

EARJ CAMPUS REOPENING PLAN

Home of the
Panthers



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FINDING OUR PATH...

The Covid-19 pandemic has challenged society in every imaginable way. As we look to the future, we do so with its impact still being felt on a global scale. Yet despite this, we are committed to finding ways to keep our school moving forward, no matter what challenges lie ahead. It is a situation that demands the best of us, at the worst of times. At EARJ, we are fortunate to have the resources, expertise and inventiveness to forge a path ahead that will both manage the risks we face and maintain our mission and purpose as a learning institution. The 2019-20 school year demonstrated that our school is able to execute a rapid shift in how we provide our educational program. Looking forward, it is essential that we apply those same skills and dispositions - creativity, problem-solving, resilience, open mindedness, courage - to set a course that will safeguard our children and their learning.

This plan outlines the principles and practices that we feel are necessary for EARJ to maintain learning for our students, and ensure a safe reopening of campus for students, faculty, staff. We hope that it inspires confidence in our determination to ensure that learning will continue, and that every EARJ student will continue to find their own unique path.

Nigel J Winnard, EdD
Headmaster

OUR GUIDING PRINCIPLES

Our Return to School Plan is built upon five fundamental principles:

1. We prioritize health, safety, and well being
2. We continue student learning
3. We never lose sight of our mission, vision and purpose
4. We support the people of our community
5. We communicate frequently, clearly and transparently



OUR COMMUNITY RESPONSIBILITIES

Although it remains a possibility that students, teachers, or staff members may be exposed to COVID-19 in the course of their work or studies, everyone is entitled to expect that all reasonable precautions are taken to prevent this from happening.

All members of our community should know, value and care for others. This means our interactions with others - friends and strangers, students and adults - should be self-aware, respectful, and courteous.

During the COVID-19 pandemic, it means complying willingly with behaviors designed to keep our community safe and healthy. It means thinking of others, appreciating that their risk tolerance might be lower than ours, and adjusting our behavior with sensitivity and respect. And it means respecting policies and expectations, even when inconvenient to ourselves.



RISK ASSESSMENT & DECISION MAKING

Our Return to School Plan recognizes that we must be vigilant in assessing risk using all means at our disposal. We must match that assessment with appropriate measures to keep everyone safe and healthy whilst maintaining student learning.

The **School Administration** assesses the level of risk and makes a recommendation to the Board of Directors.

The **Board of Directors** makes the final decision on the school's risk status.



ASSESSING THE LEVEL OF RISK

LEVEL I Full Campus Return

- Government guidance allows reopening
- CDC, WHO, trusted authorities indicate low risk
- Degree of medical certainty, including easy access to reliable testing
- Local infection rates declining and traceable
- EARJ confident in ability to mitigate risk when school is fully open
- Most schools opening campuses fully

LEVEL II Hybrid School [relaxed]

- Government guidance allows reopening
- CDC, WHO, trusted authorities indicate moderate risk
- Degree of medical uncertainty exists
- Local infection rates confined / traceable
- EARJ confident in ability to mitigate risk with enhanced measures
- School benchmarking indicates schools are opening with precautions

LEVEL III Hybrid School [strict]

LEVEL IV Distance Learning

- State of Emergency or government request for schools to close
- CDC, WHO, authorities indicate high risk
- High degree of medical uncertainty
- Rising local infection rates and/or remaining at concerning levels
- Known infections within EARJ
- EARJ not confident it can effectively mitigate risk and ensure safety
- Many schools closed campuses

RETURN TO SCHOOL MODELS OF LEARNING

Level I Low Risk - Full Campus School

This is a traditional school experience with all students attending school in person five days a week.

Levels II & III Medium Risk - Hybrid School

A blend of face-to-face learning while leveraging digital experiences in ways that are integrated and planned as part of a coordinated whole. Our Hybrid School model allows us to relax or heighten on-campus health and safety procedures under a medium risk scenario.

High Risk - Distance Learning

Our campuses are closed but school remains open through distance learning. Students attend school virtually.



Low Risk

Medium Risk

High Risk



LEVEL I Full Campus Return

- Full day schedule on campus
- All students PS-12
- Cafeteria and canteens as per regular school use
- Students attend if no symptoms
- 48hr fever-free without medication
- Parent campus access by appointment

LEVEL II Hybrid School [relaxed]

- LS AM / PM shift attendance
- US Alternating day attendance
- 50% PS-12 students on campus
- Some program relaxations (eg sports)
- US Cafeteria lunch
- LS Students bring own snacks
- Students attend if no symptoms and 48hr fever-free without medication
- Clean student / employee health questionnaire prior to accessing campus
- Temperature checks on arrival / during day
- Parent campus access by appointment

LEVEL III Hybrid School [strict]

- LS AM / PM shift attendance
- US Alternating day attendance
- 50% K-12 students on campus
- PS students via Distance Learning
- US Cafeteria lunch
- LS Students bring own snacks.
- Parent campus access under exceptional circumstances with HM Office permission

LEVEL IV Distance Learning

- Campus Closed
- No students on campus
- Campus Closed
- Campus Closed
- No access
- Campus Closed
- No access

RETURN TO SCHOOL CAMPUS ACCESS

EARJ is very much a community school, with parents on campus as an important element of our character.

In these challenging times, that freedom has to be more limited as we match risk with appropriate safety measures to protect all members of our community, while returning to campus in ways that are as safe as possible.

We look forward to being able to welcome all parents back to campus once the Covid-19 situation has abated. Until then, we ask for your support in limiting the number of adults on campus.



RETURN TO SCHOOL - CAMPUS ACCESS

| | Low Risk Level I | Medium Risk Level II & III | High Risk Level IV |
|----------|--|---|---|
| Students | <ul style="list-style-type: none">• Access permitted if without symptoms• 48-hour fever-free without medication. | <ul style="list-style-type: none">• Access permitted if without symptoms• 48-hour fever-free without medication.• Students required to answer a health questionnaire prior to reopening. | <ul style="list-style-type: none">• No access to campus allowed |
| Staff | <ul style="list-style-type: none">• Access permitted if without symptoms• 48-hour fever-free without medication. | <ul style="list-style-type: none">• Access permitted if without symptoms• 48-hour fever-free without medication.• Staff required to answer a health questionnaire prior to reopening. | <ul style="list-style-type: none">• No campus access without HM Office authorization. |
| Parents | <ul style="list-style-type: none">• Access permitted by appointment• If without symptoms and 48-hour fever-free without medication. | <ul style="list-style-type: none">• Parents remain in the car during Drop Off & Dismissal.• Parent meetings will happen virtually.• No campus access without HM Office authorization. | <ul style="list-style-type: none">• No access to campus allowed |

THE LOWER SCHOOL PRESCHOOL

At Level I, PreSchool students will attend full day school.

At Level II, PreSchool students will attend for half days:
50% from 8am-11:30, with 50% 12:30-4pm.

At Level III, PreSchool parents and students will be provided with a planned program of distance learning materials and activities for families to use at home. The strict physical distancing and hygiene protocols at Level III would make the school experience too stressful and unpleasant for our youngest children until we move to Level II.

At Level IV, all students from PS-5 will move to Distance Learning.



THE LOWER SCHOOL KG TO GRADE 5

At Level I, K-5 students will attend full day school.

At Levels II & III, K-5 students will attend for half days:
50% from 8am-11:30, with 50% 12:30-4pm.

This is in order to reduce population density on campus,
put in place appropriate physical isolation measures,
and create sufficient time for effective cleaning.

At Level IV, all students from K-5 will move to
Distance Learning.



THE LOWER SCHOOL LEARNING READINESS

We are committed to making sure that all students are supported in their learning as we look to next school year, no matter where they may be on their learning journey.

It is standard EARJ practice for Lower School teachers to assess where students are in their learning at the start of a new school year. This will be especially important as we begin the new school year after distance learning. Grade level teams, in collaboration with our Student Support Services teachers and Counselors, will assess students in academics and social/emotional well-being so that students quickly receive the support they need.

Students who demonstrate gaps in learning will be supported with individualized and small group academic interventions and lessons focused on critical learning. Students who demonstrate a need for increased social/emotional support will work with our guidance counselors, who work closely with families to coordinate individualized support.



THE LOWER SCHOOL ROUTINES

Family Groupings (Level II & III)

The school will group Lower School students into family groups to ensure that students from the same family are scheduled to attend on-campus learning in the same part-day sessions.

Lower School Student Movement

In order to minimize contact with others, there will be limitations on student movement around campus. Lower School students will use their homeroom class for all lessons except Physical Education.

Lower School Arrival & Dismissal

Lower School students will walk directly to class upon arrival or to a predetermined location for teacher pick-up. Social distancing will be maintained under supervision from aerial at the school campus and while moving to classrooms. Lower School Students will be escorted directly to the gate of dismissal. At the gate, teachers and staff will designate places to wait in order to respect physical distancing. All families will be provided with further details of arrival and dismissal procedures before the semester opens.



THE LOWER SCHOOL ROUTINES

Lower School Classrooms & Learning Spaces

Lower School classrooms will be set up to create physical distancing appropriate to the risk level in operation. Students will use and keep material in their pencil case and/or desk when possible. Any material that is sent home will remain at home. We will adjust the use of school books to meet health regulations. It may be likely that home reading will be done through online resources or books that families have at home. Special health & hygiene arrangements have been designed for specialist learning spaces, such as Physical Education and Music. These will be shared with parents.

Recess in Lower School

It is important that Lower School students are provided with opportunities for recess and play during time on campus. Appropriate physical distancing measures will be put in place during recess to limit the interactions of students beyond their classroom groups. These will vary according to the risk level in operation.



RETURN TO SCHOOL THE UPPER SCHOOL

In a Hybrid School situation (Level III or II), Upper School students will attend on-campus on alternating days. All students will follow a full schedule of classes.

Students are required to attend class remotely on those days when they are not scheduled to attend class on campus.

The differences between Levels II & III concern the level of on-campus restrictions in terms of health, hygiene and physical distancing. Level III is more restrictive than Level II.

Any transition from Level III to II - as circumstances permit - will allow us to slowly reintroduce some Upper School activities on campus that more restrictive protocols do not permit, thus paving the way to a full campus return and Level I.



THE UPPER SCHOOL LEARNING READINESS

We are committed to making sure that all Upper School students are supported in their learning, no matter where they may be on their learning journey.

It is standard EARJ practice for our teachers to assess where students are in their learning at the start of a new school year. This will be especially important as we begin the new school year after distance learning.

Upper School students who demonstrate gaps in learning will be supported with individualized interventions and lessons focused on critical learning. Students who demonstrate a need for increased social/emotional support will work with our guidance counselors, who work closely with families to coordinate individualized support.



THE UPPER SCHOOL ROUTINES

Campus Attendance

If the school opens at Level II or Level III, Upper School students will attend on-campus learning on alternating days, with 50% of each Grade level on each day. This means that 50% of students will attend remotely on those days when they do not have on-campus attendance. The school will group students into family groups to ensure that students from the same family are scheduled to attend on-campus learning on the same alternating days.

Arrival & Dismissal

Upper School Students must walk directly to class upon arrival and proceed to their first class to arrive on time, maintaining a physical distance of 2.0 meters at all times. At the end of the school day, all Upper School Students must continue to respect physical distancing rules during dismissal. Students will not be permitted to congregate together or loiter in common areas. All families will be provided with further details of arrival and dismissal procedures before the semester opens.



THE UPPER SCHOOL ROUTINES

Student Movement

In order to minimize contact with others, the movement of students within the school will be kept to an absolute minimum. Where possible, Upper School students will remain in a single classroom and specialist teachers will join the students in their designated classroom. Where this is not possible, students will proceed to their classes following designated on-campus traffic patterns that have been designed to minimize interaction with others. Students will do so while maintaining physical distancing.

Classrooms & Learning Spaces

Upper School classrooms will be set up to allow for appropriate physical distancing. Students will be required to remain socially distanced from their classmates throughout the course of the lesson/day. Special health & hygiene arrangements have been designed for specialist learning spaces, such as Physical Education and Music. These will be shared with parents and students.

Upper School Recess

Appropriate physical distancing measures will be put in place during recess to limit the interactions of students beyond their classroom groups.



ATHLETICS & ACTIVITIES

Activities and athletics are an important part of the EARJ student experience and these guidelines and protocols provide us with a way to allow our students to be able to safely participate where circumstances allow.

Some sports require physical contact by the nature of the competition. Contact is inevitable in other sports (eg basketball and soccer), even when inadvertent or through shared equipment. There are only a few sports where physical distancing feels even remotely plausible.

There is less risk in most activities EARJ offers, although physical distancing challenges are greater in some activities more than others. EARJ will implement occupancy limitations for facilities to help with physical distancing. We will also limit the number of daily participants in co-curriculars, if necessary.

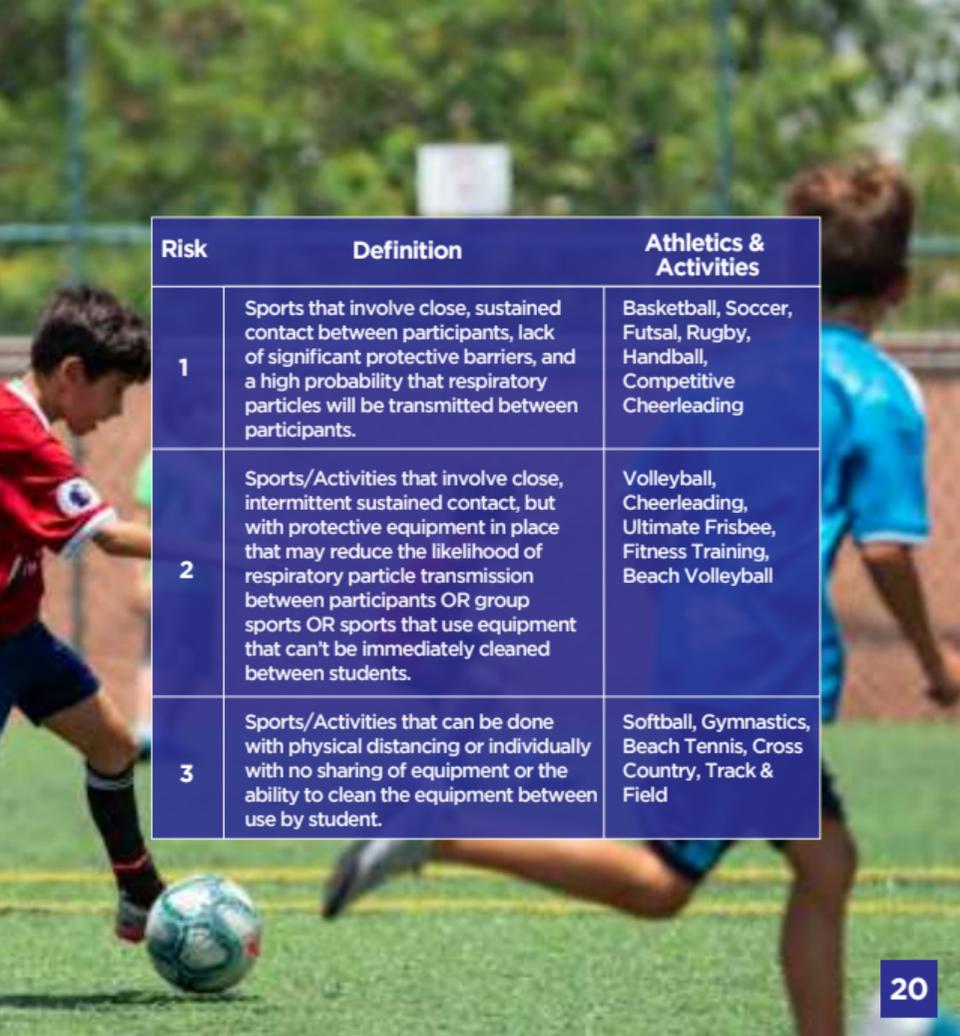


ATHLETICS & ACTIVITIES

The US Olympic and Paralympic Committee has proposed a risk scale for COVID-19 transmission to guide safe participation in athletic activities.

EARJ has adapted this scale to categorize its co-curricular offerings from high risk (1) to low risk (3).

These ratings do not mean sports will automatically be cancelled; rather, we are looking closely at the risks involved in each sport or activity to assess whether those risks can be mitigated.



| Risk | Definition | Athletics & Activities |
|------|--|--|
| 1 | Sports that involve close, sustained contact between participants, lack of significant protective barriers, and a high probability that respiratory particles will be transmitted between participants. | Basketball, Soccer, Futsal, Rugby, Handball, Competitive Cheerleading |
| 2 | Sports/Activities that involve close, intermittent sustained contact, but with protective equipment in place that may reduce the likelihood of respiratory particle transmission between participants OR group sports OR sports that use equipment that can't be immediately cleaned between students. | Volleyball, Cheerleading, Ultimate Frisbee, Fitness Training, Beach Volleyball |
| 3 | Sports/Activities that can be done with physical distancing or individually with no sharing of equipment or the ability to clean the equipment between use by student. | Softball, Gymnastics, Beach Tennis, Cross Country, Track & Field |

PHYSICAL EDUCATION

All PE classes will resume and students can expect to be physically active while physical distancing and wearing masks.

Exceptions may be made by the PE teacher based on informed professional judgment according to activity level, weather, and physical distancing within the activity and with respect to the school's health guidelines.

Students will not be permitted to shower, but will be allowed to change clothes in the locker room based on a staggered release from class to continue practicing physical distancing.



OUR COMMITMENT TO HEALTH AND SAFETY

EARJ is committed to comply with WHO, CDC and local authorities' recommendations and will implement all necessary measures and actions to prevent the entry and spread of COVID-19 by students, staff and other adults who may have been exposed to the virus, while minimizing disruption and protecting students and staff from discrimination.



OUR COMMITMENT TO HEALTH AND SAFETY

Following some basic principles can help keep students, teachers, and staff stay safe at school and help stop the spread of this disease:

- Sick students, teachers and other staff should not come to school.
- School will promote physical distancing.
- School will enforce regular hand washing with safe water and soap or alcohol rub/hand sanitizer and, at a minimum, daily disinfection and cleaning of school surfaces.
- School will promote other practices and policies necessary to reduce risk of virus transmission and support our capacity to be responsive and agile when facing changing health circumstances.



OUR COMMITMENT TO HEALTH AND SAFETY

Level I - Full Campus Return

- Health Checks**
- Sick students, teachers and staff should not come to school.
 - Access permitted if without symptoms.
 - 48-hour fever-free without medication.
 - Consistent health monitoring in accordance with EARJ Health Response Protocol.

- Cleaning**
- Cleaning protocols in full, active use throughout the day.
 - Distancing norms and personal hygiene protocols encouraged.

- HR Issues**
- High-risk community members will be monitored
 - Faculty, staff and outsourced vendors will undergo rigorous training.

HEALTH AND SAFETY

Level II - Hybrid School [relaxed]

- Health Checks**
- Sick students, teachers and other staff should not come to school.
 - Individual temperature and symptom screenings prior to the morning bus ride or walk to campus.
 - Access permitted if without symptoms.
 - 48-hour fever-free without medication.
 - Students and staff required to answer a health questionnaire prior to reopening.
 - Consistent health monitoring in accordance with EARJ Health Response Protocol.

- Cleaning**
- Cleaning protocols in full, active use throughout the day and robust cleaning protocols focused on designated zones.
 - Enhanced personal hygiene protocols (handwashing, masks, etc) strictly enforced.

- HR Issues**
- High-risk community members will be monitored and may not be allowed to enter the campus without medical advice / note to the school.
 - Faculty, staff and outsourced vendors will undergo rigorous training.
 - School will allow for full day attendance for staff children when necessary.

HEALTH AND SAFETY

Level III - Hybrid School [strict]

Health Checks

- Sick students, teachers and other staff should not come to school.
- Individual temperature and symptom screenings prior to the morning bus ride or walk to campus.
- Access permitted if without symptoms.
- 48-hour fever-free without medication.
- Students and staff required to answer a health questionnaire prior to reopening.
- Consistent health monitoring in accordance with EARJ Health Response Protocol.

Cleaning

- Cleaning protocols in full, active use throughout the day and robust cleaning protocols focused on designated zones.
- Enhanced personal hygiene protocols (handwashing, masks, etc) strictly enforced.

HR Issues

- High-risk community members will not be allowed to enter the campus without medical advice / note to the school.
- Faculty, staff and outsourced vendors will undergo rigorous training.
- School will allow for full day attendance for staff children when necessary.

SAFEGUARDING VULNERABLE COMMUNITY MEMBERS

All of our personal situations are unique. Some members of our community may be more vulnerable to complications of COVID-19 that increase the risk of infection or the severity of symptoms. It is important that we all take individual responsibility for decisions that safeguard our own health, as well as shared responsibility for the impact of our decisions on those around us.

Families who have children with preexisting health issues that potential place them at increased risk should contact the School Nurse for advice. If the risk is such that a student needs to learn from home until the risk diminishes sufficiently to return to on-campus learning, the school will ensure that they have the necessary learning resources and support in order to follow the school's education program.

We expect our leaders, managers, supervisors and faculty members to model flexibility and foster a community of wellness and awareness to the maximum extent possible. Adults with diabetes, cardiovascular disease, obesity, chronic lung disease, immunodeficiency, cancer under active treatment, pregnancy and over 60 years will not be allowed to enter the campus without medical advice / note to the school.



COMMUNITY WELLBEING

EARJ is committed to putting in place support systems and routines that maximize the ability of students and employees to connect and to reconnect.

We see it as critical that students and staff are provided with time to rebuild and deepen relationships with friends and colleagues, to be active and to enjoy good health.

Mental wellbeing will not just take care of itself. This means creating an emotionally healthy learning and work environment, and allocating the necessary time and resources to make this happen.

Protecting the physical and mental health of our students and of our employees is integral to our ability as a community to not only recover from the present storm, but to make sure we are ready to withstand any future challenges presented by Covid-19 in the months to come.



FIND YOUR PATH

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We acknowledge and thank the many schools and organizations who were so generous with their advice in the development of this Return to School Plan.



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