HEALTH & SAFETY AND EDUCATION PLAN

North Allegheny School District

northallegheny.org/backtoschool
The North Allegheny School District 2021-2022 Health & Safety Plan was developed based on local, Commonwealth, and federal guidance.

**Getting Ready For School Safely**

Before students come to school, parents/guardians are responsible for monitoring students' symptoms. Students displaying any COVID-19 symptoms must stay home. Please refer to Tiger Strong Live Long: Keeping Our Community Healthy and Well for more information.

The following guidelines apply to Transportation:

- Transportation routes have been shortened and bus stops consolidated where feasible to limit the amount of time students spend on buses.
- There will no longer be assigned seats on the school bus.

**Student’s Health and Safety At School**

Each school will have a comprehensive plan for how they are implementing the District Health & Safety Plan. These plans will be reviewed and approved by the District to ensure proper implementation.

**Face Coverings**

Effective February 25, 2022, masks will be optional, but strongly recommended, at North Allegheny School District and on North Allegheny School District transportation.

On Friday, February 25, the CDC released a new set of tools to help decide what prevention steps to take against COVID-19 based on the level of community spread. Allegheny County is currently in low community spread.

**Face Coverings Timeline**

- On Tuesday, August 31, Pennsylvania’s Acting Secretary of Health signed an Order requiring face coverings to be worn in all school entities, including school districts, brick and mortar and cyber charter schools, private and parochial schools, career and technical centers, intermediate units, and early learning and other child care settings, effective Tuesday, September 7, 2021.
- On Wednesday, September 22, the North Allegheny Board of Directors approved a motion to require masks indoors after the Department of Health order is lifted for students, staff, and visitors while
Allegheny County is in substantial or high for community transmission/spread. When Allegheny County is in moderate or low, transmission/spread, masks will be optional.

- On November 8, the Governor of Pennsylvania announced that decisions about masking in school were to be made by school Districts effective January 17, 2021.
- On December 8, the North Allegheny School Board of Directors voted to strongly recommend masks indoors effective January 18, 2022, only if the Department of Health order is lifted for students, staff, and visitors or the lifting of the stay entered by the PA Supreme Court on November 30, 2021, in the case of Corman et al. v. Allison Beam, Acting Secretary of Health, which had the effect of maintaining the mask mandate until further order of the court.
- On December 10, the Pennsylvania Supreme Court struck down the Acting Secretary of Health’s school masking order, effective December 10, 2021.
- On January 17, U.S. District Court Judge Marilyn Horan entered a temporary restraining order in the matter of Doe v. North Allegheny School District et. al, reinstating the North Allegheny Board of School Directors September 22, 2021, approved motion to require masks indoors after the Department of Health order is lifted for students, staff, and visitors while Allegheny County is in substantial or high for community transmission/spread. When Allegheny County is in moderate or low transmission/spread, masks will be optional. The court ruled that this will remain in effect until further order of the court.
  - As a result of the court’s order, when students, staff, and visitors returned to school on Tuesday, January 18, they were required to wear masks indoors.
- On Friday, February 25, the CDC released a new set of tools to help decide what prevention steps to take against COVID-19 based on the level of community spread. Allegheny County is currently in low community spread. Effective immediately, masks will be optional, but strongly recommended, at North Allegheny School District and on North Allegheny School District transportation.

Hygiene and Social Distancing

- Students and staff are encouraged and reminded to follow good hygiene practices, including frequent hand washing and/or hand sanitizing.
- Students and staff are encouraged to socially distance as much as possible in hallways and stairways.

Classroom Arrangements

There are no restrictions on how classrooms can be configured.

Food Service

Students may choose their seating arrangements. Sections that provide six feet of distance between students will be available.

Large Assemblies and School Activities

- There are no restrictions on large assemblies and school activities.
**School Volunteers/Visitors**

- Volunteers/Visitors will be permitted on school property during the second semester.

**Athletics and Activities**

- NASD athletics will follow District, WPIAL, and PIAA protocols.
- NASD-sponsored activities will follow applicable District protocols.

**Our Commitment to Keeping Schools Clean**

- Custodial staff will conduct frequent cleaning of high traffic areas throughout the school day.
- HVAC systems will be set to increase air turnover and enhanced air filters will be used where practical.
- Portable HEPA air filters may be utilized in areas such as nurse’s offices that may have limited outside air circulation. Units may also be used in some large group spaces, such as cafeterias.
- Disinfecting wipes will be made available for staff.
- Many traditional water fountains have been replaced by touchless bottle filling stations across all buildings. Where traditional water fountains remain, they have been disabled or subject to additional cleaning throughout the day. Students are able to carry water bottles in all schools.
- School buses will be cleaned regularly. When feasible, windows will be open to increase air circulation.

**Requesting Vaccination Cards**

According to CDC guidelines, students who are fully vaccinated are not required to quarantine if they are considered a close contact with a positive COVID-19 case. The main goal of this school year is to maintain in-person learning as much as possible.

NASD is continually updating its records of students and staff who are fully vaccinated. Please submit a copy of the vaccine card to your school nurse.

**Monitoring Student and Staff Health**

- The District will complete case investigation and contact tracing for any student or staff member who tests positive for COVID-19 and has been in the school environment during their infectious period.
- If a student or staff member is diagnosed with COVID-19 the District will follow applicable health department/ CDC protocol and guidance on contact tracing, quarantine, and/or isolation while respecting the confidentiality of those involved.
- In order to streamline the process and allow health services staff to assist students during the school day, we are implementing a new process for submitting a positive COVID-19 test. This process includes a form for families and staff to complete if they are a close contact or COVID-19 positive. The form generates a letter for a return to school date based on the information collected and allows families and staff to request a call from a health services staff member, if necessary. As we implement, we will be collecting feedback and updating the form as needed. We believe this new process will free up nurses to care for children during the school day. The new reporting form for students/families can be found here. The new reporting form for staff can be found here.
- Upon exposure to someone who tests positive for COVID-19, the student/employee should stay at home and report their positive COVID-19 test or close contact status before returning to school.
Further information on self-assessment can be found through the Centers for Disease Control and Prevention, PA Department of Health, or Allegheny County Health Department. Upon contacting the School Nurse, you will be asked:
- If a student or staff member has been diagnosed with COVID-19 in the last 90 days.
- If a student or staff member is fully vaccinated.
- If a student or staff member has proof of an antibody test within the past 90 days.
- If one of these applies, the student/staff member may be excused from quarantine.

**High-Level Overview of Identification as a Close Contact**
- Students and staff members are identified as a close contact if they are within six feet of a positive individual for 15 or more consecutive minutes.

**CDC Guidance for Isolation and Quarantine**


- The five days should begin from the onset of symptoms for those that test positive for COVID-19. If you are a close contact, your quarantine period begins with the last date you were in contact with the individual.
- Students identified as a close contact can still be excused from quarantine if the student is masked within 3-6 feet, and the COVID positive individual is also masked. This does not apply to adults in the classroom.
- **New CDC guidance as of January 6, 2022:** Students age 5-17 who have completed the primary series of COVID-19 vaccines do not need to be quarantined, however they should wear a mask around others for 10 days and test on day 5, if possible.
- If you have had a positive COVID-19 diagnosis in the last 90 days, you may be exempt from quarantine.
- Students and staff members who have been quarantined as a close contact are able to return to school: Persons who test positive for COVID-19 must be isolated for 5 days. If after 5 days, the patient is asymptomatic or has resolving symptoms, their isolation period is over; however, they should still wear a mask around others until day 10.
- Persons who have been exposed to someone with COVID-19 and have received a booster vaccine or are within 6 months of receiving their primary vaccine series of Pfizer or Moderna, or within 2 months of the J&J, should wear a mask around others for 10 days, but do not need to quarantine.
- Persons who are unvaccinated or who are eligible (i.e., more than 6 months after the primary vaccine series of Pfizer or Moderna, or more than 2 months after the primary series of the J&J) but have not yet received a booster vaccine must quarantine at home for 5 days, and then wear a mask around others until Day 10.
- All exposed persons regardless of vaccination should test on Day 5 if possible.
- If a student or staff member develops COVID-like symptoms, they will be asked to follow up with their PCP.
- At this time, vaccinations will not be required unless the Pennsylvania School Code is updated to reflect a requirement for school registration.
COVID-19 Communication and Response to Transmission

North Allegheny School District recognizes that information and safety recommendations are rapidly changing. The District continues to develop ongoing communications to provide staff and parents/guardians with timely information on the District’s preparation for, the incidence of, and response transmission of COVID-19. We will continue to work with the North Allegheny Health Services Department and the Allegheny County Health Department on specific communication and review on a case-by-case basis.

COVID-19 Case Communication

To provide transparency to our community, the District updates the COVID-19 page on the North Allegheny School District website daily with new confirmed cases. The cases are listed by building in a table format.

The District notifies parents/guardians via email when their student has been identified as a close contact in a classroom, bus, sports team, or activity with a student or staff member who has tested positive for COVID-19.

- **When a student or staff member is identified as a close contact in a classroom, bus, sports team, or activity where an individual tests positive for COVID-19:**
  - Staff and parents/guardians receive written communication via email sharing that they may have been in direct contact with a person who has tested positive for COVID-19.
  - The letter contains information about COVID-19 and what actions the close contact should take during quarantine/isolation.

- **When a student or staff member is identified as being in a classroom:**
  - All Students and staff members will receive written communication via email sharing that they may have been exposed to a person who has tested positive for COVID-19.

COVID-19 Response to Transmission

The previously published charts in the Recommendations for Pre-K to 12 Schools Following Identification of a Case(s) of COVID-19 guidelines are no longer a resource for schools in the Commonwealth. Following identification of cases of COVID-19 we will investigate the case, contact trace and quarantine and/or isolate as appropriate, clean, and disinfect. The District will continue to monitor the spread of COVID-19 within our school community and will continue to consult with the Allegheny County Health Department and District physician to determine the next steps for mitigation and response to the transmission.

Privacy

It is our commitment to provide our community with factual, transparent, and critical information in a timely manner while respecting the privacy of our students and staff. If a colleague, friend, family member, client, student, or anyone else informs you of a COVID-19 diagnosis, please keep it confidential.

Plan Subject to Change

This document was drafted on June 16, 2021, and updated on July 19, 2021, August 18, 2021, August 27, 2021, October 1, 2021, October 22, 2021, December 10, 2021, January 14, 2022, March 4, 2022, and again on April 1, 2022. This plan continues to be subject to updates. If and when the circumstances surrounding the COVID-19 pandemic change, the federal, Commonwealth, and local guidance may also change.
In early 2021, the District formed a back-to-school committee. Using a collaborative approach, the committee developed a plan that ensures the District follows appropriate health and safety requirements while offering students full-time, in-person instruction. For those students who choose to learn remotely, NA Cyber Academy will be an option for the upcoming school year.

While the 2021-2022 school year may be less restrictive, returning to school will still require a great deal of planning, communication, collaboration, and flexibility from our staff, students, and parents/guardians. The District will continue to follow local, Commonwealth, and federal guidance, which may require our plans to change.

**Back to School Planning Committee**

In February 2021, the District formed a Back to School Planning Committee for the 2021-2022 School Year. Members of this committee include:

- NASD Executive Council
- School Administration
- North Allegheny Federation of Teachers
- Committee Groups: Elementary Advisory Council (EAC), Secondary Advisory Council (SAC), Superintendent/Parents Liaison Committee (SPLC)
- Student Services Advisory (SSA)
- Health Services and Medical Community

**Back to School Planning Committee Meetings**

The Back to School Planning Committee met bi-monthly. For a recap of the planning meetings, visit this document.

**Back to School Planning Updates**

During the spring and summer of 2021, the District shared ongoing updates with our community about the plans for the upcoming school year. If you missed an update, please visit the links below.

- February 25, 2021 - [Back to School Planning Update](#)
- March 1, 2021 - [Back to School Planning Survey 1](#)
- April 26, 2021 - [Back to School Planning Update with March Survey Results](#)
- May 10, 2021 - [Back to School Planning Survey 2](#)
2021-2022 Instructional Model Preference

Students and parents/guardians were asked to select an instructional plan that best fits their needs during the **2021-2022 Instructional Model Preference Final Decision Survey: July 19-25.** Families were required to make a **final** selection between In-Person Instruction or NA Cyber Academy for the first semester of the 2021-2022 school year. Students have the option to change enrollment at the end of the first semester.

If an option was not selected, students were enrolled in the in-person learning scenario. If parents/guardians have additional questions, please contact the Office of K-12 Education at **412-369-5896.**

**Option 1: In-Person Instruction (K-12)**

**The North Allegheny School District was in-person five days a week beginning on Monday, August 23.** There are two additional models for instructional delivery for in-person instruction in the event we need to respond to local, Commonwealth, and federal guidelines.

**Option 2: NA Cyber Academy (K-12)**

**The NA Cyber Academy began classes on Monday, August 23.** NACA offers families the option of online instruction from NA teachers providing online instruction using NA curriculum resources to create an online learning solution. Instruction includes both synchronous and asynchronous learning.

Detailed information about both of these options is included in this document.
For the 2021-2022 school year, the North Allegheny School District plans to offer full-time, in-person learning for all students K-12. We understand that many of our students need a face-to-face learning environment in order to thrive.

The District continues to implement its Health & Safety Plan and will continue to monitor the spread of COVID-19 within the county. It’s possible that students who select In-Person Instruction may need to participate in full remote instruction if asked to quarantine.

We realize each of our students, their families, and our staff members are facing different challenges and obstacles as the circumstances related to COVID-19 evolve rapidly. We will continue to update our plans frequently based on recommendations from local, Commonwealth, and federal guidelines and communicate them to families as quickly as possible.
Full-Time In-Person Instruction K-12

All traditional student and staff resources and supports are available in the Full-Time In-Person Instruction setting while implementing the Health & Safety Plan protocols.

- All staff and students report to the school building daily for instruction.
- All staff and students follow enhanced hygiene protocols.
- During the first week of school, we will spend time completing activities welcoming and orienting students back to school.
- All students (grades K-12) have access to Blackboard. In this platform, students can access a variety of videos, lessons, templates, assignments, virtual tutorials, and other tools to support their learning.
- Expectations for K-12 Full In-Person HyFlex Technology Implementation can be found [here](#).

In-Person Instruction - Hybrid Instruction K-12

The District recognizes that at times it may be necessary to decrease capacity in schools and move to Hybrid instruction. If it becomes necessary to shift from full-time In-Person to Hybrid instruction, the District will utilize SchoolMessenger to notify staff, students, and families of this change. During Hybrid instruction, the following will take place:

- All staff report to school to facilitate learning for assigned student groups.
- All staff and students follow enhanced hygiene protocols.
- Students are grouped into cohorts and assigned to report to school on designated days:
  - Students assigned to “Cohort 1” attend Monday and Tuesday of each week.
All students work asynchronously (independent work that is not focused on real-time instruction) on Wednesdays to allow for cleaning. In addition to asynchronous instruction, teachers hold extended office hours on Wednesdays.

Students assigned to “Cohort 2” attend Thursday and Friday of each week.

Cohorts 1 and 2 are designated by the alphabet (A-L for Cohort 1 and M-Z for Cohort 2) so families with children in multiple schools are in school on the same days.

- Families with multiple last names will default to the oldest student in the household’s last name.
- Adjustments to student assigned groups may be made as necessary for classroom size, bus capacity, or other reasons to achieve the desired goal of fewer students in school buildings.

- All schools facilitate District programming, including elementary special area classes, academic interventions, English Learners, Special Education, and Gifted programming.
- All students (grades K-12) work to complete assignments with access to their grade-level learning platform, Blackboard. In this platform, students can access a variety of videos, lessons, templates, assignments, virtual tutorials, and other tools to support their learning.
- Teachers maintain regular communication with families and students using Blackboard and other methods of communication. Google Meet or Blackboard Collaborate are the video tools that all teachers will use to hold live sessions with students.
- Expectations for K-12 Hybrid HyFlex Implementation can be found here.
- Student Online Learning at Home Expectations can be found here.

**Full Remote Instruction K-12**

The Full Remote Instruction plan is enacted when the Full-Time In-Person Instruction and Hybrid options are no longer feasible based on District, local, or commonwealth officials recognizing that the level of community spread is too great and all constituents are at heightened risk. Full Remote Instruction is also utilized by NASD Health Services staff for students who are learning remotely due to:

- District-issued quarantine due to being a close contact of a positive individual
- A doctor-instructed quarantine which will require a note
- Someone in the student or staff member’s household has tested positive for COVID-19
- Someone in the student or staff members household has been instructed to quarantine

Students/families do not have the autonomy to quarantine themselves from school on days when scheduled to attend in-person instruction. Only NASD Health Services, Allegheny County Health Department or medical provider can initiate the quarantine/exclusion process.

Full Remote Instruction is a different instructional delivery method than the NA Cyber Academy. Full Remote Instruction is a continuation of the In-Person Instruction option, which means it will be taught by each child’s classroom teachers. Staff, students, and families will be notified by the District through a SchoolMessenger phone call and email.

Full Remote schedules have been developed for elementary, middle, and high schools and mimic a student’s regular school day, where possible. All weekly schedules include instruction and application of skills through synchronous instruction, asynchronous learning, check-in meetings with teachers, and independent practice that meet Pennsylvania’s required hours of instruction by week.
Moving to Remote Instruction

In the event that the District would need to move to a Full Remote or Hybrid schedule, classes will follow the Full Remote Schedules and K-12 Expectations for HyFlex Full Remote Implementation plan found [here](#).

All teachers K-12 will use Blackboard to communicate weekly learning plans by posting an agenda with details for the week. Each agenda will have links to where students and families can review the required work and sessions for the week.

Google Meet or Blackboard Collaborate are the video tools that all teachers will be expected to use to hold live sessions with students/families.

Students will be required to attend the synchronous/live sessions. If students do not attend these sessions, they will be counted as absent for the day unless prior arrangements have been made with the teacher. Students will be expected to “attend” class virtually daily and to complete/turn in assigned work. Attendance guidelines for 2021-2022 can be found [here](#).

Student Online Learning at Home Expectations can be found [here](#).

NA Cyber Academy K-12

We are excited to offer NA Cyber Academy, our 13th school, a K-12 online school within the North Allegheny School District taught by NA teachers.

NA Cyber Academy students remain enrolled in the District and have access to District athletics, extra-curricular activities, and after-school functions that are available throughout the school year following the guidance of District, local, and commonwealth officials. Students are also able to join the in-person clubs, activities, and athletics as well as create their own clubs with NA Cyber Academy teacher sponsors. Additionally, this program allows seniors to graduate with a diploma from the North Allegheny School District.

- The NA Cyber Academy is available for any student.
- Enrollment at NA Cyber Academy is for a full semester. Towards the end of the first semester, parents/guardians will be asked to enroll in either NACA or In-Person Instruction for the second semester. Students who have been enrolled in In-Person Instruction for the first semester will be given the opportunity to enroll in NA Cyber Academy for the second semester.
The coursework is aligned with NASD’s curriculum, allowing easier transitions back to the in-school environment.

NA Cyber Academy’s instructional delivery model will not be affected by a change to instructional delivery based upon additional guidance from the Centers for Disease Control and Prevention, North Allegheny Health Services Department, North Allegheny School Physician, Allegheny County Department of Health, and the Pennsylvania Department of Education.

**NA Cyber Academy Curriculum**

- NA teachers provide online instruction using NA curriculum and resources.
- Opportunities for interaction with peers may include group projects, discussions, discussion boards, and scheduled community time to connect as NA Cyber Academy learners.
- NA’s add/drop process defined in the Program of Studies will apply for NA Cyber Academy.
- For high school courses:
  - Final grades for any high school credit courses appear on the student transcript with the school listed as “NA Cyber Academy.” All high school credits will be calculated in the student’s GPA.

**K-5 NA Cyber Academy Instruction**

- The school will follow a similar schedule to the in-person elementary schedules.
- Core subjects, including ELA (Reading, Spelling, Grammar, and Writing), Social Studies, Science, and Math Core Content Curriculum will be offered through a blended model of synchronous and asynchronous instruction. Students will receive synchronous instruction through both whole group and small group instruction. In addition, students may also have the opportunity to work asynchronously after attending homeroom. Students will be required to complete the assignments and daily activities during a set timeline determined by the teacher.
- Special Area (Art, Library, Music, and Physical Education) classes will be offered synchronously each week. Students will be required to attend the weekly special area classes. All of the classes will start with whole group synchronous instruction and, depending on content, will transition to asynchronous instruction in order to complete the required assignment for the day.
- Ensuring that students are growing not only academically, but socially as well, students will have the opportunity to connect with their homeroom classes and grade levels through weekly community meetings and virtual clubs.
- Learning coaches are critical for elementary student success throughout remote learning. These coaches may be a parent/guardian or another adult that will support and assist the student’s learning, be in contact with the teacher(s), and assist with navigating technology.
- Office hours will be offered daily to students and families. This is a time for learning coaches to ask questions or for students to work 1:1 with a teacher.

**6-8 NA Cyber Academy Instruction**

- Core subjects, including ELA, Social Studies, Science and Math Core Content Curriculum, and 8th grade World Language will be offered synchronously.
- Unified Arts (PE, Music, Art, Tech Ed, BCIT, and FCS) will be offered asynchronously.
- Students will follow an ABABAB schedule.
- The school will follow the middle school bell schedule.
9-12 NA Cyber Academy Instruction

- Core subjects, including English, Social Studies, Science, and Math Curriculum will be offered synchronously.
- All other courses will be offered asynchronously.
- Some courses may not be offered due to a lack of student interest and enrollment.
- Based on feedback from the 2020-2021 school year students and staff, students benefit from in-person instruction for courses that include a lab. Students may take these courses online, however in-person is recommended to participate in hands-on learning experiences.
- Students will be required to take all summative assessments at the NAI or NASH test center.
- Students will follow an ABABAB schedule.
- The school will follow the high school bell schedule (NAI for grades 9-10 and NASH for grades 11-12).

English Language Learners

English as a Second Language [ESL] staff works with families to assist in making choices for their selection of options and to assist with any transition if the District moves between options of instruction in the building, Hybrid, or remotely throughout the year.

Students who qualify for English Language instruction can access the North Allegheny ESL curriculum in-person and in the NA Cyber Academy. The program is a standards-based curriculum that focuses on the fundamentals of academic English and literacy development for students who are learning English.

Student Services

Students in both in-person instruction and NA Cyber Academy instruction have access to the NA Student Services Team. The Student Services team is a coordinated group of professionals providing specialized services such as school-based mental health, psychological, school counseling, health/wellness, student assistance, and social work to students within the North Allegheny School District.

504 Plans

The NA School Counseling Department ensures student support through Section 504 of the Rehabilitation Act of 1973. The School Counseling team is available to address individual student needs for students who participate in in-person instruction or the NA Cyber Academy. If your student needs support in school through a 504 plan, please contact your student's school counselor.
Special Education

Special Education service providers follow the District’s health and safety protocols in the Special Education environment while implementing each student’s Individualized Education Plan (IEP) during in-person instruction. If the District is required to transition to Hybrid or full remote learning, case managers will schedule a parent/teacher conference to discuss the contents of the IEP and create an individualized continuity of learning plan for students in a Hybrid or remote environment. When working with students through alternative delivery models, the District will make a good faith effort within available capabilities to determine how a Free Appropriate Public Education (FAPE) will be provided by considering the following:

- Appropriate resources
- Equal access to learning and required materials
- Ability to provide the services and supports in the IEP
- Parents/guardians, students, and staff training
- Communication processes
- Related Services
- Instructional Assistants
- Assistive Technology

Eligible students enrolled in NA Cyber Academy will be assigned a Special Education case manager who will be responsible for implementing each student’s IEP.

Related services will be provided to students in both the in-person and NA Cyber Academy.

Gifted Programming

The NA GOAL program provides enrichment and a broad spectrum of educational opportunities while encouraging individual learners to develop personal responsibility, task commitment, self-discipline, independent learning skills, respectful conduct, and social/emotional balance. Online and project-based enrichment and educational opportunities are made available to students through the GOAL program during all phases of In-Person Instruction as well as in the NA Cyber Academy.

Social and Emotional Wellness

North Allegheny is committed to the social and emotional wellness of our students and staff. Below are ways in which the District is addressing these needs this school year:

- **Student Assistance Program** - The Pennsylvania Student Assistance Program (SAP) is a systematic team process used to mobilize school resources to remove barriers to learning. SAP is designed to assist in identifying issues including alcohol, tobacco, other drugs, and mental health issues that pose a barrier to a student’s success.
- **School-Based Mental Health** - Through a partnership with Glade Run, students in grades K-12 can be provided with outpatient mental health services both in the school setting and through teletherapy. This partnership works to effectively diminish barriers that historically have prohibited some families from accessing supportive mental health services.
- **Individual Student Supports** - Students at all levels may be afforded opportunities to address specific social and emotional concerns through individual school counseling sessions.
- **Consultative Support for School Staff** - Classroom teachers have access to consultative support from Social Workers and Positive Behavior Support Specialists to handle student concerns.
**Employee Assistance Program** - An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.