

# PANDEMIC PLAN



# Pandemic Plan

A pandemic occurs when an infectious disease has spread globally. Most pandemics occur from novel viruses associated with influenza. Other viruses, such as coronaviruses, are routinely surveyed due to the propensity for mutations, human to animal transmission, and potential for pandemic events.

## Seasonal Respiratory Illness and Seasonal Influenza

### Seasonal Respiratory Illness

There are several viruses that routinely circulate in the community to cause upper viral respiratory illnesses. These viruses include rhinoviruses, coronaviruses, adenoviruses, enteroviruses, respiratory syncytial virus, human metapneumovirus, and parainfluenza. The “common cold” is caused by rhinoviruses, adenoviruses, and coronaviruses. The symptoms of these seasonal illnesses may vary in severity but include cough, low-grade fever, sore throat (SDDH, 2019; Weatherspoon, 2019).

### Seasonal Influenza

Influenza (flu) is a contagious respiratory illness caused by influenza viruses. There are two main types of influenza (flu) virus: Types A and B. The influenza A and B viruses that routinely spread in people (human influenza viruses) are responsible for seasonal flu epidemics each year. Influenza can cause mild to severe illness. Serious outcomes of flu infection can result in hospitalization or death. Some people, such as older people, very young children, and people with underlying health conditions or weak immune systems, are at high risk of severe flu complications. Routine symptoms associated with flu include fever, cough, sore throat, runny nose, muscle aches, headaches, fatigue, and sometimes vomiting (CDC, 2020).

### Novel, Variant and Pandemic Viruses

Novel viruses refer to those not previously identified in terms of infecting human hosts. When a virus that has historically infected animals begins to infect humans, this is referred to as a variant virus. Pandemic refers to the global circulation of a novel or variant strain of respiratory viruses. The most common viruses associated with novel and pandemic outbreaks are influenza A and human coronavirus. A flu pandemic occurs when a new virus that is different from seasonal viruses emerges and spreads quickly between people, causing illness worldwide. Most people will lack immunity to these viruses. Pandemic flu can be more severe, causing more deaths than seasonal flu. Because it is a new virus, a vaccine may not be available right away. A pandemic could, therefore, overwhelm normal operations in educational settings (CDC, 2016b). [Image: CDC]

## Differences between seasonal flu and pandemic flu:

Seasonal Flu	Mild to Moderate Pandemic	Severe Pandemic
<p><b>THE VIRUS</b></p> <ul style="list-style-type: none"> <li>Caused by influenza viruses that are closely related to viruses that have previously circulated; most people will have some immunity to it.</li> <li>Symptoms include fever, cough, runny nose, and muscle pain.</li> <li>Complications such as pneumonia are most common in the very young and very old and may result in death.</li> <li>Vaccine is produced each season to protect people from the three influenza strains predicted to be most likely to cause illness.</li> </ul> <p><b>IMPACT ON THE COMMUNITY</b></p> <ul style="list-style-type: none"> <li>Seasonal flu kills about 36,000 Americans each year and hospitalizes more than 200,000 children and adults.</li> </ul>	<p><b>THE VIRUS</b></p> <ul style="list-style-type: none"> <li>Caused by a new influenza virus that has not previously circulated among people and that can be easily spread.</li> <li>Because most people will have no immunity to the new virus, it will likely cause illness in high numbers of people and more severe illness and deaths than seasonal influenza.</li> <li>Symptoms are similar to seasonal flu, but may be more severe and have more frequent serious complications.</li> <li>Healthy adults may be at increased risk for serious complications.</li> </ul> <p><b>IMPACT ON THE COMMUNITY</b></p> <ul style="list-style-type: none"> <li>May cause a moderate impact on society (e.g., some short-term school closings, encouragement of people who are sick to stay home).</li> </ul>	<p><b>THE VIRUS</b></p> <ul style="list-style-type: none"> <li>A severe strain causes more severe illness, results in greater loss of life, and has a greater impact on society.</li> <li>During the peak of a severe pandemic, workplace absenteeism could reach up to 40% due to people being ill themselves or caring for family members.</li> </ul> <p><b>IMPACT ON THE COMMUNITY</b></p> <ul style="list-style-type: none"> <li>Schools and day care/child care facilities may be closed.</li> <li>Public and social gatherings will be discouraged.</li> <li>The patterns of daily life could be changed for some time with basic services and access to supplies possibly disrupted.</li> </ul>

## Purpose

The purpose of this document is to provide a guidance process to non-pharmaceutical interventions (NPIs) and their use during a novel viral respiratory pandemic. NPIs are actions, apart from getting vaccinated and taking antiviral medications, if applicable, that people and communities can take to help slow the spread of respiratory illnesses such as pandemic flu or novel coronaviruses. NPI's, specifically in regard to pandemic planning, are control measures that are incrementally implemented based on the level of threat to a community. This document will be used as a contingency plan that is modified with a response planning team based on the current level of pandemic threat and implementation of mitigation at country, state and federal levels.

## Control Measures

While prophylactic vaccine and antiviral medication are appropriate interventions in some viral respiratory conditions, specifically seasonal influenza. These are not always accessible for novel strains. Non-pharmaceutical interventions (NPI's) are essential actions that can aid in the reduction of disease transmission. It is important to note that disease that is widely spread in the community has many options for transmission beyond the school setting, and the school district can only account for NPI's in the school setting and at school-sponsored events (CDC, 2017).



[Image: CDC]

## Everyday Measures

Control measures to limit the spread of communicable diseases will be an active part of the school comprehensive and preventative health services plan. Routine control measures include:

- Hand hygiene (washing your hands for 20 seconds with soap and water with appropriate friction).
- Respiratory etiquette (cover your coughs and sneezes and throw the tissue in the garbage each use)
- Routine sanitizing of shared areas and flat surfaces
- Stay home when you are sick and until 24 hours fever free, without the use of fever-reducing medication.

## Control Measures for Novel or Variant Viruses

Control measures associated with novel or variant viruses are based on the severity and incident of the specific virus. Some novel viruses are so mild they may go undetected, while others may present with more transmissibility or severity. Since new viruses have no historical context, public health guidance evolves as increased numbers of cases are identified, and patterns and risks are identified, and thus the guidance is unique to each specific event, respectively.

That being said, historical pandemic responses have provided a baseline set of evidence-based guide to create a framework for response plan for such events in the school setting.

Control measures are incremental based on the current situation. The current situation will be defined by the public health official based on the severity, the incidence and the proximity to the school setting lending to level-based responses. Level based responses are defined in many ways, generally using a mild, moderate and severe category, or for the purposes of this document level 1, 2, and 3 categories.

## When cases of novel viruses are identified globally

When the novel disease is identified, it is the due diligence of school health services personnel and school administration to pay close attention to trends. When a novel strain is identified, routine control and exclusion measures will continue. Other situations that may arise, including foreign travel by students or staff, which may result in extended absenteeism. In cases where student or staff travel is restricted secondary to pandemic events, it is the staff and parent’s responsibility to communicate this restriction to the school district. Routine infection control and communication will continue.

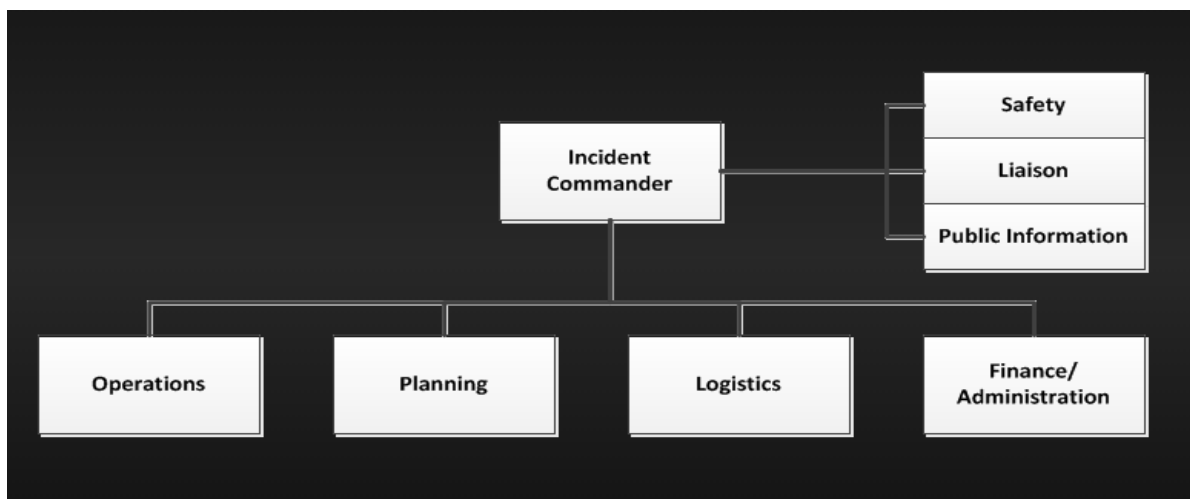
### ROUTINE PRACTICES

Personal NPI’s	Community NPI’s	Environmental NPI’s	Communication
<ul style="list-style-type: none"> <li>• Routine hand hygiene.</li> <li>• Respiratory Etiquette.</li> <li>• Stay home when ill.</li> </ul>	<ul style="list-style-type: none"> <li>• Routine illness exclusion (as noted in <i>Communicable Disease Plan</i>).</li> </ul>	<ul style="list-style-type: none"> <li>• Routine and regular sanitizing or disinfection.</li> </ul>	<ul style="list-style-type: none"> <li>• Routine seasonal illness prevention and exclusion communication.</li> <li>• Routine communication on flu vaccine clinics.</li> </ul>

## When cases of novel viruses are identified regionally or nationally

When the novel disease is identified in the U.S., It is important to identify the geographical location and the specific public health messaging and direction. The Centers for Disease Control and Prevention (CDC) will have current guidance. When novel viruses emerge in the state, the Oregon Health Authority (OHA) will provide direct guidance. OHA will have an alert for pandemic specific content that can be subscribed to for updates. An individual within the district will be subscribed to this alert to keep the team updated. If the region impacted is in Clackamas County, the Local Health Department (LHD) will provide school-centered communication and will potentially host conference calls. When cases are identified in the local region, a response team will be assembled within the district and responsibilities assigned within the school district.

Response team will consist of individuals who can fulfill roles with expertise in district policy and administration, clinical information, human resources, building-level management, risk management, and facilities at minimum to meet the general structure of Incident Command.



[Image: prepare.gov]

When public health has deemed a novel virus a pandemic threat, defer to the [CDC checklist for schools](#) in order to establish a specific emergency response framework with key stakeholders. During this time, preparedness planning will need to be initiated on the continuity of education in the event of school closure. The response team will hold regular meetings.

**LEVEL ONE ACTIONS: VIRUS DETECTED IN THE REGION-PREVENTION FOCUSED**

Personal NPI's	Community NPI's	Environmental NPI's	Communication
<ul style="list-style-type: none"> <li>• Increase routine hand hygiene.</li> <li>• Use alcohol-based hand sanitizer when hand washing is not an option.</li> <li>• Cover coughs/sneezes, throw away tissues at each use, wash your hands.</li> <li>• Stay home when ill for at least 24 hours after fever free without the use of fever-reducing medication.</li> </ul>	<ul style="list-style-type: none"> <li>• Identify baseline absentee rates to determine if rates have increased by 20% or more.</li> <li>• Increase communication and education on respiratory etiquette and hand hygiene in the classroom.</li> <li>• Teachers can provide age-appropriate education.</li> <li>• Communicable Disease surveillance - monitoring and reporting student illness.</li> <li>• Increase space between students in the classroom.</li> <li>• Instruct students in small groups as feasible.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase sanitizing of flat surfaces and shared surfaces.</li> <li>• Devise prevention and post-exposure sanitizing strategies based on current recommendations.</li> <li>• Isolate students who become ill at school with febrile respiratory illness until parents can pick up.</li> <li>• Discourage the use of shared utensils in the classroom.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide communications to families based on the current situation, general information, and public health guidance.</li> <li>• Provide communication to staff of the current situation.</li> <li>• Provide communication to immunocompromised student families to defer to personal providers in regard to attendance.</li> </ul>

### When cases of novel viruses are identified in the community or incidence is increasing.

When novel viruses are identified in the community, but not in a student or staff, the district will defer to local public health guidance. Increased public health guidance will also ensue if the overall incidence is increasing despite the proximity to the school. This guidance will vary by event based on transmissibility, severity, and incidence. It is important to note that the school district can only apply controls around the school setting and school-sponsored events and activities. The school district cannot advise control measures around private clubs, organizations, or faith communities. Each of these congregate settings are responsible to follow local public health guidance as well.

When the local transmission is detected, planning for cancellation of events and potential for dismissal and academic continuity will be prioritized. As well, plans for potential prolonged staff absences will be prioritized.

### **LEVEL TWO ACTIONS: INTERVENTION FOCUSED [INCLUDES LEVEL 1 ACTIONS]**

Personal NPI's	Community NPI's	Environmental NPI's	Communication
<ul style="list-style-type: none"> <li>Public health-specific guidance</li> <li>Be prepared to allow your staff and students to stay home if someone in their house is sick.</li> </ul>	<ul style="list-style-type: none"> <li>Public health guidance</li> <li>Increase space between people at school to at least 3 feet, as much as possible.</li> <li>Temporarily dismiss students attending childcare facilities, K-12 schools (Teachers report to work, students do not report to school).</li> </ul>	<ul style="list-style-type: none"> <li>Public health-specific guidance.</li> <li>Modify, postpone, or cancel large school events as coordinated with or advised by state or local officials.</li> </ul>	<ul style="list-style-type: none"> <li>Work with LHD to establish timely communication with staff and families about specific exposures.</li> <li>Provide communication to staff about the use of sick time and a reminder to stay home when sick.</li> <li>Advise parents to report actual symptoms when calling students in sick as part of communicable disease surveillance.</li> </ul>

### When cases of novel viruses are identified in the school setting

When novel viruses are identified in the school setting, and the incidence is low, the local health department will provide a direct report to the district nurse on the diagnosed case. Likewise, the LHD will impose restrictions on contacts. However, it is important to note that if the incidence is high in disease trends, the LHD may not have the manpower to impose individual restrictions and may create public statements that the school district will reiterate.

**LEVEL THREE ACTIONS: RESPONSE FOCUSED [INCLUDES LEVEL 1 & 2 ACTIONS]**

Personal NPI's	Community NPI's	Environmental NPI's	Communication
<ul style="list-style-type: none"> <li>Follow public health or government direction under current response focuses health and hygiene advisories such as staying home, masking, or increasing hand hygiene.</li> </ul>	<ul style="list-style-type: none"> <li>Follow exclusion guidance designated by the Local Public Health Authority, and interventions which may include social distancing, revised gathering requirements, or student dismissal.</li> </ul>	<ul style="list-style-type: none"> <li>Follow local public health direction on environmental cleaning, which may include school closure and canceling major events, based on public health metrics.</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate Communication with the Local Public Health Authority.</li> <li>Identify potentially immediately impacted student populations such as seniors and graduation track.</li> <li>Establish communication for continued education provisions and continued meal service.</li> </ul>

**RE-ENTRY DURING PANDEMIC**

Personal NPI's	Community NPI's	Environmental NPI's	Communication
<ul style="list-style-type: none"> <li>Follow LPHA guidance</li> </ul>	<ul style="list-style-type: none"> <li>Follow exclusion guidance, and intervention guidance designated by the LPHA for re-entry</li> </ul>	<ul style="list-style-type: none"> <li>Follow LPHA guidance on bringing students back to school based on public health metrics.</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate communication with LPHA on re-entry, restrictions, and potentially impacted populations.</li> </ul>

**POST EVENT**

Personal NPI's	Community NPI's	Environmental NPI's	Communication
<ul style="list-style-type: none"> <li>Routine hand hygiene and respiratory etiquette when LPHA deems processes may return to baseline.</li> <li>Stay home when ill and until 24 hours fever free without the use of fever-reducing medications.</li> </ul>	<ul style="list-style-type: none"> <li>Routine illness exclusion when LPHA deems processes may return to baseline.</li> </ul>	<ul style="list-style-type: none"> <li>Routine sanitizing when LPHA deems processes may return to baseline.</li> </ul>	<ul style="list-style-type: none"> <li>Routine illness prevention and exclusion communication.</li> <li>Participate in post-event evaluation to determine what worked in a response plan and what needs to be revised.</li> </ul>



			<ul style="list-style-type: none"> <li>• Determine the plans needed to make up lost academic time.</li> </ul>
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## Special Considerations

### Employee Sick Leave

Administration and human resources will work together to determine the need to temporarily revise or flex sick leave to accommodate any public health guidance in regard to lost work, such as maximum incubation period exclusion (10-14 days). Prolonged exclusion may occur with individuals who are contacts to identified cases, who are immunocompromised or who are identified as potential cases. Accommodation of staff leave shall be consistent with laws associated with state and federal leave acts and union contracts.

### School Closures

If school closure is ordered by the state, the district will abide by executive order. If closure is advised by the local public health department, consultation will occur between legal, union, and district administration to ensure processes are consistent with [legal preparedness processes](#).

### Immunocompromised Students

Students with immunocompromising health conditions and treatments may require exclusion from school outside of public health guidance. These students will provide documentation from their provider. This change in placement will be accommodated as appropriate under IDEA and FAPE.

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## Images:

- CDC.gov
- Prepare.gov