

## Reopening Plan

Superintendent Munoz has announced the reopening plan for the start of the year. I know many of you would have liked to have had the plan earlier, but many changes have occurred from the inception of the first plan back in the early part of July. Now that plan is out, please take the time to do 2 things.

### #1 Staff Survey - Elementary Teachers need to take this

The elementary staff is going to receive a survey regarding whether they intend to return this fall within the context of the Hybrid model. Please encourage every elementary staff member to look at the survey and complete it if it pertains to them. The district is giving some very clear directions on what they need to know and when they need to know it. For our staff, it is important that you take the time to consider the survey and answer if necessary. This should be coming out Friday and needs to be completed by Tuesday evening. If you think one of your colleagues isn't reading their email, call them, text them drive to their house or put it on FB because it seems everyone is on that!

### #2 – Teamwork -

There are many questions regarding the Hybrid and how DL will function with it. I am going to try to put together some answers over the next few days to cover what I can. Currently, I am using the Longfellow staff as a resource. I have been very lucky to have lots of information coming from there and I am very proud how the Longfellow staff has handled the situation. I will be the first to admit that this process isn't smooth, but they have been great working with their admin and asking questions of both Amy and me. This is definitely a time for staff and admin to be working together to solve as many issues as possible.

When forming your questions, think about it in the terms of working conditions or service model. With having elementary and secondary on different models, there will be a greater need to communicate and make sure we have asked questions to clarify expectations of all staff.

Data Retreat is coming up on Monday and Tuesday of next week. If you have questions, thoughts or information that need to be asked or shared do that with your building and then share it with me. Angel and I are meeting regularly with the district to work on common issues or rumors that come forward. The staff survey information was shared with our committee and many good points were brought forward. As we continue to build toward the start of school, we address issues as they arise.

Finally, there have been questions of why REA (meaning me) hasn't sent out this letter earlier. It is very simple; the district hadn't completed their work and identified their final plan. For me to come out with a letter before the district had announced would have been counterproductive and not accurate. There is a huge team of people that are trying to make this work in the best possible way. It won't be pretty, some people are going to be dissatisfied, but lots of people are giving direction to the district like Public Health, Mayo Clinic and MDE. Now that we have the plan, I will either be sending weekly updates or more frequent communications depending on what changes.

Sincerely!

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