

HOLLAND TOWNSHIP SCHOOL DISTRICT



Mrs. Stephanie Snyder, Superintendent & Supervisor of Special Services
Mrs. Susan Wardell, Principal/Curriculum & 504 Coordinator

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December 2, 2022

Parents and Guardians:

It has been brought to my attention that there may have been some questions within our community regarding the decision to transition to an early dismissal schedule on Monday, November 28th. As we enter the Holiday season and as the occurrence of seasonal flu, RSV and COVID-19 rises over the Winter months, the district may be faced with staff shortages due to illness, family obligations, and mandatory professional development obligations. The school is obligated through statute to ensure that properly certified individuals supervise students throughout the school day.

When faced with staff shortages (certified teachers and/or certified substitutes) the district has only a few choices dependent upon the circumstance:

1. Combine classes for the period of teacher absence- for example- if two grade level teachers are absent without appropriate substitute coverage, homerooms can be combined for the duration of the absence in a larger area (cafeteria/gymnasium). This option may create a safety issue as it expands the teacher/student ratio significantly limiting the ability to adequately supervise all students in a controlled atmosphere.
2. Alter the school schedule to an early dismissal. The early dismissal schedule eliminates the need for lunch coverages, recess coverages as well as special content area classes. This frees up certified district teachers to provide classroom instruction, within the normal environment for our children. Classroom instruction is not significantly impacted because the content is being delivered by teachers the children know, in their established classroom atmosphere. Content area instruction is delivered in similar time blocks as a regular school day, as well as keeping the teacher/student ratio low.
3. Close the district for the day.

Administration carefully examines daily staff absences to ensure proper daily instructional delivery as well as supervision and safety. When faced with staff shortages which impact the district's ability to provide classroom supervision, administration will work to ensure continuity of instruction and safety with as little impact to our family's schedules as possible. Therefore, a transition to an early dismissal is the best option.

We understand that any transition from our regular schedule presents difficulties and inconveniences. We apologize for the disturbance and hope to not need to make a decision to alter the school day, however, educators are human beings. We get sick, we have family obligations and we need to grow and learn in our profession. We ask for your patience and understanding.

Sincerely,

A handwritten signature in blue ink that reads "Stephanie Snyder". The signature is written in a cursive, flowing style.

Stephanie Snyder
Superintendent

SS/ld