
ENGAGEMENT OF ACTIVITY (EOA) FRAMEWORK

Supplement to Continuity of Learning–COVID-19

The Engagement of Activity (EOA) framework outlines how Montgomery County Public Schools (MCPS) coaches and extracurricular activity sponsors may continue to engage with students during the Continuity of Learning time period, caused by the coronavirus pandemic (COVID-19).

The EOA framework consists of the following sections:

- Rationale (Our Why)
- Protocol (Our How)
- Roles and Responsibilities (Our Who)
- Timeline (Our When)
- Engagement Plan (Our What)
- Resources

Rationale

MCPS recognizes the positive impact that coaches and activity sponsors have on the physical, mental, and social-emotional health of students during the disruption of school operations due to COVID-19. The Engagement of Activity framework provides guidance for allowing beneficial interaction between coaches/activity sponsors and students, enhancing the efforts of the Continuity of Learning educational model for distance learning. It also serves to provide staff members with expectations and actions for fulfilling the responsibilities of their position.

The EOA framework also supports the MCPS Be Well 365 initiative, which fosters the six essentials of culturally responsive relationship building; mental and emotional health; trauma-informed practices; restorative justice and restorative practices; physical health and wellness; and character education and empathy.

Protocol

The EOA framework is implemented using the Engagement Plan, which is a tool used by coaches and activity sponsors to formulate and capture their actions, strategies and supports during the Continuity of Learning time period, caused by COVID-19. The Engagement Plan includes four sections:

1. Promoting Academic Excellence, Character & Health & Safety
2. Instilling Knowledge of Sport or Activity
3. Utilizing Effective Communication Platforms & Celebrating Students
4. Demonstrating Commitment to Professionalism & Professional Development

The Engagement Plan is completed by the coach/sponsor and submitted to the athletic director (athletics) or school administrator (extracurricular activities).

Engagement between coaches/sponsors and students shall:

- Comply with all state, county, MPSSAA and MCPS mandates, laws and expectations regarding social distancing
- Occur virtually using MCPS-approved platforms and conforming with all MCPS regulations regarding online and remote learning/engagement

- Occur during times that do not conflict with established times per the MCPS Continuity of Learning schedule for the appropriate level of school (elementary, middle, or high)

Frequency of Engagement

- Athletic directors and athletic coordinators are expected to meet virtually with coaches at the beginning of the implementation (to review expectations) and near the end of the school year (to discuss Engagement Plan, receive feedback, and share best practices).
- Coaches shall engage virtually with student-athletes at least two times per week for a minimum of 30 minutes each session.
- Sponsors shall engage virtually with students at least once per week for a minimum of 30 minutes each session.

Roles & Responsibilities

The effective implementation of the EOA framework requires the coordinated efforts of administrators, athletic directors, coaches/sponsors, students, and parents/guardians. The roles and responsibilities of each group are summarized below:

Administrators

- Provide the EOA framework to extracurricular activity sponsors
- Review Engagement Plans and provide appropriate feedback, support, and guidance

Athletic Directors/Coordinators

- Educate coaches, student-athletes, parents/guardians and other appropriate stakeholders of their roles and responsibilities regarding the EOA
- Ensure that all head coaches have completed the Engagement Plan and submitted it electronically for review
- Review Engagement Plans and provide appropriate feedback, support, and guidance
- Capture feedback during the implementation of the EOA and provide summary to the Athletics Unit

Coaches/Sponsors

- Review the EOA framework
- Complete the Engagement Plan for their activity and submit to their athletic director or school administrator
- Ensure that engagement with students complies with the EOA framework and all state, county, MPSSAA and MCPS mandates, laws and expectations regarding social distancing
- Demonstrate a commitment to promoting the physical, mental, and social-emotional well-being of students, consistent with the MCPS Be Well 365 framework

Students

- Comply with all state, county, MPSSAA and MCPS mandates, laws and expectations regarding social distancing
- Participate appropriately in virtual activities, using MCPS-approved platforms
- Promote the core values of MCPS and MCPS Athletics, serving as leaders in their communities

Parents/Guardians

- Support students with engagement in virtual activities, using MCPS-approved platforms
- Communicate with coaches and activity sponsors as appropriate

Timeline

The implementation of the EOA framework will utilize the following timeline, which states the actions for constructing, reviewing, and communicating the framework to appropriate stakeholders.

Date	Who	Action
April 22	Athletics Unit Fine Arts Student Leadership OSSI OEELR	<ul style="list-style-type: none"> Athletics, Fine Arts, Student Leadership, and OSSI review the EOA and Engagement Plan OEELR supports process, further engages unions as appropriate
April 23	Athletic Directors	<ul style="list-style-type: none"> Monthly meeting of athletic directors. EOA is shared with the group for feedback EOA shared with principals through MCPSSAA chair and vice-chair
April 24	Athletics Unit Fine Arts Student Leadership OSSI OEELR	<ul style="list-style-type: none"> Final review of EOA, including Engagement Plan Memo and communication drafted
May 1	OSSI – Dr. Wilson	<ul style="list-style-type: none"> Communication of EOA to principals and appropriate staff members
Spring 2020	All Stakeholders	<ul style="list-style-type: none"> Implement EOA for the duration of the 2019-20 school year. Feedback and enhancements are received
Summer 2020	Athletics Unit Fine Arts Student Leadership OSSI OEELR	<ul style="list-style-type: none"> Modify and enhance the EOA to incorporate feedback, best practices, and lessons learned during the initial implementation
Fall 2020	All Stakeholders	<ul style="list-style-type: none"> If needed, implement enhanced EOA 2.0, due to COVID-19 restrictions

Engagement Plan

The EOA framework is implemented using the Engagement Plan (attached), which is a tool used by coaches and activity sponsors to formulate and capture their actions, strategies and supports during the Continuity of Learning time period, caused by COVID-19. The Engagement Plan includes four sections: 1) Promoting Academic Excellence, Character & Health & Safety; 2) Instilling Knowledge of Sport or Activity; 3) Utilizing Effective Communication Platforms & Celebrating Students; and 4) Demonstrating Commitment to Professionalism & Professional Development. For each section, coaches/sponsors should identify specific actions and strategies that will be utilized to engage with students during the implementation of the EOA, in order to support the physical, mental and social-emotional well-being of students and fulfill the accommodated responsibilities of the stipended activity. Completed plans are submitted to the athletic director (for athletics) or a designated school administrator (for extracurricular activities).

Resources

The following resources are available for coaches/sponsors, athletic directors/coordinators, and administrators:

- Engagement of Activity: Examples and Best Practices for Coaches & Activity Sponsors
- Links to Websites
- Additional Resources on MCPS Website