



Extraordinary reach.
Unconditional care.
Life-changing results.

August 6, 2020

Dear Members of the SCO Family of Services Educational Community,

In March of 2020 we began a challenging journey resulting in our residential school programs being required to institute a hybrid model of distance synchronous and asynchronous learning with the intention of returning to full in-person instruction once feasible. As New York State and more specifically, the Long Island and New York City regions move through the phases of reopening, it is our goal to ensure that we do so safely for our students, families and all staff members.

SCO Family of Services remains committed to ensuring educational instruction is delivered in a healthy and safe manner. Thanks to the hard work and dedication of our teaching and administrative staff, a plan has been developed with a focus on communication with families and community engagement, implementation of enhanced health and safety guidelines, compliance with facilities, nutrition, transportation, social emotional well-being, school schedules, attendance and chronic absenteeism, technology and connectivity, teaching and learning, special education, and certification, incidental teaching and substitute teaching. The full reopening plan can be found on the SCO Family of Services website at www.sco.org.

If you should have any questions or concerns, please do not hesitate to contact the building administration.

We continue to appreciate serving the students, families/guardians at each program where we have Extraordinary Reach, provide Unconditional Care so we can secure Life-changing Results.

Sincerely,

SCO Family of Services 853 Schools

REOPENING OF IN-PERSON INSTRUCTION:

The following 853 school reopening plan developed by SCO Family of Services: Westbrook Preparatory School, Madonna Heights School, Tyree Learning Center, Christopher School and Theresa Palin School follows the reopening guidance issued by New York State Department of Education. Each section outlines procedures adhered to during the COVID-19 pandemic.

Communication/Family and Community Engagement:

1. Throughout the pandemic, SCO Family of Services has been and continues to remain engaged with school stakeholders and community members including students, families/guardians/designates, school districts, transportation providers and emergency response units through all phases of reopening. All communication is provided in one's native language to ensure understanding of plans in place.
2. All COVID-19 policies and procedures are sent to all families/guardians for all students via mail and email to ensure receipt. It is shared with all staff members with acknowledgement of receipt. SCO Family of Services provides a COVID-19 information website with procedures, practices, and resources available to all that is updated on a continuous basis. In accordance with NYSED requirement, all COVID-19 policies and procedures are also posted to the SCO Family of Services website and made available to school districts upon request. Families and legal guardians receive notifications regarding school closures and/or implementation of distance learning enforcement. Information is disseminated by phone calls, email, webpages and written notices. All communication will be provided in the native language of families served. Students receive developmentally appropriate instruction regarding how to follow new COVID-19 protocols safely and correctly including but not limited to hand hygiene, using proper face coverings appropriately, social distancing and respiratory hygiene through the use of video tutorials, modeling, social stories, visual reminders and/or in-person instruction.
3. Students at all SCO Family of Services facilities are a vulnerable population and staff encourage all students to adhere to CDC and DOH guidance to wear face masks but they are not required. Students are informed on encouragement of use of face masks during counseling sessions, staff reminders, and visual aides such as signage posted throughout the building. Faculty, staff, and visitors are verbally informed of their requirement to use appropriate PPE, including face masks daily to protect against the transmission of the COVID-19 virus when on school grounds. PPE includes face masks, face shields, gloves and gowns of which all, are made available. Faculty, maintenance, and administrative staff use appropriate PPE daily to protect against the transmission of COVID-19 virus when on school grounds. All staff members are required to wear a face mask that covers ones mouth and nose before entering school facilities. Reusable masks are provided for all students and staff members. Disposable face coverings are available for all students, staff and visitors who do not possess one. All staff members have their temperature taken upon entering school facilities, grounds, and any space owned by the school.

4. All communication will be provided in the native language of families served. Written plans are accessible to those with visual and/or hearing impairments.

Health and Safety:

- As per the Governor of NYS, schools in regions in phase IV can reopen if daily infection rate remains below 5% using a 14-day average. The phases of reopening the school program are aligned with the regional phases and also has 4 stages.
 - a. Phase A – 0% capacity; 100% distance synchronous and asynchronous learning provided
 - b. Phase B – 50% capacity in-person learning; 50% distance synchronous and asynchronous learning
 - c. Phase C – 75% capacity in-person learning; 25% distance synchronous and asynchronous learning
 - d. Phase D – 100% in person learning; distance synchronous and asynchronous learning opportunities considered and approved by the school review team.
 - Effective September 2020, the school program will start in at least Phase B with 50% capacity of student body and 100% teaching staff.
 - Once a region moves into a less restrictive phase, the school will meet every 4 weeks to discuss moving into a less restrictive phase. All phases can be adjusted based on building, local and regional health and safety concerns during a planned review with building administration, program Vice President and program Executive Vice President. If the infection rate in the schools’ region increases and the phase becomes more restrictive, the school will align with that phase to reduce capacity.
 - In consultation with state and local health departments, the school follows guidelines under governing bodies that may authorize school closure. SCO Family of Services schools collaborate with the local health department to determine the parameters and conditions that may serve as early warning signs that positive COVID-19 cases are increasing at a rate that exceeds the threshold.
 - Distance learning opportunities are provided at the request of a guardian/designate or should a medical condition or behavioral challenges prevent the student from participating in-person.

Screening:

- Mandatory health screenings are conducted for students, faculty, staff, and where applicable for contractors, vendors, and visitors to identify any individuals who may have COVID-19 or may have been exposed.
- The number of visitors permitted on school grounds or in school facilities is limited.
- All individuals have their temperature checked each day. Any individual who presents with a temperature greater than 100.0 degrees Fahrenheit is denied entry into the

school and sent home/returned to residence. In the event an individual cannot immediately leave the school, they will wait in a dedicated area to be picked up.

- A daily screening questionnaire is used for faculty and staff reporting to school; individuals must answer “NO” to all 3 questions in order to gain admittance.
- Remote health screenings via digital application (SCO app) is under development for all staff members. Staff members will answer screening questions through this platform prior to arriving at school facilities to attest they are in good health and not experiencing any COVID-19 symptoms.

Testing protocols:

- The process for the provision or referral of diagnostic testing for faculty and staff for COVID-19, is to notify SCO Family of Services Benefits/Human resources and follow SCO Family of Services guidance which are made available to all employees on the SCO Family of Services microsite. The nursing staff are responsible for assessing residential students in the residential setting prior to arrival at school while day students are assessed by their parent/legal guardians prior to being transported to school. Day students are reassessed and have their temperature taken once they arrive at school each day.
- Testing of symptomatic individuals, close contacts of suspected or confirmed individuals and individuals with recent international travel or travel within a state with widespread transmission of COVID-19 as designated through the New York State Travel Advisory, is done before allowing such individuals to enter school for in-person instruction. As per SCO Family of Services policy, staff must notify both immediate supervisor and Benefits department of any of the above circumstances BEFORE returning to work.

Testing Responsibility:

- SCO Family of Services, is responsible for referring staff and students for further assessment and testing particularly in the event that large-scale testing at the school is needed. SCO Family of Services works in conjunction with New York State Department of Health and/or local hospital systems, for sourcing, and administering testing.
- School administration notify residential supervisors and nursing staff for residential students, parent/legal guardian of day students will be notified if testing is required/recommended.

Early Warning Signs:

- The metrics used at SCO schools are aligned to those of New York State and Center for Disease Control and serve as early warning signs that positive COVID-19 cases may be increasing beyond an acceptable level.
- Daily temperature checks, health screenings, use of PPE, and enhanced cleaning and sanitizing protocols are used to monitor against such metrics.

School Health Office:

- Health Office must be adequately stocked with PPE equipment and ensure a 2-week supply.
 - PPE includes masks, face shields or goggles, gowns and gloves
- Health office personnel refer to the most updated CDC symptoms for COVID-19 at www.cdc.gov for assessment and further recommendation for testing.
- When a student or staff member is presumed-positive or positive and enters the infirmary, all staff present must wear PPE and ensure limited contact with any other person while present in the office.
- Once the presumed-positive or positive individual exits the premises, health office personnel are responsible for notifying custodial staff for sanitization of the health office.

Isolation:

- For when staff develop COVID-19 related symptoms during the day:
 - Do not touch anything unnecessary.
 - Notify the main office to alert administration of COVID-19 symptom onset and the need for substitute staff.
 - Another staff member is appointed to provide coverage and remove the students to an alternate location.
 - Staff member is supervised leaving the premises and notified to self-quarantine.
 - Staff members should not go into any additional rooms to speak to a person directly.
 - Notification made to SCO Family of Services Benefits Department and QI personnel.
- For when students develop COVID-19 related symptoms during the day:
 - Staff member must call the office to alert administration of COVID-19 symptom onset.
 - Nurse reports to the classroom wearing appropriate PPE (e.g. mask, goggles, gown, and gloves) and escorts student to the infirmary.
 - Nurse performs diagnostic. The nurse informs family/guardian for both residential and day students. The option of going home is presented to the family of a residential student in place of returning to the residence whereas all day students are required to go home. The nurse informs the residential supervisor the student is returning to the residence for residential students that are to remain on campus. Office staff calls the family/guardian to arrange for immediate pick up or drop off for day students and information is provided for testing locations.
 - Residential student is immediately escorted to the residence and isolated to the designated isolation bedroom until consent is received and the student can be administered a COVID-19 test. Day student is to remain isolated in the health office until transportation is arranged.
 - Teacher moves remaining students to an empty, non-infected area within the school or back to their residential unit if no other identified space exists.
 - Notification made to SCO Family of Services QI personnel.

Collection:

- Office staff arranges for a staff member to drop off students that are unable to be picked up. Designated staff responsible for transport must wear appropriate PPE (e.g. mask, goggles, gown, and gloves) for the duration of the trip. Staff member must sanitize the van and dispose of PPE material immediately upon return to program.
- Office staff notify emergency contact of staff with symptom onset when they are unable to safely transport themselves.

Infected Individuals:

- Students:
 - Must remain isolated in accordance with established DOH and affiliated oversight agency policies for two weeks or until symptoms have subsided for at least 72 hours.
 - Notification made to SCO Family of Services QI personnel.
 - Must be assessed by a medical professional before being admitted back into the school program.
 - Return to school conducted in coordination with the local health department.
- Staff:
 - Staff members should seek COVID-19 testing and are provided with testing sites for referral if a testing site cannot be secured on their own.
 - Staff must alert their supervisor of test results.
 - Upon a negative test, staff can resume regular work schedule.
 - Upon a positive test, staff should continue to quarantine for two weeks or until symptoms have subsided for at least 72 hours. Secondary tests do not need to be secured to return to work.
 - Notification made to SCO Family of Services Benefits Department and QI personnel.
 - Notification made to NYSDOH.
 - Return to work conducted in coordination with the local health department.

Exposed Student and School Personnel:

- Any student or program personnel who are closer than 6 ft. without a mask for 15 minutes or longer and comes in contact with another who has tested positive for COVID-19 must self-quarantine and seek COVID-19 testing before returning to in-person instruction. Discharge from quarantine and return to school will be conducted in coordination with the local health department.

Students and Staff at High Risk or Live with a Person at High Risk:

- Remote learning opportunities are made available to any student considered high risk for contraction of COVID-19. The student, family/guardian, and/or medical doctor can inform the CSE of any concerns in writing so that remote learning can be initiated.
- The family/guardian of a voluntarily placed student who also require residential care have the right to keep their child home during any phase of an outbreak in order to mitigate risk for exposure to their child. Communication will be initiated with the students placing CSE. Once the school program is back in Phase D of instruction, if the family/guardian feels it is in the best interest of their child to remain home, a CSE

meeting will be requested to consider a change in placement to reflect the need for the Least Restrictive Environment.

- Any staff member who has concerns regarding in-person, on-site work must communicate with their program principal as well as SCO Family of Services human resources and benefits department. Options that may be available include NYS COVID-19 Paid Sick Leave, FMLA or PFL. All requests for consideration must follow the most current SCO Family of Services Personnel Policies Handbook which is available on the agency intranet, or on request from program administration, human resources or the benefits department. Each staff member is addressed on an individual basis

Hygiene, Cleaning, and Disinfection:

- Students and staff should practice good hand hygiene to help reduce the spread of COVID-19. Hand hygiene includes traditional hand washing (with soap and warm water, lathering for a minimum of 20 seconds) or the use of alcohol-based hand sanitizers (60% alcohol or greater) when soap and water are not available, and hands are not visibly dirty.
- Students and staff cover their mouths and noses with a tissue when coughing and/or sneezing and dispose of the tissue appropriately. If no tissue is available, using the inside of the elbow (or shirtsleeve) to cover the mouth or nose is preferable to using the hands. Hand hygiene is followed after sneezing, coughing and handling dirty tissues or other soiled material.
- Custodial staff are notified for full sanitation of areas occupied by any student or staff member that experiences COVID-19 related symptoms and when any student or staff member tests positive for COVID-19. Cleaning practices adhere to, and include the promotion of, hygiene, cleaning, and disinfection guidance set forth by DOH and CDC.
- Routine cleaning is performed of high-touch surfaces (e.g., doorknobs, light switches, countertops, etc.) using proper PPE. All cleaning products are used according to the directions on the label. Disinfectants are used to wipe electronic items (e.g., phones, computers, remote controls, etc) that are touched often. Staff and students are encouraged to wash hands with soap and water or use hand sanitizer with at least 60% alcohol after cleaning surfaces. Bathroom surfaces are cleaned on a regular basis. If disinfectants are not available, a chlorine bleach solution is used. A fresh solution is used for each cleaning session. Bleach solutions are never combined with other cleaning products.
- Cleaning logs which include the date, time, and scope of cleaning and disinfection in specific areas are maintained.

Contact Tracing:

- Staff and student attendance records are maintained daily to ensure accuracy in reporting potential contact with those who have tested positive for COVID-19.
- Visitor logs indicating name, time and date are recorded daily for submission to the department of health when required.

- Administration designate personnel to contact the health department in efforts to provide contact tracing information for all students and staff who have tested positive for COVID-19.
- Upon a positive test, staff should make themselves available to the NYS Contact Tracing Program to provide information.

Social Distancing:

- Staggered arrival and dismissal times are implemented to allow for increased social distancing, with designated areas for student drop-off and pick-up.
- Parents/guardians are to drop their child off and call the program to make notification that their child is entering the school.
- Classroom teachers and teacher assistants use proper PPE and will clean and disinfect educational materials after each use.
- In-school movement, when possible, is reduced within a defined area. Desks are turned to face the same direction rather than each other.
- Windows are open to improve ventilation weather permitting.
- Individual student belongings are kept separate.
- Visual aids (e.g. stickers, markings, etc.) are used on the floor to illustrate traffic flow and maintain appropriate spacing to support distancing.
- Additionally, students and staff members must maintain appropriate social distancing while on school grounds and in school facilities. Proper face coverings are worn by staff members in all areas when a student or another staff member is present.

COVID-19 Safety Coordinator:

- Each SCO Family of Services residential school site has an appointed administrator who is designated the COVID-19 Safety Coordinator who ensures compliance with all aspects of the schools reopening plan, including phased-in reopening activities that are necessary to allow for operational issues needing resolution to normal or “new normal” levels.

Facilities:

- In the event that changes or additions to facilities are made, all facilities will comply with the requirements of the 2020 New York State Uniform Fire Prevention and Building Code (BC) and the State Energy Conservation Code. All building permits and reviews by local municipalities and/or code enforcement officials will be secured.
- New construction, renovations, alterations, and/or major repairs in excess of \$100,000 of the total cost are submitted to CapitalProjects@nysed.gov for program and fiscal review and written approval.
- SCO Family of Services does not have new facilities that require prior approval from NYSED. In the event this occurs, an application will be submitted to modify an existing
- Fire and lockdown drills are conducted with planning to ensure social distancing measures are adhered to.

Child Nutrition:

- All students have access to healthy meals that are compliant with the School Breakfast Program and National School Lunch Program while in attendance and while learning remotely.
- SCO Family of Services schools are in compliance with Child Nutrition Plan requirements and are responsible for service operations.
- Breakfast and lunch are provided to residential and day students on-site in designated locations.
- Staff wear face masks and appropriate PPE while preparing and serving food.
- Cook and faculty maintain appropriate distance while dispensing food, and wear single-use gloves when handling and delivering all food.
- Students perform hand hygiene before and after each meal as prompted by staff if necessary.
- Students are discouraged from sharing food and beverages.
- All students are placed at least 6 feet apart while eating and do not need to wear face coverings while eating.
- Tables and serving areas are routinely cleaned and disinfected, along with high-touch surface areas (i.e. chairs, refrigerator handles, water machine, ice machine handle, microwave, etc.) before and after each use and between all meal times.
- Mealtime is staggered for all students, to minimize group sizes and maintain social distancing guidelines. Should any designated area exceed social distancing criteria, overflow students will be provided a dedicated alternate location for meal consumption.
- All designated eating areas follow safety guidelines to protect students with food allergies.

Transportation:

- Local Education Agencies are responsible for transportation to and from school for day students as well ensuring compliance for all guidance issued as contracts are executed between them and transportation providers. SCO Family of Services works with affiliated school districts and transportation providers to support adherence to the requirements set forth by DOH, CDC, NYSED and the New York State Governor's office.

Social Emotional Well-Being:

- School staff maintain ongoing communication with residential staff via e-mail or direct contact at arrival each morning to ensure awareness of challenges, concerns and consistency of treatment for individual students. This communication extends to the psychology department and both school and residential administration.
- Staff communicates with families, with support of social work staff, regarding the social-emotional status and progress of their child as they transition back into a normal school routine.
- Counseling continues to be provided to students who are mandated to receive this service as per their IEP and is available to all other students on an as-needed basis. All services are provided through a combination of in-person and telehealth as necessary.

- Behavior Intervention Plans are on file and readily accessible to staff to allow for monitoring and reporting of target behavior occurrence and timely intervention. Individualized behavior intervention plans are integrated into the daily interactive program for each student who requires one. Each member of the educational and clinical team who work with that student is trained in proactive and reactive strategies (i.e., visual cues, environmental modifications, redirection, and praise).
- Evidence-based, data-driven practices are utilized to monitor well-being and provide support to students and staff.
- In order to provide a therapeutic learning environment, that supports the growth and change of all students, SCO Family of Services schools embrace various components of Cognitive Behavioral Therapy, Dialectical Behavioral Therapy, Sanctuary Trauma Informed care and/or Applied Behavioral Analysis models. Components of CBT, DBT, Sanctuary and/or ABA are used by clinicians, behavior intervention specialists, faculty, staff and administration. Continued professional development opportunities will be provided by outside vendors, LMS and staff conducting turnkey trainings based on their own area of expertise.
- Should the need arise for students and/or families, recommendations are made to outside professionals for additional supports and services required.
- Families and students that raise concerns about returning for in-person instruction or for any reason, will be afforded the opportunity to counsel with the students assigned clinician as well as school personnel to answer any and all questions.
- Staff mental health, stress management and the issues of racism and discrimination are addressed by means of online training, the Employee Assistance Program as well as the SCO Family of Services Committee Advocating Racial Equity (C.A.R.E.).
- All staff have access to regular updates provided by SCO's President/CEO as well as ongoing notifications from building administrators regarding the status of the pandemic, staff and students transitioning back to a traditional school schedule and staff maintaining mental health and stress management practices. Staff are directed to the SCO Family of Services microsite for the most up to date information.

School Schedules:

- Effective September 2020, all school programs will start in at least Phase B with 50% capacity of student body present at all locations for in-person instruction.
- An A day/B day schedule can be implemented for any phase from B – C with the authorization of the school building review team composed of building administration, Vice President and Executive Vice President for approval with reasonable rationale provided.
- In the event that a regional, local or building outbreak occurs and Phase A of instruction be initiated, all students will be provided remote instruction. Permission will be sought for creative use of space and instruction in order to promote best practices to ensure the health and safety of students and staff.

Attendance and Chronic Absenteeism:

- Reporting of attendance will continue as per guidance and NYSED regulations.
- Excused/unexcused absences and tardiness will be recorded and collected for all students by the classroom teacher regardless of location of services delivered, modified schedules and/or instructional models being followed at any given time.
- School personnel will continue to collaborate with clinical team, residential team as well as parents/guardians to ensure every student is receiving educational services.
- School personnel will make attempts to contact a student family/guardian/designate who is engaged in remote learning opportunities or otherwise and does not participate in synchronous and/or asynchronous learning opportunities unless the family initiates outreach.
- All attendance records are shared with the LEA for those students who are placed in an SCO Family of Services school by the Committee on Special Education.

Technology and Connectivity:

- School personnel will communicate, via phone, online surveys and/or email, with the family/guardian/designate of each student to determine each student's level of access to devices and high-speed internet access.
- School administration will communicate, via phone and/or email, with each staff member to determine the level of access to devices and high-speed internet access.
- Access to high speed internet is assured for residential students while in school as well as designated residential spaces.
- SCO Family of Services schools survey students for connectivity and device availability who may engage in remote learning opportunities outside of an SCO school campus.
- SCO Family of Services provides electronic devices (iPad, laptops, etc.) for use while in school as well as during remote learning opportunities to the extent practicable.
- Should any student or personnel that requires connectivity and/or a device not have access to one or both, school administration works with each identified student and personnel to ensure access.
- If issues arise regarding limited Internet access due to multiple remote students in one home, alternatives will be developed for each individual student. SCO Family of Services will continue its philosophy of flexibility with regard to assignment deadlines as individual student needs are considered.
- Students who are engaged in remote learning opportunities may use Zoom, Google Classroom, Castle Learning, Quizlet, Eduguide, Khan Academy and/or Think Cerca online tools to complete work assigned. Their teachers will also coordinate phone and/or video sessions to support their learning. As an absolute last resort, paper copies of all assignments will be made available to students should all other pathways not be accessible.
- The diverse needs of the students are addressed in regard to their ability to access and utilize technology for remote learning. Developmentally appropriate instruction by the use of various platforms by teachers/clinicians are used to the extent practicable.

Teaching and Learning:

- In-person instruction is available for students in accordance with NYSED, OCFS, DOH and CDC guidance as well as any executive order issued by the New York State Governor's office.
- Remote learning is offered along with telehealth services as needed.
- Additionally, faculty are encouraged to use any and all available space at each school location to help manage social distancing.
- All educational materials and supplies are cleaned after each use.
- All students can participate in in-person instruction; however, in the event of a quarantine, or if an individual is unable to transition to school, then distance learning or telework, and modified educational activities are available.
- Day school students may opt to have in-person instruction or engage in distance learning.
- SCO Family of Services schools provide continuity of learning for the 2020-2021 school year. This plan includes in-person, remote and hybrid models.
- SCO Family of Services schools include an educational program that is aligned to the NYS Learning Standards for all models, in-person, remote and hybrid.
- SCO Family of Services schools provide for a program that includes regular substantive interaction between teachers and students whether delivered in-person, remotely or through a hybrid model of instruction. Contact is made in-person, through recorded video sessions, live video sessions, virtual classroom platforms, email and/or phone communication.
- Instruction at all SCO Family of Services schools is developed so that whether delivered in-person, remotely or through a hybrid model due to local or state closure, there are clear opportunities for instruction that are accessible to all students. These opportunities are aligned with State standards and include routine, scheduled times for students to interact and seek feedback and support from their teachers.
- Although no in-person, school sponsored extracurricular or afterschool activities are being facilitated through any SCO Family of Services residential school at this time, instances may occur where day school students arrive before their school day or are picked up after their dismissal time due to unforeseen transportation issues. During those occasions, students will be supervised on school grounds following established Social Distancing guidelines.
- Communication for students and their parents/guardian/designate are made via phone, email, and/or virtual classroom platforms with school personnel when questions about instruction and/or technology arise. This information is available to all in multiple languages, based on school need, widely disseminated and includes clear and multiple ways for students and families to contact schools and teachers.
- Teachers and/or related service professionals will initiate communication as the need arises to provide any updates regarding progress, regress, or any change in educational instruction.

Special Education:

- SCO Family of Services has five residential schools each of which serve various populations and grade levels for students aged 5-21. Schools address the provision of Free Appropriate Public Education (FAPE) consistent with the need to protect the health and safety of students with disabilities and those providing the special education services.
- SCO Family of Services schools remain in contact with members of each students Committee on Special Education as well as their New York State Education Department Regional Associate. All Annual Reviews as well as Committee on Special Education Meetings will continue uninterrupted.
- All residential school programs document program services offered and provided to students with disabilities as well as communication with parents.
- SCO Family of Services engages in meaningful parent/guardian engagement, in the parent's preferred language or mode of communication regarding the provision of services to his/her child to meet the requirements of the Individuals with Disabilities Education Act.
- All schools make provisions based on the student population served in order to ensure structured learning, necessary academic accommodations and modifications to ensure success. Every school is prepared to follow student Individualized Education Plan goals, recommendations and mandates whether instruction is provided in-person, remotely or a hybrid approach. Plans for monitoring and communicating student progress and commitment to sharing resources.
- School personnel ensure access to the necessary accommodations, modifications, supplementary aids and services and technology (including assistive technology) to meet the unique disability related needs of students.

Certification, Incidental Teaching and Substitute Teaching:

- All teachers, clinicians, and school administration at SCO residential schools hold valid and appropriate certification for their assignments (except where allowable under the Commissioner's regulations or Educational Law, i.e. incidental teaching). All school programs will stay in regular communication with their designated NYSED regional associate should positions become hard to fill.