers of low/no cost internet to support the use of their devices.

RESOURCES

During extended school closures, FCS will provide ongoing continuity of learning experiences for all students. While we would prefer to have our students in school with us, we understand education is not a place, education is an experience. In order to provide the best opportunities for students during this difficult time, we also know that providing ongoing support and guidance to parents is vital.
2. Please describe the methods the district will use to keep pupils at the center of educational activities, including outreach to continue building relationships and maintain connections, and to help pupils feel safe and valued.

When the Executive Order was issued on March 11th, our district immediately began to plan for academic and emotional well-being of students. Our initial plan involved issuing technology devices to students in grades 11 and 12 to engage in online learning platforms to both continue their current classes and engage in any possible credit recovery needs that they might have at this time. Students in grades 9 and 10 that had credit deficiencies were also given the opportunity to check out a device from the district. Learning packets were created for all students in grades Pre-K-10 to address the learning standards for their various courses and content. In addition to this academic learning, the district formed Wellness Check-In Teams at each building to call families at least once a week to provide additional social emotional support. These calls have been logged via the use of Google Forms which provide a script for the calls and collect answers for analysis and additional follow-up.

Moving forward instructional staff will begin calling all students in their respective classes to offer encouragement, academic support and assistance. Staff members will be making every possible effort to reach all students with the understanding that some families may be difficult to reach for a variety of socio-economic reasons. It is the district’s intent that attempts will be made to reach families each week even if positive contact was not successful during preceding weeks. Instructional calls will be logged in Synergy and Wellness calls will be logged in a combination of Illuminate and a district created Google Form. Some of these contacts will be one-to-one calls with a student/parent and some will be via various video conferencing formats such as Zoom, Google Classroom, and other platforms that allow for real-time interaction. The district will be utilizing learning packets (combination of GISD and district resources) and online learning platforms for students in grades Pre-K-12. We will be transitioning from academic learning based primarily in the learning packets to blended presentations of the learning packets and online platforms based on the technology devices and internet capabilities that individual families have for their immediate use. During the next several weeks, we will be working to distribute technology devices to Pre-K-12th families that are in need of devices and also helping families to access various providers of low/no cost internet to support the use of their devices. This transition will be dependent on the sourcing of internet connections for families that need assistance. This blended option will allow us to support families in the immediate timeframe and moving forward as the technology options become more available for all families across the district.

We will continue to support the social emotional well-being of our families by continuing the Wellness Check-In calls to families in addition to the academic support that will be given by the instructional staff. At a minimum, a student/family would be contacted twice each week, once by a teacher for learning support, and once by a Wellness Team member for social emotional support. MTSS social workers, behavior specialist, parent engagement facilitators, K-3 Success Technicians, nurses and clinical social workers will make calls to families to provide support and resources for additional needs that families may have during this time. These resources are not limited to the resources of the district but will also include the multitude of community resources available in the greater Flint area.

3. Please describe the district’s plans to deliver content in multiple ways so that all pupils can access learning.

- In order to maintain continuity of instruction, FCS teachers have the flexibility to use previously established online platforms. Any barriers to connectivity will be remedied as soon as possible.
- The teachers will utilize the “Edgenuity” platform to deliver course content to the students in grades 9-12. Additional platforms with which students are accustomed to receiving instruction, will be utilized to provide learning experiences for Pre-K-8 students and communication with all students during the school closing.
- Teachers and staff will work with families to provide a variety of continuity of learning activities that are accessible to all families.
• FCS will work to provide learning activities aligned to the unique needs of the students with ELL services, IEPs, and 504 plans.
• Students who are unable to access the online learning packets will have access to hard copies of learning packets. These materials will be available for pick up at the school on one designated day each week.
• Our CRIM and YouthQuest Partners will be providing a daily Mindfulness video and/or physical education activity for students that will be accessible through the FCS website.
• A daily story hour will be provided for students through the district website and other social media outlets (Facebook, YouTube, etc.). FCS teachers, school and district administrators, support staff, and others affiliated with the district will submit recordings of book readings for students to access.

4. **Please describe the district’s plans to manage and monitor learning by pupils.**

Teachers will provide ongoing continuity of learning experiences for all students. Teachers will be available during virtual office hours to provide support and offer feedback to students. Teachers will continue to interface with students using web-based communication tools, phone calls, emails, shared documents, and other modes of communication so students can get real-time feedback and guidance.

• School counselors and social workers are available to support students with non-instructional needs. You may contact any counselor or social worker through email if you have any concern or issue that needs attention.
• If you need help with an assignment, use ClassDojo and online platforms to contact the teacher or send an email to your teacher.
• If your student is struggling with an assignment or needs clarification, please acknowledge their level of frustration and know teachers will support students. Teachers will also be available during scheduled weekly office hours to answer any questions you or your student may have. Please contact your child’s teacher to make an appointment with them.

5. **Please attach a budget outline estimating additional expenditures associated with the Plan and sources of revenue to pay for those expenditures.**

Please see attached budget.

6. **Please describe the manner in which district administrators, board members, teachers, and any representatives of teachers collaborated in development of the Plan.**

Flint Community Schools (“the District”) recognized the importance of involving key stakeholders throughout the process of developing a successful continuous learning plan that is specific for our student population, provides meaningful work for our staff, and best utilizes our resources. The District’s Board of Education, administrators, union leaders, teacher and paraprofessional representatives, and IT support partners collaborated in development of the district’s Continuity of Learning Plan (“Plan”).

This dedicated body of District leaders, representatives and partners voluntarily convened remotely over the course of three (3) days to develop the Plan. All parties shared their insight and expertise of how to best meet the learning needs of all our students, ensuring inclusiveness and equity to facilitate adequate instruction and support services in this new learning environment.

7. **Please describe the methods the district will use to notify pupils and parents or guardians of the Plan.**

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<tr>
<th>Responsible Party</th>
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<th>Target Date</th>
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<td><a href="http://www.flintparents.org">www.flintparents.org</a></td>
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<td>Community Partners</td>
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<td>Reminder Robo Call</td>
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8. Please provide an estimate of the date on which the district will begin implementation of the Plan, which must be no later than April 28, 2020.

The district continues to evolve and adapt into this new environment. Staff have been reaching out to students for wellness check as soon as the school closures in the state began. We anticipate our continuity of learning plan to begin on Monday, April 20, 2020.


Students that are engaged in dual enrollment opportunities are able to continue their learning via online classes with their respective institutions. Students involved with Career and Technical Preparation classes are through Genesee Intermediate School District (GISD) and will utilize the guidance provided by GISD to complete their various courses.

10. Please describe how the district will continue to provide or arrange for continuation of food distribution to eligible pupils.

The following locations have been designated for food distribution in the City of Flint during the ongoing pandemic. Food will be distributed two days out of the week, Tuesdays and Thursdays between the hours of 10:00 AM and 1:00 PM for breakfast and lunch. On Tuesday the meals will supply for Tuesday, Wednesday, and Thursday. On Thursday the meals will supply for Friday and Monday of the following week. Families unable to make it to the Food Distribution Sites can contact the Flint Community Schools at superintendent@flintschools.org.
North Zone

- Northwestern HS - G2138 W. Carpenter, Flint
- Brownell/Holmes - 6602 Oxley Dr., Flint
- Berston Field House - 3300 Saginaw St., Flint
- Carpenter Road- River Park Apartments 7002 Pemberton Dr., Flint

Central Zone

- Potter Elementary - 2500 N. Averill, Flint
- Durant-Tuuri-Mott Elementary - 1518 W. Third Ave., Flint
- Stonegate – 3103 Stonegate Dr., Flint
- Summerfield – 1360 Melbourne, Flint

South Zone

- Freeman Elementary - 4001 Ogema, Flint
- Howard Estates – 1928 Howard Ave., Flint
- Evergreen Regency – 3102 Fox Circle, Flint
- Southwestern Academy - 1420 W. Twelfth St. Flint

11. **Please confirm that the district will continue to pay school employees while redeploying staff to provide meaningful work in the context of the Plan, subject to any applicable requirements of a collective bargaining agreement.**

Yes. The District will continue to pay school employees through the remainder of the school year, in a manner consistent with collective bargaining agreements, district policy[ies] and procedure[s], and applicable federal and state laws. In accordance with the requirements of the executive order, staff will be redeployed to provide meaningful work in the context of the Plan.

We are grateful for our employee’s continued service and commitment to the students, families and community of Flint.

12. **Describe how the district will evaluate the participation of pupils in the Plan.**

Instructional staff and social emotional staff will be documenting their contact and contact attempts with all students and families. We will be utilizing elements in Synergy and district developed Google Forms to document contact with students and families and anecdotal notes regarding those contacts. Staff will be encouraged to utilize communication methods that provide for two-way communication and real time conversations. As staff members are new to distance learning, we are allowing staff to use their creativity and innovation to best suit their own teaching styles, as well as, take into account the best interests of students and families. We anticipate that our educators will grow and learn through this process by experimentation and sharing best practices with their peers. Additionally, if a staff member has difficulty contacting a particular student or family, we will be utilizing a team approach to see if another team member from the school is able to establish contact with the student/family. We will continue to make regular contact attempts with all families through the end of the 2019-2020 school year. At a minimum, a student/family would be contacted twice each week, once by a teacher for learning support, and once by a Wellness Team member for social emotional support. The frequency of calls beyond that minimum will be established by the student/family and the educator or wellness team member.
Students in grades K-8 will receive a Pass (P) or Fail (F) for the 3rd card marking with grades for that card marking being frozen as of March 11, 2020. In compliance with the EO, any work that students in grades K-8 complete during the remainder of the year will only be used to enhance a potentially failing grade for the overall year. In compliance with the EO, students will not be penalized for not completing learning packets or participating in any online learning opportunities. End of the year grades for K-8 will also be recorded as P or F. Any grade percentage of 59% or above will be considered a passing grade.

Students in grades 9-12 will receive letter grades for the third card marking (progress report 6) with grades frozen as of March 11, 2020. Students can complete additional work using the Edgenuity online learning platform to enhance their grade for the remainder of the second semester. In compliance with the EO, any work that students in grades K-8 complete during the remainder of the year will only be used to enhance a potentially failing grade for the overall year. In compliance with the EO, students will not be penalized for not completing learning packets or participating in any online learning opportunities.

Students that are seniors have three possible options:

- Seniors that were on track to graduate as of March 11, 2020 and passing all of their current second semester classes as of March 11, 2020 will be able to graduate.
- Seniors that were on track to graduate but were failing one or more of their current second semester classes, will have the opportunity to complete additional work to demonstrate their ability to pass those classes that they were in jeopardy of failing.
- Seniors that are currently credit deficient and would not have been able to graduate in June will have the opportunity to complete recovery credit classes by the end of the June 2020 that would enable them to earn enough credits to graduate with the Class of 2020. This will depend on the specific number of credits that need to be completed. Counselors and staff will be reaching out to seniors that are in this category to determine specific options of each student.

For specific questions regarding grades and graduation information for seniors please see the Frequently Asked Questions

13. Please describe how the district will provide mental health supports to pupils affected by a state of emergency or state of disaster prompted by COVID-19.

The district formed Wellness Check-In Teams at each building to call families at least once a week to provide additional social emotional support. These calls have been logged via the use of Google Forms which provide a script for the calls and collect answers for analysis and additional follow-up.

We will continue to support the social emotional well-being of our families by continuing the Wellness Check-In calls to families in addition to the academic support that will be given by the instructional staff. MTSS social workers, behavior specialist, parent engagement facilitators, K-3 Success Technicians, nurses and clinical social workers will continue to make calls to families to provide support and resources for additional needs that families may have during this time. These resources are not limited to the resources of the district but will also include the multitude of community resources available in the greater Flint area.

14. Please describe how the district will support the efforts of the intermediate district in which the district is located to mobilize disaster relief childcare centers as described in Executive Order 2020-16 or any executive order that follow it.

At the time of the submission of this report, no requests have come to Flint Community Schools from Genesee Intermediate School District to assist in the mobilization of a disaster relief child care center as described in Executive Order 2020-16 or other orders that follow it. Our school district does not have plans at this time to mobilize for a
disaster relief child-care center. Should such a request be made to our school district, we will comply and assist as we are able to within the constraints of our current facilities, fiscal parameters, and staffing availability.

15. Does the District to adopt a balanced calendar instructional program for the remainder of the 2019-2020 school year? Does the District plan to adopt a balanced calendar instructional program for the 2020-2021 school year?

Flint Community Schools began operating a district wide Balanced Calendar for the 2019-2020 school year. It is our intent to continue with a Balanced Calendar for the 2020-2021 school year. The exact calendar dates are currently being negotiated with our unions.

Name of District Leader Submitting Application: Anita J. Steward, Assistant Superintendent

Date Approved: April 20, 2020

Name of ISD Superintendent/Authorizer Designee: Dr. Lisa A. Hagel

Date Submitted to Superintendent and State Treasurer: April 22, 2020

Confirmation approved Plan is posted on District/PSA website: April 22, 2020
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<th>Description</th>
<th>Purchased Services</th>
<th>Supplies</th>
<th>Other</th>
<th>Total</th>
<th>Funding Source</th>
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$ 691,012.00