

# **COVID Mitigation Plan**

Kodiak Island Borough School District

2022-2023

**ESSER III**

**American Rescue Plan**

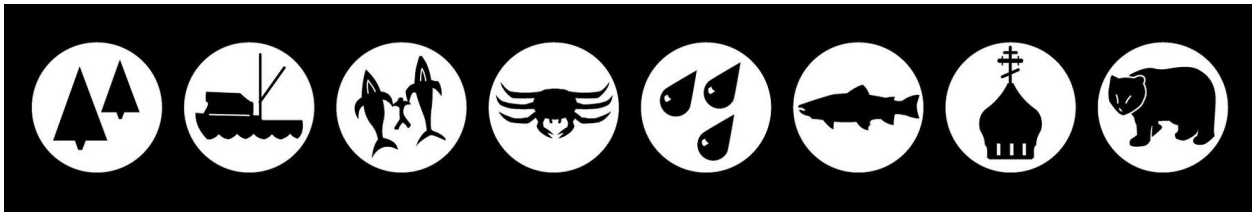
**ESSER II**

**Coronavirus Response and Relief Supplemental Appropriations**

**ESSER I**

**Elementary and Secondary School Emergency Relief Fund,  
Governor's Emergency Education Relief Fund**

*May 17, 2022*



# Contact Information

## District Information

Name of District: Kodiak Island Borough School District

District Point of Contact Name: Larry LeDoux, PhD

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# Assurance Agreement for ARP Act Mitigation Plan

The district assures either:

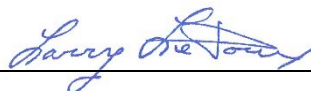
- a) It will, within 30 days of receiving ARP ESSER funds, develop and make publicly available on the district's website a mitigation plan for the safe return and/or continuation of in-person instruction and continuity of services as required in section 2001(i)(1) of the ARP and in the U.S. Department of Education's [Interim Final Requirements](#), or
- b) It developed and made publicly available on the district's website such a mitigation plan that meets statutory requirements before the enactment of the ARP Act that meets -federal requirements. (The ARP Act was enacted on March 11, 2021)

The district assures that:

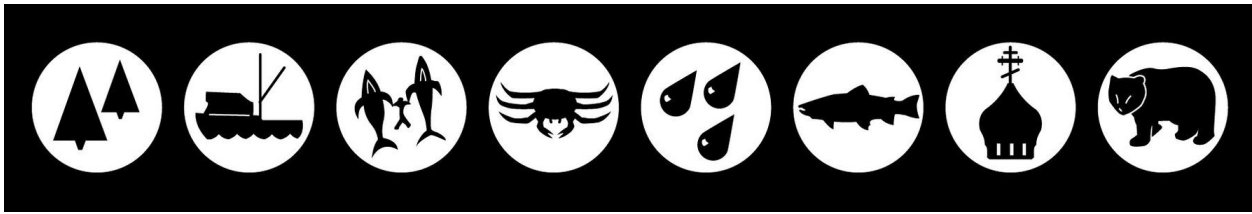
- a) It will periodically review and revise its mitigation plan, as appropriate, no less frequently than every six months for the duration of the ARP ESSER grant period (i.e., through September 30, 2023); and
- b) It will seek public input, and take such input into account, on (1) whether revisions are necessary and, if so, (2) the proposed revisions to the mitigation plan.

Before making the mitigation plan publicly available, the district **must seek public comment on the mitigation plan** and take such comments into account in the development of the plan.

Name of Superintendent: Larry LeDoux

Signature: 

Date: 5/17/22



# Mitigation Plan

## Plan Components

The Kodiak Island Borough School District, in partnership with community stakeholders has designed mitigation plans to effectively keep our school open to in person learning during the 2022-2023 school year. This plan outlines comprehensive prevention strategies that school administration, educators, staff, families, and students will engage in to ensure that KIBSD students have maximum access to in-person learning throughout the '22-'23 school year.

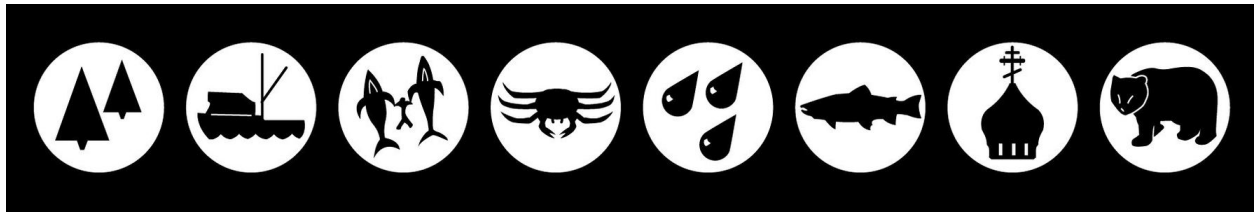
*Stakeholder input* During the 21-22 school year, KIBSD surveyed students, staff, families, community members, and stakeholders. Overall feedback was positive regarding the District's COVID-19 mitigations; receiving particular praise were the efforts of the District to keep schools open to in-person learning, and maintaining and/or implementing mitigation measures such as universal masking and COVID-19 testing options. Concerns remain over COVID-19 mitigations moving forward, including masks, testing, and quarantine requirements. Many respondents indicated a desire to see the District transition to optional masking for all staff and students, and responses to the impact of 'stay home when sick' protocols, as well as increased sanitization measures, were favorable across all surveys.

Based on the stakeholder input provided, and in consultation with the KIBSD Medical Advisory Committee, KIBSD may take steps to implement the following:

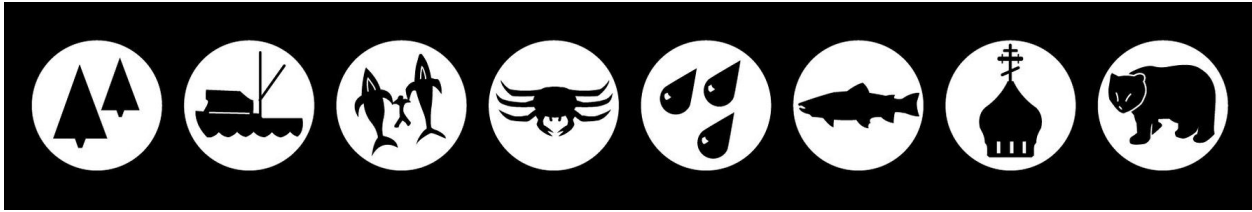
1. Masks
  - Mask usage for the 2022-2023 school year will be optional for all students and staff. Mask usage may be implemented as needed based on community contagion levels and CDC, AK Department of Health, and KIBSD Medical Advisory Committee requirements and guidelines, which could include mandating masking for a school or classroom as needed.

***Please see attached handout titled Appendix A***

2. Physical distancing (e.g., including use of cohorts/pods)
  - Physical distancing will be based on CDC, AK Department of Health, and KIBSD Medical Advisory Committee requirements and guidelines
3. Handwashing and respiratory etiquette
  - Handwashing and respiratory etiquette will be based on CDC, AK Department of Health, and KIBSD Medical Advisory Committee requirements and guidelines
4. Cleaning and maintaining healthy facilities, including improving ventilation



- Cleaning, maintaining healthy facilities and improving ventilation will be based on CDC, AK Department of Health, and KIBSD Medical Advisory Committee requirements and guidelines
- Cafeterias
  - It is planned for cafeterias to be open. Based on recommendations of our local medical advisory committee, we may move to in classroom service depending on contagion spread.
- Washrooms
  - Restrooms remain open
  - Restrooms cleaned regularly as well as nightly
  - Touchless faucets installed in sinks and toilets in all restrooms
- Locker Rooms/Hallway Lockers
  - Open. May be adjusted if recommended by local medical advisory committee.
  - Locker rooms electrostatic cleaned each evening as needed to respond to positive cases
- Classroom Areas
  - Classroom surfaces (desks, chairs, countertops) cleaned between classes/groups of students
  - Classroom barriers as needed and placed based on individual needs of each school
  - Tables/desks sanitized between each group
  - Electrostatic cleaned each evening as needed to respond to positive cases or increase in contagion
- Common Areas: (daytime hours)
  - Common areas and high touch surfaces cleaned frequently by custodians and staff
- Hallways
- Electrostatic cleaned each evening as needed to respond to positive cases or increased contagion
- After School Cleaning
  - Classrooms: electrostatic cleaned each evening as needed to respond to positive cases or increased contagion
  - Custodial will complete routine nightly cleaning
- Music/Gym
  - Equipment wiped down between groups
  - Areas electrostatic cleaned each evening as needed to respond to positive cases or increased contagion
- HVAC
  - Maximized room/building air exchanges
  - Increased frequency of air filter changes
- Playgrounds
  - Playgrounds open



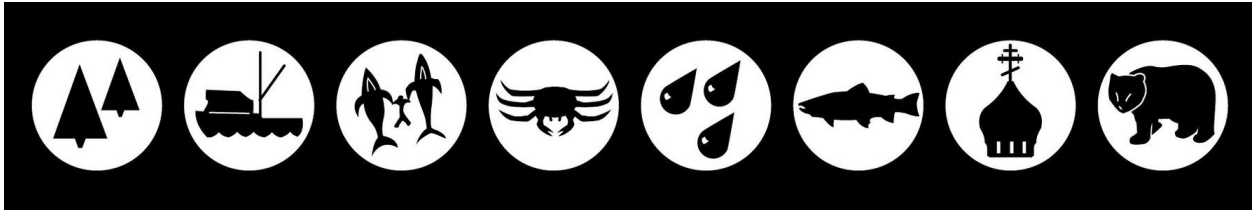
- Nurses' Rooms
    - Bathroom disinfected/ionized/wiped each night
    - Floors washed each night
    - Electrostatically cleaned if appropriate
    - Electrostatically cleaned on request as cases come in
    - Isolation room
    - One student per time/no line of students waiting
  - Signage
    - Adequate signage placed to show appropriate flow of traffic, handwashing, social distancing, and respiratory care
  - Classrooms with Positive Case
    - Electrostatically cleaned and sanitized
5. Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments
- Contract tracing is now the responsibility of the individual and/or family
  - District contract tracing efforts have been suspended but are able to be resumed should this mitigation become necessary due to contagion

***Please see attached handout titled Appendix B***

6. Diagnostic and screening testing
- Diagnostic and screening testing will be based on CDC, Alaska Department of Health, and KIBSD Medical Advisory Committee requirements and guidelines
  - Staff testing during 2022-2023 school year as necessary based on local contagion, and per recommendations
  - Close partnership with local medical providers

***Please see attached handouts titled Appendix C and Appendix D***

7. Efforts to provide vaccinations to educators, other staff, and students, if eligible
- Continue to support vaccination availability for those interested during the 2022-2023 school year
8. Appropriate accommodations for children with disabilities with respect to the health and safety policies
- Individual education program team members will provide guidance with regards to appropriate modifications and accommodations for students with disabilities to ensure a free appropriate public education



## Continuity of Services

The Kodiak Island Borough School District (KIBSD), with extensive input from our stakeholders, has developed a comprehensive plan for addressing student and staff needs. Throughout the past year we have learned a great deal about the increased stress and trauma related to the pandemic and its impact on our entire community. We are committed to improving systems and responding to the many layers of student, staff, and family needs. KIBSD has committed to a decision-making process that works to ensure equity is a focus throughout our entire planning and implementation process. KIBSD's stakeholders informed the priorities, and their input is invaluable to the goal setting and planning process.

It is important to note that we know and believe that our community and specifically our students are resilient. The Kodiak Island Borough School District is embracing this time as an opportunity to change systems that ensure equity, and we are focused on building for long-term change.

After analysis of over 1100 survey responses submitted by 53 high school students and 50 middle school students, and over 2600 survey responses from parents, KIBSD employees, and community stakeholders, included throughout this plan revision are the summary statements which reflect the input collected from the survey.

Plan components for continuity of services include:

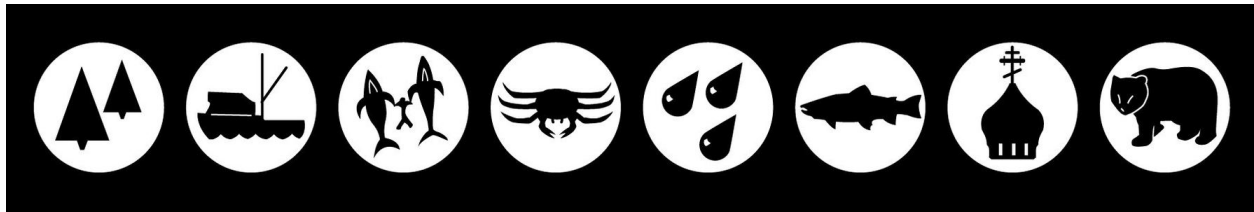
1. Addressing Student Social, Emotional, Mental Health Needs
2. Addressing Student Academic Needs
3. Ensuring Equitable Access to Learning
4. Addressing Staff Needs
5. Addressing Safety Needs

### 1. Addressing Social, Emotional, Mental Health Needs:

*Stakeholder Input: Students recognized that they like their classes and the return of clubs, sports, and extra-curricular activities. All three respondent groups emphasized appreciation for keeping schools open, and noted concerns with the long-term social, emotional, and academic impacts related to both remote learning and pandemic years. Staff and student stress and burnout were noted as a concern across surveys, in addition to access to adequate support from teachers, counselors, and community resources to address mental and emotional health concerns. Both students and staff noted that they would like to see increased communication with and support for students, particularly for those unable to attend class in person due to quarantine or isolation.*

Based on the stakeholder input provided, KIBSD will take steps to implement the following:

- **Health Curriculum Review:** Continue to develop and implement a comprehensive health program that addresses personal health, healthy relationships, physical fitness, and emotional

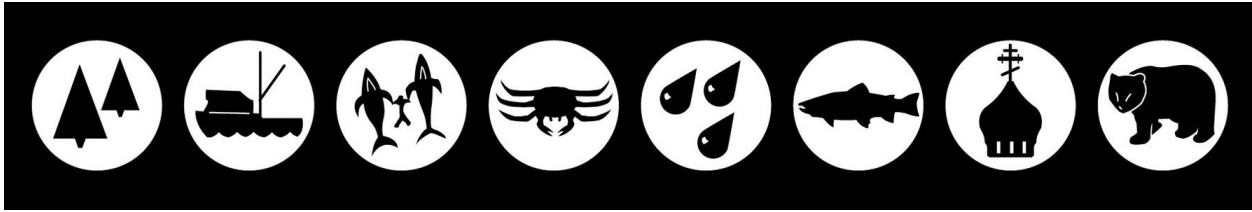


health. Student stress related to COVID-19 has shown the need for a need for immediate changes in the delivery, content, and timing of health-related issues.

- **Back to School Transitions:** Continue to implement Student Orientation programming for middle and high school students that address racism, behavioral expectations in common areas, activity opportunities, and support for academic/mental/emotional supports that will reacclimate students who have been separated due to COVID for over a year. Transition Support: Weeklong community building activities and orientation to buildings (focus on 6<sup>th</sup> and 9<sup>th</sup> grade students)
- **Family Supports:**
  - Continue to employ a social worker to address home-based challenges that interfere with a student’s opportunity to learn and initiate a systems approach to address student needs
  - Establish and maintain a Family Resource Center to support families through offerings such as translation services, family trainings and resources
- **Family Empowerment Programming:** With community partners, offer family training in topics that address social emotional needs of students, behavior support, academic support, online safety, and other areas of parent interest
- **Social Emotional Supports:** Identify and implement research-based interventions that include small group and individual instruction
- **District-wide Training:** Provide training for staff in strategies designed to ensure respectful and trauma informed responses to behavior
- **Alternative Programming:** Create an alternative education program at Kodiak Middle School designed to provide an atmosphere in which students who have experienced stress can experience success
- **Mental Health Summer Services:** Continue to provide access to therapeutic services for students during the summer
- **Increase School Counseling Services:** Reassign testing coordination to remove the responsibility for secondary counselors to administer academic and post-secondary testing
- **School Climate and Connectedness:**
  - Continue Green Dot (bystander intervention training)
  - Continue Restorative Discipline Program
  - Continue to implement clear expectations for student behavior in common areas
  - Conduct School Climate and Connectedness Survey

## 2. Addressing Student Academic Needs:

*Stakeholder Input:* Stakeholders continue to express concerns regarding academic gaps and shortfalls resulting from recent pandemic school years. Of particular concern were the impact of fluctuating between in-person and remote instruction, and the inconsistencies present when transitioning between dual modalities, both for teachers and students. All students noted concern about student engagement and loss of learning, with many students expressing concern over failing grades. Students in particular voiced concern over the impact of remote instruction on their learning and grades. For those students who stated they were falling behind, many expressed a desire for additional time to complete work, including through the use of homework clubs, advisory periods, study halls, and tutoring, with others



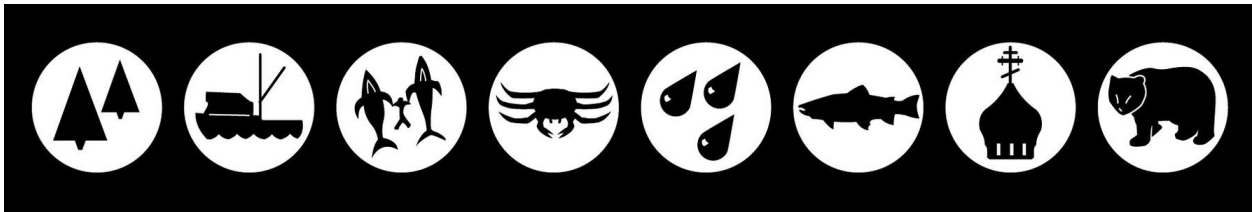
*suggesting ways to increase communication of assignments and deadlines, particularly when transitioning between in-person and remote learning environments.*

*The desire for continued and improved communication between the Board, District administration, parents and the community was another prominent theme in survey responses from stakeholders, with particular emphasis on communication relative to curriculum development and implementation.*

Based on the stakeholder input provided, KIBSD will take steps to implement the following:

- **Data-Informed Instruction:** Ensure that staff are able to evaluate data and design effective interventions
- **Family Resource Center:**
  - Provide translation services
  - Act as a cultural ombudsman to ensure parents are full partners in their child's education
  - Act as a cultural liaison between parents and the school system
  - Assist parents in advocating for their students
  - Provide family trainings and increase access to supports
- **Academic Screening:** Utilizing Fast Bridge as a screening tool to evaluate academic growth of all students to identify students at increased risk in reading and math
- **PreK-12 Literacy:**
  - District-wide focus on PreK-12 literacy instruction using research-based strategies to increase achievement (LETRS)
  - Professional development in reading instruction for all teachers (PreK-12) and administrators
  - Integrate a phonics-based component in primary reading instruction
  - Hire a reading specialist to provide direct support to teachers and interested parents in reading and literacy
  - Increase preschool capacity to support school readiness
  - Provide increased access to reading materials, including first-language-based literacy materials
- **Learning Opportunities Outside of Regular School Day:**
  - Continue to provide after-school and evening study centers for students who need academic support or a safe atmosphere for learning (6-12)
  - Elementary call backs for students who need academic intervention
  - Continue to provide after school programs that integrate academic enrichment activities
  - Continue to provide distance learning opportunities through an alternative digitally based program for on-line learning options (Apex, e-Dynamics)
- **Alternative Programming:** Create an alternative education program at Kodiak Middle School designed to provide an atmosphere in which students who have experienced academic challenge or school-related stress can experience success





- **Career Technical Education:** Develop and implement a comprehensive Career Technical Education program that will allow students to practice hands-on skill development that will contribute to effective post-secondary planning
  - Develop clear 6-12 career pathways
  - Ensure CTE programming reflects workforce needs
  - Develop opportunities for OJT, work experience, and apprenticeship programming
  - Ensure that students have math and literacy skills prerequisite to career choice
- **Post-Secondary Planning:** Provide a culturally responsive 6-12 student and parent engagement program designed to educate parents and students on post-secondary opportunities that address scholarships, academic and vocational prerequisites, and financial planning, e.g.: Island GRAD Project
- **Paraprofessionals:** Ensure that paraprofessionals have the training necessary to support academic, social emotional and behavioral interventions.

### 3. Ensuring Equitable Access to Learning:

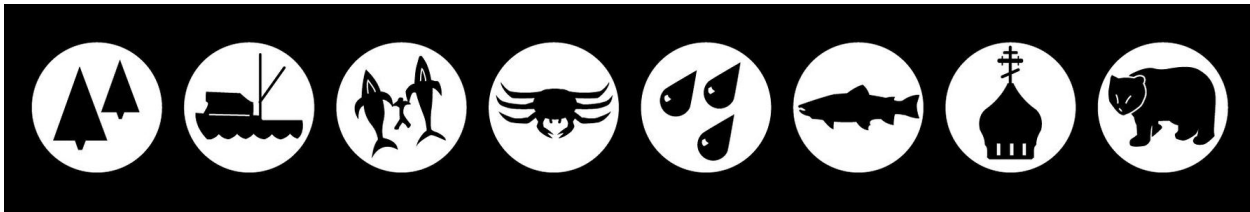
*Stakeholder Input:* Respondents in all groups emphasized appreciation for the return to in-person student activities and clubs, and staff and stakeholders expressed strong interest in resuming parent involvement opportunities in the schools as soon as possible.

*Concerns from students and staff were brought forward surrounding support for students in remote learning, including challenges amplified by limited access to home internet, and the challenge that transitions to remote learning create for families attempting to provide learning support at home.*

*Stakeholders brought forward additional concerns regarding the existing equity gap, and the impact of additional barriers made prevalent by recent pandemic learning years.*

Based on the stakeholder input provided, KIBSD will take steps to implement the following:

- **Equity:** Identify and address systemic inequity that impacts student learning and access to learning opportunities
- **Transportation:**
  - Provide transportation for afterschool and evening academic programming
  - Provide a Main Elementary bus route to serve students living in the Main Elementary Boundary area
- **Family Resource Center:**
  - Provide translation services
  - Act as a cultural ombudsman to ensure parents are full partners in their child's education
  - Act as a cultural liaison between parents and the school system
  - Assist parents in advocating for their students
  - Provide family trainings and increase access to supports
- **Supplies, Materials, & Student Fees:** Eliminate academic and activity fees (activities, class supplies, college placement and AP exams)



- **Digital Access:** Provide equitable access to cellular device options and bandwidth support necessary to access distance learning opportunities

#### 4. Addressing Staff Needs:

*Stakeholder Input:* Staff members voiced concerns regarding staff stress and burnout, sharing a desire for increased support for staff mental health and overall well-being. Additionally, staff request for additional support when managing teaching in both in-person and virtual formats, particularly when managing both simultaneously.

Staff shortages, teacher retention, and concerns related to administrative turnover were also prominent themes in staff survey responses. Staff members suggested increased opportunities for communication between administrators and teachers, including as it pertains to the hiring of new leadership. Respondents offered suggestions for recruitment and retention efforts, including increased pay and/or benefits for substitutes, and the use of incentives.

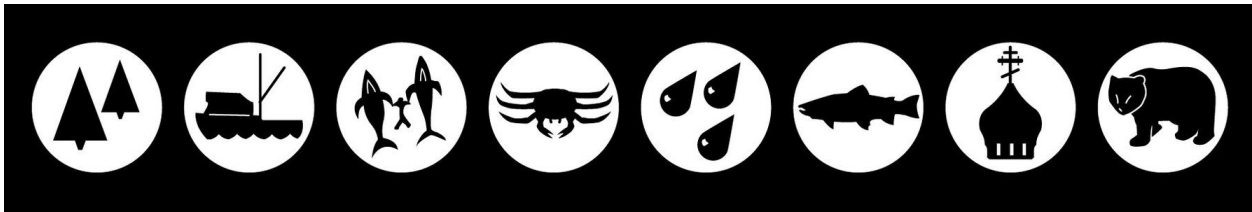
Based on the stakeholder input provided, KIBSD will take steps to implement the following:

- **Teacher Mentors:** Provide access to coaching and training for new teachers that will facilitate increased retention and develop quality instruction
- **Shared Leadership:**
  - Secondary department heads will be identified to ensure grades 6-12 content continuity
  - Establish a committee for collaborative input relative to retention and recruitment
- **Interest-based Bargaining:** Pursue the use of interest-based bargaining during negotiations with employee associations in Fall 2022
- **Staff Health and Wellness:**
  - Institute a health and wellness committee to facilitate social emotional and physical well-being
  - Open district fitness facilities for staff use
  - Organize a variety of healthy activities
  - Provide access to therapeutic counseling through Magellan
  - Provide opportunities for staff to connect with peers
  - Annual satisfaction and engagement survey

#### 5. Addressing Safety Needs:

*Stakeholder Input:* Overall feedback was positive regarding the District's COVID-19 mitigations; receiving particular praise were the efforts of the District to keep schools open to in-person learning, and maintaining and/or implementing mitigation measures such as universal masking and COVID-19 testing options. Concerns remain over COVID-19 mitigations moving forward, including masks, testing, and quarantine requirements. Many respondents indicated a desire to see the District transition to optional masking for all staff and students, and responses to the impact of stay home when sick protocols, as well as increased sanitization measures, saw favorable response across all surveys.

Based on the stakeholder input provided, KIBSD will take steps to implement the following:



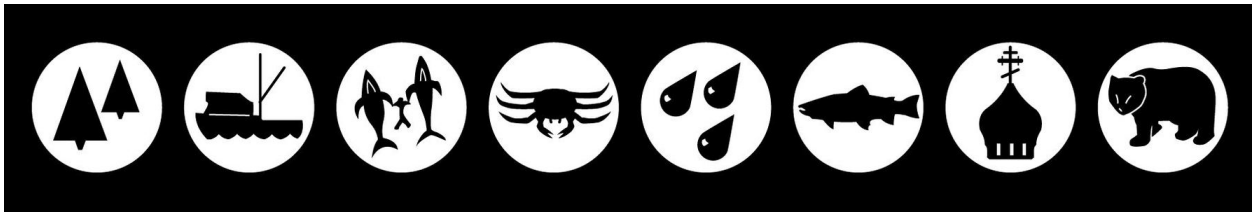
- **Nursing Coordinator:** Hire a full-time nurse to supervise COVID response and mediations, provide guidance and support to nursing staff, administration, staff and families related to COVID-19 quarantine procedures, facilitate mitigation efforts and response planning, and act as a liaison between the local Medical Advisory Committee and public health
- **Custodial Staffing:** Provide sufficient custodial support and necessary training for mitigation-related cleaning
- **Supplies, Equipment, and Materials:** Purchase COVID-related materials that support a safe school environment, i.e.: filters, sanitizers, electrostatic cleaning supplies
- **Medical Advisory Committee:** Continue to seek input from a local medical advisory committee with regard to mitigations
- **COVID-19 Testing:** District symptomatic and asymptomatic testing efforts have been suspended but are able to be resumed should this mitigation become necessary due to contagion

### Periodic Review

ARP Mitigation Plan will be reviewed with through stakeholder surveys on the following dates: October 2022 and March 2023. Further meetings will be scheduled as necessary.

Surveys will be distributed to stakeholders including, but not limited to:

- District Administration
- Principals
- Teachers/Paraprofessionals
- KIBSD Professional Associations: KAA, KBEA, KIESA, KAP
- School Nurses
- KIBSD Medical Advisory Committee
- Parent/Teacher Organizations
- Students
- Community Members
- Tribal Organizations
- Civil rights organizations
- Stakeholders representing: The interest of students with disabilities, English language learners, children experiencing homelessness, children and youth in foster care, migratory students, children who are incarcerated, and other underserved students



## Appendices

- A.....COVID-19 Mask Protocols for all Students, Staff and Visitors
- B.....Close Contact Exposure – Students, Staff & Visitors
- C.....School Protocols for Symptoms
- D.....COVID Testing Options