



SALEM
CITY SCHOOLS

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Salem City Schools

Plan for Safe Return to In-Person Instruction and Continuity of Services

April 9, 2024

Section 1: Introduction

This plan describes how Salem City Public Schools will maintain the health and safety of students, educators, and other school and division staff during and following the return to full in-person instruction.

We believe that most students learn best under the direction of a caring and committed educator. We are also committed to providing a healthy and safe environment in accordance with state and federal guidelines for in-person instruction, but we understand that it is not possible to provide a “no risk” environment. Salem City Schools plans to operate at full capacity five days a week on our normal bell schedule.

Section 2: Maintaining Health and Safety

Salem City Public Schools has taken and will continue to take actions to ensure the health and safety of students, educators, and other school and division staff during and following the return to full in-person instruction.

Salem City Public Schools has adopted policies on each of the following safety recommendations established by the Centers for Disease Control and Prevention (CDC).

- Salem City Public Schools has developed a [scalable mitigation implementation plan](#) based on recommendations from the VDH, the CDC, and the AAP. COVID-19 prevention and mitigation strategies will be implemented in accordance with this plan.
- If required by local, state, or federal guidelines SCS will modify facilities to allow for physical distancing of students and staff. At this time, Salem City Public Schools has no plans to require physical distancing of staff or students.
- Salem City Public Schools will continue to communicate and encourage proper handwashing and respiratory etiquette.
- Salem City Schools will continue cleaning and maintaining healthy facilities.
- Salem City Schools will implement isolation for individuals who are experiencing symptoms consistent with illness as recommended by the VDH/CDC in collaboration with the local health department.
- Salem City Schools will continue to promote and support vaccination in collaboration with the Roanoke Alleghany Health District and the local health department.
- Appropriate accommodations for children with disabilities with respect to health and safety policies will continue to be provided.
- Salem City Schools will continue to coordinate with state and local health officials.

Section 3: Continuity of Services

Salem City Public Schools has taken and will continue to take actions to ensure continuity of services, including but not limited to services to address students' academic, social, emotional, behavioral, mental health, and other needs.

Salem City Public Schools used ESSER Grant funds to hire additional instructional staff to provide instructional support to address unfinished learning.

Additional funds were budgeted for school counseling services and a social worker to address social emotional and mental health needs for students and staff.

For the provision of mental health services:

- School counselors will be available in each building.
- Salem City Schools has entered into a Memorandum of Understanding with the National Counseling Group (NCG) for the provision of Therapeutic day treatment and Intercept Health for the provision of Substance Abuse Evaluations and Counseling.
- Salem City Schools has entered into a Memorandum of Understanding with Principled Behavior Consulting and LEO Consulting, LLC to assist with student maladaptive behaviors.

- Salem City Schools has entered into a Memorandum of Understanding with Mainstream Inc. for Individual Outpatient Counseling.
- Salem City Schools has added a licensed clinical social worker at Salem High School to work with Tier II and Tier III services for wellness and mental health.
- Salem City Schools has added an elementary school counselor to support Tier II and Tier III services for students in the area for wellness and mental health.

Section 4: Opportunity for Public Comment

In developing the ARP ESSER Plan, Salem City Public Schools sought public input and took such input into account as described below.

Stakeholder committees were solicited for feedback on the plan. Including the CTE Advisory Committee, Health and Wellness Committee, the Comprehensive Planning Committee, and the Local Special Education Advisory Committee. The opportunity for general public comment was advertised and offered in August 2021 January 2022, March 2022, August 2022, and January 2023. Input was taken into consideration during updates to the plan.

Section 5: Periodic Review and Revision of Plan

During the period of the ARP ESSER award (until September 2024), Salem City Public Schools will periodically review and, as needed, revise its plan for the safe return to in-person instruction and continuity of services. The plan will be reviewed at least every six months, and Salem City Public Schools will seek and take into account public input during the review process. Plan revisions will address updated CDC guidance on safely reopening schools, if any are issued.

Section 6: Making the Plan Available to the Public

Salem City Public Schools has taken the following steps to make this plan available to the public:

- The plan is posted at <https://www.salem.k12.va.us/covid19>
- The plan is available in multiple languages [English and Spanish];
- The plan may be orally translated for parents. Contact Dr. Randy Jennings at 540-389-0130 to request translation; and
- Upon request, a parent who is an individual with a disability as defined by the ADA may be provided with the plan in an alternative format accessible by contacting Randy Jennings at 540-398-0130 or email at rjennings@salem.k12.va.us

Return to Learn COVID-19 Mitigation Plan

Goals

1. **Maximize in-person instruction.** We believe students learn best in a safe and disciplined environment provided by caring and respectful adults. Therefore, our primary goals are to minimize exposures to keep students in school and keep schools operating at full capacity.
2. **Continue to be a community health partner.** As one of the largest employers and the largest childcare provider in our community, we are committed to working with community healthcare agencies to ensure the health and safety of our staff, students, and the community.
3. **A scalable plan.** We desire to create a scalable plan that allows us to meet the health and safety needs of our staff, students, and community as local conditions and guidance change.

Guiding Principles

- **Students benefit from in-person learning.** Safely maintaining in-person instruction is a priority.
- **Focus on prevention.** Promote vaccination, as it is the leading prevention strategy to end the COVID19- pandemic and keep schools open for in-person instruction. Educate students/staff to monitor health daily and stay at home if they have symptoms, and follow public health recommendations.
- **Consider community needs.** Consider disease and vaccination trends and understand the socioeconomic factors, literacy barriers, and other educational needs in your community when developing plans.
- **Be flexible and innovative.** Scientific knowledge evolves rapidly, and local context is incredibly important. Community transmission and the level of impact to a given school can change and the combination of prevention strategies may evolve with time.

Legal Requirement

[SB 739](#) – Requires each school board to offer in-person instruction and allows the parent of any child enrolled in a public elementary or secondary school, or in any school-based early childhood care and education program, to elect for such child to not wear a mask while on school property. The bill requires each local school division to comply with the foregoing provisions relating to masks no later than March 1, 2022.

CDC Respiratory Virus Guidance

Each year, respiratory viruses are responsible for millions of illnesses and thousands of hospitalizations and deaths in the United States. In addition to the virus that causes COVID-19, there are many other types of respiratory viruses, including flu and respiratory syncytial virus (RSV). The good news is there are actions you can take to help protect yourself and others from health risks caused by respiratory viruses.

This guidance provides practical recommendations and information to help people lower risk from a range of common respiratory viral illnesses, including COVID-19, flu, and RSV.







[Preventing Respiratory Viruses](#)

- [Immunizations for Respiratory Viruses](#)
- [Hygiene and Respiratory Virus Prevention](#)
- [Taking Steps for Cleaner Air for Respiratory Virus Prevention](#)
- [Preventing Spread of Respiratory Viruses When You're Sick](#)
- [Masks and Respiratory Virus Prevention](#)





- [Physical Distancing and Respiratory Viruses](#)
- [Testing and Respiratory Viruses](#)

Respiratory Virus Guidance Snapshot


Core prevention strategies

 <p>Immunizations</p> 	<p>Hygiene</p> 	<p>Steps for Cleaner Air</p> 	<p>Treatment</p> 	<p>Stay Home and Prevent Spread*</p> 
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Additional prevention strategies


 <p>Masks</p> 	<p>Distancing</p> 	<p>Tests</p> 
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***Stay home and away from others until, for 24 hours BOTH:**


 Your symptoms are getting better

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 You are fever-free (without meds)

 **Then take added precaution for the next 5 days**

Layering prevention strategies can be especially helpful when:

- ✓ Respiratory viruses are causing a lot of illness in your community
- ✓ You or those around you have risk factors for severe illness
- ✓ You or those around you were recently exposed, are sick, or are recovering

Special Considerations

In addition to CDC’s Respiratory Virus Guidance, there are several special considerations for people with certain risk factors for severe illness.

[Risk Factors for Severe Illness from Respiratory Viruses](#)

- [Older Adults](#)
- [Young Children](#)
- [People with Weakened Immune Systems](#)
- [People with Disabilities](#)
- [Pregnant People](#)

Treatment as Prevention

Treatment is a core prevention strategy to lower the risk of respiratory viruses.

[Treatment of Respiratory Viruses](#)