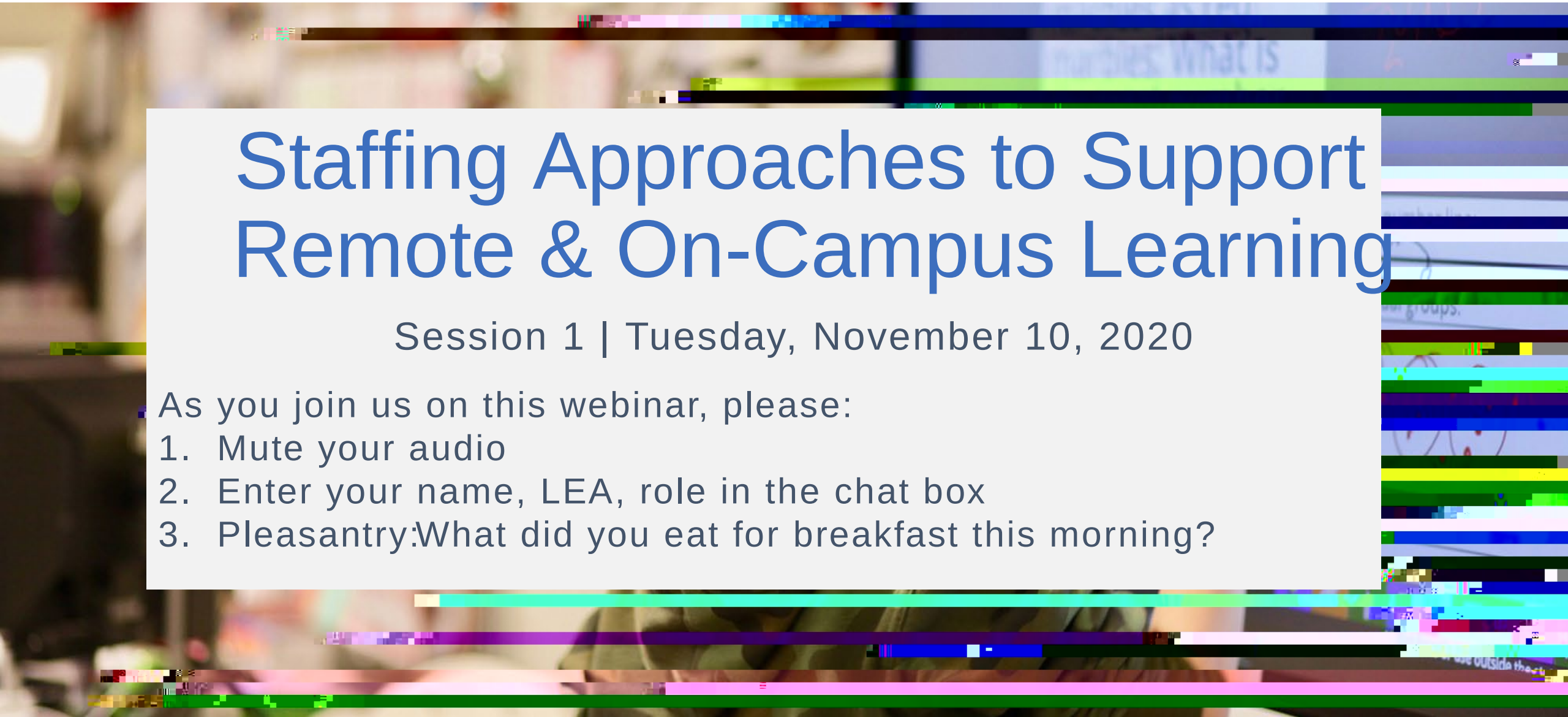


Staffing Approaches to Support Remote & On-Campus Learning

Session 1 | Tuesday, November 10, 2020

As you join us on this webinar, please:

1. Mute your audio
2. Enter your name, LEA, role in the chat box
3. Pleasantry: What did you eat for breakfast this morning?

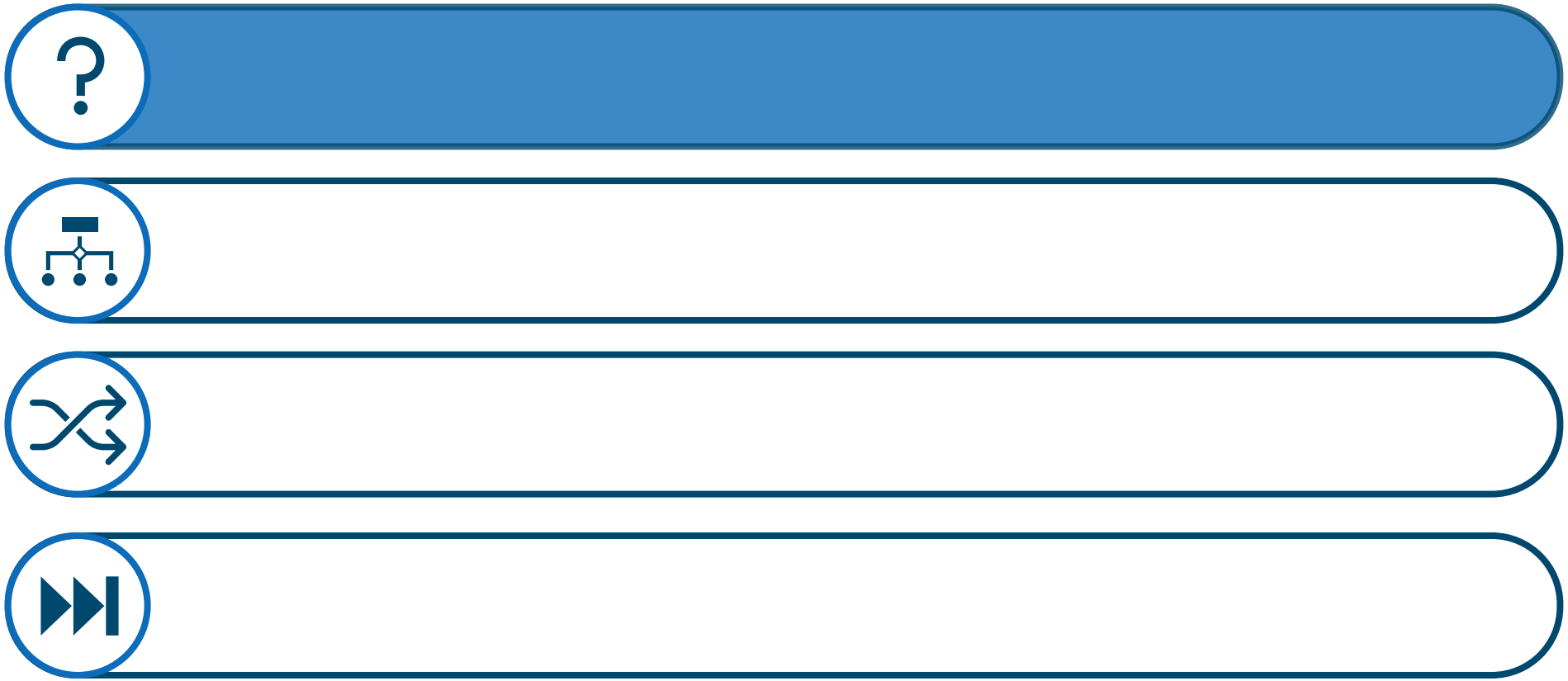
Introduction

A few logistical notes:

1. Feel free to enter questions and reactions in the chat box throughout today's session

2. I will be pausing at multiple points to gauge reactions and take questions

Agenda



Why Now?

We have a crucial window of opportunity to pursue new staffing approaches in the spring semester to better meet staff, student, and family needs

Case Study: Lubbock ISD

Lubbock ISD

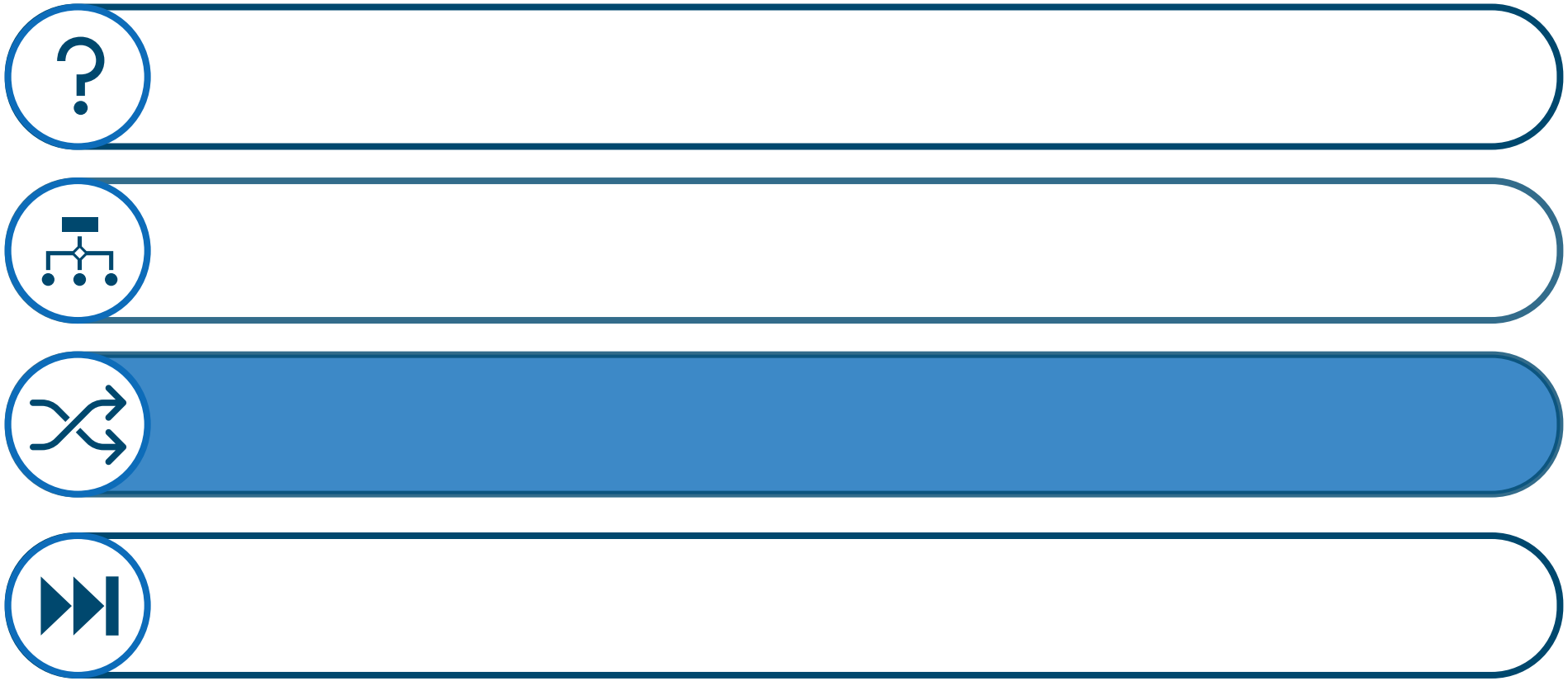
~27,000 students

Staffing Approach(es)	Virtual Academy
Rationale & Key Benefits	• Managing ratio of 70% on-campus vs. 30% remote overall • Virtual teacher "reserve" ready to accommodate flips to remote
Key Enablers	• Virtual Academy Principal highly adept in technology usage and remote learning, able to train teachers and free up campus principals to focus on safety protocols, etc. campus learning • Teacher buy-in to teach virtually (application and special request) • Clear routines and structures for instruction, including consistent whole small group routines • Proactive family engagement, setting expectations about mid-year teacher and schedule switches, including Town Halls

Key considerations in selecting a model

If considering…	…then consider:
Concurrent	How might we support teachers managing both modalities at once? • PD, Coaching, and PLCs • Additional planning or “off” time to support sustainability •
Split Scheduling	
Split Staffing	
Virtual Academy	

Agenda

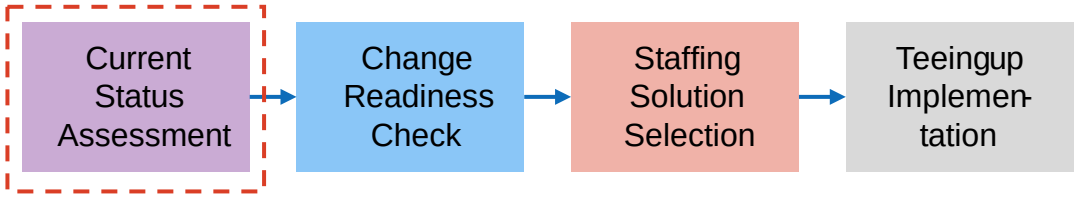


To best meet student and staff needs, recommend taking four action steps

Current Status Assessment

Is your current approach best for students and staff?

Step 1: Assessing Current Status



Key Questions	Data for Reflection
How arestudentsfaring?	• Student engagement data • Student achievey524 0 l0 l S Q q 1 0 0 1 33.70.03965 397.09EM
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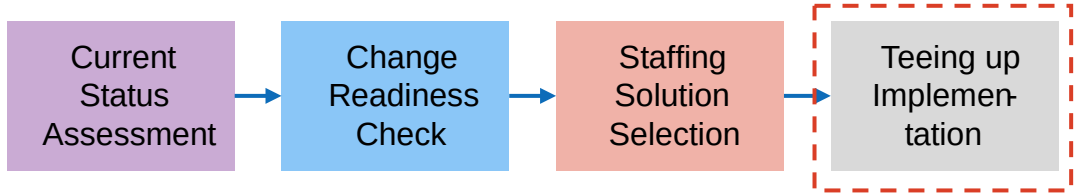
Step 4:Teeing up Implementation



Putting Key Enablers in Place:

Key Enabler	Recommendations
Staff & Family Engagement	Engage staff and families about your current model, any intended shifts for spring, and clear expectations for how change will be managed and communicated

Quick Chat Reflection: Recommended Action Flow

Current Status Assessment	Change Readiness Check	Staffing Solution Selection	Teeing up Implementation
Is your current approach effective?	Will staff and families be open to a mid-year change?	Which approach(es) best meet system and site needs?	How might we put key enabling condition1.1t33 Tw -1.2in ( )]TJ 0.00

Agenda

- Why and Why Now?
- Staffing Approaches Overview
- Making a Staffing Approach Decision
- Next Steps & Closing

Interested inlearning how to stand up one of the approaches we discussed? Joa in upcoming webinar!

Closing Reflection

Type into the chat box any closing reflections:

- What new learning or “aha” are you taking back to your team?
- What are you interested in learning more about in future webinars / supports on this topic?