



Imperfect produce...it's fun and funky to look at, tastes as good as it's "perfect" cousins, yet it's often discarded due to its appearance.

April 16, 2020

We start remote learning next week. It won't be perfect, but we will be connecting with our students and working to establish a new normal.

We continue to advocate for the needs of our members. We are united in our work for our students and our communities. In the last few weeks, our LOU has ensured:

- 4 days this week to prepare for remote learning (April 14-17).
- Flexibility for members to accommodate their unique personal needs.
- Member voice is elevated in district-level and building-based decision.
- Professional development for remote learning.
- Access to a safe and secure video conferencing tool.
- Continuation of pay and maintenance of benefits during the closure.

Thank you to our members as we navigate these strange and unsettling times. We know there was a lot pushed out to staff this week. You are doing a great job getting ready to connect with students/families. We also want to give our reps a huge shout-out! They have done a great job of relaying concerns and elevating your ideas. We know that staying connected is harder than ever. Please make sure to connect with your rep, especially if you are worried or want to help your colleagues during this closure.

As we enter this new phase of continuous learning, there will be challenges, frustrations, surprises, and success. Like never before, we need to hold fast to our values and interests: **elevating teacher voice, ensuring flexibility for everyone, valuing and promoting connection and communication, and practicing patience.** It's true: we are in this together!

- **Grading:** A working group of teachers and administrators met over spring break to develop a few remote learning grading system models. Once the district compares their models against any OSPI directives/guidance, they will notify staff of remote learning grading practices for the elementary, middle, and high school levels.
- **Classroom Teams:** Remember, staff are not required to use Teams but must complete the training by June 1. Staff determine and communicate what tools they will use to connect and communicate with students/families. We know that LWSB told parents this is a tool available to you to use. If you need more time to learn Teams and/or acclimate to remote teaching, don't feel pressured to use Teams. We encourage you to communicate to your families about the tools you will use and that you may incorporate it later. You have choice here, just be clear with your families and colleagues.

- **Office Hours:** Many LWEA members have reached out about this topic. We know that many families in our schools have more than one child at home, which means they will be balancing multiple remote learning plans and schedules each week. We also know that many of our members are caring for their own families at home. Giving your students/families a time when you are available for dedicated connection time allows families manage communication and a set a schedule at home. A building-wide plan of coordinated office hours supports the greater good and meets the spirit of our LOU. *However, staff can set and communicate their own office hours in order to accommodate their unique, personal needs. While your building may create a plan, you can work to set times that meet your personal constraints and communicate this difference to your admin, colleagues, and families.* Any plan implemented starting April 20 is a 2-week trial and will be reviewed, and modified if necessary, at the building level using the building decision making model. Lastly, you do not have to be live for your "office hours" but this could be a time when families know they can connect or expect you to respond to emails or Teams calls.
- **Communication and email templates:** The district is asking teachers to use an email template to foster clear and uniform communication from all teachers. If a family has more than one teacher (or child), it could be confusing to get information in different formats. Teachers can adapt the template to their needs: a grade level team coordinates to send one weekly email that includes each subject area, or a history/English team sends one email, signed by both teachers, each week.
- **Professional Fund:** Information will be included in the Update tomorrow. Stay tuned!
- **Leaves:** We are working with the district to develop guidance and information on leaves.
- **Evaluations:** Evaluations are currently paused, which means that remote learning instructional methods and assignments are not evaluated. OSPI has released evaluation guidance on their website, and we are working with the district to develop modified evaluations practices for this year based on OSPI guidelines.

Thank you for your patience as we all navigate this new terrain. Our goal is to get you timely but accurate information and avoid confusion. We know there was a lot put out this week, but we will be listening as this roll out begins and planning to solicit feedback in the coming weeks.