

Learning Continuity and Attendance Plan Addendum

January 4, 2021

The COVID-19 crisis has altered what we know as normal. Families' lives have been affected in ways none of us could have imagined. Loved ones have been lost, jobs have been affected and how we know education has changed. Yet despite the current conditions, the spirit and character of this community has carried us through to a point where we will come out stronger. As we endeavor to address ongoing concerns related to the COVID pandemic and the impact on our schools, communities, families, and students, WCCUSD staff have worked to ensure that all involved remain connected with up-to-date information used to guide decisions about protecting the health and safety of students while providing equitable access to instructional programs.

Our effort to support learning for all of our nearly 30,000 students is deep and thoughtful work focused on ensuring that we are aware of and ready to meet the needs of our richly diverse community. The breadth of work covers all facets of this community: Student-Centered Initiatives, Professional Learning, Community Engagement, Support for Specific Student Groups, Mental Health and Emotional Well Being, Student Meal Programs. Many of the details and costs for these efforts were described in the Learning Continuity and Attendance Plan published earlier this year. However, due to limitations within the structure of that document, as well as the ever-evolving COVID-related conditions within our community, some initiatives have been added and expanded while others have been modified.

Student-Centered Initiatives

The Asynchronous/Synchronous model remains as the primary mode of instruction for all schools K - 12. Teachers continue to work with students in all content areas through a wide variety of online applications such as SeeSaw and Google classroom as well as through direct instruction. Daily office hours give students a place to receive 1:1 academic intervention and social emotional support. As conditions improve WCCUSD will expand the Learning Hub model in which small groups of at-risk students attend off-campus facilities to have access to instruction and other supports in a safe, socially-distanced environment. WCCUSD staff continue to explore and make arrangements for the reopening of district campuses to support instruction. Plans are currently underway to create a rich and engaging summer program to provide additional learning opportunities.

Professional Learning

As an education-focused organization, WCCUSD strives to provide opportunities for professional growth for all students and employees. While broad in range of topics, all professional development offerings for staff are focused on District goals and are designed to have long term impact rather than a “one and done” approach. Despite the numerous challenges of the COVID pandemic, professional development in 2020-2021 continues to focus on developing skills and awareness in areas aligned to District-wide initiatives. Staff in all departments and teams have access to multi-week sessions and support on, access to and use of technology. All staff have embarked in the deep work of examining Race and Equity; the weekly professional development sessions include student voice, district leadership and experts in the field from across the country. A focus aimed at increasing awareness, examining individual preconceptions and moving to more equitable practices at all levels of the District. Time for teacher collaboration, planning and data review has never been more critical; as instructional staff work in the new educational environment of distance learning, time to collaborate on best practices and strategize on solutions to challenges is critical to ensure student access and success in both academic and social-emotional areas.

Community Engagement

Parents as partners is a critical element in student success during the distance learning program of 2019-20. With school-age children learning entirely in their home setting, parents have taken on a much larger role in direct instruction and practice of academic content and concepts. WCCUSD has initiated support for parents in many different ways: online resources and “digital backpacks,” training in use of online platforms, one-one training on use of tablets and hot spots. One on one support on use of technology as well as accessing and using instructional materials is frequently provided by school-level teachers, School Community Outreach Workers (SCOWs) and administrators. These family support sessions also offer opportunities for staff to make the connections and build relationships which are important for student success. Despite the inability to hold in-person meetings, WCCUSD has continued to offer robust opportunities for parent groups to meet and discuss student programs, district vision as well as funding plans. The following list a sampling of the groups that have had regular meeting throughout the 2020-2021 school year: at the District level, the Multilingual District Advisory Committee (MDAC), District Local Control Accountability Plan Committee (DLCAP), Community Advisory Committee for Special Ed (CAC), African American Parent Advisory Council (AAPAC) all have held regularly scheduled meetings. In addition, each school site is configuring parent groups to support school level planning efforts: Africn American Site Advisory Team (AASAT), School Site Council (SSC) and English Learner Advisory Council (ELAC).

Support for Specific Student Groups

WCCUSD is a richly diverse community of learners with varying needs, interests and backgrounds. Efforts to meet both the academic and social emotional needs for a large number of identified student groups (Black/African American, English Learner, Special Ed, Foster/Homeless Youth) are well underway with a lens on providing robust support during the distance learning phase as well as during the transition to and return to on-campus instruction.

Mental Health and Emotional Well Being Support:

Because mental health and emotional well being are critical to student success both in terms of academic performance as well as growth toward success in college and career avenues, WCCUSD has a focus on programs to support students' social-emotional needs. The COVID pandemic has emphasized the importance of providing and expanding these types of programs. The isolation from peers and increased family stressors have a tremendous impact on our students, their families and WCCUSD staff. Awareness of the trauma our community experiences places increased emphasis on the social justice and restorative practices which are fundamental to the work that staff employ as they work with students. Higher needs students have opportunities to receive counseling and other support services.

Student Meal Programs:

Family health and economic conditions have created an increased need for the WCCUSD Meal Service program. Since the beginning of the pandemic District staff have provided meals for all youth 18 years and younger via curbside pickup in which the parent or guardian will pull up in their vehicle for meals to be safely placed in the vehicle.

Funding Alignment for Major Areas of Work - 2020-2021

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Certificated Personnel Working with students	\$256,152	\$0	\$0	\$20,257,574	\$372,779
<ul style="list-style-type: none"> - Instructional blocks will be employed using a combination of synchronous and asynchronous teaching/learning - Provide asynchronous recorded lessons and assignments to deepen live instruction - Preschool teachers provide content instruction - Career and Technical Education (CTE) opportunities and programs for students - Elementary VAPA educators schedule synchronous learning opportunities - Reinforcement of science and engineering practices to build skills of a scientist and engineer by ensuring access to STEM instruction at all grade levels - Designated ELD small group instruction is tied to Writing Workshop - Support for early language and early literacy development for ELs in Kindergarten via 1:1 small group support with staff specially trained to work with younger students - Synchronous small group instruction as determined by the IEP - Develop Individual Student Learning Plans to include IEP services during distance learning - Daily school schedules allow flexibility for Resource Specialists and designated support providers to schedule routine sessions with students in order to minimize pulling students with IEPs out during core instruction - "Homeroom" advisory periods to ensure that every student has direct connection with one adult on a consistent basis 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Certificated Personnel Professional Development	\$386,997	\$0	\$11,750,286	\$893,164	\$3,145,305
<ul style="list-style-type: none"> - Stipends for Tech teacher leads, TIP and TSAP stipends to support new teachers and interns 					

- Equity lead teachers to support work on race and equity
- Training for teachers on how to access and interpret academic data for English learners
- Training for teachers and support staff on best practices for ELD instruction during distance learning
- Weekly session on race and equity and cultural responsiveness
- Training on the adoption and use of mastery-based grading and performance assessments
- Best practices training on trauma and its effect on students; the impact on brain, behavior and academics
- Training on healing-centered engagement, restorative and trauma-informed and de-escalation practices
- Best practices to provide services through telehealth during distance learning to ensure alignment to students' Individual Student Learning Plan (IEP)
- Collaborate on student assessment data and plan for improved instructional strategies on a regular basis
- Training for families on how to support special needs students during distance learning
- Stipends for school principals to assist with student re-entry from the justice system and systems for analysis of student data
- Training for administrators and teachers on how to access and interpret academic data for English learners

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Certificated Personnel After School	\$102,248	\$0	\$0	\$104,506	\$164,587

- Mafanikio after school program to provide site-based programs for academic and enrichment activities
- Support for Newcomer students through after school programs opportunities for language development and social interaction to promote academic growth

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Certificated Personnel Supervision of Instruction	\$258,260	\$0	\$0	\$2,157,596	\$217,807

- Process to notify parents of their child's EL level and language acquisition progress
- Schedule family/ student listening sessions for English Learners (in student home languages) at regular intervals in the school year
- CAC meetings with agenda items specific to distance learning and support to students with disabilities
- ELACs at each review samples of instruction/lesson materials for ELD
- Support groups for families of students with disabilities during distance learning
- Ensure that every principal and teacher has a list of students designated as English Learners with their ELD level
- Schools will conduct conferences with families of truant students to identify root causes of absences and develop intervention plans
- Regularly review Individual Student Learning Plans to include IEP services provided during distance learning
- Weekly academic schedule includes "Wellness Fridays" to allow students to interact with peers in small groups, work with outside service

providers on enrichment activities and build relationships within the community

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Other Certificated Personnel	\$27,897	\$0	\$0	\$1,333,040	\$25,723

- Librarians provide programs for students at the sites
- Academic and technical support to parent to support student instruction
- Provide direct counselor communications, including referrals and access to available resources

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Classified Personnel Work with Students	\$121,252	\$0	\$0	\$637,969	\$37,435

- Instructional support staff during distance learning to impact daily access to lessons and prevent learning loss

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Classified Personnel School Administration	\$52,304	\$0	\$28,094	\$1,359,180	\$314,136

- Training on trauma and its effect on students (impact on brain, behavior and academics combines with training in Behavioral support to students
- Outreach to all foster and homeless your families to ensure access to the internet and tablets necessary to facilitate distance learning
- SSCs continue to provide guidance and oversight of school programs
- Opportunities for student voice through an academic game show/academic competition
- Monthly sessions for students to discuss current issues related to academics, extra-curricular programs/activities, mental health/social emotional issues with the District Superintendent
- Opportunities for student engagement with civic and community organizations
- Attendance and engagement will be monitored on a daily basis with outreach
- Case manager and SPED staff outreach to students with disabilities with chronic absenteeism

- Weekly session on race and equity and cultural responsiveness
- Site based training and orientation offered to parents at Return to School Orientation and Back to School Nights
- Weekly reports will be provided to sites to identify African American/Black students who are absent from distance learning 3 days or more and those who have been identified as non-engaged

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Classified Personnel Safety	\$3,798	\$0	\$0	\$2,823	\$0

- Campus security officer (CSO) training focused on relationship building and healing centered engagement

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Classified Personnel - Parent Involvement	\$25,141	\$0	\$1,000	\$1,397,397	\$772,276

- Training for parents offered to support students in distance learning
- Students with 20% or higher chronic absenteeism will be identified as a priority for interventions
- School Community Outreach Workers (SCOWs) host office hours and virtual family support sessions
- Provide videos, materials and workshops in the home language of parents without simultaneous translation to ensure that parents can fully participate and understand how to use: technology, distance learning
- Family support sessions to access to digital learning platforms
- Weekly reports are provided to sites by the Student Welfare and Attendance Department (SWAT) of students who are identified as non-engaged in distance learning. Schools conduct conferences with families of non-engaged students to identify root causes contributing to a lack of engagement and develop intervention plans.
- The Student Welfare and Attendance Department (SWAT) will conduct home visits to students who have not responded to requests for virtual conferences in Tier-II, in collaboration with school site personnel.
- Tiered re-engagement strategies are provided for students not appearing or engaging in the ELD block: home visits, home school liaisons 1:1 mentors
- Descriptions of opportunities for parent engagement, counseling services and intervention support are included in parent handbook as well as the District website

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Classified Personnel Salary - PD	\$6,351	\$0	\$0	\$0	\$35,027
- Training on technology and on responding to COVID-related conditions					
Classified Personnel Other	\$9,114	\$0	\$24,541	\$998,626	\$23,134
- After school academic tutoring and support					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Materials - instructional	\$891,658	\$0	\$115,030	\$1,522,603	\$1,726,744
<ul style="list-style-type: none"> - Literacy Packs with collections of engaging student libraries - Implementation of SEL curriculum for all grade levels: Elementary School: Sanford Harmony SEL Curriculum; Middle School: Second Step (pilot), High School: School Connect (pilot) 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Materials - PD and Other supplies	\$59,057	\$0	\$0	\$329,547	\$309,012
<ul style="list-style-type: none"> - Library books to support student literacy - Materials to assist parents working with students at home - Materials and supplies for administrative purposes 					

Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Materials - Technology	\$76,245	\$0	\$1,455,897	\$0	\$7,569
<ul style="list-style-type: none"> - Paraprofessionals receive Chromebooks - Ongoing technology support in the form of tablet replacement for broken devices, internet hubs, training, tools and services for students, teachers and parents is offered 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Instructional software	\$462,930	\$0	\$50,800	\$433,937	\$415,827
<ul style="list-style-type: none"> - Learning management systems (LMS) to track and assign work during distance learning - Online resources in home language if available, or translated as needed - Instructional software to support distance learning 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Contract for Student Services	\$858,716	\$1,897,086	\$807,072	\$2,172,432	\$1,018,162
<ul style="list-style-type: none"> - Partnership with Equal Opportunity schools to ensure greater access to advanced classes for Black/African American students - District partnership with Rising Scholars - Provide counseling and/or mentoring for African American students who are socially and emotionally impacted by past and current events within the community at large - Academic tutoring mentors offered through Community Education Partnerships (CEP) for Foster Youth and Families in Transition - Referral for case management from Greater Richmond of Interfaith Program (GRIP) for Foster Your and Families in Transition - In partnership with the County (CCOE) and GRIP, the District will collaboratively outreach to all FIT families to ensure access to the internet and tablets necessary to facilitate distance learning - Permanent and temporary housing navigation offered thru GRIP - Direct mental health supports for students will be available using a variety of methods, including teletherapy - Unconditional Education coaches and Health Centers at secondary school site 					
Description	CARES (3210)	CARES (3215)	CARES (3220)	LCFF 2020-21 Budget	Other Funds

	2020-21 Budget	2020-21 Budget	2020-21 Budget		2020-21 Budget
Contracts/conferences for PD	\$242,098	\$0	\$93,500	\$64,685	\$694,040
<ul style="list-style-type: none"> - Contract with Millie Burns to provide SEL PD to foster a better understanding of trauma-informed and restorative practices - Training on academic training 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Other Services	\$30,765	\$0	\$429,100	\$1,663,665	\$53093
<ul style="list-style-type: none"> - Meal Service continuing for students - The Student Support Hub (Learning Hub) where students that are unable to access distance learning effectively at home can safely receive coaching, assistance and facilitation of learning in an alternate location - Instructional materials delivered to students homes 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Summer Programs Prog 0691/1290	\$0	\$0	\$0	\$746,881	\$662,627
<ul style="list-style-type: none"> - Programs under development for the summer of 2021 to mitigate learning loss and re-engage students in classroom settings - Summer Learning Loss programs provided to engage students in reading, literacy, enrichment, science, music and Fab Lab activities. 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget
Certificated Benefits	\$291,316	\$0	\$2,463,397	\$8,567,080	\$1,193,788
<ul style="list-style-type: none"> - Health, disability, post-retirement, unemployment, retirement, worker comp, medicare, FICA 					
Description	CARES (3210) 2020-21 Budget	CARES (3215) 2020-21 Budget	CARES (3220) 2020-21 Budget	LCFF 2020-21 Budget	Other Funds 2020-21 Budget

Classified Benefits	\$69,813	\$0	\$14,743	\$3,212,508	\$699,188
- Health, disability, post-retirement, unemployment, retirement, worker comp, medicare, FICA					