

# Substitute Teacher Town Hall

February 4, 2021



*Learn Today, Lead Tomorrow*

# Welcome

## Corey Wise, Interim Superintendent

- **Board End Statement: Outstanding Educators and Staff**
  - II-A: Quality educators and staff have been recruited, developed, supported, retained and celebrated
  - II-E: Educators and staff are valued and given multiple opportunities for their voices to be heard
- **Strategic Plan Theme 3: Positive and Supportive Culture**



# Themes from Substitute Responses to RSVP

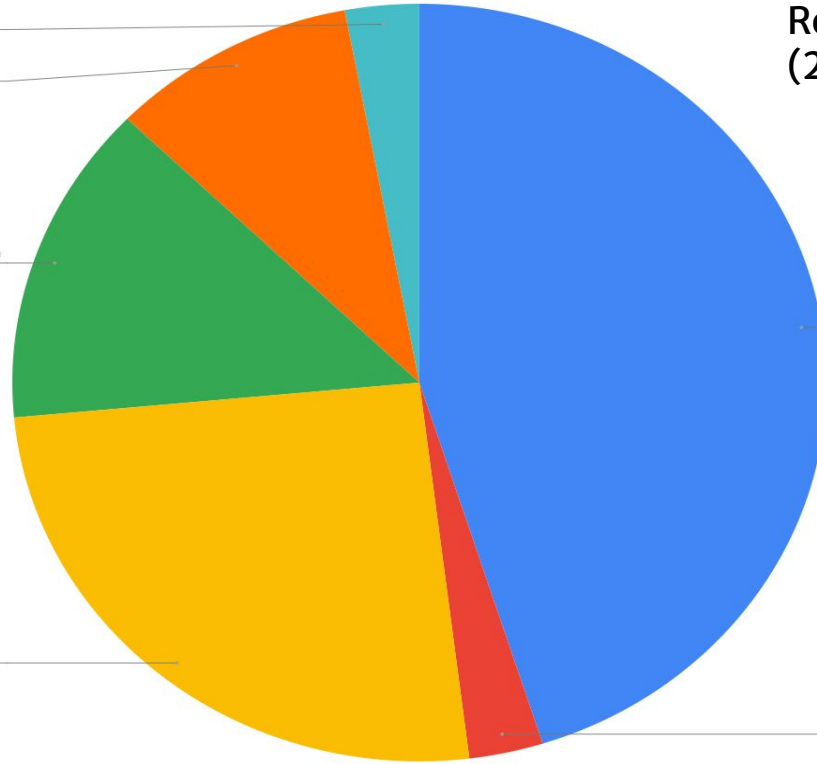
Themes

**Personal Protective Equipment**  
2.9%

**COVID-19 Quarantine Protocols**  
9.8%

**Timing of Return to In-Person Le...**  
13.7%

**Other**  
25.5%



Response Rate: 23%  
(213/936)

**COVID Vaccinations and Testing**  
45.1%

**COVID-19 Health and Safety Miti...**  
2.9%

# Survey Result Themes

School district updates related to COVID

Vaccinations

Testing

Personal protective equipment

Access to sub jobs daily

Sub pay rate

A. <a href="#"><u>Case Rates: 14-day case number per 100,000 population</u></a>	313.49
B. <a href="#"><u>Trend in case numbers per 100,000 in the past two weeks</u></a>	-15.8%
C. <a href="#"><u>Percent positivity on polymerase chain reaction (PCR) testing in the past two weeks</u></a>	5.58%
D. <a href="#"><u>Trend in number of hospitalizations of persons with COVID-19 in the past two weeks</u></a>	-34.9%
E. <a href="#"><u>Trend in case rates (number per 100,000) in the past two weeks for school-age children (5-18)</u></a>	-33.6%

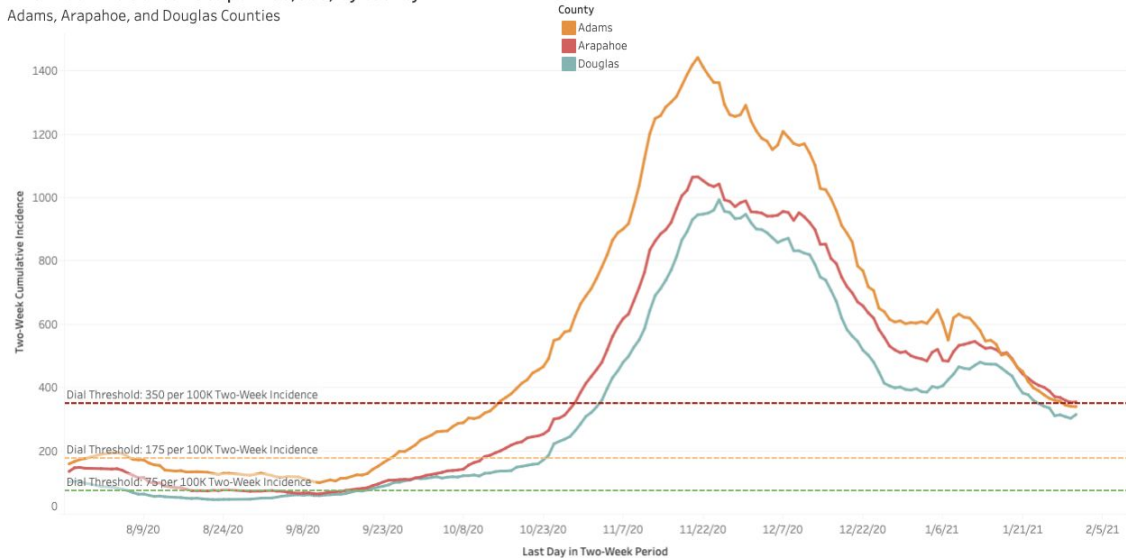
We will continue to monitor our data along with our sustainability of PK-Elem full in person to have our operational ability to bring middle and high schools back in person hybrid and we are looking at all options for our middle and high schools in-person models.

### Dial Levels

Adams: **Orange: High Risk** | Arapahoe: **Orange: High Risk** | Douglas: **Orange: High Risk**

Indicator	Metric and Threshold	County Measure	Status of Indicator
<b>A</b> <b>Two-Week Cumulative Incidence Rates per 100,000 People (Dial Metric)</b> January 18, 2021 - January 31, 2021*	14-day Incidence Rate (IR) = (# cases in past two weeks) / (population) * 100,000  0-75: Safer Level 1: Cautious, >75-175: Safer Level 2: Concern, >175-350: Safer Level 3: High Risk, >350: Stay at Home: Severe  These data are calculated by CDPHE.	Adams: <b>338.49</b>  Arapahoe: <b>353.22</b>  Douglas: <b>313.49</b>	<b>Orange: High Risk</b>  <b>Red: Severe</b>  <b>Orange: High Risk</b>
	<b>B</b> <b>Percent Change in Two-Week Incidence Rates Over Time (Caution Metric)</b> Jan 17 - 30 compared to compared to Jan 10-23  Weekly % Change in 14-day IR = ((IRweekN)/(IRweekN-1)) - 1  <25% increase: Good; 25-50% increase: Medium; >50% increase: High  Calculations by TCHD using CDPHE data.	Adams: <b>-14.8%</b>  Arapahoe: <b>-15.2%</b>  Douglas: <b>-15.8%</b>	<b>Good</b>  <b>Good</b>  <b>Good</b>

**Two-Week Incidence Rate per 100,000, by county\***  
Adams, Arapahoe, and Douglas Counties

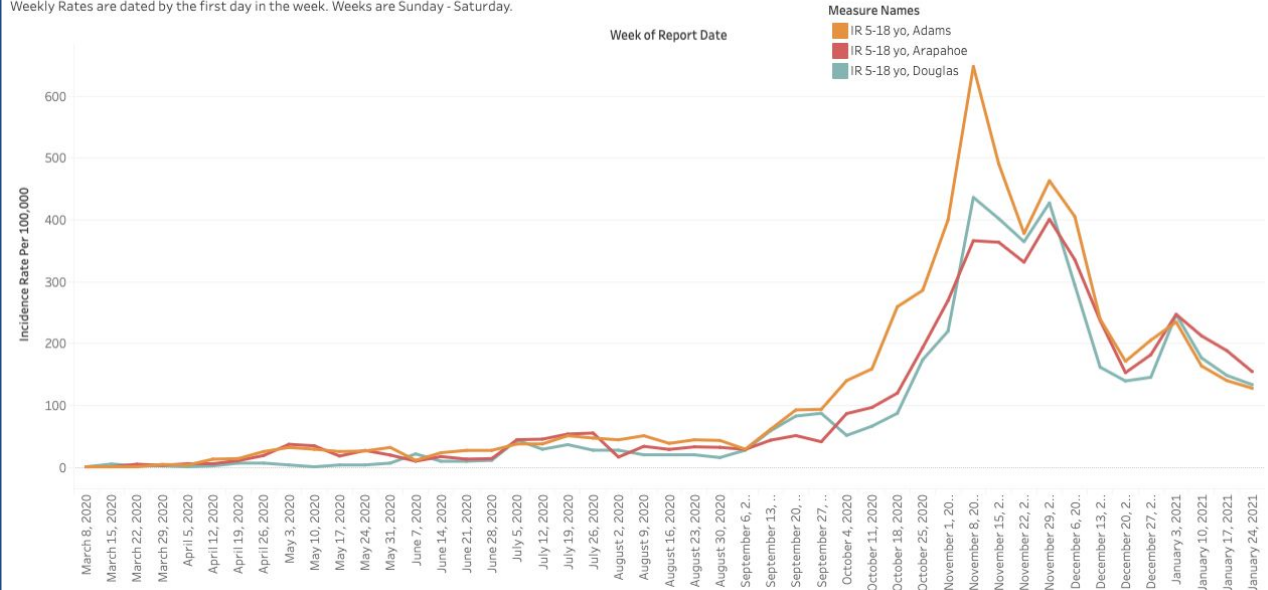


C  
D  
E

<p><b>Two-Week Average Test Positivity (%) (Dial Metric)</b> January 18, 2021 - January 31, 2021* PCR Tests only</p>	<p>14-day average test positivity = Average of Daily % positivity for past 14 days. % Positivity = (# cases reported by report date) / (# tests completed on that day)  &lt;5%: Good; &gt;5-10%: Medium; 10-15%: High; &gt;15%: Very High  These data are calculated by CDPHE.</p>	<p>Adams: <b>6.14%</b> Arapahoe: <b>5.14%</b> Douglas: <b>5.58%</b></p>	<p>Yellow: Concern Yellow: Concern Yellow: Concern</p>
<p><b>% Change in Hospitalizations of persons with COVID (Caution Metric)</b> Most recent two week-period compared to previous two week-period. Updated every Sunday to reflect previous full week (Sun-Sat). First Admissions only.</p>	<p>Two-Week % Change in Hospitalizations = (SUM(Hospitalizations)periodN) / (SUM(Hospitalizations)periodN-1) - 1 where periods are two-week, adjacent, non-overlapping periods  &lt;5% increase: Good; 5-25% increase: Medium; &gt;25% increase: High</p>	<p>Adams: <b>-39.8%</b> Arapahoe: <b>-36.7%</b> Douglas: <b>-43.9%</b></p>	<p>Good Good Good</p>
<p><b>Trend in 2-Week Incidence Rates, Youth Ages 5-18 (Caution)</b> Most recent two week-period compared to previous two week-period. Updated every Sunday to reflect previous full week (Sun-Sat)</p>	<p>% Change in 14-Day Incidence Rate between past two weeks and two weeks prior. 14-day Incidence Rate (IR) = (# cases in past two weeks among people aged 5-18) / (population aged 5-18) * 100,000  &gt;25% increase: High &gt;51-100% increase: Medium; 26-50% increase: High</p>	<p>Adams: <b>-32.9%</b> Arapahoe: <b>-25.5%</b> Douglas: <b>-33.6%</b></p>	<p>Good Good Good</p>

**Weekly Incidence Rates (IR) per 100,000, Youth Ages 5-18**

Adams, Arapahoe, and Douglas Counties  
Weekly Rates are dated by the first day in the week. Weeks are Sunday - Saturday.



Source: TCHD

# Middle and High School Return to In-Person Hybrid 2.0 Learning

- Return Middle and High School Students to Hybrid/In-Person Learning on Monday, February 8
- Moving Forward: Continue to evaluate data and sustainability of our quarantine impacts with substitutes and operations, positivity rate, incident rate per 100,000, transmission, new COVID strain and vaccinations for teachers and staff
- Process for Input and Refinement



# Vaccination and Testing Updates

- On January 29, Governor Polis announced that eligibility for COVID vaccine for teachers and other school staff would start February 8.
- DCSD is in exploratory conversations with multiple providers to partner with our school district on the possibility of mass vaccination events for educators.
- Vaccine providers want to confirm receipt of availability of additional supply before moving further with mass vaccination events.
- As vaccine availability and supply has been a moving target, we started our planning of dates, locations and partnerships with vaccine providers for next steps and possible mass vaccinations.
- Vaccine supply is the concern that the state and providers need to address.
- No cost COVID testing is still available for all staff at CCC and county sites.
- Waiting for information about cost sharing with the state for BinaxNOW tests.

# Personal Protective Equipment

Substitutes needing Personal Protective Equipment (PPE) should contact their schools next week.

DCSD receives masks from the state and delivers these to all neighborhood schools each week. These include surgical masks and KN95 masks.

Additional surgical masks, KN95 masks, and face shields are in stock in the district warehouse. Principals can order additional masks and face shields through the Workday system or by emailing the warehouse.

## Substitute Pool Update

- Hiring Update
- Current Pool
- Active Substitutes
- Next steps
  - Town Hall for Subs
  - Ongoing Hiring
  - CDE Sub Bootcamp
  - Hiring Webinar, Feb. 17
  - Vaccinations

Total Substitutes as of 2/2021	943
New Hires (since 8/2020)	170
Active Substitutes (since 11/2020)	46%
Average Fill Rate- week 1/4 (407 out of 414)	98%
Average Fill Rate- week 1/11 (634 out of 658)	96%
Average Fill Rate- week 1/18 (490 out of 508)	96%
Average Fill Rate- week 1/25 (682 out of 720)	95%

# Next Steps

## Employee Engagement

- Sharing district updates with our substitute teacher pool
- Continued sub meetings

## Positive Supportive Culture

- Vaccination information
- Leave time accrual for subs under Healthy Families Workplace Act
- Free Access to Employee Assistance Program and Wellness Tools
- Continuing to monitor and review sub pay rates

**\*\*Be sure to check your district email for updates on vaccination opportunities as they become available**

# Q & A

## Discussion

Thank you for joining us today!