



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/Approval: August 11, 2021

Weekly review for the period of August, 2021 through January, 2022

Date of Last Revision: March 9, 2022

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
Jennifer Do	Program Coordinator, 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
Megan Auge	HR Manager
Kara D. Mostowy	Chief Development Officer

Lisa Falk	Marketing & Development Coordinator
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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.

The Watson Institute's COVID Planning Committee will continue to meet weekly to consider the above-referenced aspects of its operations, and will continue to review the guidance issued by the CDC, state and county authorities. Refinements to our procedures and policies will continue to be made as needed.

Correct wearing of Masks

Watson will continue to monitor the current guidelines from the CDC.

Effective February 25, 2022, CDC is exercising its enforcement discretion to not require that people wear masks on buses or vans operated by public or private school systems, including early care and education/child care programs. CDC is making this change to align with updated guidance that no longer recommends universal indoor mask wearing in K-12 and early education settings in areas with a low or medium COVID-19 Community Level.

The Watson Institute will continue to require mask wearing for the near future.

The Watson Institute will require that masks be worn in its buildings whether vaccinated or not. Our students up to age 5 are currently 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.

For staff and if students are able, masks are still required on 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 regularly clean and disinfect frequently-touched surfaces and objects within the school and on Watson vans, including desks, door handles, and sinks. 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.

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

Testing protocol for staff

1. **If you are experiencing ANY COVID symptoms - vaccinated or not:**
 - Stay home
 - Get tested – you can use an at home test or get a PCR test
 - You may return to work **AFTER** you receive a negative test **and** your symptoms are improving.

- Wear a well-fitting mask

2. If you have received a positive COVID test result - vaccinated or not:

Do you have symptoms?

YES-

- Stay at home for 5 days from the date of the positive test result (day zero) or the date your symptoms started - whichever one came first.

You may return to work when:

- 5 days quarantine is completed.
- Temperature is less than 100 degrees for at least 24 hours (without medication).
- Symptoms are improved or gone for at least 24 hours prior to day of return.

NO-

- You need to remain home for 5 days from the date of the positive test result (day zero).

You may return to work when:

- 5 days quarantine is completed
- You are asymptomatic

3. If you have been told you are a close contact of a person with COVID-19:

• **If you are fully vaccinated ****

- You do **not** need to quarantine as long as you are asymptomatic
- You may continue to report to work wearing a well-fitting mask
- Take COVID test on day 5 after exposure to the positive person
- If test is positive, stay home 5 days from test date and return when symptom free

• **If you are within 90 days of being positive with COVID:**

- You do **not** need to quarantine
- If you develop symptoms, stay home, contact your PCP

• **If you are unvaccinated or not fully vaccinated****

- Stay home and test on day 5 after last day of exposure
- If test is negative, you may return to work on day 6
- If test is positive, remain home 5 more days and return when symptom free
- Wear a well-fitting mask

4. Do you live with positive person?

Yes

Can you isolate from positive person?

YES-

- **If you are fully vaccinated** (*An individual is considered fully-vaccinated 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or 2 weeks after a single-dose vaccine, such as Johnson & Johnson's vaccine*):
 - You do **not** need to quarantine as long as you are asymptomatic
 - Take COVID test on day 5 after exposure.
 - If you develop symptoms, stay home, get a COVID test
 - If your test is positive, stay home 5 days and return when symptom free
- **If you are within 90 days of being positive with COVID:**
 - You do not need to quarantine
 - If you develop symptoms, stay home, contact PCP
- **If you are unvaccinated:**
 - Stay home and test on day 5 after last day of exposure
 - You may return to work **after** you receive a negative result
 - If test is positive, remain home 5 more days and return when symptom free

NO-

- **If you are fully vaccinated**:**
 - You do **not** need to quarantine as long as you are asymptomatic
 - Take COVID test on day 5 after exposure.
 - You can continue to report to work while waiting for results
 - If you develop symptoms, stay home, get a COVID test
 - If your test is positive, stay home 5 days and return when symptom free
- **If you are within 90 days of being positive with COVID:**
 - You do **not** need to quarantine
 - If you develop symptoms, stay home, contact your PCP
- **If you are unvaccinated:**
 - Quarantine for 5 days from the date of the pos. person's test or start of symptoms **PLUS** an additional 5 days
 - Test on day 5 after exposure
 - You may return to work on day 8 **after** receiving a negative result

- If test is positive, remain home 5 more days and return when symptom free
- Stay at home if you develop symptoms

*****An individual is considered fully-vaccinated 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or 2 weeks after a single-dose vaccine, such as Johnson & Johnson's vaccine.***

COVID-19 Guidelines for students

Please contact the nurses at your school/work site for specific instructions pertaining to your child's COVID/health scenario.

1. If your child is experiencing COVID 19 symptoms:

Families must monitor their children for any COVID-19 symptoms whether vaccinated or not. A student who is experiencing any of the following COVID-19 symptoms is not permitted to come to school:

- 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, vomiting or diarrhea

Your child may return to school after your doctor has evaluated your child and documented an alternative diagnosis and written a note for your child to return to school **OR** received a negative COVID test. **Please provide the results or doctors note for school nurse approval.** Please contact the nurses if you have any questions.

We will still be following School Illness Policy guidelines that your child is fever free for 24 hours and symptoms resolving. Temperature must be less than 100 degrees, without fever reducing medications such as Tylenol or Motrin.

2. If your child has received a positive COVID-19 test result:

Your child needs to remain home for 10 days from the positive test result or day symptoms started whichever comes first. Day zero is the test day or symptoms day. Day 10 must be completed. The return day is day 11. Please provide nursing with copy of positive test result.

You child may return to school when:

- 10-day quarantine is completed.
- Temperature is less than 100 degrees for at least 24 hours (without medication).
- Symptoms are improved or gone for at least 24 hours prior to day of return.

3. If your child has been tested for COVID-19 and received a negative result:

Keep your child home until test results are complete and you have reviewed negative results with doctor.

Your child may return to school when:

- You have received approval from school nurse for your child to return.
- Your child is fever free for 24 hours and symptoms resolving even with negative result. Temperature must be less than 100 degrees, without fever reducing medications such as Tylenol or Motrin.

4. If your child has symptoms, but did not receive a COVID test and was not evaluated by a doctor:

Your child needs to remain home for 5 days whether vaccinated or not.

Your child may return to school when:

- 5 day quarantine since the start of symptoms is completed.
- Temperature is less than 100 degrees for at least 24 hours (without medication).
- Symptoms are improved or gone for at least 24 hours prior to day of return.

5. If your child has been exposed to someone with a confirmed positive COVID-19 test result:

Is your child vaccinated or has had a positive COVID test result within the last 90 days? (*An individual is considered fully vaccinated 2 weeks after the second dose in a 2-dose series, such as the Pfizer or Moderna, or 2 weeks after a single-dose vaccine, such as Johnson & Johnson's vaccine.*)

Yes-

They may remain at school as long as they are symptom free. Nurses will notify parent of their child's close contact and advise parents to watch their child for any symptoms. Please provide a copy of vaccine card or positive test result.

No-

They need to remain at home for 5 days from the exposure. They may return as long as they are symptom free.

6. Your child lives with a positive person and cannot isolate:

- **Is your child vaccinated or has had a positive COVID test result within the last 90 days?**

Yes-

They may remain at school as long as they are symptom free. Nurses will notify parent of their child's close contact and we advised parents to watch their child for any symptoms. Please provide a copy of vaccine card or positive test result.

No-

Your child quarantines for 10 days (5 days of positive person's quarantine and then an additional 5 days)

Your child does not need to test to return

If your child develops symptoms, please contact nursing

7. If a student becomes sick at school:

- The Watson Institute's School programs have designated an isolation room for students who come to school sick or become sick while at school. If this happens, the student will need to remain in this room with our nurse or other staff wearing full PPE. You will be called to come and pick up your child. **It is very important that arrangements for transportation have been made, if this should become necessary.** It is very important to keep students who are showing any respiratory or other symptoms at home.

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 report the positive case the Allegheny County Health Department.

Employees or students who exhibit COVID-19 symptoms, but receive an alternate diagnosis 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.

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 Watson to the school community at large.

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 for further instructions and/or for COVID testing. (See testing Protocol). 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 as guided.

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 and new variants emerge. 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 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

Reaffirmed on March 21, 2022

By:



Jeffrey S. Flick