

## RECONSTITUTION

Reconstitution is the process by which an organization resumes normal operation. The pandemic will not harm the physical infrastructure or facilities. Long term contamination to facilities is not a concern. The primary challenge is to return to normal and bring the programs back to full capacity.

1. What are the staffing needs based on the situation we are in post stage 5? In our school?
  - ◆ Grieving process for student, staff and families must be implemented
  - ◆ What are the stress and overload factors that need to be dealt with because of these factors?
  - ◆ What programs can continue as “is”?
  - ◆ What is the DE “saying about” 180 calendar?
  - ◆ What is the DE “saying about” teacher certification and/or endorsements?
  - ◆ Coordinate the start of school with the rest of the community.
    - What about busing and routes
    - Communicate often with staff, parents and students
    - What kind of sharing (staff, students, and resources) is possible within a city, or region to maintain quality Catholic education?
  
2. What are the staffing needs on the situation we are in post stage 5 in our faith formation programs?
  - ◆ Grieving process for students, staff, and families
  - ◆ What are the stress and overload factors that need to be dealt with because of these factors?
  - ◆ Will your program be extended into summer, etc or will you reformat the existing schedule?
  - ◆ What will you do to train new staff and/or volunteers?
  - ◆ Coordinate your “start” of programs with other parishes and/or churches in your city or region.
    - Communicate with staff, volunteers, parents and students
    - What kind of sharing (staff, students, and resources) is possible within a city, or region to maintain quality Catholic education?
  
3. Buildings, etc.
  - ◆ Maintenance people need to clean and prepare building.
  - ◆ Staff need to prepare their classrooms and offices
  - ◆ Work with county health to make sure the water supply is safe
  - ◆ Food service staff needs to make sure food and supplies are ordered and sufficient to start school or program. \*Recommendation: start with sack lunches
  
4. Finances/Human Resources
  - ◆ Staff pay
  - ◆ Bills
  - ◆ Tuition
  - ◆ Parish subsidy
  - ◆ Sick leave/family leave
  - ◆ Mental health issue
  - ◆ Insurance