



Karen B. Salmon, Ph.D.
State Superintendent of Schools

TO: Members of the State Board of Education

FROM: Karen B. Salmon, Ph.D. *KBS*

DATE: September 22, 2020

SUBJECT: Maryland's Recovery Plan for Education: Evaluation of Reopening Plans

PURPOSE:

The purpose of this agenda item is to review the outcomes for the evaluation of reopening plans submitted by local school systems to the Maryland State Department of Education (MSDE).

BACKGROUND/HISTORICAL PERSPECTIVE:

All 24 local school systems, The SEED School of Maryland, and Maryland School for the Deaf were required to submit reopening plans to MSDE. [*The Maryland Together: Maryland's Recovery Plan for Education*](#) defined thirteen requirements that must be included in reopening plans from local school systems. All plans were submitted to MSDE by August 14, 2020 for an initial review. Each requirement was reviewed by a cross-divisional team at MSDE using a rubric that assessed the level of completeness and the degree to which content met the stated requirement. All reviewers participated in training on utilizing the rubric, writing objective feedback, and forming consensus. Reviewers provided descriptive feedback justifying a rating as:

- Comprehensive- Evidence exceeded component requirements. The component contains a high level of specificity.
- Acceptable- Evidence met component requirements. The component was clear and specific.
- Developing- Evidence did not meet component requirements. The component is vague or incomplete.
- Unable to Be Rated - The component was not included in the submitted plan.

Completed rubrics containing recommendations for improvement were provided to each school system. Components rated as developing or unable to be rated had to be revised and submitted to MSDE for a second review by September 17, 2020.

EXECUTIVE SUMMARY:

An overview of the outcomes for reopening plans will be shared. All 24 school systems have plans that earned either comprehensive or acceptable ratings for each of the thirteen requirements identified in the [*The Maryland Together: Maryland's Recovery Plan for Education.*](#)

ACTION:

Information for discussion.

Attachments (2)

Attachment I – Reopening Plan Summary PowerPoint

Attachment II – Reopening Plan Rubric



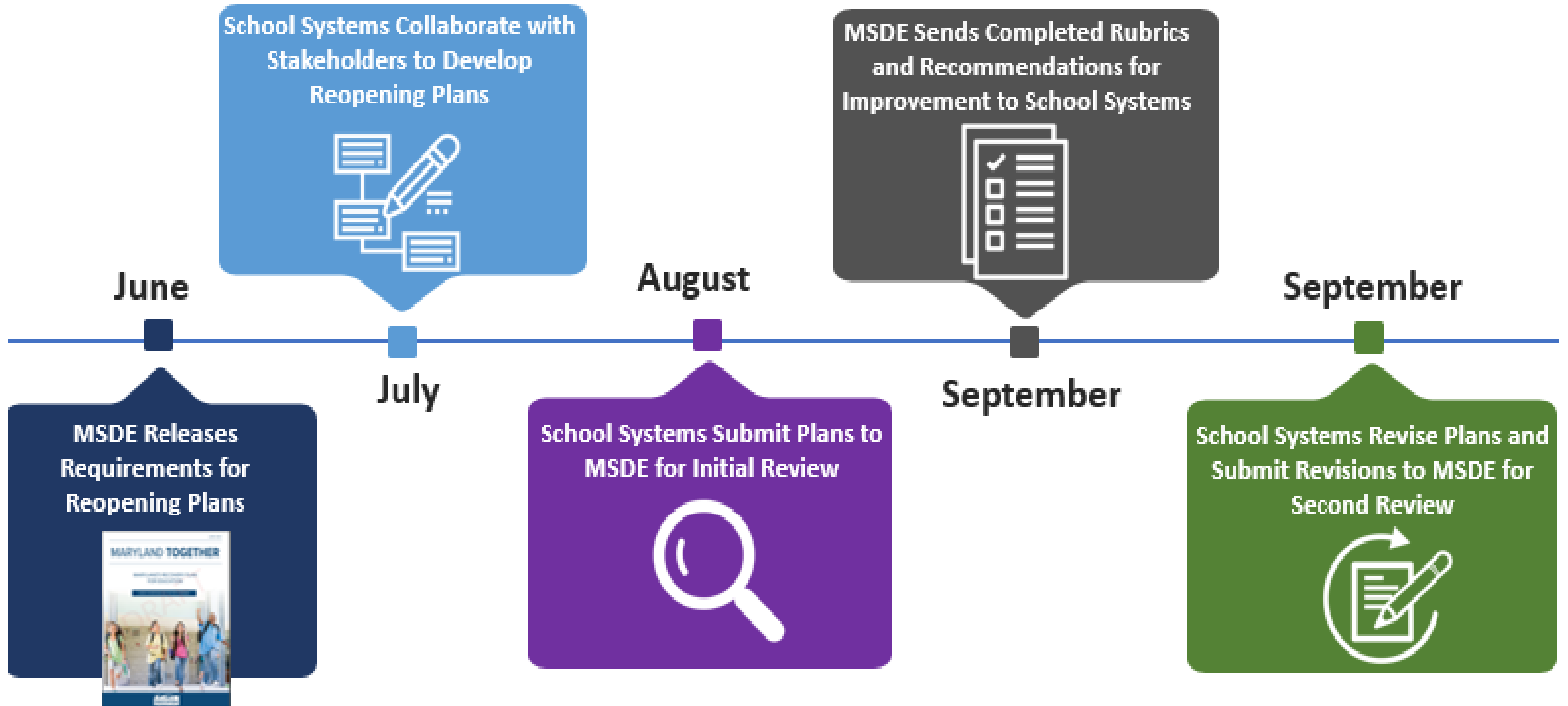
MARYLAND STATE
Department of Education

Maryland's Recovery Plan for Education:
Evaluation of Reopening Plans
Maryland State Board of Education

September 22, 2020



Timeline for Reopening Plans



Reopening Plans

- ✓ Submitted by 24 School Systems, SEED School, and Maryland School for the Deaf on August 14, 2020
- ✓ Included 13 requirements identified in Maryland's Recovery Plan



13 Requirements in Reopening Plans

1. Post plan online
2. Incorporate equity as a key component
3. Establish stakeholder group
4. Identify gaps in learning and prepare for instructional success and recovery
5. Follow and maintain standards and curriculum framework for Maryland College and Career Ready Standards
6. Adhere to components of IDEA, Section 504, and Title II of ADA
7. Develop protocols for individuals who test positive for COVID-19

Reopening Plans

- ✓ Submitted by 24 School Systems, SEED School, and Maryland School for the Deaf on August 14, 2020
- ✓ Included 13 requirements identified in Maryland's Recovery Plan



13 Requirements in Reopening Plans Continued

8. Adopt health procedures outlined by MSDE, Maryland Department of Health and Center for Disease Control
9. Ensure safe transport of students
10. Develop a system for tracking attendance
11. Develop plan for communication
12. Utilize COVID-19 checklist
13. Follow the Maryland Public Secondary Schools Athletic Association guidance for interscholastic athletics and activities.

Maryland State Department of Education (MSDE) Staff Reviewed Each Requirement



Office of Leadership
Development and
School Improvement

Division of Curriculum,
Instructional
Improvement, and
Professional Learning

Division of Early
Intervention and
Special Education
Services

Division of Assessment,
Accountability, and
Information Technology

Office of Pupil
Transportation /
Emergency
Management

Office of Interscholastic
Athletics –
Maryland Public
Secondary Schools
Athletic Association

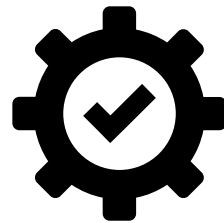
All Evaluators Participated in Training



Utilizing the Rubric



Writing Objective and
Evidence-based Feedback



Reaching Consensus

Each Requirement Received a Rating



- **Comprehensive**- Evidence exceeded component requirements. The component contains a high level of specificity.
- **Acceptable**- Evidence met component requirements. The component was clear and specific.
- **Developing**- Evidence did not meet component requirements. Component is vague or incomplete.
- **Unable to Be Rated** - Component was not included in the submitted plan.

Items rated **Developing** or **Unable to be Rated**
will be revised and resubmitted to MSDE for review



Areas of Promise

Identifies evidence that aligns with requirements



Opportunities for Growth

Identifies items that need to be revised. Rubrics include recommendations for improvement

Initial Review Contained Several Areas of Promise and Opportunities for Growth



Areas of Promise

13 or More Plans Rated Acceptable or Comprehensive

- **Requirement 1:** Post Plan on Website
- **Requirement 3:** Establish a Stakeholder Group
- **Requirement 7:** Develop Protocols for Individuals who Test Positive for COVID-19
- **Requirement 8:** Adopt Health Procedures Outlined by MSDE, Department of Health and Center for Disease Control
- **Requirement 11:** Develop a Communication Plan
- **Requirement 12:** Utilize the COVID-19 Checklist

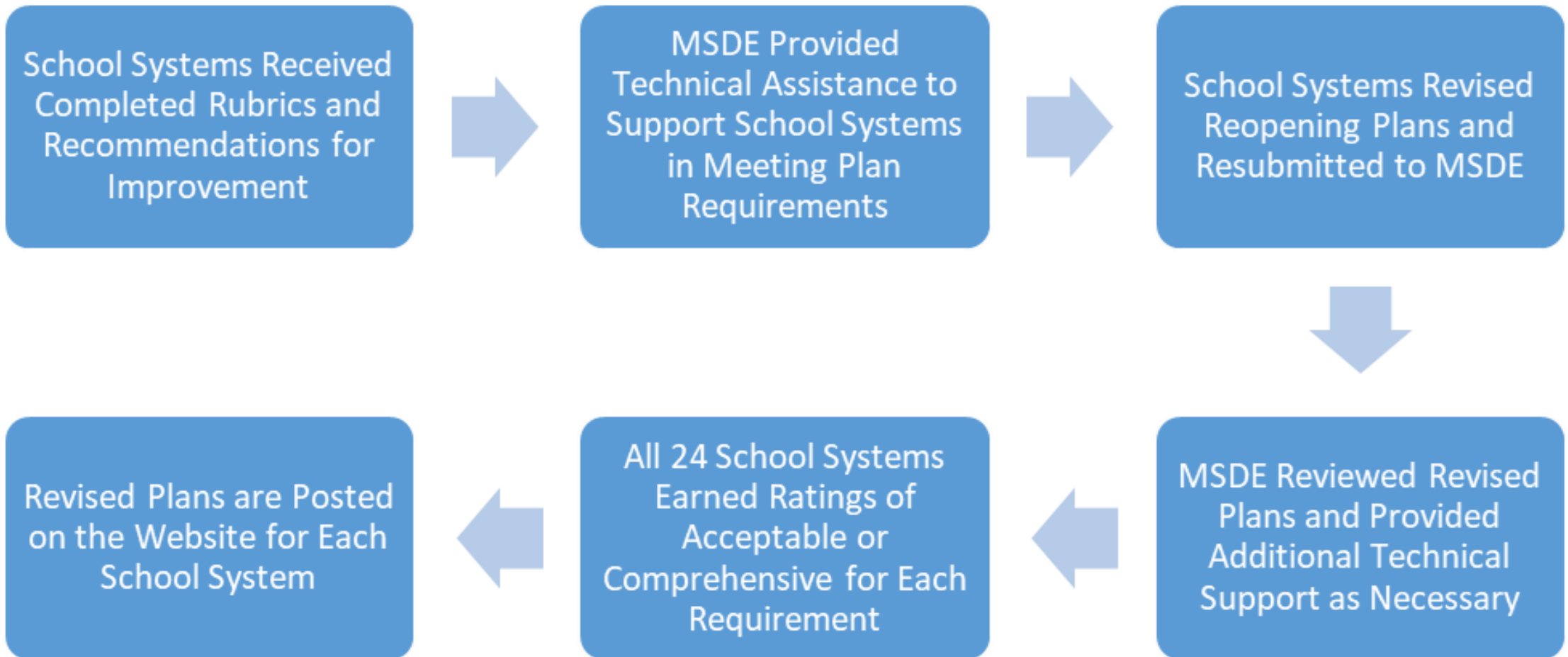


Opportunities for Growth

12 Plans or Less Rated Acceptable or Comprehensive

- **Requirement 2:** Incorporate Equity as a Key Component
- **Requirement 4:** Identify Gaps in Learning and Prepare For Instructional Success and Recovery
- **Requirement 5:** Following the Maryland College and Career Ready Frameworks
- **Requirement 6:** Adhere to Components of IDEA, Section 504, and Title II of ADA
- **Requirement 9:** Ensure Safe Transport of Students
- **Requirement 10:** Develop a System to Track Attendance
- **Requirement 13:** Follow the Maryland Public Secondary Schools Athletic Association Guidance for Interscholastic Athletics and Activities

Revised Plans Earned Ratings of Comprehensive or Acceptable





- Provide school systems with ongoing technical support to implement plan components
- Monitor reopening plan implementation
- Collect and review implementation data



Local School System Recovery Plan Evaluation: Initial Review

Name of Local School System:

Submitted:

Background information

All 24 Maryland school systems, the SEED school, and the Maryland School for the Deaf are required to develop a Recovery Plan that addresses school reopening for the 2020-2021 year. [The Maryland Together: Maryland's Recovery Plan for Education](#) defines the requirements that must be included in the Recovery Plan from local school systems. A rubric was developed by the Maryland State Department of Education (MSDE) to review each local Recovery Plan. The rubric evaluates the level of completeness and the degree to which content met the stated requirement.

Rating Guidelines:

Teams of trained MSDE reviewers from various Offices and Divisions rated each required plan component. Reviewers provided descriptive feedback justifying a rating as:

Comprehensive- Evidence exceeded component requirements. The component contains a high level of specificity.

Acceptable- Evidence met component requirements. The component was clear and specific.

Developing- Evidence did not meet component requirements. The component is vague or incomplete.

Unable to Be Rated - The component was not included in the submitted plan.

Components rated as *Developing* or *Unable to Be Rated* must be revised and submitted to the MSDE for a second review.

Initial Review

Each school system submitted a Recovery Plan to the MSDE for initial review in August 2020. The initial review of the Recovery Plans is conducted by a panel of MSDE reviewers. All reviewers participated in training to identify evidence that is both objective and accurate and to calibrate reviews. Reviewers form a consensus on the rating of the Recovery Plan.

Second Review:

A second review will only be conducted on items rated as *Developing* or *Unable to Be Rated*. A school system must submit revisions to the MSDE within two weeks of receiving the initial rating. The MSDE is available to provide support to the school system to address feedback provided in the rubric. Submitted revisions will be reviewed and rubrics will be updated to reflect a revised rating.



Local School System Recovery Plan Evaluation: Initial Review

Requirement 1:

Local school systems have completed Recovery Plans posted on the local school system’s website by August 14, 2020.

The Recovery Plan shows evidence that all requirements are fully addressed as described in the [Maryland Together: Maryland’s Recovery Plan for Education](#).

School systems have made Recovery Plans easily available to the public on the school system website.

Requirement 1: All requirements are fully addressed and evidenced throughout the Plan.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers’ Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan incorporates all requirements as indicated in the <i>Maryland Together: Maryland’s Recovery Plan for Education</i>.			
Recovery Plan is posted to the school system website.			
Recovery Plan is easy to locate, read, and view details.			

Requirement 1 Areas for Improvement and Recommendations- Areas marked **Developing** or **Unable to be Rated** must be submitted to the MSDE for a *Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 2:

The local school system’s equity plan is reflected throughout the Recovery Plan.

Local school systems must prioritize equity throughout the plan. Local school systems can use the [Equity and Excellence: The Guide to Educational Equity in Maryland](#), as a resource to develop equity goals and strategies.

Requirement 2: Educational equity is reflected through the Recovery Plan.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers’ Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan demonstrates that all students have equitable access to educational rigor, resources, and support designed to maximize academic success and social/emotional well-being.			
Recovery Plan describes procedures and practices to ensure that there are no obstacles to accessing educational opportunities for any student.			
Recovery Plan prioritizes the study of data and focuses on students who face obstacles in engagement in the learning process.			

Requirement 2 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a *Second Review*.



Local School System Recovery Plan Evaluation: Initial Review

Requirement 3:

Local school systems establish a Recovery Plan stakeholder group that is representative of their schools and community.

Reopening schools require collaboration and support of a diverse stakeholder group. The stakeholder group must be aware of the school system’s student population, strengths, and challenges. Additionally, the stakeholder group must collaborate on the development of the plan.

Requirement 3: A successful reopening plan must include the input and collaboration of diverse stakeholders.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers’ Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan identifies a diverse stakeholder group representative of schools and communities (parents, teachers, students, educators, and community members).			
The stakeholder group assists in the development of the Recovery Plan.			

Requirement 3 Areas for Improvement and Recommendations- *Areas marked **Developing** or **Unable to be Rated** must be submitted to the MSDE for a Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 4:

Local school systems determine student instructional readiness and learning loss early in the school year and plan for student success.

School systems must identify methods and metrics for gathering evidence of students' readiness for new learning. Plans incorporate data-informed decision making to enable students to recover learning losses and/or accelerate learning to experience success.

Requirement 4: Collect and use baseline data to develop systems to recover learning loss and support student success.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan includes methods or metrics for determining student readiness for new content.			
Recovery Plan includes a process to identify learning gaps or unfinished learning, by grade level and course, early in the school year.			
Recovery Plan includes a process to accelerate learning and/or provide support in recovering learning loss.			

Requirement 4 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a *Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 5:

Local school systems ensure the Maryland College and Career Ready Standards are taught in all content areas and the state frameworks are followed for each content.

The Maryland College and Career Ready Standards (MCCRS) are essential to ensuring that PreK-12 students have a strong command of the essential skills and knowledge expected with each subject and course.

Requirement 5: MCCRS are taught in all content areas.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan sets the expectation that PreK-12 MCCRS must be taught in all content areas.			
Recovery Plan sets the expectation for and establishes guidance on the use and integration of the PreK-12 MCCRS Curriculum Frameworks for all content areas across schools.			

Requirement 5 Areas for Improvement and Recommendations- *Areas marked **Developing** or **Unable to be Rated** must be submitted to the MSDE for a Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 6:

Local school systems must follow the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act (Section 504), and Title II of the Americans with Disabilities Act (ADA).

This requirement makes clear that federal guidance is upheld at all levels of the school system. The rights of students with disabilities to a Free and Appropriate Public Education (FAPE) and equal opportunity to educational services are not abridged during a national health crisis or any extended school closure.

Requirement 6: Educational services for students are protected under IDEA, Section 504, and ADA federal programs guaranteeing services continue during any extended school closure.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan provides guidance on ensuring schools comply with IDEA, 504, and Title II.			
Recovery Plan provides clear direction on compliance with local, state, and federal guidelines for the development, or changes, and implementation of a student's special education program within the context of distance learning.			
Recovery Plan suggests considerations for school operations, teaching, learning, technology, and the social-emotional needs of students.			

Requirement 6 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a *Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 7:

Local school systems must follow procedures that are developed by the MSDE in collaboration with the Maryland Department of Health with guidance from the Centers for Disease Control and Prevention (CDC) for individuals who test positive for COVID-19.

Vigilantly following safety protocols established by state, local, and federal agencies is a key way to minimize the spread of the virus. Therefore, local school systems and schools must make preparations for when an individual tests positive. Preparations include the roles, services, strategies, and necessary communication in mitigating further spread.

Requirement 7: Preparations for when someone displays symptoms of, tests positive for, or was potentially exposed to COVID-19.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan documents procedures when an individual displays symptoms of, tests positive for, or was potentially exposed to COVID-19.			
Recovery Plan provides home isolation criteria.			
Recovery Plan provides guidance on steps for isolating and transporting those who are sick.			
Recovery Plan provides guidance on cleaning and disinfecting areas used by a sick person.			
Recovery Plan identifies a process to notify health officials and close contacts.			



Local School System Recovery Plan Evaluation: Initial Review

Requirement 7 Areas for Improvement and Recommendations- *Areas marked **Developing** or **Unable to be Rated** must be submitted to the MSDE for a Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 8:

Local school systems must follow safety protocols for collection of materials, cleaning of schools and other facilities, daily cleaning, and nutrition established by MSDE in collaboration with the Maryland Health Department and the CDC Guidance.

For students who will return to school or when school reopens to all students, it is imperative that safety protocols are in place before students, teachers, parents, or staff enter the building. According to the CDC, following established protocols will maintain a healthy environment with a focus on specific strategies for cleaning, disinfecting, ventilation, physical spaces, and food service. Integrated into this requirement is the need to wear a face covering or mask at all times.

Requirement 8: Protocols, strategies, and methods for mitigating the spread of COVID-19, in all school buildings and facilities.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan includes process of cleaning and disinfecting.			
Recovery Plan includes process of addressing: <ul style="list-style-type: none"> ● shared objects, ● frequently touched surfaces, ● modified layouts, ● physical barriers and guides, and ● communal spaces. 			
Recovery Plan provides guidance on the continuity of student meal programs, food service, and nutrition programs.			

Requirement 8 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a Second Review



Local School System Recovery Plan Evaluation: Initial Review

Requirement 9:

Local school systems must follow protocols for the safe transportation of students to and from school.

The Centers for Disease Control and Prevention have published various guidance on combating the spread of COVID-19. When possible, school systems and schools must put into practice innovative ways to reduce the rate of infection or the probability of infection when transporting students to and from schools.

Requirement 9: Protocols are established for mitigating the spread of COVID-19, on all school busses or other school transportation vehicles with students.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan describes safety protocols (protective equipment, seating, face coverings, etc.) for transporting students.			
Recovery Plan describes school bus safety which must include regular and routine inspections, cleaning and disinfection, and school driver training.			
Recovery Plan addresses transportation options for students traveling to and from school.			

Requirement 9 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a *Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 10:

Local school systems must develop a system for tracking attendance when students are engaged in distance learning.

Local school systems must consider virtual platforms that allow for management and tracking of attendance. Most Local Management Systems offer a reporting feature that tracks time a student is logged into the system but not necessarily whether this is active work time or not. It is important to note that asynchronous online learning often requires more time to complete assignments.

Requirement 10: School systems must develop a process to track attendance.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Comprehensive ● Acceptable ● Developing ● Unable to be Rated
Recovery Plan describes the platform being used to manage and track attendance.			
Recovery Plan identifies the process utilized to collect and monitor attendance data.			
Recovery Plan describes a process to engage students that are consistently marked absent.			

Requirement 10 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a *Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 11:

Local school systems must develop a communication plan.

School systems must establish regular channels of communication as the plan for reopening of schools is under development and as schools reopen. Areas of planning for communication include key messages, which reflect the guiding principles of the school system’s Recovery Plan.

Requirement 11: A communication plan is established with a clear coordination process.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers’ Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan identifies the communication process during plan development and implementation.			
Recovery Plan identifies a process to coordinate communications through a communication officer, point person, or small team.			

Requirement 11 Areas for Improvement and Recommendations- *Areas marked **Developing** or **Unable to be Rated** must be submitted to the MSDE for a Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 12:

Local school systems must utilize the COVID-19 checklist in the development of the Recovery Plan.

The MSDE included a COVID-19 checklist in Appendix A of the [Maryland Together: Maryland's Recovery Plan for Education](#). The checklist is designed to be a simple, yet useful tool in prioritizing system and school needs as school systems plan for the reopening of schools.

Requirement 12: COVID-19 checklist is utilized in the development of the Recovery Plan.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers' Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan utilizes components of the COVID-19 checklist.			

Requirement 12 Areas for Improvement and Recommendations- Areas marked *Developing* or *Unable to be Rated* must be submitted to the MSDE for a *Second Review*



Local School System Recovery Plan Evaluation: Initial Review

Requirement 13:

The Maryland Public Secondary Schools Athletic Association (MPSSAA) Roadmap Forward for Interscholastic Athletics and Activities must align with the MSDE and the local school system educational and health and safety decisions in order for education-based athletics and activities to resume during stage one and stage two of the Governor’s [Maryland Strong: Roadmap to Recovery](#).

Local school systems must consider guidance from national, state, and local safety and health recommendations and operational procedures to safely and incrementally restore interscholastic athletics.

Requirement 13: Interscholastic athletics and activities during COVID-19 are addressed in the plan and show the integration of national, state, and local health and safety recommendations.	Component is Included in the Plan Yes No	Areas of Promise Include Evidence Examples: Links and/or page number(s) from plan	Reviewers’ Consensus Rating: <ul style="list-style-type: none"> ● Developing ● Acceptable ● Comprehensive ● Unable to be Rated
Recovery Plan includes seasonal planning and preparation for interscholastic athletics and activities.			
Recovery Plan describes return to play considerations and how the assembly of a Return to Play Committee will implement safe and healthy policies and procedures.			

Requirement 13 Areas for Improvement and Recommendations- *Areas marked **Developing** or **Unable to be Rated** must be submitted to the MSDE for a Second Review*