

SY 2021-22 LEA Health and Safety Plans

LEA Name: Thurgood Marshall Academy PCS

LEA Contact: Raymond Weeden

LEA Type: High School

Date Generated: 08/10/2021

Background and Purpose

[OSSE's Health and Safety Guidance for Schools](#) is issued for LEAs and private, parochial and independent schools (schools). LEAs and schools must develop and submit to OSSE comprehensive health and safety plans. This plan is intended to provide the public with information on how the LEA will support the safe reopening and operation of school buildings, including guidelines on masking, social distancing, handwashing and respiratory etiquette, cleaning and maintaining healthy facilities, and appropriate response to a positive COVID-19 case.

OSSE reviewed each LEA's responses to the questions for clarity, completeness, and compliance with the DC Health and OSSE health and safety guidance for schools and provided feedback to the LEA. Before publication, LEA's were given the opportunity to revise their responses based on OSSE's feedback. LEAs and schools are responsible for incorporating additional or updated public health guidance into their policies and procedures throughout the school year as such guidance is released.

Face Masks

1. Provide the LEA's plan to comply with the requirements to:

- **a. except for specific circumstances (e.g., while eating) articulated in OSSE's guidance, all students, staff and visitors, including those who are fully vaccinated, must wear non-medical face coverings or face masks at all times while on school grounds, on school buses and while participating in any school-related activities, including physical education and sports; and**
- **b. masks must be worn correctly.**

It is Thurgood Marshall Academy's policy that, unless DC government guidance changes and except for specific circumstances (e.g., while eating) articulated in DC OSSE's guidance, all students, staff, and visitors, including those who are fully vaccinated, must wear non-medical face coverings or face masks at all times while on school grounds (except when alone in an office with the door closed), on school buses and while participating in any school-related activities, including physical education and sports, during and after regular school hours. The LEA will communicate this policy—and will prompt correct mask use—via communication such as a Building Use, Health & Safety plan published on the school website (for employees) and via DC Department of Health signage or the like posted in the building (for all occupants). Leaders of events (e.g., after school programs, PTO meetings, etc.) will supervise social distancing, including but not limited to mask wearing, to the greatest degree feasible. By way of example, Thurgood Marshall Academy teachers in charge of field trips may be charged with monitoring bus drivers use of masks. To ensure easy compliance with this policy, any member of our community who arrives without a face covering, or loses or damages their face covering while attending a school activity, will be provided a new one. The school intends to maintain a supply of PPE, including masks, until such time as face coverings are no longer required at schools.

The LEA's plan to ensure masks are worn correctly--while on school grounds, on school buses and while participating in any school-related activities, including physical education and sports--is to pair training with signage. The COO will update the school's Building Use Guidelines based upon this CEP and will train faculty and staff during the August "Warrior Academy" employee orientation. Furthermore, the COO has communicated mask requirements to the school leaders, along with the understanding that they must enforce proper mask wearing in their respective domains (by way of example only, Student Affairs staff will enforce school-day mask-wearing as part of uniform policy enforcement, and the Programs Director will ensure that athletes and students on bus trips wear masks). The school has built a requirement that drivers wear masks per DC law into its preferred-bus-vendor contract. The LEA will further support mask-wearing by posting signage in classrooms (common spaces already have DC Health guidance posted). Finally, the staff member overseeing COVID-19 response (described elsewhere in this plan) will be responsible for reminding employees and students to wear masks properly. The mask plan will continue as long as mask-wearing forms a part of OSSE guidance and as long as the LEA's Executive Director provides guidance that masks are required.

2. Provide the LEA's policies and procedures in the event that a student, staff member, or visitor is unable or unwilling to wear a face mask at all times.

A student unwilling to wear a face mask will meet with a dean (practicing appropriate social distancing) to discuss the problem and seek an appropriate accommodation.

An employee, contractor, or visitor who is unable or unwilling to wear a mask will be asked to leave the

campus/activity. If the instance warrants and to the extent feasible, school representatives will follow up with the person who didn't wear a mask to plan a workaround. By way of example only, employees may be referred to HR to begin a formal accommodation request, if applicable, and a parent may receive a call from a dean to discuss the matter.

3. Provide the LEA's policies and procedures to support physical distancing between individuals and within and across groups, including in classrooms, common spaces, during arrival and dismissal procedures, and during extracurricular activities.

Each classroom will be organized to support students seated and standing at least 3 feet apart (head to head) to the extent feasible. Teachers and students over the age of 18 will stay at least 6 feet from students and each other to the extent feasible. During activities such as PE, outdoor activities, and arrival and dismissal, the school will continue to have signage reminding students and staff to stand at the appropriate social distance for their age, which is currently 6 feet for all.

To promote physical distancing, our LEA is implementing the following policies and procedures:

- In classrooms, desks will be spaced to the extent feasible so that student seats will be 3 feet from one another and at least six feet from the teaching area (usually the area in front of a whiteboard).
- Decals and signage in common areas remind users to remain 6 feet apart.
- Lunch supervisors, Programs staff, and coaches will maximize feasible social distancing during extracurricular and physical activity.
- The school plans to stage arrival and departure (dismissal) through multiple doors to alleviate crowding.

4. Provide the LEA's policies and procedures regarding the use of cohorts for students and/or staff, including steps to minimize interactions between cohorts, as applicable.

Our LEA plans to create cohorts to the extent feasible by maintaining a cohort for each grade level. Students are used to congregating by grade in certain parts of the building, as lockers and classes typically cluster in the same area (e.g., 9th-grade lockers and classes typically on the 2nd floor, including before the pandemic). Since teachers and staff also typically serve a grade level (e.g., 9th-grade deans and 9th grade subject-area teachers), the school's existing culture paired with social distancing messaging will limit cohort mixing.

5. Provide the LEA's policies and procedures to support handwashing and respiratory etiquette including frequent, proper handwashing strategies and encouraging covering coughs and sneezes.

Thurgood Marshall Academy's policy supports handwashing and respiratory etiquette, including frequent, proper handwashing strategies and encouraging covering coughs and sneezes. Signage will reinforce frequent, proper handwashing strategies by staff and students with soap for at least 20 seconds. We will also provide hand sanitizer that contains at least 60 percent alcohol throughout the school. All students and staff will have the opportunity to wash hands, either with soap and water for at least 20 seconds or, if not readily available or would compromise cohort isolation practices, hand sanitizer with 60% alcohol at the following times:

- Before and after eating;
- Before and after group activities or student centers;
- After going to the bathroom;
- After removing gloves;
- After blowing noses, coughing, or sneezing.

Signage will support respiratory etiquette, including covering coughs and sneezes and proper mask (face covering) use. The building's excellent HVAC system further supports respiratory etiquette, and the LEA continues to explore means to upgrade an already robust ventilation system further.

6. Provide the LEA's plan to make available adequate supplies (e.g., soap, paper towels, hand sanitizer, tissues) to support healthy hygiene practices including, as relevant, in classrooms, bathrooms, offices and common spaces.

Thurgood Marshall Academy's building and the cleaning contractor have supported high quality and quantities of hygienic supplies since before the pandemic. We have augmented these resources in the past year.

We have always ensured that restrooms and kitchens are well stocked with soap and paper towels, classrooms and offices have tissues, and other hygiene products (e.g., gloves for food service) are well stocked. These routine supplies are checked throughout the day and restocked at night by our cleaning contractor.

We installed hand sanitizers using at least 60% alcohol in classrooms and common areas during the pandemic, and we plan to check these biweekly. We have also installed hands-free faucets and soap dispensers in every bathroom. These will be stocked on a nightly basis by our custodial contractor.

7. Provide the LEA's policies and procedures to acquire, distribute and support the appropriate use of PPE including gowns/coveralls, gloves, surgical masks, eye protection (face shield or goggles) and N95 masks, as relevant and necessary.

Thurgood Marshall Academy's policy to provide Personal Protective Equipment (PPE) as appropriate to occupants' roles and procedures for distributing them varies depending upon roles. Masks (non-medical face coverings) are provided to any occupant who needs one at the front security desk. Teachers distribute PPE to students via PPE bins in each classroom that contain masks, paper bags for storing masks if eating, alcohol wipes to clean objects (pens, keyboards, etc.), and gloves. The isolation room holds gowns for use by those who observe anyone displaying COVID-19-like symptoms who cannot leave the building. Cleaners wear gloves and coveralls. Face and desk shields are available for rare occasions when masks cannot be worn (such instances are expected to be rare but might include speech/language work).

Finally, the LEA has installed partitions between restroom sinks and public locations for an added element of

protection for occupants. (Note that Thurgood Marshall Academy sinks are ADA accessible, and PPE does not interfere with accessibility.)

The person distributing the PPE (and signage for more standard PPE, such as masks) supports the appropriate use of PPE. Most PPE is purchased and inventory monitored by the Operations Department (primarily the Assistant Director of Operations). Exceptions are that the custodial and building contractors provide their employees' PPE (though the LEA will supplement when needed) and that the school relies upon the DC School Health Suite Program to procure and perform fit-tests for the nurses' N95 mask (since this is specialized medical equipment, difficult to procure, and health professionals can best manage inventory).

Maintain Clean and Healthy Facilities

8. Provide the LEA's schedule for routine cleaning of rooms, surfaces and objects, including high touch objects and surfaces (e.g., pens, keyboards, elevator buttons, light switches, handles, stair rails, faucets, phones, doorknobs, grab bars on playgrounds).

<i>Thurgood Marshall Academy Routine Cleaning Schedule</i>	"C" = Cleaning Service "U" = User—each cleaning one's own materials.	Throughout the day	Daily	Weekly	Periodic deep cleans
Classroom	Floors of classrooms		C		C
	Student desks, chairs		C		C
	Teacher desks, chair		C		C
	Walls and white boards			C	
	Pens, pencils, white	U			

	board markers, keyboards/devices, etc.				
Hallways/Stairs	Fixtures (switches, handles, doorknobs, elevator buttons)	C			C
	Railings	C			
	Lockers		C		C
	Floors of hallways		C		C
Office and Common Area	Pens, pencils	U			
	Fixtures (switches, knobs, keyboards, etc.)		C		C
	Chairs				C
	Copiers, etc.		C		
Bathrooms	Surfaces	C			C
	Floor		C		C
	Fixtures, faucets, etc.	C			

Gym	Equipment		C		
	Playground	None on campus.			

9. Provide the LEA's cleaning and disinfecting protocols in the event that (1) a student, staff member, or visitor develops symptoms of possible COVID-19 while in the school; or (2) if the school is notified that a student, staff member or visitor who tested positive has been in the school.

Thurgood Marshall Academy's policy is to follow DC OSSE's guidance on how to disinfect and clean when a member of our community develops symptoms of COVID-19 while in school or tests positive. The protocols include the following:

- Disinfection and cleaning of areas used by an individual who tested positive for COVID-19 will be performed by the school's regular janitorial contractor following notification by a member of the Operations Department. The contractor will ensure its employees have and know to use Personal Protective Equipment (PPE).
- In the event of a positive COVID-19 case in the school community, the school will control spread by disinfecting all exposed materials and limit personnel from entering the contaminated area(s). No individual(s) will be allowed in the potentially contaminated area(s) directly following identifying a known positive case without gloves and masks and other PPE, as deemed necessary.
- If a student, staff member, or essential visitor develops symptoms of or tests positive for COVID-19 **during the school day or within 24 hours of being in the building**, the school will to the extent feasible clean and disinfect the area(s) where they have been.
 - The LEA will, to the extent feasible, close areas where the sick individual has been.
 - If a COVID-19 case is confirmed during the day AND the COVID-19 positive individual is in the facility, then the cohort should be dismissed as feasible and the room vacated as soon as possible.
 - It is acceptable for the cohort to remain in the room until the end of the day in the following circumstances:
 - If an individual has symptoms but is not confirmed to have COVID-19; or
 - If a COVID-19 case is confirmed and the COVID-19 positive individual has not been in the facility that day.
 - Staff supporting, accompanying, or cleaning up after a sick student or staff member should wear a surgical mask (rather than a face covering), a gown, and gloves.
 - Once the room is vacated, staff should wait as long as possible before entering the room to clean and disinfect (several hours to 24 hours). The school's custodial contractor should then perform cleaning and disinfection of the full classroom and any other spaces or equipment in which the ill individual was in contact. This includes the isolation room after use by an ill student or staff member.
 - During cleaning and disinfection, staff will adjust HVAC settings or take other appropriate measures to increase air circulation to the area.
 - Staff must wear a face mask for all steps of the cleaning and disinfection process. Staff should also wear gloves, to the extent feasible, and follow, to the extent feasible, any additional steps indicated in DC OSSE guidance.
 -

If feasible, disinfection will include the use of electrostatic disinfection equipment.

- If a student, staff member, or essential visitor develops symptoms of or tests positive for COVID-19 and it has been **more than 24 hours, but less than three days**, since the individual was in the school building, Thurgood Marshall Academy's cleaning contractor will, to the extent feasible, clean any areas where the individual has been. Per DC OSSE guidance, disinfection is unnecessary (but may be performed as a standard step).

If a student, staff member, or essential visitor develops symptoms of or tests positive for COVID-19 and it has been **more than three days** since the individual was in the building, no special cleaning and disinfection procedures are necessary, and Thurgood Marshall Academy plans to follow routine cleaning and disinfection procedures.

10. Provide the LEA's plan to make available sufficient and appropriate cleaning and disinfection supplies.

The Assistant Director of Operations monitors PPE stock in classroom bins and food service areas, ensuring a supply of gloves (and other PPE) for occupants cleaning and disinfection of their own materials or workspaces. Thurgood Marshall Academy contracts with Bolana Capital Enterprises for janitorial services. The company is responsible for procuring gloves and other PPE for their workers, procuring and monitoring cleaning and disinfecting supplies for Thurgood Marshall Academy's building, and ensuring their staff is trained and uses the materials. Bolana has assured the LEA its workers understand and are prepared to follow all relevant guidance, including but not limited to DC DOH guidance and manufacturers' instructions for proper application and storage of cleaning and disinfecting products. The school also contracts with Bolana to provide electronic disinfection when needed.

11. Provide the LEA's plan to perform necessary maintenance to ventilation and water systems and features (e.g., sink faucets, drinking fountains, decorative fountains) so that they are ready for use and occupancy and are adequately maintained throughout the operating period.

Thurgood Marshall Academy has maintained a crew of essential workers on-site throughout the pandemic, including the building maintenance engineer, so the building did not fully shut down. Nevertheless, the building engineer followed reopening protocols, mainly the ventilation system and the water system.

Thurgood Marshall Academy's HVAC system has been running continuously during the pandemic. Building engineers had regularly performed periodic maintenance (e.g., changing filters, checking fans, and monitoring performance), and key machinery (e.g., the chiller and air handlers) has been subject to roughly monthly inspection via a maintenance contract with the manufacturer. Furthermore, in consultation with experts, TMA has planned or implemented several improvements to its building's HVAC system. While the Thurgood Marshall Academy had a high-functioning system before the pandemic, we adopted improvements that both responded to the pandemic and promoted general wellness:

- Installed MERV-13 filters in the system.
- Worked with a balancing contractor to confirm air circulation met or exceeded the six (6) air changes per hour recommended by experts.
- Installed germicidal UV-C lighting in central ductwork.
- Provided in classrooms and high-traffic common areas free-standing UV-C air purifiers as a stop-gap measure during the pandemic.
- The school is exploring additional improvements.

Water has also been used continuously throughout the pandemic. Nevertheless, before reopening after any

prolonged shutdown, the school will flush all water systems to clear out stagnant water and replace it with fresh water. This process aims to remove any metals (e.g., lead) that may have leached into the water and minimize the risk of Legionnaires' disease and other diseases associated with water. Eng

Engineers will follow the protocol described below:

- Run water (hot and cold where applicable) through all points of use, such as sinks, drinking fountains, toilets, urinals, and showers.
- Flush bottle fillers, hot water systems, and any other special equipment following manufacturers' instructions.
- Perform any other water-safety periodic maintenance.
- The school also contracts annually with a third-party professional to test water for lead and bacteria.

Response to a Confirmed or Suspected COVID-19 Case

12. Describe the LEA's policies and procedures to:

- **a. Comply with the requirement to not admit or to dismiss any student, staff member or visitor who is COVID-19 positive or otherwise meets criteria for exclusion, per OSSE's guidance; and**
- **b. Dismiss any individual or cohort that is potentially exposed to COVID-19 within the school setting.**

Exclusion Criteria

Thurgood Marshall Academy will not admit, or will dismiss if already attending, any student, staff member, or essential visitor—and the school will follow the applicable DC Health guidance for isolation or quarantine—if they:

- Have had any of the symptoms listed below in the last 24 hours:
 - Fever (subjective or 100.4 degrees Fahrenheit) or chills
 - Cough
 - Congestion or persistent runny nose
 - Sore throat
 - Shortness of breath or difficulty breathing
 - Diarrhea
 - Nausea or vomiting
 - Fatigue
 - Headache
 - Muscle or body aches
 - New loss of taste or smell
- They are confirmed to have COVID-19.
- Have been in close contact in the last 10 days with an individual confirmed to have COVID-19.
- Are awaiting COVID-19 test results or have a household member who is awaiting COVID-19 test results.
- Have traveled domestically in the last 10 days to any place other than Maryland or Virginia, unless they did not attend school until tested for COVID-19 three to five days after returning

to DC AND received a negative COVID-19 viral test.

- Have traveled internationally in the last 10 days, unless they did not attend school for seven days, got tested for COVID-19 three to five days after returning to DC, and received a negative COVID-19 viral test.

Students or staff with pre-existing health conditions that present with specific COVID-19-like symptoms will not be excluded from entering the school building on the basis of those specific symptoms if a healthcare provider has provided written or verbal documentation that those specific symptoms are determined to not be due to COVID-19.

Exception Regarding Exposure: Provided that they do not currently have any symptoms consistent with COVID-19, an individual who has **tested positive for COVID-19 within the last 90 days or is fully vaccinated** may be admitted while awaiting COVID-19 test results after close contact with someone with confirmed COVID-19, when a household contact is awaiting COVID-19 test results, or after travel. Any individual with symptoms consistent with COVID-19 must follow the exclusion criteria outlined above.

Exception Regarding International Travel: Provided that they do not currently have any symptoms consistent with COVID-19, an individual who **has tested positive for COVID-19 in the last 90 days or is fully vaccinated** against COVID-19 may be admitted immediately after domestic or international travel. They should get a COVID-19 test three to five days after international travel. Any individual with symptoms consistent with COVID-19 must follow the exclusion criteria outlined above.

Thurgood Marshall Academy will, to the extent feasible, advise excluded students (or their parents/guardians), staff, and essential visitors that they should contact their healthcare provider for further directions, which may include testing of other exposed individuals.

To the extent feasible, Thurgood Marshall Academy will seek to advise employees, families, and visitors--and consider when planning its protocols--that DC Health recommends that students and staff should get tested for COVID-19 if anyone in their household has symptoms of COVID-19, even if the student or staff member themselves does not have symptoms. All members of the household should be tested at the same time. **However, individuals who are fully vaccinated against COVID-19 should only get tested in this instance if they develop symptoms.**

Dismissal Criteria and Protocols

If a student, staff member, or essential visitor develops a fever or other signs of illness, Thurgood Marshall Academy will follow the protocol below:

- For students, Thurgood Marshall Academy will:
 - Immediately isolate the student from other students.
 - The student should immediately put on a face mask or surgical mask, if not wearing it already.
 - Leadership will identify a staff member to accompany the isolated student to the Isolation Room (described below) and supervise the student while awaiting pickup from the parent/guardian.

- The staff members briefly responding to the sick student in the classroom, accompanying the student to the Isolation Room, and supervising the student in the Isolation Room should follow PPE best practices, particularly wearing a surgical mask (as well as a gown and gloves if conditions warrant) while staying six feet from the ill individual. The Operations department can provide additional PPE, such as a face mask, if notified.
- Additionally, Thurgood Marshall Academy will, to the extent feasible:
 - Notify the student’s parent/guardian of the symptoms and that the student should be picked up as soon as possible and instruct them to seek healthcare provider guidance.
 - Follow guidance for use of the isolation room below (which is posted on the Isolation Room door).
 - Immediately follow all cleaning and disinfection protocols for any area and materials with which the student was in contact, per procedures detailed elsewhere in this plan.
- For staff and essential visitors, Thurgood Marshall Academy will, to the extent feasible:
 - Send the staff member or essential visitor home immediately or instruct them to isolate until it is safe to go home;
 - Instruct the staff member or essential visitor to seek healthcare provider guidance; and
 - Follow cleaning and disinfecting procedures for any area, materials, and equipment with which the staff member was in contact.

Isolation Room & Isolation Outdoors: Thurgood Marshall Academy has established Room 218 as a dedicated Isolation Room. The room has an easily cleaned/disinfected VCT floor; is close to a restroom and the elevator, can be screened from the hall for privacy, and has a glass door so an observe can sit outside the room and still observe and ill individuals. Thurgood Marshall Academy has equipped the room with a negative pressure fan that vents the rooms air out of the building. The room is also equipped with a phone and computers so an ill individual can communicate with relatives and school staff. The room has hard surfaces conducive to disinfection. Instructions are posted on the Isolation Room door, including that a sick individual should always wear a face mask or surgical mask, be within sight of the supervising staff member, and be physically separated from other individuals by at least 6 feet, and that cleaning staff must be notified and the room kept closed for disinfection after the ill individual departs. The conference room on the first floor has been designated as an alternate isolation room should Room 218 be occupied. Leaders may also guide ill individuals to isolate outside—particular on picnic benches in the fenced courtyard—if weather permits, and will notify cleaners to disinfect surfaces after the ill individual departs.

Thurgood Marshall Academy leaders will consult OSSE guidance for *Return Criteria* before readmitting any student or adult who displayed symptoms or met other exclusion criteria described in this section.

13. Provide the LEA's plan to comply with the requirements to:

- **a. Identify a staff member as the COVID-19 point of contact (POC) to whom families, staff, contractors and vendors should report a positive case of COVID-19 and who is responsible for reporting positive cases of COVID-19 to DC Health;**

- **b. Report any applicable positive COVID-19 case in a student, staff member or essential visitor to DC Health on the same day the school is notified;**
- **c. Not exclude students or staff with pre-existing health conditions that present with specific COVID-19-like symptoms on the basis of those specific symptoms, if a healthcare provider has provided written or verbal documentation that those specific symptoms are not due to COVID-19.**

Thurgood Marshall Academy's COVID-19 point of contact (COVID-19 POC) is Chief Operating Officer David Schlossman, 202-276-4722, dschlossman@tmapchs.org. Families, staff, contractors, and vendors can report positive cases of COVID-19 to Mr. Schlossman (whose contact information appears on the school's website), and he is familiar with procedures for reporting possible COVID-19 cases to DC Department of Health.

The COO or a delegate will report any applicable positive COVID-19 cases to DC Health on the same day the COO receives notice of a case. The COVID-19 POC will be able to receive calls/texts throughout the day and into the evening hours. The COVID-19 POC may also proactively reach out to families of students, staff, and visitors who had symptoms or have been absent to inquire.

Thurgood Marshall Academy, to the greatest degree possible, will not exclude students or staff with pre-existing health conditions that present with specific COVID-19-like symptoms on the basis of those specific symptoms, if a healthcare provider has provided written or verbal documentation that those specific symptoms are not due to COVID-19. This medical information will be shared with student affairs staff following existing practices for student chronic medical conditions. The COVID-19 POC may review screenings/practices periodically to ensure exclusions are warranted. In some cases, the COVID-19 POC may seek the counsel of a healthcare provider or human resources consultant.

14. Provide the LEA's procedures to support DC Health with contact tracing in the event of a positive case of COVID-19.

Thurgood Marshall Academy will, to the extent feasible, continue requiring that adults entering the building complete a daily health screening via a Google Form (with a print alternative) written by the LEA. Since the form captures email or phone information, it will support contact tracing. To the extent feasible, Thurgood Marshall Academy staff will review submitted forms.

Thurgood Marshall Academy does not plan to check temperatures or to conduct screenings of students, consistent with DC OSSE recommendations. Rather, to the extent feasible, the school will encourage parents to monitor students' health and keep them home if they appear ill.

Our COVID-19 POC will report all positive cases and known contact with positive cases to DC Health, as described in Section N. of the *Health and Safety Guidance for Schools* from DC OSSE (May 23, 2021, version, page 28ff, or subsequent guidance). Immediately upon learning of the positive case, the COVID-19 POC will notify DC Health by submitting an online form on the DC Health COVID-19 Reporting Requirements website using the [Non-Healthcare Facility COVID-19 Consult Form](#) or its successor.

15. Describe how the LEA will notify the school community, as appropriate, of the positive case and corresponding actions taken by the LEA.

The COVID-19 POC will work closely with DC Health to determine what follow-up is needed with individual students, cohorts, or the entire school community. The school has models for school-home communication should widespread notification prove necessary.

The LEA has communication protocols in place that protect the privacy of individuals and alert families and staff to a COVID-19 case. The school has an auto-dialer contact system to notify groups of families and staff, and it plans a staff member who will serve as liaison with DC Health and school leaders for COVID-19 response, including communication.

DC Health will identify close contacts based on its case investigation. Communication should be completed per DC Health directives in each case, and may include some or all of the following:

(i) Notification to the affected group/classroom (or the entire school if necessary) that there was a COVID-19 positive case, those impacted will be notified and told they must not attend school, and steps that will be taken (e.g., cleaning and disinfection); (ii) Education about COVID-19, including the signs and symptoms, available at coronavirus.dc.gov; (iii) Referral to the Guidance for Contacts of a Person Confirmed to have COVID-19, available at coronavirus.dc.gov/healthguidance; and (iv) Information on options for COVID-19 testing in the District of Columbia, available at coronavirus.dc.gov/testing.

DC Health will instruct the LEA on dismissals and other safety precautions in the event a known COVID-19 individual came in close contact with others at school. DC Health will determine which individuals are close contacts who should be instructed to not attend school for at least 10 days.

COVID-19 Testing and Vaccines

16. If applicable, describe the LEA's current or planned COVID-19 testing protocol for symptomatic and/or asymptomatic students and/or staff, including steps the LEA will take to encourage participation in the testing program. Please include the LEA's plan to ensure that results of such testing programs are reported to DC Health per DC Health's COVID-19 reporting requirements: dchealth.dc.gov/page/covid-19-reporting-requirements.

Thurgood Marshall Academy is eager to participate in student testing programs for symptomatic or asymptomatic student samples if offered by the DC Student Health Suite Program (SHSP). The school does not intend to test symptomatic adults but hosts a Curative kiosk on its grounds that can do so, subject to available appointments. Thurgood Marshall Academy also has a private account through Curative and plans to conduct random screening testing of roughly 10% of adults regularly in the building on a weekly basis—subject to Curative's continued ability to offer test kits. The school's COVID-19 POC will follow the protocol, outlined in question 14, to notify DC Health and to follow DC Health reporting requirements. Thurgood Marshall Academy will not exclude students from activities due to failure to participate in COVID-19 testing programs if implemented.

17. Provide the LEA's plans to support COVID-19 vaccination of staff and students, as eligible, including efforts to encourage participation in public and community-based vaccination opportunities.

Thurgood Marshall Academy is eager to support vaccination to the fullest degree feasible. Efforts include hosting city vaccination events (for COVID-19 and routine vaccinations). School leaders also stress the value of vaccination in protecting one's health and in restoring normal activities in communications with staff and families.

Students with Disabilities

18. Provide the LEA's plans to provide appropriate accommodations to students with disabilities with respect to its health and safety policies and procedures.

Thurgood Marshall Academy, in an effort led by the Director of Special Education, will maintain IDEA timelines and compliance in collaboration with families. The school will seek to schedule meetings at least 30 days prior to the due date to accommodate the parent schedule and will seek to reach an agreement with parents on extensions of procedural timelines when possible. The LEA will continue to communicate with parents regarding evaluations (initial and reevaluation), IEP meetings, complaint resolution meetings or due process hearings, including but not limited to any unforeseen circumstances related to the COVID-19 pandemic. For procedural timelines that were delayed due to COVID-19, parents will be informed of anticipated timeframes of completing delayed activities as early as feasible in the school year (i.e. initial or re-evaluations). The LEA will, to the extent feasible, issue prior written notification to parents documenting any changes. Students with disabilities—like all students—are issued a dedicated Chromebook (and, if needed, Internet assistance) and are provided to the extent feasible with additional tools to accommodate their particular needs when using devices.

Training, Technical Assistance, and Monitoring

19. Please provide the LEA's plan to provide training and technical assistance on its policies and procedures to safely reopen schools in accordance with the DC Health Guidance for Schools and the OSSE Health and Safety Guidance for Schools, including:

- **a. who will receive training and technical assistance; while on school grounds, on school buses and while participating in any school-related activities, including physical education and sports; and**
- **b. the topics that the training and technical assistance will address; and**
- **c. how and by whom the training and technical assistance will be delivered.**

Thurgood Marshall Academy plans to provide employees, students, and families with training and technical assistance at the start of the school year. Deans will inform students about reopening plans and procedures during student orientations. School leaders will brief families during Back to School Night (or the like). Operations staff, such as the COVID-19 POC, will train employees and contractors will be trained during Thurgood Marshall Academy's roughly two-week Teaching Academy. In all cases the training will likely cover the day-to-day implementation of the guidance detailed in this plan, likely emphasizing expectations for PPE, avoiding travel when feeling ill, and steps should the LEA or the city need to revert to distance learning.

Following start-of-year orientations, Thurgood Marshall Academy will reiterate pandemic response topics as appropriate and necessary in exiting venues, such as student grade-level meetings, school-home communication, and all-employee meetings.

20. Provide the LEA's plan to monitor the implementation of the health and safety plans at each campus,

including how, when and by whom the implementation will be monitored, and how the LEA will respond if a given campus is not adhering to the plan.

The COVID-19 POC in coordination with school leaders and the Operations Department will monitor the plan roughly bimonthly, checking that students and staff follow procedures and that the physical plan continues to foster pandemic recovery. By way of example only, the COVID-19 POC plans to assess occupant and building readiness through bimonthly building walk-throughs. Issues will be communicated through appropriate existing channels. For example, building needs will be entered in the existing maintenance ticket system, whereas observations about student or staff protocols will be communicated via email or, if necessary, planned with school leaders during weekly staff calls.

21. Describe the LEA's plans to communicate key health and safety policies and procedures to students, families, staff and visitors.

Thurgood Marshall Academy will communicate key health and safety policies via the school website, and through existing publications such as the Personnel Policy Manual and the Student & Family Handbook. Individual policies will be communicated via email and school-home communication when issues arise. Finally, building signage will remind users of key practices, such as social distancing. This plan will be posted on Thurgood Marshall Academy's website no later than ten days before the first day of classes for students.