

# Cristo Rey Jesuit High School



## Reopening Plan & Protocols for the 2020-2021 School Year



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## **Part 1: Mission and Commitment**

### Mission Statement

Cristo Rey Jesuit High School (CRJ) empowers Baltimore youth to succeed in college, career, and life. We provide access and opportunity for students of religious, racial, and ethnic diversity to excel through rigorous academics, a corporate internship program, extracurricular activities, and faith formation. We transform lives in the Catholic, Jesuit tradition of faith, justice and reconciliation.

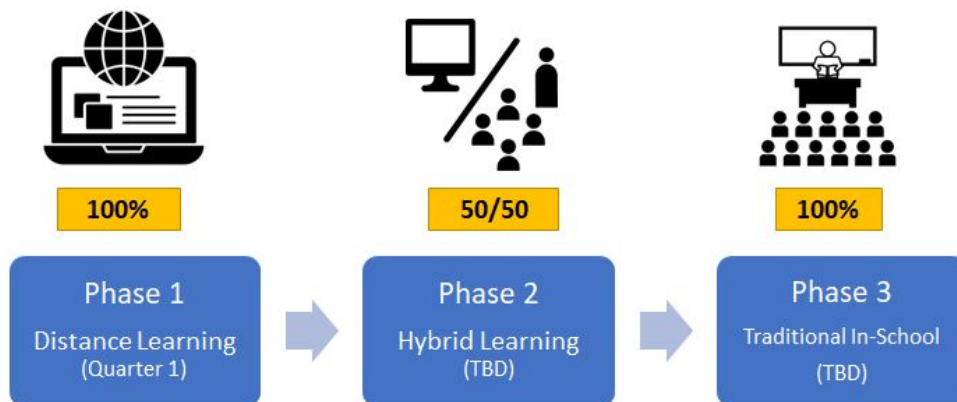
### Our Commitment

CRJ is committed to the prevention of the spread of COVID-19. Using CDC, state, and local guidelines, we will strive to ensure a safe and healthy environment for all students, teachers, and staff. The CRJ school community will work to achieve racial justice by creating a school model that provides access to a rigorous college preparatory educational program for all students. We promise to provide an equitable phased approach to our delivery model for the 2020-2021 school year that considers the health and safety of students and teachers, our facility and staffing, as well as the social emotional needs of our entire school community.

## Part 2: Three Phases of Learning Models

### Introduction

CRJ will implement a three-phase learning model approach to delivering education to students for the 2020-2021 school year. **The start of our school year will be delayed by one week and now begin on August 31, 2020, using Phase 1 (Distance Learning) for all students.** Opening a week later will provide an additional week to provide faculty professional development training on our online learning platforms, Google Classroom and Nearpod, as well as provide additional time for teachers and staff to plan and prepare. **We will review our learning model approach on a quarterly basis.** Below is an outline illustrating the three phases and tentative timeline:



Transition from one phase to the next will be determined by COVID-related data, state & local recommendations, faculty & community health, and our school facility. All transitions will occur at the beginning of a new quarter or semester and are always subject to change.

## Phase 1: Distance Learning Model - (Start of school)

In Phase 1, CRJ will deliver instruction to all students via Distance Learning to start the school year. While our desire would be to deliver instruction face-to-face at CRJ, we have a responsibility to ensure that our students and families are safe and healthy during this pandemic. The health and wellness of our teachers and staff is also of paramount importance. Distance learning provides us the opportunity to deliver a rigorous, college preparatory education while maintaining a safe and healthy environment for all.



Students will attend each class synchronously for two days per week and will also complete learning assignments asynchronously. This schedule allows for students and teachers to begin Phase 1 with an appropriate workload. The CRJ daily schedule will determine when students and teachers attend synchronous classes and complete asynchronous assignments. Students will also participate in their “weekly” classes as scheduled.

**Synchronous learning** refers to a learning event in which a group of participants is engaged in learning at the same time. Students will be learning with their regularly scheduled class. **Asynchronous learning refers to the opposite. The teacher and the student are not engaged in the online learning process at the same time.** During asynchronous learning, students will be expected to check Google Classroom, stay up to date on assigned academic work, check email messages, and complete all assignments.

Examples of Phase 1 schedules can be found in the illustrations that follow.

## Phase 1: Distance Learning (Synchronous & Asynchronous Schedule by Subject)

	9		10		11		12	
	English Math	Science Social Studies Theology	English Math Spanish	Science Social Studies Theology	English Math Spanish	Science Social Studies Theology	English Math Spanish	Science Social Studies Theology
<b>Mon</b>	Synch	Asynch	CIP		Synch	Asynch	Synch	Asynch
<b>Tue</b>	Asynch	Synch	Asynch	Synch	Asynch	Synch	CIP	
<b>Wed</b>	CIP		Synch	Asynch	Synch	Asynch	Asynch	Synch
<b>Thur</b>	Synch	Asynch	Asynch	Synch	CIP		Synch	Asynch
<b>Fri</b>	Asynch	Synch	Synch	Asynch	Asynch	Synch	Asynch	Synch

## Phase 1: Example of a Student Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Period</b>	(Synchronous) English, Math, Spanish	(Synchronous) Science, Social Studies, Theology	CIP	(Synchronous) English, Math, Spanish	(Synchronous) Science, Social Studies, Theology
1	E. World History (Asynch)	E. World History (Synch)	CIP	E. World History (Asynch)	E. World History (Synch)
2	Biology (Asynch)	Biology (Synch)		Biology (Asynch)	Biology (Synch)
3					
4	English 9 (Synch)	English 9 (Asynch)		English 9 (Synch)	English 9 (Asynch)
5					
6	Theology (Asynch)	Theology (Synch)		Theology (Asynch)	Theology (Synch)
7	Algebra 1 (Synch)	Algebra (Asynch)		Algebra 1 (Synch)	Algebra (Asynch)
8					

## Phase 1: Example of Teacher Schedule

	Mon	Tue	Wed	Thur	Fri
<b>Period</b>	(Synchronous) English, Math, Spanish		CIP	(Synchronous) English, Math, Spanish	
<b>1</b>	English 9 (Synch)	Asynch	CIP	English 9 (Synch)	Asynch
<b>2</b>	English 9 (Synch)	Asynch		English 9 (Synch)	Asynch
<b>3</b>	English 9 (Synch)	Asynch		English 9 (Synch)	Asynch
<b>4</b>					
<b>5</b>	English 9 (Synch)	Asynch		English 9 (Synch)	Asynch
<b>6</b>					
<b>7</b>	English 9 (Synch)	Asynch		English 9 (Synch)	Asynch
<b>8</b>					

### Phase 2: Hybrid Learning Model

In Phase 2, students will begin attending classes at Cristo Rey but in a limited capacity. Teachers will teach their classes as scheduled on site at Cristo Rey. However, CRJ will only be open to approximately 50% of our students during a school day. The Hybrid Learning Model requires students to follow their class schedules on a daily basis. However, only half (50%) of students (Group A) will be learning traditionally in-class at CRJ and the other half (50%) of students (Group B) will be learning synchronously (at the same time) from home via distance learning.



Students will be divided into two groups, Group A and Group B. The assigned group will be determined by a student's last name. More information will be provided at a later date about student groupings. Attendance will be taken daily during the class time. Below is an illustration of the Hybrid Learning Model and Teacher Schedule for Phase 2.

## Phase 2: Hybrid Learning with 50% Capacity

	Monday		Tuesday		Wed	Thursday		Friday								
	A	B	A	B	CIP	A	B	Wk 1	Wk 2		Wk 3		Wk 4			
9	A	B	A	B	CIP	A	B	CIP	A	B	A	B	A	B		
10	CIP		A	B	A	B	A	B	A	B	CIP	A	B	A	B	
11	A	B	A	B	A	B	CIP		A	B	A	B	CIP		A	B
12	A	B	CIP		A	B	A	B	A	B	A	B	A	B	CIP	

Students in each class will be split into two groups. Groups will alternate how they learn. All learning is synchronous.

■ Indicates half of the students in class (determined by last name, alphabetically) will attend their classes all day at CRJ.

■ Indicates students in second group will participate in their classes synchronously (online) all day at home. Groups will alternate learning modes every other day.

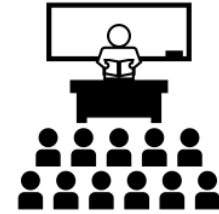
### Example of Teacher Schedule for Phase 2 (English 9)

Period	Mon	Tue	Wed	Thur	Fri
1	English 9 - In Class	English 9 - In Class	CIP	English 9 - In Class	English 9 - In Class
2	English 9 - In Class	English 9 - In Class		English 9 - In Class	English 9 - In Class
3	English 9 - In Class	English 9 - In Class		English 9 - In Class	English 9 - In Class
4					
5	English 9 - In Class	English 9 - In Class		English 9 - In Class	English 9 - In Class
6					
7	English 9 - In Class	English 9 - In Class		English 9 - In Class	English 9 - In Class
8					



### Phase 3: Traditional In-School Learning Model

In Phase 3, all students, faculty, and staff will resume delivering education in the Traditional In-School format. All normal operations and programming will resume for all students, faculty, staff, and visitors.



### Phase 3: Traditional In-School (100% at CRJ)

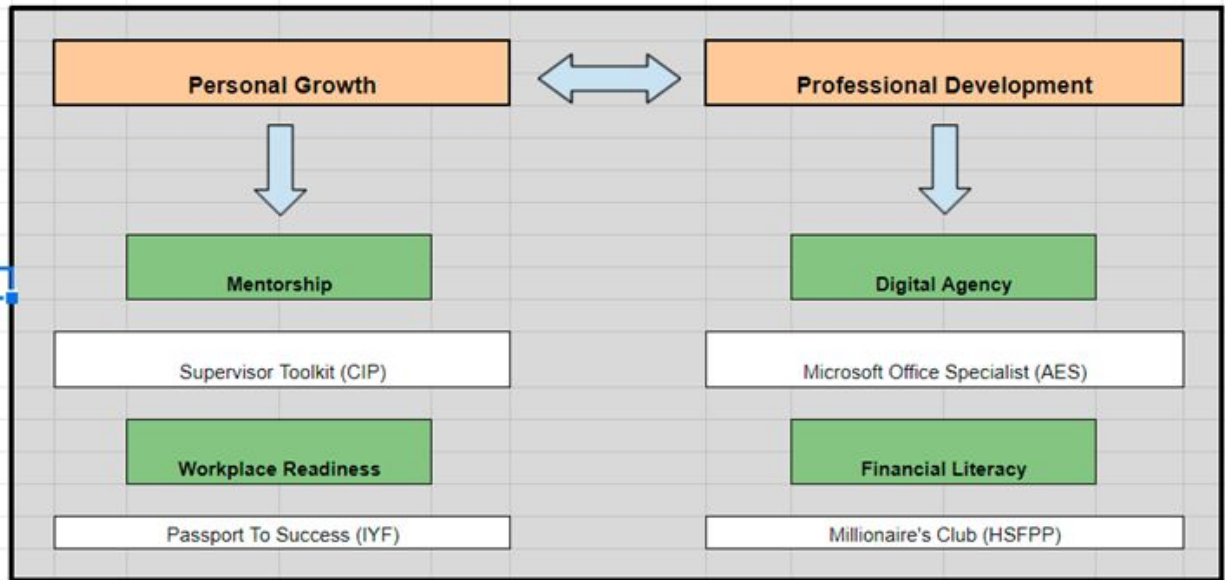
	Monday	Tuesday	Wednesday	Thursday	Friday			
9	CRJ	CRJ	CIP	CRJ	CIP	CRJ	CRJ	CRJ
10	CIP	CRJ	CRJ	CRJ	CRJ	CIP	CRJ	CRJ
11	CRJ	CRJ	CRJ	CIP	CRJ	CRJ	CIP	CRJ
12	CRJ	CIP	CRJ	CRJ	CRJ	CRJ	CRJ	CIP

### Flexible CIP Schedule

In the first two phases, whether distance or hybrid, the Corporate Internship Program will operate to the extent possible, given safety protocols (school and workplace), family coordination, and corporate partner capacity. In Phase 3, CIP would operate as normally as possible. We are developing remote work strategies, virtual mentorship capabilities, and technical, skill-based programming which will need to be tailored to each partner and based on a quarterly calendar.

Student intern deployment will be determined jointly by CIP, partner leadership, and family agreement on a quarterly basis. In the event that students will not deploy and are not able to work remotely, each would enter more formal training and development depending on grade and supported by CIP staff. Since Prep For Success has been postponed, it is

highly likely that no freshmen will deploy to workplaces in the 2020-2021 school year and instead will focus on training and development programs. The general concept is the following:



Training and development will consist of two domains - personal growth and professional development. Under each domain, there are two focus areas and each focus area is supported by a specific curriculum. A majority of the focus (especially for freshman and sophomores) is on a network designed curriculum toward the Microsoft Office Specialist Certification. The certification program will be an on-going effort for each student, by the end of his/her sophomore year, to sit for and complete the certification exam. This is an area of consistent demand and should elevate the student experience overall.

### Technology & Textbooks

All students will be provided an HP Chromebook for the school year. These devices are the property of Cristo Rey but once a student graduates the device will be given to the graduate. Chromebooks are a critical tool in delivering



education to students in Phases 1 & 2. Students will need to sign a technology contract and students are expected to properly care for their Chromebook.

WiFi connectivity is a necessary component to accessing distance learning. Families who do not have a WiFi connection are encouraged to contact Mr. Al Michael (Director of IT) at [amichael@crstoreybalt.org](mailto:amichael@crstoreybalt.org) or 410-727-3255 x1036 to request a hotspot.

CRJ tentatively plans to distribute chromebooks during the week of August 17-21 at CRJ. More specific information will be forthcoming about chromebook and textbook distribution. Also, CRJ will be utilizing Google Classroom as an instructional platform during the upcoming school year. This platform is web-based and will be very helpful during Phase 1 (Distance Learning) and Phase 2 (Hybrid Learning) in delivering assignments, assessments, and communication between students and their teachers. Other tech tools include Google Meet, Zoom, Nearpod, Khan Academy, ALEKs, and Membeam. More information will be provided prior to the school year about the information mentioned above.



## Part 3: Student and Family Services

### Mission & Ministry

Realizing the significant stresses our students, families, faculty and staff are under during this time of the Covid pandemic, we in the Mission and Ministry office are ready to provide spiritual support virtually or by phone. We are in the process of discerning and developing online and other means of communicating ways to realize God's grace and presence to us all during these difficult days.



### Counseling Services

The Counseling Office will use remote counseling as much as is possible. Students in crisis and those who cannot access technology for remote counseling will be seen in person. Our school counselor, Mr. Zach Webster, will offer support groups, workshops, resources for emergency services, and additional online interventions. The Counseling Office will be in touch regularly with our faculty and staff to ensure that mental health needs of our community related to COVID-19 are being met. Mr. Webster can be reached at [zwebster@crjstoreybalt.org](mailto:zwebster@crjstoreybalt.org).



### Co-Curricular Activities, Athletics, and Clubs

During Phase 1, CRJ will not offer any co-curricular activities, field trips, or athletics. Fall sports are cancelled. However, students and faculty may still deliver and participate in clubs in a virtual environment. During Phase 2, CRJ will determine our participation in athletics prior to the start of each season since many adjustments are being made by local and state officials, as well as the MIAA league. In Phase 3, all activities, athletics, and clubs will resume in person.



## College Counseling

The College & Career Center will not be open for in-person visitors during Phase 1 & 2. However, the college counseling team will continue to offer virtual, email, and phone advising to students and families. All regular programming and events will be delivered virtually during Phases 1 & 2. Lastly, all college representatives and college campus visits will occur virtually. Students and families are required to virtually attend all mandatory programs and stay up-to-date with all information provided by our college counselors.



## Financial Assistance

CRJ's tuition policy remains in effect, the school cannot fulfill our mission or provide fundamental school operations unless family contribution obligations are met. Please contact the business office to make any payment arrangements. Families can also be recertified to see if they qualify for a lower tuition.

In addition to the financial aid provided by scholarships, the school also has a small amount of funds available for emergency family contribution assistance. Please contact the business office for all financially related matters at [businessoffice@crestoreybalt.org](mailto:businessoffice@crestoreybalt.org).

## Part 4: Reopening Protocols & Facility Preparedness

### Facility Preparedness

CRJ will take the following measures to prepare the school building for opening in Phase 2:

- Implement a cleaning protocol to ensure all frequently touched surfaces in the school and on school vehicles are disinfected throughout the day.
- HVAC systems will be evaluated and modified to ensure adequate ventilation.
- Signage and barriers will be placed throughout the school to promote social distancing and assist with traffic flow.
- Water fountains will be modified and used for water bottle refill only.
- Automatic light sensors and touchless sinks will be installed to reduce the spread of germs.

### Social Distancing & Classrooms

In Phase 2 (Hybrid Learning Model), social distancing will be required inside CRJ. Classrooms will be arranged to ensure that all students, faculty, and staff are at least six feet apart. Students will stay in a single classroom during the duration of their learning so that students will not be traveling through crowded hallways. Students will be spaced apart in each classroom, adhering to the recommendations of Centers for Disease Control (CDC). Desks will face in one direction. Teachers will rotate into classrooms to teach students.

### Masks

All students, faculty, and staff are required to wear a cloth face mask (a branded mask will be issued to all students, faculty, and staff). We will



provide disposable masks in the event a student forgets to bring theirs. Masks must be worn while indoors and on campus at CRJ, as well as inside CIP vehicles and workplaces.

### Health Screenings & Hygiene

All students, faculty, and staff will be required to complete a daily health assessment before reporting to school or work using the MyMedBot phone app (more details to come). Additionally, temperature screenings may be conducted for all individuals entering the school building. Frequent hand washing will be encouraged throughout the day. If a COVID-19 infection is identified among our school community, CRJ will follow the guidance of the health department on quarantine, closure, and testing.

### Campus Events

All in-person gatherings, meetings, and campus events are suspended during Phase 1. CRJ will reevaluate the feasibility of events in 2021 if and when we transition to Phase 2.

### Dress Code

Cristo Rey Jesuit's dress code refers to the school uniform and the overall professional appearance of each student. The dress code ensures that every student will dress in a professional and safe manner.

The need for consistency around acceptable dress is just as important in the Distance Learning and Hybrid Learning models. The following is meant to serve as guidelines for acceptable dress for when students are in synchronous classes online or in the school building:

- Students are not permitted to wear pajamas or headwear and are expected to wear a shirt when in a virtual classroom space. Unless otherwise communicated, students are expected to be visible to participants in Distance and Hybrid Learning models displaying their legal name.

- Students are expected to be in full dress code at all other times while on school grounds, at work, at special events, and during all field trips unless otherwise specified by the school.

### Transportation

The hygiene and social distancing on MTA bus transportation is a significant concern and possible health risk to our students and families. Distance learning provides an opportunity for our students and families to not be at greater health risk during the pandemic. Phase 2 will require our students to begin attending school in person. We encourage students to adhere to social distancing and other health guidelines when traveling on public transportation. CRJ will resume our morning shuttle service to CRJ in Phase 2.



## Part 5: Resources

### COVID-19 Task Force

John Busse (Director of CIP)	Dr. Bill Heiser (President)
Patricia Hill (Director of Admissions)	Fr. Rick Malloy, S.J., Ph.D. (Director of Mission & Ministry)
Leigh Profit (Director of Finance)	Walter Reap (Principal)
Jeanae Tatum (School Nurse)	Meghan Tapscott (Director of Development)
Maryann Zielke (Facilities Manager)	

### List of Helpful Resources

- Cristo Rey Jesuit High School - [www.cristoreybalt.org](http://www.cristoreybalt.org) or 410-727-3255
- CDC: Coronavirus (COVID-19) - [www.cdc.gov/coronavirus/2019-nCoV](http://www.cdc.gov/coronavirus/2019-nCoV)
- CDC: Social Distancing - <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
- CDC: Sickness Steps - [www.cdc.gov/coronavirus/2019-ncov/if-youare-sick/steps-when-sick.html](http://www.cdc.gov/coronavirus/2019-ncov/if-youare-sick/steps-when-sick.html)
- CDC: Hygiene Etiquette - [www.cdc.gov/healthywater/hygiene/etiquette/coughing\\_sneezing.html](http://www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html)
- American Academy of Pediatrics - <https://services.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinicalguidance/covid-19-planning-considerationsreturn-to-in-person-education-in-schools/>

### Questions & Comments

If you have any questions, comments, or concerns please contact CRJ via email at [CristoReyCares@cristoreybalt.org](mailto:CristoReyCares@cristoreybalt.org). Your email will be shared with the appropriate staff member and we will respond in a timely manner. Thank you for your partnership.