



COVID-19 Preparedness and Response Plan

Name of District: Washtenaw Intermediate School District

Address of District: 1819 S. Wagner Road, P.O. Box 1406, Ann Arbor, MI 48106-1406

District Code Number: 81000

Web Address of the District: www.washtenawisd.org

Name of Intermediate School District: Washtenaw ISD

Name of Authorizing Body (if applicable): N/A

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COVID-19 Preparedness and Response Plan

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Preparedness Plan Introduction

Previously, all workplaces in Michigan were required to develop and implement a written COVID-19 Preparedness and Response Plan. Washtenaw ISD has decided to continue to utilize a structured plan to document how to address the still-present risk of student, staff, and visitor exposure to the SARS-CoV-2 virus.

Washtenaw ISD would like to sincerely thank all our students, families, staff, union leaders, Parent Advisory Committee (PAC) members, administrators, and Board of Education Trustees for sharing their expertise and experiences and for collaborating on our district's COVID-19 Preparedness and Response Plan.

Preparedness Plan

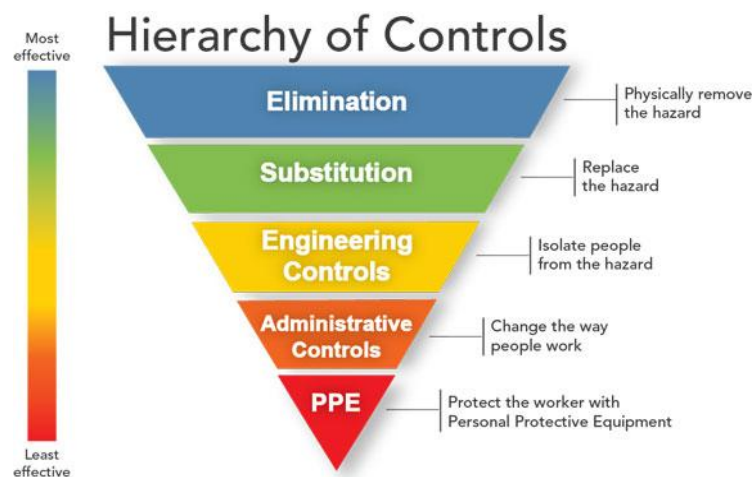
This document is the District's Plan that all employees must review and be familiar with the safety measures outlined within. The Plan will be made available to employees, union leadership, internal and external stakeholders, and customers on the District website at www.washtenawisd.org.

The MIOSHA Emergency Rules have general safeguards applicable for all workplaces and specific safeguards for certain industries. The Administration has read these emergency rules carefully, and developed safeguards appropriate to the Washtenaw ISD based on its type of business or operation, and has incorporated those safeguards into this COVID-19 Preparedness and Response Plan.

Best Practices for Moving Forward Safely

Exposure Determination

We are not returning to normal; we are returning to a new normal. To help employers determine appropriate precautions for the workplace, the Occupational Safety and Health Administration ("OSHA") created an Occupational Risk pyramid that divides jobs into four (4) exposure risk levels: Very High, High, Medium, and Low.



Very High Risk jobs include those with high potential for exposure to known or suspected sources of COVID-19 during specific procedures (e.g. Healthcare, Laboratory, or Morgue employees).

High Risk jobs include those with high potential for exposure to known or suspected sources of COVID-19 (e.g. Healthcare, Medical transport, or Morgue employees).

Medium Risk jobs include those that require frequent or close contact (e.g. within six feet) with people who may be infected with SARS-CoV-2 virus,

but who are not known or suspected COVID-19 patients. In areas without ongoing community transmission, workers in this risk group may have frequent contact with travelers who may return from locations with widespread SARS-CoV-2 transmission. In areas where there is ongoing community transmission, workers in this category may have contact with the general public and coworkers (e.g. schools, high population-density work environments, high-volume and retail settings).

Low risk jobs do not require contact with people known to be, or suspected of being, infected with SARS-CoV-2 virus nor frequent close contact (e.g. within six feet) with the general public. Workers in this category have minimal occupational contact with the public and other coworkers.

The WISD is required to identify risk levels for each position (likely Low or Medium) and use preventive measures commensurate with the risk level. Controlling exposures to occupational hazards is the

fundamental method of protecting workers. The Center for Disease Control (CDC) has identified the following representation, prepared by the National Institute for OSHA, as the way to identify controls to protect our valued employees.

The idea behind this hierarchy representation is that the control methods at the top of the graphic are potentially more effective and protective than those at the bottom. Traditionally, a hierarchy of controls has been used as a means of determining how to implement feasible and effective control solutions. Following this hierarchy normally leads to the implementation of inherently safer systems, where the risk of illness or injury has been substantially reduced.

Washtenaw ISD has reviewed the positions within the organization and has identified the risk level for each position. Each department within the organization has developed a work plan to achieve the controls identified in the following section as well as identified the risk level determination for the positions within that department.

Controlling Exposure in the Workplace

Using the OSHA Occupational Risk pyramid and the MIOSHA Emergency Rules, Washtenaw ISD has identified the following controls as primary methods to control exposure.

1. ELIMINATION (Physically remove hazard)

- Building Access
 - Staff/Contractor access
 - Limited
 - Public access
 - Essential Visitors
 - Nonessential visitors - Scheduled meetings will resume at the Teaching and Learning Center with adherence to the protocols listed below
- Vaccinated staff

2. SUBSTITUTION (Replace the Hazard)

- Not applicable for COVID-19

3. ENGINEERING CONTROLS (Isolate people from the hazard)

- Barriers or partitions to separate employees from public/building occupants
 - Plexiglass screens, sneeze guards, theater ropes, hazard warning tape, etc.
- Barriers to separate students from each other in select situations
- Hands-free trash receptacles (and other similar equipment)
- Sanitation
 - Disinfection procedures for facilities, shared equipment and spaces, work area, doorknobs and personal electronics.
 - Frequent disinfection
 - EPA-Registered Disinfectants
 - Protocols for using shared machinery (e.g. copy machine, fingerprint machine, etc.)

4. ADMINISTRATIVE CONTROLS (Change the way people work)

- Position Risk Assessment
 - Remote work, limited, or staggered in-person work as determined by the person's supervisor. Please follow WISD Remote Work Policy for guidance.
- Physical distancing procedures to help people to stay six (6) feet away from each other
 - Floor markings/barriers
- Daily employee health self-monitoring
 - Employees encouraged/required to stay home when sick (dependent upon symptoms)
 - Completing a daily health screening tool if the CDC community spread is high

- Signage to communicate social distancing, cough and sneeze etiquette, proper hand hygiene and control, and other critical procedures.
- Train employees on safety protocols
- Intake Procedure for Visitors/Public granted access
- Guidelines for delivery areas
- Restrictions on business travel (referenced below)
- Restrictions on in-person meeting size
- HR Fingerprint Office - Appointment only
- Restrictions on non-essential close contact (e.g. employee lounge, copy room, bathroom)
- Hygiene
 - Cough and Sneeze Etiquette Procedure
 - Proper Hand Hygiene and Control Procedure
 - Discouraging handshaking, hugging, touching
 - Avoid touching eyes, nose, mouth
- Contact tracing of employee at work
 - Notification protocols of exposure (HR, government authorities)
 - Facility cleaning procedure
 - Quarantine and return-to-work guidelines

5. PERSONAL PROTECTIVE EQUIPMENT (Protect the worker)

- Masks are generally required in classrooms when students are present and in shared spaces, and whenever six-feet of separation cannot be maintained while at your workspace. (Please note that this may not be viable for all staff due to individual concerns including health or communication challenges).
- Hand sanitizer at all entries
- Gloves provided as necessary
- Specialty PPE is available to positions identified by their supervisor including face shields, gowns, KN95 masks, and/or N95 masks

6. HEALTH SURVEILLANCE

- All school staff will be required to conduct a health safety self-assessment at home prior to coming to work.
- If the CDC community spread is at the high level, employees will also need to verify through a screener that they are safe to work.
- The legal point of contact for students will check and monitor children's COVID-19 symptoms on a daily basis.

7. TRAINING

- The WISD shall provide COVID-19 training to employees that covers the following:
 - Workplace infection-control practices;
 - The proper use of personal protective equipment (e.g. masks, gloves, etc.);
 - Steps the employee must take to notify the District of any symptoms of COVID-19, suspected diagnosis of COVID-19, or confirmed diagnosis of COVID-19;
 - How to report unsafe working conditions.
 - Steps the employee must take to notify HR if he/she wants to apply for work accommodations (medical or otherwise). See Appendix C for the form for a request for work accommodations.

Please see the following section on In-Person Student Instruction and Support Services for more detail on these controls/steps to limit exposure.

In-Person Student Instruction and Support Services

Washtenaw ISD values the benefits of in-person instruction and will make reasonable efforts to conduct instruction in-person. However, the ISD could be conducting in-person student instruction and home visiting at varying levels, including individualized instruction, cohorting, hybrid learning, or full in-person instruction. The support services operations always require at least some level of in-person staffing, and could include only essential work being in-person, staggered staffing or cohorting, full staffing in some departments but not all, or full in-person operations. In addition, the Teaching and Learning Center could be open to the public at limited capacity (due to physical distancing requirements).

Some staff and students may not have been vaccinated; our protocols should be viewed from the perspective that everyone has not been vaccinated.

If any in-person student instruction, home visiting, or support service is being conducted, the following protocols will be required:

Protocols: Face Coverings

- When at CDC Community Level **HIGH**
 - Universal masking required for all students, staff, and visitors (if able) in all WISD programs and offices, except for during meals and in other limited circumstances..

- When at CDC Community Level **MEDIUM or LOW**
 - WISD Early Childhood & Student Programs: Universal masking required for all students, staff, and visitors (if able) when indoors with students or children present, or when within 6 feet of others. Masks are highly recommended, but not required, for staff and visitors when no children/students are present and 6+ feet of social distancing is maintained. (Exceptions apply for Head Start/Early Head Start. Federal requirements mandate EHS/HS staff are masked at all times, including when no students or children are present.)
 - WISD Teaching & Learning Center (administrative offices): Universal masking required for all students, staff, and visitors (if able).
 - in all public/common spaces such as hallways and bathrooms, or when within 6 feet of others. Masks are highly recommended, but not required, for staff and visitors when in meeting rooms or at your desk and 6+ feet of social distancing is maintained.
 - Local-Based Classrooms and WISD Staff Assigned to Local Districts: Follow the protocols of the local district your site is located.

- WISD will provide non-medical grade face coverings to all employees required to be in a WISD building. Face coverings will be made available in the lobby of the TLC or the main office at other WISD facilities; these are available to visitors who do not bring their own face covering as well. The utilization of a face covering is mandatory (see Exemption below) for any individual who enters a WISD facility.

- Staff will utilize the Warehouse Request system to request additional face coverings (and other PPE). Staff should inventory and monitor their PPE at the end of each day to ensure there will be enough available for the next day. The office staff and program supervisors will work with District Custodial and Facilities Staff to acquire needed supplies. Staff will notify the department or program office as soon as possible, if they run out of any supplies during the school day.

- WISD will provide N95 masks, disposable gowns, and face shields for staff who are performing medical care that include aerosol-generating procedures.

- Masks should fit snug with no gaps and worn over the nose and mouth at all times.
 - **Exemption** - Staff who have a medical exemption (not to wear a mask) will need to notify the district HR representative to provide rationale and documentation.
 - If a mask cannot be worn by a staff member, a face shield should be considered with HR approval and will be supplied by WISD

- Any staff member, student, or visitor that is incapacitated or unable to remove the facial covering without assistance, must not wear a facial covering.
 - Early on/early intervention, prekindergarten-5, and all special education teachers, may be provided a clear mask from the District upon request, if available.
 - District administration will communicate the requirements around facial coverings to staff:
 - Posting signage throughout the building
 - Cloth facial coverings are to be washed daily.
 - Disposable surgical facial coverings are to be disposed of daily.
 - District administration will communicate the requirements around facial coverings to students and their legal point of contact:
 - Posting signage throughout the building
 - Emailing legal points of contact that cloth facial coverings are required to be washed daily.
 - Emailing students and legal points of contact that students may bring their own multi-layered cloth mask or a disposable mask will be supplied on site.
 - Disposable surgical facial coverings are to be disposed of daily.
 - Emailing legal points of contact that students that are incapacitated or unable to remove the facial covering without assistance, must not wear a facial covering
 - All students age 2 and up are required to wear facial coverings when indoors.
 - WISD will not require children younger than 2 to wear facial coverings.
 - Students who have medical exemption other than the ones already named in this guidance will need to notify the school nurse, program supervisor, or classroom teacher to provide documentation.

Protocols: Hygiene

- According to the CDC, spread from person-to-person is most likely from close contact with another person. Person-to-person spread is thought to occur mainly via respiratory droplets, produced when an infected person coughs or sneezes, like how influenza and other respiratory pathogens spread. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but the risk is generally considered to be low. For all workers, regardless of specific exposure risks, it is always a good practice to:
 - Avoid touching your eyes, nose, or mouth;
 - Frequently wash your hands with soap and water for at least 20 -30 seconds;
 - When soap and running water are unavailable, use an alcohol-based hand sanitizer made with at least 60% alcohol;
 - Always wash hands that are visibly soiled;
 - Cover your cough and sneeze with a tissue, throw the tissue in the trash, and wash your hands or apply hand sanitizer. If a tissue is not available, sneeze into the crook of your clothed elbow;
 - Avoid close contact with people who are sick and do not report to work if you are sick;
 - Wear a cloth face covering when in public/shared places, or in close proximity to other people;
 - As stated above, report symptoms or exposure to potential/confirmed COVID-19 infected persons to your supervisor and Human Resources as soon as possible.
- The District and Operations Director will procure adequate supplies including posters, signage, soap, paper towels, trash receptacles and hand sanitizer with at least 60% alcohol for use by staff and students.

- Gloves will be available and provided on an as-need basis. If an employee does not have a need to wear gloves based on the District's position risk assessment, gloves are not recommended for general use in a typical office setting to protect employees from exposure. Using gloves may give employees a false sense of security and lead to greater fomite (droplet) transmission when used for prolonged periods of time. Employees should instead follow guidance on proper hand hygiene and avoid touching their eyes, nose and mouth.
- Gloves are recommended when using disinfectant for cleaning in accordance with the manufacturer's instruction on the Safety Data Sheet; gloves will be provided for this purpose.
- Evening custodial staff will be responsible for checking and re-stocking any low or empty supplies except for loose bottles of hand sanitizer and gloves. Staff will utilize the Warehouse Request system to request additional loose hand sanitizer bottles and gloves.
- Teachers or staff will notify the department or program office as soon as possible, if they run out of any supplies during the school day. The office staff and program supervisors will work with District Custodial and Facilities Staff to acquire needed supplies.
- Teacher, classroom staff, or school nurse will teach the following to students and reinforce regularly:
 - Proper handwashing;
 - How to cough and sneeze into their elbows, or to cover with a tissue and dispose of it in the trash.
- Teachers will provide students with their own labeled storage. Cubbies or containers have been purchased by WISD.
- WISD will limit the use of classroom materials to small groups and will disinfect any shared materials between use.
- WISD will provide handwashing and/or hand sanitizing stations to all classrooms and/or throughout buildings.

Protocols: Spacing, Movement & Access

- Building/facility leaders and custodial staff have analyzed each building to assess the number of desks, tables and the capacity to physically distance with existing student enrollment, staffing, room occupants, and furniture to attempt to maintain a minimum of three-foot distance and six-foot distance where possible.
- Building/facility leaders and custodial staff have employed various furniture options (tables, chairs, etc.) in classrooms and meeting rooms to provide safe social distancing. Additional necessary resources should be explored with other locations or recommended for purchase.
- Building/facility leaders have installed barriers/partitions for additional risk mitigation in certain circumstances.
- Building/facility leaders and custodial staff have moved needed furniture items from one building to another, when necessary.
- Desks will be spaced at 3-6 feet when/where possible based on building capacity and student's physical, medical and behavioral needs.
- Staff, contractors, and visitors will maintain a minimum of three-foot distancing and six-foot distancing where possible from students and other adults when/where possible based on building capacity and student's physical, medical and behavioral needs.
- In locations with panic bar exits, the entrance shall remain locked during operating hours. At all locations:
 - All outside visitors will be required to make a scheduled appointment to visit

the program/building and will be subject to screening, sanitizing, facial masks etc. for staff and student safety.

- Notification of this procedure and need for appointment will be sent to families and will be posted at the designated entrance doors.
- Guests will be screened based on the recommendations of the Washtenaw County Health Department and our Washtenaw County ISD Preparedness and Response Plan. All outside visitors will be subject to screening, sanitizing, facial masks based on Community Level protocols, a minimum of three-foot social distancing with six-foot distancing where possible, etc. for staff and student safety.
- Supervisors of home-based services will plan for transitioning of in-person services when appropriate, based upon the child and family's needs. In-person services will take place in community-settings and in outdoor settings, where a minimum of three- to six-feet social distancing can be maintained. Families will fill out screener information prior to receiving in-home services based on Community Level protocols.
- "Specials" (like art, music, and library) being brought to the classrooms instead of having students move to different locations within their building and program should do their best to maintain three to six-feet spacing between students.
- Program supervisors and school staff will collaborate with transportation, families, food service, facilities, technology and community partners etc. to maintain safety protocols in all environments (early childhood, preK-12 programming, young adults).
- School staff and students will do their best to maintain a minimum of three- to six-feet of distance in hallways and common areas when/where possible based on building capacity and student's physical, medical and behavioral needs. Non-school staff/students will be directed to the main office at larger building locations or to the teacher at single-classroom locations for any school-related business or need.
- School staff will monitor arrival and dismissal when/where possible based on building capacity and student's physical, medical and behavioral needs.
- Physical education will be held outside when/where possible based on available space/resources, appropriate level of staffing and student's physical, medical and behavioral needs.
- Staff are able to hold meetings virtually when appropriate. Efforts should be toward using technology tools such as video conference, email and phone when appropriate. Meeting rooms, and common spaces, including the Events Services Center, are open to internal and external use by reservation through Event Services.
- Break areas and staff lounges should be set up to allow for physical distancing of three to six feet. Proper hand/body hygiene should be used when in a break area or lounge, including when accessing shared coffee, refrigerator, etc.
- In copy rooms and other common areas, staff should continue to remain masked and practice physical distancing.
- Facilities/communications worked with program supervisors and classroom staff to post these visual markers/indicators. Hallways, cafeteria, entry, and sidewalks (common spaces) will be marked in six-foot increments and travel patterns.
- Facilities/communications worked with program supervisors and classroom staff to determine the feasibility of separate entrance/exits and post these visual markers/indicators where this is safe and appropriate for program security

Protocols: Cleaning

- District Level Administrators and Building Operations met to review all guidance related to cleaning and disinfecting of buildings and to review the Safety Protocols and Surfaces sections of the State of Michigan Guidelines for Operating Schools Safely, the Center for Disease Control guidelines for cleaning and disinfection, and the MIOSHA Emergency Rules to align protocols and procedures with the requirements and recommendations.
- Each building custodial individual or team and administrator toured their building and identified areas that might need additional cleaning procedures throughout the building. A scope of work for custodial staff has been developed based on these reviews.
- Staff and students will practice good hand hygiene and wash their hands as they enter the classroom when they enter each facility. All frequently touched surfaces will be cleaned by staff regularly.
- Use of shared objects (e.g., gym or physical education equipment, art supplies, toys, games) should be cleaned and disinfected between each use and at the end of the day, following the instructions for the use of the products.
- Technology devices (i.e. student computers/keyboards/touch screens/touch stylus) shall be disinfected after each use. Technology device covers will be provided for shared units and those will be disinfected between each use. Alcohol wipes will be provided for this cleaning process.
- The use of the pool at High Point will be limited to ensure proper physical distancing. A plan of use shall be documented and approved by the High Point Supervisor.
- When groups of students are in attendance, they will be assigned a table/desk/workstation to reduce cross contamination.
- Provide List N disinfectant wipes to classroom staff to wipe down desks, tables, keyboards, manipulatives, or other shared supplies. If List N wipes are not available, provide a List N disinfectant spray to classroom staff and train on proper disinfecting procedures, chemical storage, etc. as mentioned below. Provide sanitizing wipes also if List N wipes are not available.
- Training for operations staff on cleaning materials and protocols has been provided and will be repeated prior to any on-site instruction. This training includes the use of PPE when cleaning, protocols for the classroom and storage of cleaning materials.
- A training on cleaning materials and protocols will be provided to the classroom staff at a meeting prior to school resuming in-person. This training will show the use of PPE when cleaning, protocols for the classroom and storage of cleaning materials.

Protocols: Athletics, Physical Education & OT/PT

- *Note: District and students do not participate in Michigan High School Athletic Association (MHSAA) and the National Federation of State High School Associations (NFHS).*
- All OT/PT equipment must be disinfected before and after each use.
- Activities should allow for physical distancing.

Protocols: Food Service, Gatherings & Extracurricular Activities

- WISD programs will eat meals in areas where a minimum of three feet to six feet of social distancing is possible.
- Outdoor areas could be used for students to eat meals at school where a minimum of three feet to six feet of social distancing is possible.
- Staff assisting with feeding are required to wear gloves and facial coverings.
- Serving and cafeteria staff should use barrier protection including gloves, and surgical masks.
- When leaving a self-contained area, students, teachers and staff will use hand sanitizer, and hand washing as possible. They will repeat the process upon return to the self-contained area. Staff and students will utilize the protocol for student handwashing or hand sanitizing as detailed in the Hygiene section.
- Community-based instructional experiences will be evaluated for each student by each program and supervisor for necessity and safety. This will include consideration of, at a minimum, the overall health of the student, the student's IEP goals and objectives, the ability of the student to wear a mask and follow other protocols, and the student's vaccination status (if known). If leaving a school building, use of PPE (if required due to not being able to maintain a minimum of three feet to six feet physical distancing), hygiene and physical distancing protocols will be enforced.
- WISD will require the use of PPE, handwashing and physical distancing with any extracurricular activities.
- Programs need to review eating areas and protocols and ensure they align with planned operations both cleaning and movement plans.

Protocols: Screening & Testing of Students, Staff & Guests

Staff accessing any WISD facility shall follow the district's screening protocol based on recommendations of the Washtenaw County Health Department. When in High Community Level, see Appendix A.

Schools should designate a staff person, preferably a school nurse to be responsible for responding to all COVID-19 concerns. In the event that the nurse is not immediately available, inquiring individuals can consult with the program supervisor or program case manager who will then consult with the school nurse.

Children and staff who become ill with symptoms of COVID-19 will be placed in an identified quarantine area where social distancing can be maintained in an isolated area. Surgical masks will be placed on all ill individuals, except for children who are under 2 years old and children/staff with special needs or with specified medical conditions where a mask cannot be worn. From the time of identification of potential infection, each individual will be placed in the identified quarantined space until they are picked up. Identified quarantine response team member(s) will wear proper PPE equipment (surgical or KN95 mask, face shield, gloves, gown) when caring for the ill individuals.

A designated person (office staff/designee) will contact parent/guardian/emergency contact of the ill individual immediately with clear and concise directions on where and how to pick up the ill individual; with instructions on where to report for testing. Daily contact with the ill individual's point of contact will be made after removal until medical clearance documentation is provided indicating the individual can return.

During the time of quarantine, in high risk environments, the student/staff (on behalf of the student) will be asked to self-identify the location and individuals they came into contact with in the school setting for the past 48 hours to the best of their recollection. Priority will be placed on those

individuals that they were in contact with for an accumulated 15 minutes or more less than six (6) ft of proximity to the ill individual.

In high risk environments, if a student/staff member has been laboratory positive or clinically diagnosed with COVID-19, a designated person will immediately notify via note/text/email and phone call the legal point of contact and other staff in the classroom/workspace of potential exposure following WCHD guidelines. Notify transportation to suspend pick up of students until cleared to return. Staff or students should continue to self-isolate until they have been medically released.

- *At this time, diagnostic (vs screening) testing of all students or staff members in the class is not recommended.* Only those that develop symptoms require testing for COVID-19. CDC and WCHD guidelines should be consulted and followed.

The health department will be contacted after parents have been notified for a confirmed case of COVID-19.

- All school staff and contractors will be required to conduct a health safety self-assessment prior to entering the workplace. This form will include a self-assessment of symptoms as identified by the Washtenaw County Health Department and questions regarding suspected or confirmed exposure to people with possible COVID-19. At a High community level, all staff, families, and visitors of WISD's early childhood programs must complete an online health screener.
- At a Medium community level, WISD staff and students should self-monitor their health on their own. (Exceptions may apply for home visits.)
- At a Low community level, all students, staff, families, and visitors should self-monitor their health on their own.

The legal point of contact for students will be notified of the recommendation to check and monitor children's temperature and COVID-19 symptoms on a daily basis.

Staff who are unable to work due to displaying COVID-19 symptoms will be required to report this to the school through the screener when in high level or to their supervisor in low/medium level, and the absences reported. Staff will also report to their direct Supervisor and Human Resources. Human Resources will work with staff to understand the possibility of remote work or the types of leave that may be applicable based on the facts, law, policy, and CBAs. Please follow WISD Remote Work Policy for guidance.

If a staff member has had close contact with anyone who tested positive for COVID-19 (includes being closer than 6 feet for 15 cumulative minutes or more, or positive household members), they should complete the health screening tool and immediately contact the Human Resources & Legal Department so your necessity to quarantine can be determined.

If the Teaching and Learning Center or other WISD facilities are open to visitors, visitors will still be directed to complete the screening tool prior to entry. Visitors will also be directed to sign in on a visitor log upon entering the building or upon entering the room in which their meeting is being held. The log will include a statement certifying that they have completed the screening tool. Visitors who refuse to sign the log sheet will be asked to leave.

This plan will be reviewed periodically with the District Pandemic Response Team.

Protocols: Responding to Positive Tests

If an employee, contractor, visitor or student has a confirmed positive case of COVID-19:

1. The Superintendents, Executive Director of Human Resources & Legal Services, and Health Resource Advocate (HRA) shall be notified when a WISD employee, contractor, visitor or student is identified as having a confirmed case of COVID-19.
2. Upon notification, the HR & Legal Department and or HRA will follow the recommendations of the Washtenaw County Health Department.

Staff, Contractors and Visitors

1. Before entering a WISD building/program, every employee, contractor, and visitor will be subject to a screening protocol. The protocol includes a questionnaire covering whether the employee has symptoms as specified by CDC guidance, whether the employee has been in close contact with individuals who have tested positive for COVID 19, and whether the employee has been in close contact with individuals who have symptoms of COVID-19.
2. If an employee, contractor, or visitor is exhibiting COVID-19 symptoms prior to coming to building/program, he/she will be directed to do the following:
 - a. Stay home/self-quarantine;
 - b. If an employee, contact the Program Supervisor and HR. (If contractor/visitor, notify the WISD point of contact);
 - c. Contact healthcare provider and follow the recommendations; and
 - d. Contact the Program Supervisor and HR to report the outcome of the healthcare provider recommendation, discuss leave options, whether telework is appropriate (on a case-by-case basis) and plan for safe return to onsite work.
3. In the event a healthcare provider recommends and or conducts a COVID-19 test due to the employee presenting with symptoms, the employee will be directed to:
 - a. Stay home/self-quarantine pending test results
 - b. Contact his/her Program Supervisor and HR to notify them of the recommendation and possibility of a positive test. (If a contractor/visitor, notify the WISD point of contact). A determination shall be made on a case-by-case basis if telework is appropriate, discuss leave options, and plan for a safe return to onsite work.
 - c. The employee, contractor, or visitor may be asked to produce a written list of WISD employees, students and parents that they came into close contact with from two (2) days before the test was conducted. (Notification to 'close contacts' will only occur if there is a confirmed case in a high risk environment).
4. In the event of a positive COVID-19 test, the employee will be asked to:
 - a. Contact his/her Program Supervisor and HR to notify them of the positive test result. (If contractor/visitor, notify WISD point of contact);
 - b. Follow the most current protocols as recommended by the Washtenaw County Health Department;

Students:

1. Before entering a WISD building/program, a legal point of contact of a student (or student, if 18 and older) will be encouraged to complete a screening protocol that follows the recommendations of the Washtenaw County Health Department.
2. If a student is exhibiting COVID-19 symptoms prior to coming to school, the parent/guardian/caretaker of the student (or student, if 18 and older) will be asked to:
 - a. Contact a healthcare provider and follow his/her recommendations; and
 - b. Contact the Program Supervisor to report the outcome of the healthcare

provider's recommendation and develop a plan for a safe return to school/programming.

3. In the event a healthcare provider recommends and or conducts a COVID-19 test due to the child presenting with symptoms of COVID-19, the legal point of contact (or student, if 18 and older) will be directed to:

- a. Keep the student at home pending the test results;
- b. Contact the Program Supervisor to notify him/her of the healthcare provider recommendation and possibility of a positive test; and
- c. Produce a list of WISD employees, students and parents that they have come into contact with over the two days prior to the test being conducted.

4. In the event of a positive COVID-19 test for a student, the legal point of contact of the child (of student, if 18 and older) will be directed to:

- a. Keep the student at home/self-quarantine or follow the most current protocols as recommended by the Washtenaw County Health Department;
- b. Contact the Program Supervisor to notify him/her of the positive test result; and
- c. Follow the recommendations of the Washtenaw County Health Department.

Upon notification of a positive COVID-19 test, the HR & Legal Department and or HRA will notify the WCHD of the confirmed case of COVID-19.

Staff will be provided annual training via Safeschools modules. Employees with a confirmed case of COVID-19 will be asked to:

- a. Stay home/self-quarantine for a minimum of 10 days or follow the most current protocols as recommended by the Washtenaw County Health Department;
- b. Contact his/her supervisor and HR to notify them of the positive test result.
(If contractor/visitor, contact WISD point of contact).
- c. Maintain communications with Supervisor and HR regarding symptoms and develop a plan for safe return to the workplace. Upon receipt of appropriate medical documentation, the HR & Legal Department will clear the employee to return to the workplace after they are no longer infectious.

Operations Staff:

Training for operations staff on cleaning materials and protocols has been provided and will be repeated periodically. This training includes cleaning when a positive case is reported and the use of Personal Protective Equipment (PPE) when cleaning, protocols for the techniques and proper uses of chemicals, and storage of cleaning materials.

Protocols: Busing & Student Transportation

- Students and or staff assisting the student in riding public transportation will be provided hand sanitizer and will be instructed in the use of PPE for safety.
- Students must follow local district protocols and local and federal transportation rules when riding the school bus or district-provided transportation to school.
- Students riding public transportation with staff for instructional services and supports will be required to follow the protocols established by the transportation provider. Students and staff will also be supplied with disposable masks and hand sanitizer, and will follow the protocols in this document as if they were in any other instructional space.

- The Program Supervisor will make a determination based on recommendations from program staff or school nurse if a student is unable to safely board a district vehicle due to illness. The Program Supervisor or designated program staff person will contact the legal point of contact to determine a plan for getting the student home safely.
- If a driver becomes sick during the day, the employing district's protocol will be followed.
- Follow-ups with the local districts will take place to verify implementation if there are reports of issues/concerns.

Protocols: Medically Vulnerable Students & Staff

- Knowledgeable staff (e.g., nurse, special education teachers, 504 coordinator) will systematically review and update each student's IHP (Individual Health Care Plan)/IFSP/IEP including birth to 26 as needed to identify those that require additional accommodations related to COVID-19 adhering to CDC guidelines.
- Staff who self-identify as being of an increased risk for severe illness due to COVID-19 as defined by the CDC will request accommodations for work requirements, if practicable, or leave options through HR.
- Students or families who self-identify as being of increased risk for severe illness as defined by the CDC due to COVID-19 shall complete a homebound hospitalization application that can be found on the compliance monitoring page of the WISD website. The District has developed Continuity of Learning Plans (CLP) that align with the student's IEP that will be reviewed regularly by each student's IEP team while student is on homebound or hospitalization status.
- WISD will provide N95 masks, disposable gowns, and face shields for staff who are performing medical care that include aerosol-generating procedures.

Protocols: Employee Travel

Domestic Travel - CDC Guidance

Staff are expected to follow the guidance issued by the CDC for domestic travel (<https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html>).

International Travel - Work-related international travel is not permitted at this time. If you feel you have an exception, please contact your supervisor well in advance of any expected travel of this nature.

Remote Student Instruction and Support Services

During remote student instruction, Washtenaw Intermediate School District (WISD) will primarily utilize a digital media delivery system (Google Classroom, MS TEAMS or Zoom). All students and instructional staff will have district assigned devices distributed to them. The following steps have been or will be taken to address internet access issues:

- WISD has and will survey families as to their ability to access the virtual instruction.
- WISD has and will provide hotspots to households without reliable internet connectivity.

To monitor student needs, we will reach out to families via email, online platforms, or phone calls to ascertain their ability to access instruction at this time. For those students who are unable to access the materials digitally, we will create other methods of access to instruction including distribution of hard

copies of materials or downloading videos, digital content on a weekly basis. We recognize a student's ability to access materials may change throughout the different phases. We will continue to monitor need through feedback processes in our instructional plan. All materials necessary to engage with the instruction will be included in the weekly digital and hard copy distribution or available on student devices without access to the internet. If a family does not have access to basic learning supplies (paper, pencil, crayons), the district will provide them. Families will be provided with "Technology Support" resources for navigating utilized platforms, accessing and working with instructional materials, and for eliciting further support if necessary. These resources will be provided in multiple formats (online, paper copy, etc.). Submission of work will occur through these same means.

Instructional experiences will employ Universal Design for Learning principles to attend to various learner needs. Emphasis will be placed on offering students' opportunities for choice in activity, topic, and/or ways to show their learning to maximize opportunities for students to engage in ways that are most appropriate, interesting, and authentic for them. Families will be supported in supporting their children through multiple ways, including:

- Sample schedules and resources for talking to students & families about how they may organize instructional time.
- Help resources for navigating utilized platforms and accessing and working with instructional materials provided in multiple formats.
- Supplemental ideas, recommendations, and resources for supporting social, emotional, physical and academic needs.
- Regular, consistent routines for distributing information and providing feedback via multiple platforms.
- Clear channels for eliciting support and providing feedback.

Throughout this process we will actively monitor who is accessing instructional materials via electronic logs, submissions, and staff check-ins. For students who are not accessing instructional materials, we will make every effort to make contact to address as best we can.

In addition to this application, the district has created a Continuity of Learning Instructional Plan (for our stakeholders) that includes additional details for many of the questions asked in this application. Click the link below to view the Continuity of Learning Instructional Plan.

Relevant staff such as the classroom teacher, program administrator, or social worker will reach out to all students (families) who are not participating to check in on their social emotional well-being to see if there is anything that the teacher, administrator or District can do to help them participate.

The Washtenaw Intermediate School District will:

- Ensure that remote learning plans, revised based on feedback and input from school leaders, educators, families, and students, are distributed to all involved stakeholders in their home language. We will create opportunities for ongoing feedback.
- Activate remote learning programs at scale to deliver standards-aligned curricula and high quality instructional materials. Integrate synchronous and asynchronous learning and best practices that promote student engagement, consistency, and differentiation. Consult MDE for high-quality digital resources.
- Support schools to assess every student in grades PreK-12 during the first few weeks of school, using a screener, diagnostic, or formative assessments that can be given online or conducted virtually, to understand where students are academically and inform instructional decisions for teachers, students, and families.
- Review students' IEPs, IFSPs, and 504 plans in coordination with general and special education teachers to reflect the child's needs based on assessment data and parent feedback, and design accommodations and match services accordingly.
 - Commence online intervention and support services. Plans will include all programs and learning environments for students 0 to 26.

- Establish structures for special education teachers and ancillary staff to collaborate on delivery methods for assessments and instruction as outlined in IEPs. Consider students' needs around accessibility and provide assistive technologies, where possible.
- Conduct checkpoints with program leaders around curriculum and instruction and ongoing monitoring of student progress, specifically targeting the progress of students in need of additional support.
- Special Education Director/Compliance Monitor will remain connected with the Michigan Department of Education – Office of Special Education (MDE- OSE) about policies and guidance.
- Develop a continuation of services plan for students needing occupational, physical, and/or speech and language therapy, including evaluations by school psychologists and social workers.
- Activate plans to monitor and assess the following:
 - Ensure that all students and families have adequate connectivity and the devices necessary to successfully engage in and complete schoolwork.
 - Develop systems to monitor and track students' online attendance on a daily basis.
 - Teachers will assess the quality of student work and provide feedback to students and families.
- Implement any additional communication systems needed to reach every family and student in their home language through multiple modes (e.g., text, call, email, home visit) to share: Expectations around the duration of the closure and reopening; Decisions about student proficiencies, modes of assessment and feedback, daily instructional time, and estimated workload. This should be done in collaboration with staff; supports and resources for families to use at home, such as student-specific activities and strategies for teaching and helping their child; and training on accessing and using the school's digital systems and tools, and technology for families to build digital literacy.
- Continue to provide professional learning and training through virtual modes for educators to: offer restorative supports for teachers and learning around equity and implicit bias, social emotional learning, and culturally responsive education; share knowledge, continuously learn, and exchange ideas, successes and failures around remote learning; share information and data about students' assessment results, progress, and completed assignments; learn how to use the school's digital systems and tools appropriately and sustainably; and build capacity around high-quality remote learning.
- Utilize structures, such as professional learning communities or building staff meetings, for educators to collaborate on prototypes for a week's worth of instruction to establish consistency and an appropriate workload.

The Following Areas Apply to Both In-Person and Remote Instruction

Mental & Social Emotional Wellness

Mental health support has been continuous during the current pandemic and school buildings/programs closure. Students and families have been contacted via text, email and phone and offered resources, including basic needs, as needed. All students in our district buildings or programs have individualized education plans and have teams who are constantly reviewing the need for additional support services. The district established and maintains a hotline to share with all students and families to serve as a single point of contact to reach out for mental health or other urgent needs. Referrals and other student related concerns will be discussed with the internal mental health team, including administrators, psychologists & social workers, at weekly online meetings to assure that mental health needs of students are being sufficiently addressed. Crisis support resources have been provided to students, families and WISD staff for after-hours mental health emergencies.

All educators were offered the opportunity to take the online class, Trauma-Informed Resilient Schools, by Starr Commonwealth. Trauma-Informed Resilient Schools taught school professionals how to create trauma informed schools and classrooms. The training focuses on resilience, exploring the core values and beliefs of educators and places an emphasis on understanding how trauma impacts a student's school experience. Additionally, the Educator's Guide to Supporting the Social and Emotional Needs of Learners, published by MDE & DHHS, will be shared with staff and relevant sections will be shared with parents as appropriate. Given the significant impact of this pandemic on our families of color, particular support, attention, and close monitoring will be established to address their disproportionate grief and loss experiences.

For staff, wellness surveys and committees were established to provide a variety of opportunities for self care starting in the spring of 2020 (i.e. mindfulness & meditation, Zumba, brown bag series for working parents). The district continued to provide additional supports for the 2020-21 school year. Finally, the district has a close working relationship with Washtenaw County Community Mental Health to support staff, students and families through their 24 hour CARES hotline, Mental Health Millage activities, and training on mental health screeners. WISD has 16 attendees from the district and the local districts who are training on the national model of Youth Mental Health First Aid. This will allow the district to train school staff on how to identify the most common signs and symptoms of emerging mental health needs and communicate a referral process to seek help and assistance for the youth and family.

Operations

Procurement of Cleaning and Disinfection Supplies and PPE

Washtenaw Intermediate School District has developed a detailed custodial procedures manual, identifying specific cleaning and disinfection supplies materials including chemicals from the EPA List N. WISD will work in collaboration with a variety of established vendors and consortia to ensure that a reliable supply chain is in place. WISD has altered past practice of "just in time" inventory to maintain an in-stock supply of 5 weeks of product to avoid depletion. The Operations department has been in contact with our custodial supplies vendor to stress the importance of having access to cleaning and disinfection supplies.

In addition to coordinating with Washtenaw County Emergency Management Programs, WISD has registered with three procurement consortia (Michigan Association of Counties, Co Pro Plus; REMC; and MiDeal) for procurement of cleaning and disinfection supplies. Washtenaw County has

put forms on their COVID-19 pages (under Info for Providers) for the purpose of requesting PPE if the district is unable to procure it from other sources.

WISD procured disposable ASTM Level 1 face coverings in multiple sizes for any student that might need one, including some with a transparent front for locations where there are students/staff that are deaf or hard of hearing. An inventory of at least 5 weeks will be on hand while in-person instruction is occurring.

WISD procured Level 1 masks and face shields for all cleaning staff; they are expected to wear them consistently and properly (nose and mouth/chin completely covered). WISD will ensure an adequate inventory of Level 1 masks is maintained to protect the health and safety of cleaning staff.

Custodial Procedures

The WISD's detailed custodial procedures guide was created with reliance and in compliance with the CDC's website for "Cleaning, Disinfection, and Hand Hygiene in Schools – a Toolkit for School Administrators" and linked pages. All frequently touched surfaces have been defined in the custodial procedures manual; wherever possible, WISD added wipeable covers to electronics; playground equipment will be cleaned. In the event a case is identified and confirmed in any WISD facility, the area(s) affected will be closed for as long as reasonably possible (at least several hours) before a staff member is assigned to clean and disinfect; windows and doors to the area(s) affected will be opened, if doing so does not pose a different health or safety risk; ventilating fans will be placed in the area(s); staff will ensure the air purifying device is operating, and the areas will not be used until after they are cleaned and disinfected following WISD custodial procedures protocols as outlined in the custodial procedures manual. Facial tissue will be made readily available for all staff, hand soap, disposable hand towels, and hand sanitizer dispensers/stock will be monitored and replenished throughout the school day.

Operations staff from the district and the building level toured facilities with program supervisors to identify core assets and high touch surfaces. Frequently touched surfaces will be cleaned and disinfected several times a day.

WISD's Facilities Assistant position is assigned the duty to check and monitor the CDC and OSHA websites for updates related to custodial and infection control practices on a daily basis. The district's Operations Director will review and monitor the CDC and OSHA websites, at minimum, on a weekly basis. The WISD's custodial procedures manual will be considered a 'living document' and be updated and revised on an ongoing basis as needed and new information is presented.

The WISD's Facilities Assistant position provided a presentation on the critical nature of safety and proper cleaning and disinfecting methods during the CoVID-19 response. Additionally, the WISD's Facilities Assistant will be expected to provide, at minimum, monthly training sessions to all staff who perform custodial and maintenance type work. These training sessions will consistently include some references to safety and proper cleaning and disinfecting methods in tandem with any other topic relevant for that session. Where applicable, the WISD's Facilities Assistant will collaborate with contracted cleaning vendors to ensure the custodial operations meet or exceed the safety protocols and procedures as outlined for the WISD custodial staff performing the same types of services and work.

The professional development series will focus on advanced topics as reasonable – with an emphasis on safety and the proper utilization of cleaning chemicals, PPE and other related topics to protect public health. Please see the Cleaning section earlier in this document for the district's guidance and training related to custodial and facilities staff.

WISD has continued custodial operations, as essential work, throughout and since the Unanticipated School Closure. Restorative and deep cleaning will continue as established in normal operations and be performed in tandem with ongoing cleaning and disinfecting of all occupied areas and especially of all high touch surfaces.

Facilities Inventory and Maintenance

The WISD facilities inventory database will be updated to include specifics on total number of classrooms at each site; the size of each classroom; additional spaces that are available at each site; and what types of ventilation is available in each room (i.e. HVAC; windows that open, circulating fans).

WISD maintains and will continue a robust preventative maintenance program for HVAC in owned facilities (specifically changing out all HVAC filters on a quarterly basis), and will work with all Landlords to ensure HVAC systems are running efficiently and effectively. Facial tissue will be made readily available for all staff, hand soap, disposable hand towels, and hand sanitizer dispensers/stock will be monitored and replenished throughout the school day. The WISD Communications department worked in tandem with the Operations department to post signage relative to COVID-19 information and safety, encouraging frequent handwashing, cough etiquette, and nose blowing. Additionally, specific waste receptacles were identified and placed to collect used, disposable, PPE. Custodial staff will be required to follow guidance from the CDC about the use of facial coverings, PPE, and special respirators when performing cleaning duties. Inventory of PPE will be monitored daily and maintained to a 5-week supply level to avoid depletion.

WISD Operations collaborated with landlords and property managers, wherever feasible, to increase air exchange rates and improve the filtration quality, increasing MERV rating on air filters in the HVAC units to the highest extent the equipment could handle (Dexter YA, Progress Park, TLC, High Point East, Washtenaw News) and rate of air exchange. Commercial quality air purification units were procured and provided to instructional sites including High Point, Progress Park, Red Oak, and YA out-centers in an effort to improve the indoor air quality, especially at sites where WISD does not have sole control of the HVAC systems.

Budget, Food Service, Enrollment & Staffing

Washtenaw ISD did not receive any CARES Act (ESSER) (but did receive approximately \$50,000 of the Governor's Emergency Educational Relief funding) that local school districts and public school academies (PSAs) received. Funding for any additional staffing needs or personal protective equipment (PPE) has come from our operational funding.

The organization that provides our substitute teachers and teaching assistants is in contact with Washtenaw ISD about our needs for these positions. They are also in contact with the substitutes to determine their commitment to returning to their positions upon returning to school in-person. They will be providing us up-to-date information regarding the availability of substitutes on an ongoing basis. We have also added five premier substitute positions at Washtenaw ISD for full-time substitutes.

- [Link to Food Service](#) in Safety section

Technology

- The CIO with the support of Communications will send a survey to staff and parents via School Messenger with an option to respond electronically or receive a contact to complete as needed.
- The program /department supervisor will work with CIO and Supervisor, Technology and Data Services as the point of contact in each school to plan and communicate with technology teams
- As part of the technology plan, the Instructional AUP and Mobile Device AUP, device deployment requests will be processed through script and device tracking through asset management system, MDM solutions.
- The district will continue Google Classroom, Microsoft Teams, Zoom, and Google Meet training sessions for staff
- Desktop Team Lead and Supervisor, Technology & Data Services will act as support lead to programs, with the Desktop and other technology teams providing further support.
- The CIO, Supervisor, and Project Manager, Technology & Data Services will act as process leaders along with the Website Admin and Communications to publish information on intranet/internet.
- The district established a Parent/Guardian Technical Assistance Helpdesk Line: 734-994-8857 for district systems support and district issued device support.

Device deployment: Policies and procedures have been developed/tested. Use of limited sites for drop off/pick up of devices to accommodate parents and staff spread across Washtenaw County and outlying areas, as well as easing the device management of IT staff. The district will continue the procedure of using Script to collect device requirements for staff and students, as well as tracking assets in the inventory system.

- Devices are sanitized and safely bagged when collected or deployed by the Desktop Team, Technology & Data Services
- Devices are sanitized prior to repair/replacement and prior to deployment by the Desktop Team, Technology & Data Services
- Quantity of accessories and supplies are routinely reviewed and restocked as needed by the Desktop Team & Secretary, Technology & Data Services
- The district currently operates on a 5-year device replacement cycle with annual replacements following the 5th year. Malware prevention and removal processes function on an ongoing/routine basis.
- Device maintenance and repair on an as-needed basis, trouble should be reported directly by staff or parent via Help Desk lines: Staff - 734-994-8100 x 1286, Parents - 734-994-8857. Desktop Team, IT Security Team, Secretary, Technology & Data Services will monitor these lines and respond to inquiries.
- The technology department uses Incident IQ for asset tracking.
- For onsite triage, desktop staff are scheduled for regular shifts, appointment-based device deployment, return, and exchanges.
- Equipment deployment/exchanges not able to be deployed using remote tools will be conducted in designated safe locations with safety protocols in place for technical staff and parents/staff/students including regular sanitizing, PPE and social distancing.
- Testing and evaluation of all network access points are reviewed/tested/monitored on an ongoing basis by the Infrastructure Team
- The MDM and google chrome management, SCCM, hotspot online portal provide device usage management.
- Students are provided access and device support as identified by the Program/Department supervisor. The information posted on the Parent page of the Website and Parent/Guardians can contact the Technical Assistance Help Desk Line: 734-994-8857 for assistance with basic device training as-needed, Zoom and Google Meet support.
- Should access be needed, a device is provided and maintained by the district and the

online learning platform is hosted by the district and/or maintained by a cloud server to ensure students can submit assignments.

- Training sessions on Zoom, Google Meet, PowerSchool, etc., have been held for staff and recorded/available online for easy access of all staff. Acceptable use policies are in place and enforced on an ongoing basis and reviewed annually. Distance Learning and Intervention Agreement developed in response to COVID-19 and remote learning requirements have been integrated into the Registration process.

APPENDIX A: Building Access Protocol

To gain access to a WISD facility during the COVID-19 pandemic, please complete the following steps:

- 1.) Practice health and safety measures.
 - a.) Perform a self-check for symptoms and health daily.
 - b.) Wear a mask or face shield when you are in common areas, such as hallways, restrooms, and the copy room.
 - c.) Masks are not required if you are at your desk and more than 6 feet apart from someone else.
 - d.) Maintain physical distancing (6 feet apart).
 - e.) Wash your hands frequently.

APPENDIX B: Request for Reasonable Accommodation

I. INSTRUCTIONS: Complete before providing this form to Human Resources.

Date: _____

Name: _____
 First Middle (optional) Last

Position: _____

Department: _____

Supervisor: _____

II. DISABILITY

Medical Condition(s):

III. REQUESTED ACCOMMODATION:

1. I attest that I have requested and reviewed my position description.

Yes No

2. Please provide the reason(s) why you are requesting an accommodation. Include a description of the essential functions of your job that you currently are unable to perform and explain how the requested accommodation(s) will enable you to perform those essential functions of your job.

3. If you are requesting an adjusted/reduced schedule, please specify the requested schedule (days and hours):

4. How long will the requested accommodation(s) be needed?

5. Please attach to this form any documentation that you believe supports your need for the requested reasonable accommodation. Please also provide any other information that you believe is relevant to your request.

IV. PHYSICIAN CONTACT INFORMATION (Please provide name, address, telephone and fax numbers.)

I certify that the information contained on this form and submitted with this form is true and correct.

Signature: _____

Date: _____