



HEALTH & SAFETY PROTOCOLS AT AISM

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MESSAGE FROM THE DIRECTOR

With this document, we are pleased to share our refined pathways planning and our health and safety parameters for 2021–22. Public Health officials have learned much about the virus and how to limit transmission. We have learned how to keep our community safe and healthy, and our updated protocols reflect updated public health guidance and our own lessons in remaining safe.

With our experiences in 2020–21, AIMS has refined its on-campus and virtual learning programs. In 2021–22 we will offer two learning pathways, but only one at a time for each grade level depending on health and safety requirements. Our learning models are based upon our Mission and Core Values, and the Learner Profile that we expect our students to develop as a result of being immersed in our programs.



RUSSELL MERNARD
School Director

Guiding Principles:

- We prefer face-to-face, on-campus learning over virtual learning whenever it is safe to do so.
- We believe regular attendance and engagement in both On-Campus & Virtual Learning is an important facet of student learning.
- We will prioritize student, faculty, and staff health and well-being over other principles.
- We will ensure that our health-related practices are research-based, clearly communicated, effectively implemented, and diligently enforced.
- We will promote practices that reduce risk of virus transmission and support our capacity to be responsive and agile when facing changing health circumstances.
- AIMS will maintain a high quality, International Baccalaureate education.

Primary Plan Driver:

- AIMS will follow the recommendations provided by MISAU, the United States Centers for Disease Control and Prevention (CDC), the World Health Organization, the US Embassy Medical Office, and other local public health experts in ensuring that students and staff are able to learn in a safe and healthy environment.
- Current governmental restrictions will be reviewed on a regular basis as the pandemic situation changes in Mozambique and beyond.
- AIMS will strive to be compliant with government regulations at all times, maintaining or bettering health and safety regulations.
- We will continually engage with local authorities to challenge their restrictions when we believe we can operate our programs safely on campus.



CAMPUS OPERATIONS - FOUNDATIONAL LEVELS

Least Restrictive Environment (*a New Normal*)

On-Campus Learning for all students

The COVID-19 pandemic is limited in Maputo and most school operations and programs are allowed, depending on government restrictions. Campus operations will be least restricted when:

- The Mozambican government allows for on-campus learning **and**
- There is limited community spread in Maputo **and**
- AISM has the necessary staff available to offer a quality instructional program **and**
- There is limited if any community spread within the AISM student and employee population.*
- Some teachers may be teaching from home at times, depending on health and safety requirements. Their students will continue to learn on campus and the school will provide supervision and learning opportunities for the class.
- Students who are sick or who cannot attend school due to quarantine or other reasons will be responsible for staying in touch with teachers, making their missing classwork through Managebac, Google Classroom, Seesaw and other resources. Synchronous attendance virtually will not be available but regular check-ins with teachers will assist students with continuous learning.

Moderately Restrictive

On-Campus Learning for some grade level herds and Real-Time Virtual Learning for other grade level herds.

- The COVID-19 pandemic is still active in Maputo, such that limited mitigation measures are still needed to prevent a resurgence within the AISM community. Campus operations will be moderately restricted when:
- The Mozambican government allows for on-campus learning **and**
- AISM has the necessary staff available to offer a quality instructional program **and**
- There is limited community spread within the AISM student and employee population; **and**
- The community spread is limited within grade levels or herds, allowing for partial closure; **and/or**
- The interventions offered at Level 3 (Least Restrictive) are not sufficient to assure the safety of students and employees.
- Some teachers may be teaching from home at times, depending on health and safety requirements. Their students will continue to learn on campus and the school will provide supervision and learning opportunities for the class.
- Students who are sick or who cannot attend virtual or on-campus classes will be responsible for staying in touch with teachers, making their missing classwork through Managebac, Google Classroom, Seesaw and other resources.

Temporary Campus Closure

Real-Time Virtual Learning for all students across the whole school

Campus operations will be suspended while:

- The Mozambican government orders schools closed; **and/or**
- There is active spread in Maputo that threatens the health and safety of the AISM community; **and/or**



- AISM does not have the necessary staff available to offer a quality instructional program, whether due to travel accessibility or health impact; **and/or**
- There is active community spread within the AISM student and employee population (whole campus closure) or grade level/herd (partial closure); **and/or**
- The interventions offered at Level 2 (Moderately Restrictive) are not sufficient to assure the safety of students and employees.
- All teachers will teach from home, or from campus if allowed by the government.

ACADEMIC LIFE

Class & Cohort Organization

• Least and Moderately Restrictive

- Learners and faculty will be grouped into grade level "herds" with a social distance of 1.5m. In some rooms this will force smaller class sizes than the school's normal, optimum number. There will be mixing across the grade level herd if there are multiple sections in the grade.
- SS and PS Specialist Teachers and TAs may rotate between grade level herds using defined sanitation procedures with PPE.

• Moderately Restrictive

- Grade level herds will not mix with other grade level herds (except in IBDP classes that include Y1 & Y2 students).
- SS and PS Specialist Teachers and TAs may rotate between grade level herds using defined sanitation procedures with PPE.

• Temporary Campus Closure

- Learners and faculty will be engaged in Real-Time Virtual Learning

The School Day

- The students' school day starts at 8:15 and ends at 15:15 (with the exception of our Early Learning Center, which ends at 13:30). Teachers will employ a variety of pedagogical strategies during instructional time, including but not limited to
 - Whole class instruction
 - Small group instruction
 - One-to-one instruction
 - Student collaboration in groups
 - Independent work time
 - Non screen-based activities and projects
- Once the school day has finished for students, teachers will remain on campus until 16:30 in order to plan, prepare and attend meetings
- This schedule will be adapted to optimize Virtual Learning as required for herds or divisions of the school, or the whole school, when Virtual Learning is required for health and safety reasons.



Arrival & Departure

• Least Restrictive

- All members of the AISM community are required to self-report for symptoms and history of any exposure to positive COVID cases. If a person shows any COVID-19-like symptoms, then they must stay at home and contact the Health Services Office for guidance on when they can return. These symptoms may include fever, fatigue, wet or dry coughs, shortness of breath or difficulty breathing, sore throat, muscle or body aches, congestion or runny nose, headache, loss of taste and/or smell, nausea and vomiting, or diarrhea.
- Staff, students, parents and teachers may be required to arrive and depart from school only through designated gates in order to maintain social distancing and to prevent congestion. Generally, primary school students will enter through the Main Gate and secondary school students will enter through the Middle School or Back Gate. ELC parents may come onto campus for drop offs and pickups at the classroom. Further details on drop off and pickup times will be shared with parents by the principals.
- All people entering the campus will be required to abide by the following health and safety measures, regardless of vaccination status:
 - All movement onto and off campus will be monitored and logged via access control systems
 - Non-contact temperature will be taken before entry to campus
Anyone with a temperature of 38 or higher will not be permitted on campus
 - Hands must be washed with soap and water and/or sanitised upon entry
 - Face masks must be worn that fully cover the nostrils and mouth
 - Social distancing of at least 1.5 meters must be maintained while on campus
- Upon arrival, teachers will go to their classrooms to be ready for the students to arrive. Students will go directly to their classroom and join their herd.
- Parents must make arrangements to collect their children punctually in order to allow teachers to move on to their other duties as quickly as possible.
- ASAs and sporting practices will dismiss at different times at the end of the day.
 - Learners with older siblings involved in ASA's or sports practices may **not remain on campus** after dismissal to wait for pick up. Separate pick-up must be arranged at 15:15 in this case.
- Departure from school KG–12 will be via a student pickup number, with students being called to the gate as the vehicle arrives at the campus. Only ELC parents will come onto campus for drop offs and pickups at the classroom. Details on pickup times will be shared with parents by the principals.

• Moderately Restrictive

- All members of the AISM community are required to self-report for symptoms and history of any exposure to positive COVID cases. If a person shows and COVID-19-like symptoms, then they must stay at home and contact the Health Services Office for guidance on when they can return. These symptoms may include fever, fatigue, wet or dry coughs, shortness of breath or difficulty breathing, sore



throat, muscle or body aches, congestion or runny nose, headache, loss of taste and/or smell, nausea and vomiting, or diarrhea.

- Staff, students, parents and teachers will be required to arrive and depart from school only through designated gates in order to maintain social distancing and to prevent congestion. Generally, primary school students will enter and depart through the Main Gate and secondary school students will enter and depart through the Middle School or Back Gate. Only ELC parents will be permitted to enter campus to drop off their child. They are required to use the Main Gate.
- Anyone other than students and staff members will be allowed on campus only with express permission from the Director.
- All people entering the campus will be required to abide by the following health and safety measures, regardless of vaccination status:
 - All movement onto and off campus will be monitored and logged via access control systems
 - Non-contact temperature will be taken before entry to campus
 - Anyone with a temperature of 38 or higher will not be permitted on campus
 - Hands must be washed with soap and water and/or sanitised upon entry
 - Face masks must be worn that fully cover the nostrils and mouth
 - Social distancing of at least 1.5 meters must be maintained while on campus
- Upon arrival, teachers will go to their classrooms to be ready for the students to arrive. Students will go directly to their classroom and join their grade level herd.
- Departure from school KG–12 will be via a student pickup number, with students being called to the gate as the vehicle arrives to the campus. Only ELC parents will be permitted to enter campus for pickups at the classroom. The normal times are noted below.
- The community will be notified of any changes to these times:
 - 13:30 ELC Departure through Main Gate
 - 15:15 Primary students without older siblings, departure via homeroom through Main Gate
 - 15:15 Primary with older siblings, via Cafeteria Gate; Secondary - Grades 6, 7, & 8 through Middle School gate; High School or multi-division pickup through the Cafeteria Gate
 - ASAs, sporting practices, and extra hours for HL classes will dismiss at different times at the end of the day through the Main Gate.
- Parents must make arrangements to collect their children punctually in order to allow teachers to move on to their other duties as quickly as possible.
- **Temporary Campus Closure**
 - All members of the AIISM community are required to self-report for symptoms and history of any exposure to positive COVID cases. If a person shows any COVID-19-like symptoms, then they must stay at home and contact the Health Services Office for guidance on when they can return. These symptoms may include fever, fatigue, wet or dry coughs, shortness of breath or difficulty breathing, sore throat, muscle or body aches, congestion or runny nose, headache,



loss of taste and/or smell, nausea and vomiting, or diarrhea.

- Campus is closed to all except teachers and other essential staff (including contractors or vendors if absolutely necessary).
- All people entering the campus will be required to abide by the following health and safety measures, regardless of vaccination status:
 - All movement onto and off campus will be monitored and logged via access control systems
 - Non-contact temperature will be taken before entry to campus
 - Anyone with a temperature of 38 or higher will not be permitted on campus
 - Hands must be washed with soap and water and/or sanitised upon entry
 - Face masks must be worn that fully cover the nostrils and mouth
 - Social distancing of at least 1.5 meters must be maintained while on campus

Attendance Requirement

AIMS believes regular attendance and engagement in Virtual Learning is an important facet of student learning.

• Least Restrictive

- Attendance requirements are enforced per policy in the Parent-Student Handbook.
- Students are expected to quarantine at home if required for health and safety. Teachers will provide work for the students who are absent, but there is no expectation for synchronous virtual learning to be provided for individual students.

• Moderately Restrictive

- Attendance requirements per policy in the Parent-Student Handbook are considered on a case-by-case basis.
- Students are expected to quarantine at home if required for health and safety. Teachers will provide work for the students who are absent, but there is no expectation for synchronous virtual learning to be provided for individual students.
- Unless they are sick, students are expected to attend virtually on a daily basis if their herd is moved into Real-Time Virtual Learning for health and safety reasons.
- Teachers will record attendance during both virtual and on-campus learning.

• Temporary Campus Closure

- Attendance requirements per policy in the Parent-Student Handbook are considered on a case-by-case basis.
 - Teachers will record attendance during both virtual and on-campus learning.
- Unless they are sick, students are expected to attend virtually on a daily basis. Students who are not able to participate in class must communicate regularly with their teachers to complete assigned tasks.



Real-Time Virtual Learning

All families should be prepared for their children to be on Real-Time Virtual Learning when required for health and safety reasons.

- Secondary School families should be familiar with the Secondary School Virtual Learning Norms for families.
- Primary School families should be familiar with the Primary School Virtual Learning Norms for Families

• Least Restrictive

- On-campus learning will be our mode of delivery during least restrictive operations.

• Moderately Restrictive

- Most grade level herds, teachers and students are learning on campus.
- Grade level herds or even a division (primary or secondary) may be moved into Real-Time Virtual Learning for health and safety reasons.

• Temporary Campus Closure

- Real-Time Virtual Learning will be our mode of delivery during any campus closure.

CAMPUS LIFE

Activities & Events

• Least Restrictive

- Sports and ASAs operate as usual, as the government allows. Travel for sporting events will be considered. Hosting students from other schools will be suspended until deemed safe.
- Wind instruments and choral music are allowed in outdoor settings.
- Live inter-school sports or activities may be permitted by the Health and Safety Team on a case-by-case basis, depending on the current health and safety situation in Maputo or relevant areas.
- Grade level herds can take recesses and breaks at the same time but will be kept in different zones wherever possible, with 1.5m social distancing, ventilation and limited times, to reduce close contact and mixing in different herds.
- Field trips by grade level herd are permitted, following guidelines for spacing on transport, masks & handwashing, and applicable health & safety requirements.
- Parents and guests are allowed on campus by appointment in small numbers (less than 50, unless the government restrictions are in force).
- Community events are allowed, but may be restricted to members of the AISM learning community only, and limited in size or venue depending on government restrictions.
- Vaccinations may be required to participate in ISSEA face-to-face events.



• **Moderately Restrictive**

- Outdoor activities and sports for AIISM students in which a 1.5 meter social distance between participants cannot be maintained are allowed during school day and as ASAs, as the government allows.
 - Activities should be masked unless it is outdoors, at a distance, if permitted by the government.
 - Non-contact sports and outdoor activities may be held between grade levels under the above parameters.
- Light contact sports like football or basketball are allowed between AIISM students at the same grade level on campus while wearing masks.
- Maximum occupancies in changing rooms must be strictly observed.
- Indoor academic activities, such as MUN, STEM, or art activities, may be held within herds so long as distancing is maintained.
- Wind instruments and choral music are allowed in outdoor settings.
- In person sporting events against other schools with similar health & safety protocols may be held depending on government regulations and the local, national, and /or regional health and safety situation. Such events will likely include revised health and safety protocols and quarantine requirements for participants beyond the scope of this document.
- Grade level herds can take recesses and breaks at the same time but will be kept in different zones wherever possible, with 1.5m social distancing, ventilation and limited times, to reduce close contact and mixing in different herds.
- Field trips by class or by grade level herd are permitted, following guidelines for spacing on transport, masks & handwashing, and applicable health & safety requirements.
- Divisional or school-wide events should be virtual unless distancing may be maintained and the event is less than 20 minutes long. Events should be held outside if practical.
- Parent and community events will be limited to the number of people allowed by the government.

• **Temporary Campus Closure**

- Outdoor activities and sports are suspended.
- Field trips are suspended.
- Activities that thrive in the virtual environment, like Model United Nations, may go forward at teacher discretion.

Health & Safety Protective Measure

• **Least Restrictive**

- Masks worn by food service and gate staff
- Masks may be worn by choice, if permitted by the government.
- Masks may be required in environments where high risk persons are present or when larger groups are gathered.
- Implementation of robust cleaning protocols



- **Moderately Restrictive**

- Masks worn by all while on campus.
- Handwashing, social distancing and other protocols are strictly observed.
- Implementation of robust cleaning protocols

- **Temporary Campus Closure**

- Masks worn by all staff while on campus.
- Handwashing, social distancing and other protocols are strictly observed.
- Implementation of robust cleaning protocols

Food Services

- **Least Restrictive**

- School provided services operating as normal with PPE and daily screening & self-reporting for all staff.
- Social distancing is encouraged in community spaces that are marked as reminders.

- **Moderately Restrictive**

- Food brought from home with no sharing of food.
- Social distancing is enforced when masks are removed for eating and drinking at snack times and lunch periods.
- Limited food services may be provided depending on government restrictions.
- Cashless, pre-ordered systems must be utilized for any on-campus food services. Food will be prepared for take away at lunch time.

- **Temporary Campus Closure**

- As campus is closed, no food service is available on campus.

Classroom Ventilation

- **Least Restrictive**

- As needed and at teacher discretion, classrooms may be closed to use air conditioning.

- **Moderately Restrictive**

- Windows and/or doors should be open for air exchange through cross ventilation.
- Installed fans to be used for air exchange - air conditioners can be used continuously in "Fan" mode only.
- To avoid damage to AC units, air conditioners may be used on a 15 minute, off-on "cool" cycle, but cannot run continuously due to open ventilation

- **Temporary Campus Closure**

- If teachers are working in classrooms by themselves or with family members, they may ventilate or cool the room as they see fit.



Holidays, Travel, & Breaks

• Least Restrictive

- No requirement to report travel.
- Quarantine is not required after travel.
- The school may implement rapid testing for employees after a break or holiday as a safeguard for health.

• Moderately Restrictive

- Employees and parents of students are required to report international travel and to follow the school's guidance on quarantine in force at that time.
- Parents of learners that have traveled internationally are required to report the travel and to follow the school's guidance on quarantine in force at that time.
- Quarantine will follow CDC guidelines or government requirements, whichever is more conservative. As of May 2021, CDC guidance is for a ten day quarantine, or seven days if a negative PCR test is produced 3–5 days after returning from travel.
 - As per CDC guidance, post-travel quarantine for fully vaccinated employees, students and parents can be shortened with a negative result from a test taken 3–5 days after entering Mozambique.
- The school may implement rapid testing for employees after a break or holiday as a safeguard for health.

• Temporary Campus Closure

- Quarantine requirements are as above.

Campus Circulation

• Least Restrictive

- Walkways are multi-directional. People are encouraged to keep 1m social distance.
- Queuing areas marked to maintain social distancing.
- Preventative sanitation procedures continue to be taught, emphasized, and encouraged.

• Moderately Restrictive

- Walkways are marked for directions. All are required to maintain 1.5m social distance.
- Movement is scheduled to avoid mixing herds.
- Staff moving between herds are required to follow sanitation procedures.

• Temporary Campus Closure

- Walkways are marked for directions. All faculty and staff are required to maintain 1.5m social distance.



MANAGING COVID-19

Sick Student or Staff Member

At all levels for anyone on campus displaying two or more COVID-19-like symptoms:

Take the ill person to an isolation room to separate anyone who exhibits COVID-like symptoms. Nurses use "Standard & Transmission-based Procedures," including PPE. Parent pick-up at gate with mask/PPE for trip home. COVID-19 test required & CDC guidelines suggested for what to do when ill.

The sick student or employee may return to campus after:

- At least 24 hours with no fever without fever-reducing medication **and**
- Other symptoms are improved **and**
- At least 10 days since symptoms first appeared OR a negative COVID-19 test result.

If a positive COVID-19 test is received, see below:

Positive COVID-19 Test Protocol

Anyone who has tested positive for COVID-19 may return to campus after:

- At least 10 days since symptoms first appeared plus three symptom-free days
- Other symptoms are improved and
- At least 24 hours with no fever without fever-reducing medication and a negative COVID-19 test result (a test is not required if 14 days have elapsed since the first symptoms)

Inform all who have been in close contact with the confirmed positive COVID-19 test person to remain home and monitor for symptoms for 14 days. If symptoms develop, the person enters the Sick Student/Employee Protocol. Close contact is defined as having spent 15 minutes or more within 2 meters of the infected person. Note: only those who have personally had close contact with a confirmed positive case are required to enter quarantine. This does not extend to their family, classmates, peers, etc. who did not have direct close contact themselves.

Vaccinations

- Vaccinations are recommended for all employees and the members of their households. To this end the school has facilitated vaccination through the government's phased program (Astrazeneca vaccines from India) or through the private UNIVAX initiative (Sinopharm's Vero Cell) for all employees.
- Vaccinations may be required for ISSEA coaches if/when ISSEA travel is reinstated.
- Vaccinations may be required for visas, for reducing/eliminating quarantine, etc.

Rapid Testing

Rapid testing may become available and economically viable in the near future and/or during the 2021-2022 school year. If so, it may be used for screening testing purposes or when investigating a potential outbreak of COVID-19 on campus.



High Risk Populations

Least Restrictive

- High risk teachers and staff working in limited physical contact roles, including virtually, if possible. PPE suggested and implemented at teacher discretion if not required by governmental decree or elsewhere in these parameters.
- High risk students preferentially scheduled to reduce contact & movement. May be excused from close contact PE & not allowed in similar ASAs or sports.
- Flexible leave practices & policies considered on a case by case basis in order to protect student and teacher/faculty health & safety whenever possible.

Moderately Restrictive

- High risk teachers and staff working in limited physical contact roles, including virtually, if possible. PPE required in these classrooms and spaces.
- High risk students preferentially scheduled into herds as possible to reduce risk.
- Flexible leave practices & policies implemented in order to protect student and teacher/faculty health & safety.

Temporary Campus Closure

- Shelter at home; engage in virtual learning.

LEADERSHIP & COMMUNICATIONS

Emergency Response Team

In the event of close contacts within the school community reported to any supervisor within AISM, the Director will be contacted and will convene the Emergency Response Team for meeting and action via the parameters above. The team includes: Director, Director of Learning, Secondary School Principal, Primary School Principal, FacSafety and Security Manager, Medical Officer, Director of Communications, Director's Executive Assistant.

Public Communications & Confidentiality

AISM will communicate instances of possible COVID-19 contact on campus along with all remediation actions, including suspension of on-campus learning for affected groups and the implementation of Real-Time Virtual Learning. COVID-19 patient names will not be identified.

