BALDWIN SCHOOL 2020-21
Our Strategy for Limitless Learning
Updated as of June 26, 2020
Dear Baldwin Families,

The 2019-20 school year brought unexpected changes in our personal, professional and school lives that leave many wondering how the school will operate in the fall and beyond. Most importantly, we know that Baldwin’s tradition of academic excellence will continue, even if school operates differently than usual. I know that the uncertainty we are enduring together can be challenging, and am grateful for your partnership as we continue to grapple with the impact of COVID-19 on our school community.

We continue to prepare for a school year that, research and public officials suggest, may likely include both on-campus learning and remote learning. To support these scenarios, the 2020-21 Back-to-School Task Force has met weekly or bi-weekly throughout this spring to develop a strategy that addresses Baldwin’s programs, policies and people, facilities and finances and more. The strategy was recently put forward to Baldwin’s Board of Trustees for review, and I wanted to share its contours with you as soon as possible.

Throughout, our focus has been to ensure that:

- Baldwin can re-open campus for in-person learning this fall, to the full extent permitted by authorities and is also prepared to pivot to Baldwin Wired if necessary;
- Baldwin takes necessary and appropriate steps to protect the health and wellness of our students, faculty and staff throughout this public health crisis; and
- Baldwin delivers on its mission of providing nationally renowned academic programming while supporting our girls’ social and emotional well-being.
On the following pages, you will learn more about our strategy to accomplish these important tasks – including how we are preparing Baldwin’s campus to accommodate social distancing and increased cleaning protocols; how our faculty are working to develop proactive and reactive learning strategies that accommodate multiple educational scenarios; and our decision-making process should public health guidance change. You will also begin to get a sense of how this will be a community-wide effort that includes steps taken by families, students, faculty, staff and administrators to ensure everyone remains safe.

My thanks to our Back-to-School Task Force for their diligent and creative work to draw from decades of collective experience, countless hours of research and a deep personal appreciation for Baldwin’s culture and community, to develop our strategy for the 2020-21 school year. Our work will continue over the weeks and months ahead, as we further refine our plans. We will continue to update you over the summer as we learn more about how the pandemic will impact our local area and programs.

The below is our starting point for those future updates. In the meantime, if you have questions, please reach out to your child’s Division Director – and know that all of Baldwin’s faculty, staff and administrators look forward to welcoming our Bears for the 2020-21 school year.

Warm regards,

Marisa Porges ‘96, PhD
Head of School

Please remember that our plans for 2020-21 will continue to evolve as new information is available.
LEADERSHIP AND EXPERTISE

Baldwin’s Back-to-School Task Force is comprised of Leadership Team Members, Trustees and other key stakeholders. Since forming in April, the Task Force has met regularly to plan for the 2020-21 school year by gathering expertise from inside and outside the Baldwin community; using input from families, students, faculty and staff to guide our planning; and maximizing the creative thinking and adaptable problem-solving of sub-committees, including on Health and Wellness, Facilities and Finance.

The result is our under development 2020-21 Strategy for Limitless Learning. While still evolving, this strategy aims to adjust operations to provide all Baldwin students’ learning continues throughout.

Baldwin’s 2020-21 Limitless Learning strategy draws from:

- A deep appreciation for the essence of Baldwin’s learning experience and what makes Baldwin so unique
- Integrating government and public health guidelines
- Studying lessons learned from peer schools across the globe
- Reviewing recommendations from independent school associations and other sources
- The creative, flexible thinking of our faculty, staff and students

While many details are being finalized based on evolving guidance and mandates, we hope this update further clarifies our community’s shared path forward for 2020-21.
Baldwin’s plan prepares us to move fluidly between two scenarios. The decision to transition from one scenario to another will be based on a combination of factors including public health agency guidelines, government mandates, efforts to mitigate risk to our community members and recommendations from independent school associations.

SCENARIOS FOR LIMITLESS LEARNING 2020-21

Scenario 1: On-Campus Learning

Baldwin’s campus is open. Public health guidance and local mandates allow on-campus learning in our area.

Teachers and students are learning in the classroom, with modified campus protocols and procedures in place to support health and safety.

Scenario 2: Baldwin Wired 2.0

Baldwin’s campus is closed due to government mandate.

This scenario could result from widespread regional cases of COVID-19 or serious localized outbreaks that result in authorities closing campus.

Hybrid Scenario

There are also scenarios where instruction would shift between on-campus and remote learning – e.g., as a result of limited localized outbreak within a subset of the community that requires periods of learning from home.

There are also scenarios where small groups of students or teachers may engage in remote learning because of individual health concerns.

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Spring/Summer 2020: Baldwin implements the physical, procedural, training and other recommendations as mandated by the state and as determined by our Back-to-School Task Force to support safe campus re-opening this fall. Remote and hybrid plans also developed, to support all scenarios: a safe campus re-opening, plus remote and hybrid alternate scenarios.

Montgomery County remains in either the yellow or green phase, as determined by new COVID-19 cases. No other local or state orders require remote school.

Exposure to COVID-19 within our School community requires quarantine for a cohort of students and/or faculty.

A local or more widespread spike in COVID-19 cases causes government authorities to mandate remote school.


Baldwin Wired 2.0 for all students.

Remote learning for a cohort or a small group of students.
LIMITLESS LEARNING

OUR OBJECTIVES

#1: Create an on-campus experience that prioritizes community safety and minimizes transmission risk.

#2: Deliver Baldwin’s robust academic program in a way that maximizes learning and supports the ability to pivot flexibly between on-campus and remote scenarios.

#3: Nurture the connectedness among community members, with an eye to overall wellness and social emotional growth.

OUR STRATEGY AIMS TO BALANCE THESE OBJECTIVES
OBJECTIVE #1
CREATE AN ON-CAMPUS EXPERIENCE THAT PRIORITIZES COMMUNITY SAFETY AND MINIMIZES TRANSMISSION RISK

Our goal is to create a safe environment with all students in attendance every day, for a full school day, in a way that supports the health and wellness of our students, faculty and staff. Before students return to campus, faculty and staff will receive training on new protocols so they can help our girls easily adapt to new procedures. There will also be orientation days before school starts, for all students, to help our girls smoothly transition.

CRITICAL COMPONENTS TO MEET THIS GOAL

- HEALTH AND SAFETY PLAN
- SOCIAL DISTANCING
- FACILITY MODIFICATIONS AND CAMPUS DISINFECTION
- PERSONAL ACCOUNTABILITY

Updated as of June 26, 2020
We currently plan to have trained personnel take students’ temperatures upon arrival each morning. We anticipate requiring staggered arrivals to help support this process.

Wellness centers and isolation spaces have been designated in each division to support this protocol.

Newly installed hand washing sinks and hand sanitizer will be located throughout campus, to support increased hand washing protocols for students, faculty and staff.

Wearing of masks will be part of our reopening plan, but the details are still under review to determine when/under what circumstances will masks be required and how to ensure age-appropriate use.

We will continue to update plans over time, including as regards testing, as new mandates and guidance are released.
OBJECTIVE #1: CREATE AN ON-CAMPUS EXPERIENCE THAT PRIORITIZES COMMUNITY SAFETY AND MINIMIZES TRANSMISSION RISK

SOCIAL DISTANCING: FOR ALL STUDENTS, AS FEASIBLE, CAPITALIZING ON OUR PURPOSEFULLY SMALL STUDENT BODY AND LARGE CAMPUS.

- Cohorting by grade: Each grade will be taught in separate areas of campus with no/minimal mixing between grades.
- Desks spaced apart in classrooms following social distancing guidelines.
- Large events, assemblies and other gatherings may be held virtually.
- Increased outdoor time throughout the day.
- Lunch will be eaten in classrooms and outdoors spaces.
- Sharing of supplies will be curtailed, including through expansion of our 1:1 MacBook program in Lower School.

Updated as of June 26, 2020
OBJECTIVE #1: CREATE AN ON-CAMPUS EXPERIENCE THAT PRIORITIZES COMMUNITY SAFETY AND MINIMIZES TRANSMISSION RISK

FACILITY MODIFICATIONS AND CAMPUS DISINFECTION:
INCREASED PROFESSIONAL CLEANING AND DISINFECTION PROTOCOLS DURING AND AFTER SCHOOL, MODIFICATIONS TO CLASSROOMS AND OTHER SPACES, NEW CAMPUS PROTOCOLS.

- Professional cleaning staff will disinfect high-touch areas throughout the day and after hours. Enhanced cleaning protocols will occur after dismissal, including with electrostatic technology.

- Majority of Baldwin’s non-teaching staff will work remotely, to provide additional learning spaces for students and minimize campus exposure. Facility work underway to prepare new spaces as classrooms.

- Ventilation of campus spaces prioritized.

- Ultraviolet light sanitation being installed across campus, as feasible.

- Limited access to campus: Restricted visitor policies. Parent meetings likely held remotely, except in emergencies.

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OBJECTIVE #1: CREATE AN ON-CAMPUS EXPERIENCE THAT PRIORITIZES COMMUNITY SAFETY AND MINIMIZES TRANSMISSION RISK

PERSONAL ACCOUNTABILITY: WE WILL RELY ON COMMUNITY MEMBERS TO FOLLOW CDC GUIDELINES AT HOME AND ON CAMPUS, AND TO ADHERE TO COMMUNITY NORMS.

- Processes will be in place for self-monitoring, self-reporting and self-isolation. Students (with parents’ help, as appropriate), faculty and staff will complete daily health screening process each morning, including self-assessment of symptoms.

- Students staying at home when symptomatic or when there is risk of exposure will be critical for community well-being.

- Training will be in place for faculty and staff to ensure they can support students’ learning all new procedures and policies. There will also be start-of-school education for students on how to stay healthy and important community norms.

- Separate education program, before school starts, for all families to establish a common understanding of and support for new protocols and procedures. Your support is key!

Updated as of June 26, 2020
OBJECTIVE #1: CREATE AN ON-CAMPUS EXPERIENCE THAT PRIORITIZES COMMUNITY SAFETY AND MINIMIZES TRANSMISSION RISK

OTHER THINGS TO KNOW:

- Physical Education and Athletics will be held in person, to the fullest extent possible, in accordance with government and PIAA guidance and public health regulations. More information forthcoming from Baldwin’s Athletic Director on our Athletic Program plans.

- Other co-curricular activities will continue, virtually or in person, as possible.

- Restrictions to after-school programs: We are finalizing details but do not currently plan to offer Cubs Club and Baldwin Buds.

- Remote learning: Students in quarantine or with documented concerns will be able to attend class via Zoom/remote platform. More information forthcoming regarding procedures and policies involved with this remote learning scenario.

Updated as of June 26, 2020
OBJECTIVE #2

DELIVER BALDWIN’S ROBUST ACADEMIC PROGRAM IN A WAY THAT MAXIMIZES LEARNING AND SUPPORTS THE ABILITY TO PIVOT FLEXIBLY BETWEEN ON-CAMPUS AND REMOTE SCENARIOS

Our goal is to ensure Baldwin’s academic excellence continues throughout, whether students are learning during an on-campus, hybrid or remote scenario, including by:

- Professional development underway to enhance our faculty’s understanding of best practices for online and hybrid instruction. This includes summer work with Penn Graduate School of Education and other pedagogical experts.

- Department Chairs working with our faculty to adjust curriculum and schedules to support continuity of learning in all scenarios. New tools and practices will be introduced at the start of school, to minimize the disruption of a possible pivot to Baldwin Wired.

- At start of school, prioritizing programs that build classroom community and student-to-student and student-to-faculty connections. This will enhance relationship building and communication practices that will be essential during a possible move to Baldwin Wired.

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OBJECTIVE #2: DELIVER BALDWIN’S ROBUST ACADEMIC PROGRAM IN A WAY THAT MAXIMIZES LEARNING AND SUPPORTS THE ABILITY TO PIVOT FLEXIBLY BETWEEN ON-CAMPUS AND REMOTE SCENARIOS

✔ Division Directors building into Baldwin Wired a structure that supports one-on-one work between teachers and students, a core element of the School’s academic program.

✔ Division Directors working with faculty to streamline and align aspects of the Baldwin Wired experience, including schedules, synchronous sessions, assignment expectations, etc.

✔ Deans, advisors and college counselors continuing group and individual work with students, with our ongoing commitment to tailored support for each girl. In-person programs will be modified for online format, as necessary. To support the college process, admissions officers will continue to connect with students through virtual visits to Baldwin.

✔ At start of school, faculty, students and parents receive instruction around the use of Zoom, Seesaw, Google Classroom and other key tools for hybrid and remote learning.
OBJECTIVE #3

NURTURE THE CONNECTEDNESS AMONG COMMUNITY MEMBERS, WITH AN EYE TO OVERALL WELLNESS AND SOCIAL EMOTIONAL GROWTH

Our goal is to ensure that the meaningful relationships and personal connections that are so special to Baldwin and critical to our girls’ social and emotional well-being are nurtured, in any learning scenario. Efforts to ensure our community spirit and sense of sisterhood inspires our Baldwin students’ love of learning throughout the school year will include:

- Baldwin traditions continuing in modified forms, as necessary, based on health guidelines.
- Faculty designing learning experiences that incorporate small-group work in on-campus, hybrid or Baldwin Wired scenarios.
- Lower School faculty building into Baldwin Wired opportunities for fun and for informal social interactions among students. Faculty training in Responsive Classroom model of community building and positive classroom culture.
OBJECTIVE #3: NURTURE THE CONNECTEDNESS AMONG COMMUNITY MEMBERS, WITH AN EYE TO OVERALL WELLNESS AND SOCIAL EMOTIONAL GROWTH

✔ Middle School and Upper School Deans and advisors creating plans and processes for peer-to-peer engagement and check-ins with trusted adults in all scenarios through advisory, clubs and other co-curricular activities.

✔ Counselors working with all grades to help students develop strategies for self-care, adaptability and resilience, including during small group and one-on-one student work to nurture specific skill-building and problem-solving.

✔ To help sustain our sense of community and sisterhood, faculty, administrators, advisors, counselors, nurses and coaches regularly reaching out to students and connecting during virtual drop-in office hours.

✔ Baldwin’s Wellness Coordinator role was established for the coming school year, to oversee the development of various physical fitness and social emotional programs that support this objective.
IMPORTANT DATES

BELOW IS A PREVIEW OF THE WEEKS LEADING UP TO THE OPENING OF SCHOOL, WITH MORE DETAILS AND INSTRUCTIONS FORTHCOMING IN THE WEEKS AHEAD

**This week will be Faculty and Staff Orientation Week, to provide time for our teachers to get used to any new procedures or protocols in place for the 2020-21 school year.**

**WEEK OF: AUG 24TH**

**Athletic pre-season officially begins for our Upper School student-athletes.**

**WEEK OF: AUG 24TH**

**Middle and Upper School Lewars Academic Pre-Season. MON & TUES (optional practices for Middle School student-athletes from 12:30-2pm)**

**WED: SEPT 2ND**

This will be an orientation day for all Lower, Middle and Upper School students. Faculty and staff will explain to students any new procedures that may be in place when classes start. School hours may be modified, with additional details forthcoming.

**THURS: SEPT 3RD**

This will be a "test-run" day for all girls. We are planning for a full day during normal school hours, with a modified class schedule, to help students practice any new protocols.

**TUES: SEPT 8TH**

First full day of school, with normal class schedule. This will be an A-Day for Middle and Upper School.
These plans for 2020-21 will continue to evolve as new information is available, and we will update you over this summer on any changes. In the interim, if you have specific questions, please contact your daughter’s Division Director.

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