

Executive Summary

Since the first case of coronavirus impacted Fulton County Schools (FCS) in mid-March, normal education standards and practices have been irrevocably altered. FCS immediately responded to the closure with the short-term implementation of remote learning for the balance of the school year. As we transition from this crisis and reactionary planning, our attention is turning toward the long-term steps necessary to plan for the future. What that means for Fulton County Schools is three distinct phases in moving from crisis to recovery: 1) closure for the current school year, 2) transition and recovery over the summer, 3) prepare for reopening in the fall. As we implement these phases of transition and recovery, the following principles will be used to guide our process and decision making.

- **Ensuring Safety and Health of All Stakeholders:** We are and will continue to work with local, state, and federal agencies to ensure that our protocols are up-to-date and reflect our commitment to protecting the students, staff, and families of Fulton County Schools.
- **Ensuring Continuity of Student Learning:** Our leaders and teachers will continue to assess, plan, and improve student learning materials to provide the best possible experience during this unprecedented time.
- **Providing Social and Emotional Support to Students and Staff:** The social and emotional health of our staff, students, and families is important to us, and we will continue to provide a menu of options and events for stakeholders to receive information and support.
- **Making Financially Responsible Decisions:** Our Board and District Leadership will continue to analyze the fiscal environment to forecast the impact of COVID-19 on the FCS Budget and develop fiscally responsible decisions to ensure continuity of operations.

Phase I - Current School Year Closure:

Demonstrating creativity and dedication students, teachers, staff and parents embraced remote learning immediately during this crisis. Fortunately, the FCS Board of Education and leadership had invested in digital, educational tools several years ago, and while imperfect and recognizing gaps in access for some families, the transition to remote learning has been as effective as possible. We will finish strong in the face of adversity. There are steps we are taking to close out the year:

- Students remain engaged in remote learning through the last day of school, which was May 1 for graduating Seniors and May 22 for all other grades.
- Students not actively engaged, as defined by less than 70% participation, will be required to participate in summer school to complete instruction for this year.
- Meal distribution continues through the last week of school.
- Schools collaborated on end of year plans and are notifying students with instructions for retrieving personal items and medicines left at school, and the return of textbooks and school materials.
- Students continuing at FCS in the next school year will be allowed to keep their learning devices, such as laptops. Inventories, replacement and returns will be coordinated at their school at the time of reopening.

Phase II - Summer Transition:

During our transition from in-school instruction to remote learning, we began identifying best practices and reviewing any deficiencies that inhibited student success. Building upon our current grading structure and opportunities for recovery, FCS is planning two summer learning sessions for students who need additional assistance with incomplete grades and recovery. Additionally, we are incorporating what we have learned into our ongoing future plans for improvement.

Our Summer Learning Action Team, consisting of representatives from Academics, Operations, Finance and Communications, is meeting regularly to discuss and address the plan for summer and will transition into concurrent planning for the new school year.

- Summer learning opportunities for completing courses, credit recovery or repeating failed classes will be provided in two phases this year: Virtual Summer School from June 3 to July 15, and Face-to-Face and Blended Learning from July 7 to July 31, which will be adjusted based upon Georgia's shelter-in-place requirements.
- Meal distribution will continue the FoodStop Drive-Thru model with adjustments as necessary.
- Training has begun and will continue through May prior to the start of the first summer session in June. Also, Talent has begun gauging interest from teachers for the summer sessions.

Phase III - Preparing for Reopening in New School Year:

Fulton County Schools is prepared to open school based on the proposed 2020-2021 school calendar. As we prepare for opening, our team is developing processes for three different scenarios, each following the most recent health and safety guidelines from the CDC and state officials, and instructional models based on learning from the current COVID-19 closure:

- Scenario One: All students and staff will report in our traditional face-to-face structure for instruction and work with modified social distancing and cleaning practices in place.
- Scenario Two: Due to a recurrence or resurgence of COVID-19, the district will remain in a remote learning and remote work environment until clearance is given by public health officials.
- Scenario Three: Fulton County Schools will adopt a new model for ongoing instruction and work that includes a blend of remote and in-person instruction.

District staff members are also working to finalize a Comprehensive COVID-19 Response Plan, in the event future health conditions require the need for school or zone-based closures. The plan will include steps and processes for social distancing, infection control, reentry and recovery, and cleaning/disinfecting, as well as short-term, remote instruction models.

Scenario One:

As we plan for the start of the 2020 school year, we are continuing to develop parameters for employees returning to work and the re-opening of schools under the conditions described in Scenario One. Parameters for opening in Scenarios Two and Three will be provided at the June 9, 2020, scheduled Board Meeting. The parameters for opening in Scenario One are listed below:

Safety and Sanitization

- A. Additional cleaning/disinfecting guidelines will be implemented in buildings and on buses aligned to CDC recommendations and approved chemical standards.
- B. Guidance will be implemented to support personal hygiene including standardization of paper products for hand washing and safe practices regarding access to drinking water.
- C. Employees will wear face coverings as prescribed by the CDC. If face coverings are not required, they will be permitted based on individual employee, student, and community member preference.

Instruction

- A. Teachers will regularly assign digital work to increase proficiency in using technology amongst teachers, students, and parents.
- B. The district will develop a bank of prerecorded lessons.
- C. The District will support the social and emotional needs of students returning to school by implementing SEL lessons at all FCS schools.
- D. The district will create an instructional model that includes diagnosis, analysis, and planning to address the student learning recovery due to COVID-19 closure.

Technology

- A. Students in grades 3-12 will be permitted to carry home their school issued devices.
- B. The district will seek alternative funding sources through grants and provider programs to assist families without internet access.
- C. The district will reduce the number of instructional platforms used across the system.

Finance

- A. The district will operate under the State of Georgia's proposed 14% budget reductions.
- B. Policy adjustments will be proposed based on lessons learned from COVID-19.

Talent Management

- A. The District will provide support to employees returning to work by leveraging a variety of resources such as the district's employee assistance and wellness programs.
- B. The district will use existing public health standards and develop mandatory training on the symptoms of COVID-19 and stress the "no report when sick" expectation.
- C. The district will provide standards that align with the social distancing guidelines in place as of August 2020 to include signage and mandatory employee training. This includes employing limits to various large gatherings, meetings, and visitor access when deemed necessary.