



Pandemic Response Plan

Revised August, 2022

PANDEMIC RESPONSE PLAN



UTOPIAN COVID GUIDELINES AND POLICIES

MASKS

Wearing masks is **required**. In compliance with the Unmask Georgia Students law, parents will be provided an "Opt-out" form to allow their scholars to be unmasked at school. Masks are meant to protect other people in case the wearer is unknowingly infected but does not have symptoms. Masks should be worn by staff and students and are most essential in times when physical distancing is difficult. Consider masks for younger children if it is determined they can reliably wear, remove, and handle masks following CDC guidance throughout the day. Individuals should be reminded frequently not to touch the face covering and to wash their hands.

VACCINATION

Getting a COVID vaccination prevents severe illness, hospitalizations, and death. Unvaccinated people should get vaccinated and continue masking until they are fully vaccinated. With the Delta, Omicron, and/or future potential subsequent variants, this is more urgent than ever. Vaccinated:

- To reduce the risk of being infected with COVID variants and possibly spreading it to others, wear a mask indoors in public if you are in an area of <u>substantial or high</u> <u>transmission</u>.
- CDC recommends schools maintain at least 3 feet of physical distance between students within classrooms, combined with indoor mask wearing by people who are not fully vaccinated, to reduce transmission risk.
- When it is not possible to maintain a physical distance of at least 3 feet, it is especially important to layer multiple other prevention strategies, such as indoor masking.
- Also, testing will confirm the need to <u>isolate</u> from others for at least 10 days and quarantine close contacts.

TESTING

- UAFA will provide onsite bi-monthly COVID testing for all teachers, staff and administration
- Fully vaccinated and non-vaccinated individuals must be tested bi-monthly at UAFA's expense
- Vaccinated staff members should present proof of vaccination to UAFA leadership to be held confidentially in employee files

You have Tested Positive. What Do We Do?

- Employee should begin quarantine procedures immediately
- Should not return to work for 5 days,
- You can return to work if:
 - At least 5 days* have passed since symptom onset and
 - The employee has been fever-free for three (3) days and is otherwise symptomfree as well and
 - $\circ~$ At least 24 hours have passed since resolution of fever without the use of fever-reducing medications and
 - Proof of a negative PCR test

TIME OFF COMPENSATION

Employees who are quarantining due to a positive COVID test are eligible for:

- 80 hours from FMLA @ 100% of your pay
- Over 80 hours you maybe eligible for Short term disability
- PTO days, once used up it will be unpaid time off

Employees who are out taking care of a family member who tested positive for COVID:

- 80 hours from FMLA @ 2/3 of your pay
- PTO days, once used up it will be unpaid time off

Vaccinated employees will be able to have paid leave during their quarantine period. Non vaccinated employees will have unpaid leave during their quarantine period.

TIME OFF DOCUMENTATION

• COVID related:

- If the school is covering the absence, a doctor's note should be submitted stating when the employee can return to work. (This is for the employee or anyone the employee cares for.)
- If a doctor's note is not submitted, the absences will not be covered by the school.
- Non-COVID related:
 - Employee must submit doctor's excuse on 3rd day of sick leave. If not submitted, the day's off will be without pay.
- For Teachers, teaching from home via Teams is only an option with permission. An example could be teaching from home during quarantine.

PLAN

Families across the country are adapting to the evolving changes in daily life caused by the COVID-19 pandemic. Most schools, places of public gathering, and nonessential businesses have been closed and are now re-opening, and parents and other caregivers are faced with helping their families adjust to the new normal. This includes trying to keep children occupied, feeling safe, and attempting to keep up with schoolwork as best as possible. None of this easy, but it helps to stay focused on what is possible in order to reinforce a sense of control and to reassure children that they are okay, and that the situation will get better.

Utopian Academy for the Arts has developed a response to the evolving changes to K-12 education and is prepared to open school based on the proposed 2022-2023 school calendar under one of three scenarios:

Option A- Full Day Model (Face to Face): All scholars and staff will report in our traditional face-to-face structure for instruction and work with modified social distancing and cleaning practices in place.

Option B- Hybrid Model: Hybrid learning at Utopian Academy for the Arts will provide scholars with an opportunity to engage in traditional, in-person teaching practices and technology-enabled learning due to purposeful alignment between the two delivery models.

Option C- Virtual Academy Model: Due to a recurrence or resurgence of COVID-19, UAFA will remain in a distance learning and distance work environment until clearance is given by public health officials.

The Utopian Academy for the Arts Executive Leadership team, through the consultation of instructional staff, governing board members, and Clayton County Public Schools has dedicated the spring and summer months to plan for the upcoming school year. Regardless of the designated option selected, Utopian Academy for the Arts acknowledges that families will remain concerned about the impact of COVID-19 on their respective households. To support this anticipated demand, we will provide virtual educational options for scholars. Additionally, this committee represents our best thinkers and most innovative leaders. They have committed to the following:

- Develop action plans and timelines needed to ensure strong implementation for each model,
- Address the essential issues needed to ensure scholar access in each of the three models,

• Create recommendations for UAFA executive leadership consideration regarding each model

More specifics about each of the three models are included in this document. As guidance from health and safety experts continues to unfold, UAFA will gain more clarity regards the model we will employ in the 2022-23 school year and the committees' various plans will be solidified.

CURRICULUM, INSTRUCTION, & ASSESSMENT

Prior to the declaration of its option for reopening, Utopian Academy for the Arts identified three potential options for scholars to return to school for the first session that begins on August 5, 2020. These include the following, Option A: Full-Day Model, Option B: Hybrid Model, and Option C: Virtual Academy.

Option A: Full-Day Model

All scholars & staff will report in our traditional face-to-face structure for instruction & work with modified social distancing & cleaning practices in place. The full day model will consist of our face to face traditional school schedule which begins at the regularly scheduled time for elementary, middle, and high school academies. This includes the traditional start time of 7:30 am for elementary school, 8:30 am for middle school, and 8:30 am for our high school. Scholars can begin arriving at school at 7 AM and they will have their temperature screened at the Screening Kiosk to begin the day. A staff member will perform another check before break and after lunch to ensure that scholars are well during the day and need no assistance before going home for the day.

I. UAFA Employee Expectations

- UAFA will balance best practices related to health, safety, and well-being of employees while ensuring continued support of the UAFA mission.
- UAFA will establish social distancing awareness for all areas including elevators, common areas, meeting spaces, copy rooms, and stairwells.
- UAFA will issue two reusable masks to all employees and expect that that masks/face coverings be worn in all public/common areas and all non-enclosed workspaces.
- UAFA employees will SELF-CHECK for illness and will not report if sick.
- UAFA will increase professional development related to COVID-19 related topics.

II. UAFA Operational Expectations

- UAFA facilities will remain safe and clean for our scholars, staff, parents, and community.
- Enhanced routines for cleaning and disinfecting practices and social distancing norms will be included in this model.
- There will be limitations on the size, frequency and duration of both scholar and staff groupings.
- UAFA must ensure scholar access to healthy and nutritious meals remains available.

III. UAFA Instructional Expectations

- Instruction will be focused on the UAFA Curriculum Maps.
- UAFA will identify any scholar learning gaps and adjust practices to address their needs.
- UAFA will implement a targeted social/emotional support for scholars in the fall.
- There will be an increased focus on teacher and leadership training in both synchronous and asynchronous learning practices.

Option B: Hybrid Model

Hybrid learning at Utopian Academy for the Arts will provide scholars with an opportunity to engage in traditional, in-person teaching practices and technology-enabled learning due to purposeful alignment between the two delivery models. More specifically, scholars at Utopian Academy for the Arts will participate in an *A-Day/B-Day Instructional Schedule Rotation* where they will alternate between both face-to-face instruction and at-home virtual learning. Several factors will contribute to UAFA's return as a blended model during the start of the school year. The Georgia Department of Education, in collaboration with the Georgia Department of Health, released the document *Georgia's Path to Recovery for K-12 Schools*, which provides important considerations and recommendations based on COVID-19 community spread data. Based on this guidance, along with an analysis of district resources, community feedback, and ongoing collaborations with external and internal stakeholders, UAFA will determine when it is time to return using a hybrid model.

I. Employee Expectations

- UAFA will balance best practices related to health, safety, and well-being of employees while ensuring continued support of the UAFA mission.
- UAFA will maintain staffing levels to facilitate a reduced scholar capacity.
- UAFA will establish social distancing awareness for all areas including common areas, meeting spaces, copy rooms, and stairwells.
- UAFA will issue two reusable masks to all employees and expect that that masks/face coverings be worn in all public/common areas and all non-enclosed workspaces.
- UAFA employees will SELF-CHECK for illness and will not report if sick
- UAFA will increase professional development related to COVID-19 related topics.

II. Operational Expectations

- UAFA will decrease the number of scholars in the school building by approximately 50% to reduce possible exposure.
- UAFA facilities will remain safe and clean for our scholars, staff, parents, and community.
- Enhanced routines for cleaning and disinfecting practices and social distancing norms will be included in this model.

- There will be limitations on the size, frequency and duration of both scholar and staff groupings.
- UAFA must ensure scholar access to healthy and nutritious meals remains available.

III. Instructional Expectations

- Instruction will be focused by the Georgia Standards of Excellence Framework on a two-day repeat delivery model.
- UAFA will identify any scholar learning gaps and adjust practices to address their needs.
- In the fall, there will be a need for targeted social/emotional supports for scholars.
- There will be an increased focus on teacher and leadership training in both synchronous and asynchronous learning practices.
- There will be an increase in the number of families seeking continued distance and/or virtual learning opportunities.

Option C: Virtual Academy Model

Due to a recurrence or resurgence of COVID-19, UAFA will remain in a distance learning & distance work environment until clearance is given by public health officials. The Utopian Academy for the Arts Virtual Academy will offer an online virtual experience that will require scholars to be online each school day starting at 9:00am. Scholars will interact virtually with their regular school schedule. Each day, depending on instruction from their teacher, scholars will do similar assignments to scholars in the face to face classroom. Some of those days, scholars will be required to sign in and attend class to view instruction in real-time with the class. Scholars will be expected to follow all directions provided by their teachers and must interact with the various platforms that they would interact with during a regular school day. For this delivery method, parents must ensure that scholars are attending daily and must understand that scholar attendance and activity completion expectations will be the same as face-to-face instruction. Also, when choosing this mode, parents must be taken at school during a designated time to be proctored appropriately. These times will be agreed upon by the principal or designee and the scholar and parent.

I. Employee Expectations

- UAFA will balance best practices related to health, safety, and well-being of employees while ensuring continued support of the UAFA mission.
- Distance working expectations will be provided.
- UAFA will increase professional development related to COVID-19 related topics.

II. Operational Expectations

- This model can be used by all grades.
- Scholars in grades K-3, 6-8 and 9-10 will be issued devices.
- Limited hotspots will be provided per scholar's need.
- UAFA must ensure scholar access to healthy and nutritious meals remains available.

III. Instructional Expectations

- Instruction will be focused on Georgia Standards of Excellence.
- Instructional and grading practices will be more standardized than what was implemented in Spring 2022.
- Learning expectations and scholar participation accountability will be more rigorous than what was implemented in Spring 2022.
- Teachers will collaborate on lessons through their PLC structures and will post weekly plans for parents and scholars.
- All teachers will conduct weekly office hours either over the internet or via phone calls.
- UAFA will deliver Learning Packets to K-3 scholars and to scholars who qualify for specialized programs.
- Daily instruction will be delivered synchronously, meaning live and in real time, by teachers over Microsoft Teams.
- Instruction can also be delivered asynchronously, meaning available on demand and not delivered in real time by a teacher, through two means.
- Through virtual means:
 - Teachers may assign a bank of pre-recorded lessons created by UAFA. Production of this bank will begin after the start of the school year.
 - Teachers may create and assign their own lessons and post those through Microsoft Teams. These may be pre-recorded.
- Through Learning Packets:
 - Elementary school scholars and those in specialized programs may need to participate through hard copy Learning Packets distributed and collected.
 - There will be a need for increased SEL services, at least initially, upon the start of school in the fall.
 - UAFA will detail Dean responsibilities for scholar engagement.

THREE SCENARIO PLAN FOR PREPARING & REOPENING

Level of Community Spread (As Determined by State and Local Health Officials)

Scenario 1:	Scenario 2:	Scenario 3:
Low Spread	Minimal/Moderate Spread	Substantial Spread
Option A. Face to Face	Option B. Hybrid Model	Option C. Virtual
Utopian Academy for the	Utopian Academy for the Arts	Academy
Arts' scholars, faculty, and	will operate in a hybrid	Utopian Academy for the Arts
staff will report within a	model for ongoing	will operate in a remote
traditional face-to-face	instruction and work that	learning and work
structure with modified	includes a blend of both	environment until a
social distancing, safety	remote and in-person	clearance is given by state
precaution, and cleaning	instruction.	and local health officials.
practices.		

Practicing Prevention		
Level of Community Spread (As Determined By State and Local Health Officials)		
Scenario 1:	Scenario 2:	Scenario 3:
Low Spread	Minimal/Moderate Spread	Substantial Spread
 handwashing, covering Provide hand soap and I 60% alcohol, paper tow all bathrooms, classroor areas. Post signage in classroor communicate how to stor symptoms, preventative home when sick), good protocols. Clean/disinfect frequent daily and shared objects Allow scholars and staff face masks/coverings to masks and other approp Take steps to ensure all safe or turn off water fo water or allow scholars from home. Ensure ventilation syste increase circulation of o as long as this does not scholars or staff. Conduct deep cleaning 	f to bring hand sanitizer and o use from home or provide riate PPE to Scholars and staff. water systems and features are untains and provide bottled and staff to bring water bottles ms operate properly and butdoor air as much as possible, pose a safety or health risk to of schools prior to schedule additional cleanings	 School building will close. Use social media and other communications to inform parents, scholars, faculty, and staff about COVID-19 symptoms, preventative measures, good hygiene, and school/district specific protocols Encourage COVID-19 testing

Level of Community Spi	Transporting Scholars read (As Determined by State and	d Local Health Officials)
Scenario 1: Low Spread	Scenario 2: Minimal/Moderate Spread	Scenario 3: Substantial Spread
Shuttle Bus Stop		School building will
be transported on buses bus typically accommod should be reduced to 24 advance of these new m	• •	 close. Transportation may be used to deliver meals to scholars and families. Reduce contact by distributing/delivering a week's worth of meals during a

- To allow ample time for safety checks, parents will be notified in advance to have their scholar in place at the bus stop at least 10 minutes prior to their scheduled pick up time.
- Temperature checks from each scholar will be conducted prior to onboarding
- A mask and/or hand sanitizer will be provided, if needed. If a student has a high temperature above the standard, or if the volunteer recognizes the student does not look well, the parent will be notified and approved guidelines will be followed.
- Staff members or parent volunteers assisting at each bus stop will facilitate new safety measures in a trainthe-trainer format in order to train a senior-level Scholar bus rider on using these practices to assume this important role when parents or staff have schedule conflicts.

Transporting Scholars

- Scholars will board the bus from the back to the front for minimal contact
- Bus driver will reiterate the new standards for student safety while riding to bus
- Rules in signage will be posted
- Scholars will sit in assigned seating to maintain social distancing of one seat between every two scholars
- Limitations of conversations, singing, and playing will be observed to avoid spraying one another
- Zero tolerance of horse play rule will be observed to avoid physical contact
- Consider physically marking each seat with a 6ft marker
- If feasible, install plastic barriers between each row of seats as well as on the back and right-hand side of the bus driver.

Disembarking

- Scholars will unload the bus from front to back to minimize contact
- Before entering the school building, scholars will engage in final safety checks
 be offered hand sanitizer
 -asked to have masks on before entering the school building
- After all scholars have cleared the vehicle, the school bus should be sanitized and deodorized in order to accommodate the next group of scholars

designated time (ex: delivering a week's work of meals every Monday)

- Use social media and other communications to inform parents, scholars, faculty, and staff about COVID-19 symptoms, preventative measures, good hygiene, and school/district specific protocols.
- Encourage COVID-19 testing.

• Schedule additional cleanings during the week and deep cleanings on weekend, holidays/breaks	

Entering School Building			
Level of Community Spread (As Determined by State and Local Health Officials)			
Scenario 1: Low Spread	Scenario 2: Minimal/Moderate Spread	Scenario 3: Substantial Spread	
 Plexiglas/ plastic barrier will be placed at front desk. Encourage the use of hand sanitizer and masks for scholars, faculty, and staff. Limit unnecessary congregations of scholars, faculty, and staff Signage will be posted in all hallways, classrooms, and entrances to communicate how to stop the spread of COVID-19, the symptoms, preventative measures (including staying home when sick), good hygiene, and school/district specific protocols Isolation space will be provided for scholars, faculty, and staff who feel ill or experience symptoms when they come to school (see <i>When a Child, Staff Member</i>, or <i>Visitor Becomes Sick at School</i>) 	 Temperatures checks of scholars, faculty, and staff will be taken prior to entering the building. Face coverings/ masks required prior to entering and to be worn at all times. Designated entrances for scholars and another designated entrance for faculty, staff, and visitors. Mark spaced lines to enter the building and designate entrance and exit flow paths Hand-washing signage posted in all bathrooms. Hand sanitizing stations will be provided throughout the building for scholars, faculty, and staff use upon entrance. Post signage in classrooms, hallways, and entrances to communicate how to stop the spread of COVID-19, the symptoms, 	 School building will close. Only essential staff may report in-person to carry out functions that are absolutely necessary. Virtual tools and platforms will be utilized wherever possible to conduct essential business. All in-person reporting and entering the building will be kept to an absolute minimum. Use social media and other communications to inform parents, Scholars, faculty, and staff about COVID-19 symptoms, preventative measures, good hygiene, and school/district specific protocols. Encourage COVID-19 testing. 	

- Talata a 1 1	preventative measures
• Isolate and send home, if internal	(including staying
temperature over	home when sick),
100.4°F (38°C)	good hygiene, and
• Limit number of	school/district specific
visitors to essential.	protocols.
• Visitors are screened	• Isolation space will be
and must ring the	provided for scholars,
front office before	faculty, and staff who
entering. Front desk	feel ill or experience
personnel will screen	symptoms when they
visitors, offer hand	come to school (see
sanitizer, and request	When a Child, Staff
a face covering/mask.	Member, or Visitor
	Becomes Sick at
	School)
	• Isolate and send home
	if internal temperature
	over 100.4°F (38°C)
	• Visitors must call the
	front office before
	entering. Front desk personnel will screen
	visitors, offer hand
	sanitizer, and request
	a face covering/mask.
	 Nonessential visitors
	and volunteers are
	restricted.
	Scholar entrance &
	dismissal will be
	staggered by grade,
	class, or bus numbers)
	with marked spacing
	for pickup.
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Serving Meals		
Level of Community Spread (As Determined by State and Local Health Officials)		
Scenario 1:	Scenario 2:	Scenario 3:
Low Spread	Minimal/Moderate Spread	Substantial Spread

 Scholars, faculty, and staff must wash hands before and after meal service. Hand sanitizer will be provided for scholars, faculty, and staff Scholars, faculty, and staff Scholars, faculty, and staff must wear face masks/coverings while in large group gatherings. Conducting cleaning of cafeterias and hightouch surfaces throughout the school day. Use disposable plates, utensils, etc. Mark spaced lines to enter the cafeteria and serving lines (to the extent practicable. 	 Scholars, faculty, and staff must wash hands before and after meal service. Hand sanitizer will be provided for scholars, faculty, and staff. Conduct cleaning of cafeterias and hightouch surfaces throughout the school day. Use disposable plates, utensils, etc. Mark spaced lines to enter the cafeteria and serving lines (to the extent practicable). Designate entrances and exit flow paths; stagger use Spaced seating (utilize outdoor space as practicable and appropriate). Longer meal periods for more staggered meal delivery (utilizing state seat time waiver to extend meal periods). 	 School building will close. Practice social distancing protocols to the greatest extent practicable. PPE will be provided to participating staff. Reduce contact by distributing/ delivering a week's worth of meals during a designated time (ex: delivering a week's work of meals every Monday). Use social media and other communications to inform parents, scholars, faculty, and staff about COVID-19 symptoms, preventative measures, good hygiene, and school/district specific protocols. Encourage COVID-19 testing.
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Conducting Large Group Gatherings Level of Community Spread (As Determined By State and Local Health Officials)		
Scenario 1: Low Spread	Scenario 2: Minimal/Moderate Spread	Scenario 3: Substantial Spread
 Require scholars, facult masks/coverings. Limit unnecessary cong and staff. Abide by the maximum 	regations of scholars, faculty, number of people allowed to y the Governor's current	 School building will close. Abide by the maximum number of people allowed to congregate as defined by the Governor's current statewide Executive Order.

•	Limit and discourage the congregation of scholars in parking lots and common areas.	
•	Stagger the schedule for large group gatherings (i.e. recess and school meals).	
•	Identify and utilize large spaces (i.e. gym, cafeteria, outside spaces –as weather permits) for social distancing.	