

Superintendent Update

BACKPACKS ON

LAPTOPS OPEN

FUTURES
BRIGHT!



PREPARING STUDENTS
FOR LIFE

Superintendent Laura Mitchell



PREPARING STUDENTS
FOR LIFE

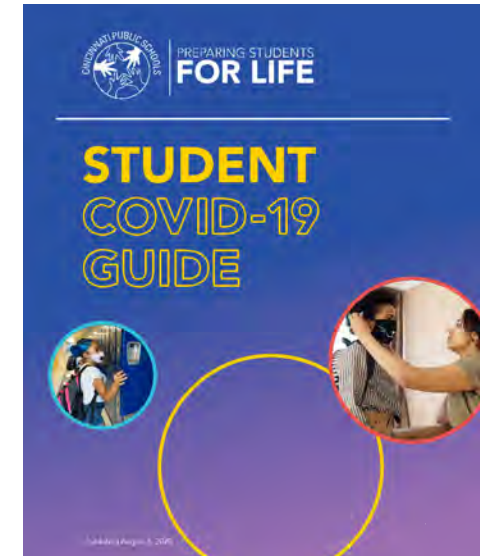
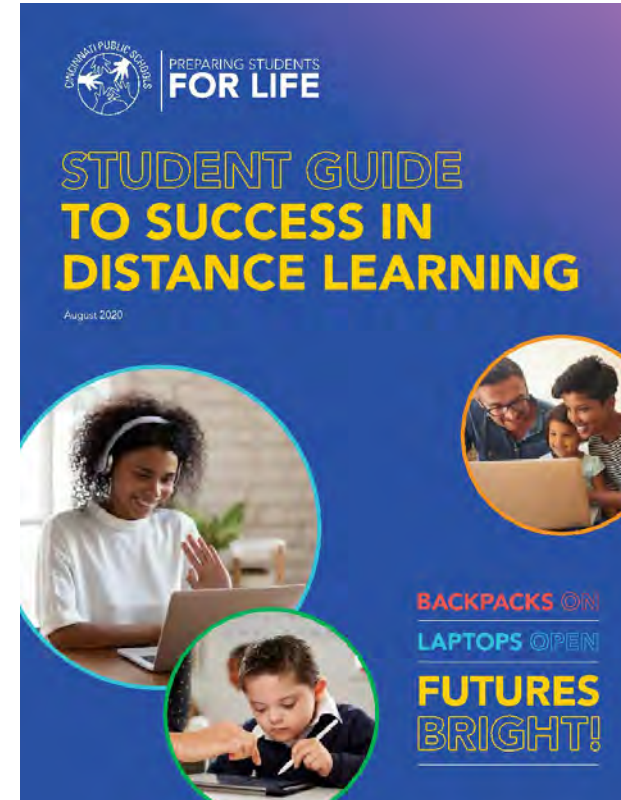


Town Halls for Employees, Parents and Athletics

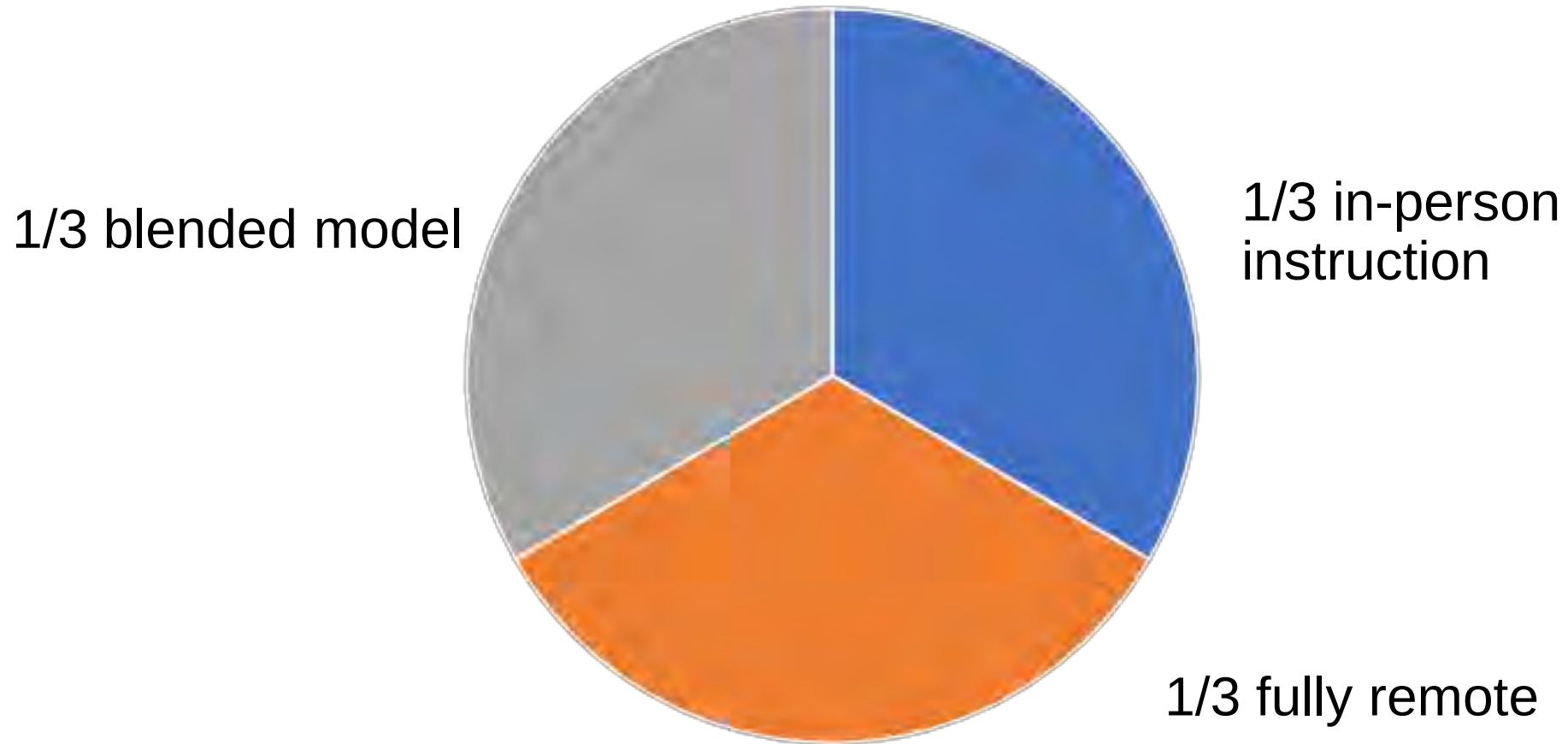
- Between August 6-11, the District hosted 10 town halls
 - 6 employee
 - 3 parent
 - 1 athlete
- Participants:
 - Employee — 3644
 - Parent — 2405
 - Athletics — 239
- Purpose: Listening and answering questions

Student Orientations

- Originally planned for in-person
 - Meet with teachers
 - Practice accessing devices and Schoology
- Adjusted to virtual based on parent/staff feedback
- Week of August 24
 - Parents pick up materials at schools
 - Virtual parent and student orientations



Return-to-School Update: Hamilton County



Source: Hamilton County Educational Services Center

School Safety Plan



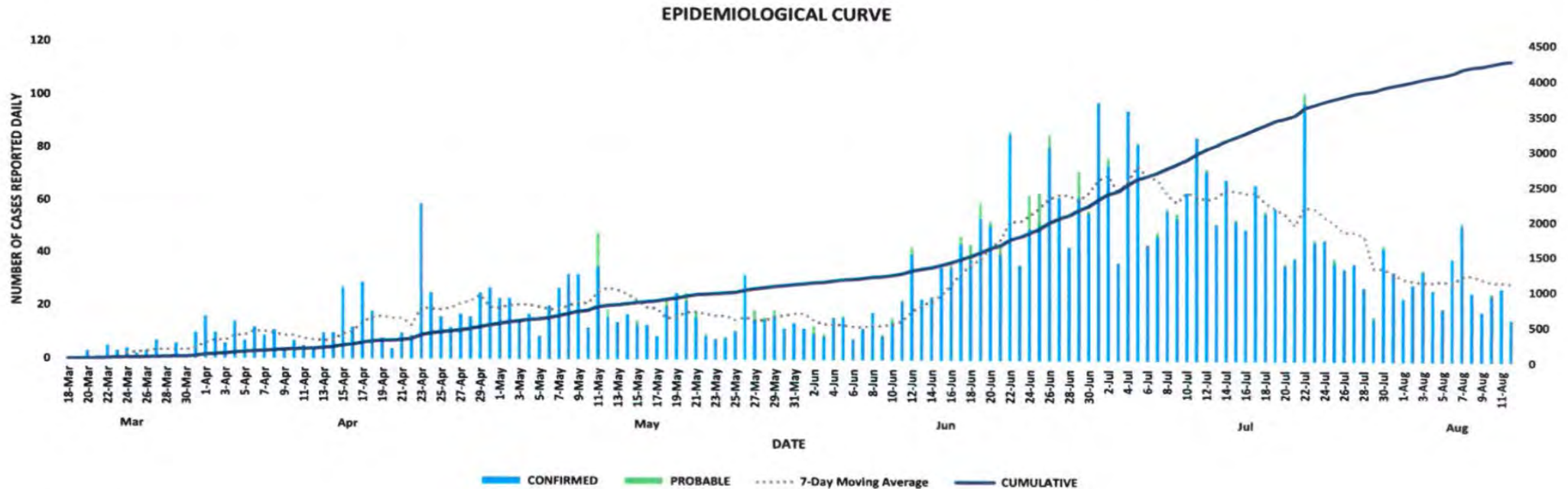
To be completed by August
13



To be completed by August
13

City of Cincinnati Data

August 12



UPDATED 8/12/2020 9:30am

*DATA IS PROVISIONAL CONTINGENT UPON COMPLETION OF CONTACT TRACING AND CONFIRMATION OF JURISDICTIONAL RESIDENCE

**IN ACCORDANCE WITH THE NEW CDC GUIDELINES, THE CDC EXPANDED (PROBABLE) CASE DEFINITION IS INCLUDED IN THIS REPORT. SEE: <https://www.cdc.gov/coronavirus/2019-ncov/covid-data/faq-surveillance.html>

**NUMBER OF INDIVIDUALS ACTIVELY MONITORED IS AN ESTIMATE, SUBJECT TO CHANGE

STATE DATA SOURCE: OHIO DISEASE REPORTING SYSTEM (ODRS)



BACKPACKS ON | **LAPTOPS** OPEN | **FUTURES** BRIGHT!

Visit **CPS-K12.ORG/NEWS/BACKTOSCHOOL**
for more information.



/CincinnatiPublicSchools



/user/lamCPS



@lamCPS



@lamCPS



PREPARING STUDENTS
FOR LIFE



PREPARING STUDENTS
FOR LIFE

Through Academic Achievement · Personal Well-Being · Career Readiness

Engaging Employees During the Reopening of School

CPS Board Meeting
August 2020

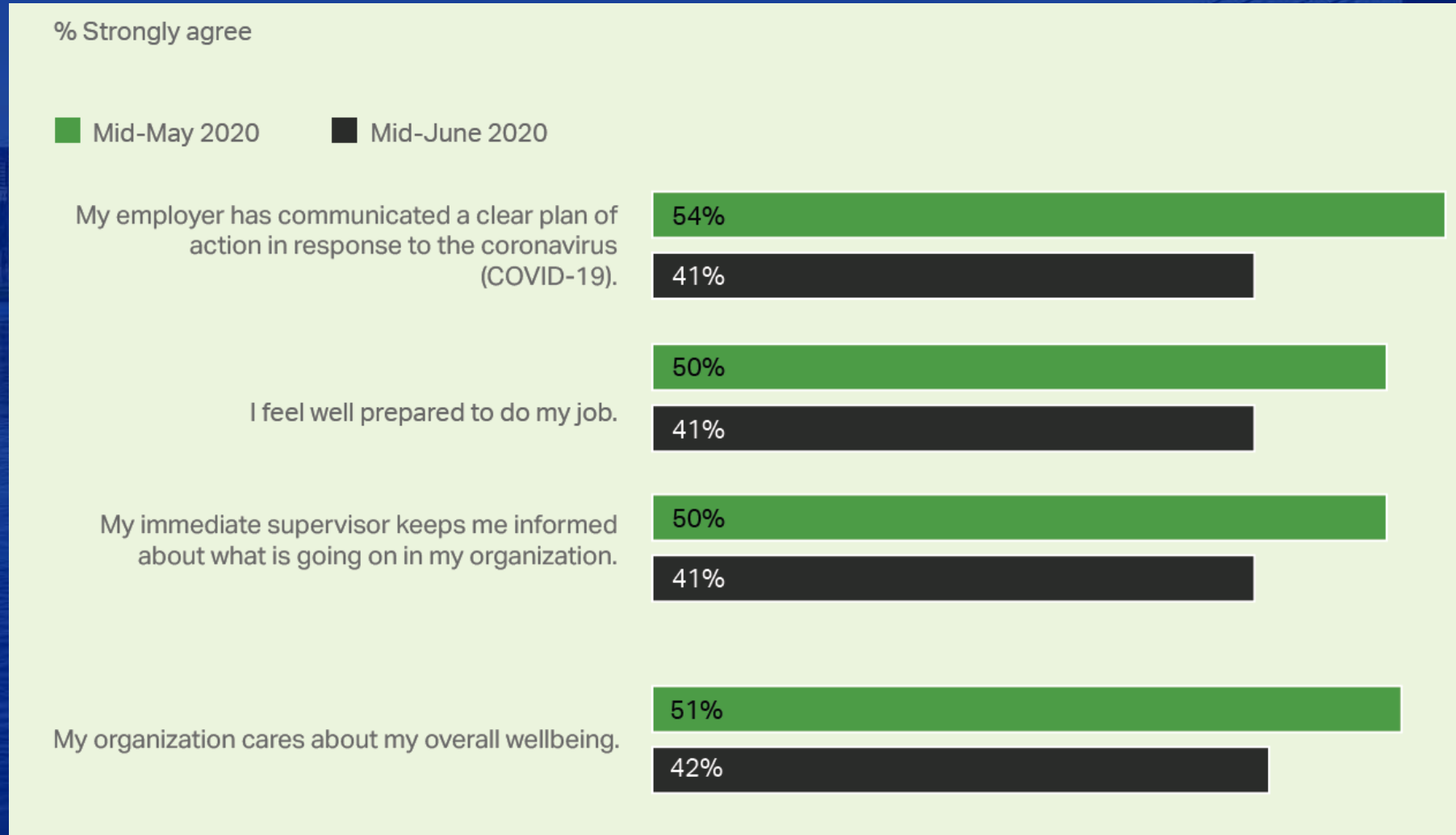
Passion Statement

Supporting employees to do their best so that our students can do their best.

Key Messages

- Employee engagement as we start the new school year in the midst of a pandemic is crucial.
- Our strategy to support employee engagement directly addresses internal needs and national trends.
- Our primary focus is supporting needs connected to care, focus, and being heard.

Research Shows Decline in Employee Preparedness Across US from May to June



Gandhi, Vipula. "As COVID-19 Continues, Employees are Feeling Less Prepared." Gallup Workplace, July 2, 2020. Retrieved from <https://www.gallup.com/workplace/313358/covid-continues-employees-feeling-less-prepared.aspx>.

CPS Employee Needs

To be cared for

- Prioritization of health and safety
- Trauma-informed Supports

To be focused

- Clarity on priorities and responsibilities
- Knowledge and understanding of organization direction

To be heard

- Opportunities to voice opinions
- Acknowledgement / actions when opinions are shared

Our Strategies to Meet Key Employee Needs

Care for Me

Creating opportunities for adults to connect, heal, and build their capacity to support students

Hear Me

Listening and responding to employee needs

Focus Me

Supporting leaders to implement and model trauma-informed practices

1. Creating opportunities for adults to connect, heal, and build their capacity to support students*

Asynchronous Opportunities

- Support for Teachers Affected by Trauma (STAT) [self-paced learning modules](#)
- CPS Self Care App (from The Well)
- Mindfulness reflection tools

Synchronous Opportunities

- Self Care Workshops
- Beech Acres Self Care & Resiliency Course
- New Teacher Induction “Caring for Self and Others”

Connect with peers

- Lunch ‘n Learns on self care and related supports
- New teacher LinkedIn support group
- Mindpeace support groups

Additional Resources

- EAP program
- Employee COVID-19 Guide
- Weekly support email communication
- Monthly employee newsletter with resources

2. Listening and responding to employee needs



“If employees don't feel supported or informed, their performance, engagement and wellbeing are on the line -- which puts bottom-line outcomes at risk too.”

-Gallup

3. Supporting leaders to implement and model trauma-informed practices

Training

- Trauma-Informed Management Best Practices
- Crucial Conversations
- Self-Care and Building Trust (for Teacher Leaders)
- DiSC Workshops

Resources

- Monthly Leadership Bulletin
- Tools (to support employee engagement and anti-racist and inclusive leadership)

Support

- Leadership Consultancy
- Peer Coaching
- Mentorship



“Managers account for 70% of the variance in team engagement.”

-Gallup

FIRST ever *Virtual New Teacher Induction!*

2019-20 Induction



2020-21 Induction



Highlights

- It was held on 8/5, 8/6, and 8/7 from 8:30 – 3:30 via GOOGLE MEET
- Over 150 New Hire employees participated daily!
- Who was represented in the New Teacher Induction:
 - ✓ General Edu Teachers from Prek-12
 - ✓ Schools Counselors
 - ✓ School Psychologist
 - ✓ Intervention Specialist
 - ✓ Fine Arts



Comprehensive Collaborative Induction

The induction program included a collaborative effort from each of the following departments:

- Human Resources
- Talent Management
- Peer Assistance and Review
- Cincinnati Federation of Teachers
- Environmental Health and Safety
- Department of Student Services
- Curriculum and Instruction
- Positive School Culture (PBIS)



2020-21 Virtual Overview

- Welcome from the Board and Superintendent
- HR overview including payroll and benefits
- COVID-19 Safety Protocols
- CFT benefits and supports
- Talent Management and LaunchEd
- Positive Behavior Intervention and Support (Mindful Music session)
- Professional Learning Focus: Building Relationships in a Virtual Environment
- Blended and Personalized Learning Differentiation and Mastery
- Increasing Student Interaction and Engagement
- Social media do's and don'ts



The background is a blue-tinted photograph of a suspension bridge, likely the Manhattan Bridge, spanning a body of water. In the distance, a city skyline with various skyscrapers is visible. The word "Questions" is overlaid in the center in a large, white, sans-serif font.

Questions



PREPARING STUDENTS
FOR LIFE