



Health and Safety Plan 2021-2022

This plan will describe a Safe Return to In-Person Instruction and Continuity of Education Plan referred to collectively as a Health and Safety Plan.

This plan will be revised whenever there are significant changes to the recommendations from the Center for Disease Control (CDC), the Pennsylvania Health Department or the Allegheny County Health Department for schools.

Health and Safety Plan Summary: The Watson Institute

Initial Effective Date: August 5, 2020

Date of Last Review: August 11, 2021

Date of Last Revision: August 9, 2021

1. How will Watson's programs, to the greatest extent practicable, support prevention and mitigation policies in line with the most up-to-date guidance from the CDC for the reopening and operation of school facilities in order to continuously and safely open and operate schools for in-person learning?

For the 2021-2022 school year, the Watson Institute will plan to offer full-time, in-person learning for all students in all schools. The Watson Institute ("Watson") will use the most updated guidance from the CDC for the opening and operation of school facilities. Watson will build upon what it learned in 2020-2021. In the 2020-2021 school year, a COVID Pandemic Committee was implemented. Program Directors from each school and program served on the Committee along with members of administration and executive leadership. They were responsible for the development of policies following the CDC guidelines. The Program Directors of each school and program were responsible for facilitating the process and monitoring implementation of the Health and Safety Plan in their school or program. The COVID Committee continued monitoring of local health

data to assess implications for operations and potential adjustments to the Health and Safety Plan throughout the school year.

To ensure a comprehensive Health and Safety Plan that reflects the considerations and needs of the Watson Institute, the COVID Committee will be maintained for the 2021-2022 school year. Inclusion of a diverse group of stakeholders is critical to the success of planning and implementation based on up-to-date guidance from national, state, and local sources. Each individual played a role in the development of this Health and Safety Plan and will play a role, as appropriate, this year in decision making regarding response efforts to updated guidance and in the event of a confirmed positive case or exposure among staff and students.

Individual(s)	Stakeholder Group Represented
Marilyn Hoyson	COO, Co-Coordinator
Melissa Painter	Chief Human Resources Officer, Co-Coordinator
Barry W. Bohn	CEO
Michele Trettel	Exec. Director of Education Centers
Jamie Desrochers	Program Director, Ed. Center Sewickley
Nancy Draftina	Coordinator, LEAP Preschool
Marcia Laus	Program Director, WISCA
Alexandra Wilkes	Program Director Friendship Academy and Psychological Services
Samantha Generalovich	Education Director Friendship Academy
Ryan Young	Director of Information Services
Robert Sutkowski	Director of Facilities
Susan Rosko	Lead School Nurse
Sarah Gleisberg	HR Manager
Kara D. Mostowy	Chief Development Officer
Lisa Falk	Development and Marketing Coordinator

2. How will Watson ensure continuity of services, including but not limited to services to address the students' academic needs, and students' and staff members' social, emotional, mental health, and other needs, which may include student health and food services?

To prepare for the safe return of our students and staff in the Fall of 2021, Watson will utilize elements of the 2020-2021 Health & Safety Plan, that prepared us to safely receive students for the 2020-2021 school year. Specifically, to ensure continuity of services, including but not limited to services to address the students' academic needs, and students' and staff members' social, emotional, mental health, and other needs, which may include student health, Watson will take the following actions:

Academic:

- Revise and refine the delivery of curriculum to support teaching and learning across multiple environments, if that again becomes necessary.
- Provide professional development to support staff in teaching and learning across multiple environments.
- Provide technology tools and supports for teachers, students, and families to support online teaching and learning outcomes, as needed.

Physical and Structure:

- Implement procedures for cleaning, sanitizing and disinfecting learning spaces, including equipment, door handles, sink handles, drinking fountains (if these do not remain closed), etc.
- Implement procedures for the use of cafeterias or lunch rooms, as well as for serving meals in classrooms, if needed.
- Offer the necessary PPE supplies to support the physical health and safety needs of students, staff, and visitors.

Human Resources:

- Implement workplace guidelines to ensure the safety and wellbeing of employees.
- Implement training tools to address safety protocols.
- Provide resources to support the personal needs of employees.

Social. Emotional. Behavior. and Physical Health:

- Utilize a system of social, emotional, behavioral, and physical health supports to allow for students to successfully re-engage in the learning process and actively participate in their education throughout the course of the school year after a crisis.
- Utilize a system of social, emotional, behavioral, and physical health supports to mitigate barriers which impact effective work performance and which support employees to successfully work throughout the course of the school year.

3. Watson will maintain the health and safety of students, educators, and other staff to the extent to which it has adopted policies, and a description of any such policy on each of the following safety recommendations established by the CDC.

Correct wearing of Masks

Watson will continue to follow the current guidelines from the CDC, the Pennsylvania Department of Health and the Allegheny County Health Department.

The Watson Institute will require that masks be worn in its buildings whether vaccinated or not. Our students up to age 12 are not able to be vaccinated. Vaccinated staff do not have to wear masks in their offices if students / adults are not present in the office.

In accordance with CDC travel guidance, vaccinated and unvaccinated individuals will be required to wear a mask on public transportation, which includes school buses and Watson's vans.

In accordance with CDC guidelines, students and employees should maintain physical distance to the greatest extent possible.

Students and staff are encouraged and reminded to follow good hygiene practices, including frequent hand washing and/or hand sanitizing.

Watson shall provide communication to and professional development for students and employees RE: CDC Guidelines on How to Stop the Spread of Germs.

Hand sanitizer dispensers exist at each of the buildings and are strategically placed at high traffic areas in each building.

Classrooms without sinks will have hand-sanitizing dispensers available.

Training on cleaning, sanitizing, disinfecting, and ventilation protocols will be provided to all employees, especially custodial and maintenance staff in accordance with the following: CDC Cleaning & Disinfecting Your Facility.

The Watson Institute will clean and disinfect frequently-touched surfaces and objects within the school and on Watson vans at least daily, including desks, door handles, and sinks using Peroxide Multi-Surface Cleaner & Disinfectant (or similar product).

CDC Cleaning & Disinfecting your Facility recommends that outdoor areas, such as playgrounds in schools, generally require normal routine cleaning. Watson will follow this recommendation.

When a case is identified, Watson will increase routine cleaning and disinfecting of surfaces and other areas used by students to include an electrostatic discharge of the Clorox Total 360 System, or comparable system.

Disinfecting wipes, or a comparable cleaning solution/paper towels, will be available for shared use items for cleaning in between use as needed.

Watson will clean and disinfect bathrooms frequently throughout the day.

All employees and students should self-screen each day prior to reporting to the school building.

According to the CDC, people with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. People with these symptoms may have COVID-19:

- Fever or chills;
- Cough; shortness of breath or difficulty breathing;
- Fatigue, muscle or body aches, headache;
- New loss of taste or smell;
- Sore throat
- Congestion or runny nose
- Nausea or vomiting;
- Diarrhea

Unvaccinated employees and students should not come to school and are to notify school officials if they become sick with COVID-19 symptoms, are awaiting a COVID-19 test result, test positive for COVID-19, or are exposed to someone with COVID-19 symptoms or to someone with a confirmed or probable case of COVID-19.

An unvaccinated employee or student who is a close contact of a person who is diagnosed with or tests positive for COVID-19, as defined by the local health department in accordance with the CDC guidance, are to notify school officials, may not continue to work/attend school in-person, and must quarantine in accordance with the direction of the Allegheny County Health Department (ACHD). Close Contacts are individuals who have been exposed (within 6 feet distance for at least 15 consecutive minutes) to someone who has a confirmed case during the infectious period.

Vaccinated employees and students, who are symptom free, should contact their PCP for correct guidance. Each individual should notify school officials of an exposure.

Isolation Protocol

Should an individual student, employee or visitor display COVID-19 symptoms, they should not enter the school building, and/or be placed into an isolation room, and/or be immediately removed from the school building and masked if not already masked. If a student, the parent or guardian will be notified immediately. Testing for COVID-19 will be recommended to the staff member or student.

The School Nurse or designee, will contact the Allegheny County Health Department, make a joint determination about isolation or quarantine needs, and comply with the recommendation(s).

Employees or students who exhibit COVID-19 symptoms, but receive an alternate diagnoses from a medical professional, will be required to have a release from their healthcare provider prior to being permitted to return. The release will be reviewed by the School Nurse.

In responding to a confirmed or probable case, Watson will follow recommendations from the Allegheny County Health Department.

Appropriately-trained Watson employees can assist public health staff who are responsible for case investigation and contact tracing for every case of COVID-19, regardless of level of community transmission or number of cases identified in a school setting. Refer to the Allegheny County Health Department's Contact Tracing Frequently Asked Questions for a complete overview of the case investigation and contact tracing process.

Public health staff will work with school administrators to determine whether entire classrooms or other cohort groups need to be quarantined. On December 4, 2020, the Allegheny County Health Department notified healthcare providers that, effective immediately, it had aligned its quarantine standards for people exposed to COVID-19 with the new guidance from the CDC that provided an option for a 10-day quarantine without testing or a seven-day quarantine with a negative test result on or after day five of quarantine.

If the person is present on school property when the Allegheny County Health Department staff notify the school of the positive case information, the person should immediately, but discreetly, be taken to the COVID-19 related isolation space for pick-up (if student) or asked to return home (if staff).

Implement procedures for safely transporting sick individuals to their home; contact Allegheny County Health Department for further guidance if a parent/guardian /caregiver notifies the school of potential exposure by a student, staff member or school visitor. The entire building does not need to be evacuated.

Wait at least 24 hours before cleaning and disinfecting. If not feasible, wait as long possible. If seven (7) days have passed since the sick individual was in the affected area, cleaning is not needed.

Close off areas used by the sick person and do not use again before cleaning and disinfecting. Follow CDC Guidance on Cleaning and Disinfecting Protocols.

Implement a communication system for notifying impacted employees and families of exposures and closures. Schools should, however, take every measure to maintain the confidentiality of the affected individual who tested positive to ensure that they will not be identified in communications from the Allegheny County Health Department or Watson to the school community at large, but may need to be selectively identified for contact tracing by the Allegheny County Health Department or Watson staff.

Watson will notify impacted employees and families via electronic communication and/or telephone when an employee or student has been in a classroom or bus with a student or staff member who has tested positive for COVID-19.

Watson will refer any student, teacher, or staff member who exhibits symptoms of COVID-19 at school to contact their Primary Care Physician (PCP) for further instructions and/or for COVID testing. Additionally, Watson will refer any asymptomatic, unvaccinated individuals who were exposed to someone with a confirmed or suspected case of COVID-19 (close contact) to their PCP for further instructions and/or for COVID testing.

Watson will review and consider the guidance and recommendations as they arise from the CDC, Allegheny County Health Department, Pennsylvania Allegheny County Health Department, Pennsylvania Department of Education, and the Governor's Office, and will communicate and coordinate with these entities when implementing any necessary precautions.

Watson will continue to comply with all laws, rules and regulations as directed by applicable Federal, Pennsylvania or local authorities.

We also realize that knowledge regarding COVID-19 is constantly changing as new information becomes available. Watson will adjust these guidelines as needed to make the return to the classroom as safe as possible, realizing that no environment can be completely risk-free.

The Watson Institute has the authority to take any required action and to amend this Health and Safety Plan in response to additional guidance or Orders received from the Governor's Office, Pennsylvania Departments of Education or Health, and/or the Allegheny County Health Department. It also has authority to suspend in-person activity or otherwise adjust mitigation strategies (including face coverings and distancing) in one or more buildings, programs or activities, on a case by case basis, where circumstances warrant, for an amount of time determined to be advisable by the CEO.

Continuity of Education Plan

Approved Private School: The Watson Institute’s school programs:
The Education Centers Sewickley and South
LEAP Preschool
Friendship Academy
Watson Institute Social Center for Academic Achievement
(WISCA) Private Academic Licensed School

Chief Operating Officer: Marilyn Hoyson, Ph.D.
Address: 301 Camp Meeting Rd. Sewickley, PA 15143
Email/Phone: marilynh@thewatsoninstitute.org/412-749-2860
Website: www.thewatsoninstitute.org

The Goal of this Plan:

The goal of Watson’s Continuity of Education Plan is to explain to families and other community members the current school opening plans and those that maybe necessary, given future conditions as the school year progresses. All of Watson’s schools intend to open in-person five days per week. We recognize we may have to use other educational models if conditions in the buildings or in the community deem it necessary to ensure the safety and health of students and staff.

Watson will use guidance from the Pennsylvania Departments of Education and Health, as well as the Allegheny County Health Department, to determine if and when it is appropriate to change educational models.

Overview:

This plan is most like what students experienced before March 2020; In-person instruction based on developmentally appropriate (life skills or academic) curriculum implemented with each child’s IEP (Individualized Education Plan). We will follow all safety guidelines in the Health and Safety Plan, above.

For the 2021-2022 school year we will return to regular procedures for student absences. Remote learning will be available if students need to quarantine due to exposure to COVID. If your child has a close contact with a person who has tested positive for COVID or had a positive test result for COVID, they may have access to remote instruction. If your child is unable to attend school due to another illness, they will have access to educational resources, such as asynchronous lessons or online-educational activities.

If conditions change and the schools must change the mode of instruction, parents will be notified and given direction on the type of instruction either Hybrid or Remote. The instruction will be similar to the 2020-2021 school year.

Attendance is required as is in-person instruction.

As in 2020-2021 school year parents or caregivers may receive technology support. Contact your child's teacher if you need support.

Building/Grade Level Contacts:

Education Centers Sewickley and South:

Michele Trettel, M.Ed., TVI, Executive Director, michelet@thewatsoninstitute.org

LEAP Preschool: Nancy Draftina, M.Ed. Program Coordinator, nancyd@thewatsoninstitute.org

Friendship Academy: Alexandra Wilkes, Program Director, awilkes@thewatsoninstitute-fa.org and Samantha Generalovich, M.Ed., Education Director, sgeneralovich@thewatsoninstitute-fa.org

WISCA (Watson institute Social Center for Academic Achievement):

Marcia Laus, M.Ed., Program Director, marciala@thewatsoninstitute.org

Resource Links:

www.thewatsoninstitute.org has many resources for families

Watson Institute Health and Safety Plan

Affirmed on: August 12, 2021

By:



(Signature of Board President)

Jeffrey S. Flick