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ST. JOSEPH'S SCHOOL

THE CATHOLIC SCHOOL OF ST. FRANCIS DE SALES AND ST. JOSEPH'S CHURCH

St. Joseph's School – Return to In-person Instruction

Action Plans for 2020-2021 Academic Year

St. Joseph's School's greatest asset is the Christ-centered community that exists within our building. We know, without question, that students' academic, social, emotional, and spiritual development occurs best when there is in-person interaction between students and teachers. Our priority now is developing and implementing protocols that allow us to return to that meaningful interaction in a safe and purposeful way for students and staff.

COVID-19 is not going to disappear quickly and that is a reality that we must learn to live with for the unforeseeable future. We recognize, as noted in the guidance, that no protocol, procedure, or process in a public setting will eliminate the chance of transmission. We also believe that our unique size, structure, and ability to accommodate different approaches will allow us to mitigate the likelihood of transmission and welcome students to in-person instruction this year. Parents are tasked to discern if in-person instruction, based on the plans herein, meet their individual family needs. St. Joseph's School is committed to providing options if in-person instruction is not a good fit for a family.

The guidance provided allowed the staff and administration at St. Joseph's School to be mindful of best practices and broad considerations and apply them to our specific school community. With significant stakeholder review, it is our belief, that the information and Action Plans below will guide us into a student focused, interactive, and Christ-centered 2020-2021 academic year.

A few broad points that relate to all sections within the guidance and planning process:

- **Communication** – Communication will be key in assuring that plans are held to high integrity. A link on the homepage of St. Joseph's School's website (www.stjoesmhdschool.com) will be devoted to COVID-19 updates with a historical record. Any updates to this page will also be directly shared with parents via email. For the plans set in motion to be effective, we must all be on the same page. Communication must be provided, and it must be read and appropriately responded to.
- **Staggered Start Date** –
 - o Preschool, Kindergarten Readiness, and Kindergarten students will have their first full day of school on Tuesday, September 8th. Preschool, Kindergarten Readiness, and Kindergarten students will be required to sign up for a one-on-one time to come to school and explore their classroom, interact with their teacher, and establish a sense of comfort prior to their first day. Times will be available on Thursday, September 3rd and Friday, September 4th. This is in lieu of Back to School Night.
 - o 1st – 8th Grade will begin school on Thursday, September 3rd.



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- **Closed Office, Guests, and Volunteers**– The school office will not be open during student drop-off (arrival) or end of day dismissal. This is to allow our staff to be fully accessible to the needs of operations as well as avoid congregation of people in the school foyer. Parents will be able to enter the school office outside of student arrival and dismissal times if able to affirm free of symptoms related to COVID-19 that will be posted at the entrance of the school (Door #1).
- **Flexibility** – We continue to enter uncharted waters and we must always be evaluating how plans, protocols, and processes are working to assure a quality education and a safe environment for staff and students. While our intentions are to fully open with in-person instruction, we are prepared to toggle into temporary closure if necessary. Our guidance directs us to utilize exclusionary guidelines from the CDC and Department of Health. In the even that an individual at school is symptomatic, exposed, or diagnosed, we will follow the most recent decision tree from the Minnesota Department of Health for a course of action. One thing we have learned for sure, is that we do not have control of what realities are to come. We must be prepared to pivot and adjust plans in short order to assure the overall well-being of our school community.
- **Student Cohorts** – In an effort to reduce the number of children that an individual child interacts with throughout their day, students will be divided into cohorts. Students will be moving around the building less than a 'typical' year, however, when there are transitions outside of the classrooms, we will be diligent to assure cohorts are maintained. If a member of a cohort does contract the COVID-19 virus, we will be able to quickly identify the individuals that *could* have been in contact with that person.

St. Joseph's School's Cohorts

Preschool -
Kindergarten

1st / 2nd
Grade

3rd Grade

4th / 5th
Grade

Middle
School



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Section 1: Operational Practices – Action Plan for St. Joseph's School

Designated COVID-19 Point of Contact: Andrew Hilliker, School Principal, 218-233-0553 | ahilliker@stjoesmhdschool.com

Training of Staff and Stakeholders: The goal of this Action Plan is to assure the safety and wellbeing of students and staff as we return to school this fall. It is vital that each group of stakeholders understands the plans within, and the responsibilities associated to each group. We are in this together; communication and training are integral.

Stakeholder Group	Training Process
Staff	<p>Staff play an essential role in developing Action Plans in accordance with the guidance provided to St. Joseph's School. A comprehensive review of finalized plans will occur prior to the start of the school year. This will include the Action Plans herein as well as individual and collective responsibility in fulfilling these plans.</p> <p>Each staff member will be required to affirm that a review of the Action Plans have occurred.</p>
Parents	<p>Communication regarding plans will primarily come through email to parents. The dedicated webpage at www.stjoesmhdschool.com will provide historical record of communication, important information to reference, as well as an abridged version of plans that pertain to actionable items for parents and households.</p> <p>Parents/households will be required to indicate receipt and review of Action Plans has occurred.</p>
Students	<p>Teachers and staff will dedicate time to the start of the school year to review procedures that are new to students in an age appropriate manner. This will include but not limited to- logistical changes, best practices in personal hygiene, and respectfully maintaining physical distance. Various resources will be used to provide students with age appropriate understanding of expectations.</p>
<p>*A dedicated COVID-19 hub will be accessible from the school website. This webpage will house pertinent information, updates, and a historical reference of communications related to plans and procedures.</p> <p>*Signage will be displayed throughout St. Joseph's School reminding all stakeholders within the building of best practices, expectations, and actions for specific spaces.</p>	



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Adaptability: To have continuous evaluation of the procedures and protocols in place, St. Joseph's School will solicit feedback from stakeholders periodically. This may be in the form of digital surveys, staff meetings, or general conversation. If evaluation and effectiveness of this plan encourages changes or updates to procedures and protocols, communication with stakeholders will occur.

Arrival and Dismissal Protocols – St. Joseph's School will work actively work to assure a safe and seamless arrival and dismissal process exists for students, staff, and volunteers. **Individuals experiencing symptoms of COVID-19** (fever or chills, respiratory discomfort, vomiting or diarrhea, loss of taste or smell, new muscle / body aches) **must refrain from coming into the school building.**

Staff	<p>Staff are required to complete a daily self-screening at home prior to leaving for school. This screening includes assuring that none of the following symptoms exist: fever or chills, respiratory discomfort, vomiting or diarrhea, loss of taste or smell, new muscle /or body aches.</p> <p>If a staff member is free of symptoms, he/she can enter the building at their preferred entrance. If a staff member is exhibiting symptoms, he/she must notify their direct supervisor and not come to the school.</p>
Students	<p>Arrival</p> <p>Parent Drop Off: Each household will be assigned a specific door for student curbside drop-off. There will be a designated staff member(s) ready to greet your car and efficiently direct students into the building. Students/families will have to affirm completion of Health Screening or go to the designated space to have Health Screening completed.</p> <ul style="list-style-type: none">- Households with last names beginning in A-H – Door #1 (Main Entrance)- Households with last names beginning in J-O – Door #2 (Northwest Door, 'Flagpole Door')- Households with last names beginning in P-Z – Door #3 (Southwest Door, 'Recess Door') <p>Bus: If transportation is available, students arriving to school on buses will be dropped off at the Emergency Exit of the gym (nearest the garbage bins). If Health Screening has not been completed, one will be completed upon arrival and prior to student entering their respective classroom or cohort.</p> <p>Walking: If students arrive at school by walking, they will enter through the door according to last name referenced above. If a Health Screening has not occurred, students will be directed to have one completed prior to going to respective classroom or cohort.</p>



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	<p>Late Arrival: Students arriving after 7:50am must enter through Door #1 into the foyer of the school. Students will be able to affirm completion of Health Screening or be directed to have Health Screening completed prior to entering their respective classroom or cohort. It is imperative that families make strong efforts to arrive prior to 7:50am.</p> <p>Dismissal: Dismissal will occur according to the flow chart below and when the school office notifies classrooms / cohorts to begin the process of dismissal.</p> <p>Parents picking up their child(ren) from school will park in the designated parking row(s) based on last name in The Gathering Place Parking lot (east side of school and Church).</p> <div style="text-align: center;"> <pre> graph LR A[Extended Day Students will be taken to appropriate Extended Day classroom by classroom teacher.] --> B[Bus Lane Students will be walked to their buses by classroom cteacher.] B --> C[Parent Pick-Up Students will be walked to The Gathering Place parking lot where they will be released to parents.] C --> D[Walking Students who walk home will be dismissed at The Gathering Place Parking lot after uniting with siblings.] </pre> </div>
<p>Parents / Visitors</p>	<p>The school office will be closed until 8:10am (during arrival of students) and between 2:20pm and 3:00pm (during dismissal of students) so that staff can be accessible to varying responsibilities and physical locations around the campus. Parents and visitors wishing to stop in the school office outside of these times will be able to enter through Door #1 after completing the screening questionnaire that will be posted on each entrance to Door #1. Parents are encouraged to call the school office prior to stopping.</p> <p>Parents will be able to email (saints@stjoesmhd.school.com) or call the school office (218-233-0553) to communicate attendance information or other pertinent needs. While email/phone may not be immediately answered, all communications will be responded to once arrival/dismissal has completed.</p>



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Volunteers are an immensely valuable part of our school community. Unfortunately, we will not be able to welcome volunteers who would traditionally work in multiple cohorts of students. Volunteers who are able to continue giving their time and talent will be required to complete the daily health screening similar to staff and to limit their movement throughout the building.

Health Checks – Any staff, student, or guest that is exhibiting signs of illness will not be allowed to enter St. Joseph’s School; most notably, these symptoms include respiratory discomfort, fever, chills, new body aches, vomiting, diarrhea, and loss of taste or smell. St. Joseph’s School will make every effort to assure individuals who are symptomatic of illness do not enter the building. If a student or staff member is unable to physically enter the building, St. Joseph’s School will utilize the guidance established by the Minnesota Department of Health on returning to school/work.

Staff and students will be required to complete daily Health Screenings prior to entering the facility. There are two options outlined below for completing these health screenings:

Option 1: Kinsa Health Screening App (preferred)	Option 2: Screening at School
<ul style="list-style-type: none"> - Each household / staff will be issued a specific thermometer from Kinsa that will connect to the Kinsa Smart Phone App (no cost to families). - Prior to leaving home each morning, families will complete the health screening for each child that is enrolled at St. Joseph’s School. - Health screening will include a temperature check using the provided thermometer and answering a few questions about your child’s real-time health. - Based on the temperature of your child(ren) and the answer to the screening questions, you will be given a ‘green light’ to come to school or a ‘red light’ to further evaluate if it is necessary to remain home. 	<ul style="list-style-type: none"> - If a family is unable to accommodate the Kinsa Health Screening process, there will be a station at St. Joseph’s School where a health screening will be provided. This will include a temperature check and affirming of questions that symptoms referenced above are not occurring. - To provide an accurate screening, students will have to wait in the school office for a short period of time prior to screening (to acclimate to the environment prior to taking temperature). - If student is demonstrating good health, he/she will continue to his/her classroom. If the health screening presents health concerns, a parent will be contacted. <p>*No written, digital, or other record of health screenings will be kept by the school on individual students or staff.</p>



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- Families must show the 'green light' at curb-side pickup / arriving at school.

*Data input from the app by parents/staff is not accessible by school staff for privacy reasons. Screening questions are based on Center for Disease Control guidance.

If a health screening is completed by the transportation department for students riding a bus to school it will not be required to have an additional screening completed at school.

Physical Distancing – Classrooms will be arranged so that distancing occurs to the most realistic extent possible. This includes organization of desks, scheduling time for transitions in the building to avoid overlap and implementing directional plans throughout the school to prevent students from congregating. In addition, students will limit the time and frequency of interaction with peers from outside of their classroom (but within same cohort). Special priority will be made to assure that student cohorts remain isolated. The separation of cohorts will allow the school to identify which students/staff an individual may have encountered throughout their day if contact tracing is required. Teachers are encouraged to utilize outside space as much as possible. When teachers take their class outside, communication with school office will first occur so that location of all students in the school is noted and overlap / congregation of outside spaces can be avoided.

St. Joseph's School's Cohorts

Preschool -
Kindergarten

1st / 2nd
Grade

3rd Grade

4th / 5th
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Identified Occurrences of Congregated Settings	Plan to Address
Morning Gym (prior to start of school)	Students will not be able to have 'morning gym' as prior years have allowed. Upon arrival to school, students will go directly to their classrooms.
Monday Morning Prayer	In lieu of Monday Morning Prayer occurring in the gym, 8 th grade students will lead the school in prayer via the intercom system.
Hallways	Schedules will be staggered to avoid congregation in hallways. In addition, teachers will verify hallways are clear prior to exiting their classrooms.
Lunch	<p>Students will wash and sanitize hands prior to their scheduled lunch time and at the end of their lunch time.</p> <p>Marian Hall (lunchroom) will be separated into two segments. Students will eat only with their class and each segment of the lunchroom will only be occupied by one cohort at a time. Students will sit staggered in the lunchroom and be provided with distancing markings in the lunch line. Disinfecting spray will be applied after each cohort leaves the lunchroom. Single direction entrance and exits of the lunchroom will be utilized to avoid classrooms/cohorts meeting in passing.</p> <p>Clear, plastic barriers will be placed at the serving line to ensure a barrier exists between the kitchen staff / servers and students receiving meals.</p>
Mass	<p>Mass will be staggered to two separate days allowing fewer students to celebrate the Eucharist at a single time.</p> <ul style="list-style-type: none">- Wednesday - Kindergarten – 3rd Grade School Mass- Thursday – 4th – 8th Grade School Mass <p>Mass protocols required by the Diocese of Crookston will be in place for School Mass. Individual classes will be seated in like pews and distanced from other classes. Cohorts will be in separate sections of the Church.</p>
Adoration	Plan to continue weekly adoration will be developed when a decision on location of adoring is decided up on.



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Extended Day	<p>Students in the Extended Day Program will be separated through the entirety of Extended Day according to the school cohorts.</p> <p>Extended Day staff will be required to complete daily Health Screening prior to entering the school building. Staff and students will wash/sanitize upon arrival to Extended Day.</p> <p>Extended Day groups will rotate use of typically used spaces by day (not overlapping cohorts in a single space in one day), this would commonly be the gym and computer lab. Extended Day will be encouraged to utilize outside space as frequently as possible.</p>
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Communication and Signage – St. Joseph's School's primary means of communication regarding updates of COVID-19 preparedness will occur through parent email and be consistently available at www.stjoesmhdsschool.com.

To assure families have pertinent information, St. Joseph's School will provide:

- An abridged version of this Action Plan that includes 'actionable items' for students and families will be provided to each household and posted online.
- Summary videos for each section of this Action Plan will be posted at www.stjoesmhdsschool.com.
- Signage will be appropriately dispersed throughout the school facility (entrances, bathrooms, common areas, etc.) to remind staff and students of expected behaviors at specific locations.

If an individual contracts COVID-19 in the school facility, communication will be made to all families and specific communication will occur with those families whose child is in the same classroom/cohort.

Attendance – St. Joseph's School will be sensitive and accommodating to the school attendance policy. Our priority is to assure students and staff who are not well, who develop symptoms of illness, or have concerns of contact with an individual with COVID-19, remain home until clear. We will and want to work with each family and student to uphold the integrity of attendance as well as continued learning in the event a student is absent for a period.

If a parent communicates that their child will be absent from school, the following questions will be asked:

1. Is your child showing symptoms related to COVID-19?



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2. Has your child or anyone in your home been in recent contact with an individual diagnosed with COVID-19?
3. Review of the Decision Tree for People with COVID-19 Symptoms will be given if appropriate.

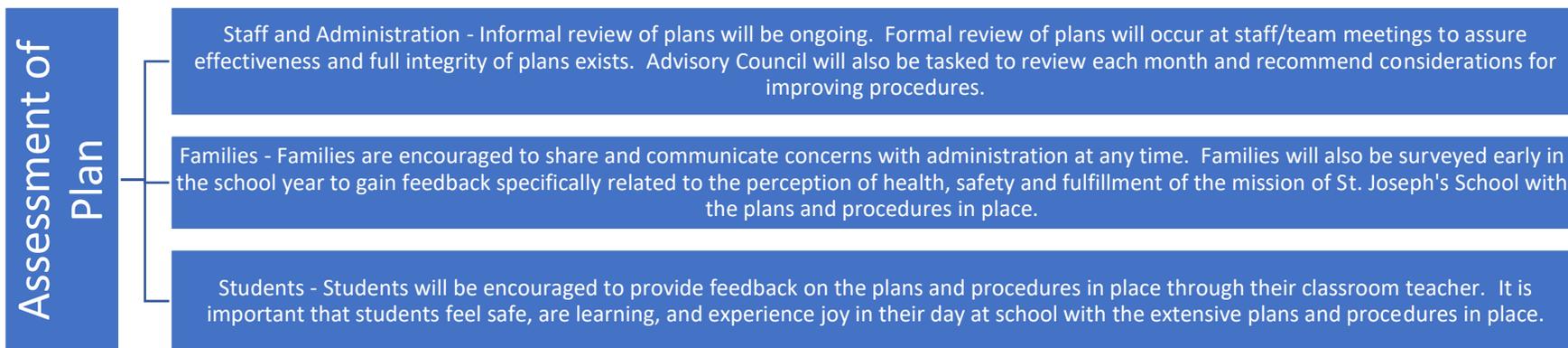
Transportation – Continued consultation with the Transportation Department at Moorhead Public Schools will occur. If transportation availability is reduced or negatively impacts the operation of St. Joseph's School, families are encouraged to communicate with the school for alleviating any challenges.

If possible, parents are encouraged to provide transportation of their child in lieu of busing even if bus transportation is available. Reducing the capacity of children on school buses will be advantageous in applying the procedures required for the Transportation Department.

Preparedness for Temporary Closure – In the event that St. Joseph's School must close the facility or a cohort temporarily, continued learning will occur for students impacted. Meal programs will only be offered if closure is extended beyond 3 days.

Liability Waivers – St. Joseph's School, with the support of the Diocese of Crookston, will not require return-to-school liability waivers.

Assessment of Plan Effectiveness – Constant evaluation of plans and procedures by all stakeholders will occur. When identified components of plans and procedures need to be changed or amended, communication will occur with applicable stakeholders.





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Maintaining Catholic Identity in Operational Procedures – It is a priority for the teachers and staff at St. Joseph's School to continue to bring Christ to students and families during such stressful times. While our operations will look different, the significance of prayer, community, the Mass, and our mission will be held with great intention. Catholic social teaching of Life and Dignity of the Human Person calls us now more than ever to act on one another's behalf. The operation of school will look different but the care for each other will be more profound and important than ever before.

*FOR I KNOW THE PLANS I HAVE FOR YOU," DECLARES THE LORD, "PLANS TO PROSPER YOU AND NOT TO HARM YOU, PLANS TO GIVE YOU HOPE AND A FUTURE.
JEREMIAH 29:11*



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Section 2: Health and Wellbeing – Action Plan for St. Joseph's School

Cleanliness and Disinfecting Processes – One of the most effective ways to mitigate transmission of illness is to assure proper cleaning and disinfecting procedures are in place.

Cleaning is the removal of dirt/grime and most germs and is done with soap and water.

Disinfecting kills most germs and is done with a chemical. The chemical must be used according to the label instructions for greatest effectiveness.

Space	Frequency of Clearing / Disinfecting	Person(s) Responsible	Products Used
Classrooms	High touch areas will be disinfected at minimum during student lunch rotation. Frequently touched spaces will be disinfected more frequently. *Disinfectants will not be used near children.	Classroom Teacher	TBD (CDC/EPA approved disinfectant product)
	Spray disinfectant will occur in classrooms at the end of each day. High use items will be left out in a designated space in the classroom for disinfecting.	Classroom Teacher	TBD (CDC/EPA approved disinfectant product)
Hallways	Daily	Maintenance Staff	TBD (CDC/EPA approved disinfectant product)
Handrails, doorknobs, water fountains	After morning arrival	Support Staff	TBD (CDC/EPA approved disinfectant product)
Office / Foyer	High touch areas will be cleaned throughout the day. Spray disinfectant will be done daily.	Support Staff and Maintenance Staff	TBD (CDC/EPA approved disinfectant product)
Bathrooms	At minimum, mid-day disinfecting will occur and more frequently if needed.	Support Staff	TBD (CDC/EPA approved disinfectant product)
	Spray disinfectant and cleaning will occur at the end of each school day.	Maintenance Staff	TBD (CDC/EPA approved disinfectant product)



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Hand Hygiene and Respiratory Etiquette – Students will be trained on proper handwashing and respiratory etiquette especially at the beginning of the school year. These best practices will be posted in proper locations throughout the school to assure that all individuals within the school are frequently washing hands and using proper hygiene when blowing nose, using bathroom, sneezing, coughing, etc.

Designated times where students will be required to wash or sanitize: Entering the building and classrooms each morning, bathroom use, before and after eating, after coughing, sneezing, or blowing nose, exiting the classroom throughout the day and at dismissal.

Face Coverings – To increase the efforts to reduce transmission of COVID-19 the following masking guidelines are in place:

Staff	<p>All teachers and staff are required to wear face coverings while in the building and around children <i>or</i> colleagues. If a teacher or staff is alone and in an isolated space, the face covering may be removed, however, should be readily available in the event a student or colleague enters their company.</p> <p>Face shields may be utilized if instruction of students is hindered by face coverings.</p> <p>Each staff member will be supplied with a cloth face covering and face shields will be made available. It is the expectation that proper care and wearing of mask occurs by all teachers and staff.</p> <p>Accommodations will be made for staff who have medically documented needs that prevent wearing a mask.</p>
Students Under 5 Years of Age	<p>Students under five years old (preschool) are not required to wear masks, however, we request that each child in preschool have a mask at school as teachers will work with students on appropriate wearing and using during times of transition throughout the building. Students will not be required to wear a mask when eating, resting, if outside, or during high physical activity.</p> <p>Each student will be provided one cloth mask from St. Joseph's School. It is recommended that each child have multiple masks in order to have a clean mask each day.</p> <p>Accommodations will be made for students who have medically documented needs that prevent wearing a mask.</p>
Students Over 5 Years of Age	<p>Students in kindergarten and older will be required to wear masks throughout the day. Teachers will spend time teaching students how to appropriately put on, wear, and remove masks. If a child is unable to wear a mask</p>



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responsibly and appropriately, collaboration with parents will occur to find a reasonable solution. Students will not be required to wear a mask when eating, resting, if outside, or during high physical activity.

Each student will be provided one cloth mask from St. Joseph's School. It is recommended that each child have multiple masks in order to have a clean mask each day.

Accommodations will be made for students who have medically documented needs that prevent wearing a mask.

Drinking Fountains – Per CDC guidance, it is recommended that students and staff bring their own water bottle each day to avoid frequent touching of water fountains throughout the day. Students who do not bring a water bottle or who are unable to use one responsibly, will be provided opportunities to get drinks and sanitize accordingly. Water fountains will be disinfected regularly.

Water systems will be run thoroughly after the prolonged closure period to assure healthy water systems are in place.

Facility Ventilation – Outdoor air circulation will occur as much as reasonably possible. Spaces that do not have access to outside air movement through the air handlers will have the ability to open windows and use of fans.

Maintaining Catholic Identity in Health and Wellbeing – Each person, child, parent, or teacher, has a responsibility to look out for the health and wellbeing of others. As we implement practices that promote the health and wellbeing of our neighbors, we are truly living out the Church's teaching of Rights and Responsibilities. As Catholic school educators, we will have opportunities to apply teachable moments over and again as we work toward maintaining a health community for everyone.

BLESSED BE THE GOD AND FATHER OF OUR LORD JESUS CHRIST, THE FATHER OF MERCIES AND GOD OF ALL COMFORT, WHO COMFORTS US IN ALL OUR AFFLICTION, SO THAT WE MAY BE ABLE TO COMFORT THOSE WHO ARE IN ANY AFFLICTION, WITH THE COMFORT WITH WHICH WE OURSELVES ARE COMFORTED BY GOD.

II CORINTHIANS 1:3-4



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Section 3: Curriculum and Instruction – Action Plan for St. Joseph’s School

Approach to Curriculum Planning – Teachers will review long range plans to assure:

- Objective based and frequent assessment is included
- Flexibility in planning to meet students needs academically, socially, and emotionally
- Fully aligned to standards

Specialist Classes – For a well-rounded education it is important to strive to provide continued opportunities in our specialist’s classes.

Class	Procedures in Place	Classes will be held outside or in student homeroom as frequently as possible
Physical Education	<ul style="list-style-type: none"> - Students will sanitize prior to leaving for gym and upon return to classroom from gym - Separate entrance and exit of the gym to prevent congregating of students - Between classes, disinfecting of materials used and avoid using the same material back to back - Avoid activities that include physical contact of students 	
Music	<ul style="list-style-type: none"> - Students must sanitize upon entering and exiting the music room - Separate entrance and exit of the music room to prevent congregating of students - Organize student seating to encourage distancing and avoid face-to-face seating - Students must wear masks in the music room - Focus on concepts that do not require singing 	
Band	<ul style="list-style-type: none"> - Students must sanitize upon entering and exiting the music room - Only small group sessions - 6-foot distance among students participating - Do not allow sharing of equipment - Implement instrument hygiene expectations for students 	
Art	<ul style="list-style-type: none"> - Students must sanitize upon entering and exiting the art room - Organize student seating to encourage distancing and avoid face-to-face seating - Students must wear masks in the art room - Between classes, disinfecting of materials used and avoid using the same material back to back 	
Technology	<ul style="list-style-type: none"> - Students must sanitize upon entering and exiting the lab 	



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	<ul style="list-style-type: none"> - Organize machines so students do not face one another - Students must wear masks in the computer lab - Disinfect hardware after each class 	
Library	<ul style="list-style-type: none"> - Students must sanitize upon entering and exiting the library - Students must wear masks in the library - Pre-select books for all groups coming to library - Possibility of book selection brought to classroom - Delay re-shelving books after return for 24 hours 	
Social Skills	<ul style="list-style-type: none"> - Social Worker will go to student classrooms for instructional time - Small group interventions or supports will not extend outside of cohorts - Students must sanitize upon entering and exiting the social worker office 	

Assessment – Teachers will be welcoming students back to school after a significant absence from the structure, routine, and rigor of in-person instruction. An emphasis will be placed on identifying learner progress and where gaps exist. It is expected that more time will be invested in review and preparation for new content.

Feedback and Reporting – Genuine and specific feedback is essential for students to have optimal academic progress. Teachers will emphasize grading on content that reflects proficiency in objectives of content area. Student responsibility and behavior growth or deficiencies will not be directly tied to content objective grades.

Supporting Unique Academic, Social, or Emotional Needs – Students are under immense stress and we will strive to recognize and respond to those social, emotional, and behavior needs in a collaborative and proactive manner. St. Joseph's School Social Worker will have regular check-in with classroom teachers to identify concerns and will respond where necessary.

Student Academic Interventions:

Intervention	Plan
Special Education Services	Dependent upon the plan of Moorhead Area Public Schools – Special education services will be provided equitably to St. Joseph's School students as Moorhead Area Public School students. This is inclusive to all IEP services.



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Title I Services	Dependent upon the plan of Moorhead Area Public School – Title I services will be provided equitably to St. Joseph's School students as Moorhead Area Public School students. Priority will be placed on reading intervention to our youngest qualifying learners.
Barton Reading and Spelling Program	Students will continue their planned course of intervention with their tutor. Sanitizing and disinfecting practices will be in place. Online tutoring can be made available with consultation between tutor, parent, and teacher.
Internal Resource Interventions	Students identified with remedial academic needs will be provided support as available from resource teachers/staff. This will not occur outside of cohort and will require sanitation and disinfecting procedures between each session of students.

Addressing Students/Families in Distant Learning – Complete distant learning plans will be provided to all families in the event of:

- Temporary closure of school, cohort, or classroom
- Isolation of student due to exposure or illness
- Family choice not to return to in-person instruction – families choosing to remain home will be required to continue that model for the entirety of the term (by quarter)

Administrative Considerations

Staffing Considerations - The considerations below are in real-time and it is understood that as we evaluate our procedures, our staff has a shared responsibility in meeting the needs of the overall welling of our students.

- Office, non-classroom teachers, and support staff – Facilitating student arrival and dismissal process, cleaning/disinfecting, responding to immediate and unforeseen needs.
- Classroom Teachers – Priority is on their classroom students individual and collective needs. Additional tasks may include disinfecting processes, logistical support, and responding to immediate and unforeseen needs.

Adjustment to Strategic Plan to balance the availability of time and resources – St. Joseph's School's goal is to continue the Strategic Plan objectives outlined in the recently adopted plan, however, we will prioritize the immediate needs of our staff and students before initiating visionary timelines.



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Adjustments to Staff Evaluations due to Operation Adjustments – Teachers and staff will be exasperated with accommodating the changes this year and meeting the immediate needs of their students and the school. Traditional formal evaluations may or may not occur this academic year. Continued collaboration and interaction of principal/supervisor will be ongoing as we navigate the year together.

Established Plan in the Event of Staffing Shortage – In the event that St. Joseph's School experiences staffing shortages and limited use of substitute teachers, it is the expectation that specialist teacher and/or support staff be pulled into classroom settings temporarily.

Consultation by Administration with Local Education Association (Public School District)

Title Services – Consultation on Title I, II and IV services have occurred and are ongoing.

Transportation – Consultation will occur post Minnesota Department of Education decision on guidance.

Health Services – Consultation on Health Services have occurred and are ongoing.

Counseling Services – Counseling services are not provided at St. Joseph's School by Moorhead Area Public Schools.

Consultation will not occur.

CARES (ESSER/GEER) Funding – Consultation is ongoing.

Maintaining Catholic Identity in Curriculum and Instruction – St. Joseph's School has a three-part mission. The third part of the mission is to *prepare* students to use knowledge and faith to be a light for the parish, community, and world. We have a responsibility during this pandemic to not only educate our students but do so joyfully. The light that we want our students to be for others begins with teachers and staff. In all things we do in and out of the classroom, we will keep that in mind more now than ever before.

*WE REMEMBER BEFORE OUR GOD AND FATHER YOUR WORK PRODUCED BY FAITH, YOUR LABOR PROMPTED BY LOVE, AND YOUR ENDURANCE
INSPIRED BY HOPE IN OUR LORD JESUS CHRIST. I THESSALONIANS 1:*



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Section 4: Creating and Maintaining Community – Action Plan for St. Joseph's School

Internal Relationships – St. Joseph's School is built on a strong foundation of community. Not only is our success as a school dependent on maintaining those relationships, but also fostering those that exist while building new relationships with families who are new to our school community.

Specific Event Plans

Event(s) (through fall and early winter)	Plan to Foster
Teacher In-service	Teacher in-service will be an integral time for the comprehensive training of plans and procedures for the school year. It will also be an important time to address staff needs, concerns, and to promote the manner of which we meet students' academic, spiritual, social, and emotional needs throughout the year.
New Family Welcome Picnic	<p>Traditional New Family Welcome Picnic will not be able to occur as in years past. The objective of this event is to connect new school families with current school families and provide an informal time to meet many teachers and staff.</p> <p>New families will be sent a welcome video to emulate our excitement for them joining our school community. In addition, new families will be partnered with an Ambassador Family who will reach out and connect with the new family. This connection will be ongoing throughout the school year.</p>
Back to School Night	<p>Families will sign up over a span of two days to come to the school and bring supplies to leave in classrooms. Teachers will be present and excited to welcome students in a far less congregated setting.</p> <p>Students in Preschool and Kindergarten will have a delayed start to the school year having their first full day of school on Tuesday, September 8th. Students in these grades will sign up for a longer period of time on either Thursday, September 3rd or Friday, September 4th to meet teachers, bring supplies, and to acclimate to their new classrooms and for many, their new school.</p>



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Parent Meetings	<p>Parent Meetings have historically been an evening meeting where classroom teachers had an opportunity to visit with parents and review classroom procedures, expectations, and general information.</p> <p>To alleviate congregation of parents, teachers will host a virtual parent meeting and will be able to interact with parents in the same capacity. These meetings will be recorded and available to those parents unable to attend.</p>
Field Trips	<p>Only field trips that allow for distancing and maintenance of cohort groupings will be allowed.</p>
School Picture Day	<p>St. Joseph's School will work with Scherling Photography to host picture day. Details about the processes for picture day will be shared prior. The All School picture will not occur as it has in the past, rather a goal of developing a mural representing all students.</p>
Grandparent's Day	<p>St. Joseph's School is not anticipating hosting the traditional Grandparent's Day; however, plans are in discussion to continue honoring grandparent's and the immeasurable value they play in our students lives.</p>
All Saints Day Party	<p>Individual classrooms / cohorts will be celebrating All Saints Day. The traditional school carnival type of party will not be hosted this year.</p>
Living Rosary	<p>Living Rosary will continue in the church with limited cohorts in attendance. Cohorts not in attendance will participate virtually.</p>
School Mass (weekly)	<p>Mass will be staggered to two separate days allowing fewer students to celebrate the Eucharist at a single time.</p> <ul style="list-style-type: none">- Wednesday - Kindergarten – 3rd Grade- Thursday – 4th – 8th Grade <p>Mass protocols required by the Diocese of Crookston will be in place for School Mass. Individual classes will be seated in like pews and distanced from other classes. Cohorts will be in separate sections of the Church.</p>



External Relationships – Maintaining connectedness with the many stakeholders of St. Joseph’s School is essential. Emphasis will be placed on communications to those who are not directly in the school function. This will be done through social media, email, traditional mailings, newsletters, and direct contacts.

Maintaining Catholic Identity in Creating and Maintaining Community – We must remain true to who we are and keep our identity close to our hearts as we evaluate the events and functions that must be changed or discontinued due to COVID-19. This challenging time can be an opportunity to focus on our mission. The continued connectedness with our stakeholders is in direct relation with the Catholic social teaching of Solidarity. We are in this together and St. Joseph’s School is blessed with a beautiful community.

“FOR WHERE TWO OR THREE GATHER IN MY NAME, THERE AM I WITH THEM.” MATTHEW 18:20