

RESTART AND RECOVERY PLAN

On June 26, 2020, the New Jersey Department of Education (NJDOE) published “The Road Back – Restart and Recovery Plan for Education” (Guidance), a guidance document for reopening New Jersey schools during the COVID-19 pandemic. The Guidance provided school officials with the information necessary to ensure that schools reopen safely and are prepared to accommodate staff and students’ unique needs during these unprecedented times. The NJDOE required school districts in the State to develop, in collaboration with community stakeholders, a “Restart and Recovery Plan” (Plan) to reopen schools that best fit the district’s local needs.

- TUPS COVID Response Website
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- NJDOE- “The Road Back” Guidance
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- NJDOH- K-12 Updated Recommendations

The Guidance requires the Board of Education to adopt certain policies and the Board adopts Policy 1648 to address those policy requirements in the Guidance. Policy 1648 shall only be effective through the current COVID-19 pandemic and will take precedence over any existing Policy on the same or similar subject unless determined otherwise by the Superintendent.

A. NJDOE Guidance – Key Subject Area 1 – Conditions for Learning

1. Transportation

- CDC Bus Cleaning Guidance

- a. If the school district is providing transportation services on a school bus, a face covering must be worn by all students upon entering the school bus unless doing would so inhibit the student’s health. It is necessary to acknowledge that enforcing the use of face coverings may be impractical for young children or individuals with disabilities. Exceptions to the face-covering requirements shall be those outlined in A.2.d. below:

- (1) 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.

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- b. The school district shall use best practices for cleaning and disinfecting district-owned school buses and other transportation vehicles in accordance with A.3. below.
- c. District-employed school bus drivers and aides on district-owned school buses shall practice all safety actions and protocols as indicated for other school staff.
- d. If the school district is using contracted transportation services, the contractor shall ensure all Board of Education safety actions and protocols are followed by the contractor and its employees and/or its agents.

[See Policy Guide 1648 – Appendix C for the protocols/procedures for “Transportation” which is also included in the school district’s Restart and Recovery Plan.]

2. Screening, Personal Protective Equipment (PPE), and Response to Students and Staff Presenting Symptoms

● **CDC- Operating Schools During COVID-19**

- a. The school district shall screen students and employees upon arrival to a school building or work location for COVID-19 symptoms and a history of exposure.
 - (1) The screening protocol will take into account students and employees with disabilities and accommodations that may be needed in the screening process for those students and employees.
 - (2) Students and employees with symptoms related to COVID-19 must be safely and respectfully isolated from others.
 - (3) If the school district becomes aware that an individual who has spent time in a school district facility tests positive for COVID-19, district officials must immediately notify local health officials, staff, and families of a confirmed case while maintaining the confidentiality



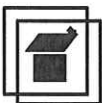
- b. School staff and visitors are required to wear face coverings unless doing so would inhibit the individual's health or the individual is under two years of age.

- **CDC- How To Wear A Mask**

- (1) If a visitor refuses to wear a face-covering for non-medical reasons and if such covering cannot be provided to the individual at the point of entry, the visitor's entry to the school/district facility may be denied.
- c. Students are required to wear face coverings unless doing so would inhibit the student's health. It is necessary to acknowledge that enforcing the use of face coverings may be impractical for young children or individuals with disabilities.
 - (1) Accommodations 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.
- d. Exceptions to the Requirement for Face Coverings

- **CDC- Considerations For Wearing A Mask**

- (1) Doing so would inhibit the individual's health.
- (2) The individual is in extreme heat outdoors.
- (3) The individual is in water.
- (4) A student's documented medical condition, or disability as reflected in an Individualized Education Program (IEP), precludes the use of a face covering.
- (5) The student is under the age of two, due to the risk of suffocation.
- (6) During the period a student is eating or drinking.
- (7) Face coverings should not be placed on anyone who has trouble breathing or is unconscious, or anyone who is incapacitated or



otherwise unable to remove the face covering without assistance (e.g. face coverings should not be worn by Pre-K students during nap time).

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- (8) The student is engaged in high-intensity aerobic or anaerobic activities.
- (9) Face coverings may be removed during gym and music classes when individuals are in a well-ventilated location and able to maintain a physical distance of six feet apart.
- (10) When wearing a face-covering creates an unsafe condition in which to operate equipment or execute a task.

[See Policy Guide 1648 – Appendix E for the protocols/procedures for “Screening, PPE, and Response to Students and Staff Presenting Symptoms” which is also included in the school district’s Restart and Recovery Plan.]

3. Facilities Cleaning Practices

- **CDC- Disinfecting Your Building**
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- **CDC- Cleaning/Hygiene In Schools**

- a. The school district 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.
- b. A procedure manual must be developed to establish cleaning and disinfecting schedules for schools and school equipment, targeted areas to be cleaned, and methods and materials to be used.

[See Policy Guide 1648 – Appendix G for the protocols/procedures for – “Facilities Cleaning Practices” which is also included in the school district’s Restart and Recovery Plan.]

4. Wraparound Supports

- a. Mental Health Supports



The school district's approach to student mental health supports will be affected by the learning environment in place at the beginning of the school year. If in-person instruction is not feasible, the district must find other ways to assess and monitor students' mental health.

- **TUPS School Counselors Mental Health Support Website**

[See Policy Guide 1648 – Appendix K for the protocols/procedures for “Academic, Social, and Behavioral Supports” which is also included in the school district's Restart and Recovery Plan.]

5. Contact Tracing

- **CDC- Guidance for Case Investigation and Contact Tracing**
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- **NJDOH- Contract Tracing Recommendations**

- a. Upon notification that a resident has tested positive for COVID-19, the local health department will call the school district to determine close contacts to whom they may have spread the virus, where close contact is defined as being within six feet for a period of at least ten minutes.
- b. The school district shall assist the local health department in conducting contact tracing activities, including ongoing communication with the identified individual and/or their contacts.
- c. The school district shall ensure adequate information and training is provided to the staff as necessary to enable staff to carry out responsibilities assigned to them.
- d. A staff liaison(s) shall be designated by the Superintendent or designee and shall be responsible for providing notifications and carrying out other components that could help ensure notifications are carried out in a prompt and responsible manner.
- e. School districts shall allow staff, students, and families to self-report symptoms and/or suspected exposure.

[See Policy Guide 1648 – Appendix F for the protocols/procedures for “Contact Tracing” which is also included in the school district's Restart and Recovery Plan.]



B. NJDOE Guidance – Key Subject Area 2 – Leadership and Planning

1. Scheduling

- a. The school district's Plan must account for resuming in-person instruction and shall provide steps to shift back to virtual learning models if circumstances change and in-person instruction guidelines can no longer be followed.
- b. The school district's Plan accommodates opportunities for both synchronous and asynchronous instruction while ensuring requirements for a 180-day school year are met.
- c. The school district recognizes special populations will require unique considerations to ensure the continuity of learning as well as the health and safety of students and staff within the least restrictive environment.

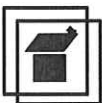
(1) Special Education and English Language Learners (ELL)

- (a) The school district shall provide educators with professional development to best utilize the accessibility features and accommodations tools made available through technology-based formats in accordance with this Policy.
- (b) The school district shall continue to ensure students receive individualized supports that meet the requirements of the IEP and 504 Plans.

[See Policy Guide 1648 – Appendix N for the protocols/procedures for “Scheduling of Students” which is also included in the school district's Restart and Recovery Plan.]

2. Staffing

- a. The school district shall comply with all applicable employment laws when making staffing and scheduling requirements, including, but not limited to, the Americans Disabilities Act (ADA), the Health Insurance Portability and Accountability Act (HIPPA), and all applicable State laws.



- b. As the school district adjusts schedules, teaching staff members must maintain quality instruction for students pursuant to the minimum requirements set forth in NJDOE regulation.

[See Policy Guide 1648 – Appendix O for the protocols/procedures for “Staffing” which is also included in the school district’s Restart and Recovery Plan.]

C. NJDOE Guidance – Key Subject Area 3 – Policy and Funding

1. School Funding

a. 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.

b. Use of Reserve Accounts, Transfers, and Cashflow

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

c. Costs and Contracting

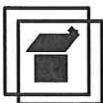
The school district shall follow all New Jersey State laws and regulations applicable to local school districts for purchasing when procuring devices and connectivity or any technology-related item.

D. NJDOE Guidance – Key Subject Area 4 – Continuity of Learning

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

- a. The school district shall continue to meet its obligations to students with disabilities to the greatest extent possible.

2. Professional Learning



- a. The school district shall prepare and support teaching staff members in meeting the social, emotional, health, and academic needs of all students throughout the implementation of the Plan.
 - (1) Professional Learning
 - (a) The school district shall grow each teaching staff member's professional capacity to deliver developmentally appropriate standards-based instruction remotely.
 - (2) Mentoring and Induction
 - (a) The school district shall ensure:
 - (i) All novice provisional teachers new to the district be provided induction;
 - (ii) One-to-one mentoring is provided to novice provisional teachers by qualified mentors;
 - (iii) Mentors can provide sufficient support and guidance to novice provisional teachers working in a remote environment;
 - (iv) Mentoring is provided in both hybrid and fully remote learning environments and that mentors and provisional teachers will agree upon scheduling, structure, and communication strategies they will use to maintain the mentoring experience; and
 - (v) The use of online collaborative tools for school staff to remain connected to other mentors, new teachers, and administrators to maintain a sense of communal support.
 - (3) Evaluation
 - (a) The school district has considered the requirements and best practices with provisional status teachers, nontenured educators, and those on Corrective Action Plans (including extra observations, extra observers, assuring more frequent feedback, and face-to-face).



3. Career and Technical Education (CTE)
 - a. The school district shall implement innovative learning models for new learning environments regarding CTE.
 - b. Quality CTE Programs
The school district shall ensure students have access to appropriate industry-recognized, high-value credentials.
 - c. Work-Based Learning
The school district will ensure students are provided the opportunity to participate in safe work-based learning, either remotely (simulations, virtual tours, etc.) or in-person.

New Jersey Department of Education “The Road Back – Restart and Recovery Plan for Education”

Memorandum – New Jersey Governor and Department of Education – Conditions for Learning – Health and Safety – August 3, 2020

Adopted:

Appendices

The provisions of the attached Appendices C, E, F, G, K, N, and O from the district’s Restart and Recovery Plan are included in Policy 1648.



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Appendix C

Transportation

Transportation personnel will be required to wear face masks and gloves while on the vehicle. Seats, seatbelts, and handrails will be wiped down with a CDC approved sanitizing wipe in between each school route. After the morning routes and at the close of each day vehicles will be fully sanitized with CDC approved Electrostatic Sprayers.

Before leaving the house, a parent should take their child's temperature and provide their child with a mask and hand sanitizer before sending them to the bus. Any students with a fever of 100.4 or higher must stay home. Students should social distance while waiting for the bus. Students should sanitize their hands and wear their mask before boarding the bus. Any students refusing to wear a mask will not be allowed to ride. Students will board back to front, one per seat by the window and exit front to back. Any students removing their mask while on the bus will be removed from the route.

- Students and bus personnel must wear a mask will on the bus
- Use hand sanitizer before boarding the bus
- Students will follow the guidelines maintaining 6 ft. apart while waiting for the bus
- Board the bus back to front, all students riding the bus are required to wear a mask
- Siblings may sit together in the same row
- Seats will be marked out where students may not sit.
- Buses will be sanitized with a sanitizing sprayer after the morning routes and at the end of each day.

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Appendix E

Screening, PPE, and Response to Students and Staff Presenting Symptoms

PPE Expectation

- School staff are required to wear face coverings unless doing so would inhibit the individual's health, documentation is required.
- Students are required to wear face coverings unless doing so would inhibit the student's health, documentation required. Accommodations for students who are unable to wear a face covering should be addressed and in accordance with all applicable laws and regulations. (*Consistent with CDC guidelines*)
- Visitors will wear face coverings unless doing so would inhibit the visitor's health or they are under the age of two.

Online Screening-Risk Assessment Questionnaire

The questionnaire will be similar to the CDC's Coronavirus Self-Checker:

<https://www.cdc.gov/coronavirus/2019-ncov/testing/index.html>

- A fever of 100.4° F or greater
- Cough
- Shortness of breath or difficulty breathing
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell
- Fatigue
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea
- Temperatures will be taken according to CDC Guidance
- <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/guidance-for-childcare.html>

- A. Students who are attending as in-person learners will complete a symptom checker which will be found on the Genesis Parent Portal under forms. This form

must be completed daily prior to coming to the school building. If the form is not completed the child will be removed from the classroom and the parents will be contacted. Guardians will be asked to complete the Symptom Checker or come to pick their student up.

- B. Staff will be asked to complete the COVID Symptom Checker and Daily Sign IN/OUT sheet. This form should be completed daily. The tool will identify staff by their ID number and record the time and date it was taken.
- C. Visitors will be asked to complete the Visitors COVID Symptom Checker upon arrival.
- D. Students/Staff must complete the questionnaire and have their temperature taken prior to entering the building or boarding the school bus. Visitors will complete a paper questionnaire and have their temperature taken prior to leaving the front table. Guardians will fill out a daily questionnaire on Genesis. A student will be flagged if their guardian has not filled out this form.
 - 1. Any person answering “Yes” to the questions or having a temperature equal to or greater than 100.4 will be instructed to stay home and call the school nurse (ES students) or the attendance office (MS/HS students).
 - 2. Any visitor refusing to complete the questionnaire will not be allowed to enter the building.

Isolation and Exclusion

If a student or staff member is suspected of having symptoms of COVID-19 by the school nurse, they must be placed in a designated Isolation Room and sent home.

Return to School

- 1. Follow CDC guidance for discontinuing Isolation and Quarantine
- Discontinuation of Isolation for Persons with COVID -19 Not in Healthcare Settings
- <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>
- **Confirmation of positive test results**
 - 1. Contact Building and Central Office Administration of the test result
 - 2. The Contact Tracer will confirm the Union Department of Health (UDOH) and follow their guidance regarding exclusion/isolation/quarantine.
 - 3. With guidance from UDOH and the Contact Tracer, the Central Office will decide how to implement the recommendations
 - 4. Parents/families and staff will be informed of the positive test result
 - 5. Those individuals who were considered in “close contact” with the individual will be contacted
 - 6. Other groups within the building can continue to function, with daily and vigilant screenings for illness occurring, social distancing, person and environmental hygiene measures will be strictly adhered.

7. If suspected or confirmed cases occur in multiple groups within the building, all school activities in the building must be suspended after consulting with the UDOH

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Appendix F

Contract Tracing

1. If the Township of Union Public School District becomes aware that an individual who has spent time in a district facility tests positive for COVID-19, district officials must immediately notify the health officials, as well as staff and families as appropriate, of a confirmed case while maintaining confidentiality.
2. Upon notification that a student or staff member has tested positive for COVID-19, the local health department will work in conjunction with the school nurses and trained contact tracers to determine the close contacts of the individual.
 - a. All close contacts will be contacted and health department recommendations to quarantine will be advised.
 - b. A close contact is defined as being within 6 ft. for a period of at least 15 minutes with or without a mask.

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Appendix G

Facilities Cleaning Practices

Schedule for increased cleaning in all buildings

During the School Day: After the students and staff have entered the building, all entrance touch point surfaces will be sanitized. Student-occupied classroom door handles and other corridor touchpoints will be wiped with disinfectant in-between class periods. Bathrooms will be sanitized at least once during each shift. This entails sanitizing all bathroom touchpoints, cleaning visible clutter, and checking dispensers.

In the Evening: Every night the buildings will be cleaned and disinfected; this will include classroom desks and chairs, handles on equipment, buttons on machines, computer keyboards, phones, touchscreens, vacuuming, and mopping. Teacher desks should be kept clear of personal objects. Teachers should store staplers, books, pens, equipment, teaching materials, etc., in drawers and cabinets at the end of the day, every day. The 1st shift custodians can disinfect rooms before the end of their shift. Where this is not possible, the 2nd shift custodians will add these rooms to their rotation.

Checklist for cleaning classrooms, labs, bathrooms, touchpoints

The day custodian will be cleaning frequently-touched surfaces such as doorknobs, touchpoints, handrails, drinking fountains, light switches, and restrooms during each shift. Lab equipment or shop equipment should be cleaned and sanitized after being used, and before it is stored in cabinets and drawers.

Hand sanitizer location and procedure for refilling and maintaining

The day custodian is responsible for checking and restocking the hand sanitizer dispensers, and the bathroom soap dispensers. Hand sanitizer and soap are stored with the custodial supplies. Hand sanitizer stations should be at all entrances, exits, and easy-to-access in common areas.

Explain the process of cleaning and sanitizing

Surfaces must be cleaned before being disinfected. This is a two-step process. Cleaning with soap and water will remove dirt and germs, and then surfaces will be disinfected. EPA-approved disinfectants will be used with appropriate tools. Custodians will be trained and the products will be used in accordance with product specifications. Custodians will wear all appropriate protective equipment.

Water fountains

Traditional water fountains will be closed. Water fountains with bottle fillers will be open.

Restrooms

Students should be allowed to monitor their own social distancing when using the restroom; staff members may be utilized to limit access to student restrooms. Allowing students to use the restroom during class will minimize the number of students using the restrooms between classes. Reevaluate the situation by building if social distancing is not being followed. Locking restrooms and assigning teachers to monitor their use are options. Custodians will close bathrooms a few times a day to disinfect.

Procedure for building disinfecting if a case of COVID is identified

Depending on the circumstances, the entire school building or only the infected rooms will be closed for 24 hours, when necessary. Sprayers will be used to coat surfaces with disinfectant after surfaces have been washed with soap and water. While cleaning and disinfecting, rooms will be vented where possible. All surfaces, including but not limited to, high-volume touchpoints, desks, chairs, handles, switches, and equipment will be treated. Also, a hydroxyl machine will be put in the room.

Maintaining proper ventilation and circulation of air

The maintenance staff will closely monitor the HVAC systems for proper airflow and will continue to replace the air filters once per month, which exceeds the manufacturer's specifications. Dampers will be adjusted to increase outside airflow into the buildings where possible.

Availability of supplies

Sanitizing sprayers have been purchased for quicker application of a disinfectant. Plexiglass desktop dividers have been installed.

Signage and Distancing markings

Building Administration will post building signs as needed to remind all students and staff about social distancing and other COVID-related messages.

Cleaning and Sanitizing in the Pre-K Classroom

1. Teachers and teacher assistants will establish frequent cleaning and sanitizing procedures throughout the classroom consistent with CDC guidelines.
2. Custodians will disinfect rooms when preschool classes are not present during the gross motor time.
3. Teachers will have the option to use sanitizing wipes to disinfect areas of the classrooms.
4. Toys will be left out at the end of the day to be disinfected each night.

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Appendix K

Academic, Social, and Behavioral Supports

All academic, social, and behavioral supports will continue for students, on both in-person and virtual learning days. This includes, but is not limited to:

1. IEP accommodations, modifications, supplemental services
2. 504 Plan accommodations and modifications
3. Intervention and Referral Services action plans and instructional interventions
4. School counseling services
5. Behavioral supports
6. Social and Emotional Learning programs (i.e, small counseling groups, restorative practices for discipline, counselor-led programming for SEL principals, spirit week, and other school community-building activities)

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Appendix N

Scheduling of Students

The Township of Union Public schools has created an approach based on several phases to the reopening of schools that includes an initial phase prior to the first day of school for students. Phase 1 will begin during the week of September 1 through September 4 providing teachers and staff members professional skills and knowledge in an effort to successfully meet students' needs during the reopening of schools. Staff will be trained to effectively implement and monitor new health & safety guidelines, which are necessary because of the COVID-19 global pandemic.

The administration is making various improvements that will enhance student learning for the start of the school year. Teachers will utilize tools such as webcasts and Google Classroom/Meet to support remote synchronous learning activities (learning that happens in real time) when students participate in class virtually from other locations beside their classroom(s). The webcasts will enable teachers to simulcast direct instruction, mini lessons and facilitate small group instruction from the on campus classroom while including students attending school remotely, whether that be on their cohort's scheduled virtual days (described below) and/or for the students whose caregivers have elected for them to participate in a fully remote schedule five days per week. Asynchronous learning activities (independent practice and learning without real time teacher interaction) will also be an essential element of the district's hybrid model at all grade levels.

A phased reopening of schools and restart of in-person learning supports a safe return of students and staff to school. Administrators will work collaboratively with the Edison Township Department of Health and the district physician to monitor local health conditions, including COVID-19 positivity rates and instances of staff and/or student quarantine/isolation, in order to determine when it is safe to advance to the next phase of reopening schools. The length of the school day may be expanded throughout the reopening phases in order to reintroduce in-person school lunch service, when it is reasonable to do so, and in alignment with the State's reopening and expansion of indoor dining. Until such time, "grab and go" breakfast and lunch service will be available to all students.

Parents and guardians throughout the school year will have the option to elect for their child to receive instruction remotely every day. A form will be available on the district website for parents to notify the district of their intent for their child to participate in full time remote virtual instruction. These students will be assigned to a class in their assigned school/grade and participate via interactive lessons and Google Meet sessions to engage in direct and small group instruction as well as learning activities with their teachers and classmates. Students will be required to log on and follow their class schedule(s) each day and will be graded based on standard district grading policies/practices applicable to all students. Parents and guardians can elect to have their student shift to in-person instruction at the end of the marking period. Parents and guardians who choose to have their child participate for in-person instruction have the option to shift to an everyday remote/virtual instruction model. They must notify their child's principal as well as classroom teachers, in writing, if they elect to stop participating in in-person instruction. Such changes are permissible only at the conclusion of the marking period or trimester.

Phase A: Staff professional development workshops, as required by NJDOE guidelines, will be scheduled. Township of Union Public Schools will offer professional development workshops and training for all staff to prioritize the health & safety of district employees and students, ensure staff are equipped to manage student mental health and social emotional needs, and effectively plan/deliver best practice teaching and learning opportunities for all students both in-person and virtually.

Phase B: Students will participate in a totally remote program, beginning September 3, 2020. When conditions permit the district will move to Phase 1, and implement our in-person hybrid learning model.

Phase 1: All schools will implement our in-person hybrid learning model from our Return to School Plan previously approved by the Union County Executive Superintendent.

Phase 2: The district will monitor NJ Department of Education guidance, CDC announcements as well as the level of community transmission and consult with the Union Township Department of Health. If community health conditions improve or remain stable, then the length of the in-person school day may be increased to full day and lunch service may resume if the State has eased indoor dining restrictions and the district can schedule students for lunch service while also maintaining the State's prevailing social distancing guidelines for schools.

Phase 3: The district will monitor CDC announcements as well as the level of

community transmission and staff/student attendance rates throughout Phase 3 and consult with the Union Township Department of Health and school district physician, If NJ State eases social distancing guidelines for schools and community health conditions improve or remain stable, cohorts will be combined and all students [Preschool-12] will resume 5 day per week of in-person full day instruction.

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Appendix O

Staffing

Under the current educational environment, the teachers and staff of the Township of Union School District will be utilized to maximize both their expertise and teaching certifications.

Professional development and alignment of standards will be priority areas for 2021-2022. The central office will continue to work with the district administration including district supervisors who will continually work closely with special education, regular teachers, and paraprofessionals on providing an array of teaching materials for both in-person and remote/virtual settings. The expectations of the district are that teachers will encourage two-way dialogue and communicate important curricular information to parents. In addition, parents will be made aware of students' progress and any changes to the learning experience as the method of instructional delivery evolves. Curriculum implementation will follow the method schedule specified by the district, where students who are not physically in the classroom will learn similar content synchronously and asynchronously along with their in-class peers on each instructional day.

1. The Township of Union School District will develop professional development opportunities and staff collaboration time in accordance with the needs of the district.
 - a. Communication with the teachers and staff will occur regularly throughout the year to assess potential options and ideas for Professional Learning opportunities.
 - b. Township of Union School District will develop professional learning experiences to promote effective instruction for all students.
2. The District will continue to ensure that every student has safe and equitable access to a learning device and internet connectivity to support remote virtual instruction, as necessary. Devices and hot spots are made available to students with neither internet nor access to a mobile device. The district purchased additional Chromebooks/devices for distribution to all students in grades K-Twelve.

3. The Township of Union School District will develop roles and responsibilities for substitute teachers in both virtual and hybrid settings.
 - a. Substitute teachers hired to cover the long-term employees for the 2020-2021 school year will be afforded professional development opportunities throughout the school year.
 - b. Every effort will be made to minimize substitute movement throughout the school district.
4. The Township of Union School District will continue to implement the New Teacher mentor Program for all non-tenured teachers.
5. The Township of Union School District will develop and communicate a planned accountability system that identifies how teachers will monitor and assess student performance. This includes how they grade students (Grades Pre-K through twelve).
 - a. The Genesis Parent Portal will be used to communicate all student grades throughout the school year.