

Childcare in Response to EO 2020-96 and 2020-97 is REQUIRED to:



- **Create a plan**

Make a COVID-19 Preparedness and Response Plan which should be made available for review at company headquarters or work site.

- **Screen employees DAILY for COVID-19 symptoms**

A Sample Employee Screening Checklist is included in the business toolkit for your convenience.

- **Provide visible guidance of 6-ft physical distancing**

Guidance included in this packet about Social Distancing and how to establish visual distance markings in your facility for workers, clients, patrons, and vendors.

- **Limit capacity to comply with 6-ft social distancing**

Capacity should be limited based on the size of your facility to maintain appropriate social distancing requirements.

- **Make hand-washing and hand-sanitizing stations available and accessible**

Also, do not continue the use of hand dryers

- **Disinfect surfaces, equipment, and discourage sharing of items.**

- **Provide masks and allow employees to wear PPE**

- **Provide training for employees regarding COVID-19**

- [Executive Order 2020-96](#) and [Executive Order 2020-97](#)

- [Michigan Childcare FAQ](#) and [Michigan Economic Recovery Council \(MERC\)](#)

[Plan.](#)

PREVENTION PRACTICES FOR COVID-19



Practices to Provide a Safe and Healthy Work Facilities and Prevent COVID-19:

Create a COVID-19 Preparedness and Response Plan -know the plan

- *Make a plan that is available for anyone to read or reference at company headquarters or worksite*
- *Plan must be consist with the OSHA's recommendations in Guidance on Preparing Workplaces for COVID-19*
- *Include steps taken to reconfigure the workspace and workflows for optimal worker distancing*
- *Include policies governing social distancing, personal hygiene, cleaning and disinfecting, and personal protective equipment*
- *Include exposure controls and response policies*
- *Define the scope of the response team*
- *Provide training process for employees regarding COVID-19*

Workplace Distancing- keep workers / patrons away from others

- *Restrict the numbers of workers present to no more than strictly necessary*
- *Prohibit gatherings in, restrict access to, and/or provide physical barriers in common areas (break rooms, cafeterias etc.)*
- *Reduce congestion in common spaces by marking the floor with visual 6 ft distancing markers*
- *Suspend all non-essential in-person interactions, including tours*
- *Stagger worker's breaks, lunches, and shifts if possible*

**Additional information and sign on social distancing included.*

Sanitation and Hygiene - keep things as clean as possible

- *Frequently disinfect facilities, equipment, and surfaces (2-6x per day)*
- *Make handwashing facilities easily accessible and promote regular usage*
- *Place restrictions on the use of shared equipment*
- *Discontinue the use of hand dryers*

PREVENTION PRACTICES FOR COVID-19



Access Control - screening and keeping the sick away

- *Dedicate a single point of entry for every center*
- *Use physical barriers to ensure no one can bypass the single point of entry*
- *Use entry point to perform DAILY entrance symptom screenings, including temperature checks of employees, children, parents, and any other individual entering the facility*
- *Perform the temperature checks with a touchless thermometer (where possible)*
- *Keep a record temperature checks and symptom screenings via a central log*

**Symptom checklist for employee monitoring is included in the business toolkit.*

Exposure, Contact Tracing, and Exclusion - case monitoring

- *Ensure there is a process to quickly identify close contacts of all workers*
- *Notify supervisors and potentially exposed individuals when a COVID-19 case is identified*
- *Keep a central log of all cases and potential exposures*
- *Report confirmed cases and outbreaks to local public health, including any relevant information on circumstances of transmission and contacts of the infected worker*
- *Send potential exposed employees home*
- *Encourage employees to self-report to supervisor when they feel ill*
- *Shutdown area for cleaning and disinfecting if/when an employee goes home because of symptoms.*
- *Develop a quarantine and return-to-work procedures in accordance with the more recent state Executive Orders and/or CDC guidance (call local health or state health department with questions)*

Personal Protective Equipment (PPE)

- *Require masks to be worn when employees cannot consistently maintain six feet of separation in the workplace. Consider face shields when workers cannot consistently maintain three feet of separation from others in the workplace*
- *Provide training on how PPE - including how to put it on and taken it off*
- *Disposable gloves can be used. The gloves should be put on, removed, and disposed of properly*
- *Other types of PPE should be used for the workplace if appropriate (gowns, etc)*

Public Health Guidance for Childcare Programs



Conduct Risk Assessment

Establish critical protective guidelines. Consider the following questions:

- Are there locations where employees routinely congregate?
- Are tools and equipment frequently shared by multiple employees?
- Does customer flow allow for social distancing measures?
- Where are areas in your business that would not allow customers and staff to properly distance?
- Who are your high risk employees?
- Is your business actively engaged in activities that promote disease transmission?
- Does your business have existing cleaning and disinfecting procedures?
- How quickly can you communicate with employees?
- Are communication resources needed in multiple languages?



Physical Distancing

Establish policies and procedures for social distancing. Consider the following:

- Childcare classes should include the same group each day, and the same providers should remain with the same group each day. If program remains open, consider creating a separate classroom or group for the children of essential workers and other first responders. If your program is unable to create a separate classroom, consider serving only the children of essential/first responder workers.
- Consider staggering arrival and drop off times; offer curbside assistance where providers come outside the facility to pick up children as they arrive.
- Cancel or postpone special events such as performances, festivals, holiday events, etc.
- Limit the mixing of children, such as staggering playground times and keeping groups separate for special activities such as art, music, and exercising.
- At nap time, ensure that children's nap time mats (or cribs) are spaced out as much as possible, ideally six feet. Consider placing children head to toe to further reduce the potential for viral spread.



Engineering & Environmental Controls

Improve engineering controls and perform routine environmental cleaning.

Consider the following:

- Increase ventilation rates and percentage of outdoor air that circulates into the system.
- Support respiratory etiquette and hand hygiene for employees and children:
 - Provide tissues, no-touch disposal receptacles, and soap and water in the center (if not readily available, use alcohol-based hand sanitizer that is at least 60% alcohol). Ensure adequate supplies are maintained and place hand sanitizers in multiple locations.
 - Place posters that encourage hand hygiene to help stop the spread of COVID-19 at the entrance to your workplace and in other areas where they are likely to be seen.
 - Discourage handshaking – encourage the use of other non-contact methods of greeting.
 - Direct employees to visit CDC website for information on coughing and sneezing etiquette and handwashing.

Public Health Guidance for Childcare Programs (continued)



Engineering & Environmental Controls (continued)

Improve engineering controls and perform routine environmental cleaning.

Consider the following:

- Perform routine environmental cleaning and disinfection.
 - Routinely disinfect all frequently touched surfaces at least daily, especially toys and games; Provide disinfectant wipes to wipe down keyboards, electronics, remote controls, etc.
 - For disinfection, most common EPA-registered household disinfectants should be effective. Follow the manufacturer's instructions for all cleaning and disinfection products.
- Plan to have an isolation room or area that can be used to isolate a sick child before the parent can arrive to take them home.
- Install physical barriers (plexiglass or plastic window) in locations where parent may sign children in/out and where health monitoring/temperature checks occur.
- Perform enhanced disinfection after suspected cases of COVID-19 have been in the center. Close off areas used by the sick person, open outside doors and windows to increase air circulation, and wait up to 24 hours or as long as possible before cleaning to allow for respiratory droplets settle before cleaning and disinfecting.



Administrative Controls

Establish administrative controls while employees and visitors are onsite.

Consider the following:

- Identify a workplace coordinator who will be responsible for COVID-19 issues and their impact at the center.
 - Implement daily health and temperature screenings for employee and children upon arrival to the center.
 - Encourage parents to be on the alert for signs of illness in their children and to keep them home when they are sick.
 - Provide education and training on new processes, COVID-19, and the use of PPE while in the building.
- Review Human Resource policies to make sure that policies and practices are consistent with both public health recommendations and existing state and federal workplace laws.
 - Establish procedures to ensure children and staff who come to the center sick or become sick while at the center are sent home as soon as possible.
 - Implement flexible sick leave and supportive policies and practices.
 - Ensure that sick leave policies are flexible and consistent with public health guidance and provide employee training on new policies. If sick leave is not a benefit, it is recommended that employers draft a non-punitive emergency sick leave policy.
 - Maintain flexible policies that permit employees to stay home to care for a sick family member or take care of children due to school/daycare closures.
 - Employers should not require a positive COVID-19 test result or a healthcare provider's note for employees who are sick to validate their illness, qualify for sick leave, or to return to work.
 - Connect employees to Employee Assistance Program (EAP) resources and community resources as needed. Employees may need additional social, behavioral, and other services for mental health support.

Public Health Guidance for Childcare Programs (continued)



Administrative Controls (continued)

Establish administrative controls while employees and visitors are onsite.

Consider the following:

- Review Human Resource policies to make sure that policies and practices are consistent with both public health recommendations and existing state and federal workplace laws (continued).
 - Consider temporarily assigning employees at high risk for virus to duties that do not involve close contact with the public.
 - Communicate to staff the importance of being vigilant for symptoms and staying in touch with facility management if or when they start to feel sick.
- Assess essential functions and the reliance that the community has on your services/products.
 - Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
 - Determine how you will operate if absenteeism spikes from increases in sick employees, those who stay home to care for sick family members, and those who must stay home to watch their children. Plan to monitor and respond to absenteeism in the workplace. Implement plans to continue your essential business functions. Cross-train employees to perform essential functions so the workplace can operate even if key employees are absent.
- Maintain an adequate ratio of staff to children to ensure safety.
- Communicate to parents the importance of keeping children home when they are sick. Sick staff members and children should not return to facility until they have met the criteria to discontinue home isolation.



Personal Protective Equipment (PPE)

Require the appropriate type of PPE for employees and customers.

Consider the following:

- Cloth face coverings should be worn at all times; cloth face coverings should not be put on babies and children under the age of 2 because of the dangers of suffocation.
- Gloves should be worn when cleaning and disinfecting as well as during meal prep/serving.