



NATIONAL BUSINESS OFFICERS ASSOCIATION

Hybrid Learning: The New Normal



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Poll Question:

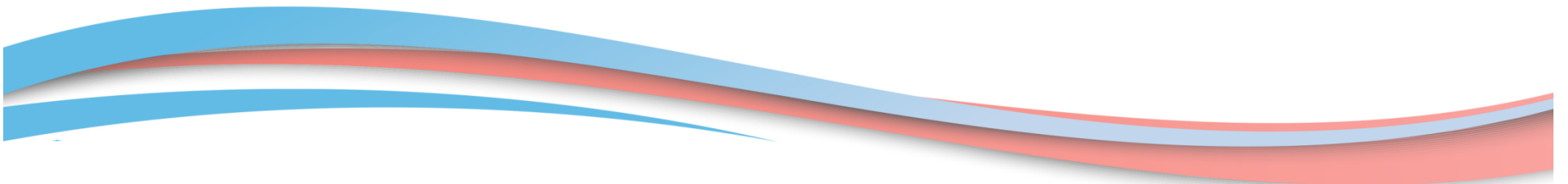
At What Stage is Your School?



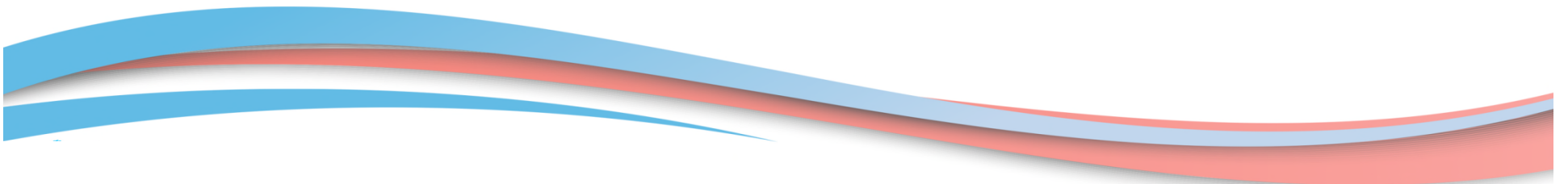
- Fully Virtual
- Some Students On-Campus, Some Online
- Most (All?) Students On-Campus

The Online Teaching and Learning Perspective

Where we've been; where we're going



Be calm and pause.
Be straightforward and clear.
Create simple solutions.



Phase I: Moving to Distance Learning (Completed)



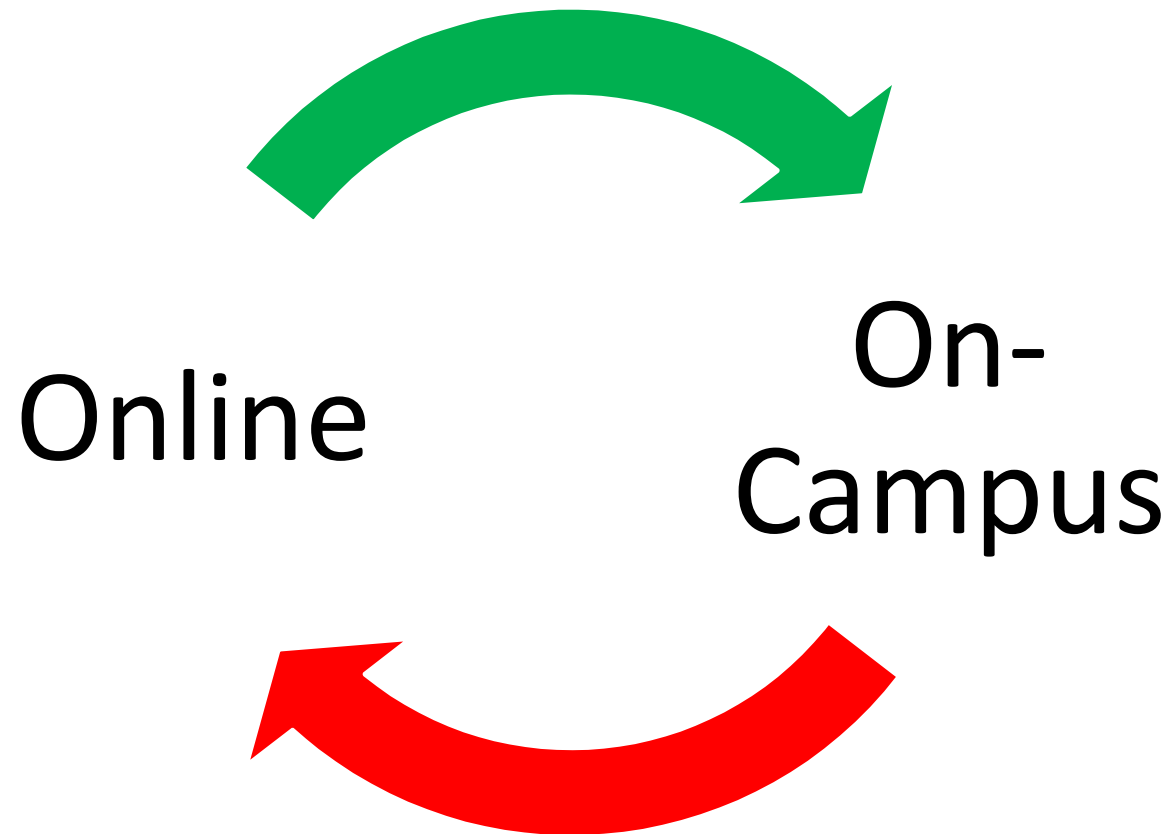
- This was hard! Schools weren't ready.
- Skills and competencies needed to be upgraded quickly.
- Constantly changing practices.

Phase II: Completing the School Year Online (Completed)



- Replacing the classroom experience online wasn't terribly effective.
- Faculty, students, parents, administrators... everyone... was tired.
- Traditions, schedules, and more had to be rethought.

Phase III: Prepare for Hybrid – Summer 2020 (Completed)



Phase IV: Hybrid Learning in Action (In Progress)



- Technology concerns abated (for the most part).
- For some students and faculty, learning online is highly (more?) effective: flexibility, pacing, agency.
- **Flexibility is key** - continuing constant tweaking of various practices.
- Trust relationships frayed in many schools.

Phase V: A “Next” Normal (Upcoming)



- What stays? What goes?
 - What portion of teaching and learning will remain online?
 - Will all faculty and staff be on-campus in the future?
 - What practices become changed permanently (schedules, traditions, etc.)?
 - Will there continue to be enrollment and financial instability?
 - Will campuses keep building new facilities at the pre-pandemic rate?
 - How will schools work to rebuild trust across their communities?



Poll Question:

In what areas are you concentrating efforts to define a “next normal”?

- Faculty/staff development
- Facilities
- Technology
- Enrollment/Retention
- Traditions and Practices
- Other

Preparing Parents & Students: The Enrollment Contract



- The Enrollment Contract - set expectations and preserve flexibility
- Include:
 - The ability to modify the method of program delivery
 - Consent to use student likeness and images
 - Consent for students to use online services (COPPA)
 - Modification for acts beyond your control
- Avoid:
 - Binding the School to providing the program on dates certain and via particular means
 - Binding the School to virtual education only for a limited period of time



Preparing Parents & Students: The Hybrid Learning Policy



- Don't send your COVID-19 policy to the recycling bin!
- Address:
 - Hybrid learning is an extension of the in-person program
 - Method and means of communication? (*i.e.* using School-authorized platforms)
 - Time of communication (*i.e.* during normal hours)
 - Recording of video/audio sessions?
 - How should students be prepared for virtual sessions?
 - Expectations for parent involvement (or not) in virtual learning
- The same rules of conduct that apply during in person learning apply during virtual learning



Preparing Employees: The Employment Agreement



- Set expectations and preserve flexibility
- Include:
 - Ability to modify the terms and conditions of employment (including duties and responsibilities)
 - Expectation to take on additional duties and responsibilities as assigned – including additional **training**, if needed, and competencies required
 - Modification for acts beyond your control
- Avoid:
 - Limiting dates/times worked to set dates
 - Setting an exhaustive list of duties and responsibilities



Preparing Employees: The Hybrid Learning Policy



- Modify policies to address the virtual learning environment
- Review your Employee Handbooks, specifically policies on:
 - Working hours, duties and responsibilities
 - Email usage (and emailing with students)
 - Video conferences with students
 - Appropriate interactions with students and boundaries/professionalism
 - Appropriate dress and attire
 - Recording of students
- Train, Train, Train
 - **Are your employees able to meet the expectations set by your enrollment contract?**





Poll Question:

Have you updated policies and procedures to reflect COVID-19 lessons learned?

- Yes, totally
- In part
- Haven't started yet

Questions & Answers

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