



THE  
MOUNT  
VERNON  
SCHOOL

# Reunite

August 2020



# Reunite

August 2020

Mustangs, let's Reunite!

Mount Vernon is committed and will be ready to return to the School in August in full capacity or a modified version dependent upon public health and government guidelines. Short of a mandate to shelter-in-place, MV will reopen in August. This is predicated upon a shifting, fluid public health situation, requiring the School to remain agile, gain insight into emerging trends, shift priorities, and respond to public and government officials to deploy the right model at the right moment.

Our top priority in reuniting our community is the health and safety of our students, faculty/staff, and parents.

Providing clarity and responding to uncertainty, Mount Vernon is sharing **Reunite**, a three-part series, exploring interdependent, interconnected topics on what to expect for re-entry in August to launch the 2020-2021 school year.

Part 01 - Implications for Finance & Operations (week of May 4)

Part 02 - Implications for Teaching & Learning (week of May 11)

Part 03 - Implications for Health & Well-Being (week of May 18)

Since the onset of the global pandemic, Mount Vernon has been navigating immediate challenges while building a strategic view for the future. Reunite will address key objectives and priorities moving forward:

- Establish rigorous health and safety measures
- Design multiple teaching and learning models
- Plan various student schedules for each division
- Maximize all facility spaces to reduce density of students and teachers
- Adjust financial models to support School families

Thank you for the opportunity to partner and share the Reunite series with you. Upon the conclusion of the series, the School will produce a webinar addressing trending questions from our community.

In a safe and healthy way, we want to get back to school, and we want to help you get back to work. As a school of inquiry, innovation, and impact, let's do this together.



Dr. Brett Jacobsen  
Head of School







# PART 01

Implications for  
Finance & Operations



## REUNITE

# Implications for Finance & Operations

May 2020

Supporting today and preparing for tomorrow in uncharted territory is challenging for any business including a school like Mount Vernon. Monitoring the financial strain on the broader economy, School families, and the School as an organization, we have been proactive to ensure Mount Vernon's financial viability. Adopting and implementing operational processes and disciplines, Mount Vernon has been able to absorb the shock of the current economic challenges, make difficult decisions, and assist Mount Vernon families.

**Part 01: Implications for Finance & Operations** provides an insight into Mount Vernon's budget, demonstrates the School's financial response to COVID-19, and communicates a tuition and fee schedule through the end of 2022.

### **Tuition and Fees**

Looking ahead, tuition will remain flat from 2020-2021 through the 2021-2022 school year and student fees will be eliminated. Because of our financial stability and your continued support, the School decided to continue to reduce the School's costs to assist our families. See *page 6*





## School Budget: Revenue, Expenses, and Enrollment

### Revenue

The majority of the School's revenue is generated via tuition, 91%, supported by the MVFund, 4%, and non-tuition revenue, 5% (grants, consulting, facility rental). Mount Vernon, being a relatively younger school, does not have the benefit of an endowment or significant annual funds upon which to draw.

### Expenses

The School's budget consists of multiple factors. 70% prioritizes the investment in teachers and staff members – compensation, benefits, and professional learning -- in order to reinvest in Mount Vernon students by providing high performing teachers to deliver an exceptional academic experience. In addition, 23% of the budget is committed to programmatic development for students in Preschool through Upper School in the classroom, arts, and athletics, while 7% is dedicated to building maintenance and administrative support.

### Enrollment

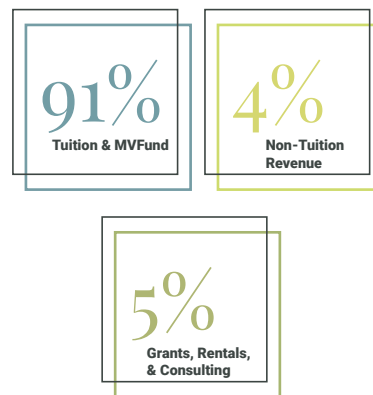
Connected to revenue and expenses is enrollment. Over the last decade including the Great Recession, Mount Vernon's enrollment has increased by 45%, most recently exceeding enrollment of 1,000 students. Ten years ago, the Upper School had less than 100 total students in Grades 9-12, while current projections indicate the Upper School will enroll 400 students for the 2020-2021 school year. School-wide re-enrollment during the past five years has ranged from 93-97%, outpacing national enrollment trends. In the midst of the pandemic, the School has been able to add more than 150 new students for the 2020-2021 school year indicating the School's strength as a leader in independent schools.

## Impact of COVID-19: School Response

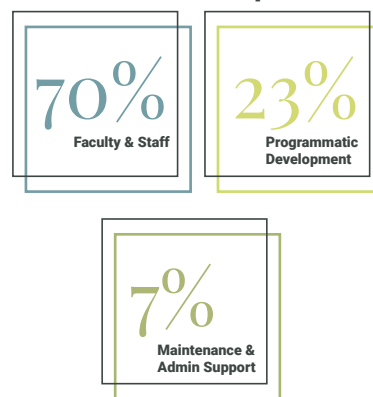
Since the onset of the pandemic, the School has sustained a strong relationship with its banking partner and vendors, implementing numerous cost and cash management plans to maintain the School's financial and operational stability.

- Reducing costs in order to improve resource alignment for faculty and students
- Improving cash management
- Negotiating with all vendors while maintaining essential services

### Mount Vernon Revenue



### Mount Vernon Expenses



- Deferring maintenance projects not related to health and safety
- Negotiating with financial institutions to improve liquidity
- Leveraging the Federal Government's CARES Act Program

In addition, the School consistently conducts a number of organizational stress tests as part of its disciplined and proactive approach, prioritizing risks and designing multiple scenarios.

## **Tuition & Fees: Looking Ahead**

On April 2, the School communicated to Mount Vernon families that the Finance Office will refund or not invoice the following Spring activities for the balance of the 2019-2020 school year: Preschool and Lower School PlayMaker classes, Middle School and Upper School Spring athletic fees, Spring athletic gear, Upper School student parking fees, Arts trips, Class of 2020 fees, and Lower School and Middle School technology fees. As a result, the School has recently been able to refund approximately \$550K to our families. In the near future, the School will also be reimbursing all School families lunch costs, totaling approximately \$150K.

**Looking ahead, tuition will remain flat from 2020-2021 through the 2021-2022 school year.**

The 2020-2021 tuition schedule was established during the School's perennial enrollment period in early February. We know many have been impacted economically in various ways. Please reach out to the School's Finance Office should you have questions regarding tuition or the payment schedule.

Looking ahead, tuition will remain flat from 2020-2021 through the 2021-2022 school year and student fees will be eliminated. Because of our financial stability and your continued support, the School has decided to continue to reduce costs to assist our families. Therefore, Mount Vernon is committing to the following tuition and student fee adjustments:

### **Tuition Rates**

Tuition rates will remain the same, no increase, from the 2020-2021 to 2021-2022 school years.

### **Student Fees**

The School will eliminate all student fees (technology, athletic, senior, student parking) for the 2020-2021 and 2021-2022 school years.

Reimbursing \$700K to date as well as eliminating student fees and flattening the tuition rate through



the end of the 2022 school year has required and will cause the School to make necessary sacrifices along the way.

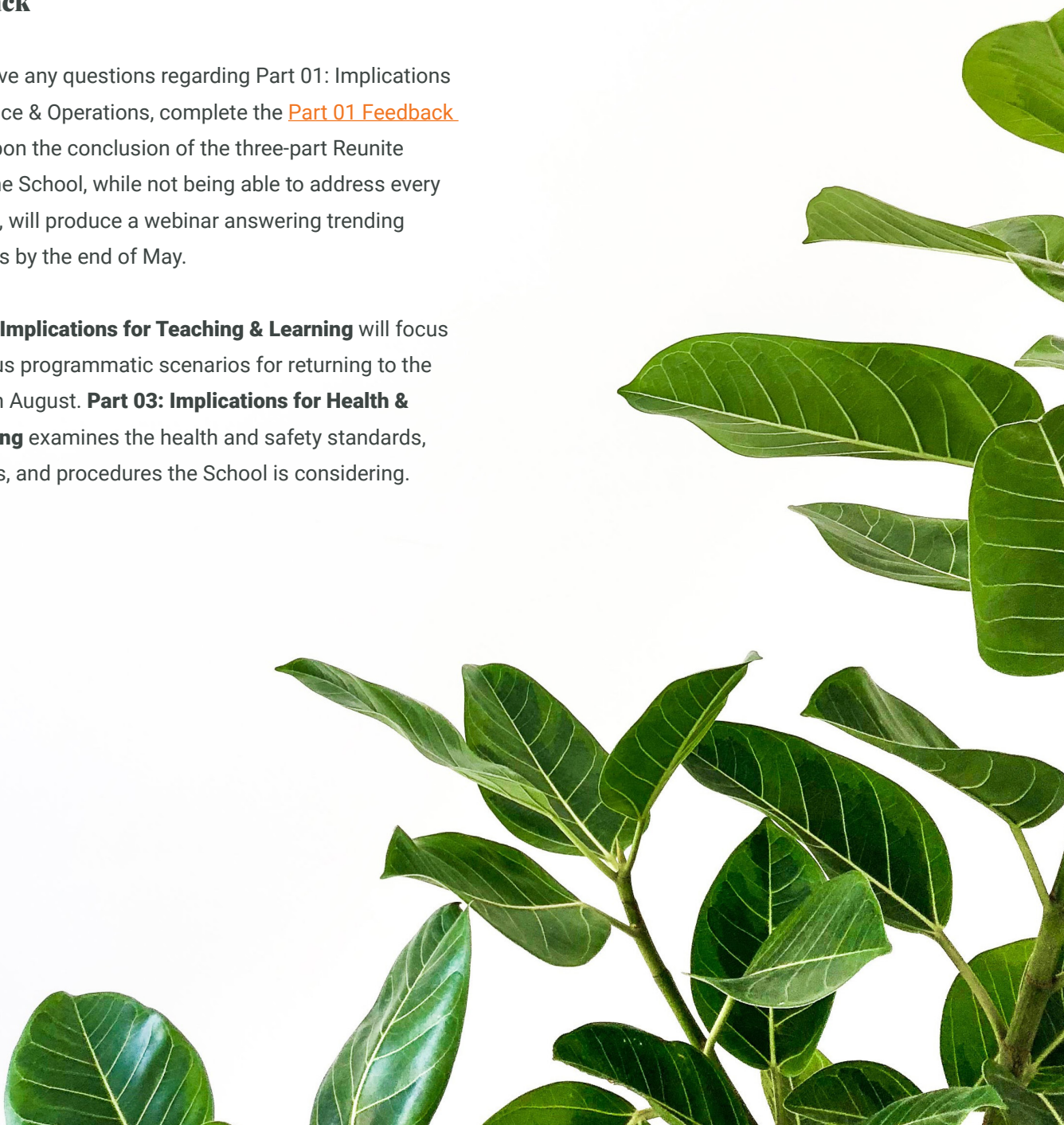
The School remains vigilant in fulfilling Mount Vernon's mission. In spite of our current economic and public health challenges, we remain committed to providing a quality, high-touch educational experience, equipping this generation of students, and supporting our School families throughout this journey.

## Feedback

If you have any questions regarding Part 01: Implications for Finance & Operations, complete the [Part 01 Feedback Form](#). Upon the conclusion of the three-part Reunite series, the School, while not being able to address every question, will produce a webinar answering trending questions by the end of May.

**Part 02: Implications for Teaching & Learning** will focus on various programmatic scenarios for returning to the School in August. **Part 03: Implications for Health & Well-Being** examines the health and safety standards, protocols, and procedures the School is considering.

**We are a school of inquiry, innovation, and impact. Grounded in Christian values, we prepare all students to be college ready, globally competitive, and engaged citizen leaders.**







## PART 02

Implications for  
Teaching & Learning



## REUNITE

# Implications for Teaching & Learning

May 2020

The Mount Vernon School is building a clear, comprehensive playbook with the most creative and multifaceted tools available to respond to an ever changing, uncertain public health scenario. We cannot wait for the perfect situation and perfect answer several months from now. As a school of inquiry, innovation, and impact, we want to be ready to deploy the right model at the right moment.

With every intention and plan to reunite safely in August, the School recognizes, as presented by McKinsey & Company, “three broad epidemiological and public-health scenarios” which will determine our ability to return to school and to work.

### Return to School / Return to Work

**A**

#### Public Health Scenario A

Strong-public health response succeeds, controlling the spread

**B**

#### Public Health Scenario B

Effective response but virus lingers or recurs requiring some physical distancing

**C**

#### Public Health Scenario C

Pandemic escalation, demanding stronger public-health interventions

### Part 02: Implications for Teaching & Learning

considers various assumptions, defines realistic challenges, and responds to shifting public health scenarios with multiple models to sustain the engagement and learning experience between students and teachers.



## Assumptions

Mapping out plans for August requires the School to consider certain assumptions based on research and reports from scientists, medical professionals, and government officials. As public and governmental guidelines evolve, the following assumptions will be adjusted accordingly:

- Until a vaccine is widely administered, COVID-19 will continue to impact communities and require mitigation response
- Several waves of infection may be likely
- Physical distancing measures will continue to be active
- Maximizing all facility spaces to reduce density of people will be necessary
- Testing will become more readily available
- Certain travel restrictions will remain in place

In reading Part 02, one might be seeking clarification on the health and safety measures Mount Vernon is reviewing. Partnering with each family, teaching and learning models cannot occur without proper health and safety measures established. Digesting this series into manageable sections, Part 03: Implications of Health & Well-Being, released the week of May 18, will be devoted to addressing the critical standards being examined by the School. The top priority in reuniting our students, faculty/staff, and parents is the health and safety of our community.

## Challenges

Making decisions impacting so many while navigating uncharted territory in a fluid health environment is the major challenge for any company, organization, college, or school. Schools, by design, are antithetical to physical distancing, especially for students in the classroom or on the playground, artists on the stage, and athletes on the court or field.

Presenting a high level of complexity, Mount Vernon -- Preschool through Grade 12 -- serves more than 600 families, 1,000 students, and 200 faculty and staff members, traveling from more than 60 zip codes across the greater metro-Atlanta area. Monitoring illness among members of our community will be critical. In addition to a variety of pre-existing health conditions of students and staff members, mitigation strategies of COVID-19 add additional layers. As a result, there may be members of our community who choose to remain at home.

Spreading out over the School's 47 acres on both campuses with multiple facility spaces, our return in August will require creative, agile, rigorous, safe, and healthy operational measures.

The strength of the innovative mission and vision of Mount Vernon is the foundational relationship between a student and a teacher, collaborating on campus together.



## Right Model. Right Moment.

Considering the stated assumptions, confronting the known challenges, and monitoring the public health situation in real time, Mount Vernon is designing a variety of models, utilizing a strategic framework to deploy the right model at the right moment. Note that the framework contains interconnected parts – number of school days on campus; learning environment; curriculum, instruction, and assessment; professional learning; school calendar; and after school programs. When modifying one, it requires an adjustment to all.

### Number of Days on Campus

The five models developed by the School are driven by the number of days students and faculty/staff are physically on campus at Mount Vernon.

## 5-Day



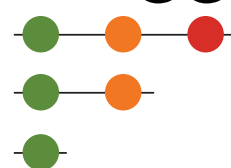
Short of a shelter-in-place mandate or specific government gathering guidelines, the School, optimally, is building a 5-day model (Monday-Friday) for students to attend Mount Vernon on both the Lower Campus and the Upper Campus. Assuming physical distancing will be required, a 5-day model will have an impact on the learning environment, curriculum and instruction, professional learning, and the School calendar. If the virus is contained and physical distancing is not recommended, the School will conduct regular school-day operations.

## 4-Day



Based on a variety of health circumstances, the School is devising a 4-day model, depending on division and/or campus configurations which would allow for more student project work and faculty professional learning and planning.

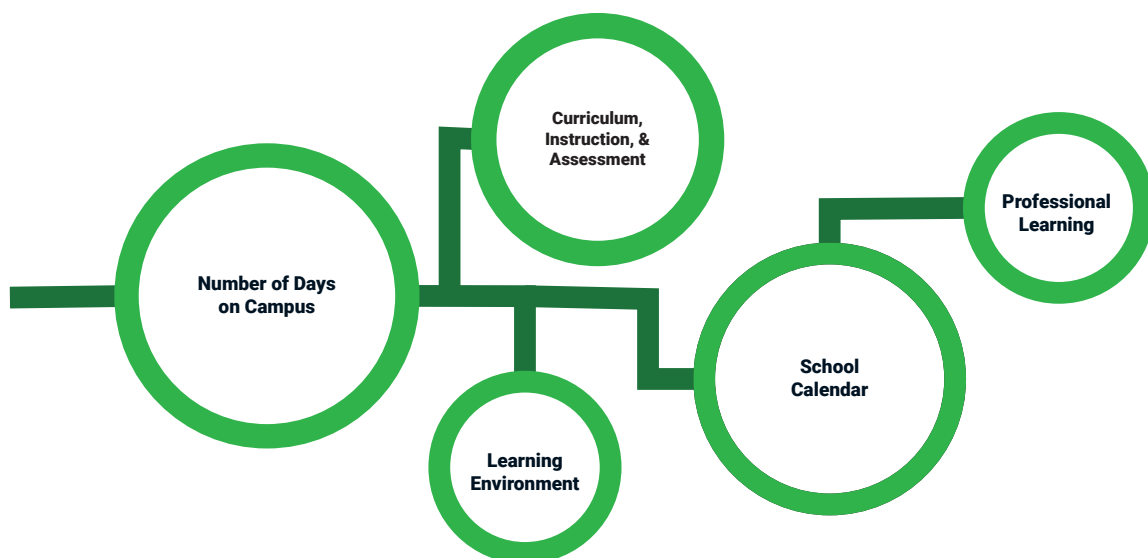
## Staggered



Staggering school days would allow a certain number of students on campus on certain days of the week while allowing other grade-levels to attend the School on alternating days. If needed, the School is prototyping three staggered on-campus models (3-day model, 2-day model, and 1-day model). Staggering days are not as favorable, but may be necessary under certain health conditions and mitigating community spread of the virus.

Depending on any future waves or spikes, the School, for example, may establish a 5-day model one month and a staggered model for a certain dedicated week. Designing specific models and defining the proportions of students on campus at one time now builds a deeper, multipurpose toolkit to respond to uncertain health situations later.

## Right Model. Right Moment.



### Learning Environment

With physical distancing, the learning environment will be reshaped, even with a five-day model. Reducing the density throughout both campuses will require the School to reduce student-to-teacher ratios in many scenarios in most buildings. Ratios and class sizes will vary by division and by building design. Spreading out more broadly to “dedensify” across 47-acres has required a square-footage analysis of every room in every building on both campuses. In addition to dedicated classroom spaces, the School will maximize every space, including cafeterias, black box theaters, gyms, gallery spaces, and the Upper Campus administrative building, to sustain a robust academic experience with certain guidelines and health restrictions. The flexibility of the Upper School building allows interior walls to move, providing a variety of classroom configurations. More than likely, large gatherings such as lunch, chapel, assemblies, pep rallies, and other types of group or community events will have to be redesigned under physical distancing criteria.

### Curriculum, Instruction & Assessment

Reconnecting with students at the beginning of and throughout the 2020-2021 school year, potential gaps and reinforcing foundational skills will be priorities for the faculty and staff. Preparing students to be college ready, globally competitive, and engaged citizen leaders, the School remains committed to designing and advancing programs of study that reflect foundational knowledge, deepen the skills and dispositions of learners, and respond to a changing world where learners are able to experience, engage, and impact all scales of community in authentic, real world contexts, and/or settings. Interim Term travel, retreats, class trips, expeditionary learning experiences, and field trips may have to be reimaged. Any staggering models deployed will require an intense focus on core courses, foundational skills, and signature programs to maximize the student experience while at the School. Regardless, documenting demonstrations of learning and progressions toward mastery is the top objective to optimize full engagement, deep learning, and contributions of students.



## Professional Learning

Throughout this unprecedented journey, the faculty and staff have utilized new platforms to connect, engage, and motivate students, design pre-recorded sessions, differentiate assignments to support or accelerate student growth, and assess student learning in a variety of ways. As producers of research and design, we remain committed to thinking differently, tweaking certain systems and methodologies, and adopting new approaches. Mount Vernon values being research-informed in successful instructional practice and emerging innovative models. Reflecting on this journey and gaining insight for the upcoming school year, the School has been designing a professional learning and training program, prioritizing students being on-campus and prepping for students being off-campus if required by health and government guidelines.

## School Calendar and After School Programs

During the summer months, the annual Mount Vernon calendar of events and activities will be posted as normal. Approaching August, the School will have a clearer perspective of the processes and procedures required to successfully reunite students, faculty/staff, and parents. For example, at the beginning of the school year in August, pre-planning for staff, orientation, and first day of school may return to operations in phases, welcoming one division one day at a time and building to full capacity over the course of a week. Events such as

Convocation, Parent University, parent volunteer meetings, conferences, exhibits and others will require a deeper level of creativity under physical distancing guidelines. After-school programs such as Extended Play are currently being reevaluated and will be influenced by safety and health standards. In addition, the School will work in cooperation and coordination with the Georgia High School Association regarding athletic practices and competition. Performing arts rehearsals and performances will adhere to similar procedures.

**At MV, Preschool through Grade 12 serves more than 600 families, 1,000 students, and 200 faculty and staff members, traveling from more than 60 zip codes across the greater Atlanta area.**

## Shelter-in-Place Home Learning Plan

At this point, no one would like to relive March through May again. If a shelter-in-place mandate is required at any point during the School year, we are committed to meeting and exceeding expectations based on experience, feedback, and research. While the needs and experiences of students and families covered the spectrum, we will deeply analyze how to design an improved model favoring more enhanced synchronous experiences for individual tutorials, small group study, conferencing, feedback, demonstrations of learning, and connecting with classmates. Asynchronous learning will be dedicated





to independent work, portfolio development, project-based assignments, and certain types of assessments. Throughout this period, the feedback from the parent community and the student body have been invaluable to the School iterating divisional designs, differentiating learning plans, and engaging and motivating students.

## **Feedback**

### **Part 02: Implications for Teaching & Learning**

provides clarity to high-level goals and priorities, reuniting students and faculty/staff members in August. However, the next several months are essential for the staff to identify precise programmatic details required for reopening Mount Vernon to our community.

If you have any questions, complete the [Part 02 Feedback Form](#). Upon the conclusion of the three-part series, the School, while not being able to address every question, will produce a webinar answering trending questions no later than the end of May.

**Part 03 - Implications for Health & Well-Being** will examine the health and safety standards the School is considering for August.





PART  
03

Implications for  
Health & Well-Being





## REUNITE

# Implications for Health & Well-Being

May 2020

The strength of the innovative mission and vision of Mount Vernon is the foundational relationship between a student and a teacher, collaborating on campus together. The fuel for motivation, engagement, and belonging is discovered through relationships in the classroom, castmates on the stage, and teammates on the field or court. Meaningful connections that ground us and even transform us are nurtured most effectively in person, not through a video conferencing platform.

Planning for and responding to a fluid public health situation and deploying the right model at the right moment, as discussed in Part 02, require rigorous health and safety standards, procedures, and protocols. Reuniting in August, students, faculty/staff, and parents have a role to play in reducing the risk of exposure to COVID-19 and slowing its spread by adhering to important evolving health guidelines established by the CDC, OSHA, WHO, and state and local governmental agencies, including the recent State of Georgia Executive Order.

### **Part 03: Implications for Health & Well-Being**

focuses on the guiding principles – standards, procedures, and protocols – Mount Vernon is examining to reunite our community in August.

We acknowledge that certain considerations may appear to be too stringent and others not enough. In partnership, the School is establishing a Mount Vernon Response Team, consisting of administrators, faculty members, nurses, counselors, and trustees in collaboration with public health experts and medical professionals within and beyond the Mount Vernon community to review and to calibrate key measures in advance of and throughout the 2020-2021 school year. Part 03 considerations are evolving and will continue to be updated to reflect requirements and recommendations as they become available to the School.

# Six Guiding Principles

The following six guiding principles reflect the standards, procedures, and protocols Mount Vernon is evaluating for implementation through the 2020-2021 school year.

1. Prioritizing Facility Spaces and Supplies
2. Monitoring Illness
3. Maintaining Physical Distancing
4. Promoting Daily Hygiene Routines
5. Evaluating Restrictions
6. Supporting Well-Being

## 1 Prioritizing Facility Spaces and Supplies

Mount Vernon is establishing heightened deep-cleaning and disinfection protocols. While already a consistent practice, the School will disinfect all buildings and equipment on the Lower Campus and Upper Campus prior to anyone returning to Mount Vernon in August. Once the year begins, frequent sanitization of soft and hard surfaces, electronics, and equipment will be required. Also, the deep-cleaning and disinfection protocol consists of the safe disposal of daily clinical waste, sanitization of mail and packages as well as School vehicles. We will disable all water fountains requiring touch and activate the existing touchless water fountains only and add new touchless water fountains where necessary.

**As the top priority for Mount Vernon, how might we reunite in August in a safe and healthy way?**

More specifically, the School will follow CDC recommendations:

- Clean, sanitize, and disinfect frequently touched surfaces multiple times per day
- Avoid use of items that are not easily cleaned, sanitized, or disinfected
- Verify and maintain that all ventilation systems continue to operate properly
- Ensure safe and correct application of disinfectants and keep products away from students

In addition, the School will maintain a minimum reserve of a recommended 30-day supply of soap, disinfectant spray, hand gel, and paper products.



# 2

## Monitoring Illness

Monitoring illness – screening and reporting – within our community will be a significant factor, planning for and responding to mitigation, containment, and possible spread of COVID-19 impacting Mount Vernon.

Therefore, the School will implement daily screenings to determine the health and exposure of students, faculty/staff, and anyone entering either the Lower Campus or the Upper Campus. As recommended, this may involve a questionnaire, temperature checks, and symptom checks.

It will be important for the School to have knowledge if anyone has tested positive for COVID-19, resides with someone who has tested positive for COVID-19, and/or has come in direct contact within a 14-day period with someone who has tested positive for COVID-19. Tracing diagnosed cases within our community allows us to have a better understanding of the overall school-wide health condition, localized to campus, building, and classroom.

If a student or faculty/staff member is diagnosed with COVID-19, Mount Vernon's Response Team (MV staff members) trained in maintaining healthcare protocols will adhere to CDC procedures:

- Identify an isolated area (separate from clinics) for anyone who exhibits COVID-like symptoms during hours of operation, ensure that students are not left without adult supervision, and establish a plan to transport home
- Notify local health officials, staff, and families immediately of any possible case of COVID-19 while maintaining privacy and confidentiality
- Close off areas used by any sick person and do not use them until they have been disinfected. Advise students and/or staff members not to return until they have met CDC criteria to discontinue home isolation
- Inform anyone exposed to a person diagnosed with COVID-19 to stay home and monitor for symptoms, and to follow CDC guidance if symptoms develop.
- Defer to local health officials to determine a course of action and potential closure of school, campus, or building

Note: Monitoring symptoms aggressively will be a high priority in this process. However, the School will continue to analyze the evolving CDC procedures (reflected above, May 2020) for guidance in supporting members of our community with positive cases..

# 3

## Maintaining Physical Distancing

As referred to in Part 02, until a vaccine is widely administered, COVID-19 will continue to impact communities, requiring a mitigation response while maintaining physical distancing measures.

Understanding that schools, by design are antithetical to physical distancing, Mount Vernon will adhere to guidelines in order to maintain a safe learning environment. According to the CDC, “keeping space between you and others is one of the best tools we have to avoid being exposed to the virus.” To practice physical distancing, the CDC recommends:

- Stay at least 6 feet from other people
- Do not gather in large groups (lunch, chapel, recess, and School dances may be reimagined)
- Rearrange furniture and seating spaces to maximize space between students, most likely, facing the same direction
- Follow visual aids in lobbies, hallways, and stairwells that reflect traffic flow (one-way systems)
- Avoid communal supplies
- Use touchless water fountains only





# 4

## Promoting Daily Hygiene Routines

Reinforced through training and signs throughout both campuses, hygiene practices (coughing/sneezing etiquette, handwashing, wiping down tables, chairs, and equipment) will be promoted consistently throughout the day.

Upon entering and exiting each building on the Lower Campus and Upper Campus, students, faculty/staff, and parents will be required to utilize sanitizing stations provided by the School. In addition, entering and exiting classrooms or restrooms, students and faculty/staff members will be required to use hand sanitizer. Before and after recess, lunch, and other outside activities, all MV community members will be required to wash hands upon entering any building. Recommended by the CDC, "handwashing strategies include washing with soap and water for at least 20 seconds, especially after going to the restroom; before eating; and after blowing nose, coughing, or sneezing."

While facility team members will deep clean spaces after hours as well as wipe down door handles and hard surfaces during the day, students will partner with faculty/staff to prioritize regular cleaning practices for desks, equipment, writing utensils, and other classroom materials. Physical Education equipment and use of Frontier (playground) equipment will be disinfected before classes depart.

**Hygiene routines are evolving and will be updated as they become available to the School.**

Another element to daily hygiene is face coverings or masks. "CDC advises the use of simple cloth face coverings to slow the spread of the virus and help people who may have the virus and do not know it from transmitting it to others." Therefore, the School is considering the extent of utilization of approved face coverings for faculty/staff members and/or students above the age of 2. Mount Vernon recognizes the evolving recommendations from the CDC and will continue to gain a clearer understanding approaching the 2020-2021 school year. At minimum, according to the CDC, face coverings are most essential at times when physical distancing is not possible. Therefore, the School will provide face coverings for faculty/staff members and visitors, while students are expected to bring their CDC-recommended personal face covering to Mount Vernon each day.

Most likely, cafeterias on both campuses will only be used for preparing and cooking rather than serving food in order to control the health and safety of the environment. Therefore, the distribution of food and delivering meals to students will take place in a methodical manner. FLIK, the School's dining partner has been collaborating and reviewing with Mount Vernon strict kitchen protocols in advance of and throughout the 2020-2021 school year. FLIK staff will be required to wear full PPE prior to entering the kitchen area and wear it during food preparation. In addition, kitchen utensils and cooking equipment will be sanitized after each use, and all kitchen non-food deliveries will be sanitized in the Shipping & Receiving area.



# 5

## Evaluating Restrictions

Transitioning to the 2020-2021 school year, Mount Vernon is evaluating various levels of restrictions on both the Lower Campus and Upper Campus. In order to control and monitor the environment under shifting health conditions, movement on and off School campuses will have to be reshaped: checking students in and out of school, volunteering, parent and student-led conferences, and utilization of buses. There will be a strict protocol for any visitor entering either campus regarding substitutes, tutors, college representatives, tour groups, vendors, and any other external individuals to Mount Vernon. In addition, Interim Term travel, retreats, class trips, expeditionary learning experiences, and field trips may have to be reimagined. The School will work in cooperation and coordination with the Georgia High School Association regarding athletic practices and competition. Performing arts rehearsals and performances will follow similar guidelines.

could be easy to think of the coronavirus as only a source of problems, it also presents opportunities for growth.” The School recognizes that students and staff members have been at home for an extended period of time while having very little social interaction. This is a vital part of the School experience and one that, when limited, can lead to increased symptoms of anxiety and depression.

Mount Vernon’s Counseling Services, Academic Support, and Spiritual Life teams on both campuses will be ready to serve and support our community as we reunite in August. Students displaying heightened levels of anxiety and depression affecting both well-being and academic performance will be closely monitored. In addition, the School will assist the faculty and staff to access additional support services, as needed.

While weekly Chapel may be reimagined under physical distancing guidelines, the School remains committed to the anchor of our mission statement, “Grounded in Christian values” – grounded in love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self control. Nurturing these values through questions, stories, and building new relationships, may we continue to inspire one another through the work we undertake together to design a better world, searching for maximum impact.

# 6

## Supporting Well-Being

Equally important, the social, emotional, and spiritual health of our students, staff, and our community is one of our highest priorities during this unprecedented, evolving situation. A daily school routine connecting with teachers and students can increase feelings of safety and security, and therefore, the School will cultivate time and space for students and staff members to reflect, to interact, and process their experiences throughout this journey. As a recent *Psychology Today* article states, “Although it

## Feedback

Prioritizing facility spaces and supplies, monitoring illness, maintaining physical distancing, promoting daily hygiene routines, evaluating restrictions, and supporting well-being will require us to partner together, plan, and prepare in a greater way on behalf of every student, faculty/staff member, and parent in the Mount Vernon community. Attempting to cover Part 03 comprehensively, the Health & Well-Being section, while not exhaustive, requires more time to refine details to certain protocols and procedures, and demands further review by professionals beyond the School community approaching the 2020-2021 school year.

If you have any questions, complete the [Part 03 Feedback Form](#). Before the end of May, the School, while not being able to address every question, will produce a webinar answering trending questions.



## Reunite Series References

The Reunite Series -- Parts 01-03 -- has been influenced and shaped by an extensive analysis of research and reports in the education, industry, and health, science, and government sectors. Note: Reuniting in August 2020 is evolving and will continue to be updated to reflect requirements and recommendations as they become available to the School.

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National Association of Independent Schools, [Coronavirus Resources for Independent Schools](#)

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OESIS Network, [COVID Survey Report 2020: The Pivot Ahead for Independent Schools](#)

San Diego County Office of Education, [COVID-19 Planning Assumptions](#)

Southern Association of Independent Schools, [Mapping Out Plans for the 2020-2021 School Year: Key Steps and Considerations](#)

### Industry

Deloitte, [Combating COVID-19 with Resilience](#)

Harvard Business Review, [Lead Your Team into a Post Pandemic World](#)

Lear, Safe Work Playbook: [An Interactive Guide for COVID-19 Pandemic Preparedness and Response](#)

McKinsey & Company, [Coronavirus: Leading Through Crisis](#)

US Chamber of Commerce, [A Guide to Reopening Your Business](#)

### Health, Science, & Government

American Academy of Pediatrics, [Guidance Related to ChildCare during COVID-19](#)

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Journal of American Medical Association, [Social Distancing--What Would It Mean for It to Work](#)

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US Food & Drug Administration: [COVID-19 Emergency Preparedness and Response](#)

World Health Organization, [Getting Your Workplace Ready for COVID-19](#)





# Reunite

August 2020

Mount Vernon is committed and ready to return to the School in August, predicated on a shifting, fluid health situation. Responding to uncertainty, the proactive approach reflected in the Reunite Series (Parts 01-03) allows the School to deploy the right model at the right moment. Gaining insight into emerging trends from public health and government officials in real time, all standards, protocols, and procedures considered are evolving and will continue to be updated to reflect the requirements and recommendations as they become available to the School. Ultimately, the top priority is the safety and health of the Mount Vernon community.

**Let's Reunite!**

