



## Charles F. Hayden School

*REOPENING OUR SCHOOL*

Fall 2020

Working Draft

July 24, 2020



Based on Guidelines from the Connecticut State Department of Education: Adapt , Advance, Achieve:  
Connecticut's plan to Learn and Grow Together



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**PRIORITIES**

Charles F. Hayden School is committed to providing its’ school community with a safe and educationally sound learning community. The following reopening plan speaks to the measures that will be preliminarily implemented to support our students’ growth and development during this unprecedented time. Charles F. Hayden School will be guided in its practices by Connecticut’s State Department of Education – Adapt, Advance, Achieve: Connecticut’s Plan to Learn and Grow Together. This State document is “intended to be a fluid document that will evolve based on public health data trends” and so these guidelines may change prior to school reopening in the fall of 2020.

**Fall Reopening Model**

Based on current lower levels of transmission of COVID-19, students are expected to return to school in person as part of a full reopening. While some aspects of school will be fundamentally different when students and staff return, Charles F. Hayden School (CFHS) will make efforts to ensure the school experience is as familiar as possible for students, to support their return to our campus. Throughout the school year CFHS will be prepared to adjust plans accordingly based on health indicators, guidance from the State, local health officials, and LEAs.

Charles F. Hayden School (CFHS) will coordinate with Local Education Agencies (LEA) for students enrolled at CFHS to participate in full-time schoolhouse instruction at the start of the 2020-21 academic year (July 24, 2020). LEAs will continue to arrange for and provide transportation for students in their districts who are enrolled in the school. Students living on the Boys & Girls Village (BGV) campus in residential facilities will walk to the school building accompanied by a BGV staff member. Instruction at the school will take place in-person and in a typical classroom setting. The re-opening plan will allow staff to interact with students in reconfigured classroom spaces, cohort groups, with an emphasis on social distancing to mitigate the spread of COVID-19.

In the event of a partial reopening, CFHS will coordinate with LEAs to ensure students’ education is not disrupted. CFHS will communicate with parents and identify schedules of instruction that accommodate



the specific needs of students and their families as best as possible. A combination of in-person schoolhouse learning and online learning that includes both synchronous and asynchronous learning will be implemented. Teachers and school social workers will communicate directly with parents via telephone and/or email regarding the specific plan for each student. These plans, should they be necessary, will also be in accordance with any mandates put forth by the CSDE and/or the state and local government.

For students who have chosen not to attend in-person schoolhouse learning, Chromebook computers have been, and will continue to be provided to them by the BGV staff (unless the family indicates they already have ample computer/internet access). CFHS will be planning to provide students the opportunity to join their classroom instruction live, while the class is in the session by accessing a link to Google Classroom/Google Meets. Beyond this opportunity, based on a student's unique educational needs a continuum of strategies will be explored and identified and can include a mix of remote blended learning opportunities, synchronous and asynchronous class learning, and other educator and staff outreach to the student and family/care taker.

CFHS is committed to ensuring that every student has the opportunity to access the tools and materials required to successfully participate in our Program; we are ready to assist any family who, whether because of the pandemic or otherwise, is in need of access to the internet.

### **Temporarily Choosing Not to Participate**

CFHS will provide students the opportunity to join their classroom instruction live via Google Meets or through similar internet access wherein the student may see and/or hear the teacher in the classroom and have access to any lessons/material/video presented via the smartboard in the classroom (i.e., synchronous learning). Teachers and social workers will also work closely with families to create a learning approach that addresses the particular social, emotional, and academic needs of the student. For families who choose to keep their children home, or who must keep their children home due to illness or quarantine it is expected that they engage in remote learning with parent support in place. This learning opportunity aides in the student's return to school and begins participation in a traditional schedule. Lessons and activities will be designed and delivered by CFHS staff to maintain a connection to the student and support the transition back to school.

### **School Liaison, Communications Plans, and Data Collection**

Monika Edman, Director of Education – Upper School, will serve as the Covid-19 Health and Safety Compliance Liaison. She will communicate regularly with Kim Kreiger, R.N., BSN (School Nurse) and Steven Kant, M.D (Chief Medical Officer) regarding Covid-19 related health and safety compliance issues and precautions and communicate the most up to date information/recommendations to the school administration which will, in turn, facilitate the communication of the information and procedures/protocols to the school staff, students, and parents.

Policies and protocols will be communicated via staff meetings/trainings, emails, sign postings, mailings to the home and telephone communication with families.



Covid-19 health and safety protocols and procedures will be translated to the relevant languages of student families as needed.

School social workers have been (prior to school opening) and will continue to be in regular communication with families regarding school safety protocol. There has been, and will continue to be, frequent meetings and consistent communication about up to date recommendations from the CDC and recommendations and requirements from state government and the CSDE regarding school operations and Covid-19 best practices for safety. Due to the relatively small size of CFHS (approximately 80-90 students), frequent communication with parents regarding changes and up-dates in safety protocols can be readily established via email and telephone communications. Parents will also be notified through letters home and postings on the school website. Staff members, students and families will be provided with detailed updates any time critical information regarding policies, protocols or health data changes.

School social workers have already (at the time of this writing) contacted families via telephone and/or email (i.e., conducted a survey) in an effort to gather information from families that may be used to properly plan for resuming classes in the fall.

## ***OPERATIONS PLAN***

### **Facilities**

Classrooms have been configured to allow for 6 feet social distancing where feasible. Desks have been arranged to face forward and floor markings will be installed to provide visual reminders/guidance.

Additional space for instruction is available outside, under large open tents... weather permitting. The lower school also has an extra classroom that will be made available for small group instruction.

Teachers will be instructed to maximize space between the teacher and the students to reduce the risk of the spread of respiratory droplets from teachers during instruction. Teacher desks will have plexiglass installed around the desk to provide a teaching space with a structural barrier between the teacher and students. In addition to face masks, teachers will also have face shields made available to them.

Teacher/Paraprofessional/Student ratios have been determined based on available space and student learning needs.

Signs and messages related to stopping the spread will be in both English and Spanish and easily observed.

Training for staff prior to the start of classes will be implemented with all staff. In addition to training from the school nurse pertaining to safety precautions (e.g., social distancing, proper mask wearing, frequent hand washing and use of alcohol-based hand sanitizer, respiratory cough etiquette, and frequent surface cleaning), staff will be required to take an online training course through our Relias Training program which addresses Covid-19 health and safety precautions. Online training will also be made available to students and their families. Trainings will be repeated during the first months of school and as needed thereafter. Training will be provided to new employees as they enter the school.



### **Daily Operations**

Classroom cohorts will be configured to maximize stable cohorts for grades k – 8 and students in grades 9 -12 will move about the school in cohorts as necessary to access specific content area instruction. A cohort is a group of students and staff that stay together for most of the school day. The purpose of creating cohorts is to limit the number of students to reduce the potential for community transmission of COVID-19. Students in each cohort will have assigned seats and their own materials. Data regarding cohorts will be readily available for contact tracing if necessary and students and families will be educated regarding the value of cohorts. Particular attention will be paid to eating times, physical education activities, and less structured settings. Staff members will also be grouped according to classroom teams. CFHS will have the capacity to increase or relax restrictions throughout the school year to respond effectively to changes in public health data and requirements.

Foot traffic patterns that allow for maximum social distancing in the school buildings will be marked on the floor and reinforced by frequent reminders from staff members. The number of students in the hallways will be limited to allow for social distancing as well.

The risk of exposure from shared playground and/or fitness equipment will be minimized by student cohorts and by requiring handwashing before and after use of the equipment as well as frequent disinfecting of the equipment.

Virtual meetings will take the place of in-person meetings wherever possible (e.g., PPT meetings) to reduce the risk of spread.

CFHS does not have groups such as clubs, before/after school programs or other voluntary groups which are allowed to use school space. Planning for before and after school programming is not required at this time.

Frequent disinfection/cleaning of high-touch surfaces such as door handles, tables, desks, chairs, and counter tops will take place daily.

Policies and protocols related to facilities and operations will be reviewed regularly by the School Administration and BGV's Vice President of Facilities, to ensure compliance with current guidelines and requirements.

Prior to the opening of school, the Vice President of Facilities will ensure that school buildings are cleaned and disinfected in a manner that adheres to DPH guidelines as outlined in the following documents:

[Guidance for Cleaning and Disinfecting of Schools during COVID-19](#)

[Return to Service Guidance for Building Water Systems](#)

[Guidance for School Systems for the Operation of Central and non-Central Ventilation Systems](#)

Frequently touched surfaces and other equipment will be cleaned throughout the day. Desks and classroom equipment will not be shared, and items used by more than one group of students will be cleaned in between each usage. School Administration will work with the Vice President of Facilities to obtain no-touch items such as trashcans, paper towel dispensers, and bathroom fixtures, where possible. In areas where no touch items are not available, and when feasible doors will be propped open in accordance with fire and safety codes, and trash can lids will be removed. In both school buildings the use



of disposable towels will be used in lieu of hand dryers in response to ventilation consideration. Hand dryers will be turned off and their use avoided. Bathrooms should be sanitized at least twice daily.

Plans for disinfecting high touch surfaces will include:

Door handles

Handrails

Sink handles

Restroom surfaces

Instructional materials that cannot be supplied to a specific student

Playground equipment

### **Child Nutrition**

Breakfast, lunch, and snacks are served daily to all students who attend Charles F. Hayden School at no cost to the student's family. For students who are choosing not to attend school due to Covid-19 concerns, CFHS staff will continue to deliver meals to the homes of these students (with parental permission). These deliveries will take place Monday, Wednesday, and Friday mornings and will include breakfast and lunch for a 5-day school week.

### **Transportation**

Although all students traveling to Charles F. Hayden School have their transportation arranged and managed by the LEA, the staff of Charles F. Hayden School will reinforce transportation safety protocols that include students wearing masks that completely cover the nose and mouth during transit, prior to boarding the bus, and that must be kept in place until they are completely off the bus.

The BGV staff will help facilitate the process by which students exit the vehicles upon arrival, beginning with the students seated in the front and then working backwards to the students in the rear. The staff at Charles F. Hayden School will also assist in facilitating the manner students board the bus at dismissal time. Students should load onto the bus from the back row to the front.

The student capacity of the vehicles will be determined by the student's LEA. Should the transmission risk be greater than a low risk, students on vehicles should be seated at least 6 feet apart using alternating diagonal seating.

Should a vehicle owned and maintained by BGV be used to transport a student, these same safety measures will be implemented. Also, these vehicles will be wiped down with sanitizing chemicals after every use.

## ***HEALTH PRACTICES AND PROTOCOLS***

### **Standard Public Health Practices and Adequate Supplies**

Students currently on campus as part of the residence programs have received education in standard health practices to prevent the spread of disease. All students will be educated in the new expectations related to all public health policies and protocols prior to their arrival to school on the first day by having direct communication with parents as to what students can expect on the first day. Additionally, students will be instructed by their teachers and the school nurse through direct, in-class instruction and



training videos on the first day of school. On-going instruction and frequent reminders from the teaching staff and the clinical staff will also take place throughout the school year.

All students and their families will be instructed in the standard health practices used to prevent the spread of diseases including: social distancing, frequent hand washing and use of hand sanitizer, use of face coverings that completely cover the nose and mouth, respiratory and cough etiquette, and enhanced cleaning/disinfection of surfaces.

Adequate supplies of the following will be provided to staff and students: soap, hand sanitizer with at least 60% ethyl alcohol or 70% isopropyl alcohol, paper towels, tissues, disinfectant wipes, cloth face coverings (as feasible), and no-touch/foot pedal trash cans.

### **Immunizations and Health Assessments**

CFHS is aware of the guidance from the Department of Public Health issued June 17, 2020 emphasizing the importance of protecting students by staying up to date on immunizations. CFHS is also aware of the guidance from the CSDE issued on June 26, 2020 outlining the requirements for health assessments prior to students enrolling in school.

### **Reporting Illnesses and Addressing Vulnerable Populations**

Protocols have been established and are currently being implemented as it relates to individuals reporting if they have any symptoms of Covid-19 or if they have had contact with someone diagnosed with Covid-19 and if they have had contact with the school population. These practices will extend to the 2020-21 school year. As an additional precaution, all students and staff members will undergo a temperature check using a touchless thermometer each day upon their arrival. A log will be kept with this information by the school nurse/school administration. Students and staff will also be asked health screening questions related to Covid-19 symptoms (i.e., fever, chills, cough, shortness of breath, and sore throat).

Families will be educated as to when a child should stay home from school. Parents will be instructed to perform a self-assessment with their child prior to leaving for school to identify possible Covid-19 symptoms (i.e., fever, chills, cough, shortness of breath and sore throat). This information will be provided to parents via letters home and direct telephone conversation with school social workers. Parents will be instructed to inform the school if their child or family member has any symptoms related to Covid-19 and/or the student or family member has had known contact with someone diagnosed with Covid-19. All staff members will also be instructed regarding the protocols related to daily self-assessment. The temperature threshold requiring a student or staff member to stay home is 100.00 F or greater. All staff members will be instructed to stay home and inform the school if they are experiencing symptoms related to Covid-19. Student information regarding symptoms related to Covid-19 will be maintained by the school nurse and staff information regarding symptoms related to Covid-19 will be maintained by the HR department.

Accommodations will be made for students who may have a preexisting health conditions (allergies, asthma, a heart condition) or have a high-risk adult living in their home. Individualized plans will be developed for each of these students which take into consideration their health and educational needs.

### **Social Distancing**





As a school community we recognize that children, youngsters, and young adults are naturally social, and that we must make every effort to ensure social distancing and other safe practices guidelines are in effect to mitigate the spread of COVID-19.

Students and staff members have been, and will continue to be, instructed to maintain maximum social distancing between individuals to reduce the transmission of the virus. National, state and local public health guidelines and mandates will be continuously monitored by the school's medical staff and the school's Covid-19 Health and Safety Compliance Liaison for the most up to date information. *Material Sharing* – Efforts will be made to reduce the degree to which materials are shared by students. Ample supplies of pencils, calculators, computer keyboards, etc. will be maintained and materials will be cleaned and disinfected after every use.

**Use of Face Coverings, Masks, and Face Shields**

All students and staff will be required to wear a face covering while inside the school buildings with the following exceptions: Per CDC guidance, face coverings and masks should not be required for anyone who has trouble breathing, or anyone who is unconscious, incapacitated or otherwise unable to remove the mask without assistance. In addition, a face covering, or mask will not be required for anyone who has a medical reason making it unsafe to wear one.

The school will be prepared to provide a mask to anyone who does not have one. Staff members will provide frequent reminders to students not to touch their face covering and families will be instructed to regularly wash cloth coverings. Social distancing will be emphasized at times when face coverings cannot be maintained (e.g., eating, drinking, P.E. classes, while outside). Teachers may remove face coverings while teaching provided, they are maintaining proper social distancing or remaining behind a physical barrier. Staff members will use masks and face shields in situations where close student contact is unavoidable.

To ensure compliance with the wearing of masks, breaks will be incorporated into the course of the school day. Students will be able to remove their masks during these breaks, when they are socially distanced, and when they are eating or drinking.

**HEALTH MONITORING PLAN**

**Planning and Distribution of Information**

Written protocols have been established for monitoring symptoms that could be related to Covid-19 for the purpose of decreasing the risk of spreading or contracting the virus and maintaining oversight related to the pandemic. The protocol includes daily temperature checks for all students and staff, instructions to all students, families, and staff members to remain home if symptoms emerge such as a temperature greater than 100.00 F., chills, cough, shortness of breath, or sore throat. *Attendance Monitoring* – student and staff attendance will be monitored by communicating with all students/families and staff members regarding the reason for their absence. Absences related to Covid-19 symptoms will be tracked by the school (students) and the HR department (staff).

**CONTAINMENT PLAN**





Charles F. Hayden School will consult with the Connecticut Department of Public Health regarding their tiered system to assist leaders and define the decision-making approach should partial or full class-cancellation become necessary.

If a school staff member or a student has signs or symptoms of Covid-19 while at home, the individual is instructed not to come to school and to seek medical attention from his/her healthcare provider. If upon arrival to school, or anytime during the school day, a staff or student exhibits signs or symptoms of Covid-19, the individual will be assessed by the school nurse and if determined to be symptomatic (e.g., temperature of 100.00 F or higher, cough or respiratory distress), the individual will be sent home. For students who are awaiting transportation home, the student will be isolated, with staff supervision in a designated area with maximum ventilation and that is conducive to maximum social distancing. A record will be kept of the staff members who entered this space. Furthermore, the staff member(s) providing the student supervision for the isolated student will be equipped with PPE including a face shield and a K95 type face mask and the room will be thoroughly disinfected following its use. Prior to returning to school/work, the student/staff will be directed to seek medical attention and provide medical clearance for a return to work/school. In all cases involving possible Covid-19 symptoms, the school nurse and/or the Chief Medical Officer will be informed and consulted regarding proper procedures.

Should a student or staff member have known exposure to Covid-19 the local health department or another identified authority will be notified immediately and CFHS will be ready to comply with requests for information from the local health department to assist with contact tracing. In addition, the school nurse and the Chief Medical Officer will be informed and consulted regarding proper procedures. Following this consultation, the student or staff member may be required to stay home, advised to quarantine, and undergo testing for Covid-19. Additionally, any staff member(s) and/or student(s) who may have had direct exposure to the identified student or staff who is reporting known exposure, will be notified and possibly directed to quarantine and undergo testing prior to returning to work/school.

Should a student or staff member have a confirmed diagnosis of Covid-19 the local health department or another identified authority will be notified and CFHS will be ready to comply with requests for information from the local health department to assist with contact tracing. In addition, the school nurse and the Chief Medical Officer will be informed and consulted regarding proper procedures. Following this consultation, the student or staff member may be required to stay home, advised to quarantine, and undergo testing for Covid-19. Additionally, any staff member(s) and/or student(s) who may have had direct exposure to the identified student or staff who has a confirmed diagnosis of Covid-19, will be notified and may be directed to quarantine and undergo testing prior to returning to work/school.

### ***CONCELLATION OF CLASSES, REMOTE LEARNING, AND REOPENING PLANS***

Charles F. Hayden School will consult the Connecticut Department of Public Health's guidance regarding indicators to assist leaders and define the appropriate decision-making approach once they are made available.

In the event that in-school classes are suspended or cancelled for some or all participants CFHS will continue with a distance learning model that includes individual and group instruction, both synchronous and asynchronous learning through the use of Google classroom and the Google meets platforms, and video conferencing with our school social workers, speech pathologists and occupational



therapist where applicable. CFHS is prepared to provide all students who do not have access to a computer a Chromebook computer with internet access if needed. In addition, paraprofessionals will deliver meals to student homes and engage in social skill activities and/or academic support visits if appropriate under the state safety mandates at the time.

CFHS will immediately notify and consult with the CSDE if CFHS is preparing to cancel in-person classes.

### **Future Planning for Remote Blended Learning**

CFHS will be providing the option of blended learning to any student who is choosing not to attend in-person classes from the start of the school year and beyond. Based upon our parent survey conducted in mid-July, approximately one fifth of our student population may be choosing to remain home. In anticipation of this, and possibly more students choosing to stay home, CFHS has developed a plan to enable students who do not come to the school to listen and observe the daily lessons via the Google Meets platform or another similar internet mechanism.

## **ACADEMICS**

### **Special Education**

CFHS recognizes that there has been no waiver of requirements under IDEA for provision of a free appropriate education (FAPE) in the least restrictive environment (LRE). During Covid-19 school closures, schools were required to provide FAPE consistent with the need to protect the health and safety of students, as well as those individuals providing education, specialized instruction, and related services to these students. Schools may not have been able to provide all the services in the same manner that they are typically provided. Federal disability laws allow for flexibility in determining how to meet the individualized needs of students receiving special education services. If a student is unable to access the CFHS reopening plan as designed, student and parent input will be solicited to develop an individualized and alternative means of re-entry based upon the student's needs, present level of functioning, and developmental level.

CFHS will treat students eligible for special education as general education students first. Guidance and policies related to school reopening plans apply to all students, including those who qualify for Individualized Education Plans. For students unable to access the reopening plan as designed, CFHS will facilitate individualized and alternative means of re-entry based upon the student's need, present levels of functioning, developmental levels, and student/parent input. These plans will not be based a student's educational disability classification but will take into consideration the nature and/or severity of the student's disability, the student's developmental level, and skill levels.

CFHS will continue to provide their students with related services via TeleMed and Google Meets. Staff will also continue to provide parents with activities and resources to support the development of skills which families may implement. Classroom instruction and learning plans will be delivered via common platforms (Google Classroom which has been in use), include non-technology based options, and continue to support and expand relationships and connections between CFHS staff, families, and students. Lessons will reflect an appropriate amount of instruction based on students' age, ability levels, and areas of identified specialized instruction and related services.



For students accessing remote learning CFHS school staff will provide advice and support to families and care takers regarding when and how to implement learning activities.

CFHS staff have been in consistent communication with students enrolled in the program. Social Workers have spoken with families and are identifying which factors may result in a family choosing not to have their student return to school.

For those students who do not return to campus, they will be provided the opportunities to join their classes live. Designated dates and times will be provided to families. In the event there is a scheduling conflict CFHS staff will work with families to identify a mutually agreeable plan for students to access their learning.

Teachers will review IEPs and available information to assess students' current level of functioning including but not limited to benchmark assessments administered prior to closure, work completed through Distance learning, and during ESY. Planned academic instruction will focus on engaging students with high probability of success activities.

English Language Learners are not currently enrolled at CFHS, in the event there are students who are identified as EL or are dually identified supports and services will be provided to the greatest extent possible.

#### **Physical Education, Athletics, Arts, and Extracurricular Activities**

Although the Covid-19 pandemic necessitates modifications in many aspects of school activities, CFHS intends to balance the importance of engaging students in a well-rounded educational opportunity, including physical education, unified arts, and extracurricular activities, with the need for modifications to avoid any increased public health risk. CFHS will follow all CDC, state, and local guidelines related to social distancing and disinfecting areas and equipment used for physical education and physical activity, including recess.

Physical education will be provided through a combination of in-classroom instruction and activities tailored according to available spaces, restrictions on gatherings, and use of shared equipment. There will be a preference for activities, fitness, exercises, and sports that are teacher led but performed individually and focus on lifetime fitness, utilizing alternative environments, land-based activities, and individual sports/activities such as meditation, fitness-based activities, step aerobics, Pilates, yoga, individual sports, strength development, backyard games, dance, power walking, hoop games, track and field, etc.

### ***FAMILY SUPPORT AND ENGAGEMENT***

CFHS has been engaged in regular communication with families during the month of July and Extended School year Services. Upon their return to campus staff (teachers/SWs) will reach out to families and students during the week of August 17<sup>th</sup> – 24<sup>th</sup> to follow up with families. This communication will include an update from families and the sharing of information related to returning to campus. Plans for reopening will also be posted on the BGV website.

#### **Social Emotional Learning (SEL) and Mental Health**

As part of the therapeutic milieu of CFHS, all students will receive supports and services to facilitate their transition back to school. Administrators, classroom teachers, social workers, and the BCBA will collaborate to provide students with supports and services to support their successful return to school.



This includes but is not limited to small group and individual counseling and proactive behavioral support strategies.

For youngsters experiencing difficulties with academic engagement, social interactions, or emotional regulation, staff will collaborate to provide an increased level of targeted support within the school setting and communicate these plans to families and community-based providers.

Supports for students with significant needs would warrant an increase in supports and communication among all stakeholders to provide support across settings.

School administration, clinical staff, and the BCBA meet weekly to discuss students, review their progress, and supports and strategies required. This meeting is chaired by CFHS' Director of Clinical Services and includes BGV's consulting psychiatrist. This meeting supports staff in identifying issues related to abuse and neglect in the context of their work with youngsters and the pandemic and compliance with all mandated reporting requirements.

Professional development opportunities, the sharing of resources by Human Resources, and availability of an Employee Assistance Program serves to meet the SEL needs of staff. Clinical staff are in regular communication with families and are a resource for families seeking community-based resources and supports.

### **CAREER AND TECHNICAL EDUCATION**

CFHS will be opening a vocational training center during the 2020-21 school year. Protocols will be developed for cleaning and disinfecting shared equipment in the shop before and after each use. Students involved in the cleanup process at the end of a class will be instructed in safety processes and procedures. A properly labeled spray bottle or disinfectant wipe will be positioned near the equipment along with a small trash receptacle. In addition, a process will be established for collection, sanitation, and logging of equipment and tools.

### **STAFFING AND PERSONNEL**

#### **Certification and Personnel Planning**

CFHS is actively recruiting and has hired staff, both certified and non-certified required for the start for the school year. CFHS has complied with legal and regulatory requirements related to personnel, including the EEOC guidance related to the ADA and the Covid-19 pandemic.

Appropriately certified teachers will be planning instruction and conducting assessments, however there will be times when staff will be required to work in roles beyond their typical responsibilities. Staff maybe reassigned to meet the needs of students and CFHS has also identified staff who are able to support students via remote learning and work with students virtually.

#### **Professional Development**

Professional development opportunities will be scheduled as part of staff's return to campus the week of August 17<sup>th</sup> with a focus on social distancing protocols, health and safety protocols, SEL, and best practices for student learning.

During the course of the school year professional development will be delivered on Wednesday afternoons (early release day for students), through faculty/staff meetings, and on designated days



within the context of the school calendar. Teachers are also expected to avail themselves of shared resources.