



Concordia Lutheran
church & school

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COVID-19 Health and Safety Plan

Rationale: to reduce the risk of exposure to COVID-19 at Concordia Lutheran School.

Objectives: to reduce the risk of exposure by addressing the following:

1. How the Concordia learning and working environment is organized and arranged;
2. How specific student and staff activities are carried out;
3. How Concordia cleans and sanitizes; and
4. How changes and precautions will be communicated to everyone at Concordia.

Concordia's Health and Safety Plan is subject to change as new information relating to COVID-19 becomes available. This plan will be shared with staff members and Concordia's entire school community. The staff of Concordia have been trained and have played an important role in the implementation of this health and safety plan. Adherence to our COVID-19 Health and Safety Plan is mandatory for all of our school community in order to keep both our students and our staff safe.

Step 1: Assessment of the risks at Concordia

The virus that causes COVID-19 spreads in several ways, including through droplets when a person coughs or sneezes, or from touching a contaminated surface and then touching the face.

Identified risks at school:

- kitchen, photocopy room, office spaces, classrooms, bathrooms, Narthex
- photocopiers, laptops, iPads, furniture, PE equipment (we will not be using student cubbies, musical instruments, or the water fountain)
- high-contact surfaces: doorknobs, drawer pulls, doors, faucets, toilet flushers, light switches, fridges, microwaves, coffee maker, utensils.

- student materials: writing tools, scissors, glue sticks, etc. (school supplies will not be shared)
- lack of social distancing
- drop-off and pick-up times
- people

Step 2: Protocols to reduce the risks at Concordia

These protocols are put in place in order to minimize the risk of transmission of COVID-19.

- Concordia is following the orders, guidance, and notices issued by the Provincial Health Officer as they pertain to the BC education system as a whole and to Group 1 Independent Schools specifically (see: *Coronavirus COVID-19 BC Centre for Disease Control-Ministry of Health – COVID-19 Public Health Guidance for K-12 School Settings-updated*);
- Concordia is adhering to the standards, guidelines, and direction of WorkSafeBC (see: *WorkSafeBC COVID-19 Safety Plan*);
- Concordia is following the additional health and safety requirements as implemented by the BC Ministry of Education (see: *Provincial COVID-19 Health and Safety Guidelines for K-12 Setting –Ministry of Education*);
- Concordia is following the advice of Interior Health’s *Safety of the School Environment in the Interior Health Region During the COVID-19 Pandemic*;
- Concordia is following the suggestions of both SCSBC (Society of Christian Schools of BC) and FISA (Federation of Independent Schools Association) as they pertain to COVID-19 related health and safety measures in member schools;
- Concordia has a maximum of 15 students per classroom;
- Concordia has continued to increase the organization of teaching outside in group areas when it is possible;
- Concordia has limited the number of staff members interacting with different groups of students, avoided close greetings such as hugs or handshakes, reminded students to keep their hands to themselves, prepped the building for social distancing protocols, and avoided activities that require physical contact;
- Concordia teachers will be taking the students outside for Physical Education as much as is possible and will be reducing the strenuous activities while indoors for PE;
- Concordia is holding meetings virtually when possible, has reduced the number of individuals in the building overall (parents not entering building, unless they make an appointment and wear a mask), changes to work schedules, recess and lunch times in which students must perform good hand hygiene before and after;

Due to the recent rise in cases of COVID-19 in BC, the Provincial Health Officer has recommended the following time-limited changes to the Non-Medical Masks and Face Coverings (Masks) section, and any other sections where mask guidance is provided, to the Public Health Guidance for K-12 Schools. Effective immediately, all staff, adult volunteers and visitors, and all Grade 4 to 12 students should wear a non-medical mask or face covering (a “mask”) at all times while indoors at school, subject to the exceptions noted below.

Exceptions

The recommendations above should not apply as follows:

- To a person who is unable to wear a mask because they do not tolerate it (for health or behavioural reasons);
- To a person unable to put on or remove a mask without the assistance of another person;
- If the mask is removed temporarily for the purposes of identifying the person wearing it;
- If the mask is removed temporarily to engage in an educational activity that cannot be performed while wearing a mask (e.g. actively playing a wind instrument, high-intensity physical activity, etc.);
- If a person is eating or drinking;
- If a person is behind a barrier;
- While providing a service to a person with a disability or diverse ability (including but not limited to a hearing impairment), where visual cues, facial expressions and/or lip reading/movements are important.

*As of March 30th. This will be revisited on April 19th.

- Concordia has implemented strict physical distancing rules for staff members and others, including students, to keep at least 2 meters or 6 feet apart when possible;
- Concordia has used physical cues (signage) for maintaining physical distance and is helping younger students understand the importance of minimal to no physical contact
- Concordia is communicating with staff, students, parents, and visitors as to our strict physical distancing rules (signage, emails, letters, staff meetings, etc.)
- Concordia staff has undergone training on how to use spaces safely, how to use marks on floors for lining up, which doors to enter and exit, etc.
- Concordia has a strict schedule and protocol for cleaning equipment, desks, and high-contact surfaces, including wiping down equipment such as the photocopier after every use and door handles and light switches at least twice per day, as well as a deep clean nightly;
- Concordia has mandated that staff is to limit the sharing of equipment when at all possible and to sanitize it after use if it is a shared piece of equipment;
- Concordia has mandated that no one (student or staff member) is to share writing utensils unless it has been sanitized between uses;
- Concordia has reduced the amount of unnecessary staff and student movement in the school building (a schedule of the use of locations has been made);

- Concordia has implemented a social distancing system of movement within and around the school (ie. each class has a separate entrance/exit);
- Concordia has asked that families call the school, rather than coming into the school in person (or to make an appointment);
- Concordia has scheduled hand washing or sanitization at the beginning of the day, before and after eating, using the computers or Ipads, and using the playground;
- Concordia has restricted the movement of staff members and students during on-site days (ie. remaining on site for the duration of the day);
- Concordia does not allow the sharing of food by students;
- Concordia staff has been trained on safety protocols in the kitchen to eliminate risks between staff members; including wearing a mask unless eating, remaining 2 meters apart, washing hands upon entering, and reducing the number of staff members in the room at any given time;
- Concordia has disabled the water fountain and students are required to bring their own water bottle filled from home;
- Concordia has established protocols for students bringing their materials into the building (cubbies will be used with as much spacing as possible);
- Larger group activities (chapels, assemblies, ceremonies) will only take place if strict social distancing protocols can be adhered to (otherwise they will be done virtually);
- Concordia students who have had any symptoms of COVID-19, cold, and/or flu in the last ten days will **not** be admitted to the school building (see: *Concordia's Daily Health Assessment for Children*);
- Concordia staff members **must** assess themselves daily for symptoms of common cold, influenza, COVID-19, or other infectious respiratory disease **prior** to entering the school and they must complete the online Daily Health Check;
- Concordia is directing those unsure of the need to self-isolate to utilize the BC Ministry of Health's online COVID-19 self-assessment tool at [covid19.thrive.health](https://www.health.gov.bc.ca/covid19.thrive.health);
- Concordia mandates that any staff member or student who falls ill with any such symptoms during the school day will be asked to remove himself/herself to an isolation area (students will be supervised) until his/her departure from the school building. Concordia will follow the steps laid out in Appendix C: What to do if a Student or Staff Member Develops Symptoms from BC Centre for Disease Control;
- Concordia is following the information contained in the document "COVID-19 Health and Safety Cleaning and Disinfecting" from WorkSafe BC (attached);
- Concordia has ensured that sufficient hand washing and hand sanitizer supplies are on hand. Staff members and students are directed to wash their hands when first arriving in the building, before recess and lunch, before going home, after using the washroom, after sneezing or coughing into hands or a tissue, whenever hands are visibly dirty, and

to use hand sanitizer when moving between learning environments or between activities, before and after using common equipment (centers—only those centers that can go through the sanitization machine will be available);

- Concordia students and staff will be encouraged to hand sanitize frequently to support good hygiene practices;
- Concordia staff will help the younger students with hand hygiene (staff will spray their hands);
- Concordia’s janitor will clean and sanitize the entire school thoroughly after school each day (including emptying garbage containers every day and cleaning desks and chairs);
- Concordia’s Education Assistant will clean/sanitize high-contact areas throughout the day;

Step 3: Concordia’s steps to manage the school during COVID-19

First level protection (elimination): Limit the number of people at Concordia and ensure physical distance whenever possible:

- Occupancy limits have been posted as follows:
 - Occupancy limit for bathrooms: 2 people
 - Occupancy limit for kitchen: 6 people (4 if eating)
 - Occupancy limit classrooms: 17 people
 - Occupancy limit for gymnasium: 60 people
- In order to reduce the number of people at Concordia we have done the following:
 - Staff meetings are held via technology whenever possible.
 - Each classroom has a maximum of 15 students.
 - Parents are to take their child to the designated exterior door for their health check-in and are not to enter the building with their child. If a parent needs to speak with the Administrator or Administrative Assistant, they are to book an appointment.
 - The Education Assistants are to work only in their assigned classroom.
- Student desks are spaced apart for as much social distancing as is possible.
- Shared spaces such as the computer lab will be used on a schedule that allows for sanitization between groups.

Second level protection (engineering): Barriers and partitions

Not applicable at Concordia at this time.

Third level protection (administrative): Rules and guidelines

- ☑ Hand hygiene posters are posted in all areas (classrooms, entrances, kitchen, and bathrooms).
- ☑ Cover coughs and sneezes posters are posted in all areas.
- ☑ Protocols have been developed for washing/sanitizing hands as follows:
 - Hands are to be washed upon entering the school building.
 - Hands must be washed before eating and sanitized after eating. When it is a class' turn to use the washroom, they will line up on the lines on the floor. A staff member will let two people in at a time.
 - Hands will be washed after using the bathroom.
 - Hands will be sanitized when switching locations (gym/classroom/outside).
- ☑ Cleaning protocols for staff areas are posted and staff is trained in cleaning materials and rules. This includes the kitchen, staff bathroom, and photocopy room. Cleaning materials are available in these locations and staff is responsible for sanitizing the area after each use.
- ☑ Students are to keep all their materials at their desk.
- ☑ Students may not share school supplies with one another.
- ☑ Students will eat in their own space (at desk or in designated spot outside) and are not to share food with others.
- ☑ Inter-school events including competitions and festivals will not occur at this time.

Fourth level protection: Using masks (optional measure in addition to other control measures)

- ☑ Masks are voluntary for students in Kindergarten to grade 3. Students in grades 4 and 5, as well as all staff, must wear a mask as mandated by the PHO. This is a time-limited mandate and will be revisited on April 19th.
- ☑ Social distancing is our first measure; especially amongst staff. 2 meter distance is to be followed when staff are eating, talking, or meeting. Staff has been reminded to reduce the number of close, face-to-face interactions with each other at all times, even if wearing a mask or working within the same cohort. This includes during social interactions in staff areas and during meetings.
- ☑ Staff has been trained on how to properly use a mask (video training). In accordance with the new guidelines, staff will wear a mask in the building unless they are eating or drinking. (This includes while they are teaching Physical Education indoors.)

Effective cleaning and hygiene practices

- ☑ Effective hygiene habits will be posted and the students will be reminded frequently about: coughing and sneezing into their elbows and not touching their faces.

- ☑ Students will wash their hands upon entering the school, before eating recess snacks, and before eating lunch.
- ☑ Students will use hand sanitizer after eating recess and lunch and when switching activities or locations in the building.
- ☑ Janitorial service has provided each staff member with a cleaning caddy with all appropriate cleaning supplies for the day. Clothes will be put in sealed container and replaced daily. Staff has been trained on use of cleaning supplies.
- ☑ Janitorial service will be completing a daily strict sanitization of the rooms in use.
- ☑ Education Assistant and Administrative Assistant will be cleaning high-contact surfaces at least twice a day (10:30 and 12:30).
- ☑ Education Assistant and Administrative Assistant will be cleaning the student washrooms twice a day (10:40 and 12:40).
- ☑ Students' desks and chairs will be cleaned thoroughly at the end of each day.
- ☑ Staff will follow the posted protocols for cleaning the staff washroom after every use.
- ☑ Staff will follow the posted protocols for cleaning the kitchen after every use.
- ☑ Staff members will use their own school supplies (staplers, tape dispensers, writing utensils).
- ☑ Staff members will wash their own dishes with soap and water and place in the tray for sanitization at the end of the day.

Policies to manage safety at Concordia

Concordia's safety policies ensure that staff and students showing symptoms of COVID-19 are prohibited from the school. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and new muscle aches or headache (See Appendix B: Daily Health Check Example from BC Centre for Disease Control-check for updates online). This includes:

- ☑ Anyone who has had symptoms (student or staff) of COVID-19 in the last 10 days.
- ☑ Anyone directed by Public Health to self-isolate.
- ☑ Anyone who has arrived from outside of Canada or who has had contact with a confirmed COVID-19 case must self-isolate for 14 days and monitor for symptoms.
- ☑ Visitors (including parents) are not to enter the building without an appointment. The 3 groups (classes) of students will enter the building from 3 different exterior doors.
- ☑ Visitors (parents, caregivers, health-care providers, volunteers, and other non-staff people) entering the school will be limited to those supporting activities that are of benefit to student learning and wellbeing.
 - All visitors will provide active confirmation (sign an entry or email an entry) that they have no symptoms of illness and are not being required to self-isolate before they may enter the building.

- Concordia will keep a log of the date, names, and contact information for all visitors who enter the school.
- All visitors will wear a mask when in the school.

Concordia's safety policies address staff members or students who start to feel ill at work. This includes:

- Sick staff members or students will report to the principal, even with mild symptoms.
- Sick staff members or students will wash/sanitize their hands immediately, put on a mask, and isolate from staff and students. The principal will have the staff member go straight home. The staff member is to consult the BC COVID-19 Self-Assessment Tool, or call 811 for further guidance related to testing and self-isolation.
- If a staff member or student is severely ill (ie., difficulty breathing or chest pain), 911 will be called.
- Any surface that has been touched by the staff member or student will be cleaned and disinfected immediately.

Step 4: Communication plans and training

Everyone entering Concordia will be trained on how to keep themselves and others safe while at school.

- The staff has undergone an orientation that goes over the policies and procedures for Concordia's Safety Plan.
- All staff members and parents of our students have been made aware of the policy for staying home and being sent home if any symptoms are present.
- Concordia has posted signage, including occupancy limits, effective hygiene practices, safe distancing, covering coughs and sneezes, and prevention.
- Concordia has posted signage at the entrances indicating who is restricted from entering the premises (due to symptoms).
- Concordia's principal will be monitoring staff, students, and the school to ensure policies and procedures are being followed.
- Concordia will post new information in the school (Administrative Assistant) office.
- Concordia's principal will enforce this plan and support all staff members and students in adhering to this plan.
- Concordia's principal will ensure that parents are updated on any changes to the Health and Safety Plan that are brought about through updates by MOE, CDC, and WorksafeBC.
- Concordia's principal (or the administrative assistant) will send out reminders to parents regarding completing Daily Health Checks and keeping children home if they are sick.

- ☑ Concordia’s staff will follow the established work procedures and instructions as directed by the principal or the SOT of CLS.
- ☑ The principal will continue to receive training in the area of COVID-19 related workplace safety.

Step 5: Monitoring the school and updating plans as necessary

Things may change as the school operates. If we identify a new area of concern, or if it seems like something isn’t working, we will take steps to update our policies and procedures.

- ☑ Concordia will update this plan as new information, risks, and challenges are identified, involving our staff members in the process.
- ☑ Health and safety concerns are to be reported to Concordia’s principal.
- ☑ Safety issues will be resolved as a staff at Concordia and with the input of the SOT if necessary.

Step 6: Risks from Resuming Operations will be assessed

As Concordia has not been operating out of the school for a period of time during the COVID-19 pandemic, we may need to manage some risks arising from restarting on-site learning.

- ☑ New and part-time staff will be trained in respect to this health and safety plan.
- ☑ New roles for staff may mean new responsibilities with regard to Concordia’s COVID-19 Health and Safety Plan (such as teachers sanitizing students desks throughout the day and aiding the students to use hand sanitizer.)

Resolving Concerns about Unsafe Work; Questions and Concerns; Protecting Mental Health:

- a. Staff members have the right to refuse work if they believe it presents an “undue hazard”.

In the context of COVID-19, an “undue hazard” is defined as follows:

“For COVID-19, an “undue hazard” would be one where a staff member’s job role places him/her at increased risk of exposure and adequate controls are not in place to protect them from that exposure.” (“COVID-19 and Returning to Safe Operation”, WorkSafeBC, 2020)

If the matter is not resolved, the staff member and the principal or SOT of Concordia must contact WorkSafeBC. Once that occurs, a prevention officer will consult with workplace parties to determine whether there is an undue hazard and issue orders if necessary.

- b. Staff members, administration, and the SOT with questions or concerns about workplace exposure to the COVID-19 virus can contact WorkSafeBC at 1-888-621-SAFE if the matter cannot be resolved.
- c. Mental health is as important as physical health; anxiety and uncertainty are realities created by COVID-19. Concordia is committed to supporting the mental well-being of its staff members and other members of the community. An impact assessment of the students (and staff members) is crucial as part of a trauma-informed transition back into classrooms; the use of surveys and check-ins is encouraged in order to gather important data to inform what level of trauma response and recovery will be necessary to support the Concordia community.

Resources Consulted:

- WorkSafeBC – Education (K-12): Protocols for returning to operation (2020)
- WorkSafeBC – COVID-19 and returning to safe operation (2020)
- WorkSafeBC – COVID-19 Safety Plan (2020)
- WorkSafeBC – COVID-19 Health and Safety Cleaning and Disinfecting (2020)
- WorkSafeBC – OFAA Protocols during the COVID-19 Pandemic: A Guide for Employers and Occupational First Aid Attendants (2020)
- WorkSafeBC – poster “Wash Your Hands”
- WorkSafeBC – Preventing Exposure to COVID-19 in the Workplace: A Guide for Employers (2020)
- WorkSafeBC – poster “Help Prevent the spread of COVID-19 – Cover coughs and sneezes”
- WorkSafeBC – poster “Help prevent the spread of COVID-19: How to wear a mask”
- BC Centre for Disease Control – COVID-19 Cleaning and Disinfecting for Public Settings (2020)
- BC Centre for Disease Control – COVID-19 Public Health Guidance for K-12 School Settings (July 29, 2020) –
- BC Ministry of Education – Provincial COVID-19 Health and Safety Guidelines for K-12 Settings (August 17 2020)
- BC Ministry of Education – Supporting the K-12 Education Response to COVID-19 in B.C.: Operational Guidelines for School Districts and Independent School Authorities
- SCSBC – School Readiness Essentials (2020)
- Concordia’s Daily Health Assessment
- Ministry of Health – Posters: Hand Hygiene, Coronavirus Prevention, Sick or Self-Isolating Do Not Enter, and Reduce the Spread of COVID-19: Physical Distancing