

# Early Childhood Centers During Quarantine

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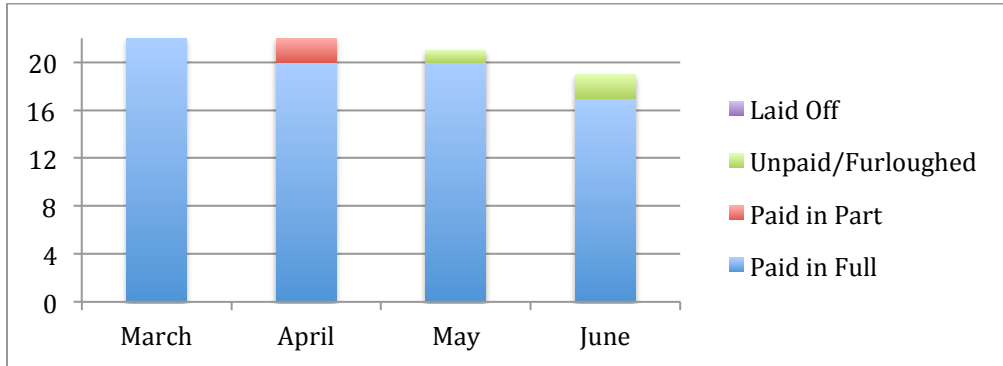
Since at least March 16, 2020, early childhood education centers across Greater Philadelphia closed their sites along with all other schools in the state. Since that time, Jewish Learning Venture has convened the directors of Jewish early childhood centers weekly to support one another in navigating a new world during the global pandemic. This report summarizes the decisions directors have made or are considering at this time regarding school closures, tuition, teachers' salaries, and more.

The survey was sent out to all directors of Jewish early childhood education centers in Greater Philadelphia through email. Of the 37 directors on the list, 22 responded to the survey. The sizes of the schools ranged from 42 students to 180 students.

	Number of Schools
Small (fewer than 70)	5
Small-Medium (70-100)	5
Medium-Large (101-125)	5
Large (126+)	6



**Look at the list of months indicate whether you did/will pay teachers their regular salary, part of their salary, or no payment.**



**Comments:**

- The synagogue committed to pay through June, if possible, and with the PPP loan they are able to fulfill this commitment.
- For April they received 1 full week and then they receive 2-4 hours a week for online work. For May and June they will get the 2-4 hours a week only but have otherwise been furloughed
- Don't have the answer yet for May and June
- We are only open half of the month of June for school - the other half is camp and we will not be able to pay for the weeks we are not open.
- PPP loan
- PPP
- We paid for the first 2 weeks closed. Once we received the ppp money, we are able to pay until the first week in June
- PPP Loan
- PPP loan as well as the synagogue paying into it
- PKC, PPP, Reinvestment Fund grant (PEFSEE)
- They are also still receiving health benefits.
- The board voted to pay all staff. We got a PPP loan.
- They were paid 50% of their regular morning hours. The Temple received a loan so they are back to 100%.
- Our synagogue received the PPP loan.
- We were able to procure congregant loans to tide us over until the receipt of our PPP loan/grant that will take us through the end of June.
- PPP loan and tuition turned into donations by parents



**Please tell us about what you are requiring of your teachers while school sites are closed.**

<b>Hours required to teach online per week</b>	<b>Frequency of connections directly with parents/ care-givers</b>	<b>Other</b>
5 hours	Once a day	
Depends on age - ranging from once a week to daily	Not specified	
2-3	2-3 times per week	
2 -4	1 - 4 times per week depending on student age and teacher job	
5 hours	7-8x per week	
4-6 (depends on age group)	Weekly or biweekly	
varies with child's age	weekly	home visits, phone calls, facetime
Depends on hrs they teach...3-7	weekly	
5 hours per week	1 time per week in addition to online classes	
2-10 hours depending on age	2-5?days/wk	
1 hour ish	face times/and f/b lives a few times per week	
normal 40 hour week	daily, Monday-Friday	
30 min /scheduled class meeting day	once a week	
1 zoom/day, kindergarten-a 2nd zoom. Teachers create full schedules w/ activities & send videos to go along. We pack packets of material & supplies to go along with schedules	1 personal phone call a week and class Whatsapp groups	Answered above. Not sure if I was so clear.
1-2 sessions per day, depending on the age of children	daily whatsapp communication (short) plus email once a week	Individual video or phone calls on as needed basis
1-2 hours	1-2 a week	prep time which requires hrs/day



continued

Hours required to teach online per week	Frequency of connections directly with parents/ care-givers	Other
no specific amount of hours – but a few to several are occurring	up to a dozen per week, perhaps?	
2	At least 2-3x a week for classroom teachers. Programming through our school daily.	On line classes, progress reports, zoom parent/teacher conferences
Total 2.5 hrs. Half hour zoom classes M-TH and participation in Friday Shabbat lead by me	Other than class emails, my teacher have not been required to check in any specific number of times with families. They connect when they have missed seeing a child in a zoom class after 2 or 3 days. Some also visited children’s homes to drop off materials.	
1 ½	Daily	Individual Facebook pages for each class to communicate
Differs for ages. Daily 15-40 minute zoom sessions	daily zoom	weekly phone, facetime or zoom individually or small group
2	Weekly	

**Please tell us about how your staff used and/or earned paid time off (PTO) while your sites were closed.**

Please explain whether staff used their PTO and were they required?	How have staff earned PTO during this time if at all?	What else should we know about PTO?
Preparing lesson plans	They haven’t	
they have not used PTO.		Our staff does not accrue PTO. Not sure what we will do with remaining PTO.
No	none	No teachers had PTO left.
Not used – not required	Don’t know	?
Everyone lost what was left of PTO	Haven’t	
		Our staff doesn’t have a lot of pto to use

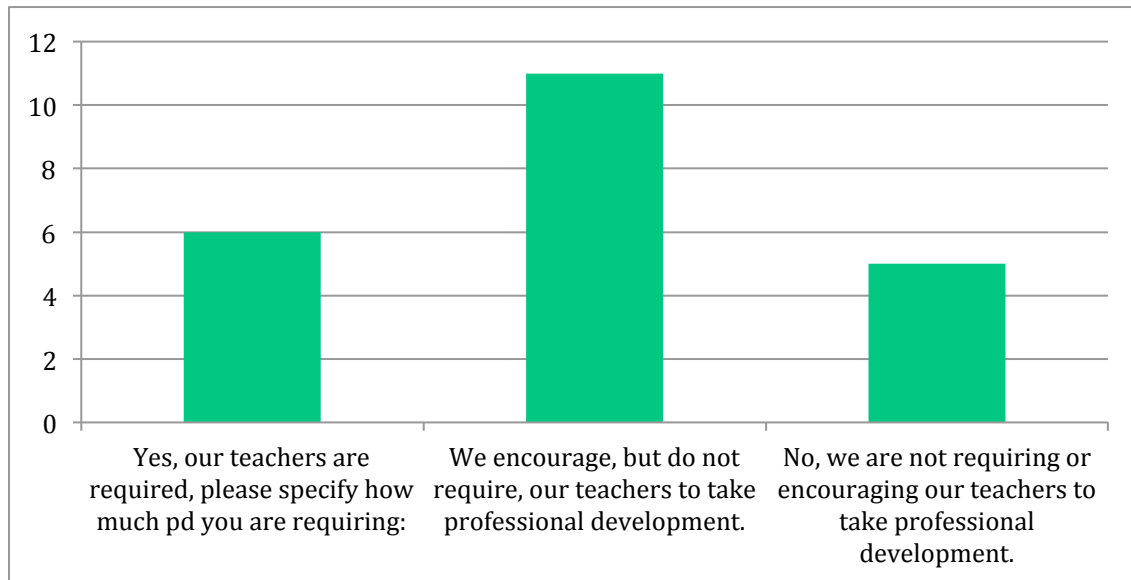


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<b>Please explain whether staff used their PTO and were they required?</b>	<b>How have staff earned PTO during this time if at all?</b>	<b>What else should we know about PTO?</b>
no	not really tackled this topic yet	
Not affected.		
We did not use pto	no	
Getting paid for pto earned for the full year and not used		
No PTO used	No	
		We don't have PTO
yes	they did not, as we have a set number of PTO time/days per school year	
Did not use	PTO is in their letter of agreement	Teachers were entitled to 7 PTO's for the school year
They did not.	They did not.	
If they were working another job during time, we asked them to take PTO, they also were able to take time off during quarantine.	same as before.	
Not used	N/a	They are entitled to as many hours as they work in a week. Any hours not used will be paid at full hourly rate with last paycheck in June.
I've only had one or two staff members out for family emergencies. They are not required to use their PTO.		
Did not use	N/A	
Yes we required them to use all PTO	They are given a school year allotment - not accrued	



## Are your teachers required or encouraged to take professional development while school sites are closed?

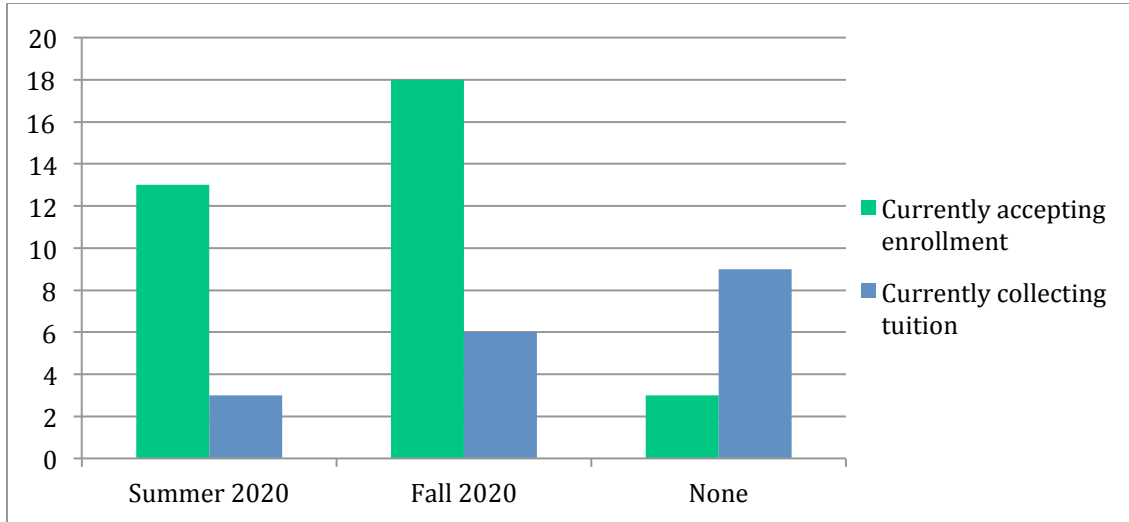


### If you require professional development, please specify:

- Required to finish needed hrs for PAkeys. The rest is encouraged.
- So far teachers have completed 12. I would like them to complete 1 -2 PD's per week
- DHS Requirements
- to meet the requirement of PD hours for Star 4
- one course or at least 2 credits
- They need to fulfill our Stars 2 requirement 6 hours. If not already completed



## Are you accepting registration and/or collecting tuition for summer and fall?



## Is your school offering tuition assistance to families in need?

Yes, we are offering tuition assistance.	10
No, we are not able to offer tuition assistance right now.	12

### If you are offering tuition assistance. please explain:

- EITC
- Families are not asked to pay for unused time and can be reimbursed if they paid for unused time. We have a financial aid system that is open to all
- We are part of CCIS and also receive money from a donor.
- We always offer financial assistance to families in need.
- We will try to maintain our scholarship assistance to families in need.
- Some Families could not pay at all at this time
- If families can't pay their outstanding balance, we are still allowing them to attend our virtual learning and weekly meetings
- Parents would need to discuss with the Executive Director
- They are given the option from March 13 until we re-open to donate their tuition or have it credited. If they are not returning they will be refunded for unused tuition.
- We have a small fund. If parents apply for assistance, when they submit paperwork for the fall, we will help with small stipends.



## **Please explain your current plans if Governor Wolf declares that it's safe to open early learning centers at some point during the summer.**

### **Planning to Open When Possible**

- We intend to open once we are allowed to (Yellow)
- We will open. Smaller classes as needed (our classes are small to begin with). We will make modifications based on CDC guidelines including drop off procedures.
- We expect to follow the guidelines to the best of our space and registration will allow. Staffing shouldn't be an issue and it seems that we may retain some children that would have left to go to other camps. Parent comfort level regarding other camps has decreased
- We will open
- We are planning to reopen at "yellow" phase, as we feel the extreme need for ECE services in our community
- We plan to reopen when we are in the yellow phase.
- We are discussing preparations including PPE, thermometers, teacher: child ratio, enrollment and staffing.
- We will open for an abbreviated summer camp session.
- We will host a modified camp program. Limited early and late care hours.
- We will open in phase green And will give parents 2 weeks notice of an opening date when we know

### **Hoping to Open; Not Yet Decided**

- We have 4 contingency plans for reopening so far and are working in creating new policies for the circumstances
- We hope to open for at least a portion of the summer, but we need further guidance as to how to accomplish that. This will be a synagogue decision, not just the director.
- Still formulating plans if we are allowed to open camp. I would like to open if possible. Camp is always smaller than school & I think it would be a good way to practice for the fall
- We would like to be able to reopen as long as we can meet the specifications put forth by the CDC. We will first survey families to see who will come back when we open. Must reevaluate staff, see who is uncomfortable coming back, etc, adjust hours as well depending on enrollment
- Of course we all are eager to return the building, but not until we know what the guidelines from state and county will be. That being said, we will follow all state and county guidelines to ensure the proper protocols are being followed at all times.
- It all depends on what the CDC requirements would entail
- I am hopeful we will be able to reopen soon and that the requirements to do so will not seem impossible.

**Jewish Learning Venture innovates programs that help people live connected Jewish lives.**

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Jewish Learning Venture™

Rabbi Philip Warmflash, Chief Executive Officer

Walter Ferst, President

- Our hope is that we will be able to open safely at some point this summer in conjunction with the CDC guidelines. There is certainly much needed discussion still needed with staff, parents, and administration and questions that need answers.

### Undecided

- I want to see the regulations and see if we can open
- Unsure.
- Still in discussion
- Undecided
- not sure yet...getting protocols in place

### Not Opening This Summer

- We are closed until September

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