EAGLES REUNITE: A PLAN TO REOPEN GRADED’S CAMPUS

GRADED
THE AMERICAN SCHOOL OF SÃO PAULO
# Eagles Reunite Plan - Version 2

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MISSION, VISION, AND VALUES

**mission**
inspire challenge succeed

every student
every heart
every mind

**vision**
Industries empowered to reach their potential and positively impact the world

**values**
Graded instills these values in all members of our community:

- Intellectual Curiosity
- Perseverance
- Respect
- Integrity
- Kindness
GUIDING PRINCIPLES FOR REOPENING CAMPUS

Graded will reopen its campus only when:

- Government officials have granted us permission to do so;
- We have established health and safety practices and procedures in accordance with guidelines set by the Centers for Disease Control and Prevention (CDC) and the Brazilian Ministry of Health; and
- We have developed an ongoing health monitoring system.

We will prioritize student, faculty, and staff health, safety, and well-being over all other objectives:

- By establishing and promoting practices and policies that reduce the risk of viral transmission and enable us to be responsive and agile when facing evolving health circumstances.
- By ensuring hygiene- and health-related policies are research-based, effectively implemented, clearly communicated, and diligently enforced.

We will emphasize student learning and the integrity of faculty instruction:

- By providing as much face-to-face instruction as is safe.
- By conducting full-day* in-person instruction with physical distancing when it is safe.
- By ensuring that the social and emotional needs of students and teachers are met.
- By providing the greatest level of instructional consistency between in-person and distance learning modes.

*All grades except K3-K4, which have half-day in-person instruction first semester.
REOPENING BY PHASE

Phases will be determined by government regulations and local infection rate, and in adherence to the Brazilian Ministry of Health and the Centers for Disease Control and Prevention (CDC) recommendations.

- **Phase 1: Most restrictive**
  - Closed campus.
  - All students engaged in distance learning.

- **Phase 2: Moderately restrictive**
  - Suspension of busing and carpooling.
  - Postponement of in-person after-school activities.
  - Reduced population density (35% or fewer students on campus).
  - No parent access to campus.
  - Essential service providers and deliveries only with health screening.

- **Phase 3: Less restrictive**
  - Suspension of busing and carpooling.
  - Low-risk in-person after-school activities and/or athletics resume.
  - Increased density of population (50% or more students on campus).
  - No parent access to campus.
  - Essential service providers and deliveries only with health screening.

- **Phase 4: Least restrictive**
  - Busing and carpooling resume.
  - Moderate-risk in-person after-school activities and/or athletics resume.
  - Full student occupancy.
  - Limited parent access permitted.
  - Essential service providers and deliveries only with health screening.

- **Phase 5: No restrictions**
  - Effective COVID-19 vaccination and/or treatment is readily available.
  - Pre-pandemic Graded operations are fully restored.
STATE REQUIREMENTS TO PROGRESS TO PHASE 2

The area in which Graded is located MUST be classified as yellow or green, according to Plano São Paulo.

AND

14 Days: 80% of population of State of São Paulo live in health regions that are classified as yellow or green.

+ 14 Additional Days: 100% of population of State of São Paulo live in health regions that are classified as yellow or green.

Graded will then build in a 14-day bridge period to prepare the campus for in-person learning.
WHAT IS A CONVO?
A convocation or “convo” is a group of Graded eagles.

Why convos?
The creation of convos reduces the number of classmates with whom a student interacts and helps curtail the spread of COVID-19.

<table>
<thead>
<tr>
<th>Lower School</th>
<th>Grades 6-10</th>
<th>Grades 11-12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Convos will consist of approximately 20 homeroom students.

Convos will consist of approximately 20 grade-level students.

Convos will be made of entire grade levels, since IB course offerings preclude the creation of smaller convos.
MITIGATING RISK

CLEANING, SANITIZING, AND DISINFECTING
- Increased cleaning staff deployed throughout the campus.
- Extended cleaning hours.
- Comprehensive cleaning of shared spaces and touchable surfaces.
- Automated alcohol gel/spray stations installed in all classrooms and offices, as well as cafeteria entrances.
- Touch-free faucets in all public areas.

PHYSICAL DISTANCING
- Physical distancing in all areas will be maintained at 1.5 meters minimum.
- On-campus faculty will rotate from classroom-to-classroom, instead of students.
- Seating capacity on benches and at tables throughout campus will be clearly marked.

MOVEMENT THROUGHOUT CAMPUS
- Signage will guide students, faculty, and staff as they move through the campus.
- Hallways will be lined with directional signs.
- Physical distancing stickers will be placed around the campus to direct students, faculty, and staff when waiting in line.
- Staircases will be designated as one-way routes and clearly identified as such.
- Elevator usage will be limited to one faculty/staff member, or student with a mobility issue.

COMMUNICATION AND TRAINING
- Student, faculty, and staff training on preventative measures and transmission reduction.
- Close communication with health officials.
- Regular communication with families and employees.
HEATH AND WELLNESS

Testing
- COVID-19 testing for students, faculty, and staff, as available.
- COVID-19 immunity testing, as available.

High-risk individuals
Students, faculty, and staff who are considered at high-risk for severe illness per the Centers for Disease Control and Prevention (CDC) and Brazilian Ministry of Health guidelines should consult with their physician and request a medical certificate (written in Portuguese or English).

Graded will continue to offer a distance learning option to support students and staff who are unable to return to campus.

Arrival to campus
- Students, faculty, and staff will be required to wear facial masks at all times while on campus.
- Students, faculty, and staff will have their temperatures checked at each campus entrance by either infrared camera or thermometer.
- Students will use alcohol gel when entering the school and any classroom.

During the school day
- After lunch, students will have their temperature checked.
- All classrooms will operate with open windows and doors to increase natural ventilation.

Ongoing risk mitigation
- Staffed Isolation Center for symptomatic individuals.
- At-home quarantine requirement for sick individuals and those with sick household members.
- Medical documentation requirement for previously sick individuals prior to campus return.
- Ongoing contact tracing for faculty, staff, and students.

Isolation Center
The Isolation Center is designed to help reduce the potential transmission of the virus between the patient and other students, faculty, and staff. If a student, faculty, or staff member exhibits symptoms of COVID-19 while on campus, they will be escorted to a temporary Isolation Center where they will undergo further examination. The nurses in the Isolation Center will determine if the individual will need to visit a doctor and be tested for COVID-19.
For students: After examining the individual, the nurse will call the parent to arrange for immediate pickup of the sick child, if required.

**Symptomatic individuals**

Students, faculty, and staff will be required to remain home or will be sent home if they exhibit one of the following symptoms identified by the CDC:

- Fever of 37.5°C (99.5°F) or higher
- Cough
- Shortness of breath or difficulty breathing
- New loss of taste or smell

OR

Two or more of the following symptoms identified by the CDC:

- Fatigue
- Muscle or body aches
- Headache
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea
- Loss of appetite

In the event that a student exhibits symptoms at school, the school nurse will call the parent to arrange for immediate pickup.

**Symptomatic individuals may return to campus:**

- After being symptom-free for 48 hours.

AND

- Submitting a negative COVID-19 test result to the Nurse’s Office prior to return to campus. If their doctor does not recommend testing, they must provide documentation to the Nurse’s Office stating that their doctor does not require the test and that they are symptom-free.
COVID-19 POSITIVE TEST RESPONSE PROTOCOLS

QUARANTINE/TESTING PROTOCOLS

The student’s parent or sick faculty/staff member contacts the Nurse’s Office to alert the school of a positive diagnosis, so that contact tracing may begin.

The COVID-19 positive individual remains in quarantine for 14 days and may only return to campus with written documentation from their doctor.

The school immediately conducts contact tracing and notifies members of the individual’s convo and/or other community members with whom the patient has been in contact. These individuals must begin a quarantine period at home lasting 14 days. (In the case of students and teachers, for a minimum of the rest of the current in-person school week and the following distance learning school week.)
If student’s or teacher’s COVID-19 positive diagnosis occurs during an in-person learning week, convo members will immediately move to distance learning mode. They will be required to visit their doctor and request a COVID-19 test.

Prior to returning to campus, convo members submit a negative COVID-19 test result to the Nurse’s Office. If their doctor does not recommend testing, they must provide documentation to the Nurse’s Office stating that their doctor does not require the test and that they are symptom-free.
CLEANING AND DISINFECTING PROTOCOLS

If a student or faculty/staff member tests positive for COVID-19, all spaces in which the individual was present will be closed for 72 hours and disinfected.
TEACHING AND LEARNING

LEARNING MODES
The mode we employ and/or the ratio of on-campus to distance learning will be determined by current health conditions. This plan will allow us to move fluidly between learning modes without altering a student’s class schedule.

DISTANCE LEARNING
- Students will remain in convos when learning at a distance.
- Student-teacher interaction will be emphasized.
- Both synchronous and asynchronous experiences will take place within a learning block.

Lower School distance learning schedule:

<table>
<thead>
<tr>
<th>Pre-primary (K3, K4, and K5)</th>
<th>Grades 1-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 am</td>
<td>School Day Starts</td>
</tr>
<tr>
<td>8:30 am-12:30 pm</td>
<td>Morning Classes (including specials and breaks)</td>
</tr>
<tr>
<td>12:30-1:15 pm</td>
<td>Lunch</td>
</tr>
<tr>
<td>1:15-3:30 pm</td>
<td>Afternoon Classes for K5 Students (including specials and breaks)</td>
</tr>
</tbody>
</table>

- Students will have daily morning meetings.
- Classes will be a combination of synchronous (live online) and asynchronous throughout the week.
- Synchronous times will include whole class, small group, and individual meetings.
- Portuguese and “specials” classes will be included in the schedule.
- A more detailed schedule will be sent out to each family prior to the start of school.
Upper School distance learning schedule:

<table>
<thead>
<tr>
<th>Monday, Tuesday, Thursday, Friday</th>
<th>Extension Wednesday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Block 1</td>
<td>9:30 am</td>
</tr>
<tr>
<td>Break</td>
<td>9:50 am</td>
</tr>
<tr>
<td>Block 2</td>
<td>10:00 am</td>
</tr>
<tr>
<td>MS Lunch/HS Flex</td>
<td>11:20 am</td>
</tr>
<tr>
<td>HS Lunch/MS Advisory</td>
<td>12:05 pm</td>
</tr>
<tr>
<td>Block 3</td>
<td>12:40 pm</td>
</tr>
<tr>
<td>Break</td>
<td>2:00 pm</td>
</tr>
<tr>
<td>Block 4</td>
<td>2:10 pm</td>
</tr>
<tr>
<td></td>
<td>3:30 pm</td>
</tr>
</tbody>
</table>

Office hours
Monday, Tuesday, and Thursday, 3:30-4:30 pm for teachers in the Middle and High Schools, except those who teach music ensembles or are advising clubs.

**BLENDED LEARNING**
Each convo will rotate between on-campus and distance learning modes.
In accordance with the State of São Paulo's guidelines, we will begin on-campus learning with no more than 35% of students present.

The following grade levels will meet on-campus more frequently at 35% occupancy for the following reasons:

- **Pre-Primary-Grade 3:** Research shows that younger learners need more in-person instruction.

- **Grade 6:** Major transition between Lower and Middle School requires more in-person instruction during the first semester.

- **Grade 11-12:** Prioritization of coursework and in-person learning due to IB coursework and college readiness.

**Weekly Schedule Example @ 35% occupancy:**

**On-campus/off-campus**
- Pre-Primary: Every other week (three classes one week, four classes the next)
- Grade 1: A&C, B&D - Every other week
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Grade 2: A&C, B&D - Every other week
Grade 3: A&C, B&D - Every other week
Grade 4: A&C, B&D - One week every four weeks
Grade 5: A&C, B,D,&E - One week every four weeks
Grade 6: All students - Every other week
Grade 7: All students - One week every four weeks
Grade 8: All students - One week every four weeks
Grade 9: All students - One week every four weeks
Grade 10: All students - One week every four weeks
*Grade 11: All students - Every other week
*Grade 12: All students - Every other week

*Subject to change as additional scientific research emerges.

On-campus safety provisions for learning
- Personalized convos will help mitigate the risk of viral spread.
- Convos members will share one classroom.
- Convos composition will remain consistent.
- Physical distancing will be required within convos.
- Faculty will rotate between classrooms, instead of students.
- Students will not mix with their peers in other convos.
- Sharing of high-touch materials and supplies will be minimized. Science labs, art studios, gymnasiums, and innovation spaces will be assigned to specific convos at designated times in accordance with health and safety protocols.

Students remaining in distance mode
Students who do not attend classes on campus will study concurrently with their on-campus classmates and connect via Zoom. Each teacher will provide instructions for students who are learning in distance mode. Learning expectations and teacher access will be the same for students in distance mode as for those on campus.

OUTDOOR LEARNING AND ACTIVITIES
- Weather-permitting, we will maximize opportunities for classes to be conducted outdoors.
- Specific areas on campus will be reserved for each convo group on a rotating basis.
- Outdoor seating will be spaced in accordance with approved physical distancing guidelines.
- Lower School Playgrounds will be assigned at set times to specific Lower School convo classes.
TRANSPORTATION

In order to avoid convo mixing and protect our students, faculty and staff, the bus transportation service, operated by the Consórcio dos Transportadores Escolares will be temporarily suspended until phase 4 of our reopening plan. This policy will be reviewed as we move through our reopening phases.

Parents will need to provide students with transportation to and from school. We strongly discourage “carpooling,” as this behavior will mix students from different convos and increase the risk of viral spread.
ARRIVAL AND DEPARTURE PROCEDURES

- Student arrival and dismissal times and/or locations will be staggered.
- Graded has partnered with *Filhos sem fila*, a quick pickup app that will reduce parent/driver and student wait times during campus pickup. Students with cellular phones will be able to use the app, in conjunction with their parents, guardians, or drivers. Families will receive a link and specific information regarding how to download the app prior to campus reopening.
- No parking permitted (parents and drivers) during drop-off.
- Parents and drivers must wait inside their vehicles in a designated parking spot during pickup.
- Drivers and parents may not leave their vehicles at any time.
- Waiting areas (in the Main Parking Garage and Bus Parking Lot) for drivers and nannies will be closed.

PICKUP AND DROP-OFF LOCATIONS

<table>
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<tr>
<th>Groups</th>
<th>Grades</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>Pre-primary-Grade 2</td>
<td>Lower School Car Pickup/Drop-off Area</td>
</tr>
</tbody>
</table>
| Group 2 | Grades 3-6 | **Bus Parking Lot**  
If the older sibling is in group 3, then use the Main Parking Garage. If a younger sibling is in group 1, then parents must make two stops. |
| Group 3 | Grades 7-12  
Faculty, staff, and pre-approved contractors | **Main Parking Garage**  
If a younger sibling is in group 1, then parents must make two stops. |
FACILITIES AND SERVICES

FOOD SERVICE
- The kitchen staff will prepare three lunch options for students daily.
- Each lunch will be pre-made and packaged in a reusable container.
- Lower School students will be provided with lunch in their classrooms.
- Middle and High School students will eat in the cafeteria or designated outdoor spaces within their convos and spaced at required physical distance.
- The salad bar will be discontinued and pre-made salads will be served.
- Fruit and snacks will be individually packaged and distributed.
- Hands-free sensor-operated water fountains for water bottle use only.

LIBRARY
- The Graded Library staff will work diligently to ensure students have access to high-quality resources, both online and in print.
- We will continue to support learning in and out of the classroom, by working directly with students and partnering with classroom teachers.
- Our libraries will follow the most current recommendations for quarantining and cleaning books and materials.

LIBRARY OPERATIONS IN DISTANCE LEARNING MODE
Curbside Checkout:
During distance learning mode, Graded's libraries will offer curbside materials checkout to students, faculty, and staff. Families will receive specific information regarding this service.

LIBRARY OPERATIONS UPON RETURN TO CAMPUS
Book Return:
- Book drop bins for returned items will be provided on campus.
  - Lower School students:
    - Lower School Pickup Area
    - Bus Parking Lot
    - Outside the entrance to the Lower School Library
  - Upper School students:
    - Parking Garage
    - Outside the entrance to the Upper School Library

Lower School - Initial Reopening Phase
- Students will not visit the library.
- Pre-primary and Grade 1:
  - Students will have lessons with the librarian in the classroom.
  - Students will choose books for checkout from a cart of fiction and nonfiction options.
- Grades 2-5:
  - Students will have an in-class book selection time to browse using Destiny (our online catalog) and to get guidance and book recommendations from the librarian.
  - Students will be taught how to make book requests online.
  - Checked-out books will be delivered to classrooms.

**Upper School - Initial Reopening Phase**
- The librarian will visit classes to teach students:
  - How to access and utilize library resources, both online and in print.
  - How to navigate the library catalog, Destiny Discover.
  - How to request books online.
- Books will be checked out and delivered to students in their classrooms.
- The Upper School Library will be open to convos on a reservation-basis only.
  - Students may utilize the space while adhering to physical distancing requirements.
  - Students may check out books but are asked to not touch books as they make their selection.
  - Areas will be sanitized between convo visits.
  - The three study rooms will not be available.
- Students will only be able to use the library space with their convos. The library will not be open before or after school.
- Teachers, while maintaining physical distancing requirements, can use the library space when it is not reserved for convos.

**Parents**
- Information will be shared with parents on how to access online library resources and request print materials.

**BOOKSTORE**
The school’s Livro Facil Bookstore will remain in operation. Families may order books online at lojagraded@livrofacil.com. Students may pick up orders in the bookstore once classes begin. Alternatively, families may elect home delivery.
ACTIVITIES AND ATHLETICS

Activities, athletics, and trips are a fundamental component of the Graded experience and important for the health and well-being of our students. Understanding that these experiences are central to a well-rounded education, Graded is rethinking how these programs might operate, while adhering to institutional health and safety protocols.

ATHLETICS AND ACTIVITIES GUIDING PRINCIPLES AND RISK-ASSESSMENT

There are a number of actions Graded can take to help lower the risk of COVID-19 exposure during after-school activities, athletics, and trips. Activities are classified based upon risk of viral transmission.

- **Lowest Risk**: Performing skill-building drills or conditioning at home alone or with family members. Virtual after-school activities and field trips.
- **Increasing Risk**: Individual sports practice and in-person after-school activities.
- **Greater Risk**: Team-based practice and within-team competition.
- **Even Greater Risk**: Full competition between teams, as well as field trips within the same local geographic area.
- **Highest Risk**: Full competition between teams and overnight trips to/from different geographic areas.

When developing and assessing Graded Activities and Athletics Program risks, the following will be considered:

- **Physical closeness of students and the length of time that students are near to one other or to staff**
  - Sports and activities that require frequent closeness between students make it difficult to maintain physical distancing. For close-contact sports (e.g., martial arts, basketball), play may be modified to safely increase distance between players.
  - Graded Athletics will:
    - Modify practices so players work on fundamental skills and conditioning, rather than on competition.
    - Focus initially on individual rather than team sports.
• **Amount of shared equipment and gear**
  Graded Athletics will aim to minimize equipment sharing (e.g., protective gear, balls, bats, rackets, mats, water bottles) and clean and disinfect shared equipment between usage.

• **Size of the team/club/activity**
  ○ Activities with a large number of students increase the likelihood of spread.

• **Nonessential visitors, spectators, volunteers**
  ○ Graded will not allow nonessential visitors, spectators, or volunteers.

• **Travel outside of the local community**
  ○ Traveling outside of the local community may increase the chance of exposure. The annual Classroom Without Walls (CWW) trips, as well as other first semester field trips will be postponed until further notice.
FRAMEWORK FOR THE RESUMPTION OF GRADED ACTIVITIES AND ATHLETICS

The resumption of activities and athletics, a complex, stepwise process, will follow the five stages of reopening determined by government regulations and local infection rate and adhere to the Brazilian Ministry of Health and the Centers for Disease Control and Prevention (CDC) recommendations. We will also continue to monitor other international schools’ co-curricular programs and international sports governing bodies to ensure that our policies and procedures are properly aligned. Some of the considerations for our co-curricular programs relevant to each phase or learning model are discussed in the table below.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Overview and General Description</th>
<th>Graded After-school Activities and Athletics</th>
</tr>
</thead>
</table>
| Phases 1 and 2  | Distance Learning and Blended Learning Models  
<p>| Most and moderately restrictive |<br />
| Overview | Suspension of in-person after-school activities and athletics. | Lower School After-school Activities and Eaglets Athletics Distance Learning Program. |
| Restrictions   | Athletics facilities on campus remain closed to the Graded community. | Online activities offered by both external organizations and Graded faculty/staff. |
|                | No in-person interscholastic competitions or conferences (i.e., SPHSL, SAAC, AASB). | Online athletics tournaments and challenges. |
|                | No field or class trips. | Middle School Activities Distance Learning Platform. |
|                |                       | Online activities run by both external organizations and Graded faculty/staff. |
|                |                       | High School Clubs and Activities. |
|                |                       | Academic, service, arts, and leadership activities in distance learning platforms. |
|                |                       | Virtual conferences. |
|                |                       | MS/HS Athletics. |
|                |                       | Graded Eagles MS/HS Virtual Training Program. |
|                |                       | Strength and sports/activity-specific training led by Graded coaching staff. |
|                |                       | Online athletics tournaments and challenges |
|                |                       | Introduction of Graded e-Sports Program. |</p>
<table>
<thead>
<tr>
<th>Phase 3</th>
<th>Blended Learning Model</th>
<th>Continuation of distance learning activities and athletics across all three divisions with platforms for those students learning from home.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less restrictive</td>
<td>Low-risk, in-person after-school activities and/or athletics resume.</td>
<td>Combination of activities continuing solely in distance learning mode and others moving to a blended learning platform.</td>
</tr>
<tr>
<td>Conditions</td>
<td>Athletics facilities on campus with physical distancing and proper ventilation.</td>
<td>Introduction of low-risk in-person after-school activities/clubs and/or resumption of athletics.</td>
</tr>
<tr>
<td>Restrictions</td>
<td>No in-person Interscholastic competitions or conferences (i.e., SPHSL, SAAC, AASB).</td>
<td>Resumption of sports in phases with enhanced protocols.</td>
</tr>
<tr>
<td></td>
<td>In-person activities, which can be performed with physical distancing and no sharing of equipment.</td>
<td>Strength and sport-specific training permitted, if no equipment is required or if own equipment is available.</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Phase 4</th>
<th>Blended Learning Model</th>
<th>Sports and activities that involve close and sustained contact but with protective equipment that may reduce the likelihood of transmission.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Least restrictive</td>
<td>Moderate-risk in-person after-school activities and/or athletics resume.</td>
<td>Indoor/outdoor sports and activities will be conducted in groups. For larger teams/cohorts, initial training may be done in smaller groups.</td>
</tr>
<tr>
<td>Conditions</td>
<td>Intra-squad modified games permitted (only within school).</td>
<td>Athletics facilities on campus utilized with physical distancing and proper ventilation.</td>
</tr>
<tr>
<td>Restrictions</td>
<td>Interscholastic competitions or conferences and other local events on hold or extremely limited with individual risk assessments.</td>
<td>Some sharing of sporting equipment is permitted, such as kicking a soccer ball, hitting a tennis ball, using a jump rope, weights, and/or mats.</td>
</tr>
<tr>
<td></td>
<td>Resumption of field and class trips with some possible limitations.</td>
<td>Non-contact skills training. Accidental contact may occur but no deliberate body contact drills.</td>
</tr>
<tr>
<td></td>
<td>No international travel for competitions/events.</td>
<td>No international travel for competitions/events.</td>
</tr>
</tbody>
</table>
### Phase 5
No restrictions

<table>
<thead>
<tr>
<th><strong>On-campus Learning Model</strong></th>
<th><strong>Restrictions:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-pandemic Graded operations are fully restored.</td>
<td>Spectators allowed, but limitations may be in place until the government deems no longer necessary.</td>
</tr>
</tbody>
</table>

Full athletics and activities, which can be conducted in groups of any size (e.g., competition, tournaments, matches).

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**COLLECTIVE COMMUNITY RESPONSIBILITY**

As a community, Graded embraces the core values of KINDNESS and RESPECT. At no time is embodying, modeling, and espousing these values more crucial than during this COVID-19 pandemic.

One individual’s behavior directly affects students, faculty, staff, and their family members. One community member’s actions can impact the health of another’s immunocompromised child or elderly parent.

We must all willingly comply with the policies and procedures we have designed to keep everyone safe and healthy. We should understand that others within our community may be members of at-risk groups, and that we should alter our behavior out of respect and kindness—even when it is difficult or inconvenient.

We are ONE GRADED, and we need to think and act compassionately and care for one another.