# Concord School District Preliminary Plan on the Safe Return to In-Person Instruction and Continuity of Services

June 23, 2021

This document is intended to meet the federal statutory requirement that, within 30 days of receiving ARP ESSER LEA allocation (anticipated May 24th), an LEA shall publish an LEA Plan on the Safe Return to In-Person Instruction and Continuity of Services, which is often called a "school district reopening plan."

Note, if an LEA developed a plan before The American Rescue Plan Act (ARPA) was enacted on 03/11/2021 that complied with the federal statutory requirements for public posting and comments but does not meet all of the requirements below, then the LEA must revise its plan no later than six months after receiving ARP ESSER funds

For further context, please reference ARPA (https://www.congress.gov/bill/117th-congress/house-20

	19/text) or the Interim Final Requirements of ARP ESSER (https://www.govinfo.gov/content/pkg/FR-4-22/pdf/2021-08359.pdf).
I.	General Information
1.	LEA Name: Concord School District, SAU#8
2.	Date of Publication: June 23, 2021
II.	Transparency and Accessibility
1.	This plan for the safe return to in-person instruction and continuity of services was published and made publicly available online here:  Description: This plan is posted on Concord School District's website at sau8.org as of June 23, 2021.
2.	Before making the plan publicly available, the LEA sought public comment on the plan and took such comments into account in the development of the plan (please check one).  Yes: Somewhat: No: Description: The District developed and sent out a survey to all families, staff and middle/high school students. A total of 996 families, 428 staff, 601 middle school students and 247 high school students completed the survey. Translators were used to gain input from our families who speak other languages. We reviewed the responses from the surveys and took these into account as the plan develops.
3.	The plan is in an understandable and uniform format (please check one):  Yes: Somewhat: No:   Description: This Plan is accessible to all stakeholders. We are committed to using translators and staff to assist families in understanding the plan.
4.	The plan, to the extent practicable, is written in a language that parents can understand or, if not practicable, orally translated (please check one):  Yes: Somewhat: No: Description: We will employ translation services and use staff to support any barriers to understanding.
5.	The plan, upon request by a parent who is an individual with a disability, is provided in an alternative format accessible to that parent (please check one):  Yes: Somewhat: No: Description: We will accommodate any needs in our community in accessing this plan.

### III. Health and Safety

 How the LEA will maintain the health and safety of students, educators, and other school and LEA staff:

Description during SY20-21:

During the 2020-2021 school year, the district employed a variety of strategies to support the well-being of students and staff. For the first 6 weeks of school, most of our students and staff remained in a remote learning model. By mid-October, 80% of our staff and students were in our buildings for a minimum of 2 days per week and up to 5 days per week. This model continued until April 19<sup>th</sup>, when 85% of our students and 95% of our staff returned to school full-time. Over the course of the in-school period, we have required masking inside our buildings, and outside of our buildings until the last 2 weeks of school. When our students and staff had their masks off (at mealtimes and for meetings between staff) they maintained 6-foot distance. During structured times in classrooms, from mid-October until mid-April, 6-foot distancing was used between students. In structured activities for students (in classrooms, for example) 3-foot distancing was employed beginning in mid-April. In addition, we put into place a significant cleaning and disinfecting program in our schools. Hand hygiene was emphasized with all stakeholders. We had sanitizer stations in every classroom in the district and scattered in hallways and office areas.

The district arranged for tents to be erected at each school and emphasized the benefit of learning in outdoor spaces.

We employed a comprehensive program of active screening of students before they entered our buildings, including temperature-taking, from mid-October until March, when we pivoted to an indirect approach (family screening and self-screening) while continuing to provide screening stations for all adults. Volunteers and parents were not allowed in our buildings---online software was used for all meetings. A comprehensive evaluation of our HVAC-ventilation systems revealed good ventilation and air quality in our buildings overall. We did purchase air purifiers, air conditioning units and fans to support improvements in some classrooms in several buildings beyond that solid baseline.

The district provided tens of thousands of meals, delivering them directly to families across the district, as well as providing bundles of weekend food for about 200 families. We supported families without Wi-Fi connectivity by helping them sign up for assistance programs with local providers and by providing Wi-Fi hotspots. We provided training and support to students, staff and families to help them access and use their one-to-one devices. We purchased software that allowed students to learn from home or school, and that allowed meetings to be held virtually across the year. Thousands of books and basic school supply items were mailed or delivered in person to homes across the district to support students' success with our curricula.

We put into place a contact-tracing system, including hiring additional staff to complete this work, in cooperation with DPHS, that included attention to quarantine and isolation, as needed. We hired additional nursing staff to support the school nursing programs. The district partnered with our local public health network to offer several vaccination clinics onsite, including for high school students, middle school students, and for our adult population of individuals who settled in Concord from refugee status in Africa and Asia. We partnered with the network for vaccination for all staff offsite.

In addition to these efforts focused on physical health and well-being, our administrators and staff were cognizant of the toll of the pandemic on the emotional well-being of our students and staff and employed a variety of strategies to support this across the year and in whichever model we employed. Above all, we understood the power of strong relationships, and everyone pitched in to support this goal, with unprecedented amounts of time spent with families, and on checking in with students. We supported those staff members who needed to work remotely, hiring additional staff to be a physical present in the buildings with students who were sometimes being taught by remote staff members.

We were very satisfied with the outcomes of our year in terms of health—we had relatively small numbers of COVID-19 cases in our schools, no clusters or outbreaks, and almost no evidence of transmission within our buildings.

## Description during SY21-22:

The district will continue to monitor the guidance provided by New Hampshire's Division of Public Health Services and the CDC, and will continue to seek advice from a contracted infectious disease specialist in order to determine specific strategies across the 2021-2022 school year. Over the course of the pandemic, understanding of the way that COVID-19 is transmitted from person to person has evolved. It is generally understood that COVID-19 is transmitted through airborne aerosols. Extensive cleaning and disinfecting and the use of Plexiglas shields are no longer considered a primary method for mitigation. Instead, the district will continue to focus on the following: ventilation and good air quality, optimizing outdoor learning, typical school cleaning and sanitizing protocols, hand-washing and respiratory etiquette, access to opportunities for voluntary vaccination, managing students and staff with symptoms, and optional use of masks. Contact tracing and management of quarantines and isolation will follow state and federal procedures.

The district will continue to work with HVAC/air quality experts to support any necessary upgrades to our systems, especially as they pertain to supplying cool air in our older buildings during hot weather. Tents and other learning spaces will continue to be available on school grounds. Additional nursing staff will support the management of students and staff with symptoms, with the goal to provide onsite a Rapid COVID-19 Antigen Test to anyone who is identified in the building with a related symptom. (In the case of a minor, parent/guardian permission will be required for this test.) Staff will continue to advise about and monitor necessary quarantine and isolation periods, according to state guidelines. Mask use will be optional for students and staff, both indoors and outside. We intend to provide 3-feet of distancing when students are in the school lunchrooms.

The district will monitor the level of COVID-19 in the community and the schools, with an emphasis on the impact of COVID on the operations of the school, and will be prepared to implement additional mitigation strategies as the situation warrants.

The LEA's adoption of the following CDC health and safety strategies are described below:
 (Note federal regulation on this plan requires such reporting, but does not require adoption of CDC safety recommendations. The NH DOE recognizes schools will implement localized safety measures based on the guidance provided by the CDC, NH Public Health, and local public health officials.)

a.	During SY20-21 (check one): Yes: X	Somewhat:	No:
	During SY21-22 (check one): Yes:  Description of both SYs:	Somewhat: 🔀	No:
	During the 20-21 schoolyear, masking was un school, except when 6-foot distancing could school year, masks were not required when staff a students and staff throughout the year.	be maintained. During the last so	everal weeks of the
	During the 21-22 school year, masking will be remains at low transmission levels in the con increase, mandatory masking will resume, bas including NH DPHS and our medical consulta	nmunity and within the schools sed on the advice from our guid	s. If levels
b.	During SY20-21 (check one): Yes: ☐  During SY21-22 (check one): Yes: ☐  Description of both SYs:	ng and modifying facilities):  Somewhat:  Somewhat:	No: ☐ No: ☐
	During the 2020-2021 school year, schools us extent feasible when students returned to in 2020. This was most easily and effectively do levels, where students spent much of the year students also were formed into cohorts, especially students also were formed into cohorts, especially students attended exposure and transmission. Physical distancing foot distancing used for most of the year, tur weeks as most of our students returned to in and exit, stairway and hallway procedures we students congregating within school building clusters or outbreaks and almost no evidence success of the use of these mitigation strategicases in our community was substantial.	person learning beginning in O one at the preschool and eleme or in small hybrid groups. Midd ecially within the course conten- dischool in two-day cohorts, thung was embraced by all schools, ning to 3-foot distancing for the person classes. In many cases, ere modified to reduce the number. The limited number of cases, er of in-school transmission atter-	ectober entary le school t classes. us limiting , with 6- e last 8 entrance enber of , lack of ests to the
	For the 2021-2022 school year, the district ar cohort/podding, physical distancing and facili Schools will use 3-foot distancing in the cafet mealtimes.	ty modifications used in 2020-2	
c.	Handwashing and respiratory etiquette: During SY20-21 (check one):  During SY21-22 (check one):  Description of both SYs: During the 2020-202 hygiene and respiratory etiquette. Signage p appropriate protocols, including hand washin exiting the building. Hand-sanitizing stations as well as in halls and various offices.	rompted students and staff to ng before and after meals and	follow upon entering or

During the 2021-2022 these efforts will continue in a similar vein. We expect to reduce the usage of hand sanitizer somewhat to avoid overuse of these products, but will continue to prompt students for washing and respiratory etiquette at appropriate times (eating, bathroom, etc.)

d.	Cleaning and maintaining healthy fac During SY20-21 (check one): During SY21-22 (check one): Description of both SYs:	ilities, including Yes: X Yes: X	improving ventilation: Somewhat:  Somewhat:	No:
	During the 2020-2021 school year, restablished that allowed for regular Our ventilation systems and air qua pandemic and found to be good. Ac installed to support the additional in several buildings. Our relatively low testament to the incredible work of	and deep clean lity were assess ditional air puri mprovement of vincidence of CO	ing of all of our facilities ed by outside experts ea fiers, fans and air condit the air quality in several DVID-19 (and colds and t	on a daily basis. Irly in the ioning units were areas within
	In preparation for and during the 20 determine ways to further improve older buildings which do not have the periods of hot weather. We will return toutines.	air quality and whe ability to sup	ventilation systems, espe ply cooled air to the ent	ecially in our 4 ire building during
e.	Contact tracing in combination with is local, territorial, and/or Tribal health of During SY20-21 (check one): During SY21-22 (check one):	departments: Yes: 🔯	Somewhat:  lance suggests) Somewh	No:
	Description of both SYs:			
	During the 2020-2021 school year, of contact tracing in collaboration contact tracer to do this work. Our quarantines. Throughout the school regarding quarantine and isolation these expectations. The lack of spin outbreaks and almost no evidence our school-based teams.	with the DPHS. I staff closely mo ol year, we follow , and our familie read of COVID-1	We supported our nursing onitored any required is wed the rules provided be es, students and staff we 9 within our buildings (r	ng staff by hiring a plations and by the DPHS are compliant with no clusters or
	During the 2021-2022 school year, and our medical consultant to imp quarantine procedures, as warrant	lement contact		
f.	Diagnostic and screening testing: During SY20-21 (check one): During SY21-22 (check one):	Yes: \( \square\) Yes: \( \text{X} \)	Somewhat:	No: ☒ No: ☐
	Description of both SYs:			
	During the 2020-2021 school year, the ditemperature taking, for most of the school Students at middle and high school compared our. We screened all adults coming into testing within the district but referred income.	ol year, pivoting la pleted online self-c our buildings. We	ter in the year to home scre hecks once we stopped scre e did not offer diagnostic or	ening. eening at the screening

During the 2021-2022 school year, we intend to hire an individual to provide on-the-spot antigen testing for anyone (student or staff) in our buildings who exhibit symptoms, if this is still warranted based on the nature of the virus in our community. We do not plan to test or screen asymptomatic individuals. We will continue to communicate often with our families, students, and staff about the symptoms of COVID-19 and ask that they stay home and seek testing if symptomatic. Keeping symptomatic individuals out of our schools will be a key consideration going forward.

g.	Efforts to provide vaccinations to s During SY20-21 (check one): During SY21-22(check one):	School communit Yes: 図 Yes: X	Somewhat: Somewhat:	No: □ No: □
	Description of both SYs: The district worked closely with the vaccination clinics to our staff, sturniddle and high school students. Who had come to this country as reincluding private schools and child the staff who was interested.	dents, and fami We also held a v efugees. We co	lies. We held clinics in o raccination clinic for fan Illaborated with stakeho	our schools for nilies in our district olders in Concord,
	The district intends to continue to 2022 school year.	work with the I	Network to offer clinics	during the 2021-
h.	Appropriate accommodations for opolicies: During SY20-21 (check one): During SY21-22 (check one): Description of both SYs:	Yes: 🔀 Yes: 🗵	Somewhat: Somewhat:	No: No: No:
	During the 2020-2021 school yea with disabilities to develop, revise including determining any special modifications and accommodation specialized instruction and related remote and in-person learning of materials at home to support accomplexiglas barriers, where appropriate attended school in-person for son through remote learning.	e and implement I needs with resons were used to discrize to the currices to the currices to the currices. Some of C	t appropriate IEPs and spect to health and safet provide students with e extent possible, include specialized devices, so culum, the use of special oncord's students with	504 Plans, cy. A variety of access to ding both ftware, and lized PPE and disabilities
	During the 2021-2022 school ye appropriate IEPs and 504 Plans, needs. Appropriate individualize provided, within the context of	with continued accommodat	attention to specific he	ealth and safety
i.	Coordination with state and local h During SY20-21 (check one): During SY21-22 (check one): Description of both SYs:	yes: X Yes: X Yes: X	Somewhat:	No:  No:

During the 2020-2021 school year, school staff (administrator and/or school nursing staff) attended weekly virtual meetings with officials from NH's Department of Education and Division of Public Health Services. Guidance from these meetings informed the district's plans across the year. District staff worked closely with DPHS staff on contact tracing, as well as quarantine and isolation protocols and procedures. Close coordination with the area public health network resulted in collaborative vaccination clinics in district schools and in the region.

To the extent that these opportunities for coordination with state and local health officials are available in 2021-2022, district staff will continue to be active partners and participants.

#### IV. Continuity of Services

1. The LEA has provided continuity of services in addressing student academic needs: Description during SY20-21: The district operated using three different models during the 2020-2021 school year: remote learning for the first six weeks of school, hybrid instruction (most students attending 2 days per week in-person) between mid-October and mid-April, and full inperson learning for most students from mid-April through June 18. Across the year, administrators, teachers and staff worked to provide students with continuity of services, identifying high-impact academic targets, and continuing to use school and district curricula and instructional practices to the greatest extent feasible given the instructional models. Every student and instructional staff member was provided with a personal technology device and a variety of software to support teaching and learning. Google Classroom (grades 3-12) and SeeSaw (Preschool-grade 2) were used to support the organization of learning materials. Books, school supplies and specialized learning materials were mailed or delivered to homes across the city to support ongoing learning. Teachers used a variety of assessment strategies to monitor student progress across the year, and the typical competency-based grading and reporting systems were employed. Additional staff was hired to support students; attention was paid to making class size as small as possible to support teaching and learning.

Students and families were offered the opportunity to participate in remote learning for the entire school year; approximately 20% of Concord's families chose this option. Students in grades K-6 attended fully remote self-contained classes, meeting synchronously with their class and teachers daily. Students in grades 7-12 used Google Meet or Zoom to join into classes that included students who were in-person in school.

A variety of summer learning opportunities will be provided to students during the summer months, 2021. Students will attend competency-recovery programs, programs that will provide remedial tutoring in literacy and math, and programs that will orient students to kindergarten, middle school and high school. Many students learning English and students with IEPs will attend summer school programs designed to provide specialized and individualized learning opportunities.

Description during SY21-22: The district anticipates returning to full in-person learning for the 2021-2022 school year, however, this is preliminary and based on the current pandemic and vaccination conditions in Concord and the region. The plan will be reviewed and revised, as needed, during the summer months. ESSER funds will be used to provide additional academic support for students and professional learning opportunities for staff aimed at accelerating

learning as students return to post-pandemic teaching and learning. Additional instructors, coaches, tutors, and instructional assistants will be available to assist students who have learning gaps. ESSER Funds will be used to support class sizes that are at the lower end of the policy expectation, whenever feasible, and add support to some primary classrooms. Along with information from assessments completed in the spring of 2021, teachers will employ diagnostic and pre-assessments to identify student needs and target instruction. Ongoing progress monitoring will allow teachers to assess student performance across the year and provide adjustments and support as needed.

The district is using ESSER funds to provide a significant range of summer programming in June-August, 2021. Small group and 1:1 interventions, with a focus on core academic skills, credit/competency recovery, and social-emotional support will be offered at each of the district's schools. Afterschool programs in each of the district's schools will provide student with additional learning opportunities.

1:1 technology devices and appropriate software and infrastructure are available for all students, preschool through high school. The district has the ability to return to remote learning models if circumstances require this.

Professional development will be provided to staff on an ongoing basis, and will include additional support from onsite coaches. Programs to support families will also be a priority during the 2021-2022 school year.

 The LEA has provided continuity of services in addressing student social, emotional, mental, and other health needs, which may include student health and food services: Description during SY20-21:

Social, emotional, mental, and physical health were priority areas for district schools for the 2020-2021 school year. SEL lessons and structures (for example, responsive classroom structures and advisory programs) were used regularly in all schools. Tier 1, 2 and 3 supports and services have been implemented within the umbrella of multi-tiered systems of support. Mental health and substance misuse counseling and supports were provided in both remote and in-person settings across the year. Social workers, school counselors and school psychologists provided ongoing services within their buildings and in the community, as appropriate. Collaboration with Concord's local community mental health center provided continuity of community supports and services. Home visitors remained connected to families and students across our community. Facilitated referrals to community partner agencies were made, and an increase in family contact was seen across all levels of the district. Students with social/emotional, mental, and physical health needs were provided services in both remote and in-person settings, based on plans developed by teams that included families and school staff. Afterschool program services were provided across the school year, and summer programs, with an emphasis on social-emotional well-being, were provided in July-August 2020 and will be provided in the summer 2021.

Meals were provided to the district's students free of charge beginning in March 2020. Meals were delivered daily to homes and school bus stop routes, and served in schools for those students attending in-person classes. The district collaborated with local agencies and the faith community to provide weekend food to approximately 200 families.

### Description during SY21-22:

Social, emotional, mental, and physical health will be priority areas for district schools for the 2021-2022 school year. SEL lessons and structures will continue to be infused into school and classroom programming. MTSS teams will continue to support Tier 1, 2 and 3 programs and interventions based on data. ESSER funds will be used to increase mental health supports, including additional social worker, counselor, and home visiting and special education staff. Parent engagement will be a priority. Afterschool programs will be expanded to support social-emotional learning. Ongoing collaboration with other child and family-serving organizations will be emphasized.

School means will continue to be free of charge to all students in the district. Weekend food support will be provided.

3. The LEA has provided continuity of services in addressing staff social, emotional, mental, and other health needs:

#### Description during SY20-21:

During the 2020-2021 school year, the district provided flexible scheduling to many staff members to support their ability to work remotely based on health and other needs before school reopened for full in-person learning. The district opened an in-district center to provide childcare services for teachers working in the hybrid model. Administrators regularly checked in with staff to provide support and determine needs. Activities aimed at supporting social/emotional well-being were included at staff meetings and other times. A mid-year conference provided staff with opportunities to learn and practice self-care routines. Referrals were made, as appropriate, to the employee assistance program. Staff were provided with a Wednesday 'Flex Day', which provided opportunities to work remotely and meet with colleagues. Vaccination clinics were offered to staff and building nursing staff routinely provided staff with advice around COVID-related issues. Staff was provided with PPE and other supplies needed to maintain a healthy environment.

## Description during SY21-22:

During the 2021-2022 school year, opportunities to provide services for staff to support healthy mental and physical health will continue. Vaccination clinics will continue to be supported. PPE will be supplied as needed based on the nature of the pandemic. Attention will be paid to proper ventilation, and good air quality. Additional staff will be hired with ESSER funds to provide more student support, keep class and caseload sizes reasonable, and provide teachers with opportunities for embedded professional development, including coaching support. Teachers will be provided with opportunities to learn about and practice self-care strategies.

## V. Plan Review

1.	The LEA will meet the federal regulatory requirement to review and, as appropriate, revise its Safe
	Return to In-Person Instruction and Continuity of Services Plan at least every six months through
	September 30, 2023 (the award period including the Tydings period). (Note an LEA that developed a
	plan before ARPA was enacted on 03/11/2021 that complied with the federal statutory requirements
	for public posting and comments but does not meet all of the requirements above must revise its plan
	no later than six months after the LEA receives LEA ESSER funds.)
	Yes: X No:
	Description: This document represents a preliminary plan for the re-opening of school in
	September 2021. It will be reviewed for possible revision in July and again in August, with
	particular attention to the situation in our schools and community with respect to COVID-19, and

changes in guidance from the NH DPHS and the district's contracted infectious disease specialist.

2. In doing so, the LEA will meet the federal statutory requirement to seek public input and take such input into account in determining whether to revise the plan and, if revisions are determined necessary, on the revisions it makes to its plan. Yes: X No: Description: The district has sought input from the community, including students, staff and families, to support the development of school plans using surveys, electronic media (virtual meetings, email) and through in-person meetings. 3. In doing so, the LEA will also meet the federal regulatory requirement to address CDC safety recommendations and, if the CDC has updated its safety recommendations at the time the LEA is revising its plan, each of the updated CDC safety recommendations. (Note federal regulation on this plan requires such reporting, but does not require adoption of CDC safety recommendations. The NH DOE recognizes schools will implement localized safety measures based on the guidance provided by the CDC, NH Public Health, and local public health officials.) Yes: X No: Description: The district regularly reviews updated safety and health recommendations provided by the CDC, NH's Division of Public Health Services, and local health officials. These recommendations have informed our school plans since March 2020. VI. Authorization LEA Superintendent's Signature: Date:

The district is prepared to use additional mitigation strategies if needed based on environmental

and operational conditions.