



As required by the Pennsylvania Department of Education, each school entity must create a Health and Safety Plan which will serve as a guideline for all instructional and non-instructional school reopening activities. This plan has been developed to address the unique reopening needs of The Pathway School in conjunction with the recommendations set forth by the Pennsylvania Department of Education, the Centers for Disease Control and Prevention (CDC), the Pennsylvania Department of Health, and the Montgomery County Office of Public Health.

The goal of this plan is to guide a safe reopening of the Pathway campus. *This plan reflects our current knowledge and will be updated, regularly, throughout the coming months as new information is made available or as the situation dictates.*

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This Health and Safety Reopening Plan has been created through the use of resources provided by the Pennsylvania Department of Education (PDE), Centers for Disease Control and Prevention (CDC), the World Health Organization, the White House, the Pennsylvania Department of Health, the American Academy of Pediatrics, the office of the Governor for the Commonwealth of Pennsylvania, the Association of School Administrators (PASA), and the Montgomery County Office of Public Health.

Health and Safety Plan: The Pathway School

In connection with [Governor Wolf's Process to Reopen Pennsylvania](#), the Commonwealth of Pennsylvania has categorized reopening into three broad phases: red, yellow, or green. These designations signal how counties and/or regions manage restrictions on school, work, congregate settings, and social interactions.

- **The Red Phase:** Schools remain closed for in-person instruction and all instruction must be provided via remote learning, whether using digital or non-digital platforms. Provisions for student services such as school meal programs should continue. Large gatherings are prohibited.
- **The Yellow Phase and the Green Phase:** Schools may provide in-person instruction after developing a written Health and Safety Plan to be approved by the local governing body (e.g. board of directors/trustees) and posted on the school entity's publicly available website.

Depending upon the public health conditions in any county within the Commonwealth of Pennsylvania, there could be additional actions, orders, or guidance provided by the Pennsylvania Department of Education (PDE) the Pennsylvania Department of Health (DOH) designating the county as being in the red, yellow, or green phase. Based upon the current designation (i.e., red, yellow, green) of Montgomery County, The Pathway School proposes to begin a partial reopening through the use of this Health and Safety Plan.

All decision-makers should be mindful that as long as there are cases of COVID-19 in the community, there are no strategies that can completely eliminate transmission risk within a school population. The goal is to keep transmission as low as possible to safely continue school activities. All school activities must be informed by [Governor Wolf's Process to Reopen Pennsylvania](#).

For questions regarding this Plan and The Pathway School's reopening process, please contact The Pathway School's President and CEO and Pandemic Coordinator, David Schultheis at dschultheis@pathwayschool.org.

Type of Reopening

Key Questions

- **How does The Pathway School plan to bring students and staff back to physical school buildings, particularly if social distancing must remain in place?**
 - Social distancing whenever possible
 - Hallway procedures
 - Increase of cleaning and sanitizing
 - Promotion of regular handwashing and use of hand sanitizer
 - Installation of hand sanitizing stations in every building and common area
 - Use of Electrostatic Foggers for disinfection
 - COVID-19 professional development for all staff
 - Training and instruction of safe hygiene practices for students and staff
 - Breakfast and lunch format change from large cafeterias to delivery to every classroom
 - Restrict access school visitors and limit the use of volunteers
 - Celebrations/party/food day regulations
 - Temperature and health screening checks each morning for staff and students
 - Temperature and health screening checks for all school visitors
 - Promote remote learning, otherwise known as distance learning options
 - Attendance management for both students and staff
 - Playground capacity modifications
 - Limit group activities and shared resources

- **How did The Pathway School engage stakeholders in the type of reopening the school selected?**
 - Regular communication and updates
 - Invited stakeholders to communicate concerns
 - Surveys to student's families and school staff

- **How will The Pathway School communicate the reopening plan to the school community?**
 - Communication will take place via text, eSchoolData Parent Portal, The Pathway School website, US postal service, email, etc.

- **Once The Pathway School reopens, what will the decision-making process look like to prompt a school closure or other significant modifications to operations?**
 - Recommendations of the local, state, and federal regulatory bodies, including guidance from the Pennsylvania Department of Education, and the state and county Departments of Health.
 - Determination by The Pathway School Leadership and the Pandemic Coordinator's Team.

Based on our county's current designation and local community rate of COVID-19 infection, we are beginning the school year in the "YELLOW" phase. The Pathway School will be following a modified hybrid model for

reopening plan in which some students will be engaged in-person learning two days per week and online the remaining three days, while others will be engaged in distance learning (i.e., families will choose the participation type they wish for their child(ren)).

The first date for in-person learning and online learning is September 8, 2020

Pandemic Coordinator Team

The Pathway School's Pandemic Coordinator Team is responsible for monitoring local health data to assess implications for school operations and for making any necessary adjustments to the Health and Safety Plan throughout the school year. All changes to the Health and Safety Plan will be made in connection with The Pathway School's leadership and in accordance with the most up to date guidance from federal, state, and local agencies.

Individual(s)	Stakeholder Group Represented	Pandemic Team Roles and Responsibilities
David Schultheis	The Pathway School	Pandemic Coordinator - The Pathway School, President and CEO
Cathy Lepley	The Pathway School	Director of Education
Nina Prestia	The Pathway School	Principal
Christine Chiodo	The Pathway School	Director of Human Resources
Dr. Kara Fawley	The Pathway School	Director of Clinical and Behavioral Services
Katie Purcell	The Pathway School	Special Education Coordinator
Diana Phifer	The Pathway School	Director of Admissions
Jory Barrad	The Pathway School	Director of Development
Rita Bernhart	The Pathway School	Emotional Support Program Coordinator
Cheryl Clarke	The Pathway School	Education Office Manager
Kay Drevyanko	The Pathway School	Supervisor of Career Education
Jeff Leyrer	The Pathway School	Facilities Manager
Susan Hart	The Pathway School	School Nurse
Kris Sullivan	The Pathway School	Lead Behavior Interventionist
Les Gallagher	The Pathway School	Chief Financial Officer

Cleaning, Sanitizing, Disinfecting and Ventilation

In both the green and yellow phases of reopening, all high contact areas (bathroom fixtures, door handles, light switches, desk surface areas, cabinet knobs, etc.) are cleaned twice a day in students/staff occupied areas. Electrostatic Foggers will be used to disinfect spaces. There will be a focused cleaning of each building nightly. The Manager of Facilities will provide professional development (PD), training, and appropriate cleaning resources to all maintenance staff, building operators, and cleaning personnel regarding cleaning, sanitizing, disinfecting, and ventilation protocols.

Requirements	Action Steps Under Yellow Phase	Action Steps Under Green Phase	Lead Individual and Position	Materials, Resources, and/or Supports Needed	PD Required (Y/N)
Cleaning sanitizing, disinfecting, and ventilating learning spaces, surfaces, and any other areas used by students and staff (i.e., restrooms, and hallways)	<p>All Pathway Campus Buildings</p> <p>*High Contact Areas (Bathroom fixtures, door handles, light switches, desk surface areas, cabinet knobs) are cleaned twice a day in student/staff occupied areas</p> <p>*Disinfectant will be available to all students/staff and all learning spaces at all times.</p> <p>*Focused cleaning of the building nightly</p> <p>*Signage will be installed to remind students of good hygiene habits</p> <p>*Hand sanitizer stations will be installed near water fountains and throughout buildings</p> <p>*Each classroom will be supplied with disinfectant cleaner to maintain consistent cleanliness within the classroom environment</p>	<p>All Pathway Campus Buildings</p> <p>*High Contact Areas (Bathroom fixtures, door handles, light switches, desk surface areas, cabinet knobs) are cleaned twice a day in student/staff occupied areas</p> <p>*Disinfectant will be available to all students/staff and all learning spaces at all times.</p> <p>*Focused cleaning of the building nightly</p> <p>*Signage will be installed to remind students of good hygiene habits</p> <p>*Hand sanitizer stations will be installed near water fountains and throughout buildings</p> <p>*Each classroom will be supplied with disinfectant cleaner to maintain consistent cleanliness within the classroom environment</p>	Jeff Leyrer, Manager of Facilities	Cleaning and Disinfectant Supplies, PPE, Filters, Electrostatic Foggers	Y

Social Distancing and Other Safety Protocols

Key Questions

- How will classrooms/learning spaces be organized to mitigate spread?
- How will The Pathway School group students to limit the number of individuals who come into contact with each other throughout the school day?
- What policies and procedures will govern use of other communal spaces throughout campus?
- How will The Pathway School utilize outdoor space to help meet social distancing needs?
- What hygiene measures will be implemented throughout the school day?
- What visitor policies will The Pathway School implement to mitigate spread?
- Will any of these social distancing and other safety protocols differ based on age and/or grade ranges?
- Which stakeholders will be trained in social distancing and other safety protocols? When and how will the training be provided? How will preparedness to implement as a result of the training be measured?

Summary of Responses to Key Questions:

Green Phase: While in the green phase, the master schedule will be designed to utilize space in a manner that allows for the maximum amount of social distancing. Instructors, with assistance from our facilities department will design spaces with respect to social distancing to the maximum extent possible. Building administration will limit the number of assemblies happening during the school day in effort to avoid large congregations of people. Visitors, volunteers, presenters, and parent visitors will be encouraged to visit limit in-person visits to the greatest extent possible, and to limit the duration of these visits.

Yellow Phase: In the event that The Pathway School must open in the yellow phase, more restrictive procedures will be implemented while all precautions from the green phase will be maintained. This will allow for social distancing guidelines to be followed. The cafeteria is also under consideration for use as a classroom or meeting space since this location is large enough to maintain social distancing guidelines.

<https://www.education.pa.gov/Schools/safeschools/emergencyplanning/COVID-19/SchoolReopeningGuidance/ReopeningPreKto12/PublicHealthGuidance/Pages/default.aspx>

The student cafeteria will no longer be utilized as an area for a congregation of people. Student classrooms will be used to maintain the breakfast and lunch schedule. Student meals will be prepared and delivered by a designated staff member to each classroom. Recommended social distancing will be observed during meal periods.

The students and staff will have access to handwashing facilities and the use of hand sanitizer multiple times a day. Proper procedures will be shared via staff instruction and signage will be placed throughout the school to serve as reminders for all visitors. Students and staff will receive training and reminders through school announcements including training and reminders on hand-washing best practices, good hygiene and social distancing. Mask wearing while on campus will be enforced.

Students and staff will have access to hand sanitizer when entering all buildings on The Pathway School's campus.

There will be highly visible signage in all buildings highlighting topics such as handwashing, personal hygiene, and social distancing.

During recess, the students and staff will follow the recommendations of CDC by limiting the number of students on the playground to 50% capacity or less.

Physical education classes will be conducted outside (weather permitting) and all equipment will be cleaned before/after each use. All activities will be designed and implemented to maintain social distancing guidelines.

The Pathway School will follow [Governor Wolf's Sports Guidance](#) and all physical contact sports will be limited or eliminated as deemed appropriate according to the current phase.

In an effort to limit the sharing of materials among students in the Lower School and Emotional Support Programs, all students will utilize their own supplies whenever possible. This includes personal writing materials, glue, scissors, crayons, etc. Hand-washing will be required before and after the use of shared materials and a cleaning of shared materials will be conducted between uses. Students and classroom staff will be responsible for cleaning these items.

In an effort to limit the sharing of materials among students in all buildings with lockers, all students will be required to utilize only their assigned personal lockers. There will be a cleaning of any shared devices after every use within the Upper School program.

Where possible, staff will not share computers or desktop computers with other staff.

Communal space use will be governed by building schedule, and schedules are designed to maintain appropriate levels of social distancing and to limit the interactions of groups. Directional signage will be used to assist in social distancing in communal spaces.

Requirements	Action Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supports Needed	PD Required (Y/N)
Classroom learning space occupancy that allows for 6 feet of separation among students and staff throughout the day, to maximum extent feasible	<p>Upper School Program</p> <p>*A Hybrid model has been created in which all families may select the model of education for their child. Those families who wish in person learning will have their children online Monday, Tuesday and Wednesday. Students in this program will return to campus for in-person learning Thursdays and Fridays. Those families who select a virtual model will have their child online Monday- Friday.</p> <p>Lower School and Emotional Support Programs</p> <p>*A Hybrid model has been created in which all families may select the model of education for their child. Those families who wish in person learning will have their children online Monday, Tuesday and Wednesday. Students in this program will return to campus for in-person learning Thursdays and Fridays. Those families who select a virtual model will have their child online Monday- Friday.</p> <p>*Pathway will endeavor to limit the number of on-campus students to afford as much social distancing, in the classroom and out, as is possible.</p> <p>**School staff will be in alignment with social distancing guidelines to minimize the number of staff in a classroom.</p>	<p>All Pathway Programs</p> <p>* Master schedules will be designed to maximize social distancing to the maximum extent feasible</p> <p>*Instructors will design learning spaces with respect to social distancing to the maximum extent possible</p> <p>*Classroom assignment decisions will consider staff: student ratios as well as alignment with social distancing guidelines.</p>	<p>Director of Education</p> <p>Principal</p> <p>Program Supervisors</p>	<p>Building Schedules</p> <p>Human Resources</p>	Y
Restricting the use of cafeterias and other congregate settings, and serving meals in alternate settings such as the classroom	<p>Upper School Program</p> <p>*Breakfasts and lunches will be delivered to students while in their classrooms by a designated staff member</p> <p>Lower School and Emotional Support Programs</p> <p>*The cafeteria is also under consideration for use as a classroom since this space is large enough to maintain social distancing guidelines</p> <p>*The number of assemblies will be limited</p> <p>*Breakfasts and lunches will be delivered to students while in their classrooms by a designated staff member</p> <p>*All food, utensils, and condiments will be individually wrapped and handed directly to the students</p> <p>*All students will be seated facing in the same direction and will maintain social distance during meal periods</p> <p>*All surfaces will be disinfected before and after meals</p>	<p>All Pathway Programs</p> <p>*Limit the number of assemblies</p> <p>*Breakfasts and Lunches will be delivered to students while in their classrooms by a designated staff member</p> <p>*All food, utensils, and condiments will be individually wrapped and handed directly to the students</p> <p>*All surfaces will be disinfected before and after meals</p>	<p>Food Services Director</p> <p>Linton's Food Service</p>	<p>*Completely disposable trays and utensils</p> <p>*Individual condiments</p> <p>*Signage</p> <p>*Additional staff to deliver breakfasts and lunches to the classrooms</p>	Y

Requirements	Action Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supplies Needed	PD Required (Y/N)
Hygiene Practices for students and staff including the manner and frequency of hand-washing and other best practices	<p>All Pathway Programs</p> <p>*Encourage handwashing and the use of hand sanitizer multiple times a day through staff and signage</p> <p>*Student and staff training</p> <p>*School announcements include training and reminders on hand-washing and best practices</p> <p>*All staff and students will access hand sanitizer when entering all buildings</p>	<p>All Pathway Programs</p> <p>*Encourage handwashing and the use of hand sanitizer multiple times a day through staff and signage</p> <p>*Student and staff training</p> <p>*School announcements include training and reminders on hand-washing and best practices</p> <p>*All staff and students will access hand sanitizer when entering all buildings</p>	Principal Program Supervisors School Nurses Teachers	Hand sanitizer stations throughout The Pathway School campus, within each classroom, communal space, and facilities Sinks, soap and water HR - Staff PD Development	Y
Posting signs in highly visible locations that promote everyday protective measures, and how to stop the spread of germs	<p>All Pathway Programs</p> <p>*Highly visible signage in all buildings on The Pathway School campus highlighting topics such as handwashing, personal hygiene, and social distancing</p>	<p>All Pathway Programs</p> <p>*Highly visible signage in all buildings on The Pathway School campus highlighting topics such as handwashing, personal hygiene, and social distancing</p>	Principal Program Supervisors School Nurses	Signage	N
Identifying and restricting non-essential visitors and volunteers	<p>All Pathway Programs</p> <p>*Encouraging visitors to utilize video conferencing rather than visit campus</p> <p>*Require all visitors to undergo temperature and symptom screening prior to entry of buildings</p>	<p>All Pathway Programs</p> <p>*Encouraging visitors to utilize video conferencing rather than visit campus</p> <p>*Require all visitors to undergo temperature and symptom screening prior to entry of buildings</p>	Administrative Team	Signage	N
Activities for recess and physical education classes consistent with CDC Considerations for Youth Sports	<p>All Pathway Programs</p> <p>*Weather permitting, all physical education classes will be conducted outside and all equipment will be cleaned before/after use</p> <p>*All activities will be designed and implemented to maintain social distancing guidelines</p> <p>*Students and staff will follow recommendations of CDC by limiting the number of students on the playground to 50% capacity or less.</p>	<p>All Pathway Programs</p> <p>*Weather permitting, all physical education classes will be conducted outside and all equipment will be cleaned before/after use</p> <p>*All activities will be designed and implemented to maintain social distancing guidelines</p> <p>*Students and staff will follow recommendations of CDC by limiting the number of students on the playground to 50% capacity or less.</p>	Director of Education Principal Program Supervisors Physical Education Teachers Classroom Teachers	Cleaning and Disinfectant Supplies	N
Limiting the sharing of materials among students	<p>All Pathway Programs</p> <p>*For all buildings with lockers, all students will be required to utilize only their assigned personal lockers</p> <p>*Students will utilize their own supplies whenever possible and this includes personal writing materials, glue, scissors, crayons,</p>	<p>All Pathway Programs</p> <p>*For all buildings with lockers, all students will be required to utilize only their assigned personal lockers</p> <p>*Students will utilize their own supplies whenever possible and this includes personal writing materials, glue, scissors, crayons, etc.</p>	Principal Program Supervisors Classroom Teachers	Cleaning and Disinfectant Supplies	N

Requirements	Action Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supplies Needed	PD Required (Y/N)
	<p>etc.</p> <p>*Cleaning of shared devices between uses</p> <p>*When possible, staff will be utilizing their own assigned workplace tools, i.e. laptop, smart board</p>	<p>*Cleaning of shared devices between uses</p> <p>*When possible, staff will be utilizing their own assigned workplace tools, i.e. laptop, smart board</p>			
Staggering the use of communal spaces and hallways	<p>All Pathway Programs</p> <p>*A hybrid Model will be in effect, reducing the number of students on campus to around 50 per day. All communal spaces and hallways will have signage to promote social distancing and one-way direction for ingress and egress.</p> <p>*Communal space use will be governed by building schedule</p> <p>*Schedules will be designed to limit the interactions of groups</p> <p>*Directional signage may assist in social distancing in communal spaces</p>	<p>All Pathway Programs</p> <p>*Communal space use will be governed by building schedule</p> <p>*Schedules will be designed to limit the interactions of groups</p> <p>*Directional signage may assist in social distancing in communal spaces</p>	Administrative Team		N
Student travel to and from The Pathway School and arrival practices to mitigate the spread of germs	<p>All Pathway Programs</p> <p>*All students will be temperature checked when entering school grounds</p> <p>*All students will be directed to wash their hands upon arrival at school</p> <p>*Members of the same household will be encouraged to sit together on district transportation when permissible</p> <p>*Students are encouraged to follow the guidelines from the school district on district transportation</p> <p>*All staff will receive a temperature check and will have to complete a health screening form</p> <p>*All staff and students will be required to wear a mask upon arrival at the school and while on campus, except during meal time. Regular, 10-minute mask breaks will be incorporate into the school day.</p>	<p>All Pathway Programs</p> <p>*All students will be temperature checked when entering school</p> <p>*All students will use hand sanitizer upon arrival at school</p> <p>*Members of the same household will be encouraged to sit together on district transportation when permissible</p> <p>*Students are encouraged to wear a mask on district transportation</p> <p>*All staff will receive a temperature check and will have to complete a health screening form</p> <p>*All staff and students will be required to wear a mask upon arrival at the school and while on campus, except during meal time. Regular, 10-minute mask breaks will be incorporate into the school day.</p>	Administrative Team	Cleaning and Disinfectant Supplies Temperature Check Equipment	Y

Requirements	Action Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supplies Needed	PD Required (Y/N)
Limiting the number of individuals in classrooms and other learning spaces, and interactions between groups of students	<p>All Pathway Programs</p> <p>*A Hybrid model has been created in which all families may select the model of education for their child. Those families who wish in person learning will have their children online Monday, Tuesday and Wednesday. Students in this program will return to campus for in-person learning Thursdays and Fridays. Those families who select a virtual model will have their child online Monday- Friday.</p> <p>*Instructors will design learning spaces with respect to social distancing to the maximum extent possible</p> <p>*Limiting the number of teacher changes when possible</p> <p>*Restricting volunteers, presenters, and parent visitors when feasible with an encouragement towards video conferencing</p>	<p>All Pathway Programs</p> <p>*Instructors will design learning spaces with respect to social distancing to the maximum extent possible</p> <p>*Limiting the number of teacher changes when possible</p> <p>*Restricting volunteers, presenters, and parent visitors when feasible with an encouragement towards video conferencing</p>	<p>Administrative Team</p> <p>Classroom Teachers</p>	Building Schedules	N
Coordinating with sending LEAs regarding transportation protocol changes and when possible or necessary, revised hours of operation or modified school-year calendars	<p>All Pathway Programs</p> <p>*Members of the Pandemic Team will share The Pathway School's Reopening Health and Safety Plan with applicable providers</p>	<p>All Pathway Programs</p> <p>*Members of the Pandemic Team will share The Pathway School's Reopening Health and Safety Plan with applicable providers</p>	Administrative Team	School Reopening Plan	N
Other social distancing and safety practices					

Monitoring Student and Staff Health

Key Questions

- How will The Pathway School monitor students, staff and others who interact with each other to ensure they are healthy and not exhibiting signs of illness?
- Where will the monitoring take place?
- When and how frequently will the monitoring take place?
- What is the policy for quarantine or isolation if a staff, student, or other member of the school community becomes ill or has been exposed to an individual confirmed positive for COVID-19?
- What conditions will a staff or student confirmed to have COVID-19 be required to meet to safely return to school?
- Which staff will be responsible for making decisions regarding quarantine or isolation requirements of staff or students?
- When and how will families be notified of confirmed staff or student illness or exposure and resulting changes to the local Health and Safety Plan?
- Which stakeholders will be trained on protocols for monitoring student and staff health?

Summary of Responses to Key Questions:

Regardless of the phase The Pathway School will encourage parents and guardians to check in with their children each morning regarding signs of illness to confirm that the child does not have a fever, sore throat or other signs of illness, like a cough, diarrhea, severe headache, vomiting, or body aches. Parents and guardians will be reminded that if their child has a temperature of 100.4 degrees or higher, they should not go to school. If a child has had close contact with a person who has been determined to be COVID-19 positive, they should not go to school and shall follow the CDC's guidance regarding steps to take when in contact with someone has known exposure.

<https://www.health.pa.gov/topics/disease/coronavirus/Pages/FAQs.aspx>

In an effort to monitor students for symptoms of COVID-19, students will receive a temperature check upon arrival at school. Any student who presents with a fever will be directed to the school nurse for isolation and asked to return home for observation by a family member. Students who present with a fever will; be required to report to the school nurse if a parent or guardian is not available. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy. In an effort to monitor faculty and staff for symptoms of COVID-19, faculty and staff members will receive a temperature check when signing in at the main office. A staff member who presents with a fever may be asked to return home and not return until they are fever/ symptom free. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy. Any person who demonstrates symptoms of COVID-19 will remain isolated in predetermined locations (former nurse's office,) until they are able to safely leave the campus. A second school nurse has been hired to manage our isolation space and attend to the health needs of any symptomatic student they are transported home by a parent or guardian.

All additional school closures or changes in safety protocols related to COVID-19 will be communicated to families

through the eSchoolData Parent Portal, the “Alert Now” telephonic system, The Pathway School website, and email.

Requirements	Action Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supports Needed	PD Required (Y/N)
Monitoring students and staff for symptoms and history of exposure	<p>*Students will receive a check upon arrival to the campus in the yellow phase. Students who present with a fever will be sent to the nurse’s office for isolation and will be asked to return home for observation by a family member. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy</p> <p>*Staff members will receive a temperature check upon arrival to the campus. A staff member who presents with a fever will be asked to return home and not return until they are fever free. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy.</p> <p>*An employee sent home can return to work when: He or she has had no fever for at least three (3) days without taking medication to reduce fever during that time; AND, any respiratory symptoms (cough and shortness of breath) have improved.</p>	<p>* Students who present with a fever will be sent to the nurse’s office for isolation and will be asked to return home for observation by a family member. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy</p> <p>*Staff members will receive a temperature check upon arrival to the campus. A staff member who presents with a fever will be asked to return home and not return until they are fever free. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy.</p> <p>*An employee sent home can return to work when: He or she has had no fever for at least three (3) days without taking medication to reduce fever during that time; AND, any respiratory symptoms (cough and shortness of breath) have improved.</p>	<p>Administrative Team</p> <p>School Nurses</p> <p>Teachers</p> <p>Staff</p> <p>Human Resources</p>	<p>Temperature Check Equipment</p> <p>Hand Sanitizer, Gloves and Masks</p>	Y
Isolating or quarantine students, staff, or visitors if they become sick or demonstrate a history of exposure	<p>*Any person who demonstrates symptoms of COVID-19 will remain isolated in predetermined locations (former nurse’s office) until he/she is able to safely leave the campus</p>	<p>*Any person who demonstrates symptoms of COVID-19 will remain isolated in predetermined locations (nurse’s office, conference room, unoccupied office, etc.) until he/she is able to safely leave the campus</p>	<p>Administrative Team</p> <p>School Nurses</p> <p>Human Resources</p>	<p>Predetermined Space</p> <p>Designated area for staff or visitors</p>	N
Notifying staff, families, and the local community of school closures and within-school-year changes in safety protocols	<p>*All additional school closures or changes in safety protocols related to COVID-19 will be communicated to the families through eSchoolData Parent Portal, The Pathway School website, and email.</p>	<p>*All additional school closures or changes in safety protocols related to COVID-19 will be communicated to the families through eSchoolData Parent Portal, The Pathway School website, and email.</p>	Administrative team	<p>eSchoolData</p> <p>The Pathway School website</p> <p>Social Media Outlets</p> <p>Email</p>	N
Other monitoring and screening practices	<p>*The school nurses will communicate with the Montgomery County Department of Health and actively monitor all information that is relevant to the COVID-19 crisis</p> <p>*The Pathway School will encourage parents and guardians to check in</p>	<p>*The school nurses will communicate with the Montgomery County Department of health and actively monitor all information that is relevant to the COVID-19 crisis</p>	School Nurses	PA Department of health website and email correspondence	N

Requirements	Action Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supports Needed	PD Required (Y/N)
	<p>with their children each morning regarding signs of illness to confirm that the child does not have a sore throat or other signs of illness, like a cough, diarrhea, severe headache, vomiting, or body aches. Parents and guardians will be reminded that if their child has a temperature of 100.4 degrees or higher, they should not go to school. If a child has had close contact to a COVID-19 case, they should not go to school.</p>	<p>*The Pathway School will encourage parents and guardians to check in with their children each morning regarding signs of illness to confirm that the child does not have a sore throat or other signs of illness, like a cough, diarrhea, severe headache, vomiting, or body aches. Parents and guardians will be reminded that if their child has a temperature of 100.4 degrees or higher, they should not go to school. If a child has had close contact to a COVID-19 case, they should not go to school.</p>			

Other Considerations for Students and Staff

Key Questions

- How will The Pathway School determine which staff are willing/able to return?
- How will The Pathway School accommodate staff who are unable or uncomfortable to return?
- How will The Pathway School determine which students are willing/able to return?
- How will The Pathway School accommodate students who are unable or uncomfortable to return?
- What is the policy/procedure regarding face coverings for staff?
- What is the policy/procedure regarding face coverings for students?
- How will The Pathway School address staff who are ill, or who have family members who have become ill?
- How will The Pathway School ensure substitute teachers are prepared in the event of staff illness?
- How will The Pathway School strategically deploy instructional and non-instructional staff to ensure all students have access to quality learning opportunities, as well as support for social emotional wellness at school and at home?

Summary of Responses to Key Questions:

Green Phase: In the green phase, students will be provided with a full remote learning environment if they so choose. Staff at risk of the Coronavirus will be addressed on a case by case basis. Staff members will be required to wear a mask. Unique safety protocols for students with complex needs or other vulnerable populations will be addressed on a case by case basis. Appropriate accommodations will be made to fully support their safety and learning.

Yellow Phase: All staff members and students will be required to wear a mask unless they have a documented medical condition. Protocols for students with exceptionalities will be addressed on a case by case basis and appropriate accommodations will be made to fully support their safety and learning.

Requirements	Actions Steps under Yellow Phase	Action Steps under Green Phase	Lead Individual and Position	Materials, Resources, and or Supports Needed	PD Required (Y/N)
Protecting students and staff at higher risk for severe illness	<p>*All students will be provided with a full remote learning environment if they choose</p> <p>*All students will be required to wear a mask or face shield while on campus, except when eating breakfast and lunch. Regular, 10-minute mask breaks will be scheduled into the school day</p> <p>*The Human Resource Department will put in place protocols for staff who feel they are at a higher risk for contracting COVID-19, in accordance with the CDC, PA Department of Health, OSHA, EEOC and DOL regulations. The school will work with each staff member on a case by case basis</p>	<p>*All students will be provided with a full remote learning environment if they choose</p> <p>*All students will be required to wear a mask or face shield while on campus, except when eating breakfast and lunch. Regular, 10-minute mask breaks will be scheduled into the school day</p> <p>*The Human Resource Department will put in place protocols for staff who feel they are at a higher risk for contracting COVID-19, in accordance with the CDC, PA Department of Health, OSHA, EEOC and DOL regulations. The school will work with each staff member on a case by case basis</p>	<p>Administrative Team</p> <p>Human Resource Department</p>	<p>Remote Learning Environment</p> <p>Devices</p>	N
Use of face coverings (masks or face shields) by all staff	*Staff members will be required to wear a mask	*Staff members will wear a mask	Administrative Team	Masks	N
Use of face coverings (masks or face shields) by students as appropriate	<p>*All students will be required to wear a mask</p> <p>*Protocols for students with exceptionalities will be addressed on a case by case basis; Appropriate accommodations will be made to fully support their safety and learning</p>	*Students will wear a mask	Administrative Team	Masks	N
Unique safety protocols for students with complex needs or other vulnerable individuals	*Protocols will be addressed on a case by case basis; Appropriate accommodations will be made to fully support their safety and learning	*Protocols will be addressed on a case by case basis; Appropriate accommodations will be made to fully support their safety and learning	<p>Administrative Team</p> <p>School Nurses</p>	N/A	N

Health and Safety Plan Professional Development

The success of The Pathway School’s plan for a healthy and safe reopening requires that all stakeholders are to be prepared with the necessary knowledge and skills to implement the plan as indicated. For each item that requires professional development, documentation of each component has been listed for the professional learning plan.

- Topic: The content on which the professional development will focus.
- Audience: The stakeholder groups who will participate in the professional development learning activity.
- Lead Person and Position: The person or organization that will provide the professional learning.
- Session Format: The strategy/format that will be utilized to facilitate participant learning.
- Materials, Resources, and or Supplies Needed: Any materials, resources, or support required to implement the requirement.
- Start Date: The date on which the first professional learning activity for the topic will be offered.
- Completion Date: The date on which the last professional development learning activity for the topic will be offered.

Topic	Audience	Lead Person and Position	Session Format	Materials, Resources, and or Supports Needed	Start Date	Completion Date
Handwashing, Social Distancing Protocols, Staff/Student Safety Procedures	Faculty and Staff	School Nurses Facilities (OSHA) Human Resources	Faculty Meeting	Disinfectant and equipment use directions. Handwashing, Social Distancing Protocols, Staff/Student Safety Procedures, CDC Guidelines Reopening Health and Safety Plan	August 2020	September 2020
Temperature Checks	Faculty and Staff	School Nurses Human Resources (staff)	Faculty Meeting	Temperature Check Equipment	August 2020	September 2020
Signs and Symptoms of COVID-19	Faculty and Staff	School Nurses Facilities (OSHA) Human Resources (training)	Faculty Meeting	Temperature Check Equipment Signs and Symptoms of COVID-19 CDC Guidelines	August 2020	September 2020
Cleaning, sanitizing, disinfecting, and ventilating learning spaces, surfaces, and any other areas used by students	Maintenance and Cleaners	Jeff Leyrer, Manager of Facilities		Disinfectant and equipment use directions Reopening Health and Safety Plan	August 2020	
Chromebook Care	Faculty and Staff	Doug Michael and Brian Makoid, IT Team	Faculty Meeting	Technology Cleaning Materials	August 2020	

Health and Safety Plan Communications

Timely and effective family and caregiver communication about health and safety protocols and schedules will be critical. The Pathway School will be particularly mindful that frequent communications are accessible in non-English languages and to all caregivers. Additionally, The Pathway School will establish and maintain ongoing communication with local and state authorities to determine current mitigation levels within our community.

Topic	Audience	Lead person and Position	Mode of Communication	Start Date	Completion Date
Reopening Plan	All Stakeholders	David Schultheis, Pandemic Coordinator	eSchoolData Parent Portal, the Pathway School Website, and Email.	July 2020	August 7, 2020
General School Updates	All Stakeholders	Administrative Team	eSchoolData Parent Portal, the Pathway School Website, and Email.	August 2020	Ongoing

Health and Safety Plan Summary: The Pathway School

Anticipated Launch Date: September 8, 2020

The tables below are designed to provide the local education community with a detailed overview of our health and Safety Plan. The Pathway School will post this summary on their website.

Facilities Cleaning, Sanitizing, Disinfecting and Ventilation	
Requirements	Strategies, Policies and Procedures
<p>Cleaning, sanitizing, disinfecting, and ventilating learning spaces, surfaces, and any other areas used by students (i.e., restrooms, and hallways)</p>	<p>In both the green and yellow phases of reopening, all high contact areas (bathroom fixtures, door handles, light switches, desk surface areas, cabinet knobs, etc.) are cleaned twice a day in student/staff occupied areas. Disinfectant will be available to all staff/students and all learning spaces at all times. There will be a focused cleaning of the building nightly or prior to student arrival.</p> <p>The Manager of Facilities will provide professional development to all maintenance staff, building supervisors, and cleaning personnel.</p>

Social Distancing and Other Safety Protocols	
Requirements	Strategies, Policies and Procedures
<p>*Classroom/learning space occupancy that allows for 6 feet of separation among students and staff throughout the day, to the maximum extent feasible</p> <p>*Restricting the use of the cafeteria and other congregate settings, and serving meals in the classrooms</p> <p>*Hygiene practices for students and staff including the manner and frequency of hand-washing and other best practices</p> <p>*Posting signs, in highly visible locations, that promote everyday protective measures, and how to stop the spread of germs</p> <p>*Handling sports activities consistent with the CDC Consideration for Youth Sports for recess and physical education class</p> <p>*Limiting the sharing of materials among students</p> <p>*Self-contained classes and buildings for all programs</p> <p>*Staggering the use of communal space and hallways</p> <p>*Monitoring student travel to and from The Pathway School and ensuring appropriate arrival practices to mitigate the spread of germs</p> <p>*Limiting the number of individuals in classrooms and other learning spaces, and interactions between groups of students</p> <p>*Coordinating with sending LEAs regarding transportation protocol changes and when possible or necessary, revised hours of operation or modified school-year calendars</p> <p>*other social distancing and safety practices</p>	<p>While in the green phases, the schedules will be designed to maintain 6 feet of separation to the maximum extent feasible. Instructors will design learning spaces with respect to social distancing to the maximum extent possible. Administration will limit the number of assemblies happening during the school day in an effort to avoid large congregations of people. Visitors, volunteers, presenters, and parent visitors will be encouraged to utilize video options when feasible.</p> <p>All food, disposable utensils, and condiments will be handed to students.</p> <p>The students and staff will have access to handwashing facilities and the use of hand sanitizer multiple times a day. Proper procedures will be shared via staff instructions and signage. Students and staff will receive training and reminders through school announcements including training and reminders on hand-washing best practices, good hygiene, and social distancing.</p> <p>All students will access hand sanitizer when entering any building on the The Pathway School campus. There will be highly visible signage in all buildings highlighting topics such as handwashing, personal hygiene, and social distancing.</p> <p>During recess, the students and staff will follow the recommendations of the CDC by limiting the amount of students on the playground by at least 50% capacity.</p> <p>In an effort to reduce movement throughout the campus, all programs will be self-contained.</p> <p>In an effort to limit the sharing among all students in all programs, students will be required to utilize their own personal materials which includes pencils, pens, scissors, glue, crayons, etc. There will be a cleaning of all shared devices between uses.</p> <p>For all buildings with lockers, all students will be required to utilize only their</p>

Requirements	Strategies, Policies and Procedures
<ul style="list-style-type: none"> *eliminating whole school assemblies *eliminating school field trips *eliminating on and off site student careers *entrance and exits identified for students and staff *one way halls where appropriate 	<p>assigned personal lockers.</p> <p>Communal space use will be governed by the building schedule, and schedules are designed to limit the interactions of groups. Directional signage may assist in social distancing in communal spaces, and members of the Pandemic Team will share The Pathway School Reopening health and Safety Plan with applicable community officials as necessary.</p> <p>In the event that the school must return to the yellow phase, more restrictive procedures will be implemented while all precautions from the green phase will be maintained. For scheduling, a hybrid schedule has been created in which the Upper School program will gradually return to campus from a remote learning situation once Montgomery County has been moved to the green phase thus reducing the number of students on campus by half.</p>

Monitoring Staff and Student Health	
Requirements	Strategies, Policies and Procedures
<ul style="list-style-type: none"> *Monitoring students and staff for symptoms and history of exposure *Isolating or quarantining students, staff, or visitors if they become sick or demonstrate a history of exposure *Returning isolated or quarantined staff, students, or visitors to school *Notifying staff, families, and the public of school closures and within-school-year changes in safety protocols 	<p>While operating under the green phase, there will be significant effort made to monitor the health of all members of the school community. In an effort to monitor students for symptoms of COVID-19, students will receive a temperature check and symptom screening when entering The Pathway School.</p> <p>Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy. Any student who presents with a fever after the second temperature check will be sent to the nurses office for isolation and sent home for observation by a family member. In an effort to monitor faculty and staff for symptoms of COVID-19, faculty and staff members will receive a temperature check upon arrival at The Pathway School in the main office.</p> <p>A staff member who presents with a fever may be asked to return home and not return until they are fever free. Anyone who presents with a fever may be issued a second temperature check within 15 minutes to ensure accuracy. Any person who demonstrates symptoms of COVID-19 will remain isolated in predetermined locations (nurse's office, conference room, unused office, etc.) until they are able to safely leave the campus.</p> <p>Any person returning to campus after experiencing a confirmed case of COVID-19 must have a doctor's note stating that returning to school is safe for both the individual who recovered and others on the campus.</p> <p>All additional school closures or changes in safety protocols related to COVID-19 will be communicated to families through the eSchoolData Parent Portal, The Pathway School website, and email.</p>

Other Considerations for Students and Staff

Requirements	Strategies, Policies and Procedures
<p>*Protecting students and staff at higher risk for severe illness</p> <p>*Use of face coverings (masks or face shields) by all staff (as appropriate)</p> <p>*Use of face coverings (masks or face shields) by all students (as appropriate)</p> <p>*Unique safety protocols for students with complex needs or other vulnerable individuals</p> <p>*Strategic deployment of staff</p>	<p>In the green phase, students will be provided with a full remote learning environment if they so choose. Staff at risk of the Coronavirus will be addressed on a case by case basis.</p> <p>Staff members and students may wear a mask if they choose. Unique safety protocols for students with complex needs or other vulnerable populations will be addressed on a case by case basis.</p> <p>Appropriate accommodations will be made fully to support their safety and learning.</p> <p>During the yellow phase, approximately half of the students will be present at any given time throughout the campus. All staff members and students will be required to wear a mask unless they have a medical condition. Protocols for students with exceptionalities will be addressed on a case by case basis and appropriate accommodations will be made to fully support their safety and learning.</p> <p>https://www.health.pa.gov/topics/disease/coronavirus/Pages/Guidance/Universal-Masking-FAQ.aspx</p>

Health and Safety Plan Governing Body Affirmation Statement

The Board of Directors/Trustees for The Pathway School have reviewed and approved Phased School Reopening Health and Safety Plan on July 30, 2020.

Affirmed By:

William Harrigan

(Signature of The Pathway School Board Chair)

William S. Harrigan

(Printed Name of The Pathway School Board Chair)



(Signature of School President and C.E.O.)

David J. Schultheis

(Printed Name of School President and C.E.O.)