

Health and Safety Plan Summary

Facilities Cleaning, Sanitizing, Disinfecting, and Ventilation

When students and staff return to school, ensuring that surfaces throughout the building are frequently cleaned and disinfected is a top priority. A full-scale disinfecting process – with specialized equipment, used by a contracted provider – will occur weekly in each building; importantly, it will be done *between* the times when each “batch” of students is in a given space. In addition, high touch surfaces will be cleaned and disinfected several times each day. Custodial staff will be trained on how to fully and safely clean these surfaces; checklists will be used to ensure all necessary surfaces are cleaned at the proper frequency; the IMS Operations team will continue to ensure schools have the cleaning supplies they need, and the managers of School Leaders will support School Leaders with weekly reviews of the procedures and checklists to ensure all cleaning protocols are being implemented with fidelity. On a daily basis, School Leaders will complete building walkthroughs to ensure all checklists are completed around the building. Ventilation practices – from a review of existing systems and remediation if needed, to basic practices like keeping doors and windows open – are also part of the risk mitigation plan.

Social Distancing and Other Safety Protocols

Classrooms will be emptied except for desks and essential learning materials. Each classroom will be home to one “batch” or “pod” of students from Group A (Monday/Tuesday) and one batch from Group B (Wednesday/Thursday). Batches will have between 8-15 students. Students will be spaced 6 ft apart in all classrooms with desks facing in the same direction. In K-5 grade levels (at most schools) these students will spend nearly all of the day with one homeroom teacher. In 6-8 grade levels, these students will see departmentalized teachers, but those teachers will not work with students outside of those grade bands. Students will remain in their classroom throughout the day – except for recess or PE – and will not go to the cafeteria for lunch or to a library or multipurpose room where they would share a space with other students outside their batch. Students and staff will wash or sanitize their hands at least 4 times each school day. All students and staff will receive training on social distancing, masking, and hand hygiene to support a safe and healthy school environment. Visitors – including families/guardians – will not be allowed in the building except in extremely extenuating circumstances. Spacing will be maintained on buses and at arrival and dismissal through carefully choreographed drop-off and pick-up routines.

Monitoring Student and Staff Health

All students and staff will do an at-home symptom check – including a brief questionnaire about potential exposure and symptoms and a temperature check – each morning before departing for school. This information will be communicated to the school in real-time (app-based system or google form), and any students who did not have an at-home screen will be screened upon arrival. When a staff member or student becomes ill at school, they will immediately be sent home and will wait in a designated isolation space until they are able to leave/be picked up. The school nurse and/or School Leader – in consultation with the IMS HR department and Pandemic Team and local health authorities – will determine the need for quarantine and for dismissal of a batch of students or grade level. Staff members or students who test positive will remain quarantined according to the current CDC guidelines (as of this writing, 10 days since onset of symptoms, no fever in 24 hours, or two negative tests) before returning to school. Staff members who cannot return will work with their health care provider and the IMS HR Department to determine reasonable accommodations to work from home delivering remote instruction. Students who choose not to return can opt for full remote instruction. The Pandemic Team will work with local health authorities to determine communication plans for families in the case of a confirmed case, in order to rapidly notify families while maintaining confidentiality. School Leaders and school nurses will both have training in monitoring health

and will follow the protocol for isolation and dismissal of students. School Leader managers will conduct a weekly review of protocols and any instances of symptom reports and isolation decisions with School Leaders.

Other Considerations for Students and Staff

All staff members will wear approved face coverings (loop around the ear, cover mouth and nose completely) while on campus, taking masks off only when in a room without other children or adults or when outside and 6ft or more away from others. Staff at a higher risk from COVID-19 will work with their health care provider and the IMS HR Department to determine reasonable accommodations; students with risk factors may opt for fully remote instruction. The IMS home office is working with staffing agencies and on the in-house staffing model to ensure a sufficient number of substitutes are available in case of teacher absences. Most teachers will provide both in-person and remote instruction, while some will be responsible entirely for remote instruction.

P.S. Please remember to complete the Family Survey by Wednesday, July 29th.
This information is crucial in helping us continue the planning process.