

The Pikes Peak Area Superintendents and local school districts have joined together in support of Governor Polis' request for schools to close their doors to "normal, in-person instruction." Moving forward, this means that area schools and school districts will provide remote learning opportunities and support as well as meal services at limited school sites, both of which are considered essential services for local school children. School and district leadership realize this means families could be juggling parenting, working and assisting their children in remote learning all under one roof.

While resources are coming online for parents, students, employees and employers, one thing is certain: Flexibility, patience and a sense of humor are tools that will serve us all during these uncertain times. All schools are expected to deliver remote instruction, but the delivery method will vary from one district to another and even from school to school within a district. Remote learning could be a blend of online to include other activities or other types of instruction.

Some districts and schools in the Pikes Peak area have begun to learn remotely while others begin next week. All schools and districts are here to support parents with resources they may need. No family is expected to put in a full, school day amount of time in conducting remote learning. Please contribute what you can to your child's education, when you can. In the same respect, no staff member is expected to put in a full day of work during the emergency closure, either.

Tips for Working Parents Now Working from Home:

- Reach out to your child's teacher(s) to inquire how and when their child will get remote instruction. Will it occur online at the family's leisure or will it be occurring at a scheduled time each day? Make sure you know if there are packets available and when/where you can pick them up.
- The Colorado Department of Education has established guidelines for the approximate time children should spend on a subject in a given day in a [document to help families get started with remote learning](#). Young children are unlikely to spend more than two hours a day on remote learning.
- Parents are not alone in homeschooling their children, but rather you are the guide in helping them to engage in remote learning offered by their school and teachers. Some [Best Practices for Families](#) can be found on the Colorado Department of Education website.
- Parents should feel comfortable to work with their child's teacher during this process to find a routine that works for everyone. Advocate for what you and your child needs, including hardware, mental health support, or clarification on assignments.

How Employers Can Help Employees Working from Home:

- Accept that employees home with children are unlikely to work an 8 hour day, or at least possibly not a consistent, consecutive 8 hours, and support them.
- Think outside the box – can employees utilize flexible schedules to accomplish work?
- Ask your team and those you supervise which hours they need to dedicate to children at home who may need help with remote learning.
- Communicate with and support your employees. Meet with them regularly to check in on progress, as you would normally in person. Make sure projects and goals are adjusted for this new normal.
- [Read about parents who are trying to juggle it all from home](#)

Working from home with children learning remotely from home...an excerpt taken from [BusinessWest Blog](#)

For those of us with kids, the announcement that [schools will be closing on Friday 20th March](#) to minimize coronavirus spread is filling some working parents with dread. Some employees express being more scared of home-schooling than they are of COVID-19. How are parents going to work, home school and isolate? It's not an easy challenge, especially with no quick end in sight.

Supporting working parents is a major shift for business too. It seems to me that companies will have to continue to be flexible with workers, to trust that their staff will do their very best to do their jobs well, work their hours and manage their kids in these unprecedented times. It might mean workers showing some flexibility too, working some hours in the evenings or weekends. Is this a leap of faith too far for some employers? Like everything now, this will evolve as we respond to this major cultural shift.

In conclusion, working from home is different for everyone. What might work for me might not work for you. But by having a routine, minimizing distractions and communicating with your team and clients by multiple platforms makes it much easier. As an optimist, I'd like to think that these fundamental changes in working patterns could well be a catalyst for positive change for the future but only time will tell.

So, let's start a conversation...what homeworking tips can you share? What doesn't work for you? Share a picture of your workspace. Please add your own tips and comments to this post.

Additional Articles for Employers and Employees:

<https://www.forbes.com/sites/vickyvalet/2020/03/12/working-from-home-during-the-coronavirus-pandemic-what-you-need-to-know/#179b61e71421>

<https://www.cnbc.com/2020/03/17/working-at-home-with-kids-during-covid-19-crisis-with-kids-underfoot.html>

<https://www.glassdoor.com/blog/tips-for-working-parents-on-navigating-the-coronavirus/>