



Our Mission Statement

The Waldorf School of San Diego's mission is to awaken each student's capacity for love of learning, for independent thinking, and for heartfelt service to the world.

Our Guiding Principles are:

- An understanding of human development, as elaborated by Rudolf Steiner, being the foundation of our work. The pace, priorities and practices of our full curriculum, from early childhood through High School, grow out of this foundation.
- We strive to have our student population reflect the cultural diversity of the greater San Diego community.
- We are a community of students, parents and teachers committed to the principles of social inclusion and environmental stewardship.

"Our highest endeavor must be to develop free human beings, who are able of themselves to impart purpose and meaning to their lives."

Rudolf Steiner

A. Overview of WSSD Approach

As we prepare to reopen our buildings, we are working under several assumptions that are guiding our decision making. They include:

We expect to continue to receive guidance from the State of California, the CDC, American Academy of Pediatrics and the State Child Care Licensing Board. Until then we must be preparing for whatever they require.

We have detailed our Curriculum and Instruction Plan in the partner document to this plan and refer you there to find all information about the way in which we will deliver the education to the children.

Finally, as you read through these plans please remember that they are a work in progress. As we receive community input, get more guidance from the State of California, watch what is happening around us in July and August, and continue to work with these challenges, our understanding and planning will develop. We will be updating and expanding these plans in August as we fully prepare for the 2020-21 school year. The work to develop these plans is being carried out by WSSD Faculty and Staff and supported by the COVID-19 Task Force. Members of the COVID-19 Task Force are:

Erika Robb Larkins: Parent

Shaun Berger: Parent; Pediatric Physician

Heather Corliss: Parent; Epidemiologist

Elyse Stussi: Grade 1 Teacher

Deirdre Logue: Grade 5 Teacher (Parent)

Lynne Ross: Middle School Math Teacher and Pedagogical Group Chair

Elizabeth Heald: Kindergarten Teacher (Parent)

Katherine Giglio: Early Childhood Chair

Chelaine Kokos: High School Teacher

Amelia Vance: High School Teacher

Clare Kanuss: Pedagogical Director (Parent)

Rachel Davis: Administrator (Parent)

Suzy Bramzon: Board Representative (Parent)

B. General School Wide Health and Safety Plans

We have reviewed the State of California Back to School recommendations for reopening schools, and we will meet their recommendations in the way best suited to teaching our students in our lower school buildings. We are committed to teaching a full day, five day a week schedule unless unable to by state or county order. Moving much of our learning outside will allow us to strike a balance in not requiring face coverings for students throughout the day while physically distanced and outdoors.

We will also be following all these standards:

Monitoring of COVID-19 Symptoms in Students, Families and Staff

Testing of all students prior to starting school is not feasible. Community may voluntarily self quarantine 14 days prior to the start of school to help reduce community risk and increase ability to remain open.

- Students will go through a symptom check upon arrival that will include a symptom checklist and a temperature check.
- Faculty and Staff will go through a symptom check upon arrival that will include a symptom checklist to complete and they will have their temperature taken.
- Families will be asked to report possible illness if anyone in their household shows symptoms or has tested positive for COVID-19.
- While we are hoping to maximize time at school, students and staff with symptoms of COVID19 will be required to quarantine at home as will any siblings (or household contacts at the school).
- The time the symptomatic student or staff will be placed on stay at home quarantine, the criteria to return, class shutdown and school shutdown will be done in accordance with SD Public Health Department recommendations at that time.
 - Guidelines are subject to change at a rapid pace.
 - The School will have an action plan in place based on current interpretation of those guidelines. The plan will be transparent and as clear as possible for parents and staff.
- Parents should have plans in place for possible quarantines.
- Classwork plans while at home quarantine will be coordinated with the school.
- We will limit unnecessary visitors to both campuses to minimize exposure.

Students who show symptoms while at school

Teachers will monitor students for symptoms of COVID-19 throughout the day. If a student displays COVID-19 symptoms the teacher will call the Front Office and a parent/guardian will be called to pick up the student. A designated Covid-19 Monitor will come to the classroom and escort the student to a comfortable but isolated place where they will be cared for by the Monitor while waiting for a parent to pick them up. Students in Grades 1 and above will be asked to wear a mask while waiting for parents unless they are nauseous or have vomited.

Face Coverings

1st-12th Grade Students and Staff: While no one prefers to wear face coverings, the school will require mask or face shields for 1st-12th grade students and staff at the start of the school year for all indoor activities and activities where people are not reliably social distancing, including free play periods. Students will not be required to wear masks for prolonged periods of time as we will plan for frequent outside breaks.

- **Face coverings reduce risk of transmission to others:**
Evidence has shown that masks or face shields reduce the risk of transmission of COVID 19 by as much as 6 times. [See Infographic](#). Combined with physical distancing indoors, masks or face shields reduce our risk of spreading the virus even more **and helps us avoid shutdowns**.
Our ultimate goals are to protect each other in our community, especially those that have higher risk medical conditions themselves or at home, and to prevent closings to preserve an in-person Waldorf education.

Early Childhood Students and Staff:

- **Early Child education at Waldorf is based on free and creative play and very young children are much less likely to be infectious.**

Developmentally, facial communication and play is most important in this age group. To preserve the ability for EC children to be able to continue to play freely, they will not be required to wear face coverings while with their own class.

Our practice is in alignment with our evaluation of current data and the American Academy of Pediatrics (AAP) recommendations, which states:

“In Pre-K, the relative impact of physical distancing among children is likely small based on current evidence and certainly difficult to implement. Therefore, Pre-K should focus on more effective risk mitigation strategies for this population. These include hand hygiene, infection prevention education for staff and families, adult physical distancing from one another, adults wearing face coverings, cohorting, and spending time outdoors.”

The limited spread seen in the youngest ages so far is theoretically due to differences in physiology of children compared to adults despite how close they play. Evaluations of daycare centers worldwide have shown so far that the youngest children are primarily acquiring the virus at home and not from their peers. However there is some risk to spreading the virus to teachers. To help alleviate risk we will focus on the above risk mitigation strategies mentioned.

Parents who would like their child to wear face coverings will be supported by faculty and staff in helping to manage this. The Face Covering Policy will be reevaluated regularly.

Physical Distancing Measures

- In nonplay settings (e.g., classroom, lunch), we will space staff and students 6 feet apart.
 - Additionally, evidence suggests that spacing as close as 3 feet may approach the benefits of 6 feet of space, particularly if students are wearing face coverings and are asymptomatic.
 - Attempting to maintain 6 feet provides an increased margin of safety, and protects against anticipated lapses
- Given what is known about transmission dynamics, adults and adult staff within schools will also attempt to maintain a distance of 6 feet from other persons as much as possible, particularly around other adult staff
- Meeting among staff members will be physically distanced, outdoors, or virtual when possible.
- Pre-school, Kindergarten and Grades will continue to have staggered drop-offs and pickups. Further staggering may take place. Siblings of younger children may be dropped off with their younger sibling.

***Early Childhood practices may differ from Grades and High School, see Early Childhood plan for variations**

Common spaces and Hallways

- Where feasible, there will be one-way hallways to reduce close contact.
- Installation of additional hand washing stations and temporary bathrooms is taking place.
- Students, including EC, will wear face coverings in hallways, parking lots and other common spaces at all times.

Cohort classes

We will limit cross-over of students and teachers to the extent possible. All grades will have limited contact with other students, faculty, and staff. We will accomplish this by keeping each lower school grade isolated to their own cohort groups that will include their main lesson teacher and a rotation of subject teachers. High School students will be sectioned off by grade and electives with mixed groups will be held outdoors in very small groups allowing for appropriate distancing. We will also be utilizing outdoor space in all grades as much as possible.

- Teachers will wear masks or shields indoors or when unable to social distance at all times.
- Where feasible, keep students in the classroom and rotate teachers instead.
- Teachers will maintain physical distancing when possible and when not disruptive to the educational process.
- Classes will not intermingle or share yard space with other cohort groups.
- Desks will be placed 6 feet apart.

Use of outdoor space

Transmission in open air has been shown to be much less likely.

- Outdoor class time as highlighted in EC/Grades/HC plans. Outdoor, spaced face covering optional time will be maximized. Indoor face covering activity stretches will have breaks built into the schedule to limit the length of time masks or shields need to be worn.
- Activities that are considered high risk such as, singing, exercising, eurythmy, music and eating will be done outside only when possible and with physical distancing when possible. Face coverings will be required as above when physical distancing is not possible.
- Separate playground areas or times will be rotated between classes from week to week and will not be shared day by day.

Limit Sharing

The following practices will be implemented to limit sharing of materials between students.

- Each student's belongings will be kept separate.
- Student belongings will be taken home each day to be cleaned.
- Students will be provided adequate supplies to minimize sharing of high-touch materials (art supplies, equipment, etc.) to the extent practicable, and will be cleaned and disinfected between uses.
- Sharing clothing, toys, books and other games or learning aids will be avoided as much as practicable.

Eating

Although mealtimes is a wonderful shared experience in the Waldorf Community, unfortunately, most of the increased number of cases and outbreaks in San Diego and worldwide have occurred in restaurants and bars where people congregate without masks. Therefore, all snacks and eating will occur outside with social distancing.

***Early Childhood practices may differ from Grades and High School, see Early Childhood plan for variations**

Building Safety

The air handling system will be thoroughly inspected, and filters replaced, and assurances will be given that fresh air is flowing in the building. We will continue to ensure that each classroom is well ventilated and has safe water systems. The water fountains will be turned off in the buildings, although the water bottle fillers will stay in operation.

We are currently converting many outdoor spaces into classroom space. Shade coverings are being installed as well as preparation for rainy days. The outdoor space will allow for proper distancing among students.

We will be placing portable bathrooms on our lower school campus to ensure plenty of space for facility use with limited crossover of students.

Hand Hygiene

Students, Faculty and Staff will be washing hands with soap and water, and/or using hand sanitizer throughout the day. We will require hand washing and/or sanitizing before and after meal time and before and after entering or exiting the classroom. Hand sanitizing stations will be placed throughout both campuses to insure there is enough supply to meet this requirement.

We will notify you of the hand sanitizer we are using as a school and if you prefer that your child use a different brand, you may send one into the school with your child's name labeled on it.

We will ensure that each classroom is fully stocked with tissues and paper towels.

Cleaning and Disinfecting

The school buildings will be thoroughly sanitized prior to re-opening and cleaned every night using the recommended cleaning protocols during the time of COVID-19. All high touch surfaces and bathrooms will be cleaned throughout the day, and any shared spaces will be cleaned between groups of students. Common areas (sinks, bathrooms, doorknobs, table-tops, shared items, etc.) will be cleaned and sanitized at least twice daily.

We will have a cleaning staff on site to increase routine and periodic cleaning of common areas and high touch surfaces throughout the day. Every effort will be made to use the most ecologically and child friendly cleaning products that comply with State health and safety guidelines. Due to potential supply issues, products may vary.

Training of Faculty and Staff and Educating Families

We will train all staff and provide educational materials to families in the following safety actions:

- Enhanced sanitation practices
- Physical distancing guidelines and their importance
- Proper use, removal, and washing of face coverings
- Screening practices
- How COVID-19 is spread
- COVID-19 specific symptom identification
- Preventing the spread of COVID-19 if you are sick, including the importance of not coming to work if staff members have symptoms, or if they or someone they live with has been diagnosed with COVID-19.
- For workers, COVID-19 specific symptom identification and when to seek medical attention
- The employer's plan and procedures to follow when children or adults become sick at school.
- The employer's plan and procedures to protect workers from COVID-19 illness.

Documenting/ Tracking

We will document/track incidents of possible exposure and notify local health officials, staff, and families immediately of any exposure to a positive case of COVID-19 at school while maintaining confidentiality, as required under FERPA and state law related to privacy of educational records.

- Possible incidents of exposure documented in the health screening questions, will be referred to the COVID Working Group and the Health Department liaison
- Incidents of symptoms identified while attending school, will be documented and referred to the COVID Working Group and the Health Department liaison.

C. Lower School Campus – Specific Health Related Plans

We have reviewed the State of California Back to School recommendations for reopening schools, and we will meet their recommendations in the way best suited to teaching our students in our lower school buildings. We are committed to teaching a full day, five day a week schedule unless unable to by state or county order. Moving much of our learning outside will allow us to strike a balance in not requiring face coverings for students throughout the day while physically distanced and outdoors.

Monitoring of COVID-19 Symptoms in Students, Families, Faculty and Staff

Students will go through a symptom check upon arrival that will include a symptom checklist and a temperature check.

Faculty and Staff will go through a symptom check upon arrival that will include a symptom checklist to complete and his or her temperature will be taken.

Faculty will monitor students for symptoms of COVID-19 throughout the day. If a student displays COVID-19 symptoms they will go to a comfortable but isolated place where they will be cared for by a staff member while they wait for a parent to pick them up. Students will be asked to wear a mask while waiting for parents unless they are nauseous or have vomited.

Hand Hygiene

Students and Faculty will be washing hands with soap and water, or using hand sanitizer, throughout the day. The school will add outdoor hand sanitizing stations to meet this new requirement. We will use the approved health and safety and OSHA compliant hand sanitizers available to us and if you prefer that your child use a different brand, you may bring one into the school with your child's name labeled on it. We will ensure that each classroom is fully stocked with tissues and paper towels.

Cleaning and Disinfecting Play Areas

Playground equipment will be cleaned after use throughout the day. Each lower grade cohort will have a designated play area for recess and outdoor time. Students will wash hands or use hand sanitizer upon arrival at school, between playtimes and after meal times.

Contact sports will be suspended until we have further evidence of safety. Games classes will be outdoors with adequate physical distancing

Bathrooms

Each cohort group will be assigned bathrooms. We are placing new portable bathrooms on campus to ensure we have enough to accommodate all students.

Touch surfaces of all bathrooms will be cleaned three times a day after morning break, after lunch and after school.

Students will be asked to wash their hands after using the bathroom before returning to any activities.

Face Coverings

Grades and High School students will be required to wear masks in common areas and while inside when distancing is not possible. A conscientious effort will be made in all lesson planning to limit the length of time students will be required to wear face coverings. Teachers will plan for frequent outside breaks with physical distancing.

Faculty and staff will wear masks in all shared and public spaces.

***Early Childhood practices may differ from Grades and High School, see Early Childhood plan for variations**

D. High School Campus – Specific Health and Safety Plans

We have reviewed the State of California Back to School recommendations for reopening schools, and we will meet their recommendations in the way best suited to teaching our students in our lower school buildings. We are committed to teaching a full day, five day a week schedule unless unable to by state or county order. Moving much

of our learning outside will allow us to strike a balance in not requiring face coverings for students throughout the day while physically distanced and outdoors.

Monitoring of COVID-19 Symptoms in Students, Families, Faculty and Staff

Students will go through a symptom check upon arrival that will include a symptom checklist and a temperature check.

Faculty and Staff will go through a symptom check upon arrival that will include a symptom checklist to complete and his or her temperature will be taken.

Faculty will monitor students for symptoms of COVID-19 throughout the day. If a student displays COVID-19 symptoms they will go to a comfortable but isolated place where they will be cared for by a staff member while they wait for a parent to pick them up. Students will be asked to wear a mask while waiting for parents unless they are nauseous or have vomited.

Hand Hygiene

Students and Faculty will be washing hands with soap and water, or using hand sanitizer, throughout the day. The school will add outdoor hand sanitizing stations to meet this new requirement. We will use the approved health and safety and OSHA compliant hand sanitizers available to us and if you prefer that your child use a different brand, you may bring one into the school with your child's name labeled on it. We will ensure that the campus is fully stocked with tissues and paper towels.

Cleaning and Disinfecting Movement areas

Contact sports will be suspended until we have further evidence of safety. Movement classes will be outdoors with adequate physical distancing.

Bathrooms

The High School has enough bathrooms to assign separate ones for each grade. Only one person may be in a multi-stall bathroom at a time and main doors to the restroom must always be open to allow for proper ventilation.

Faculty and staff will also be asked to use specific bathrooms.

Touch surfaces of all bathrooms will be cleaned three times a day after morning break, after lunch and after school.

Students will be asked to wash their hands after using the bathroom before returning to any activities.

Face Coverings

Students will be required to wear face coverings in common areas and while inside when distancing is not possible. A conscientious effort will be made in all lesson planning to limit the length of time students will be required to wear face coverings. Teachers will plan for frequent outside breaks with physical distancing

Faculty and staff will wear face coverings in all shared and public spaces.

COVID-19 PREVENTION PLAN:

1. Staff COVID Workplace Requirements
2. Screening Questions
3. Procedures for Assisting Students or Staff identified with possible COVID symptoms
4. Procedures for Contact Tracing and Addressing and Outbreak
5. Approved Sanitation Products
6. COVID Staff Training Materials

STAFF COVID WORKPLACE REQUIREMENTS

General CAL OSHA Requirements:

- Establish and continue communication with local and State authorities to determine current disease levels and control measures in your community.
 - This is the responsibility of the COVID Working Group and the Executive Director.
- Establish and implement a workplace-specific COVID-19 prevention plan to protect employees that includes:
 - This is the WSSD COVID Prevention Plan.
- A risk assessment and the measures that will be taken to prevent spread of the virus.
 - This is included in the COVID Prevention Plan.
- Use of face coverings, in accordance with the CDPH guidance.
 - This is addressed in the COVID Prevention Plan
- Training and communication with workers and worker representatives on the plan.
 - The initial training will take place Tuesday, Wednesday and Thursday, August 18-20, 2020.
 - A follow up review and additional training will take place in the last week of September.
- A process to check for compliance and to document and correct deficiencies.
 - This is addressed in the COVID Prevention Plan.
- A process to investigate COVID-cases, alert the local health department, and identify and isolate close workplace contacts and infected workers.
 - This is addressed in the COVID Prevention Plan
- Protocols for when the workplace has an outbreak, in accordance with CDPH guidance.
 - This is addressed in the COVID Prevention Plan
- Ensure that any external community organizations that use the facilities also follow this guidance.
 - This is addressed in the COVID Prevention Plan
- Develop a plan for the possibility of repeated closures when persons associated with the facility or in the community become ill with COVID-19.
 - This is addressed in the COVID Prevention Plan
- Develop a plan to further support students with access and functional needs who may be at increased risk of becoming infected or having unrecognized illness due to COVID-19.
 - This is addressed in the COVID Prevention Plan

Specific WSSD Staff Expectations:

- All staff will be screened each morning upon entry into the building. This screening will include a temperature check. Staff who are not cleared to work will be asked to return home for at least 24 hours to ensure symptoms are clearing.
- All staff are required to wear either a cloth or one-time paper mask or face covering that covers both the nose and mouth. These must be face coverings designed for this purpose and do not include scarfs or other improvised face coverings; alternatively, staff may wear a face shield with a drape to cover the bottom of the shield. Both of these alternatives will be provided to staff at the school's expense.
- These face covering alternatives will be reusable. It is the responsibility of the staff member to clean/sanitize these as needed. If left in the classroom or office they will be sanitized by the evening cleaning crew.
- Gloves will be provided staff to use whenever appropriate, especially when cleaning or sanitizing areas of offices, classrooms, or bathrooms. If serving food, gloves are required to be used.
- Sanitation wipes will be made available to each classroom, along with sanitizer spray bottles and cloths to use for cleaning. Used cleaning cloths should be bagged in each classroom or office and will be cleaned

by the evening cleaning crew. One-time use wipes should be disposed of in the self-closing trash cans in each classroom.

- Staff will be needed to supervise handwashing breaks and bathroom usage to ensure handwashing procedures and social distancing are properly enforced. Staff should, whenever possible, demonstrate and model these behaviors.
- Staff are responsible for reminding students to keep social distancing at all times. Students who continue to violate social distancing guidelines should be identified to the office staff so parents can be contacted.
- Staff are responsible for reminding students to properly use face coverings while in the school building and when in groups outside that include anyone outside of their cohort. Responsibility to report contacts with possible sources of infection.
- Staff have a critical responsibility to other staff and all students to immediately report to the administration any possible contacts with others who have shown symptoms or tested positive for COVID-19. Contact is defined as being within 6 feet of the person for more than 15 minutes.
- Staff have a critical responsibility to stay home from work if they suspect they are showing symptoms of illness that are on the screening list. If staff are feeling sick, they should immediately notify the school administration by texting our COVID reporting number no later than 9 pm of the evening before they will stay home. Only in this way will the school have sufficient time to provide coverage for the classes affected.

Responsibility to provide substitution coverage:

- Staff will, from time to time, be asked to cover classes of colleagues that have reported ill and had to stay home.