Pine Hill Borough School District
Restart and Recovery Plan to Reopen Schools

Pine Hill Board of Education
Fall 2020
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Introduction

On June 26, 2020, the New Jersey Department of Education (NJDOE) published “The Road Back – Restart and Recovery Plan for Education” (NJDOE Guidance), a Guidance document to assist New Jersey school districts to develop, in collaboration with community stakeholders, a Restart and Recovery Plan (Plan) to reopen schools in September 2020 that best fits the school district's local needs. The NJDOE Guidance presents information for New Jersey public school districts related to four key subject areas: Conditions for Learning; Leadership and Planning; Policy and Funding; and Continuity of Learning.

The Board of Education Restart and Recovery Plan (Plan) has been developed to be consistent with the requirements in the NJDOE Guidance with consideration to the school district’s local needs in order to ensure school(s) in the district reopen safely and are prepared to accommodate students' unique needs during this unprecedented time.

To ensure consistency with respect to the health and safety of school communities across the State, the NJDOE Guidance speaks specifically to health and safety measures identified as "anticipated minimum standards." These “anticipated minimum standards” are items the NJDOE Guidance recommends a school district incorporate into the Plan as definite components related to health, safety, and operations. Through this established set of Statewide standards, the NJDOE can ensure the State's educational health does not come at the expense of public health. The “anticipated minimum standards” in the NJDOE Guidance are listed and have been incorporated into the school district’s locally developed Plan.

The NJDOE Guidance also provides “considerations” that may help school officials in strategizing ways to adhere to the “anticipated minimum standards”, but do not represent necessary components of the Plan. These “considerations” are not listed in the school district Plan, but school officials have reviewed and incorporated the “considerations” included in the NJDOE Guidance when developing the Plan.

The NJDOE Guidance uses the term “should” throughout the document when referencing “anticipated minimum standards … that school districts should incorporate into their reopening plans as definitive components related to health, safety, and operations.” Therefore, those provisions in the NJDOE Guidance listed as “anticipated minimum standards” have been interpreted to be required components in the Plan.

The NJDOE Guidance uses the term “school districts” or “schools” or “districts” when referring to the completion of tasks. For example, “districts must develop a schedule for increased routine cleaning and disinfection.” This Plan assigns the responsibility for
completing tasks to “school officials” which would be the Superintendent of Schools or a designate of the Superintendent of Schools. The NJDOE Guidance requires a Board Policy to address several elements outlined in the NJDOE Guidance. The Board of Education has adopted Board Policy 1648 – Restart and Recovery Plan that includes the policies required in the NJDOE Guidance.

This Plan is aligned with the requirements outlined in the NJDOE Guidance. The Appendices section of this Plan include the school district’s unique and locally developed protocols to ensure school(s) in the district reopen safely and are prepared to accommodate staff and students’ unique needs during this unprecedented time. Also included in the Appendices section is a chart that includes all websites and outside guidance information that are listed in the NJDOE Guidance.

The requirements outlined in the NJDOE Guidance and incorporated into this Plan are controlled by Executive Order of the Governor of New Jersey and are subject to change.

**District Mission Statement**

The Pine Hill School District, in partnership with parents and the community, is dedicated to educating all students in a safe, nurturing environment in order to develop productive citizens who are committed to lifelong learning. Additionally, it is the expectation of this school district that all pupils achieve the New Jersey Student Learning Standards at all grade levels.

**Pine Hill Board of Education Members**

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THE BOARD OF EDUCATION’S RESTART AND RECOVERY PLAN

The Board of Education’s Restart and Recovery Plan addresses four key subject areas:

A. Conditions for Learning;
B. Leadership and Planning;
C. Policy and Funding; and
D. Continuity of Learning.

A. Conditions for Learning

Conditions for learning involve the social, emotional, and environmental factors that can impact educator capacity to teach and student capacity to learn, including standards for maintaining healthy and safe school conditions. As schools reopen, the impact of social isolation on both educators and students is a key area of concern.

Conditions for Learning include: Health and Safety – Standards for Establishing Safe and Healthy Conditions for Learning; and Academic, Social, and Behavioral Supports

1. Health and Safety – Standards for Establishing Safe and Healthy Conditions for Learning; and Academic, Social, and Behavioral Supports

   The Health and Safety Section of the Board’s Plan identifies Ten Critical Areas of Operation which the Board has addressed in the Plan: General Health and Safety Guidelines; Classrooms, Testing, and Therapy Rooms; Transportation; Student Flow, Entry, Exit, and Common Areas; Screening, PPE, and Response to Students and Staff Presenting Symptoms; Contact Tracing; Facilities Cleaning Practices; Meals; Recess/Physical Education; and Field Trips, Extra-Curricular Activities, and Use of Facilities Outside School Hours.

   Throughout this Health and Safety Section, the provisions marked "anticipated minimum standards" as outlined in the NJDOE Guidance
have been incorporated into the Board’s Plan and related protocols, as applicable.

The Health and Safety section of the NJDOE Guidance also provided "additional considerations" to assist school officials in considering ways to adhere to the anticipated minimum standards. These provisions are also consistent with the Board’s general obligation to ensure the health and safety of its students and staff pursuant to N.J.S.A. 18A:40-6 and N.J.A.C. 6A:16-2.1. District officials should abide by the advice of local health officials to determine the safest course of action based on local circumstances, which will change as the public health landscape evolves. The health and safety of students and staff is the number one priority and has guided all decisions of the Board’s Plan.

Ten Critical Areas of Operation

a. Critical Area of Operation #1 - General Health and Safety Guidelines – Anticipated Minimum Standards Incorporated into the Plan

(1) In all stages and phases of pandemic response and recovery, the Centers for Disease Control and Prevention (CDC) recommends the following actions:

   (a) School officials will establish and maintain communication with local and State authorities to determine current mitigation levels in the community.

   (b) School officials will ensure staff and students who are at higher risk for severe illness are protected and supported, such as providing options for telework and virtual learning.

   (c) The CDC’s Guidance for Schools and Childcare Programs, if applicable, will be followed.

   (d) The Board promotes behaviors that reduce the spread of COVID-19 such as encouraging staff and students to stay home when appropriate; encouraging the practice of hand hygiene and respiratory etiquette; requiring the use of face
coverings; and signs and messages in and around school buildings.

(e) Reasonable accommodations will be provided for individuals that the CDC identifies as having a higher risk for severe illness from COVID-19, including older adults (aged 65 years and older) and individuals with disabilities or serious underlying medical conditions, which may include:

(i) Chronic lung disease or asthma (moderate to severe);

(ii) Serious heart conditions;

(iii) Immunocompromised;

(iv) Severe obesity (body mass index, or BMI, of 40 or higher);

(v) Diabetes;

(vi) Chronic kidney disease undergoing dialysis;

(vii) Liver disease;

(viii) Medically fragile students with Individualized Education Programs (IEPs);

(ix) Students with complex disabilities with IEPs; or

(x) Students who require accommodations under a Plan in accordance with the Section 504 of the Rehabilitation Act of 1973 (504 Plan).

[See Appendix A – Critical Area of Operation #1 – General Health and Safety Guidelines]
b. Critical Area of Operation #2 – Classrooms, Testing, and Therapy Rooms – Anticipated Minimum Standards Incorporated into the Plan

(1) Schools in the district will allow for social distancing within the classroom to the maximum extent practicable. This will be achieved by ensuring students are seated at least six feet apart. If a school in the district is not able to maintain this physical distance, additional modifications should be considered including using physical barriers between desks, turning desks to face the same direction (rather than facing each other), and/or having students sit on only one side of the table, spaced apart.

(2) When social distancing is difficult or impossible, face coverings will be required for students, and face coverings are always required for visitors and staff unless it will inhibit the individual's health.

(a) Enforcing the use of face coverings may be impractical for young children or individuals with disabilities.

(3) In a classroom setting where social distancing can take place (e.g., desks are 6 feet apart) or physical barriers are in place, Students and staff are expected to wear face coverings at all times except if they are medically exempt. However, medically exempt students must maintain 6ft. distance at all times.

(4) All instructional and non-instructional rooms in schools and district facilities must comply with social distancing standards to the maximum extent practicable.

(5) Use of shared objects should be limited when possible or cleaned between use.

(6) All indoor facilities will have adequate ventilation, including operational heating and ventilation systems where appropriate. Recirculated air must have a fresh air component, windows will be opened, if practical, if air
conditioning is not provided, and filter(s) for A/C units must be maintained and changed according to manufacturer recommendations.

(7) School districts will prepare and maintain hand sanitizing stations with alcohol-based hand sanitizers (at least 60% alcohol). Such stations should be:

(a) In each classroom (for staff and older children who can safely use hand sanitizer).

(b) At entrances and exits of buildings.

(c) Near lunchrooms and toilets.

(d) Children ages five and younger should be supervised when using hand sanitizer.

(e) For classrooms that have existing handwashing stations, stations should be prepared with soap, water, and alcohol-based hand sanitizers (at least 60% alcohol).

(8) School officials should develop a school-wide plan where students are required to wash hands for at least twenty seconds at regular intervals during the school day and always before eating, after using the bathroom, and after blowing their nose, coughing, and/or sneezing.

(a) If washing with soap and water is not possible, washing with an alcohol-based hand sanitizer (at least 60% alcohol) should be used.

[See Appendix B – Critical Area of Operation #2 – Classroom, Test, and Therapy Rooms]

c. Critical Area of Operation #3 – Transportation – Anticipated Minimum Standards Incorporated into the Plan

(1) If the school district is providing transportation services on a school bus and is unable to maintain social distancing, a
face covering must be worn by all students who are able to do so upon entering the bus.

(2) Accommodations for students who are unable to wear a face covering should be addressed according to that student's particular need and in accordance with all applicable laws and regulations.

(3) Every school bus, either district-owned or contracted, should be cleaned and disinfected before and after each bus route.

[See Appendix C – Critical Area of Operation #3 – Transportation]

d. Critical Area of Operation #4 – Student Flow, Entry, Exit, and Common Areas – Anticipated Minimum Standards Incorporated into the Plan

(1) The Board’s Plan should establish the process and location for student and staff health screenings.

(2) If physical distancing (six feet apart) cannot be maintained for individuals in line waiting to enter or exit a building, face coverings shall be worn while in the line.

(3) Each school in the district will provide physical guides, such as tape on floors or sidewalks and signs on walls, to help ensure that staff and students remain at least six feet apart in lines and at other times (e.g. guides for creating "one-way routes" in hallways).

[See Appendix D – Critical Area of Operation #4 – Student Flow, Entry, Exit, and Common Areas]

e. Critical Area of Operation #5 – Screening, Personal Protection Equipment (PPE), and Response to Students and Staff Presenting Symptoms – Anticipated Minimum Standards Incorporated into the Plan

(1) The school district will adopt Board Policy 1648 regarding the screening procedures for students and employees upon
arrival at school or work location for symptoms and history of exposure. These screening procedures must include the following:

(a) Staff must visually check students for symptoms upon arrival (which may include temperature checks) and/or confirm with families that students are free of COVID-19 symptoms.

(b) Health checks must be conducted safely and respectfully, and in accordance with any applicable privacy laws and regulations.

(c) Results must be documented when signs/symptoms of COVID-19 are observed.

(d) Any screening policy/protocol must take into account students with disabilities and accommodations that may be needed in the screening process for those students.

(2) The Board must adopt procedures for symptomatic staff and students, which shall include the following:

(a) Students and staff with symptoms related to COVID-19 must be safely and respectfully isolated from others. School officials will follow current Communicable Disease Service guidance for illness reporting.

(b) If the school district becomes aware that an individual who has spent time in a district facility tests positive for COVID-19, officials must immediately notify local health officials, staff, and families of a confirmed case while maintaining confidentiality.

(c) The procedures the district will use when someone tests positive for COVID-19 will include written procedures detailing the district's COVID-19 related
response for symptomatic students and staff. The procedures must be consistent with the district's contact tracing procedures (see "Critical Area of Operation #6 – Contact Tracing") to the maximum extent practicable. The procedure includes:

(i) Establishment of an isolation space. Students and staff with symptoms related to COVID-19 must be safely and respectfully isolated from others. Students should remain in isolation with continued supervision and care until picked up by an authorized adult.

(ii) Following current Communicable Disease Service guidance for illness reporting.

(iii) An adequate amount of PPE shall be available, accessible, and provided for use.

(iv) Methods to assist in contact tracing including records of groups/cohorts, assigned staff, and daily attendance.

(v) Continuous monitoring of symptoms.

(vi) Re-admittance policies consistent with Department of Health guidance and information for schools and Department of Health/Communicable Disease Service's Quick Reference Guidance on Discontinuation of Transmission-Based Precautions and Home Isolation for Persons Diagnosed with COVID-19.

(vii) Written protocols to address a positive case.

(3) School officials will encourage parents to be on alert for signs of the illness in their children and to keep their child home when they are sick.
(4) School staff and visitors are required to wear face coverings unless doing so would inhibit the individual's health or the individual is under two years of age.

(5) Students are strongly encouraged to wear face coverings and are required to do so when social distancing cannot be maintained, unless doing so would inhibit the student's health. It is also necessary to acknowledge that enforcing the use of face coverings may be impractical for young children or individuals with disabilities.

(a) Accommodation for students who are unable to wear a face covering should be addressed according to that student's need and in accordance with all applicable laws and regulations.

(6) Exceptions to requirements for face coverings shall be as follows:

(a) Doing so would inhibit the individual's health.

(b) The individual is in extreme heat outdoors.

(c) The individual is in water.

(d) A student's documented medical condition, or disability as reflected in an IEP, precludes the use of face covering.

(e) The student is under the age of two and could risk suffocation.

(7) If a visitor refuses to wear a face covering for non-medical reasons and if such covering cannot be provided to the individual the point of entry, the visitor’s entry to the school/district facility may be denied.

[See Appendix E – Critical Area of Operation #5 – Screening, PPE, and Response to Students and Staff Presenting Symptoms]

f. Critical Area of Operation #6 – Contact Tracing
(1) The NJDOE Guidance does not include any “anticipated minimum standards” for contact tracing. However, all school and district administrators, school safety specialists, counselors, and any other staff deemed appropriate by the Superintendent or designee should be provided information regarding the role of contact tracing conducted by State, county, and local officials.

(2) School officials should engage the expertise of their school nurses on the importance of contact tracing.

(3) The NJDOE will credit certified School Safety Specialists with three hours of training upon completion of Johns Hopkins University's COVID-19 Contact Tracing course.

[See Appendix F – Critical Area of Operation #6 – Contact Tracing]

g. Critical Area of Operation #7 – Facilities Cleaning Practices – Anticipated Minimum Standards Incorporated into the Plan

(1) School officials must continue to adhere to existing required facilities cleaning practices and procedures, and any new specific requirements of the local health department as they arise.

(2) The Board’s Plan and Policy will establish cleaning/disinfecting schedules, targeted areas to be cleaned, and methods and materials to be used including:

(a) A schedule for increased routine cleaning and disinfection.

(b) Routinely cleaning and disinfecting surfaces and objects that are frequently touched. This may include cleaning objects/surfaces not ordinarily cleaned daily (e.g. doorknobs, light switches, classroom sink handles, countertops).

(c) Use of all cleaning products according to the directions on the label. For disinfection, most
common EPA-registered household disinfectants should be effective. A list of products that are EPA-approved for use against the virus that causes COVID-19 is available on the EPA's website.

(d) Follow the manufacturer's instructions for all cleaning and disinfection products (e.g. concentration, application method, and contact time, etc.). Examples of frequently touched areas in schools are:

(i) Classroom desks and chairs;

(ii) Lunchroom tables and chairs;

(iii) Door handles and push plates;

(iv) Handrails;

(v) Kitchens and bathrooms;

(vi) Light switches;

(vii) Handles on equipment (e.g. athletic equipment);

(viii) Buttons on vending machines and elevators;

(ix) Shared telephones;

(x) Shared desktops;

(xi) Shared computer keyboards and mice;

(xii) Drinking fountains; and

(xiii) School bus seats and windows.

(e) Sanitize bathrooms daily, or between use as much as possible, using protocols outlined by the Environmental Protection Agency (EPA).
h. Critical Area of Operation #8 – Meals – Anticipated Minimum Standards Incorporated into the Plan

(1) If cafeterias or group dining areas are used in the school district, the school district will incorporate the following into the Board’s Plan, if applicable:

(a) Stagger times to allow for social distancing and clean and disinfect between groups.

(b) Discontinue family style, self-service, and buffet.

(c) Clean and sanitize tables/surfaces between each meal service, pursuant to the protocols outlined by the EPA.

(d) Space students at least six feet apart.

(e) Require individuals must wash their hands after removing their gloves or after directly handling used food service items.

i. Critical Area of Operation #9 – Recess/Physical Education – Anticipated Minimum Standards Incorporated into the Plan

(1) The Board’s Plan regarding recess and physical education should include protocols to address the following:

(a) Stagger recess, if necessary.

(b) If two or more groups are participating in recess at the same time, there will be at least six feet of open space between the two groups.

(c) The use of cones, flags, tape, or other signs to create boundaries between groups.
(d) A requirement that all individuals always wash hands immediately after outdoor playtime.

(e) Stagger the use of playground equipment and establish a frequent disinfecting protocol for all playground equipment used by students.

(f) Complete an inventory of outdoor spaces (athletic fields, track, green spaces, open space, and local parks) and designate zones, use stations, mark off areas, floor markers, floor tape, poly spots, etc., to ensure separation among students (six feet apart for social distancing).

(g) Locker rooms may be closed to mitigate risk and prohibit students and staff from confined spaces with limited ventilation and/or areas with large amounts of high contact surfaces.

   (i) If it is not feasible to close locker rooms the district will stagger the use and clean and disinfect between use.

   (ii) Students may be encouraged to wear comfortable clothing and safe footwear to school that allows for safe movement and is appropriate for the weather in order to participate in physical education without the use of a locker room.

(2) The school district will mitigate risk, limit and/or eliminate direct contact with equipment (lessons with no equipment), and will not allow sharing of equipment. If equipment must be shared, the equipment will be cleaned and disinfected between each use.

(3) The school district will designate specific areas for each class during recess to avoid cohorts mixing.

[See Appendix I – Critical Area of Operation #9 – Recess/Physical Education]
j. Critical Area of Operation #10 – Field Trips, Extra-Curricular Activities, and Use of Facilities Outside of School Hours – Anticipated Minimum Standards Incorporated into the Plan

(1) The Board’s Plan should adhere to all applicable social distancing requirements and hygiene protocols during any extra-curricular activities.

(2) The Board of Education requires any external community organizations that use school/district facilities to follow district guidance on health and safety protocols.

[See Appendix J – Critical Area of Operation #10 – Field Trips, Extra-Curricular Activities, and Use of Facilities Outside of School Hours]

2. Academic, Social, and Behavioral Supports

In addition to taking the steps listed in the Health and Safety Guidelines section to protect students’ and educators’ physical health, leaders must also consider the impact of social isolation on both educators and students. School officials are not mandated to develop protocols for these elements as these elements are not “anticipated minimum standards” in the NJDOE Guidance. However, the NJDOE recommends school officials consider the following elements while developing the Board’s Plan.

While only a small introduction to these elements is included in this Plan, a more detailed explanation and further considerations in the NJDOE Guidance are under the Academic, Social, and Behavioral Supports section to reference as the Plan is being developed. School officials may use the supports listed in the NJDOE Guidance.

The elements listed below in A.2.a. through A.2.e. provide an explanation for school officials to indicate if the strategy is:

- Not being utilizing
- Being developed by school officials
- Currently being utilizing

There is space provided below in A.2.a. through A.2.e. for a brief explanation of the school district’s status for each element.
[See Appendix K – Supplemental Materials and Explanations for Academic, Social, and Behavioral Supports]

a. Social Emotional Learning (SEL) and School Culture and Climate

SEL will be critical in re-engaging students, supporting adults, rebuilding relationships, and creating a foundation for academic learning.

___ Not Being Utilized
___ Being Developed by School Officials
X__ Currently Being Utilized

b. Multi-Tiered Systems of Support (MTSS)

MTSS is a systematic approach to prevention, intervention, and enrichment in grades Pre-K through twelve for academics and behavior that offers educators and families a mechanism to identify individual students who need extra support.

___ Not Being Utilized
___ Being Developed by School Officials
X__ Currently Being Utilized

c. Wraparound Supports

Wraparound services differ from traditional school-based services in their comprehensive approach to addressing the academic, behavioral, and social-emotional needs of students with interventions both inside and outside of the school environment.

___ Not Being Utilized
___ Being Developed by School Officials
d. Food Service and Distribution

School meals are critical to student health and well-being, especially for low-income students. The NJDOE considers it a moral imperative to ensure the seamless and continuous feeding of students during all phases of school reopening.

- **Not Being Utilized**
- **Being Developed by School Officials**
- **Currently Being Utilized**

e. Quality Child Care

Child care will be needed as schools reopen, particularly in instances where modified school schedules may increase the likelihood that families who otherwise would not utilize child care will now require it.

- **Not Being Utilized**
- **Being Developed by School Officials**
- **Currently Being Utilized**

B. Leadership and Planning

The Leadership and Planning Section of the Board’s Plan references guidance, requirements, and considerations for the school district regarding district and school-wide logistical and operational issues with which administrators will contend in planning to reopen schools.
The provisions marked "anticipated minimum standards" as outlined in the Guidance have been incorporated into the Board’s Plan and corresponding protocols, as applicable.

The Leadership and Planning section of the Guidance also provided "additional considerations" that assisted school officials in considering ways to adhere to the “anticipated minimum standards”.

1. Establishing a Restart Committee

   a. A Restart Committee should be established as collaboration is critical to the development of the Board’s Plan.

   b. The Restart Committee should include school district and school-level administrators, members of the local Board of Education or Charter School Board of Trustees, the Presidents of the local education associations or their designees of the local education associations, and a diverse set of content experts, educators, parents, and students.

   c. The Restart Committee should work closely with the School Pandemic Response Teams, Local Health Department, and others in municipal and county government as necessary to develop the district Plan. Restart Committees and Pandemic Response Teams should help address policies and procedures for the Board’s Plan.

   d. The Restart Committee should reflect the diversity of the school community, including those representing students with disabilities, whose families speak languages other than English at home, and who reflect diverse racial, ethnic, and socioeconomic demographics.

   e. The Restart Committee may consider developing subcommittees to focus on age or grade-level specific needs, school specific needs, or to address issues of importance such as medically fragile students or staff.

   [See Appendix L – Restart Committee]

2. Pandemic Response Teams
a. School-based Pandemic Response Teams should be established in each school in the district to centralize, expedite, and implement COVID-19 related decision-making.

b. Each school team will have a liaison that reports to district-level administrators to ensure coordinated actions across the district.

c. Members of the school teams should include a cross section of administrators, teachers, staff, and parents.

d. Pandemic Response Teams should represent a cross-section of the school and district, including its gender and racial diversity, as decision-making and communication will be more effective if decision-makers reflect the make-up of the community.

e. If a school has an existing Crisis Response Team, that Team may serve as the Pandemic Response Team.

f. Pandemic Response Team should be comprised of, at a minimum, the following members, if applicable:

(1) School Principal or Lead Person;
(2) Teachers;
(3) Child Study Team member;
(4) School Counselor or mental health expert;
(5) Subject Area Chairperson/Director;
(6) School Nurse;
(7) Teachers representing each grade band served by the school district and school;
(8) School safety personnel;
(9) Members of the School Safety Team;
(10) Custodian; and
The Pandemic Response Team is responsible for:

1. Overseeing each school’s implementation of the Plan, particularly health and safety measures, and providing safety and crisis leadership.

2. Adjusting or amending school health and safety protocols as needed.

3. Providing staff with needed support and training.

4. Reviewing school level data regarding health and safety measures and the presence of COVID-19 and reporting that data to the district as required.

5. Developing and implementing procedures to foster and maintain safe and supportive school climates as necessitated by the challenges posed by COVID-19.

6. Providing necessary communications to the school community and to the school district.

7. Creating pathways for community, family, and student voices to continuously inform the Team’s decision-making.

The Pandemic Response Team should meet regularly and provide the community with timely updates and any changes to protocols.

[See Appendix M – Pandemic Response Team]

3. Scheduling

a. The Board’s Plan must account for resuming in-person instruction. Scheduling decisions should be informed by careful evaluation of the health and safety standards and the most up-to-date guidance from the New Jersey Department of Health (NJDOH), as well the input of stakeholders about the needs of all students and the realities unique to this district.
b. Virtual learning will continue to be guided by P.L. 2020, c.27 and the school district's updated Emergency Closure School Preparedness Plan if schools are required to deliver instruction through a fully virtual environment during limited periods throughout the school year due to a local or Statewide public health emergency.

(1) In accordance with N.J.A.C. 6A:32-8.3, a school day shall consist of not less than four hours, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten.

(2) School district policies for attendance and instructional contact time will need to accommodate opportunities for both synchronous and asynchronous instruction, while ensuring the requirements for a 180-day school year are met.

c. The school district will meet the needs of their special populations in alignment with the New Jersey Specific Guidance for Schools and Districts regarding student accommodations.

(1) For special education and ELL students, the Board of Education will provide educators with professional development to best utilize the accessibility features and accommodations tools made available through technology-based formats. The school district will continue to ensure students receive individualized supports that meet the requirements of the IEP and 504 Plans.

(2) For medically fragile staff, virtual instruction is ideal for staff who are at greater risk for the impacts of COVID-19. Accommodations may need to be made for staff with health issues which are exacerbated by viewing content on screens for an extended period.

d. The school district should accommodate educators teaching in-person, hybrid, and virtual learning, in a way that allows all students to meet their required instructional hours for the day, which may include remote students completing independent work while students in classroom receive instruction. School officials may:
(1) Provide teachers common planning time.

(2) Ensure school district policies are reviewed and confirmed to support in-person and remote instruction.
   
   (a) Virtual learning may create privacy challenges which school districts and schools have not yet faced.
   
   (b) The NJDOE strongly recommends engaging communities to better understand the landscape of challenges and opportunities when crafting policies.

(3) Secure a steady supply of resources necessary to ensure the safety of students and staff.

(4) Develop protocols for social distancing on buses and ensure that students understand social distancing best practices while awaiting pickup at bus stops.

(5) Scheduling will support a combination of synchronous and asynchronous instruction which allows for contact time between educators and their students, as well as time for students to engage with their peers. The NJDOE encourages the school district to evaluate instructional activities based on what is developmentally appropriate for each grade band.

   e. School officials will consider implementation strategies provided in the Scheduling Section of the NJDOE Guidance in developing the Board’s Plan.

   [See Appendix N – Scheduling of Students]

4. Staffing

   a. The school district should consider access and equity for all staff to ensure continuity of student learning. The Board’s Plan and decision-making throughout the school year should consider unique needs of each staff member, such as access to technology, social and emotional health, and child care concerns.
b. When making staffing scheduling and assignments, the school district must comply with all applicable employment laws including, but not limited to, the American Disabilities Act (ADA) and Health Insurance Portability and Accountability Act (HIPAA), and all applicable State laws. Additionally, prior to finalizing any COVID-19 related changes for the 2020-2021 school year, school districts should also consult with the local bargaining units and legal counsel.

c. The Board’s Plan should identify roles and responsibilities of school administrators, teachers, instructional assistants, educational services professionals, and student teachers that will ensure continuity of learning and leverage existing resources and personnel to maximize student success.

d. As schedules are adjusted, educators must maintain quality instruction for students and abide by the minimum requirements set forth in NJDOE regulations.

e. In response to COVID-19, the NJDOE has provided flexibilities for implementation of certain regulatory requirements during the public health emergency. While the relevant Executive Orders are in effect, these flexibilities will apply:

   (1) Mentoring Guidance – Outlines requirements and flexibilities for nontenured teachers with an induction to the teaching profession and to the school district community through differentiated supports based on the teachers' individual needs.

   (2) Educator Evaluation Guidance – Provides a description of flexibilities and requirements for educator evaluation necessitated by the state mandated school closures caused by COVID-19. This Guidance applies to all Teachers, Principals, Assistant Principals (APs), Vice Principals (VPs), and Other Certificated Staff for School Year (SY) 2019-2020, and is differentiated for educators with a provisional certification, in the process of earning tenure, and on a corrective action plan (CAP).
(3) Certification

(a) Performance Assessment (edTPA) Guidance
Provides a description of the NJDOE's waiver of the
teacher certification performance assessment
(edTPA) requirement as necessitated by the
COVID-19 state of emergency and related
limitations.

(b) Additional COVID-19 Certification Guidance –
Additional flexibilities are expected to be extended
to candidates for certification in response to the
logical constraints posed by the COVID-19 state of
emergency and related limitations.

[See Appendix O – Staffing]

5. In-Person and Hybrid Learning Environments: Roles and Responsibilities

a. In a fully in-person or hybrid learning environment districts should
leverage staff to monitor student movement, hallway traffic, and
maintain safety according to guidelines. Instructional and non-
instructional staff schedules can include designated time to support
school building logistics required to maintain health and safety
requirements.

b. Instructional staff should:

(1) Reinforce social distancing protocol with students and
    co-teacher or support staff.

(2) Limit group interactions to maintain safety.

(3) Support school building safety logistics (entering, exiting,
    restrooms, etc.).

(4) Become familiar with district online protocols and
    platforms.
(5) Plan standards-based lessons to meet the needs of students at various levels, ensuring versatility of lessons to apply to both fully in-person and hybrid learning environments.

(6) Develop predictable routines and structures for students while maintaining student engagement through varied instructional strategies/modalities.

(7) Provide regular feedback to students and families on expectations and progress.

(8) Set clear expectations for remote and in-person students.

(9) Assess student progress early and often and adjust instruction and/or methodology accordingly.

(10) Develop opportunities for real-time interactions with students (office hours, virtual meetings, etc.).

(11) Instruct and maintain good practice in digital citizenship for all students and staff.

(12) Instructional staff with additional capacity or limited time spent with students may assist with school building and safety logistics.

(13) Teacher leaders or instructional coaches should support teachers in making necessary curricular adjustments and continuously improving the quality of instruction in remote and hybrid environments.

(14) Providing materials, manipulatives, and items for at-home activities at no cost to families (particularly in pre-school).

(15) Limiting on-line activities for pre-school students.

c. Mentor teachers should:

(1) Plan for "in-person" contact with the mentee using agreed upon communication methods and schedules that provide confidentiality and sufficient support.
(2) Identify the most immediate issues to address with the mentee considering technology needs and how to provide effective remote instruction.

(3) Establish observation protocols for remote environments that protect confidentiality, respect student privacy, and provide the mentee with relevant support.

(4) Integrate self-care, for mentor and mentee, into mentoring scheduling and practices.

(5) Continue to maintain logs of mentoring contact.

(6) Mentor teachers should consider all health and safety measures when doing in-person observations.

(7) Plan for "in-person" contact with the mentee using agreed upon communication methods and schedules that provide confidentiality and sufficient support.

(8) Consider alternative methods for classroom observations and avoiding in-person contact where possible.

d. Administrators - In addition to administrators' non-instructional responsibilities, to ensure quality of continued learning in-person or virtually, administrators should:

(1) Consider roles for staff with health concerns, leveraging them to enhance the virtual learning environment and inform in-person instruction.

(2) Provide time for staff collaboration and planning (See Scheduling section). Prioritize practical science and practical CTE areas for on-site opportunities.

(3) Prioritize vulnerable student groups for face-to-face instruction.

(4) Identify teachers and teacher leaders that may provide support to staff to continuously improve instruction in a virtual environment.
(5) Work with staff and faculty to ensure that teaching and learning, and all student services are effectively and efficiently developed, planned, and delivered.

(6) Hone collaboration, cooperation, and relationship building skills using alternative methods to remain connected to virtual instruction.

(7) Define and provide examples of high-quality instruction given context and resources available.

(8) Assess teacher, student, and parent needs regularly.

(9) Ensure students and parents receive necessary supports to ensure access to instruction.


(11) Plan a process to onboard students and reestablish the classroom environment through emphasizing relationships with students and parents and resetting routines.

(12) Collaborate on curriculum planning and assessing student academic and social emotional well-being when students return to school.

(13) Create feedback loops with parents and families about students' academic and social emotional health and well-being, through use of remote learning conferences and/or surveys to parents about their child's experience and learning while out of school.

(14) Share a comprehensive account of academic interventions and social emotional and mental health support services available through the district.
(15) Create and communicate realistic student schedules to increase student engagement and accountability for both hybrid and remote learning models.

(16) Collaborate in determining expectations for differentiated instruction and rigor in hybrid and remote learning models.

(17) Support families in connecting with teachers and other services they need to be successful in navigating the virtual environment.

(18) Ensure the Pre-school Director/Contact Person is involved in the planning in order that development activities and supports are in place for Pre-school and supports transition to Kindergarten.

e. Educational services staff members should:

(1) Lead small group instruction in a virtual environment.

(2) Facilitate the virtual component of synchronous online interactions.

(3) Manage online platform for small groups of in-person students while teacher is remote.

(4) Assist with the development and implementation of adjusted schedules.

(5) Plan for the completion of course requests and scheduling (secondary school).

(6) Assist teachers with providing updates to students and families.

(7) Support embedding of SEL into lessons.

(8) Lead small group instruction to ensure social distancing.

(9) Consider student grouping to maintain single classroom cohorts.
(10) Consider alternative methods for one-on-one interactions avoiding in-person contact where possible.

f. Support staff/paraprofessionals may:

(1) Lead small group instruction to ensure social distancing.

(2) Consider student grouping to maintain single classroom cohorts.

(3) Consider alternative methods for one-on-one interactions avoiding in-person contact where possible.

(4) Pre-record read-alouds and videos around SEL activities and routines (Grades Pre-K through two). Caption pre-recorded instructional videos from general education teachers.

(5) Provide real-time support during virtual sessions.

(6) Research websites, videos, and links for accessible activities that teachers can incorporate into lessons.

(7) Support families and students in accessing and participating in remote learning. Paraprofessionals can be added to online classes as co-teacher.

(8) Lead small group instruction in a virtual environment.

(9) Facilitate the virtual component of synchronous online interactions.

(10) Family Workers will need to provide support to parents via virtual platforms (Pre-school).

g. Substitutes

(1) Develop contingency staffing plans in case of sudden long-term absences and/or vacancies.
(2) Develop roles and responsibilities for substitute teachers in both virtual and hybrid settings.

(3) Designate substitutes to a single school building or grade level to avoid too much movement between schools.

(4) Identify areas where additional staff may be necessary: school nurses, counselors, school psychologist.

[See Appendix O – Staffing]

6. Educator Roles Related to School Technology Needs

a. To ensure all staff supporting virtual learning are prepared to provide or support instruction on day one, the school officials should:

(1) Designate staff members to provide ongoing support with technology to students, teachers, and families. Consider developing a schedule and assigning a technology point person to teachers by grade level or content area.

(2) Survey teachers and families to determine technology needs/access (consider those that have access, but may be sharing personal devices with others).

(3) To the extent possible, provide district one-to-one instructional devices and connectivity.

(4) Prior to the start of the school year, provide district email addresses and access to online platforms (usernames/passwords/organizational credentials).

b. To ensure student teachers are prepared to start supporting instruction on day one, districts should:

(1) Train student teachers to use technology platforms.

(2) Communicate district expectations/guidelines regarding professional online etiquette/interactions with students.
(3) Survey assistant teachers to determine technology needs/access (Pre-school).

(4) Virtual instruction is ideal for staff who are at greater risk for the impacts of COVID-19. Accommodations may need to be made for staff with health issues which are exacerbated by viewing content on screens for an extended period.

c. Student teachers should:

(1) Obtain a substitute credential to gain the ability to support students without supervision as needed.

(2) Lead small group instruction (in-person to help with social distancing).

(3) Co-teach with cooperating teacher and maintain social distancing.

(4) Manage online classroom for asynchronous hybrid sessions while the cooperating teacher teaches in-person.

(5) Implement modifications or accommodations for students with special needs.

(6) Facilitate one-to-one student support.

(7) Lead small group instruction virtually while the classroom teacher teaches in-person.

(8) Provide technical assistance and guidance to students and parents.

(9) Develop online material or assignments.

(10) Pre-record direct-instruction videos.

(11) Facilitate student-centered group learning connecting remote and in-person students.
Additional Staff Concerns - Districts should also be prepared to navigate additional staffing concerns and topics and may also consider:

1. Best practice and guidance from the American Academy of Pediatrics is to limit screen time for students in grades Pre-K through two. Developmentally appropriate practices show that young learners are most successful with hands-on learning, rather than worksheets or computer-based activities. In this grade band, interactive learning activities are the most effective.

2. Develop and communicate a plan of accountability that identifies how teachers will monitor and assess student performance. This includes how they grade students (Grades Pre-K through twelve).

3. Districts may also consider developing a plan to leverage community organizations, community partners, faith-based communities, or volunteers to support families outside of the school building. Utilizing community volunteers support that will interact directly with students may require criminal history background checks.

4. Roles and responsibilities of teacher leaders or instructional coaches in making necessary curricular adjustments and continuing improved quality of instruction through remote and hybrid structures.

5. Increase need for all staff to address student trauma, social-emotional learning, and digital citizenship.

6. Under Executive Order 149, high school sports under the jurisdiction of the NJSIAA may resume only in accordance with reopening protocols issued by NJSIAA and cannot resume earlier than June 30, 2020.

7. [See Appendix P - Athletics]
C. Policy and Funding

The impact of the COVID-19 pandemic presents many fiscal challenges to the school district for delivery of instruction and related services to students in addition to other basic operational needs. Readying facilities, purchasing supplies, transporting, and feeding students may look drastically different in the 2020-2021 school year. The Policy and Funding section of the Board’s Plan focuses on existing and pending Federal and State legislation, regulations, and guidance.

1. School Funding

   a. The Board shall explore options to obtain the maximum amount of available revenue to minimize expenditures and for fiscal planning in the face of considerable uncertainty. The options the Board shall explore include, but are not limited to, the following:

      (1) Elementary and Secondary School Emergency Relief Fund;

      (2) Federal Emergency Management Agency – Public Assistance; and

      (3) State School Aid.

   b. School District Budgets

      Districts have finalized their FY20 budget year and have already finalized their FY21 budgets. Because of the timing of the budget process, many of the activities listed below have not been, and cannot be, factored into either budget year without additional revenue outside the amount they anticipated for FY21 in February, and budget transfers that current statute does not authorize at the start of the school year.

   c. School Funding

      School officials will review the Policy and Funding section of the NJDOE Guidance that includes information on Federal and State funding sources; purchasing practices; use of reserve accounts,
transfers, and cash flow; and costs and contracting, including E-Rate funding and cooperative purchasing contracting.

(1) Purchasing

The school district may likely need to purchase items not needed in the past and may experience increased demand for previously purchased goods and services to implement the Plan. The school district shall continue to comply with the provisions of the “Public School Contracts Law”, N.J.S.A. 18A:18A-1 et seq.

(2) Use of Reserve Accounts, Transfers, and Cashflow

The school district shall apply for the approval from the Commissioner of Education prior to performing certain budget actions, such as withdrawing from the emergency reserve or making transfers that cumulatively exceed ten percent of the amount originally budgeted.

(3) Costs and Contracting

The school district shall follow all New Jersey State laws and regulations applicable to local school districts for purchasing when procuring devices and connectivity or any technology related item.
D. Continuity of Learning

Ensuring the continuity of learning is critically important during this time of great stress for families, educators, and students. The move to a fully virtual learning environment happened quickly and created significant challenges for staff and students, particularly students already considered at-risk prior to the pandemic. School officials should work closely with their stakeholders to ensure decisions are made collaboratively and transparently and prioritize safely returning students who are in need of in-person instruction. This may include, but is not limited to, students with disabilities, English language learners (ELL), homeless youth, and low-income students.

Curriculum, instruction, assessment, professional learning, and career and technical education (CTE) are all constructs that can be adjusted to serve as levers for equity.

Except where otherwise indicated, the provisions and elements of this section are “additional considerations” that may help districts in considering ways to adhere to the “anticipated minimum standards”.

While only a small introduction to these elements is included in this Plan, school officials can find a more detailed explanation and considerations in the NJDOE Guidance under the Continuity of Learning section to reference while developing their Plan for the reopening of schools.

1. Ensuring the Delivery of Special Education and Related Services to Students with Disabilities

   a. Consistent with guidance from the United States Department of Education, school districts must continue to meet their obligations under the Federal Individuals with Disabilities Education Act (IDEA) and the New Jersey State special education regulations for students with disabilities to the greatest extent possible.

   b. In accordance with the Extended School Year (ESY) Guidance issued by the NJDOE, student IEPs that currently included ESY services should be implemented to the greatest extent possible during the COVID-19 pandemic.
c. The NJDOE recommends that schools districts consider the following when addressing the education of students with disabilities for the 2020-2021 school year:

1. Procedures to address the return to school of medically fragile students and students with physical or health impairments who may require accommodations and modifications as part of a 504 Plan.

2. IEP teams should review student data/student progress to determine whether critical skills were lost during the period in which remote instruction was being provided to students and determine the need for additional services to address learning loss.

3. IEP teams should consider the impact of missed services on student progress towards meeting IEP goals and objectives, and determine if additional or compensatory services are needed to address regression and recoupment of skills within a reasonable length of time.

4. IEP teams should develop procedures to complete overdue and/or incomplete evaluations to determine eligibility for special education services.

5. The use of school guidance department staff and Child Study Team personnel to identify students whose postsecondary plans may have been adversely affected by the COVID-19 pandemic and provide support, resources, and assistance, which may include facilitating connection to community organizations, scholarship programs, county, State, and Federal opportunities to access support.

6. Clear communication to the parents of the procedures for student referrals and evaluations to determine the eligibility for special education and related services or a 504 Plan as required by Federal and State law.
2. Technology and Connectivity

a. School districts should strive to ensure that every student has access to a device and internet connectivity. School districts should prioritize the provisions of technology, or alternatively, in-person instruction, to students that are otherwise without access. Additionally, these school districts should include in their reopening plan the steps taken to address the technology deficit and how it will be resolved as soon as possible.

b. Districts should:

(1) Conduct a needs assessment.

(2) Consider the attendant needs associated with deployment of needed technology, including student and parent trainings and acceptable use policy implementation.

(3) Prioritize the purchase and roll-out of devices and/or connectivity that may involve learning based on the results of the needs assessment.

(4) For students with special needs, accommodations according to their instructional program must be addressed as appropriate for each student.

(a) If there is a device or connectivity shortage, the school district should address technology challenges in their Plan. This should include the steps the district has already taken to address the technology divide and how the school district plans to provide devices and/or connectivity to students that need them.

3. Curriculum, Instruction, and Assessment

a. In planning curriculum, instruction, and assessment for reopening, school officials must focus on building staff capacity to deliver highly effective instruction in hybrid environments as well as preparing them to address any learning gaps that might prevent students from meeting grade-level New Jersey Student Learning Standards (NJSLS).
b. School officials should develop a Plan that is innovative, cultivates a clear sense of shared purpose and goals, encourages collaboration among educators, and fosters an effective partnership approach with students’ family members and caregivers.

c. Virtual and Hybrid Learning Environment

(1) Curriculum

(a) Educators will be tasked not only with delivering curriculum, but also structuring the curriculum to account for the loss of learning that may have resulted from the extended school building closures.

(b) To accelerate students’ progress during the upcoming school year, administrators and educators will be tasked with identifying what unfinished learning needs to be addressed.

(c) Accelerated learning focuses on providing students with grade-level materials, tasks, and assignments along with the appropriate supports necessary to fill the most critical gaps in learning. Accelerated learning seeks to help educators utilize classroom time as efficiently as possible.

(2) Instruction

(a) As school districts prepare for the upcoming school year, instructional plans that are flexible, promote innovation, and take advantage of the strengths of school leaders, teachers, students, and family and community members will be best suited to adapt to changing learning environments as may be necessary.

(b) In crafting an instructional plan, the school district should consider the following:

(i) Develop a shared understanding among staff, students, and families across grade-levels and schools regarding learning expectations, and anticipated environments (hybrid approaches to
instruction, virtual platforms, learning management systems, etc.) and expectations for interactions to ensure all students have access to high-quality instruction.

(ii) Design for student engagement and foster student ownership of learning.

(iii) Develop students’ meta-cognition.

(iv) Collaborate with school leaders and educators to determine what types of supports are needed for effective pedagogical approaches during remote or hybrid instruction.

(v) Assess the district’s data on how ELLs experienced instruction during remote or hybrid learning; particularly for newcomer students and students with lower English language proficiency levels.

(vi) Assess ELLs’ levels of engagement and access in an in-person, virtual, or hybrid learning environment.

(3) Assessment

(a) For the purposed of this Plan, the different assessment types are as follows: pre-assessment; formative; interim; and summative.

(b) Educators should focus on locally developed pre-assessments and formative assessments upon returning to school.

(c) In the absence of Spring 2020 summative assessment data, the school district should identify alternate sources of prior assessment data which may complement data driven decision-making regarding remediation efforts.

(d) Online pre-assessments and formative assessments should be leveraged in either a fully virtual or hybrid learning environment to support the evaluation of student strengths
and the areas for improvement, and to inform next steps, including determining whether remediation is required for an entire group of students or on an individual student basis.

(e) Pre-assessments administered at the start of instructional units should be limited to informing instruction plans with respect to gaps in the mastery of standards while continuing to move students forward at current grade-level.

(i) Such pre-assessments should be incorporated into regular classroom activities and to the greatest extent practicable, should not interfere with student learning opportunities as schools reopen.

4. Professional Learning

a. It is imperative the school district provides professional learning that will better equip leaders, staff, substitutes, students, and parents to adapt to altered educational environments and experiences.

b. The school district must focus on professional development to address the learning loss for the most vulnerable populations and preparing and supporting educators in meeting the social, emotional, health, and academic needs of all students.

c. Professional learning opportunities should be:

(1) Presented prior to the beginning of the year;

(2) Presented throughout the school year;

(3) Presented in order to grow each educator’s professional capacity to deliver developmentally appropriate, standards-based instruction remotely;

(4) Presented to include the input and collaboration of stakeholders, including all staff, parents, and community members; and
Professional development plans (PDPs) for teaching staff and administrators, as always, should remain flexible and adaptable to the changing needs of the district, school, and individual educator.

d. Mentoring and Induction

(1) Induction must be provided for all novice provisional teachers and teachers new to the district.

(2) One-to-one mentoring must be provided by qualified mentors to novice provisional teachers.

(3) Ensure that mentors can provide sufficient support and guidance to novice provisional teachers working in a remote environment.

(4) Mentoring must be provided in both a hybrid and fully remote learning environment.

(5) Use online collaborative tools to remain connected to other mentors, new teachers, and administrators to maintain a sense of communal support.

e. Evaluation

(1) School districts should modify annual evaluation training to highlight procedures and processes which would be impacted due to potential hybrid scheduling.

(2) School districts should develop observation schedules with a hybrid model in mind.

(3) School districts should consider convening a District Evaluation Advisory Committee (DEAC) meeting to review evaluation policies and procedures.

(4) School districts should consider the School Improvement Panel’s (ScIP) role in informing professional learning, mentoring, and other evaluation-related activities.
(5) School districts must consider the requirements and best practices involved with provisional status teachers, nontenured educators, and those on Corrective Action Plans.

5. Career and Technical Education (CTE)

a. It is critical to maintain the integrity and safety of approved CTE programs and ensure that all CTE students are reached Statewide.

b. The Office of Career Readiness has established guiding principles to help administrators and educators make informed decisions about how, when, and to what extent career and technical education can be safely offered.

c. Guiding Principles

(1) It is essential that when the school district is considering innovative learning models for CTE during a time of social distancing, the State Plan Foundational Elements of Equity of Opportunity and Access as well as Partnerships must be considered.

(2) The State Plan Goals of Quality Programs, Work-Based Learning (WBL), Career Advisement and Development, and CTE Teacher Recruitment and Retention must also be considered as CTE programs are adapting to new learning environments.

d. Quality CTE Programs

(1) When planning for in-person instruction, examine current curriculum content and evaluate which content is most critical in meeting the requirements of NJSLS, CTE Core Content Standards, industry certifications, college credit agreements, etc.

(2) During a time when some credentials may not be accessible online or through other virtual means, it is necessary to ensure students have access to appropriate industry-recognized, high-value credentials.

e. Work-Based Learning

   Students must be provided the opportunity to participate in safe work-based learning, either remotely (simulations, virtual tours, etc.) or in-
person. The school district should consider work-based learning opportunities addressed in the administrative code.

f. Career Advisement and Development

Strong career advisement in conjunction with business and community partnerships are essential components of CTE programs and cannot be compromised in a time of increased social distancing; therefore, modifications must be developed to maintain program quality.

g. CTE Recruitment and Retention

CTE teachers require support in transforming their curricula and shifting their instructional practices to meet the needs of the changing classroom environments in a time of social distancing.

h. Funding to Support CTE Programs

The school district has the ability to utilize the CARES Act – Elementary and Secondary School Emergency Relief Fund (ESSER) grants, local district funding, Perkins funding (if eligible), discretionary grant funding (if participating), and other Federal entitlement funds.
Appendices

Restart and Recovery Plan to Reopen Schools

Pine Hill Public Schools
Board of Education

Fall 2020
Appendix A

Critical Area of Operation #1 - General Health and Safety Guidelines

This school district should include in Appendix A the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.a., including, but not limited to:

a. Protocol for High Risk Staff Members/ Students – The Pine Hill School District will ensure staff and students who are at higher risk for severe illness are protected and supported, such as providing options for telework and virtual learning.

b. Reasonable accommodations will be provided for individuals that the CDC identifies as having a higher risk for severe illness from COVID-19, including older adults (aged 65 years and older) and individuals with disabilities or serious underlying medical conditions, which may include:

   (i) Chronic lung disease or asthma (moderate to severe);
   (ii) Serious heart conditions;
   (iii) Immunocompromised;
   (iv) Severe obesity (body mass index, or BMI, of 40 or higher);
   (v) Diabetes;
   (vi) Chronic kidney disease undergoing dialysis;
   (vii) Liver disease;
   (viii) Medically fragile students with Individualized Education Programs (IEPs);
   (ix) Students with complex disabilities with IEPs; or
   (x) Students who require accommodations under a Plan in accordance with the Section 504 of the Rehabilitation Act of 1973 (504 Plan).

c. Visitors –

   • Unless absolutely necessary, meetings with parents or non-district staff members will be held virtually, to limit individuals in the buildings.
   • Visitors who need to access the building for an essential purpose will be allowed in the building only with principal permission and after completing a health screening process.
d. Respiratory etiquette –
   • Covering mouth and nose when coughing/sneezing will be communicated and followed
   • Importance of cleaning masks daily and how to do that will be provided.
Appendix B

Critical Area of Operation #2 - Classrooms, Testing, and Therapy Rooms

This school district should include in Appendix B the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.b., including, but not limited to:

a. Social Distancing in Instructional and Non-Instructional Rooms
   Maintaining 3-6 feet in the classroom whenever feasible
   Mask wearing when 6ft cannot be maintained
   In grades K-5, social distancing may be reduced, but no less than 3ft. following pediatric guidelines.
   Students must wear mask in hallways, on the bus and anytime the teacher directs that there is a need due to social distancing regulations.
   Seek alternate spaces to more easily accommodate social distancing, such as:
   *Cafeteria/Gym/Library
   *Utilizing spaces at partial capacity
   Hallways
   *Limited usage, when possible (teacher rotations, instead of students)
   *Define traffic flow patterns
   Bathrooms
   *Staff monitoring to limit student occupancy
   *Genesis Turn style Check-in will be utilized to account for the use of the bathrooms.
   Middle, High School: Total student population will be cut in half with A/B cohort groups; therefore, classes will be reduced in size allowing teachers to adequately space students 6 feet apart in classroom desks

b. Procedures for Hand Sanitizing/Washing –
   Clean, washed clothing must be worn to school each day.
   Hand sanitizer will be available in every room.
All individuals in school will wash their hands and/or sanitize on a regular basis. 
Follow Centers for Disease Control & Prevention (CDC) guidelines for cleaning, sanitizing & disinfecting

Classroom:
- Reducing class sizes
- Moving desks apart
- Orienting desks to face the same direction
- Seating students on only one side of tables
- Potential use of large alternate classroom spaces (gym, cafeteria, library, commons)
- Every effort should be made to maintain social distancing guidelines for event participants; therefore, large group gatherings and congregations are discouraged
Appendix C

Critical Area of Operation #3 – Transportation

This school district should include in Appendix C the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.c., including, but not limited to:

a. Student Transportation
   • Students and staff are expected to wear face coverings at all times except if they are medically exempt. However, medically exempt students must maintain 6ft. distance at all times.
   • Buses will be supplied with hand sanitizer as well as face masks.
   • High-touch areas will be sanitized after each individual bus run.
   • The entire bus will be sanitized after all morning and afternoon runs are completed.
   • Ventilation will be increased with the use of windows and roof hatch, weather permitting.
   • If necessary courtesy bussing will be minimized to ensure safe transportation of students.

b. Social Distancing on School Buses
   • Students will fill the bus from the rear seats to the front seats
   • Household members will be requested to sit together
Appendix D

Critical Area of Operation #4 - Student Flow, Entry, Exit, and Common Areas

This school district should include in Appendix D the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.d., including, but not limited to:

a. Location of Student and Staff Screening
b. Social Distancing in Entrances, Exits, and Common Areas

General Information:

What Social Distancing is required by the NJDOE?
The New Jersey Department of Education guidance requires that students and employees, where possible, will be arranged six (6) feet apart. Staff and students will be required to wear face coverings/masks. We expect students to wear face coverings at all times as this is the safest way to mitigate spread of the virus. This determination is based on research and science, which supports the fact that an asymptomatic person can spread COVID-19 when social distancing is not practiced.

How is close contact defined?
Close contact is defined as being within 6 feet, not wearing a mask and with that person/group for 10 minutes.

All facilities:
- Facility Entry Kiosks
  - Completion of Health Questionnaire
  - Temperature check utilizing no-touch infrared devices. An elevated temperature is considered to be 100.4 degrees Fahrenheit or higher according to state guidance.
  - Hand Sanitizer
  - Provision of mask
  - Signage with social distancing reminders
- Approved essential visitors, staff, and students are expected to wear face coverings at all times except if they are medically exempt. However, medically exempt persons must maintain 6ft. distance at all times. Only essential visitors will be permitted into the building with an appointment.
• Signage and markings will be placed throughout the building and grounds providing visuals and reminders about social distancing.
• Hand sanitizer will be available in each classroom, at each entrance to the building, and in high traffic locations.
• The use of lockers will not be permitted.
• Congregating in the halls will not be permitted.

Elementary:
• Students' temperatures are taken daily upon arrival. Signage and markings will be placed throughout the building and grounds providing visuals and reminders about social distancing. Hand sanitizer will be available in each classroom and at each entrance to the building. Students and staff are expected to wear face coverings at all times except if they are medically exempt. However, medically exempt students must maintain 6ft. distance at all times. Multiple student entrances will be utilized to help provide social distancing. Staggered dismissal will be utilized to help provide social distancing.

Middle:
• Students enter each day through the outside door into the gymnasium for a temperature check at one of three kiosks. One bus at a time will unload for social distancing purposes. Students waiting in line for the kiosk will stand 6 feet apart. Any student with a fever will go with Nurse Jordan.
• Signage and markings will be placed throughout the building and grounds providing visuals and reminders about social distancing. Hand sanitizer will be available in each classroom and at each entrance to the building. Students and staff are expected to wear face coverings at all times except if they are medically exempt. However, medically exempt students must maintain 6ft. distance at all times.

High School:
• Parent drop off will occur in the bus loop and students will enter through the main lobby.
• Multiple student entrances will be utilized to help maintain social distancing. Staggered dismissal will be utilized to help maintain social distancing.
• The buses will drop off in the gym and auditorium lobbies. One bus will drop off in each area at a time. All students will undergo a temperature
check, and then proceed to their first period classroom. If a student’s temperature is above normal, they will be asked to stand to the side for 10 minutes and then have their temperature taken again. If it is still above normal, the nurse will be called for that student.

- Stairwells will be designated as one way.
- Students will exit the building through the bus loop doors and the main lobby doors. The buses will line up in the bus loop. Parents may pick up in the main parking lot.

There will be a designated isolation room in each building for symptomatic staff/students.

A list of testing sites in Camden County will be provided to staff/students that are symptomatic.
Appendix E

Critical Area of Operation #5 - Screening, PPE, and Response to Students and Staff Presenting Symptoms

This school district should include in Appendix E the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.e., including, but not limited to:

a. Screening Procedures for Students and Staff

<table>
<thead>
<tr>
<th>Confirmed Case</th>
<th>First Degree of Separation</th>
<th>Second Degree of Separation</th>
<th>Third Degree of Separation or More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person has a case of COVID-19</td>
<td>Person is a close contact with someone who is positive for COVID-19 or a household contact</td>
<td>Person has contact with person who has contact with a person positive for COVID-19</td>
<td>Person has not had any contact with anyone who has COVID-19 or their contacts</td>
</tr>
<tr>
<td>Example</td>
<td>Example Patient B Close contact (&gt;10 minutes within 6 feet) with someone who has been diagnosed with COVID-19 (positive PCR test) OR Household contacts are individuals who live in the same house as a lab confirmed COVID-19 case. (Classmates or Co-workers of Person A)</td>
<td>Example Patient C Contact with someone who has been a close contact to a person positive for COVID-19 (Classmates or Co-workers of Person B)</td>
<td>Example Has not had known contact with anyone positive for COVID-19</td>
</tr>
<tr>
<td>Confirmed case of the virus</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Example</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Example

Patient A
Confirmed case of the virus
<table>
<thead>
<tr>
<th>Attendance Status</th>
<th>Attendance Status</th>
<th>Attendance Status</th>
<th>Attendance Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exclude from school/work</td>
<td>Exclude from school/work</td>
<td>Continue with school/work</td>
<td>Continue with school/work</td>
</tr>
<tr>
<td>Continue with school/work</td>
<td>Continue wearing face covering and practice social distancing</td>
<td>Continue with school/work</td>
<td>Continue wearing face covering and practice social distancing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Return to School/Work</th>
<th>Return to School/Work</th>
<th>Return to School/Work</th>
<th>Return to School/Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Must isolate until fever free for 24 hours without use of fever-reducing medications and at least ten days after onset of symptoms</td>
<td>Must quarantine for 14 days</td>
<td>Continue with school/work</td>
<td>Continue with school/work</td>
</tr>
<tr>
<td>Self-monitor for symptoms</td>
<td>Check temperature twice daily and follow up with medical provider/Department of Health</td>
<td>Self-monitor for symptoms and discuss with a medical provider any concerns.</td>
<td>Self-monitor for symptoms and discuss with a medical provider any concerns.</td>
</tr>
<tr>
<td>Household Contacts: Self-quarantine for individuals with household contacts who are COVID-19 positive begins AFTER the self-isolation of the household contact ends (fever free for 24 hours and at least ten days after onset of symptoms; minimally 24 days from onset of symptoms of COVID-19 positive person.) Medical Clearance needed to return to school/work</td>
<td>Household Contacts: Self-quarantine for individuals with household contacts who are COVID-19 positive begins AFTER the self-isolation of the household contact ends (fever free for 24 hours and at least ten days after onset of symptoms; minimally 24 days from onset of symptoms of COVID-19 positive person.) Medical Clearance needed to return to school/work</td>
<td>Household Contacts: Self-quarantine for individuals with household contacts who are COVID-19 positive begins AFTER the self-isolation of the household contact ends (fever free for 24 hours and at least ten days after onset of symptoms; minimally 24 days from onset of symptoms of COVID-19 positive person.) Medical Clearance needed to return to school/work</td>
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</tr>
</tbody>
</table>
b. Protocols for Symptomatic Students and Staff
| Scenario                                                                 | Immediate Actions                                                                                                                                                                                                                                               | Communication                                                                                                                                                                                                 |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| **Scenario 1:** A student or staff member either exhibits COVID-19 symptoms, answers “yes” to a health screening question, or has a temperature of 100.00 or above. | • Student/staff sent home  
• Student/staff instructed to get tested                                                                                                                                                                                                          | No action is needed                                                                                                                                                                                                 |
| **Scenario 2:** A family member or someone in close contact with a student or staff member (outside the school community) tests positive for COVID-19 | • Student/staff sent home  
• Student/staff instructed to get tested  
• Student/staff instructed to quarantine, even if they test negative, for a full 14 days after (1) date of last exposure to COVID-19 positive non-household contact or (2) COVID-19 positive household member completes their isolation  
• If student/staff test positive, see Scenario 3 below  
• School administration notified  | For the Involved Student  
Family or Staff Member:  
Template Letter:  
Household Member or Close Contact With COVID-19 Case  |
| **Scenario 3:** A student or staff member tests positive for COVID-19.    | • Student/staff sent home if not already quarantined  
• Student/staff instructed to isolate for 14 days after symptom onset OR 7 days after resolution of symptoms, whichever is longer. (If never symptomatic, isolate for 14 days after positive test.)  
• School-based close contacts identified and instructed to test & quarantine for 14 days  
  o In stable elementary classroom cohorts: entire cohort  
  o In other settings: use seating chart, consult with teacher/staff  
• School administration notified  
• Public Health Department notified  | For Positive Case  
Student Family/Staff:  
Template Letter: COVID-19 Case  |
|                                                                       | For Student Families and Staff Members Identified as Close Contacts:  
Template Letter:  
Household Member or Close Contact With COVID-19 Case  | For All Other Student  
Families and Staff Members:  
Template Letter: COVID-19 Case in Our Community |
**Return to Campus after Testing:**

- Symptomatic individuals who have not had close contact with a confirmed case and that test negative for COVID-19 can return 24 hours after resolution of fever (if any) and improvement in symptoms. Documentation of a negative test result should be provided to school administrators.
- In lieu of a negative test result, allow students and staff to return to work with a medical note by a physician that provides an alternative explanation for symptoms and reason for not ordering a COVID-19 testing.
- Symptomatic individuals who test positive for COVID-19 can return 10 days after symptom onset and have been fever free for 24 hours without fever reducing medicine and improvement in other symptoms.
- Asymptomatic individuals who test positive for COVID-19 can return 10 days after their positive test result.
- If they test positive, close contacts to confirmed COVID-19 cases can return after completing the required isolation period described above.
- If they test negative, close contacts to confirmed COVID-19 cases can return a full 14 days after (1) date of last exposure to COVID-19 positive non-household contact or (2) date that COVID-19 positive household member completes their isolation.
Designated isolation rooms will be in each building for symptomatic staff/students.
Follow exclusion chart above

c. Protocols for Face Coverings
- Masks per the New Jersey Reopening Plan
- Students and staff are expected to wear face coverings at all times except if they are medically exempt. However, medically exempt students must maintain 6ft. distance at all times.
- Face Coverings are not necessary during small group instruction behind a shield however, face shields must be worn
- Masks will be available if students forget their mask at home or are not able to procure one.
Appendix F

Critical Area of Operation #6 - Contact Tracing

This school district should include in Appendix F the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.f.

The superintendent will respond to any outreach from the Camden County Health Department in order to address positive cases of COVID-19 that impacts the district/school community that may have been reported to them to commence contact tracing and case investigation. Should the district/school report to the health officer about staff, students, or any person with a close relationship to the school that tested positive, that information will be verified by the health department before it commences contact tracing and case investigation. All positive persons will undergo contact tracing and case investigation whether the information was first passed through the school or came automatically through the health department communicable disease surveillance system. The Camden County Health Department will handle all contact tracing and have staff available to perform contact tracing and case investigation.
Appendix G

Critical Area of Operation #7 - Facilities Cleaning Practices

This school district should include in Appendix G the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.g.

- Follow Centers for Disease Control & Prevention (CDC) guidelines for cleaning, sanitizing & disinfecting.
- Enhanced cleaning as well as disinfecting using EPA Approved products against COVID-19
- Reallocation of maintenance/custodial staff to accommodate enhanced cleaning & disinfecting during the school day.
- Disinfecting high touch points periodically throughout the day and periodic monitoring of lavatories.
- Windows will be opened (if possible) to provide additional ventilation if weather permits.
Appendix H

Critical Area of Operation #8 – Meals

This school district should include in Appendix H the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.h.

Grab and Go bagged breakfast/lunch will be provided for in-person instructional days. The next day(s) meals will be provided to students for breakfast/lunch for remote learning days. Students will take meals home for the days they will not be in school.

Families choosing virtual instruction will have access to 5 days of meals. Locations and times to be established for access to meals.

Elementary: Students will eat in their classrooms. Student dining areas will be thoroughly cleaned between lunch periods. Serving lines will not be used.

PHMS:4-8 lunch/study hall periods can run with as few as 40-80 students socially distanced in the cafeteria at a time. Time for cleaning is also attainable between lunch sessions.

OHS:4-8 lunch periods can run with as few as 40-80 students socially distanced in the cafeteria at a time. Time for cleaning is also attainable between lunch sessions. We will be scheduling 8 lunch periods if necessary.
Appendix I

Critical Area of Operation #9 – Recess/Physical Education

This school district should include in Appendix I the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.i.

- Every effort will be made to maintain social distancing guidelines during physical education/recess activities.
- There will be no contact between students including shaking hands, fist bumps, high fives.
- Activities will be structured to minimize the use of shared equipment.
- There will be limited access to playground equipment.
- Face masks will be worn at all times.
- Physical education
  - Equipment will be cleaned on a regular basis.
  - Equipment will not be shared among students
  - The use of locker rooms will not be permitted.
Appendix J

Critical Area of Operation #10 - Field Trips, Extra-Curricular Activities, and Use of Facilities Outside of School Hours

This school district should include in Appendix J the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section A.1.j.

- No in-person field trips will be considered until February 1, 2021.
- The district will reevaluate the policy in January 2021.
- Virtual field trips will be utilized.
- Outside groups will not be permitted to use indoor facilities.
Appendix K

Academic, Social, and Behavioral Supports

This school district should include in Appendix K supplemental materials, evidence, and further explanations of the elements listed in the Academic, Social, and Behavioral Supports section in the Board’s Plan – Section A.2.a. through A.2.e.

Academic

Planning for Curriculum, Instruction, and Assessment will continue to move forward with the guiding mindset that decisions will be guided by professionally vetted research based best practices for which we can show evidence it has occurred, analyze staff and student growth, and be able to demonstrate accountability. Practices and programs will meet needs regardless of whether the instructional environment is remote or in-person, and also supportive of synchronous or asynchronous learning.

Social Emotional Learning (SEL) and School Culture and Climate

The Pine Hill School District understands that Social Emotional Learning and practices are not stand alone lessons or activities but are instead embedded throughout the curriculum, instruction, climate, and culture of each building. As curriculum, instruction and practices are designed and continue to grow moving forward, the Collaborative for Academic Social and Emotional Learning (CASEL) will be utilized as a primary resource for planning, decisions and data analysis. The CASEL Roadmap document will allow planning teams to build upon existing efforts including maintaining our community relationships, school climate, student wellbeing and mental health, trauma-responsive learning environments, restorative practices, and social emotional competency development. This resource provides a wealth of guidance as teams work to determine research based best practices and support to carry out actionable plans. (https://casel.org/wp-content/uploads/2020/07/SEL-ROADMAP.pdf)

Research based SEL best practices will be embedded throughout all instruction and programs.

Multi-Tiered Systems of Support

Targeted support for all learners will continue to be provided through a tiered system of instruction and continuous progress monitoring and data analysis. Universal screening
and progress monitoring will occur through the use of research based educational programs and practices at every grade level. i.e STAR Renaissance, IXL, MAPS, and formative and summative assessment practices. Data analysis and tiered support decisions will continue to be completed by school teams, inclusive of grade level/specialist teams, Intervention and Referral Services Teams, and Child Study Teams. Tiered Instruction will be provided both remotely and in-person in settings with PPE in place for in-person sessions.

Wraparound Supports

The counseling staff will continue to provide assistance to our students and families with social and emotional support, along with guidance to contribute to academic advancement beyond the classroom. Individual and virtual counseling sessions will be available to all students. Parent engagement programs will be offered virtually covering various topics to support the SEL of all students. We will continue to work with all community stakeholders to meet the needs of our families through local programs such as local food banks and community outreach programs. We will be partnering with the Center For Family Services and the Bureau of Justice Assistance for the STOP Violence Program. We will continue to Partner with the Camden Center for youth Development for Project Success after school youth prevention and diversion programs, including Game Club, Financial Literacy, and mentoring/ counseling supports.

Related Services, such as PT, OT, Counseling and Speech, will continue to be offered both in-person and remote via Teletherapy. Parents who choose remote instruction can decide to bring their child into the district for an in-person related service session or they can continue with teletherapy. Related Service staff will be providing 1:1 therapy and or small group following social distancing guidelines.

Food Service and Distribution

Food Services will be provided in two formats. Students physically attending school on any given day will be provided meal choices, which will be individually packaged or prepared. Buffet or self-serve style options will not be a part of practices. Choices will be limited and any a 'la carte options will be individually wrapped. Student lunch pick-ups will require that the student number & the POS system be used for reimbursement to the District.

For students eligible for free or reduced lunch services, meals will be boxed and be
available for pick-up at the schools at designated times and on designated days. Multiple Day pre-packaged meals will be included.

Additional plans are in place for each school for in-person meals:
Elementary: Students will eat in classrooms. Time for cleaning will be scheduled for lunch periods.
PHMS: 4-8 lunch/study hall periods can run with as few as 40-80 students socially distanced in the cafeteria at a time. Time for cleaning is also attainable between lunch sessions.
OHS: 4-8 lunch periods can run with as few as 40-80 students socially distanced in the cafeteria at a time. Time for cleaning is also attainable between lunch sessions. We will be scheduling 8 lunch periods if necessary pending finalized in-person attendance.

**Quality Child Care**

The district is working with our providers to determine childcare in our elementary buildings.
Appendix L

Restart Committee

This school district should include in Appendix L the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section B.1.

Oversight Lead - Superintendent Dr. Ken Koczur
Committee Chair: Business Administrator - Deborah Piccirillo
Committee Chair: Director of Facilities - Greg Sawyer
School Safety Officer/Director of Curr. & Instruction - Heidi Daunoras
Elementary Teacher - Principals/PHEA designate 1 from each school
Director of Child Study Team - Amy Francis
School Secretary - Principals designate 1 from each school
Instructional Assistant - Debbie McEneaney
Coordinator of Just Kids -
Resource Officer - Detective Justin DiGiacomo
Registration - Pat Blaylock
Custodian - Russel Lewis
Lead Nurse - Sue Gilbert
Transportation - Janice Pfluger
District 504 Officer/District Supervisor of Guidance - Nicole Kerber
District Health & Safety Team Member - Heidi Daunoras
PHEA President - John Bauman
Home and School Representative
Director of Special Services - Amy Francis
Data Specialist - Gregg Guiliano
Student Representatives – Kaylen Fean, Makayla Powell,
Sanjida Khatoon, Sidney Pratt

Parent Representatives – Jill Wilson, Michelle Hall, - PHMS
Crystal Simpson, Amy Hans – Bean
Erica Fean, Walter Johnson - Glenn
Anita Garro, Carol Grey - OHS
Appendix M

Pandemic Response Teams

This school district should include in Appendix M the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section B.2.

To be developed by each school principal. Pandemic Response Teams should include a cross section of administrators, teachers and staff, and parents and should represent a cross-section of the school community including its gender and racial diversity.

Pupil Services Subcommittee
Director of Curriculum and Instruction, Committee Co-Chair - Heidi Daunoras
Director of Child Study Team, Committee Co-Chair - Amy Francis
District Supervisor of Guidance - Nicole Kerber
Supervisor of Athletics and Special Areas - Sheryl Smith
CST Member
Guidance Member

Elementary Level Subcommittee
Principals, Committee Co-Chairs - Dan Schuster, Jim Vacca
Director of Curriculum and Instruction - Heidi Daunoras
Director of Child Study Team - Amy Francis
District Supervisor of Guidance - Nicole Kerber
Literacy Teacher
Math Teacher
Teacher Coach
Related Arts Teacher

Middle Level Subcommittee
Principal, Committee Chair - Kate Klemick
Vice Principal - Deborah Lipko
Director of Curriculum and Instruction - Heidi Daunoras
Director of Child Study Team - Amy Francis
District Supervisor of Guidance - Nicole Kerber
STEAM Supervisor-Morgan Zielinski
Literacy Teacher-Maria Casciotta
Math Teacher-Karen Fricke
Teacher Coach-Lisa Short
Related Arts Teacher-Jeff Belmonte
Special Education-Raheem Covington, Holly Strobl
PHEA Rep-Erica Burr
Athletic Director - Sheryl Smith

**High School Level Subcommittee**
Principal, Committee Chair - Adam Lee
Director of Curriculum and Instruction - Heidi Daunoras
Director of Child Study Team - Amy Francis
District Supervisor of Guidance - Nicole Kerber
AP - Doug Endee
AP - Karim Fisher
Athletic Director - Sheryl Smith
Academic Teacher - Nicole Smith
Special Education Teacher - Michelle Dunnett
Transportation - Janice Pfluger
Appendix N

Scheduling of Students

This school district should include in Appendix N the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section B.3., including, but not limited to:

Guiding Principles – Hybrid Instruction. The first 2 weeks of school focused on re-acclimation, community and relationship building and wellness activities.

Special Education – A priority is given to in person live instruction based on student needs to offer continued access to quality education that blends live and virtual instruction. Educators will regularly provide virtual learners with feedback and check-ins.

a. School Days
   ● Students will attend school by cohort in a staggered in school/remote learning cycle as follows:
     ○ Mondays/Thursdays=A cohort attends, B cohort remote learning
     ○ Tuesdays/Fridays=B cohort attends, A cohort remote learning
     ○ Wednesdays- All cohorts remote learning
   ● LLD, Preschool Disabled, Multiply Disabled and Behaviorally Disabled programs will attend 4 days a week Monday, Tuesday, Thursday, Friday and will be attend a full Remote Learning Day on Wednesdays.

b. Educational Program Options
   ● Hybrid Instruction
   ● Full Remote Learning

* As per Govern Murphy’s executive order dated July 20,2020 – Parents will have the option to select full remote learning for their child for the 2020-2021 school year.
Appendix O

Staffing

This school district should include in Appendix O the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Sections B.4., B.5., and B.6.

Middle and High School:

- Teachers and students will remotely follow their regular schedule on Wednesdays.
- Teachers will host a 20 minute live session for every virtual class on Wednesdays.

Elementary Schools:

- An identified grade level remote teacher will be available on each remote day.
- Grade level teams working collaboratively with remote teacher to ensure continuity of instruction.
- Live meetings and support available but requirements will vary by grade level.
Appendix P

Athletics

This school district should include in Appendix P the locally developed protocols addressing the anticipated minimum standards as required by the NJDOE Guidance and referenced in the Board’s Plan – Section B.7.

The Pine Hill Borough School District will follow NJSIAA guidance which can be found at: https://www.njsiaa.org/
### CHART OF USEFUL LINKS

#### Conditions for Learning

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
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<tr>
<td></td>
<td>Response and the President’s Plan for Opening American</td>
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<td>and Safety Guidelines from Other Countries</td>
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<td>Guidance</td>
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<td>When and How to Wash Your Hands</td>
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## Section | Title | Link
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Critical Area of Operation #5 | Handwashing (Printable Posters) | https://www.cdc.gov/handwashing/posters.html
Critical Area of Operation #5 | Communicable Disease Service | https://www.nj.gov/health/cd/
Social | A Trauma-Informed Approach | https://www.tolerance.org/magazi
### Leadership and Planning

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### Policy and Funding

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<td>Technology for Education and Career (NJSBA TEC)</td>
<td><a href="https://www.njsba.org/services/school-technology/">https://www.njsba.org/services/school-technology/</a></td>
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### Continuity of Learning

<table>
<thead>
<tr>
<th>Section</th>
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<tbody>
<tr>
<td>Ensuring the Delivery of Special Education and Related Services to Students with Disabilities</td>
<td>IDEA</td>
<td><a href="https://sites.ed.gov/idea/">https://sites.ed.gov/idea/</a></td>
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<tr>
<td>Mathematics: Focus by Grade Level</td>
<td></td>
<td><a href="https://achievethecore.org/category/774/mathematics-focus-by-grade-">https://achievethecore.org/category/774/mathematics-focus-by-grade-</a></td>
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</table>
## Teacher Resources for Remote Instruction
- [https://www.nj.gov/education/covid19/teacherresources/teacherresources.shtml](https://www.nj.gov/education/covid19/teacherresources/teacherresources.shtml)

## NJDOE Virtual Professional Learning
- [https://www.nj.gov/education/covid19/teacherresources/virtualproflearning.shtml](https://www.nj.gov/education/covid19/teacherresources/virtualproflearning.shtml)

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<td>Professional Learning</td>
<td>Distance Learning Resource Center</td>
<td><a href="https://education-reimagined.org/distance-learning-resource-center/">https://education-reimagined.org/distance-learning-resource-center/</a></td>
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