**COVID Safety Protocol Summary for 2021-2022 School Year**

**Our Guiding Principles**

Our Core Values:

* Trust: When we trust students with the skills to make good decisions about their learning and support them through missteps,

they become successful, independent decision-makers.

* Diversity by Design: We are intentionally bringing together young people and adults from wide-ranging communities with diverse socioeconomic, ethnic, racial, cultural, sexual, and social identity backgrounds in order to provide broader perspectives with which to formulate, view, and solve real world problems.
* Interconnectedness: We are committed to fostering the development of relationship building and networking skills. As globalization rapidly increases, students and staff will have the self-knowledge and relationship building skills to thrive in our interconnected world.
* Excellence through Purpose: We strive for excellence by doing work that has purpose and meaning. Furthermore, we believe excellence is determined by assessment of performance on real world projects. Assessment includes teachers, peers, self, and authentic audiences, as often as possible.

We remain committed to:

* Prioritize safety - protect the health and safety of staff, students, and families.
* Keeping our students learning - providing our students with a relevant, personalized, equitable learning experience with the consistent focus on them as a person
* Flexibly adapt and expect excellence while providing grace- recognizing that we exist in an ever-changing environment

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**PH’s Health and Safety Policies and Procedures will remain centered on the core prevention strategies we implemented SY20-21 with some baseline changes as we prepare for 100% capacity of in-person learning in our school.** Our policies and protocol will utilize the following framework:

* Policies that will **CONTINUE**
* Policies that will **CHANGE**
* Policies that are **IN PROGRESS**

We understand the importance of providing clear and evidence-based guidance, and we also know through our experience over the last 18 months of the pandemic that we exist in an evolving and ever-changing environment. We are grateful for your continued partnership, patience and flexibility as we navigate this together.

| **POLICIES THAT WILL CONTINUE** |
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|  | ***Current Policy Description*** | ***Informed By*** |
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| **Face Masks** | All staff, students & visitors must wear face masks at all times while inside PH. This requirement should also be followed for small group and one-on-one meetings (even among staff who are all vaccinated).  Acceptable mask use includes a two layer cloth mask, a surgical mask, or a KN95 mask (or its equivalent). To learn more about acceptable masks, please visit the [CDCs Mask Guidance Page](https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html).  Masks use universally required (i.e regardless of vaccination status) given the following reasons:   * Increase of COVID-19 transmission in our community and increase community transmission of the delta variant that is more easily spread among children and adolescents and resulting in more severe illnesses from COVID-19 among children and adolescents * Not all students have been vaccinated | **American Academy of Pediatrics (AAP)**  **WI Department of Health Services (WIDHS)**  **Milwaukee Health Department (MHD)**  **CDC** |
| **Healthy Hygiene** | Staff/students must wash or sanitize their hands:   * Upon entrance classroom spaces * Before and after eating or handling food * After coming in contact with bodily fluids * After handling garbage * Before and after using shared equipment or supplies * After restroom use | **MHD** |
| **Cleaning & Disinfecting** | * PH will continue to contract with Leffler Cleaning to provide an added layer of cleanliness in our building * At night, our buildings will be disinfected * PH will provide spray cleaner and paper towels for schools to distribute to classrooms to ensure adequate supply of cleaning materials. * Minimize sharing of high-touch materials   Teachers and students are encouraged to continue good habits about maintaining a clean environment throughout the school day, while also knowing that this additional layer of cleaning will be added on each night. | **MHD** |
| **COVID Response Protocols & Contact Tracing** | **Staff** are required to notify administration in the event they become:   * Diagnosed with COVID-19 * Show symptoms of COVID-19 * Have been advised to quarantine by a healthcare professional due to exposure of COVID-19 * Lives with someone who has been diagnosed with COVID-19   **Families** are **required** to notify an administrator in the event their student becomes:   * Diagnosed with COVID-19 * Show symptoms of COVID-19 * Have been advised to quarantine by a healthcare professional due to exposure of COVID-19 * Lives with someone who has been diagnosed with COVID-19   **Response:**   * The administration informs the necessary parties of testing required. * Administration will do an assessment of those within the school who had close contact with the student/staff member. The definition for close contact has not changed - Close contact as defined by the CDC is someone who was within 3 feet of an infected person for at least 15 minutes * Administration determines decisions on quarantine, closures, and next steps (consult with MHD, if needed) which will include a rapid test to be administered. * Administration will determine proper communication and will communicate with all involved individuals | **MHD** |
| **Isolation Room** | Pathways High will maintain a dedicated isolation room in the case of a positive case exposure or if a student/staff member becomes ill or shows symptoms of COVID-19 | **MHD** |
| **Room Ventilation** | PH will continue to utilize best practices for increased ventilation (open windows, doors, etc.) wherever possible. | **MHD, CDC, DHS** |
| **Close Contact Definition** | A close contact is defined as someone who was within 3 feet of a person with COVID-19 for at least 15 minutes over a 24-hour period. | **MHD** |
| **Quarantine Requirements** | There are no current changes to quarantine requirements:   * Vaccinated staff and students who are:   + **Asymptomatic** (i.e., who do not show any symptoms) will not need to quarantine. Students and staff will be tested on 3rd day following exposure..   + **Symptomatic** will need to quarantine see requirements below. * All unvaccinated staff and students who are close contacts will need quarantine for 10 days regardless of whether they show symptoms or not.      | **Quarantine Requirements by Vaccination Status** | | | | | --- | --- | --- | --- | | **Vaccination Status** | **After exposure to positive case (asymptomatic)** | **After exposure to positive case (symptomatic)** | **After Positive COVID-19 Diagnosis** | | **Unvaccinated** | 10 Day Quarantine | 10 Day Quarantine | 10 Day Quarantine | | **Vaccinated** | No Quarantine & tested 3rd day after | No quarantine & testing on 3rd day | 10 Day Quarantine |   Individuals will be considered to have suspected COVID-19 if they are displaying the following symptoms:   * ONE of the following symptoms: Fever of 100.4 or higher or chills, New cough, Shortness of breath or difficulty breathing, new loss of taste or smell   OR   * TWO or more of the following: Diarrhea, Nausea or vomiting, new loss of taste or smell, Headache, Muscle or body aches, Fatigue, Congestion or runny nose, Sore throat. | **MHD** |
| **Physical Distancing** | Similar to the change we made in the Spring, wherever possible students may be spaced 3 ft apart from other students in classrooms, while seated and masked. | **MHD** |

| **POLICIES THAT WILL CHANGE** |
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| **Student Cohorts** | Student cohorting is **not required** | **MHD** |
| **Daily Health Screening** | Given the additional layers of protection, we will discontinue daily health screening with students and staff. Instead, we will do a daily screening for visitors.  In accordance with MHD, PH will no longer be required to conduct temperature checks for students/staff. | **MHD** |
| **Visitor Policy** | Visitors should remain limited, and schools should utilize pre-scheduled appointments. All visitors must complete a health screening upon entry to the school building. Visitor interactions with students and staff should be limited to the purpose of the visit. | **MHD** |
| **Meals and Space** | All students/staff will adhere to 6 ft distancing during meals. Meals may take place in the cafeteria and other purposefully designated spaces, assuming distancing requirements can be followed. | **MHD** |
| **Staff / Adult Interactions**  *(PD, Staff Meetings, Use of Adult Spaces, and Social Events)* | Staff PD with no students will be mask optional as 100% of staff are vaccinated. | **MHD** |
| **Field trips** | Field Trips are allowed, however, schools should:   * Require all staff and students to wear an appropriate mask throughout the entirety of the field trip whether while indoors or outdoors, regardless of vaccination status, including while on transportation. * Maintain social distancing requirements. * Public transportation should be avoided if possible because it's challenging to maintain social distancing and limit interaction with the public. * Adhere to health & safety protocols of field trip venues if they are more stringent than the requirements outlined above. | **MHD** |
| **Materials management** | * Coat racks and locker use is permitted * Books do not need to be “quarantined” in between uses. | **MHD** |
| **Team Sports** | The Wisconsin Interscholastic Athletic Association (WIAA) has put forth the following [Guidelines for the Return to 2021 Fall Sports Seaso](https://www.wiaawi.org/Portals/0/PDF/Health/Covid/Guidelines-Return-2021-Fall-Sports.pdf?ver=Np1tdDb49qrqIBeaeRyc_A%3d%3d&timestamp=1626794745853)n, however, given current vaccine rates and community transmission, PH has the following guidance for Recreation and Sports:   * All K-12 levels of sport (low/moderate/high risk) are permitted. All level of play (practice, drills, games, tournaments, etc) are permitted, however, schools must adhere to the following:   + *For all outdoor sports:*     - Staff and students must be fully masked if the core activity requires a distance less than 6 feet.     - If distanced 6 ft or more during the sports activity, then masks may be removed     - For all times when the core activity is not occurring, masks must be worn by all staff/students.   + *For all indoor sports, all staff and students must be fully masked at all times* | **MHD** |
| **After School** | * All programming will be taking place in person * Programs will follow the same school health and safety guidelines and protocols as during the day, including screening guest facilitators, cleaning spaces, and maintaining masking and distancing guidelines. | **MHD** |
| **Student Vaccination Status Collection** | For those students who may be vaccinated, Wisconsin has been including that information in the WI Immunization Registry. Pathways High will also be collecting this via family survey. | **WIDHS** |
| **Family Meetings and Events** | On-site meetings and events for families are allowed, however, schools must adhere to all safety requirements and procedures including admin approval; decisions regarding events like parent teacher conferences and exhibitions will be made closer to the event date, and virtual options may be explored. | **MHD** |
| **Meals and Space** | *Current Thinking:* Use Great Room space for ½ of the student body to eat so social distancing can occur and contact tracing can be reduced. This would require additional supervision duties. | **MHD** |

| **COVID screening** | PH has applied to participate in the COVID-19 Testing program. The current thinking is testing staff during PD so that masking can be made optional. Routine COVID-19 testing for all staff and students will be COVID-19 tested on a weekly basis; individuals with symptoms or those who have been in close contact with someone who tested positive for COVID-19; and testing large groups where there has been a COVID-19 outbreak to provide safe and healthy learning environment.  The testing will occur on site and those that test positive will be tested again to ensure accuracy. | **DHS** |
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| **COVID Leave** | Employees will be given an additional 5 days of PTO for COVID related needs. See employee addendum | **PH** |
| **Student Attendance Policy** | Student attendance will resume as normal, with students being marked as absent if they are **not** physically present in school, with the following exception:   * If students are required to quarantine due to exposure and/or a positive COVID-19 test, they will have the opportunity to participate in EdGeniuity models or work with teachers. | **DPI and Charter Authorizers** |
| **Closure Triggers and Escalations** | PH will continue to work in coordination with MHD to identify, isolate, and prevent the spread of COVID-19. MHD should be creating new guidance for schools in August and we will be able to update what triggers classroom closures and school closures. | **MHD** |
| **Staff Vaccination Status Collection** | Staff asked their vaccination status. Currently we are at 100%. This will allow masking to be optional when in their own office space or no students are in the building. | **PH** |

**STAFF POLICIES**

**Accommodations:** Remote work accommodations will generally not be available in the 21-22 school year. If staff require a reasonable accommodation or leave of absence, they must contact Kim Taylor to discuss personal medical needs. PH will process all requests received in accordance with PH's policies, state and federal regulations. Whether the request is granted will depend on whether the employee is an individual with a disability, and if a reasonable accommodation can be provided.

| **POLICIES IN PROGRESS** |
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|  | ***Current Thinking/Understanding*** |  |
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| **COVID Leave** | *This policy is under review* | **PH** |
| **Student Attendance Policy** | *Current Thinking:* Student attendance will resume as normal, with students being marked as absent if they are **not** physically present in school, with the following exception:   * If students are required to quarantine due to exposure and/or a positive COVID-19 test, they will have the opportunity to participate in EdGeniuity models or work with teachers. | **Pending Guidance from DPI and Charter Authorizers** |
| **Closure Triggers and Escalations** | PH will continue to work in coordination with MHD to identify, isolate, and prevent the spread of COVID-19. MHD should be creating new guidance for schools in August and we will be able to update what triggers classroom closures and school closures. | **MHD** |
| **Staff Vaccination Status Collection** | *Current Thinking:* Staff asked to verify vaccination status. Currently we are at 100%. This will allow masking to be optional when in their own office space or no students are in the building. | **PH** |