



Health Mitigation Plan

This plan was developed using as a resource our local Henry/Martinsville Health Department, medical professionals from the community, CDC guidelines, American Academy of Pediatrics, Virginia Department of Health, and the Virginia Department of Education.

While we acknowledge that we cannot completely eliminate the spread of COVID-19, we have taken extensive precautions and measures to greatly reduce the risk of infection and transmission based on guidance from the CDC and both state and local health departments. Our first priority is ensuring that both students and staff have the safest and healthiest environment possible when they return to school. Carlisle's Reopening Plan is based on The Phase Guidance for Virginia Schools. It reflects the latest science, and the best health guidance and recommendations available. These recommendations will be implemented in accordance with the Forward Virginia Blueprint and any existing Executive Orders. This plan may change as more information about COVID-19 evolves. Carlisle School will continue to provide for the mental and social well-being of its students and staff as it reopens.

Because of our large, open campus, facility changes, and creative staffing, we are able to operate school with in person instruction five days a week safely physically distancing students and teachers in the classrooms, hallways and other areas. There is also a remote learning option for students who need extra precautions due to confirmed medical risk and others who are concerned about the potential risk. Alternative options are provided for staff at higher risk for severe illness. Our belief in our mission and over 50 years of experience and expertise will ensure the quality and high standards of our instruction virtual or in person. Should the Governor issue an Executive Order mandating the closing of schools to curb the spread of the virus, the K-12 learning platform will be completely virtual.

Much effort and collaboration went into the gathering of data and compilation of guiding principles and protocols for successfully opening school.

Health Department Consultations:

Dr. Kerry W. Gately, 434-477-5900

West Piedmont Health District
Henry/Martinsville Health Department

- Sharon Ortiz-Garcia
- Careen Rodgers

276-638-2311

295 Commonwealth Blvd
Martinsville, VA 24112

COVID-19 Health Protocol Committee:

- Karen Garrett, PA-C
- Careen Rodgers, RN
- Michelle George, LPN, Carlisle School Nurse
- Christina Tisdale, Carlisle School Counselor
- Gracie Agnew, Head of School
- Beth Gammons, Middle/Upper School Director
- Neal Meyer, Lower School Director

COVID-19 School Contact:

School Nurse - Michelle Jamison, LPN, 276-632-7288

Promoting Behaviors that Reduce the Spread of COVID-19

Carlisle School will adhere to those behaviors known to prevent or slow the spread of COVID-19. We will use consistently and correctly important mitigation strategies such as the wearing of face coverings, social distancing, washing hands, and regular cleaning and disinfecting of frequently touched surfaces.

Students and staff will wash hands throughout the day following established protocols. Breaks for handwashing will be provided. Hand sanitizer containing at least 60% alcohol will be available in all classrooms and throughout the buildings. Face gear will be worn by students as developmentally appropriate, by staff and visitors following CDC guidelines. Additional protective equipment including face shields, gloves and gowns will be provided as appropriate.

There will be physical distancing of six feet in classrooms, offices, common areas, hallways and bathrooms. Staff will use strategies to minimize mixing between groups.

School Operation Protocols

- Bus (passengers limited in accordance with current public health guidelines), mask required
- Individual desks to support 6 feet physical distancing and maximum classroom capacity
- Modification of layouts of classrooms including removal of non-essential furniture
- Use of plexiglass/ and or acrylic dividers
- Use of outdoor classroom space
- Students and staff movement minimized
- Interactions between large groups minimized
- Specialists rotate into classrooms
- Teachers rotate into classrooms
- Lunch in classrooms and/or outside areas
- Pre-packaged lunch for purchase or personal packed lunch
- Food sharing not allowed
- Parent drop off and pick up curb side only
- Signage to direct traffic for drop-off and pickup
- Signage explaining safety protocols and expected behaviors
- Gathering restrictions
- Recess to include physical distancing and individual equipment
- Staggered dismissal
- Designated doorways for entering and exiting buildings
- Field trips prohibited unless virtual
- Restriction of Visitors
- Conference guidelines followed for athletics
- Parent, student and staff (including coaches and bus drivers) safety training on COVID-19 mitigation strategies

Health and Safety Considerations to Reduce COVID-19 Spread

The following health and safety practices will be implemented across campus:

- Daily health screening and temperature check (temporal thermometer) for students and staff for symptoms and exposure
- Limited access to school beyond students and staff
- Off-campus privileges for upper school students not permitted
- Health screening practices for all visitors
- Physical distancing strategies to increase spacing between individuals in classrooms, on the bus, in hallways
- Hygiene signage posted throughout all buildings
- Hand sanitizing using product with at least 60% alcohol content
- Hand sanitizing stations in the classrooms and strategically placed in all buildings
- Handwashing before lunch, after lunch and periodically during the day
- Use of disinfecting products and materials that meet OSHA and CDC requirements for combating COVID-19
- Classroom surfaces disinfected regularly
- Facilities cleaned and disinfected daily
- Buses sanitized before and after each run
- Restrooms monitored and cleaned frequently throughout the day
- Scheduled surface disinfecting of high touch areas throughout the school day
- Signage and floor markings to manage traffic flow and physical distancing
- Use of appropriate face coverings by students as developmentally appropriate following CDC guidelines
- Face coverings required for faculty, staff and visitors
- Health and safety training for employees, students and families
- Individual supplies (no supply sharing)
- Individual technology devices
- Water fountains not used
- Use of water coolers and touchless water bottle filling stations
- PPE readily available including face shields, masks, gloves and gowns

Maintaining Healthy Environments and Operations

Screening Guidelines

The school nurse will lead the health and safety protocols for screening, self-reporting, communicating, and tracing COVID-19 activity on campus.

Under certain circumstances, staff and students will need to stay home to prevent the spread of the virus. Parents will be expected to monitor their child's temperature and health each morning. Staff will self-monitor. Those with a temperature of 100.4 or exhibiting any symptoms consistent with COVID-19 should not report to school. There will be a daily symptom screening for all staff and students.

If a student or staff member develops any symptoms of illness consistent with COVID-19 in school, that person will be isolated with continued supervision by the school nurse in a designated room equipped with PPE and hygiene supplies while waiting to be picked up by an authorized adult or until able to leave on their own (if a staff member). Staff monitoring the student or staff member will wear a disposable gown, mask/face shield and gloves. The isolation room will be closed off after the ill person leaves. The space will be cleaned and disinfected following CDC guidelines for cleaning and disinfecting facilities. CDC guidelines will be followed for return to work or school. Carlisle will communicate with Henry/Martinsville Health Department to initiate a public health investigation, contact tracing, and consultation. We will follow their next steps should there be an exposure, a diagnosis, a quarantine due to exposure. Parents and staff will be notified of an outbreak or positive cases detected at the school.

Protecting Vulnerable Individuals

Carlisle will implement protections for students and staff at higher risk for severe illness from COVID-19

- Attendance will be monitored daily and will be flexible to allow students to stay home or self-isolate when they are sick or have had a verified exposure to COVID-19.
- Students have the option of choosing virtual learning, for nine weeks, a semester or the year.
- There will be flexible sick leave that enable staff to stay home and self-isolate when they are sick or have documentation that they have been exposed to COVID-19.
- There will be support for staff accessing emergency leave, Families First Coronavirus Response Act, and other related benefits.
- Virtual teaching options will be provided contingent upon student enrollment numbers in the full-time online option.
- We will provide staff with the necessary personal protective resources such as masks, gloves, gowns, and face shields.
- Support and resources will be provided to staff to address any personal health and wellness needs.
- There will be professional learning opportunities to support virtual instruction and training in health and safety protocols.

Suspected or Positive COVID-19 Response

- Parents or guardians should notify their school administrator or school nurse in the event that their child shows symptoms of COVID-19 or tests positive for COVID-19. Children should remain at home in accordance with the CDC guidelines for isolation found at: <https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html>
- Carlisle will maintain confidentiality in accordance with the Americans with Disabilities Act and HIPAA rules.
- Carlisle staff will work with the local health department to institute contact tracing and notify any staff and parents/guardians of any student who may have been exposed based on the local health department criteria.
- Carlisle will follow appropriate protocols for cleaning and disinfecting all exposed areas in which a symptomatic individual or an individual who tested positive for COVID-19 spent considerable time.
- Carlisle staff will consult with the local health department to determine if closure of offices, areas, facilities, school buildings, is warranted, and if so the duration of that closure.

Carlisle School will work with the local health department to monitor cases within the community and will follow all instructions and guidance.

Communication

Communication will be ongoing primarily through the school's marketing director. There will be frequent and consistent messaging through letters, social media, newsletters, news releases, media outlets, and the school website.



CarlisleSchool.org



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