



STRONGER TOGETHER!



The Hays CISD 2020-2021 COVID-19
RESPONSE PLAN

July 20, 2020 Version

This plan is likely to change based on conditions surrounding the COVID-19 pandemic and updated guidance or requirements from health officials and regulatory authorities. Use the publication date above to make sure you are viewing the most recent version of the plan.

[En Español](#)



STRONGER TOGETHER!

One thing we do know, as a school district community, we are stronger together and we will make it through this incredible challenge.



During this pandemic, beginning with our first decision to close schools made on Friday, March 13, 2020, the primary driver of the district's school-based decisions has been, and will continue to be, the safety of our greater school district family. We must do everything we can to make learning as safe as possible for the nearly 21,000 students who attend district schools, the more than 3,000 teachers and employees of the district, and our parents and community members.

It's difficult in a normal year to make universal decisions that affect so many people. It is particularly difficult to make those decisions with sometimes short notice and rapidly changing guidelines, requirements, and directives. Thank you for your continuing understanding and your flexibility.

On Tuesday, July 14, 2020, the Hays CISD District Leadership Team (DLT), comprised of representation from every campus and department, as well as parents and the community, met to review components of this master return-to-school plan. In addition to the DLT, the district has a number of sub-committees working around the clock to address issues we know we will face in the fall – safety and security, health and sanitization, effective delivery of instruction (both online and in-person), access to technology and internet service for all, meal service for our most vulnerable families, and the general wellbeing of everyone.

This plan encompassed what we, as a district, intended to do, based on the best available information on the plan version date listed on the cover. Know that, like the COVID-19 pandemic itself, this plan will likely change and be updated regularly. Please make sure you have the latest version. The district will continue to communicate with parents, students, and employees regularly and will alert you to newer, revised versions of this plan when they are published.

Stay safe and always know that we are stronger together!



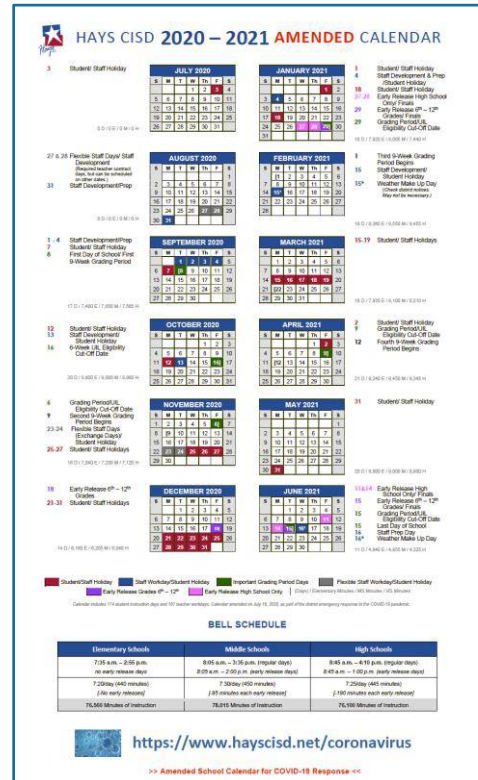
DELAYED START TO SCHOOL YEAR

The district believes the first line of defense against COVID-19 is time – time to allow the number of new cases and hospitalizations to come down from record highs in the Central Texas area.

Accordingly, Hays CISD has two major changes:

1. The district has shifted forward the entire 2020-2021 school calendar, moving the start date for school to Tuesday, September 8, 2020, which is the day after the Labor Day holiday. (Note: previously scheduled holidays and breaks have not changed)
2. Hays CISD instruction, using the new calendar, will be virtual (at-home and online) for the first three weeks of school.

The anticipated earliest date students would return to school buildings for in-person learning is Monday, September 28, 2020. This could be further delayed depending on the progress we've made in our community battling COVID-19.



AT-HOME AND IN-PERSON LEARNING CHOICE

Once in-person learning at Hays CISD schools resumes, parents will still have the option for their children to continue learning from home. Parents will be provided further information soon, as well as a secure link that will allow them to choose in-person or at-home learning. The district will ask parents to commit to their choices in grading period increments prior to a pre-established deadline in advance of the start of our grading periods.

More information regarding what in-person and at-home instruction will look like in Hays CISD is provided throughout this plan. Grades and attendance will count for both options.



STUDENT REGISTRATION

To continue to be connected to Hays CISD, and to ensure the district is able to properly plan staff and teacher assignments for the upcoming school year, please register your child as soon as possible. Hays CISD student registration is open online at: <https://www.hayscisid.net/registration>. Additionally, campus staff are available through email to assist you with the registration process.

TECHNOLOGY AND INTERNET ACCESS NEEDS

Last spring, the Hays CISD technology department loaned out more than 3,000 devices and internet hot spots to families in need of this equipment to participate in the online, virtual instruction provided by the district. Families and students were allowed to keep this equipment checked out during the summer and will continue to be able to use it as we navigate through the pandemic.



The district has purchased additional devices and internet hot spots to continue to support every family that needs access to the internet. If you need a device or internet connection for the upcoming school year, please note that when you register your child for school. Additional information about borrowing devices or internet hot spots will also be provided at a later date.

CHILD NUTRITION

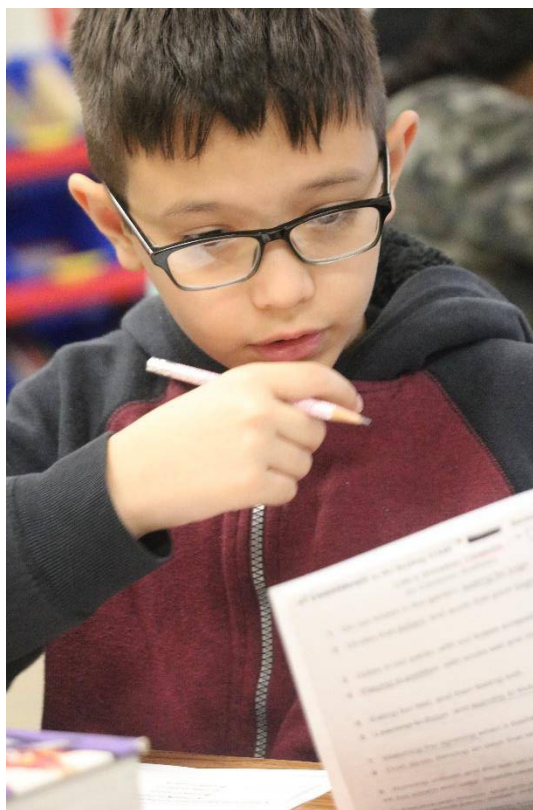
The Hays CISD Child Nutrition Department has never stopped. Though school went virtual in March in the district, the child nutrition staff has continued to provide thousands of meals, five days a week, for our families who need food during the pandemic. The district recognizes that



schools are sometimes the only reliable sources of nutritious food for some of our students. The district will continue to serve meals during the remainder of the summer into the next school year as we start in a virtual environment. Find out the most current meal service times and locations at: <https://www.hayscisd.net/eat>.

GENERAL INFORMATION ABOUT INSTRUCTION

This fall, Hays CISD will be implementing instructional practices to provide consistency across learning environments and to ensure the safety of students and staff. Regardless of the learning environment, Hays CISD is committed to ensuring that all students have an equitable and positive experience and access to high quality instruction. Throughout the 2020-2021 academic school year, we anticipate students will interact with instruction in two different environments, in person and virtual/remote learning. This dual approach to learning will necessitate the following:



- Teacher teams will plan instruction that is content consistent, yet environment specific to ensure equitable learning opportunities for all students.
- Learning experiences for students will utilize strategies and best practices associated with blended learning, a style of education in which students learn via electronic and online media as well as traditional face-to-face teaching.
- Instruction will be designed to meet the individual academic and environmental needs of students where they are.
- Students, regardless of learning environment, will engage in high quality learning and experiences aligned to Hays CISD curriculum and the Texas Essential Knowledge and Skills (TEKS).
- Students who are participating in face to face learning at school may move into virtual/remote learning for a period of time if needed for school closures, due to student/staff illness, or county or state regulations.
- Both the in person and virtual/remote learning experiences will utilize Schoology (a consistent learning platform), provide similar expectations for coursework and attendance, and follow the same grading guidelines.

NEW INSTRUCTION PLATFORM - SCHOOLOGY

We are proud of our students, teachers, and parents for coming together as a community for at-home learning during the spring of 2020 due to COVID-19, and we recognize and understand this was a temporary solution to a situation that progressed very rapidly and without warning. For the 2020-21 academic school year, we are fully committed and prepared to provide a more robust, aligned, and academically appropriate teaching and learning experience for all stakeholders.



This summer Hays CISD adopted Schoology, an integrated learning management solution that provides course management, mobile learning, and support for system-wide communication. Schoology enables our students, parents, and teachers to engage with learning materials and their school community from the classroom and beyond. In addition, students can digitally submit homework assignments, review grades, participate in interactive discussions, receive announcements and feedback, take tests, write academic blogs, and more. This platform helps students stay organized, and it keeps the class connected and aligned. Student progress and activity will be monitored by faculty to ensure a safe, secure, and controlled environment.

We look forward to using Schoology in our classrooms to enhance connectivity and **communication across our district. As a parent, you will be able to view your child's activity within the platform with your own login.** A Schoology Parent Account gives you access to:

- The classes in which your child is enrolled
- **Your child's upcoming assignments**
- School and class announcements

For a short view of the parent platform, visit: <https://youtu.be/BUKTfMtvCXI>. Additional information for students, parents, and teachers on the Schoology platform will be coming soon.



IN-PERSON LEARNING

Students and teachers will attend class in-person, five days a week, with additional safety measures in alignment with local, state and federal guidelines and recommendations.



- In this setting, teachers will provide in person instruction, learning resources, and support utilizing Schoology.
- Teachers will plan instruction that is quickly and easily transferable from in person to virtual/remote in the event of a temporary school closure due to COVID-19 spread.
- District-directed and campus-designed safety procedures will be implemented.
- Grades 6-12 students will be assigned schedules based on their course selections form completed last spring.

VIRTUAL/REMOTE LEARNING

Hays CISD will provide virtual/remote learning opportunities that will allow all students to engage in high quality learning experiences, utilize Hays CISD instructional resources, and meaningfully connect with their teachers and other students. All activities will be designed to meet the needs of the students in the online learning environment through individualized and differentiated experiences that are consistent with those of their grade level peers attending in person.

- In this setting, teachers will provide instruction, learning resources, and support through the use of Schoology.
- Parents/guardians will **support students as a “learning coach” and ensure they have access to a device and a place to work and are engaged in virtual learning activities.**

- HCISD will ensure open lines of communication between teachers, students, and parents as we work together to ensure each student is academically prepared and their social and emotional needs are being met.
- Teachers will utilize the same curriculum as they do for students who attend in person instruction and will design strategies for learning in the remote environment.
- Grading will be consistent with the HCISD Grading Guidelines and practices used for in person instruction.

For virtual/remote learning, Hays CISD will utilize both synchronous and asynchronous models of instruction.

SYNCHRONOUS INSTRUCTION

Synchronous learning is defined as two-way, real-time, live instruction between teachers and students, through the computer or other electronic devices. Students enrolled in synchronous learning will be assigned a virtual class schedule and must be available for live instruction during each school day.

Hays CISD student expectations for synchronous learning:

- Students attend class on time, per their class schedule.
- Students will follow Hays CISD dress code.
- Students are ready to engage and learn.
- Students should have a designated, distraction-free workspace to engage in learning.
- Students will show their faces on the screen to engage with the teacher virtually.
- Students will participate in the class activities, discussions, and assignments.

ASYNCHRONOUS INSTRUCTION

Asynchronous learning is a curricular experience where students engage in the learning materials on their own time, interacting intermittently with the teacher via the computer or other electronic devices. In this setting, teachers will provide instruction, learning resources and support through the use of Schoology.

Hays CISD student expectations for asynchronous learning:

- Students will complete asynchronous activities assigned each day.



- Students show proof of participation in daily virtual instruction by satisfactorily completing assignments to demonstrate evidence of student learning, e.g., video, picture, or activities submitted as lessons and/or completing assignments.
- Students and parents will communicate with the teacher when needing additional assistance, tutoring, etc.

VIRTUAL/REMOTE ATTENDANCE

It is important that students understand that attendance for virtual/remote learning is based on daily engagement, not solely the completion of assignments. State law TEC §25.092 and Hays CISD Policy local and legal still require students to attend at least 90% of their classes to receive credit and be promoted. Remote attendance will count in the same manner as on-campus (in person) attendance in satisfying this requirement.

SCHOOL SUPPLIES

The district is currently developing special school supply lists for students who will be learning in-person and at-home. These lists will be published as part of the normal back-to-school information you will receive in August.

SPECIAL EDUCATION & STUDENT SUPPORT

Hays CISD will ensure that students with disabilities have access to a free and appropriate public education (FAPE). We will ensure that, to the greatest extent possible, each student with a disability can be provided the special education and related services identified in the student's individualized education program (IEP).

GENERAL GUIDANCE

- Students with disabilities will follow the same guidelines and protocols with special consideration given to meet their individual needs.



- Students who are entitled to instructional and related services through an ARD (Admission, Review and Dismissal)/IEP, §504 Plan, etc. and who choose to enroll in Hays CISD's Virtual Learning will be required to convene an appropriate meeting to revise their supports and services to ensure the District meets their individual needs.



- Special education instructional and related services will be provided in accordance with the ARD/IEP either virtually or face-to-face.
- Transportation for Virtual Learning students taking on-campus courses will not be provided, except as documented through an ARD/IEP, if the student is eligible for special education transportation as a related service, in order to access their special education services.

MEETING IEP SERVICE RECOMMENDATIONS

- All ARD and 504 meeting will be held virtually to continue to protect the health and safety of all.
- Hays CISD is committed to meeting the unique needs of students with disabilities by ensuring that ARD/IEP or 504 Committees convene as needed to discuss needs, review progress, and make individualized recommendations for our students.
- Hays CISD will review all health plans and IEPs prior to reentry into brick and mortar settings and revise them through an ARD with appropriate safety protocols, as needed.
- **The student's schedule of special education and related services should be accurately documented in the ARD/IEP to reflect what supports and services the student requires for FAPE whether attending school face-to-face or virtually.**
- For students attending face-to-face instruction, a contingency plan for services should be documented within the deliberations of the ARD/IEP/504 outlining how services will be implemented during remote learning, in the event of school closure.

SPECIAL EDUCATION SERVICES FACE-TO-FACE

Group sizes will comply with state and local regulations.

- Face coverings and protective barriers will be used when appropriate.



- Speech-language pathologists and teachers of the deaf or hard of hearing will wear clear face masks/shields as needed.
- Clear barriers should be used for small group instruction and individual assessments as needed.
- Floor tape or dividers should be used to separate large areas into smaller spaces.
- Staff will comply with all health/safety regulations to reduce risk of exposure.

Students' individual needs will be addressed on a case-by-case basis. In an effort to minimize potential exposure to our most vulnerable students, Hays CISD will:

- Focus on social distancing, handwashing with warm water or hand sanitizer for 20 seconds, and wearing masks.
- Require masks when social distancing is not possible.
- Post visual supports throughout building to remind and support understanding of expectations.
- **Keep each student's belongings separated using student** designated containers or areas.
- Minimize sharing of high-touch materials (e.g., assign each student their own device/materials for the day when possible).
- Sanitize all used materials daily.
- Utilize protective barriers as appropriate.
- Utilize grouping and scheduling strategies to reduce exposure.

PARTICIPATION IN UIL ACTIVITIES

Hays CISD recognizes the tremendous benefits of student participation in University Interscholastic League (UIL) athletic, fine arts, and other programs. The district has determined that all students participating in virtual instruction are eligible to participate in extracurricular and UIL activities as long as other requirements are met. UIL guidelines will be followed as they are announced for all aspects of extracurricular activities. We anticipate that changes and adjustments to normal schedules will occur. And, we anticipate there will be limits on fan participation (crowd sizes) and strict safety protocols in place if athletic and fine arts competitions are held in the coming months. Check schedules for sports and other activities on individual campus websites.



HAYS CISD EARLY LEARNING CENTERS

In alignment with the adjusted district calendar, Early Learning Centers (ELCs) will be open for childcare beginning August 27th, 2020. Please note that the district ELCs will only be open when employees are required to be at work, in-person. The safety of our staff and children are a priority. ELCs will follow district and state guidelines for child care centers. More information will be provided directly to our ELC families soon.

EXTEND-A-CARE YMCA PROGRAMS

In alignment with the adjusted district calendar, our partnership with Extend-A-Care YMCA will provide on-site, after school childcare beginning on September 8th, 2020, while school is in virtual session. Summer camps will be extended through September 4, 2020.

NEW POP-UP CHILD CARE PROGRAMS

In order to support our community needs as a result of virtual learning and potential school closings in the district, our partners at Extend-A-Care YMCA will be offering child care opportunities at pop-up locations as needed. They will offer full-day child care at centralized sites and at Hays CISD campuses. Look for more information on these pop-up locations as we get closer to the start of school. For more information about after-school programs, visit www.eacymca.org.



EXTEND-A-CARE YMCA PROGRAM SAFETY PROTOCOLS

Child and staff safety are a top priority. Current safety measures and protocols include:

- A screening process for all staff and children entering site (including temperature check)
- Curbside pick-up
- Masks required for all staff and children
- All students and staff will practice social distancing
- Hourly cleaning of all program spaces
- Daily deep cleaning for each classroom



SPECIFIC DISTRICT HEALTH & SAFETY MEASURES

These safety measures in response to COVID-19 are based on the most current information available from local health officials and regulatory authorities. Changes and adjustments to these protocols may be necessary to continue to comply with federal, state, county, and city guidelines. These standards and protocols will be updated as we learn new information and improved ways to combat the COVID global pandemic.



SCREENING

- Staff will be required to self-screen for COVID-19 symptoms prior to reporting to work each day (including temp check)
- Parents/guardians are expected to screen their students for COVID-19 symptoms each day prior to sending their student to school (including temp check)
- Teachers will monitor students and refer to the nurse if symptoms are present.

FACE COVERINGS

- In order to protect our students and staff, face coverings will be required for all students and staff at school where maintaining 6 feet apart is not possible. Masks include non-medical grade disposable face masks, cloth face coverings (over the nose and mouth), or full-face shields to protect eyes, nose, and mouth.
- **Students' individual needs will be addressed on a case by case basis. Requests for accommodations should be submitted to the campus administration.**
- Each individual is responsible for providing their own face covering.

ISOLATION PROTOCOLS

- When a student has displayed symptoms of COVID-19, the school nurse will provide a clinical assessment to determine if and when a student needs to be sent home.
- Students who are ill will be separated from their peers and should be picked up within 30 **minutes and no later than 1 hour from the time the campus contacted the student's parent/guardian.**



- In the event of a presumptive or positive COVID-19 student/staff on campus, other students will be removed from the classroom and taken to an alternate location on campus (e.g. go on a walk outside, move to a different classroom, etc.) so that the classroom can be disinfected.
- District communication will be provided to the staff and parents of students who came in contact with a COVID-19 positive student or staff member based on CDC guidance.
- Staff members displaying COVID-19 symptoms will follow district protocols including isolation from students and other staff members. Note that the Families First Coronavirus Response Act (FFCRA) provides leave support for staff required to quarantine or who test positive for COVID.
- Students or staff who come into close contact with a COVID-19 positive individual will be asked to self-quarantine for 14 days and may not return to campus during that time. The CDC defines close contact to include anyone who came within 6 feet of an infected individual for at least 15 minutes starting from 48 hours before illness onset until the time the patient is isolated. Close contact occurs in this situation regardless of whether the individuals wear face coverings.

PHYSICAL BARRIERS

- Physical barriers are being provided in reception areas as designated by campuses.

TRANSPORTATION

- The district encourages the use of personal transportation, if possible.
- One student per seat on busses, if possible. Family members may be seated together.
- Masks will be required in order to ride the bus.
- Buses will operate with assigned seating.

MEALTIMES

- Students will pick up meals from the cafe with the exception of Pre-K.
- Staggered mealtimes will be utilized to accommodate the number of students entering the area to abide by social distancing guidelines.
- Cafeterias, classrooms, and outdoor areas may all be utilized in order to provide for spatial distancing while meals are eaten.
- Physical barriers will be utilized in cafeterias as needed for safe use of cafes for eating.
- Face coverings may be removed only when actively eating.

HAND WASHING AND HAND SANITIZER

- Alcohol-based hand sanitizer will be available at campus entrances, in classrooms, in the cafeteria, and in common areas throughout the campus.
- Staff and students will be expected to wash or sanitize their hands regularly.
- Hand sanitizer will be added to the school supply list.



CAMPUS VISITORS AND EVENTS

- No in-person assemblies will be held at this time.
- Meet the teacher, open house, parent conferences, etc. will be held virtually.
- Campuses will utilize virtual meeting options when possible to limit campus visitors.
- No visitors into the campus beyond the reception area.
- Essential volunteers may be used by campuses as needed; no children will be allowed with volunteers.
- All volunteers must be screened including a temperature check prior to building entry.
- Campuses will have a process to provide spatial distancing in the reception areas.

WATER FOUNTAINS

- Fountains open for water bottle filling only.
- Reusable water bottles added to the school supply list.

SPACING IN THE CLASSROOM

- Desks or tables will be spatially distanced as much as instructionally possible.
- The use of outdoor space for learning will be considered when possible.
- Whenever possible, students and staff will maintain consistent groupings of people to minimize the spread of the virus. Additionally, supplemental services will be grouped by grade level when possible.

ARRIVAL PROCEDURES

- Early bird arrivals are strongly discouraged. Any students dropped off before the building is open will not be allowed inside the building and should remain in their vehicle.
- Separate entrances will be utilized for car riders, bus riders, walkers, and daycares.
- Students will go straight to the classroom upon arrival and will not wait in a centralized holding area.
- Parents will not be allowed to walk students to classrooms.
- Campus specific bus procedures will be developed.

DISMISSAL PROCEDURES

- Campuses will designate staggered dismissal groups and/or times. Staggering the times and groups of walkers, car riders, bus riders, and daycare students will help manage student movement in the building and decrease the risk of potential crowding outside at dismissal time.
- Separate exits will be utilized for car riders, bus riders, walkers, and daycares.
- There will be bus procedures based on campus specific needs.
- Early pickup will not be allowed within one hour of dismissal.



MOVEMENT IN THE BUILDING – TRANSITIONS

- Where possible, one-way traffic throughout campus corridors will be established.
- Walking pathways throughout the building will be **designated “stay to the right.”** This includes the entrance and exit doors.
- When possible, it is recommended that students make transitions outside of the building.
- Where possible, teachers will move to students for transitions in instruction, and students will remain in their homeroom class.
- Staggered scheduling will be utilized as needed to minimize congregation.

RECESS, PHYSICAL EDUCATION (P.E.), AND SPECIALS

- Staggered scheduling and creative recess areas will be utilized to promote daily recess.
- Campuses will consider limiting the number of students per recess group.
- All students and staff will be required to use alcohol-based hand sanitizer before entering the playground and upon exiting the playground.
- Brain breaks will be implemented as needed, at the discretion of the campus/teacher.
- **“Mask breaks” will be implemented as needed.**
- PE classes will be conducted outdoors whenever possible. Appropriate social distancing measures will be followed.
- Students will use their own art supplies.
- Music and PE equipment will be sanitized and wiped down after each use.
- Having specials in the classroom or outdoors is recommended.



PROTOCOLS FOR CLEANING AND DISINFECTING

- Staff will limit the use of shared supplies when possible.
- Protocols will be established for cleaning classrooms throughout the day.
- All high touch areas will be disinfected daily.
- The cafeteria will be disinfected between lunch periods.
- Staff will have access to disinfectant supplies to sanitize working surfaces and shared objects after each use and during breaks in instruction.



TEACHER & EMPLOYEE SUPPORT

Employee information and guidance provided in this plan is fluid and could change, if necessary, to meet the needs of our employees. The district is continuing to monitor all aspects of employee return to work. Hays CISD knows that **employees are our students' best assets**, and that employee needs and safety are at the top of the priority list. The district will continue to communicate with employees any changes as new information is received and becomes available.



EMPLOYEE RETURN TO WORK SCHEDULES

Based on the new academic calendar, the school year will start on September 8, 2020. Teachers and instructional paraprofessionals (187-day employees) will return to work on August 27, 2020. August 27 & 28 are flex days for teachers only. Teachers and staff will not be able to access their campus until August 17, 2020, which is a date that could change depending on the COVID threat at that time.

All campus instructional personnel will be expected to provide virtual instruction beginning on September 8, 2020. During the first three weeks, school will be conducted virtually from home or the classroom (with required personal protective equipment). In-person instruction will begin September 28, 2020, unless the district extends the virtual environment.

Non-instructional staff whose calendar differs from teachers and instructional paraprofessionals will need to review and adhere to their new work schedule calendars and contact their immediate supervisors or the Human Resources Department with any questions.

All staff are expected to adhere to their employment calendars. Working remotely or in the office **will be determined by the employee's position**, district leadership, and local government mandates. Information regarding re-entry to the workplace will be communicated at least 2 weeks in advance for all non-instructional staff.

The current recommended, tentative return date for all non-instructional staff is August 17, 2020. However, this date may change. Departmental in-office plans will be made and

communicated by supervisors to their respective staff members prior to the return date. If a non-instructional staff member requests to not return to the office, they must contact Dabney Barrett in Human Resources (dabney.barrett@hayscisd.net).

EMPLOYEE ACCOMMODATIONS

If an employee’s physician requires them to self-isolate in order to limit contact with the general public due to a personal medical condition or immediate family member’s condition, please contact Dabney Barrett (dabney.barrett@hayscisd.net) in Human Resources to determine if you are eligible for a medical accommodation. All medical accommodations will be determined on a case-by-case basis (utilizing ADA interactive process), and the district will prioritize based on the individual’s medical situation, campus, grade level, and department.

The deadline to submit for a medical accommodation for the 2020-2021 school year will be on August 10, 2020.

FAMILY AND MEDICAL LEAVE ACT (FMLA)

If an employee is unable to work, they may be eligible for the Family and Medical Leave Act (FMLA) which entitles eligible employees with up to 12 weeks of unpaid, job-protected leave for specified family and medical reasons, with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

The employer will require the employee to submit a medical certification from a health care provider to support the employee’s need for FMLA leave to care for a covered family member with a serious health condition or for the employee’s own serious health condition.

FMLA is designed to help employees balance their work and family responsibilities by allowing them to take reasonable unpaid leave for certain family and medical reasons. It also seeks to accommodate the legitimate interests of employers and promote equal employment opportunity for all employees.

COVID-19 RESOURCES AND INFORMATION FOR EMPLOYEES

The Families First Coronavirus Response Act (FFCRA) provides paid sick leave support for employees for specified reasons related to COVID-19. Employees may be eligible for paid sick leave for situations such as quarantine or COVID-19 illness. For additional information see the following resources.

[COVID-19 Family First Coronavirus Response Act – Employee Rights \(En Español\)](#)

[Employee Exposure Flowchart](#)

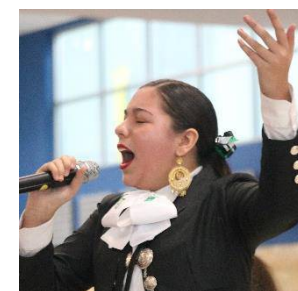
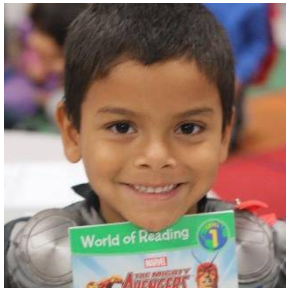
[Employee Safety Protocol](#) *(All employees will be required to read and acknowledge this document in their TalentEd Records manager, and adhere to these safety requirements prior to the 2020-2021 academic school year.)*



A FINAL THOUGHT

We know, based on the nature of this pandemic and the size of our district, odds are not in our favor for us to be completely COVID-19 free as the new school year gets underway. Our best efforts to keep campuses safe will make a huge difference, particularly if we all do our part. But what happens if we have a student or teacher test positive? Currently, there is no easy answer. Much of that will depend on the specific circumstances surrounding the case and the most recent protocols and requirements in place at the time from health officials and experts.

It's always good to be prepared. Parents, employees, and students have demonstrated remarkable flexibility with COVID so far, and it looks like we'll need to keep at the ready, for the time being, to make quick adjustments. This whole experience is in no way ideal, but we'll do our best. It's about safety first and foremost. It's about caring for each other and our neighbors. It's about everyone working together. And, together, we are indeed stronger!



ACKNOWLEDGMENTS

The Hays CISD community is grateful for the service of everyone who is working diligently this summer to make sure the district continues to provide quality instruction in a safe manner. The District Leadership Team (DLT) members, in partnership with the Hays CISD Curriculum and Instruction, Safety and Security, Student Health Services, and Technology Departments have been instrumental in the decision-making and procedure development process.

HAYS CISD DISTRICT LEADERSHIP TEAM MEMBERS

Jerri Lopez	Blanco Vista Elementary	Shawna Mayerson	Live Oak Academy
Marta Sarkady	Buda Elementary	David Burton	Hays High School
Peyton Perez	Carpenter Hill Elementary	Stephanie Sanders	Lehman High School
Whitney Lorentzen	Camino Real Elementary	Geoffrey Ashford	Johnson High School
Hilary Adamson	Elm Grove Elementary	Jennifer Segura	IMPACT Center
Stephanie Jaramillo	Fuentes Elementary	Kathy Noack	Elementary Non-Teaching Professional
James Hickey	Tom Green Elementary	Dedrah Ginn	Middle School Non-Teaching Professional
JoAnn Zavala	Hemphill Elementary	Megan Zembik	High School Non-Teaching Professional
Stacey Magnesio	Kyle Elementary	Rick Bough	District Level Non- Teaching Professional
Grace Castaneda	Negley Elementary	Omar Baca	Parent
Lindsey Samford	Pflugger Elementary	Courtney Runkle	Parent
Krista Milan	Science Hall Elementary	Michael Cariaga	Parent
<i>(temporarily vacant)</i>	Tobias Elementary	Fred Guerra	Community Member
Klaudia Byrom	Uhland Elementary	David Thomason	Community Member
Megan O'Neal	Barton Middle School	<i>(temporarily vacant)</i>	Business Representative
Kristiania Lorentzen-Marzullo	Chapa Middle School	Jim Collins	Business Representative
Stuart Adamson	Dahlstrom Middle School	Carla Perez	Teacher Organization
Rachel Gomez	McCormick Middle School	Beth Martinez	Teacher Organization
Marvin Housley	Simon Middle School		
Artermise Cyphers	Wallace Middle School		

