



# PHILADELPHIA *FEDERATION of TEACHERS*

Jerry T. Jordan, President

## **PFT Member Feedback Regarding Reopening Schools May 26, 2020**

**Survey Completed by 6,325 PFT members between May 12-18, 2020**  
**For executive summary: [tinyurl.com/PFTexecsummaryMay2020](https://tinyurl.com/PFTexecsummaryMay2020)**

Each question was optional, and members were advised to skip questions that they were unable to answer. Total number of answers for each question is indicated on each individual chart. Additional feedback sections were also provided, and a snapshot of that feedback is provided at the end of this report.

*What follows is the full report of results, broken down into the following categories:*

- Sections 1-4: Sliding scale responses
- Feedback Parts 1-10: Sampling of open feedback on a variety of topics

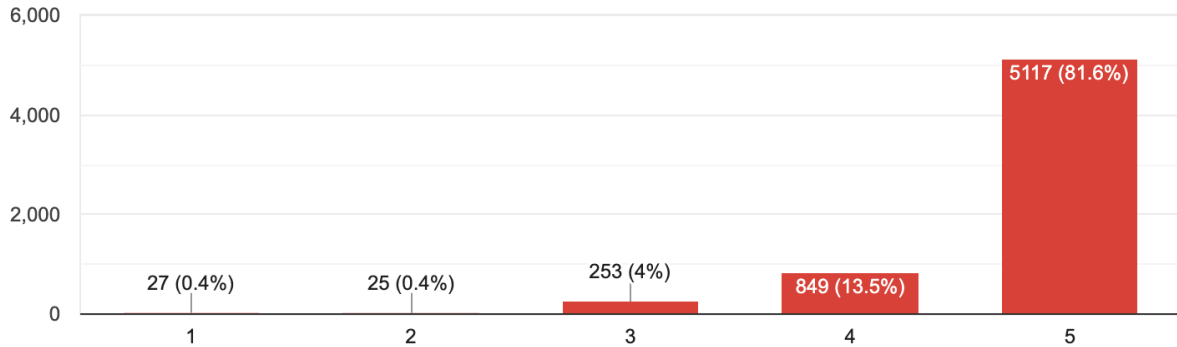
**Section 1: Consider the following components of a potential reopening plan and share your thoughts on their significance**

*1=Not at all significant*

*5=Of top significance*

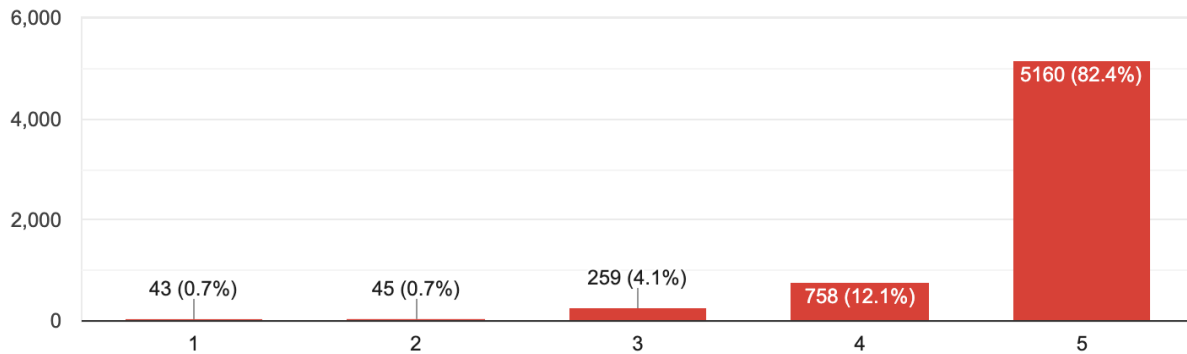
PFT involvement in the creation of & monitoring implementation of the reopening plan

6,271 responses



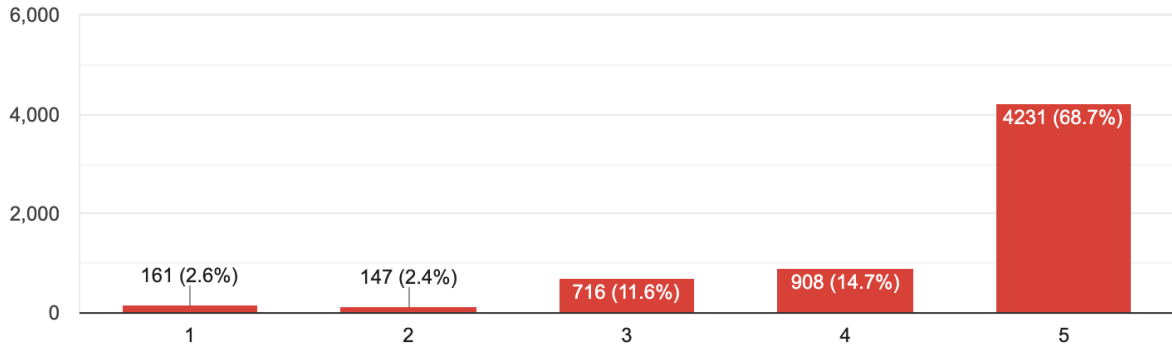
Philadelphia & Pennsylvania Health Departments' involvement in the creation of & monitoring implementation of the reopening plan

6,265 responses



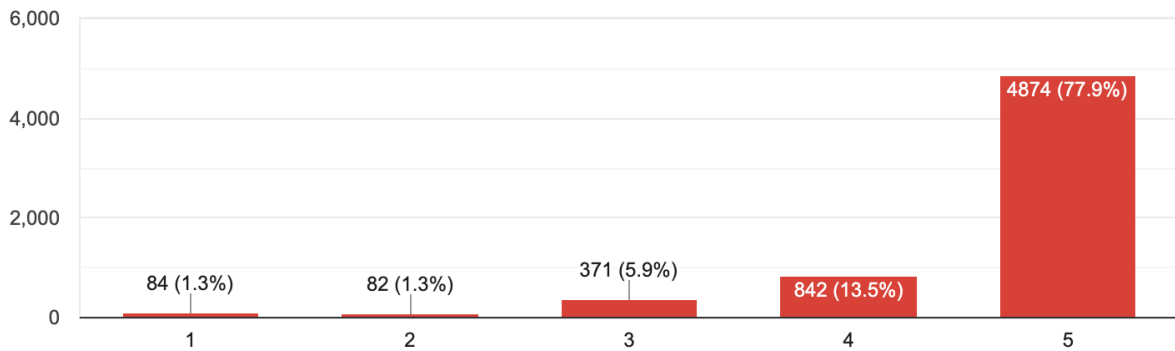
Schools should only reopen after we see a rate of 50 cases per 100,000 residents over a 14 day period (Governor's guidance)

6,163 responses



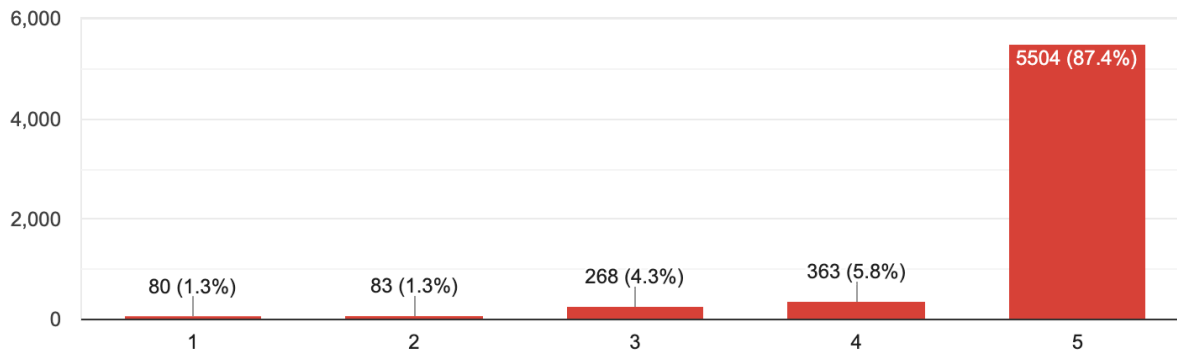
Putting in place the infrastructure and resources to test, trace and isolate new cases.

6,253 responses



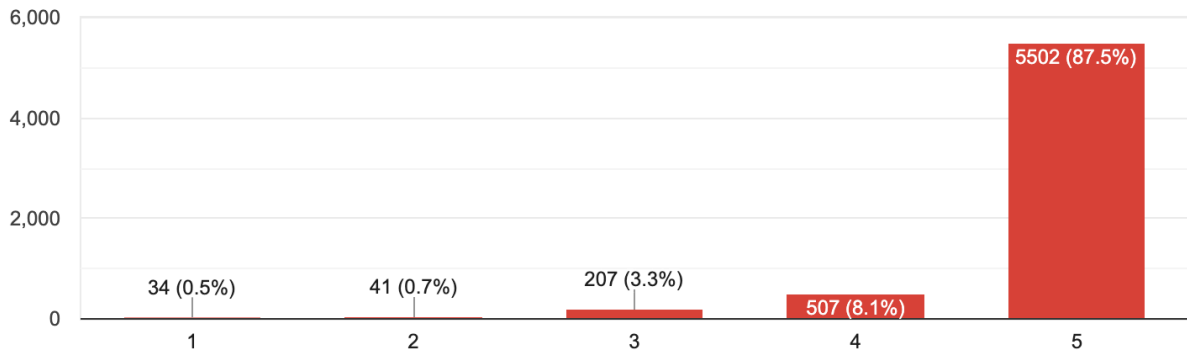
CDC approved cleaning of all buildings before reentry

6,298 responses



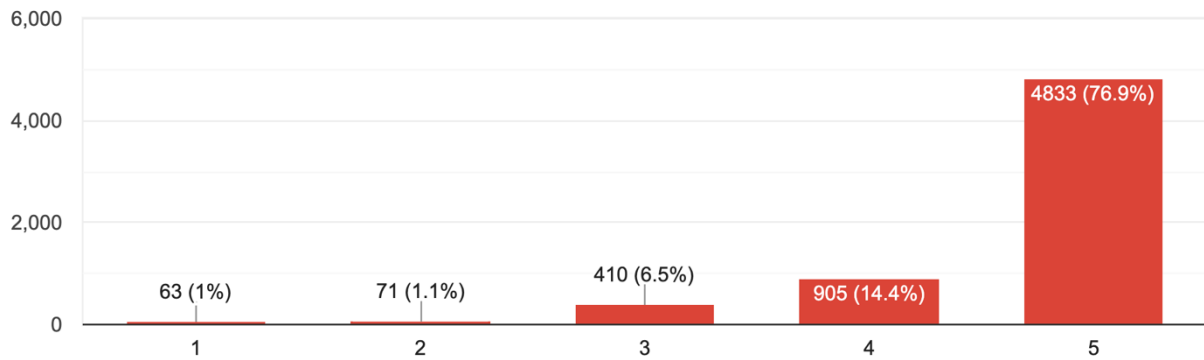
### Daily CDC approved cleaning methods after reentry

6,291 responses



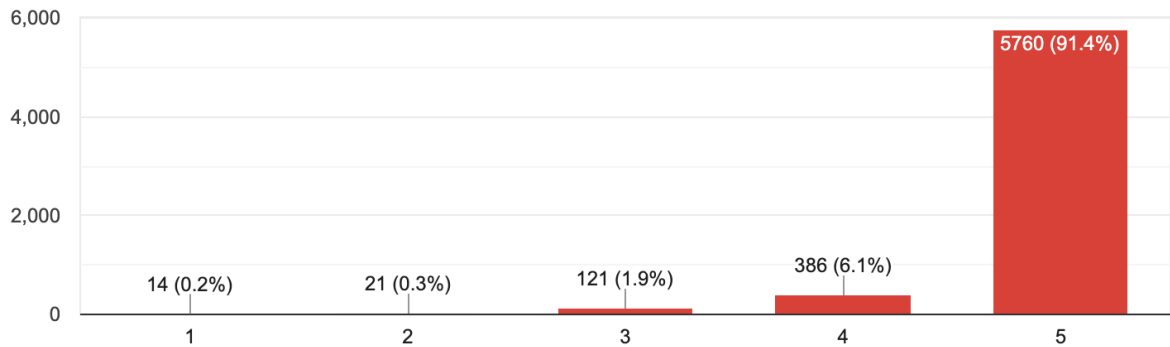
### Daily monitoring of student/staff health on school grounds

6,282 responses



### Increased access to sanitizing and handwashing stations for students and staff

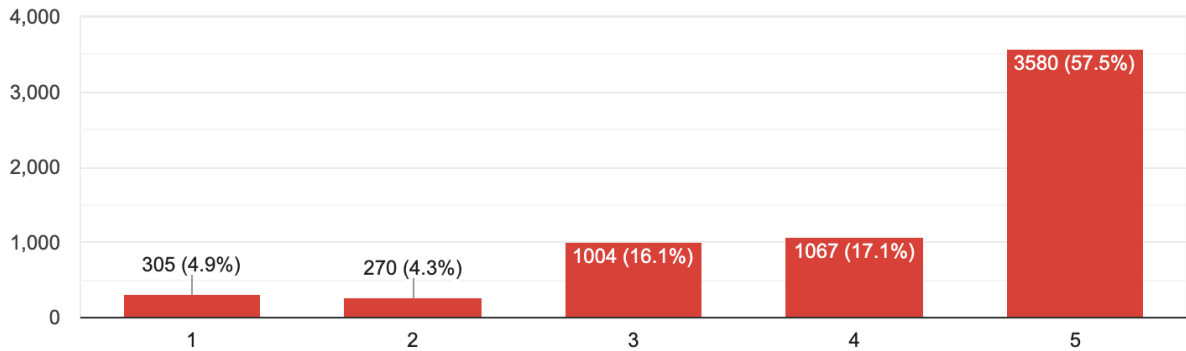
6,302 responses



### Requirement for all staff & students to wear a masks &/or other protective gear (PPE)

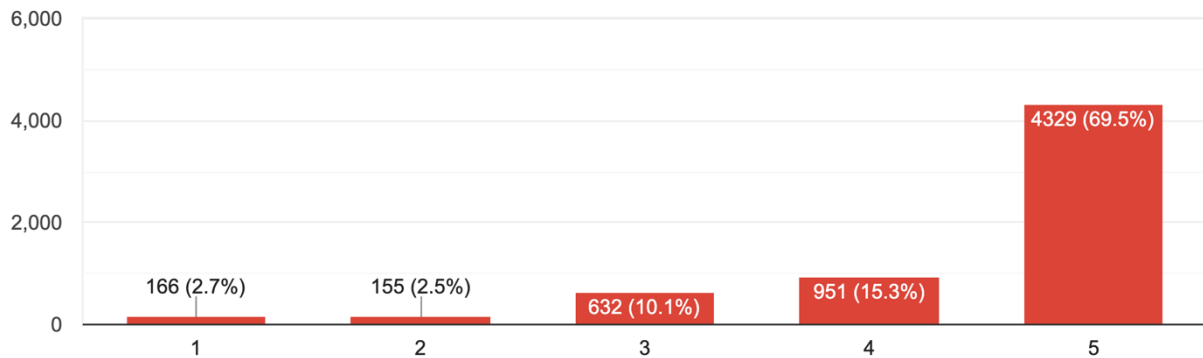


6,226 responses



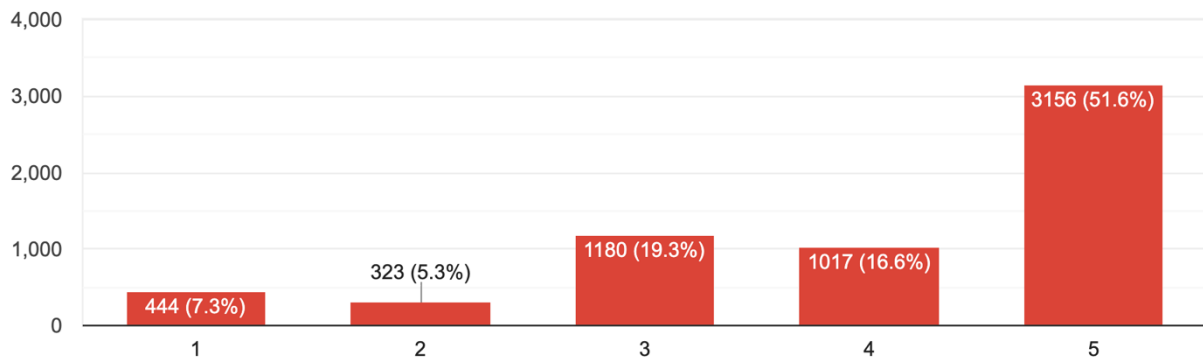
### Provision of any required protective equipment BY the School District (ie, District issued masks)

6,233 responses



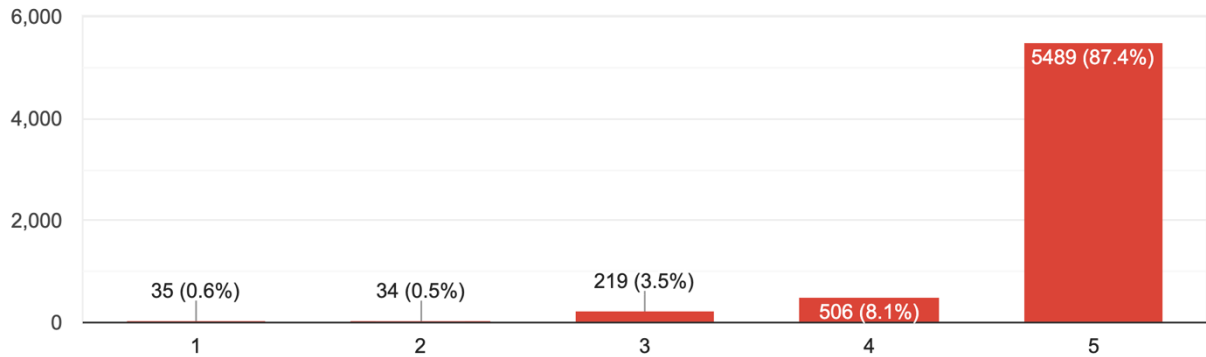
### Establishment of an isolation room within the school

6,120 responses



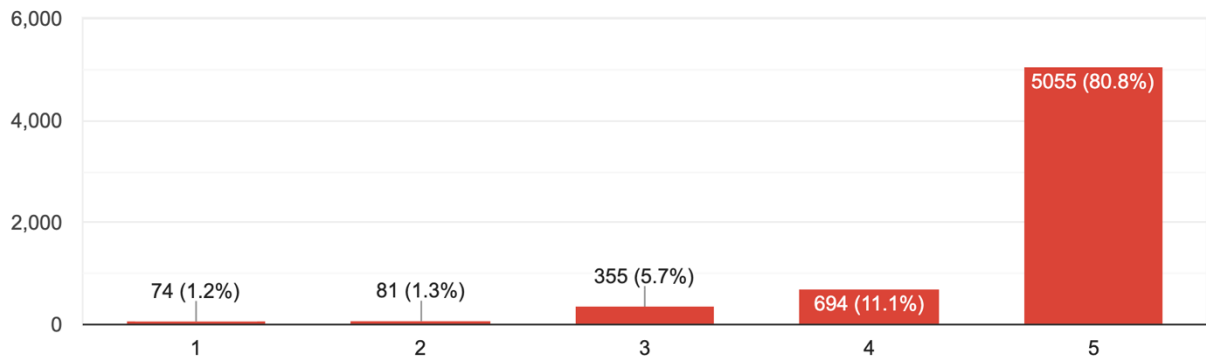
### Notification protocol if any student or staff member tests positive for COVID-19

6,283 responses



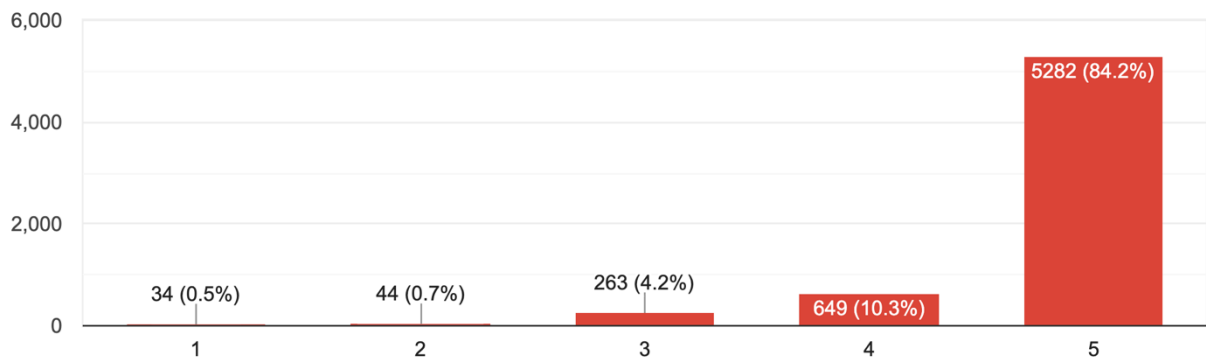
### Closure protocol if any student or staff member tests positive for COVID-19

6,259 responses



### Notification protocol for policies and procedures (for staff and families-- in all applicable languages)

6,272 responses



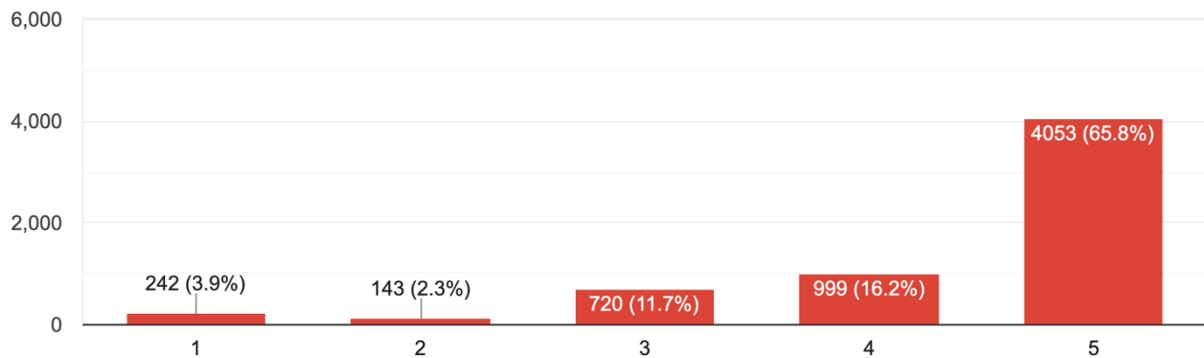
**Section 2: If some degree of social distancing remains required when schools reopen, which of the following methods would you support?**

1=I do not support this at all.

5=This is an excellent idea, and it has my full support

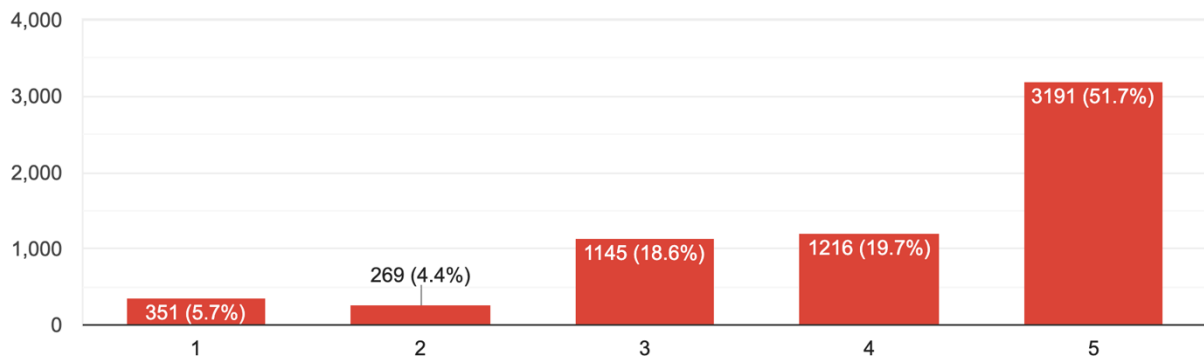
Enrollment requirements based on physical space in classrooms.

6,157 responses



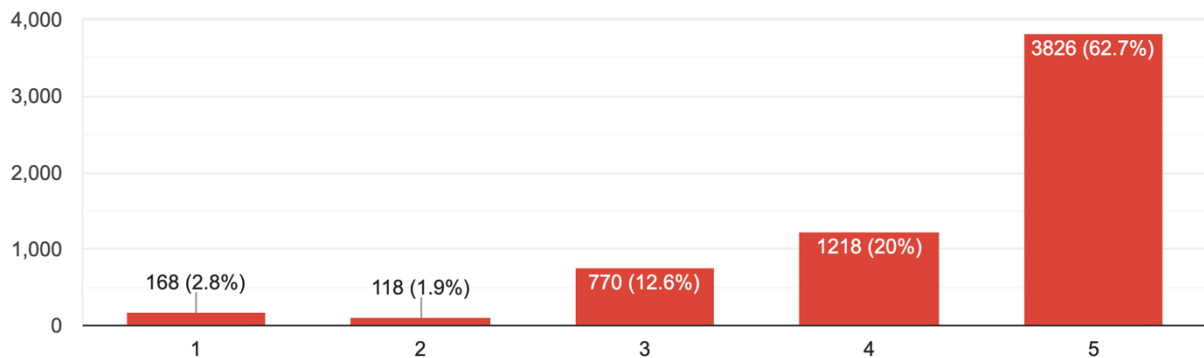
Hybrid model of school, with some remote learning still taking place (with instruction from PFT members).

6,172 responses



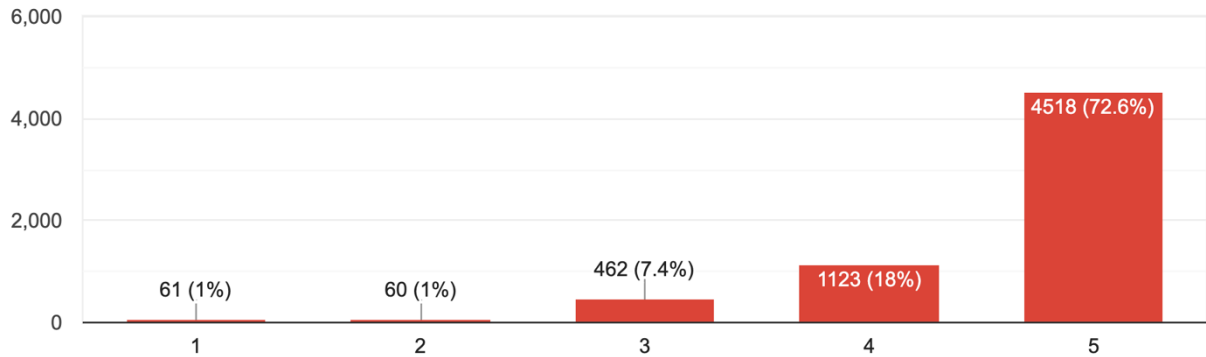
School nurse oversight in triage and case management at the school level

6,100 responses



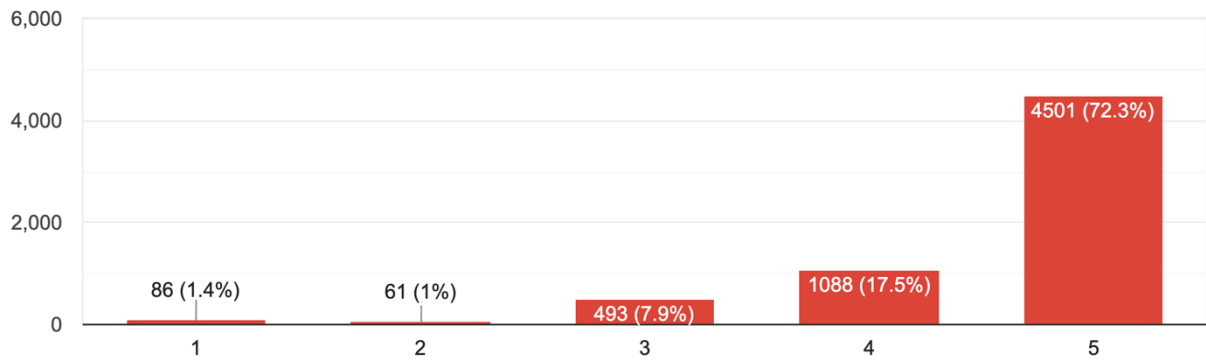
Policies for at risk/vulnerable students to continue learning (remotely or other possible methods).

6,224 responses



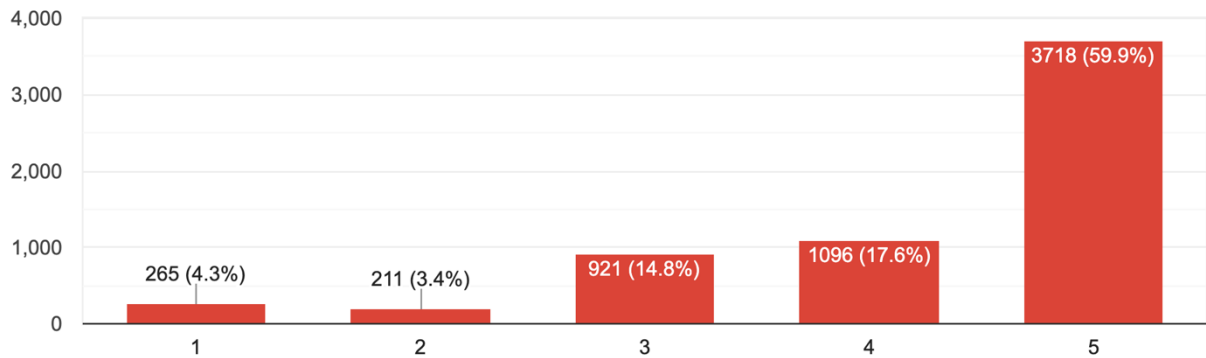
Policies for at risk/vulnerable staff to work (remotely or other possible methods).

6,229 responses



"Traffic" policies throughout building (i.e., stairwell A is used by Room 202 at 11am; or, hallway 1 is only used for traffic on one direction)

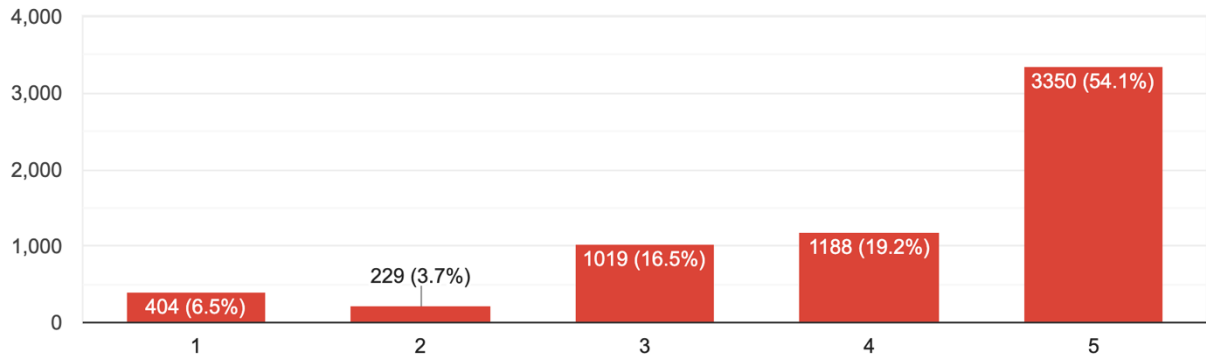
6,211 responses





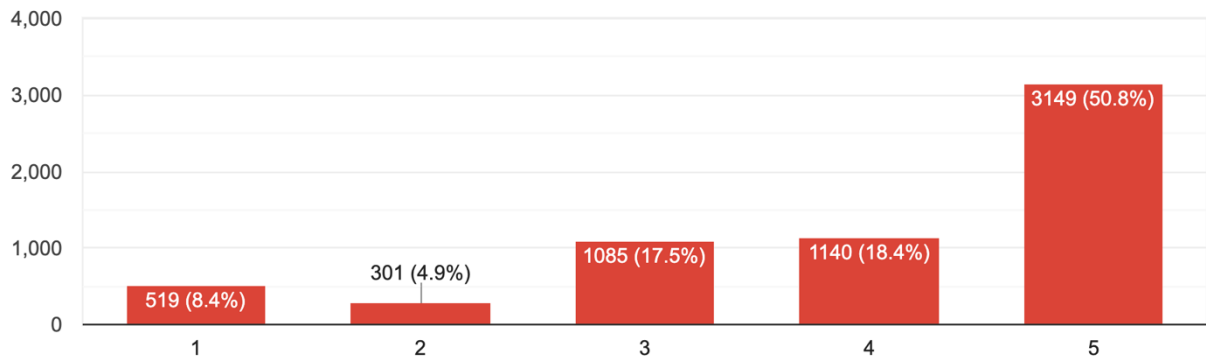
### Staggered schedules for students (M/W/F or other daily staggered schedule)

6,190 responses



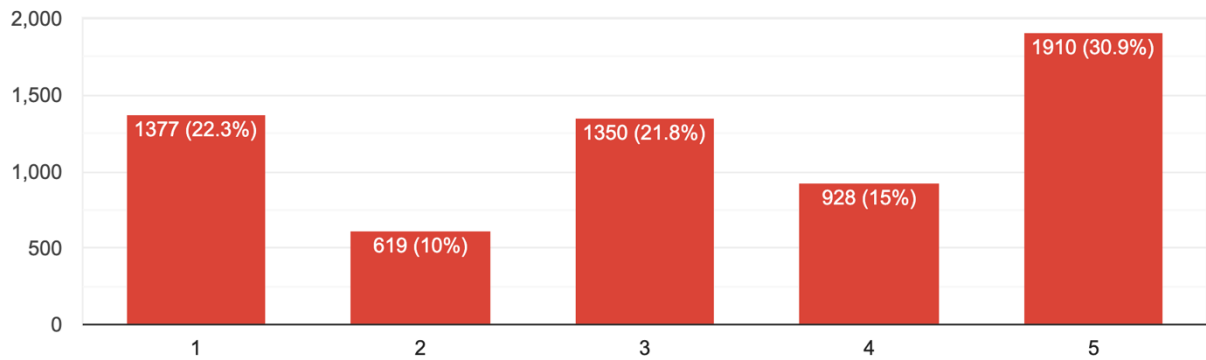
### Staggered schedules for students (morning/afternoon)

6,194 responses



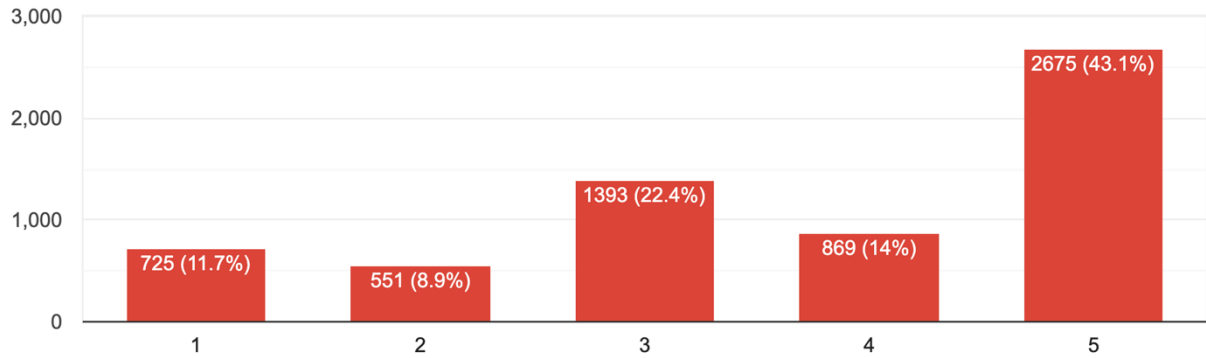
### Students remaining in one classroom for the whole day as opposed to traveling

6,184 responses



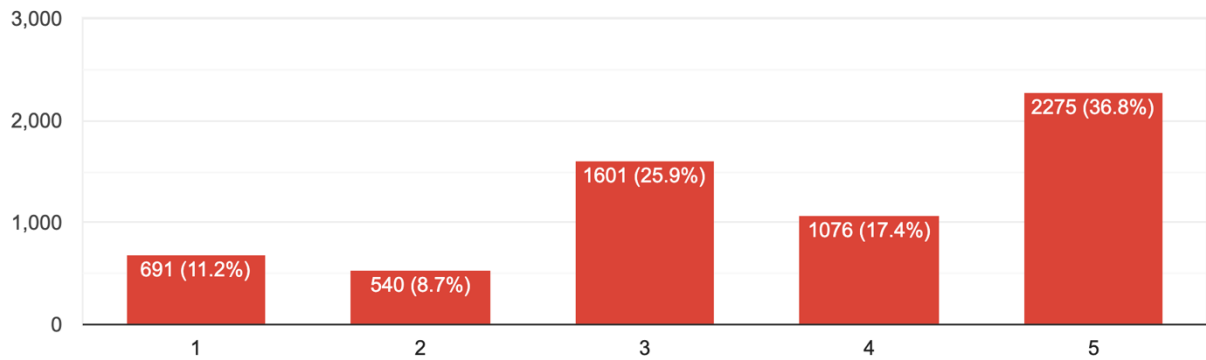
### Elimination of school assemblies, field trips, and other large gatherings

6,213 responses



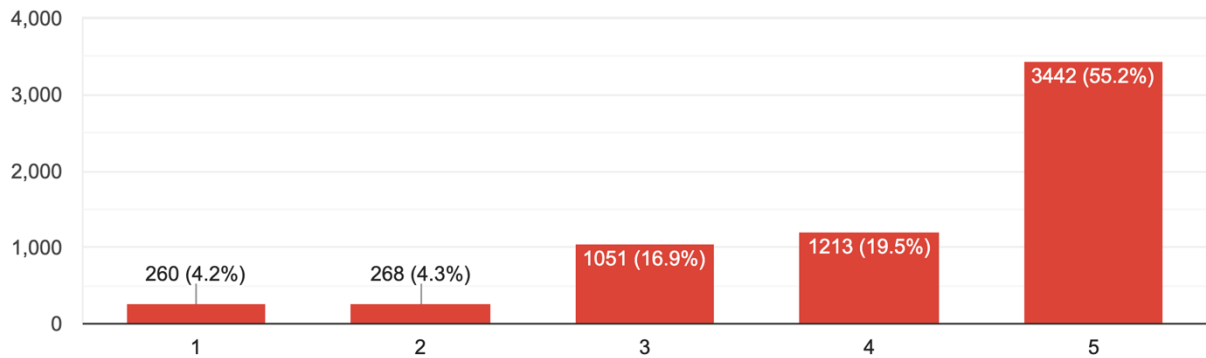
### Restricted access to spaces like the cafeteria and school yards

6,183 responses



### Limiting or eliminating visitors in the buildings

6,234 responses



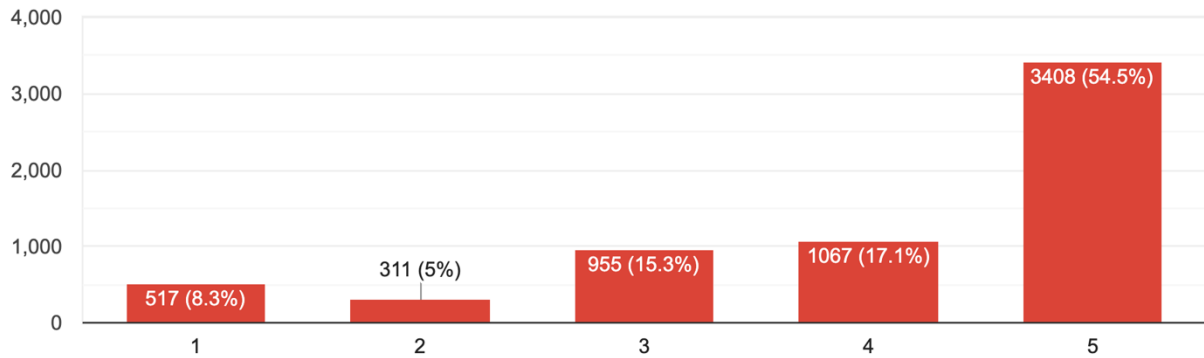
### Section 3: What is your level of concern with the following statements?

1=I'm not at all concerned by this.

5=This is a top concern for me.

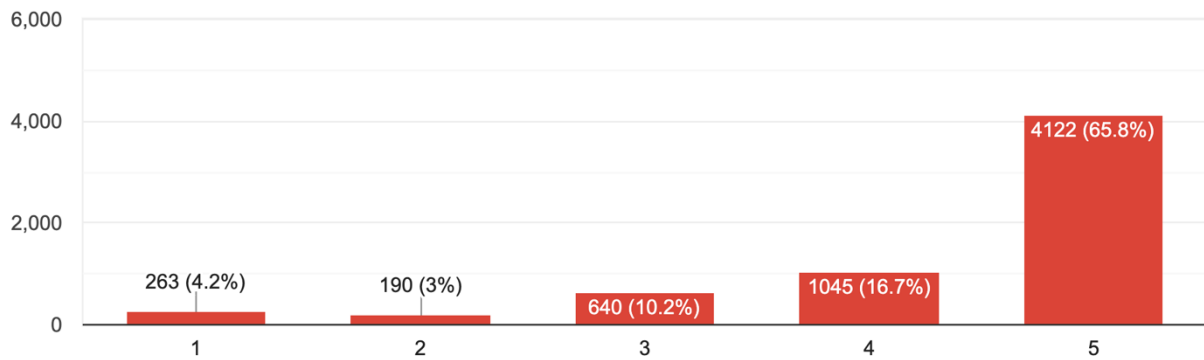
I am concerned that we will likely be reopening before there is a vaccine for COVID-19.

6,258 responses



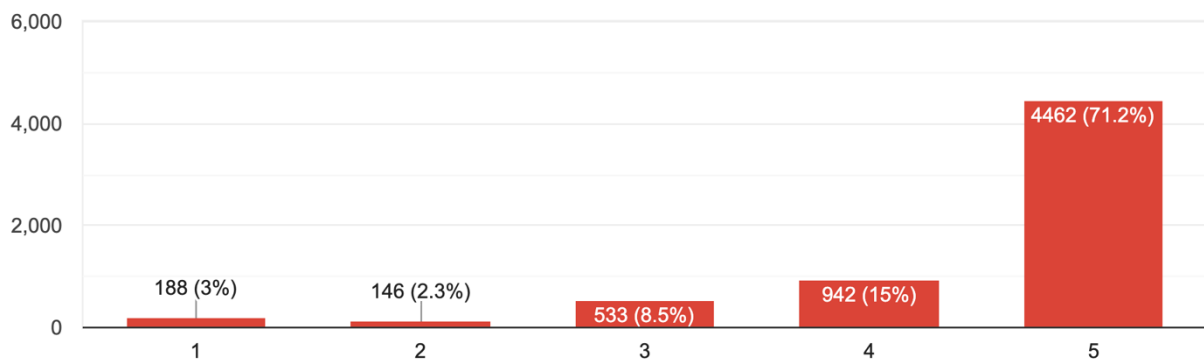
I am concerned about testing access for students and staff.

6,260 responses



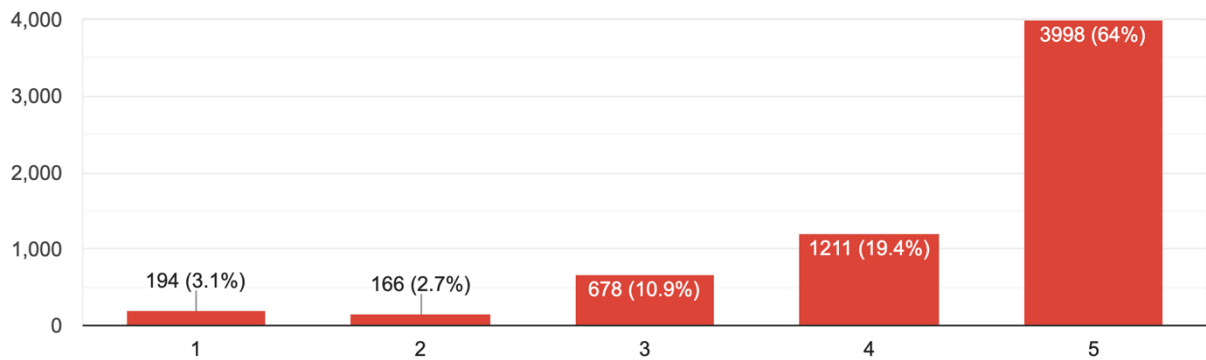
I am concerned about PPE access for students and staff (masks, gloves, etc.)

6,271 responses



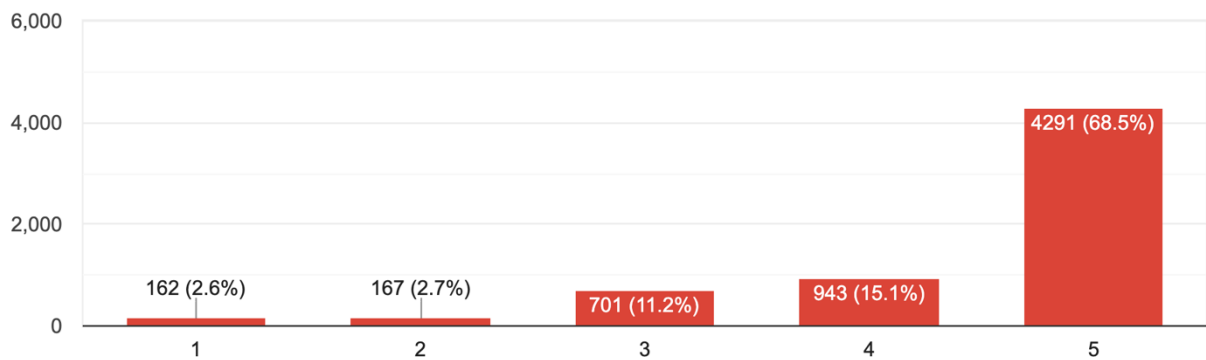
I am concerned about logistics and supply access regarding temperature checks.

6,247 responses



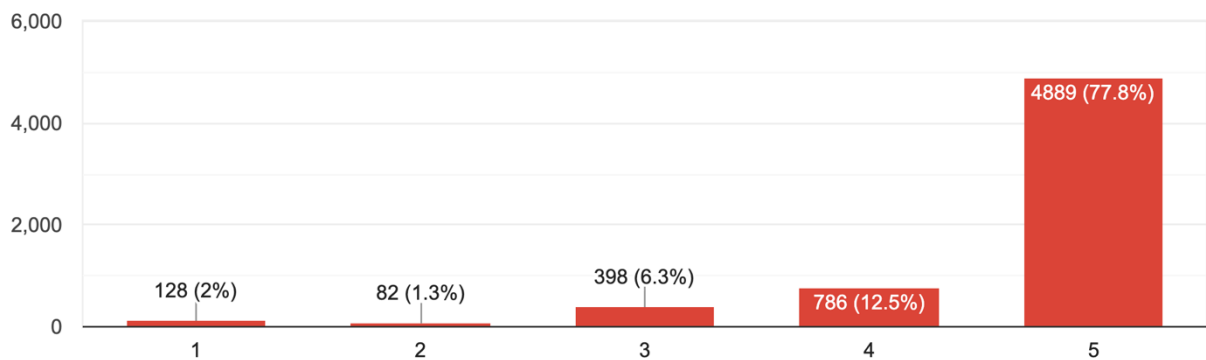
I am concerned about the human error factor (ex: incorrectly used masks, noncompliance with school-based policies).

6,264 responses



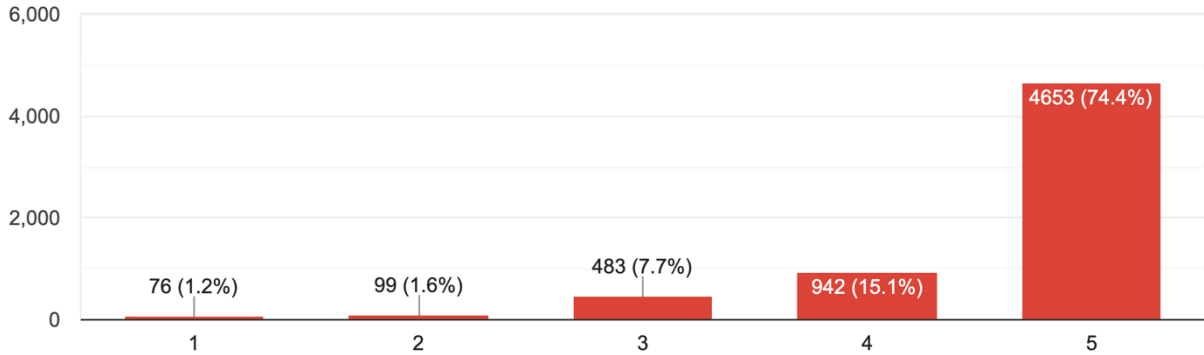
I am concerned about the challenges surrounding maintaining physical distancing within school buildings (as well as at 440 and other locations).

6,283 responses



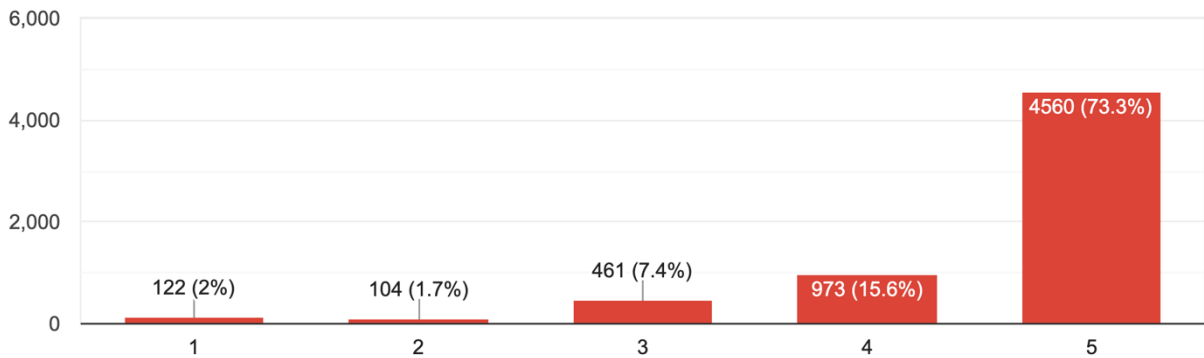
I am concerned about the challenges that students with special needs will face in various areas of any reopening protocol.

6,253 responses



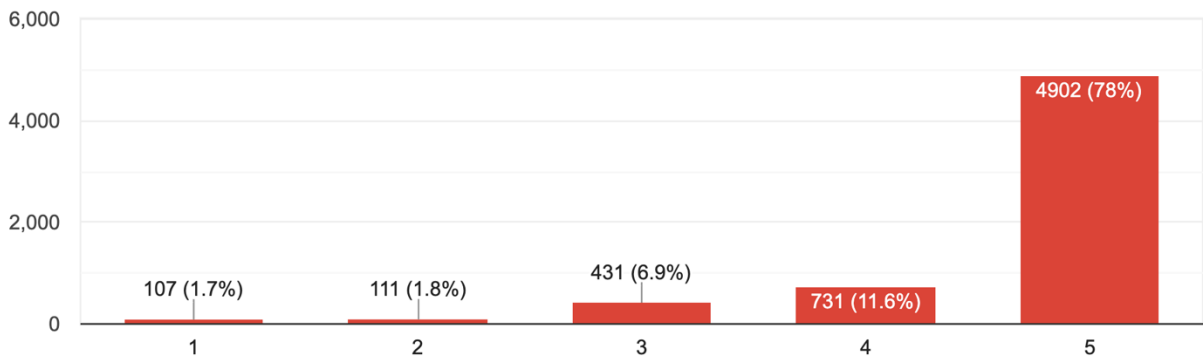
I am concerned about the equity of implementing this plan.

6,220 responses



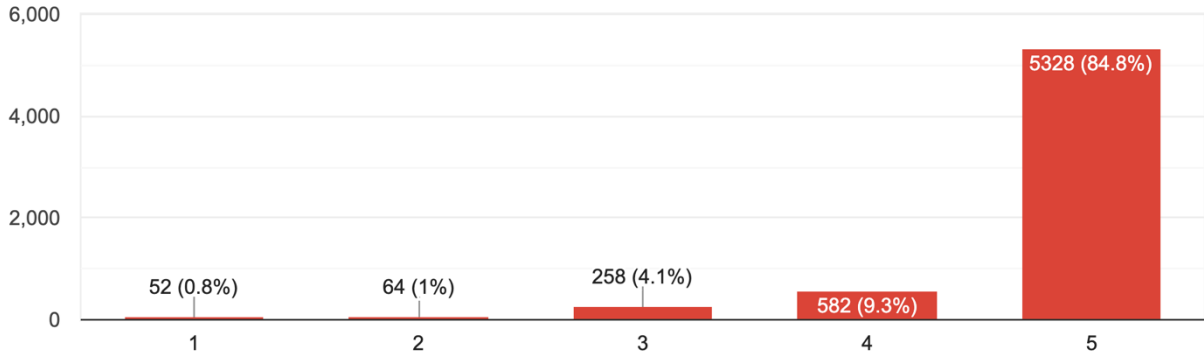
I am concerned about the District's ability to prepare buildings for reopening.

6,282 responses



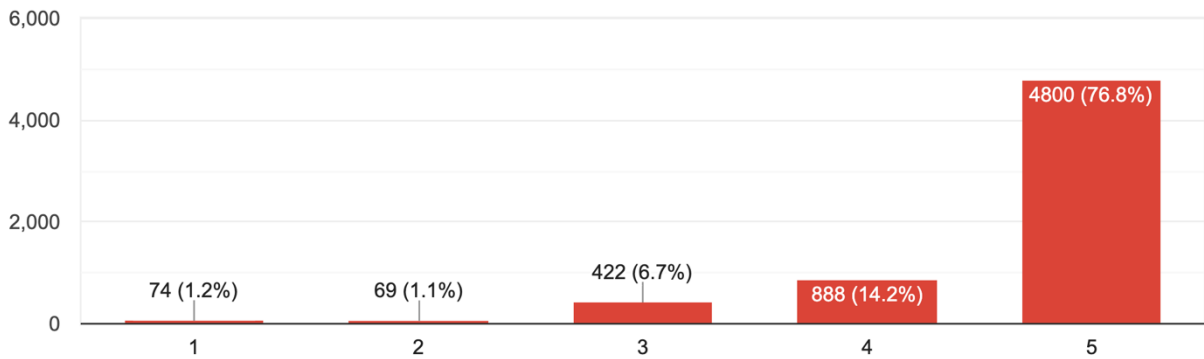
I am concerned about the District's ability to maintain sanitary conditions within schools and central office/other facilities

6,284 responses



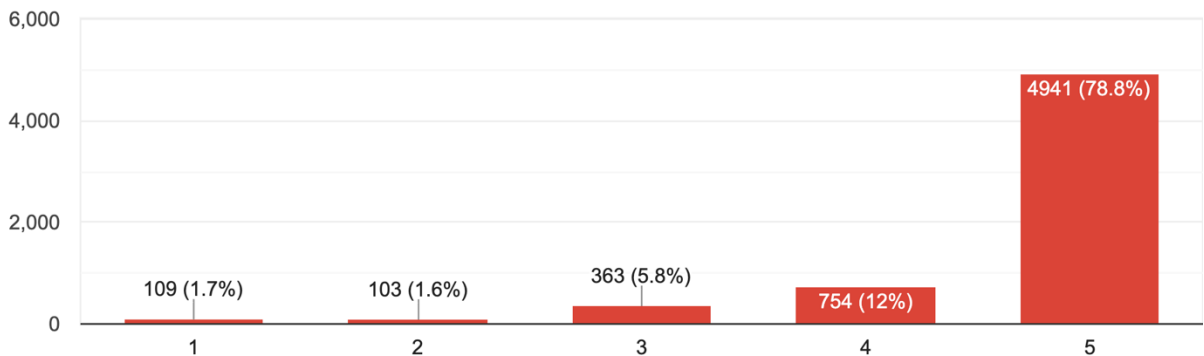
I am concerned about inability to enforce various policies and procedures.

6,253 responses



I am concerned about access to sanitizer, soap, and other cleaning supplies.

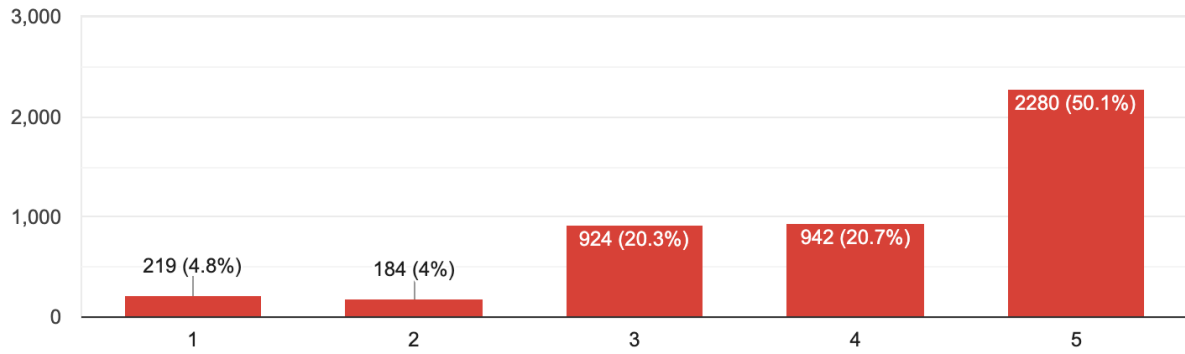
6,270 responses



### Section 4: Specific Concerns Surrounding Member Groups (please only complete if applicable to you)

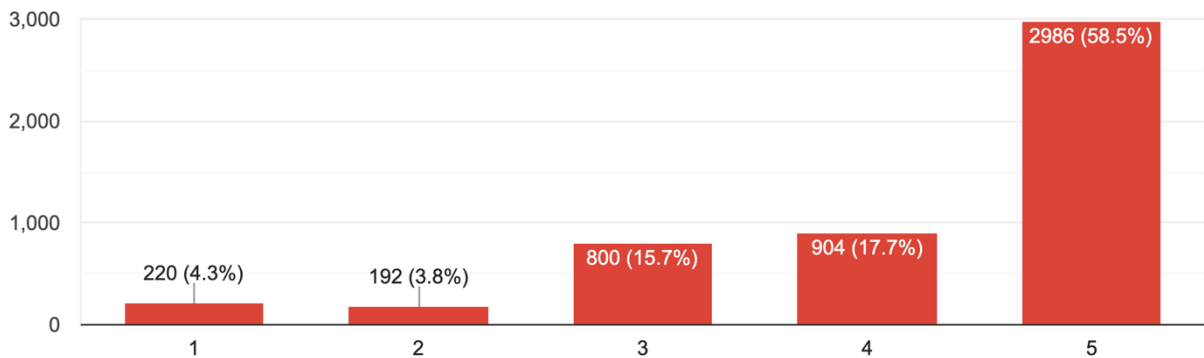
I am concerned about the challenges surrounding itinerant teacher &/or related service provider ability to serve their students.

4,549 responses



I am concerned about specific issues related to specialists, push-in/pull out teachers, and paraprofessionals who encounter multiple different groups of students throughout the day.

5,102 responses



## Open Feedback

Feedback provided is an overall representative sampling of comments, and feedback is broken down by topic area.

### **Feedback Part 1: Overall concerns with reopening**

- Should not be done until guaranteed treatment or vaccine.
- Should be fully online until a vaccine is developed.
- Concerned about reopening too early when there isn't a vaccine.
- Teachers WILL die if schools reopen too early. Students WILL get exposed and potentially long-term consequences of the virus we don't yet know enough about. Students WILL be carriers of the virus to their homes, risking the lives of all those who take care of them. I know we can't stay home forever, but our schools are woefully unprepared -- in many respects, through no fault of their own -- to deal with the challenges ahead and sacrificing actual human lives because people are getting antsy at home is something I won't personally be a part of.
- Should wait until the CDC feels that we are all safe.
- If people who are symptomatic come to school, they can spread the virus and it could mean that hundreds of people could become infected within a matter of weeks.
- I do not feel comfortable going out in public and being around almost 700 people per day when there is no cure, no vaccine, people not following social distancing and PPE protocol.
- Don't go into buildings until the threat is minimal because of a vaccine. Continue with online learning.
- I believe we should develop a system for students to continue remote learning and teachers to teach remotely should they choose instead of returning to the classroom until a vaccine is developed that works.
- I do not believe it is safe to physically return to in person teaching until proper medicine is available to prevent those who contract COVID from dying.
- We're not ready to open up. No vaccine has been approved nor proven to work for the virus. Please do not put our children and staff at risk. Suggestions include deep, thorough cleaning of the school buildings. Full-time nurse at school, temperature testing at the point of entry for all staff and students.
- After hearing Dr. Fauci speaking today in front of Congress, I am concerned about the rush to reopen in general. I understand the challenges of having students participate in online learning. We have to not only be concerned about the health of our students but, in light of the fact that many in the African American community are having more ill effects, I am concerned about asymptomatic students transmitting germs and taking them home to their families. I am also concerned about our teachers and staff getting infected.
- Reopening schools too soon will lead to many deaths.
- I think it's absurd that we are considering reopening for SY2021.
- We should continue remote instruction until some type of vaccine is developed. Students cannot be let back into school until they have been vaccinated with proof.



- As an educator, I definitely want to continue the learning process of my students and want to see the academic progress moving forward for all students. However, I don't want educators and students' health and well-being compromised for such a widespread death-related pandemic.
- If the school district cannot be 100% ready for students to enter the building we should just do remote learning.
- Should not be allowed to open without approved vaccinations that's approved by CDC. Buildings are currently in poor deplorable condition. Our building struggles to be cleaned on a regular basis.
- Please do not open the schools. We can make online learning work. The initial foundation is already done. When the students know this is serious and they must show up, they will come. Save our lives. Wait for the proven vaccine.
- Overall, I think a best decision would be to continue remote teaching- but following actual grading and attendance policies to hold kids accountable- could be the safest option for all moving forward. However, with that being said, my concern lies then in students who are not safe in their homes- I am thinking about LGBTQ youth and students who are trying out other parts of their identities. The level of boredom with staying home could lead some middle school students down a wrong path.
- I feel that students need to get back into brick and mortar locations. I think with proper guidelines and implementation this can be done.
- Only within CDC and PA government guidelines should schools reopen. Reduce class sizes to the social gathering CDC recommendation (10 people or less or whatever the current status would be upon returning) We cannot return with 30 to 40 elementary students tightly in a classroom if CDC says no social gatherings with more than 10 or so people. It would not be safe for anyone.
- Having one year of virtual school will be a burden on many, BUT the costs that the virus brings far outweighs the "inconvenience" we all will have to deal with for one year.

**Feedback Part 2: Concerns regarding class size/physical space**

- Our schools are already overcrowded.
- Safety is a top priority. Overcrowded schools in the NE are a major issue. Our nurses are already at capacity with routine screenings, daily health issues and records. How would they oversee this process?
- It is not possible to have enough supplies for each individual student with the current budget.
- Being an art teacher, I would be a bit concerned about the large number of supplies that my students share & how to keep them clean.
- Spacing inside the classroom is a great concern.
- Busing / classrooms - how can we be 6 feet apart.
- I operate in small spaces (in the back of a classroom, in a closet, etc.). In my current set-up, there is no way to implement social distancing. In addition, I will be unable to perform my job efficiently (speech therapist) while students are wearing masks.

- HUGE concern about children maintaining space and mask situation (if don't consistently have uniforms, concern about daily masks) (in K have tables, not desks, with 6 children per table, sitting shoulder to shoulder, with class size of 27-33) -- even if I do 1/2 the class, will have 13+ children in classroom, won't be able to do 6' distancing... even if do 1/3 the class at a time, would likely not be able to keep 6' apart
- I am the technology teacher and have a lab of 34 computers. My concerns are how I would keep clean the keyboards and mice between each class. How is social distancing going to happen in the computer lab if at all.
- I think there should be no more than 15 students in a class to allow for social distancing. If possible, no more than 10. This will allow for there to be 6 feet of distance between them.
- If schools were to reopen, it would be very difficult (or impossible) to maintain courteous distances and face-to-face meetings, due to the number of students who are required to be in groups.
- It seems obvious that class size reductions would be an absolute minimum requirement. To allow minimally 6 feet of personal space the average room will contain only 10 to 12 students -- in early primary grades, even fewer because of more random movement.
- Class size and classroom dimensions. It is impossible to maintain appropriate distances with 32 students in a small classroom.
- Classrooms at my school are very small. If the expectation is to have students 6 feet apart, that would only allow about 6-10 students in my room. Our typical class size is 30 or above. I also don't know how students will be able to eat lunch or a snack with a mask on.
- The classrooms in my building are extremely small. Some rooms were designed to be offices but due to large enrollment, some classes have to fit in there and make it work. On a regular day we are tripping over and bumping into each other. I'm worried that a given number of how many children are allowed in a room is going to be very generalized and not tailored to specific classroom area sizes.
- Reducing class size would lower the risk of infection and make contact tracing much easier.
- Our classrooms are extremely small and oddly shaped. Social distancing, if still required, would be impossible with class size still remaining at 33. Teachers should not be required to wear masks while teaching because it will muffle our voices (unless mics with voice amplifiers are provided).
- All schools in the district are different sizes, coming from a school with over 3000+ students, there is no way to safely social distances especially when schools are as overcrowded as they are. I will only feel safe going back when social distancing and masks are not encouraged.

### **Feedback Part 3: Concerns about overall cleaning efforts**

- The district does not provide enough cleaning equipment now. They have not since I have worked here for 23 years. I provide tissues, hand gel, paper towels and cleaning supplies for my classroom already.

- I am a CTE teacher that has equipment and computers that multiple students and I use in each of my classes. I'm concerned about sanitizing everything in between classes.
- Please continue to work on getting the ASBESTOS out of our schools and doing the repairs while we are out due to Covid-19. Please also continue to stay on the district to follow through with their environmental plans that were in place before the Covid-19 closures.
- I think the school district is ill equipped to handle the pandemic. I am an ESOL teacher and when wipes (etc.) were being handed out, I was told I had to wait until classroom teachers got their supplies first. I pull students out for guided reading and we sit at a table to do instruction and I was not given supplies. Secondly, the school district can't keep on top of the asbestos problems in the schools, how can we trust that they will safely sanitize the schools?
- I am a computer teacher; how would labs be sanitized in between each use of the lab with a group of students no matter how big.
- It seems SDP has forgotten their toxic buildings. We should all refuse to enter our respective buildings until ALL buildings are FREE of carcinogens. We cannot let all the hard work done be ignored and wasted.
- We have seen the district's lack of transparency with the asbestos issues in buildings, how are we supposed to trust them now with this virus.
- The air quality is also a concern. Windows barely open to allow for appropriate ventilation.
- Multiple students using the same books is a problem. Can each child keep his or her own laptop?
- We frequently ran out of soap in our bathrooms at school. We did not have any tissues. I don't know how the district intends to keep everyone healthy and safe if we didn't have common supplies to do that job before schools closed.
- I am EXTREMELY concerned with the cleaning protocols within district buildings.
- Reopening must also consider building contamination by other hazards, asbestos for instance, otherwise it is twice the danger for everyone entering and staying in the building.
- My top concern is the ability to maintain a clean building. Our school building was not regularly cleaned before the pandemic. To use the sinks in bathrooms, one must hold the faucet on with one hand, making it impossible to thoroughly wash hands. Stairway railings were consistently sticky and dirty. Pieces of discarded food would sit in corners of hallways and staircases for days or weeks at a time. The cleaning routine for the building will have to be increased exponentially.
- I am concerned that a morning/afternoon staggered schedule would not allow enough time to sanitize between groups. It wouldn't be much different than having all students at the same time.
- Also concerned that the task of sanitizing would fall to the teachers.

**Feedback Part 4: Concerns regarding masks/PPE/supplies**

- Head Start - young children will not be able to keep masks on and not be close to each other.

- The idea of having to wear a mask all day will surely increase my anxiety. I won't be able to do it. I'm very concerned about that.
- Concerned about mask wearing as it will be another thing that teachers are responsible for. I as an adult can sustain wearing a mask for an hour and I couldn't imagine wearing one and teaching all day long in a building that is not air conditioned. Also, the students will be fidgeting with their mask throughout the day and it will be a distraction. Where are the masks going during lunch? Specialist classes? The students can lose them or break them and then what?
- SDP needs to provide PPE to all students and staff daily.
- What happens when a child doesn't have a mask?
- My classroom was 104 degrees for weeks last year during heat waves. How in the world am I going to wear a mask all day without fainting? I have sensory polyneuropathy, and it makes me intolerant to heat. All schools should be air conditioned if we will be required to wear masks.
- I don't see how K-2 students will be able to adequately use masks and other protective gear.
- I'm concerned about head start. Keeping the children apart will be impossible. I can't imagine them wearing face masks all day.
- I do not wish to work all day wearing a mask. If we go back to school this cannot be a requirement. There are many people who are claustrophobic or asthmatic and cannot wear a mask or face covering all day. Wearing a mask all day can negatively affect one's heart rate, state of mind, & overall health.
- I'm concerned that kindergarteners won't wear a mask, or the masks will need to be tied (like shoes) several hundred times a day, which will make social distancing impossible.
- Also, all staff and students should be required to wear masks and other PPE. Also, the school district should be prepared to supply students with PPE.
- I do not support district provided masks simply because they may provide a false sense of security if they are poorly made. The non-alcoholic hand sanitizer along with long-standing building safety issues made me aware that vital safety supplies should not be provided from SDP-when it cannot deal with facilities without a pandemic.
- I think that everyone should have to have their temperature checked upon entry.
- My concern with the masks that may be provided is the lack of communication for deaf and hard of hearing students. A lot of the grammar and syntax used in American Sign Language is through facial expressions as well as lip reading. If the students and staff do not have the appropriate masks with a clear front then that limits the deaf students access to communication.
- There is no way to effectively teach in a mask. The students will not be able to hear and it will be extremely difficult to keep the mask on all day.

- ESL students are going to have more problems understanding teachers who are wearing masks (they muffle the voice/ sound) therefore there needs to be parameters in place for students that normally may not need additional supports (ESL, hearing impaired, etc.)
- Also in the younger grades and for special needs children it is going to be more difficult for students to wear masks for an extended period of time, therefore, there needs to be parameters/supports in place to assist those children as well.

**Feedback Part 5: Concerns regarding vulnerable staff and students**

- Pregnant teachers being required to teach in person when we all know nothing will be enforced to keep them safe/healthy
- Concerns for students with asthma and other underlying health conditions.
- Concerns for high risk student and staff populations.
- I am an asthmatic teacher who is in the vulnerable group. What will be done to protect our vulnerable population including our children?
- I am concerned for staff like myself who are immunocompromised.
- I have anaphylactic allergies- limiting cafeteria use would be a huge health issue with students eating possibly in classrooms.
- Students and/or staff bringing virus home to family members, many students live in multigenerational households, asymptomatic children spreading virus, rare but serious complications of COVID for children, minorities more affected by virus outcomes.
- How will the district deal with teachers who have underlying medical conditions to COVID19 and are afraid to return to open worksites?
- I am not an at risk or vulnerable person BUT my partner is, and we live together without means to isolate. Exposure for me means exposure for him. His health and safety is non negotiable. How can we ensure cohabitants of those back in buildings can remain safe.
- We work at the Philadelphia Juvenile Justice Center. The students and staff come in and out of our facility on a daily basis. How will we be protected? Please don't forget about our schools. We are at higher risk working with students that have been incarcerated.
- Possible discriminatory actions against older teachers or teachers in other at risk/vulnerable categories.
- I have diabetes and a previous fight with cancer and my son has chronic asthma. How are we being protected since there is no vaccine for the virus and we are at risk.
- I'm concerned with the reality that I may catch the virus and pass it to my son who has serious respiratory health issues. Not just that, but I'm concerned with how I will care for my child or myself (staying at home/hospital) and still have a job when I/family are recovered. What will the plan be to ensure we don't get fired/letters to file for getting sick/taking care of sick family members?

- I have underlying health issues, and I am in the high-risk population for COVID19. I'm afraid that if I get sick I could become seriously ill and die. I am very concerned about my health, my husband who has underlying health issues and my daughter as well.
- Testing and tracing are the key, but then we have to assume some risk. Vulnerable populations will need to stay home, but not everyone.
- Accommodation for teachers/staff with childcare issues (e.g., normal school or childcare provider unavailable due to COVID-19) OR due to infection with COVID-19. I'm concerned about my colleagues with medical issues—I don't think they should return and put their health at risk, but that of course would cause an immense shortage.
- I am a high-risk person and I feel that going back to school without a vaccine will put my health in danger.
- I'm a specialist teacher who sees all the students in the school. I also have total heart failure...these factors make me in the highest risk category and highest risk category for death if I catch the virus...in my situation there really is no way I could go back to school until a vaccine is discovered. Will there be appropriate actions taken for teachers in a severely high-risk category?
- Teachers who have tremendous anxiety about their own health will not be effective if they don't feel safe.

#### **Feedback Part 6: Concerns for students w special needs**

- I am concerned about the implementation for our youngest and special education students. How do you teach phonics and oral language with a mask on? Best practice requires small group instruction in phonics and phonological awareness. This is difficult with a mask and social distance.
- Concerned that I won't be able to do speech therapy with my student while wearing masks, special needs. For example, ASD kids cannot be expected to wear masks nor social distance appropriately.
- Special education students and staff will definitely need a plan put in place based on each child's needs/goals.
- Implementing IEPs during this time, as well as access to testing our students for progress monitoring, evaluations, re-evaluations. Early Intervention was unable to happen this year and they are planning for these students to come to our schools in the fall without the right placements potentially. This means, my school which ONLY has learning support could have students that belong in MDS, LSS, AS classrooms and are in the wrong placement. This is a huge safety concern, but also we do not have the right # of staff support, resources for materials, or small classes to support these students. How can we support them?
- Many students are behind on the evaluation process for special education evaluations. How is the district going to support school psychologists and special ed teams to rectify and catch up on these cases for compliance.

- MDS is like nursing. I have to deal with bodily fluids and close proximity. What does my future look like? Will I have supplies? My students are medically fragile, how will they be made safe?
- Autistic students with sensory issues will not wear masks.
- Regression with special education students in particular who are already grade levels behind.
- As a 3-5 Autistic Support Teacher, I can say it will not be possible for the majority, if not all, of my students to actually follow protocol such as wearing a mask or maintaining social distance because of various communication and behavioral needs. On the other hand, virtual learning has been very difficult because of many students' inability to focus and engage. Several parents are truly struggling with their child's behaviors when we are trying to meet virtually. Due to several behaviors and deficits, I cannot give my students the support they need through Google Meets. We are also expected to assess student knowledge through Google Meet, as well as collect data for progress monitoring. This is nearly impossible for more than half of my students and I certainly cannot deliver new instruction to them. Lastly, I agree with the idea of staggered days/times, but how would this be possible for so many of our working parents?
- As an emotional support teacher, my students typically display extremely violent and aggressive behaviors. These behaviors can include spitting, biting, etc. and quite frankly, I would not feel safe entering a school building and being in a self-contained classroom with students who without the threat of COVID have caused me bodily harm and illness.
- I am concerned with the excess amount of work placed upon special education staff as we have to service our normal workload, redo COVID IEPs for baselines, redo COVID evals, do EI Evals, and hold all of these meetings upon return to brick and mortar.
- I think a staggered reopening would best suit the needs across the board, but I would also like to see a more established plan in place for students with special needs, specifically regarding high needs behaviors. For instance, if a student is known for being physically aggressive and violent towards other students and staff, there should be protocol in place to protect our teachers and other students. My biggest fear is reopening and being subjected to COVID at the hands of students, and the district not doing anything to compensate.
- My students (autistic support) come to school on busses of sometimes up to forty students who attend multiple schools. How would social distancing be considered in this case while maintaining a semblance of a schedule? Busses are constantly late on a normal basis and van services have proven to be unreliable in the past. If we were to go with an AM/PM learning format AND we were able to find a safe way to transport students, how would we ensure they arrive on time?
- How to accommodate students with disabilities particularly students with autism, and behavioral issues that may require 1:1 or physical interaction.

- Concerned with students with impulse control issues, and their lack of understanding social distancing and proximity.
- As a paraprofessional I'm very concerned about special education classes and the amount of one to one contact with students. I worry about their safety and my own being in such close proximity all the time.
  - I am concerned with the district providing enough supplies to the self-contained special education classrooms. It's already difficult to get the necessary supplies such as gloves, sanitizer, hospital grade cleaning supplies etc. ordered when there ISN'T a pandemic. I am afraid that things are going to be even worse now. I don't feel that the district understands that these things are necessities and not wants in our classrooms. We are exposed to bodily fluids more than even the school nurses at times due to the level of care some of our students require yet our orders are consistently cut short, supply wise, and we don't get certain items we request or poor substitutions.
  - For students with multiple disabilities, are those classroom assistants getting training and full PPE equipment to deal safely with those students?

### **Feedback Part 7: Specific roles concerns**

#### **7a. Nursing/health rooms**

- My clinic is small with no waiting area and will not accommodate social distancing. The health room (HR) has poor ventilation. I have no windows. The nurses will need N95 masks, gowns and shields on hand for a suspected case of C19. I am concerned with the sanitizers that were placed in the building which are not alcohol based. Alcohol is required in the sanitizer to kill the coronavirus. Students and parents need to sign an agreement that they will comply with wearing a mask and social distancing. If not the student will need to have remote instructions from home. Parents must pick up any sick child within 30 minutes.
- The actual health room facilities are a concern for some schools. Some have no windows/ poor ventilation. Some are too small to allow distancing. Many have no waiting area that would allow for distancing.
- PD for nurses on management
- Support for the increased volume of staff and students seen daily. PPE equipment for nurses. Enforcement of the exclusion policy. Parent accountability for picking up students in a timely manner if sick.
- Health rooms are a concern for some schools. Many do not have windows and/or poor ventilation. Some are too small to allow distancing or do not have waiting areas that would allow for distancing.
- The school nurse role needs to be very specific as we return. Public health assistance should be provided in schools as we face COVID challenges. School nurses are generally miracle workers and can really make the most out of situations but this is a new aspect which will need full attention to detail.
- I see the idea for a special room, but there may be other illnesses, not specifically COVID that produce similar symptoms and students may be kept in a room with other students that actually have COVID.



- Concern about conducting vision & hearing screenings. Concerned about parents not picking up their sick child. Concerned about not having an isolation room.
- As a School Nurse, I am concerned about the additional workload that will be required of us as a result of responding to COVID prevention in our buildings.
- I feel like the school nurse should not be in charge of managing the COVID cases, there should be a health department representative. The school nurse is a vital role in the schools for administering meds, checking levels, triage, special ed meetings, etc. They are constantly pulled in many directions and then having to control these cases is something else to pile on top of their list of responsibilities.

### **7b. Counseling/psychology**

- I think we will need more access to counselors for the students returning to school. All these changes will be difficult for our students who rely on us and school to be a constant in their lives.
- Concern is very high in regards to how counselors can manage the mental health fallout from this pandemic. Ratios are out of control and there is very little support in accessing and identifying students' MH needs.
- How are we going to support the increase in traumatic stress we're going to be seeing in our already traumatized students? We're going to need more mental health support and counseling programs than ever before. We need to have a plan for implementing social-emotional support programming/curriculum from the start. Be it small group check-ins, or grief circles, or alternatives to violence (AVP) mediation programming, etc.
- School Psychologists are often expected to meet with students to conduct face-to-face evaluations in very small spaces (e.g., custodial closets) or in shared spaces which could be uncomfortable for individuals after the wake of the COVID-19 pandemic.

### **7c. Concerns regarding lunchroom, common areas, transportation**

- How is lunch going to look? Recess? Eating in a classroom with no sink or really sanitary way to clean up is not desirable.
- What about children who are transported by bus or cab? Will there be social distancing and masks and sanitizing available for them?
- What about public transportation? Will more Septa bus service be provided for am and pm routes? And if there is a staggered schedule will Septa provide charter buses at varying times?
- Hallways are always packed in between classes, bathrooms constantly being used by multiple people and poor ventilation in buildings.
- I am a classroom assistant and I'm concerned about the large gathering of children before school starts when they arrive at all different times. They usually wait in one location with all classroom assistants for up to 30 mins. Also we all gather together in the auditorium at the end of the day for bus dismissal time. I also stay with other kids who are picked up late in the

cafeteria at the end of the day. The cafeteria is usually very crowded because that is also where all after school programs gather to be picked up.

- Concerns regarding cafeterias and recess areas
- Concerns regarding assemblies, field trips
- Concerns regarding sports programs
- Large numbers of students in the hallways during switching times
- Bathrooms being used by hundreds of students a day; bathrooms are not adequately cleaned
- Scheduled bathroom breaks. Students with health conditions like asthma, diabetes, etc should be given the option to do homeschooling until the COVID19 is way under control.
- How will I monitor the children in the bathrooms? We all know a lot of playing happens in the bathroom and how can adults monitor if the students distance themselves or what is the plan to assure this?
- Plan in place for indoor recess.

#### **7d. Additional areas of concern from specialists, itinerant teachers**

- Concerns around entering and supporting multiple buildings across the district
- I think there needs to be a separate opening plan for high schools and elementary schools. Our school day is very different from each other, and the childcare needs are very different. I hope that this is something that is considered.
- Physical altercations between students occur on a daily basis. How will they be avoided to prevent physical contact?
- I do push-in and pull-out models for my ESL work. I'll be interested to see if there will be limits on the number of groups I can pull in a day, as well as cleaning procedures if it is more than one group per day.
- As a CT, we have to visit different buildings and different individuals on any given day. I am concerned about the multiple interactions and availability of PPE for me and my participating teachers.
- I service 9 schools per week as an OT. Increasing the spread of germs as I move through the day and week.
- As an SLP I am concerned about the ability to see students from multiple classrooms in a group, completing standardized assessments if we continue with distance learning next school year, and how to effectively provide speech therapy while the students and I are wearing masks
- Possibility of not having my own childcare/before and after school program available for my oldest

#### **7e. Early elementary concerns**

- As a Head Start Teacher, I am concerned with having a classroom full of very young children who are supposed to be kept at social distances and who may be required to wear masks. This does not seem very feasible. I

worry about their safety and the safety of the staff. Our rooms are very difficult to clean on a daily basis because of the sheer number of toys and materials the children come in contact with.

- As a kindergarten teacher, one thing that will be an issue is centers and small group teaching (guided reading). How are we supposed to have students, especially this young, participate in center activities while still promoting social distancing in the classroom? Will students need to sit in rows as opposed to small groups?
- Bring back Kindergarten interview days or opening kindergarten at least one or two days later so teachers can work with first graders and their teacher the first day or so in order to help with transition.

#### **7f. Specialists/materials/space**

- How would music or art work with shared materials?
- Specialist teachers often have enough materials for one full class and all classes share them. Ex. Gym equipment, art supplies, and musical instruments. How do we properly clean these items between classes or will we be provided with enough for every student to have their own?
- PE classes typically have children interacting with each other and equipment, how can an effective class be held while making sure everything is cleaned between classes and/or students stay far enough away from each other
- Plan in place for Physical Educational equipment- new mats, sanitizing supplies, etc.
- Climate role in reopening of schools - How will we conduct parent conferences and implement consequences (i.e., detentions, In-School Suspensions) and/or restorative practices? What will climate's role be (specifically Climate Liaison/Climate Manager) in the reopening of schools? Aside from large spaces like hallways and the cafeteria, the bathrooms will be an issue.
- Choir rehearsal - I am concerned what my job will look like if choir is not allowed to take place until there is a vaccine (there have been discussions about this among the music educator network)
- The conversation of removing music/large ensembles due to the pandemic. Superintendent Hite has mentioned our students NEED MUSIC AND THE ARTS! Don't remove the one thing that gets them to actually come to school.
- If students are to come to specialists' rooms, there will be 150+ students circulating through my room in a day. Students will also be sharing a variety of materials and it is unrealistic that I will be able to sanitize all materials between classes and at the end of the day. It is difficult to effectively teach art "on a cart" if I am expected to travel between classrooms. The same issues with materials still exist if I am traveling, as well.
- As school secretary interacting with teachers, staff and students, what items or protocols will be put in place to protect me from COVID when communicating with the public?

- I am not in favor of returning to school in September if there is a moderate or high risk of spreading the virus. I am mostly in favor of remote instruction. Then, gradually implementing reopening schools. However, if the government, district and union officials move to reopen schools, then I support and stand by the best practices that were suggested in this survey.

#### **7g. Concerns/suggestions regarding central office roles**

- Signing the TPERS at 440 on payroll Fridays should be staggered.
- Sanitation within 440 payroll office and schools is not good on a normal basis. My concern is that specific guidelines for safety from the CDC will not be followed. Restroom cleanliness between uses and cubicles are not six feet apart.
- Social distancing at 440 when some areas are full with employees in each cubicle.

#### **Feedback Part 8: Suggestions for alternative scheduling**

- School 4 days a week on an alternating schedule, one at home day for teachers to grade/make contacts/on-line tutoring for students.
- Only staff comes in. Virtual teaching from the classroom, taught live or previously recorded and uploaded daily with live time for q&a. Possibility of office hours for students to make appts and come in.
- How are Kindergarten teachers going to do interviews? Kindergarten should go back after grades 1-12 as it was in the past. Especially this school year if things are going to look a lot different. This can be very overwhelming not only for teachers but especially for young children new to a school. Also, recess should not be taken away, if anything they should have more time outside to breath in fresh air. Being cooped up inside will not be beneficial or healthy at all.
- If the state forces us to open, I absolutely support a staggered schedule. We should not be teaching with more than 10-15 students in a classroom if they need to be apart. I think it would be great if half of the school could come in the morning and half could come in the afternoon, with cleaning protocols we could follow in between. Or, I think that a M/W and a T/Th option, with all Fridays online, would be acceptable. Returning to school with full class sizes would be a public health disaster. I also think that we should cancel standardized testing for 2020-2021 to avoid merit or testing-based achievement measures.
- Have teachers stay home with their small children under 5 who cannot attend free public schooling. I am concerned about daycare services and how other families will take the seriousness of preparing for a safe environment for all children and the adults who will be responsible for taking care of them.
- If there is going to be a partial remote classroom learning, the district would need to provide WiFi for every student who doesn't have it at home.

- Suggestion: Monday and Thursday alternating with Tuesday and Friday, allowing for cleaning on Wednesdays.
- Some options like morning/afternoon schedule might work as well as limiting enrollment to students in the neighborhood, however, that would cause problems with staffing at other schools and staff members being moved around.
- If staggered or shortened schedules are considered, how will this impact parents who work full time and are not able to stay home with their child every other day, or for half the school day? What procedures will be in place to provide supervision for students who are not picked up/dropped off on the correct day or at the correct time?
- I am concerned about childcare for my own child if schools are not open full time. How will my child be cared for when she is not in school if we are on a staggered or half day rotating schedule? How will that reconcile with what is expected of me in the building?
- Let's implement a hybrid model.
- The state needs to consider support for families if school days are staggered.
- A "safe" K-2 classroom will look vastly different from grades 3-5, 6-8, High School. I have been teaching all stages across the K-7 spectrum and can see totally very different issues in roughly 4 different development stages.
- I like the idea of split days if it can logistically be done with childcare
- All staff and students' shoes and hands are sanitized in the morning and before they leave and temperatures taken when they enter school. We can split the day between an am class and pm class. 15 kids go to school in the morning and send them home with lunch. 15 kids in the afternoon send them home with a snack. Teachers and students with underlying conditions have the options to do online learning or teaching.
- I feel that we need to be able to open. So many of our children are being underserved and we need to look at any option to get them in the building.
- I am concerned that if students are staggered AM/PM that there will not be adequate disinfecting in between groups.
- Staggered schedule with technology-based instruction for all students. Or continue with the same mode of instruction until CDC deems it safe to do otherwise.
- I fully support having a staggered or A/B schedule to limit the number of students in a given day. Either by scheduling classes on different days or designating parts of the week to in person instruction and other days to independent work - much like we are doing with weekly meets.
- If we teach am and pm sessions, who is caring for the kids if their parents are working? How is staff with school aged kids going to teach full day if their kids only go to school half day?
- It may make more sense to prioritize opening schools for younger students and requiring more rigorous and sustained distance learning for students who can be home alone, for example, and opening up middle and high

school buildings to accommodate more social distancing for younger students.

- Online learning is not the best suitable teaching for students. I also worry about continuing this model with my own 2 children at home who are young and need my guidance for schoolwork and the district making longer online teaching requirements. It's not feasible.
- I also feel that online teaching is not equitable to all students.
- I believe IF AND WHEN we reopen this fall, the best-case scenario would be for a staggered schedule, so not all students are in the building on the same day limiting exposure and allowing for safe-space distancing.
- Stagger classes but I feel the school year needs to take place in person if we are able to - cyber learning is not a great way to introduce the new concept of school in kindergarten.
- Possible half days for students. For example, group A comes in from 8:30-11:00 and group B from 11:30-3:00. Maybe Group A comes in alternating weeks from Group B. When Group A is in school then Group B is at home learning remotely and the following week Group B is at home and Group A is learning remotely to lessen the number of students in the building.
- I think that a hybrid online/in-school would be the best way forward to maintain social distance and safety. The in-school portion, however, would only be possible with schools having access to higher levels of disinfecting and cleaning than has been available in the past.
- 1/2 staff online, 1/2 staff in building, depending on social distancing abilities. Teachers get to pick online vs. in building.
- For middle/high schools A/B days as such: Monday/Tuesday are A days and half the students attend Monday half Tuesday, then Wednesday/Thursday are both B days with half attendance each day. Friday could be staff only and all students work from home. Teachers and students could get used to regular schedules for when full attendance can be implemented. Use google classroom to reteach and review what was covered in class that week.
- Students cannot move within the building once they enter. Teachers come to the classroom to teach. Manipulative should be used only by the teacher for demonstration. Books cannot be shared. Computer on each student's desk. Assignments should be submitted online. Desks should be separated. No groups.
- I worry how online learning would work at the beginning of the school year with the kindergarten kids. It's hard enough now for them to use google classroom at the end of the year.
- I support the use of staggered student schedules using alternating days AND remote learning. For example: grades K,2,4,6,8 attend school on Monday & Wednesday; grades 1,3,5,7 attend on Tuesday & Thursday; Friday is a remote learning day for all grades
- I am in favor of staggering schedules using AM and PM classes.
- Bring back the students in K-5 but cut the classes in order to maintain safe social distancing. Continue to teach middle/high school students remotely. The open middle/high schools will provide the extra if a hybrid

schedule is constructed, the plan should be that every child in a household should be scheduled to be in school on the same day, regardless of grade level so that parents could be totally available to go to work on the same day without worries of child care.

- If the District decides that we have to reduce the number of students in a building by 50% all schools could function on a model 50 percent of the students would attend (Monday/Wednesday) and the other 50% on (Tuesday/Thursday). Fridays would alternate between the two groups each week.
- If A/B schedules are implemented how will this affect parents with multiple children in various schools.
- Possibility of not having my own childcare/before and after school program available for my oldest.
- Schools cannot reopen until all businesses have opened first. Furthermore, staggering grades or classes for morning/afternoon or MWF/TTh cannot be an option. If all parents are back to work, they cannot be home to transition students especially in the elementary setting.
- New school protocols have to be mindful that many of us are working parents as well. Having students go alternating days or times is a logistical nightmare. The sick leave policy (3-5-7) also needs to be revisited so people can take time off if needed and not come to work sick.
- Because Northeast High School has over 3,000 students, it would be important that in order to enforce social distancing, you will have to have an A and B schedule throughout each week.
- An A schedule would involve ninth and tenth graders coming to school on Mondays and Wednesdays and a B schedule would involve 11th and 12th graders coming to school on Tuesdays and Thursdays The A and B schedule would probably work in relation to social distancing. There is no way that you will be able to admit grades 9 -12 to Northeast High School from Monday to Friday if you want to promote social distancing.
- Content area teachers should offer a mix of remote and in classroom learning (if it can be done safely) with staggered schedules. Parents I have talked to have grave concerns about their children's safety and have already had deaths of extended family. Families and staff should be offered options based on their health status and level of comfort. I have been successful with my SpEd caseload by working with the student over the phone while we are sharing their google doc and completing assignments together. IEP's have been completed by phone or google meet. IEP testing materials need to be put online (Woodcock, Key Math, etc) so we can get accurate levels.
- We as a whole community really don't know everything about this virus: School has always been a close contact event allowing teachers and staff and students that humanistic effect that humans need. Social distancing might eliminate that effect that a lot of the children need. We as a whole serve as their away from home family that impacts them emotionally.

- I love the staggered schedule ideas. Either morning/afternoon smaller group sizes of students with a lunch/cleaning period in between each group. Or the schedule of having some kids attending T/Th, and other kids attending M/W.
- Begin setting up remote learning strategies that build on the ones in place so that next year we can fully implement and then maybe down the road look to reopening possible in the spring when the autumn/winter outbreak is over
- I do not think it is feasible (unless numbers drastically change or a vaccine is available) to go back to school at a physical site. there would be too large of a percentage of death in any given school once Covid-19 made its way in and the logistics of running these buildings amid such circumstances would be inconceivable.
- I do not want half in the morning and half in the afternoon. That does not leave enough time for the building to be properly cleaned between the groups. For younger students where would they now go during the day while their parents are at work?

#### **Feedback Part 9: Concerns regarding enforcement**

- What do we do if a school nurse is absent? What do we do if a child has a temperature/positive test result and no one comes to pick them up? What do we do if a child is repeatedly brought to school while sick?
- They are lax on enforcing policies regarding health with immunizations as is because we cannot keep in contact with parents who change contact information weekly. There is no way they can correctly handle this reopening from a health standpoint in an effective manner.
- Clear reporting process for issues for parents and staff (maybe small additions to/modifications of the Healthy Schools App).
- I am concerned that everything will be put on teachers. Some of us work for unreasonable admins and Asst. Sups. We are expected to work like dogs as it is, and it's never enough. As it currently is, our admin is going against the specific requirements laid out in the continuity of education plan. We need more support.
- I am very worried about who will monitor our children who are not in school once this city opens.
- Temp checks: who is going to do them? Are we all going to have a thermometer? Are they going to be only allowed at one door to come in? What about late arrivals for the students that are late?
- Every school needs to be on the same page, even during this time of uncertainty it appears that schools are trying to do things their own way, even though the information from the district is clear.
- Students coming to school sick.
- As a young adult, I currently am not eligible to be tested. I want to know that should we reopen, will eligibility for testing change so that everyone can be tested?
- We will need additional staff to help to enforce social distancing, protocol, and behavior with students.



- If the plans are unified, then there will be less confusion regarding reopening. The plans should be similar statewide and citywide.
- I teach in a school of over 3,600 students. I am concerned about how the school will operate and be able to properly handle this many students. We also have over 180 staff members as well.
- We do not have enough staff including support staff to enforce rules.
- How will schools be able to enforce social distancing guidelines in small classrooms already? Reopening without proper testing materials and preventative supplies will surely result in students from lower SES populations to be inadvertently impacted, how will we ensure the safety of the students and staff?
- What if a student shows symptoms but the student or parent refuses medical attention?
- We can have all the greatest safety plans, by age and yet if there is lax enforcement, we may all be going back home to watch another spike of COVID19 cases across our city -- not just our schools.
- Enforcing masks and social distancing between teachers and students is very challenging. Additionally, I am concerned even for healthy adults due to the viral load due to the large amount of people in the building, especially mine (Northeast High School)
- My concern is the history of the SDP's inability to fully and equally follow through with any their plans and this particular plan must be followed through at every school consistently
- I am concerned that the district will make promises they can't keep. Just like with asbestos and lead paint remediation.
- How can we track what students/teachers are exposed to at home and if they got COVID from somewhere else?
- I am specifically concerned for the youngest populations of students with being unable to understand the seriousness of the situation and may put others at risk (i.e. sharing food, hands in mouth, not sanitizing, coughing, not wearing masks, close quarters).
- I thought the "Traffic" circulation question was a good idea but one that I believe will be very difficult to implement and maintain. Which leads to the question of fire drills. If we were to have a fire drill, which is a monthly requirement, many students would be in the stairwells bunched together. This does present an issue with distancing.
- I'm sure protocol will be enforced but like everything else it will slowly fall apart and not be reinforced. There is that certain number of people who become lax. Also concerned about cleaning policy. No matter how many times you ask it doesn't get done. How will this be enforced and no slack will occur.
- All of the ways our district's size and lack of resources restrict our capacity to adequately address the needs of students (for ex, COVID may be less of a risk than food insecurity or lack of adequate resources or threat of abuse) if they are not physically at school.

- As a HS teacher I worry that in the absence of school/as a physical entity and with more financial stress on families, more students will opt into work and out of virtual learning.
- Will there be a compliance hotline to report compliance issues without retaliation?
- I very much want schools to reopen on time and us to go back on a normal schedule for the kids. I WANT to go back; I love my job and I love my school. But I feel MANY of these policies are going to be difficult if not impossible to implement
- I am concerned about how teachers will be observed and/or monitored if there is some sort of hybrid system of how we educate our students going forward as has been suggested, i.e. partially in the physical school building and partially at home. I am concerned by the fact that there are certain administrators and network AS who will hold teachers to far different standards and manipulate these guidelines for their own purposes. There is too much variation right now between schools, even in our own district, on what is being required of us and what is not.
- My concern is that the school district of Philadelphia - under normal circumstances - underperforms at planning, organizing, and implementing/communicating policies. Under normal times, students are unprepared for school in virtually every manner. Staffing issues and logistics are already a struggle. How will all these policies be maintained? The Philadelphia school district has already proven negligence and poor decision making when it involves the health of its teachers, staff, and students.
- I am concerned that the options being floated for "social distancing" in schools and safety measures feel completely infeasible for young elementary school kids, and that the burden will fall on teachers for policing tiny children in unreasonable ways with lasting psychological effects for both students and teachers. I am concerned that this rigidity of expectations on us will be paired with a lack of flexibility and material support when/if somebody is at-risk, sick, or caring for loved ones.

### ***Feedback Part 10: Information Sharing and Guidelines***

- Please let teachers know as soon as possible any plans or ideas for reopening. During this closure there were some things that I heard first on Facebook before even hearing them directly from the district.
- Honestly I am not sure what would be the best plan for reopening. There are so many unknown factors as well as pros and cons of each situation. I am really worried about our most vulnerable populations along with undocumented families and families that do not have health insurance.
- Let teachers in on the plan before announcing it to the public. Days maybe even weeks before.
- I don't believe it will be done safely because we never even had soap in the girls' bathrooms prior to this pandemic. The district will not be on top of this to ensure safety for all. I'm also gravely concerned for the many students and staff that have medical issues (some stemming from already

being in an unhealthy school building). Who will be liable if all protocols are not adhered to?

- I think it would be valuable to have in-person training for the parents of K-2 in technology when we return. The parents are going to be our "co-teachers" at home if we flip our classrooms, have staggered schedules, or have to isolate again. Many are overwhelmed and it's not their fault. I suggest the parent accompany the child or just the parent come for that session and we teach the parents everything: how to turn on and charge the chromebook, care of the computer, setting up a home workplace for the child, parent and child portal login, and google classroom and the different platforms that we use. It would cut down on the issues that we're having now and get everyone on the same page.
- Guidelines and expectations should be laid out before we return. Teachers should be able to report anything that doesn't meet guidelines and/or expectations for quick resolutions!
- My only suggestion, keeping all this in mind, is to make a plan right now. If the plan changes, it changes. At least stakeholders have firm ground to stand on.
- Official notices from the district and/or schools have not gone out to families in ALL of their home languages. Typically it's just the big 4, but we have families who speak other languages and are not given the opportunity to understand because the district doesn't bother to send home translated materials in ALL languages. This is a huge disservice to second language families.