



117 Elmwood Ave, East Orange NJ, 07018

Phone: 973-672-3200

Fax: 973-672-3207

Website: [www.prideacs.org](http://www.prideacs.org)

## LEA Plan for Safe Return to In-Person Instruction and Continuity of Service Pursuant to the Federal American Rescue Plan Act, Section 2001(i)

LEA Name: Pride Academy Charter School

**Date of Original Plan:** 05/20/2020 and 08/14/2020 **Date Revised:** 06/23/2021 **Dates Reviewed & Resubmitted:** 11/11/2022; 05/25/2023

### 1. Maintaining Health and Safety

For each mitigation strategy listed below (A–H), please describe how the LEA will maintain the health and safety of students, educators, and other staff and the extent to which it has adopted policies, and a description of any such policies, on each of the following safety recommendations established by the CDC.

**A. Universal and correct wearing of masks:** As determined by the CDC, NJ Department of Health, or other guidance, Pride Academy will require all students and staff to wear masks, until such time that this practice is no longer needed. Our procedures take into account students and staff who may need additional or special accommodations. Appropriate and effective use of masks will be reinforced during all parts of the school day and in waiting areas outside of the school before entry or pick up. PPE has been ordered and will be maintained as necessary to ensure that all members of the school community have access to masks if they do not use their own or if a replacement mask is needed. Staff and Parent Manuals and Presentations have been developed and shared throughout the COVID-19 Pandemic years that detail all health and safety guidelines and are available for review by all stakeholders. These procedures and resources can be readily updated and modified as needed in response to ongoing NJDOE, CDC, and NJ Department of Health requirements.

**B. Physical distancing (e.g., including use of cohorts/podding):**

In the event of high levels of COVID-19 health and safety risk, we will re-implement the following measures: Desks and chairs 3-6ft apart; desk shields on student and teacher desks; desks facing one direction; individual seats 3-6ft apart in the cafeteria, distance markers in hallways, bathroom occupancy signs, and assigned exits. Schedules that include students remaining in the same classroom to minimize

contact with other cohorts can be reinstated. Sidewalks will be re-marked with 3-6ft marks where students line up for screening, wait for buses, and parent pick up. Hallways and stairways will contain signage to allow for safe transitions. If needed, assigned separate entrance/exit routes and waiting areas can be used during dismissal. Cones and signs will support outdoor activities maintaining 3-6ft between groups. Schedules are in place to support the use of cohorts that can be used or modified as required.

### **C. Handwashing and respiratory etiquette:**

Classrooms are equipped with no-touch hand sanitizing stations and a technology device sanitizing station. Restrooms have no-touch soap dispensers and hand dryers. All common areas have a no-touch hand sanitizing station. A schedule has been created so that all rooms used for hybrid cohort needs have a designated bathroom allowing for frequent hand washing with soap and water or hand sanitizers. Teachers incorporate handwashing breaks in their schedule and prompt immediate hand washing in response to coughs and sneezes. In addition to hand washing and coughs/sneezes hygiene training provided by our School Nurse and staff, signage is posted in classrooms and restrooms to prompt these habits. Staff and Parent Manuals have been developed and disseminated throughout the year that describe in detail all health and safety guidelines and are available for review by all stakeholders. These procedures can be updated as needed in response to ongoing NJDOE, CDC, and NJ Department of Health guidance.

### **D. Cleaning and maintaining healthy facilities, including improving ventilation:**

Classrooms and indoor common areas are equipped with window ACs or HVAC heating/cooling systems and Medify Air HEPA Purifiers. Ventilation systems have a fresh air component, and classrooms the capacity to open windows and doors, which will be required as much as possible. The filters in AC units, HVAC system, Basement fresh air system, and medify Air HEPA purifiers will continue to be regularly cleaned and replaced as needed. Custodians have been trained in the following: maintaining schedules for increased cleaning and disinfection of frequently touched and used target areas such as handrails, doorknobs, phones, desks/chairs, and sanitization of bathrooms; cleaning and disinfecting methods and materials that must be used in accordance with CDC guidelines; and in maintaining inventory of PPE and cleaning supplies for custodial use and teacher/staff use. Staff and Parent Manuals have been developed and are available for review and update.

### **E. Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments:**

Our School Safety Specialist is certified in Contact Tracing and has developed a set of procedures and guidelines in accordance with the CDC and School Specialist training that drive contact tracing, the number of days that a student, cohorts, and staff members may be required to

quarantine based on symptoms, exposure, COVID-19 test results, travel etc. Pride Academy incorporated and prepared a Board Approved school policy regarding Contact Tracing. Based on need next year, protocols will be updated which will: outline response to individuals who test positive for COVID-19 and the required notification to all entities concerning positive COVID-19 test information; describe our process of isolating and caring for symptomatic individuals; communicate staff and parents' roles in supporting active contact tracing steps; train on how best to monitor and respond to symptoms and outline return to school procedures. Staff and Parent Manuals have been developed and are available for review.

#### **F. Diagnostic and screening testing:**

In the event of high levels of COVID-19 health and safety risk and based on NJDOH and CDC guidance, we will seek to reinstate weekly COVID-19 testing on-site. Pride Academy has developed and implemented procedures to ensure a confidential and efficient process for pre-screening of illness symptoms for staff and students before arrival at school via a Google survey and on-site screening, including temperature checks and a visual check of symptoms at the entry to school location. Staff and Parent Manuals and Presentations have been developed and disseminated that describe in detail all health and safety guidelines and are available for review by all stakeholders. These procedures and resources can be readily updated and modified as needed in response to ongoing NJDOE, CDC, and NJ Department of Health requirements and mandates.

#### **G. Efforts to provide vaccinations to educators, other staff, and students, if eligible:**

Efforts with regard to vaccinations have included the following and can be reinstated if required: administration will provide regular weekly email dissemination of information about access to vaccination sites to all staff and recommendations communicated to encourage all staff members to become vaccinated; monthly Parent Newsletters containing information about access to vaccination sites and CDC and health department information about the safety of vaccinations will be delivered to all parents via text and email; we will schedule informational meetings in conjunction with East Orange City Health Professionals to share information about COVID-19 mitigation and vaccination and organize meetings for Q&A opportunities for parents about health and safety measures in place here at Pride Academy.

**H. Appropriate accommodations for children with disabilities with respect to the health and safety policies:** Health and safety procedures have been designed with input from our Special Education department based on parent feedback, IEP information, and case history and can be adapted and modified as necessary to provide for accommodations. Our practice is to partner with parents, their child's Case Manager, Director of Special Education, and teachers to ensure that all needs are met, both in in-person and remote settings. Staff and Parent Manuals and Presentations have been developed and disseminated throughout the year that describe in detail all health and safety

guidelines and are available for review by all stakeholders. These procedures and resources can be readily updated and modified as needed in response to ongoing NJDOE, CDC, and NJ Department of Health requirements and mandates.

**2. Describe how the LEA will ensure continuity of services, including but not limited to services to address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services. (1000 character limit)**

Manuals, presentations, and schedules supporting seamless delivery of remote and hybrid learning with potential to pivot between them have been created to support delivery of instruction, technology access, mental health support provided by Social Workers, SEL curriculum, and advisory, onsite and offsite access to Grab & Go meals, and Special Education case management, evaluations and related services. These plans can be adjusted based on NJDOE and CDC guidance. Steps to address academic needs include curriculum revision and updates, professional development, and technology to support accelerated learning instruction, 1:1 laptop access, tutoring support, and extended week learning opportunities. Steps to address social, emotional and mental health needs include dissemination of professional development and self care wellness resources to our staff, students and families, SEL curriculum for Social Workers and teachers to use in their lessons and workshops with students, development and delivery of school wide Mental Health Days and a Mental Health and Wellness Fair for parents/families.

### **3. Public Comment**

**A. Describe how the LEA sought public comment on its plan, and how it took those public comments into account in the development of its plan. Note, the ARP requires that LEAs seek public comment for each 60-day revision to the plan. (1000 character limit):**

Public comment was gathered on all our Reopening plans and will continue with this current plan through: Robo Alert emails and text messages to families of all currently enrolled and new students; email to all staff, Board members, School Board Attorney; invitations to parents and staff to meet with administration in-person or via Zoom to review the plan; Staff and Parent surveys will provide opportunity for feedback and input about our safe return plans and these will continue to be shared based on guidance from the NJDOEm NJDOH and CDC; Zoom group and 1:1 meetings or in-person meetings will continue to be scheduled for staff and parents to question, discuss and provide input. All dissemination methods have included an invitation to provide comments about the plan which will be documented and incorporated in revisions or additions as appropriate. Final versions of the plans will be uploaded to our school website.

**B. Describe how the LEA ensured that the plan is in an understandable and uniform format; is to the extent practicable written in a language that parents can understand or, if not practicable to provide written translations to a parent with limited English proficiency, will be orally translated for such a parent; and upon request by a parent who is an individual with a disability as defined by the ADA, will be provided in an alternative format accessible to that parent. (1000 character limit):**

In order to ensure that the plan is written in an understandable and uniform manner we have used the following steps: multiple staff members have had access to preview and edit drafts of the plan prior to finalizing and can be published and shared by using Google Doc/PDF templates with accompanying Parent and Staff Manuals and Google Slides presentations as necessary through the means of text, email and phone alerts. In addition, the plan has been translated into Spanish and we will continue to ensure the availability of hard copy formats of all plans, materials and presentations that can be picked up from school or delivered to the parent. An invitation will be included in the publication of this plan in emails and on the school website for anyone who may need an oral translation of the plan, materials, and presentations to contact Administration via phone, email or text.

**4. Briefly describe any guidance, professional learning and technical assistance opportunities the LEA will make available to its schools. (0 of 1000 maximum characters used)**

Opportunities for guidance, professional learning and technical assistance will be provided during our August 10 day Staff Orientation prior to the opening of school in the Fall delivered by administrators, teacher-leaders and outside experts from our community and consultants if necessary. Training and workshopping will be delivered around all aspects for a safe and healthy reopening and return to school that include but not limited to: maintaining health and safety as described above based on the most recent guidance; preparing for the social, emotional and mental health aspects of the transition back to in-person teaching and learning for students and staff; and in the area of supporting accelerated instruction. This training and support will be sustained throughout the Fall trimester and beyond as necessary through PLC staff meetings, parent workshops, and schoolwide events, broadcasts and posting of resources and town hall style meetings.