

## **Good Shepherd School** COVID-19 Pandemic Preparedness and Response Plan (PPRP)

### **Overview**

Good Shepherd School is committed to providing a safe and healthy school environment for our entire community – students, teachers, staff, parents/guardians, and essential volunteers/visitors. We have developed the following Preparedness Plan in response to the COVID-19 pandemic that outlines how we will return to campus for in-person learning on September 1, 2020. In order to welcome students, teachers, staff, parents/guardians, and essential volunteers/visitors back into the school building, we will take a number of action steps to lower the risk of COVID-19 transmission. Good Shepherd is not depending on one mitigation strategy, but a combination of all the strategies within this plan that, when taken together, substantially reduce the risk of transmission. Our goal is to mitigate the potential for transmission of COVID-19 within our school, knowing that no single action can completely eliminate the risk. This plan requires full cooperation amongst our community. The entire community is responsible for implementing and complying with the aspects of this Preparedness Plan. Only through this cooperative effort can we establish and maintain the safety and health of our community.

Our Preparedness Plan follows the required steps outlined in the *Archdiocesan Protocols for Safely Reopening Catholic School Buildings*. These protocols create a framework that provides multiple safeguards that reduce the spread of COVID-19. These protocols are influenced specifically but not limited to researched recommendations from the: Center for Disease Control (CDC), Minnesota Health Department (MDH), American Association of Pediatrics (AAP), Institute of Economic Affairs (IEA/ Catholic Mutual Financial), and the Minnesota Department of Education (MDE). We recognize that science is advancing daily, and new research is emerging. As new information is made available throughout the 2020-2021 school year, it is expected that school-level processes and procedures will be reviewed and revised as needed. We have learned there are adverse physical, academic, social, and emotional consequences for many children when school buildings close. We also recognize that the decision to return to school this fall is a deeply personal family decision. Good Shepherd will continue to monitor new data to maintain a plan that promotes the wellbeing of our school community.

## Health

### Social Emotional Needs

The emotional needs of students will be at the forefront of all educators in the building. Each day, teachers will devote time to prayer and reflection to help ease anxieties. The school counselor will be available on Mondays. The teacher will be checking in regularly with students and families about emotional needs. Communication between home and school is critical to help all our students and parents have success. The effort to keep school as typical as possible will continue, with new ideas for student involvement and engagement.

### Hand Hygiene

COVID-19 is mostly spread by respiratory droplets released when people talk, cough, or sneeze. It is thought that the virus may spread to hands from a contaminated surface and then to the nose or mouth, causing infection. Therefore, proper hand washing helps diminish the spread of COVID-19. Parents must help educate their child on proper hand-washing techniques and should practice hand-washing prior to the start of school on campus. Teachers and staff will reinforce proper hygiene practices as well.

- Upon entering the building, students and staff will use hand sanitizer or wash with soap and water to begin the school day.
- It is important students and staff wash hands for at least 20 seconds. The 20 seconds should not be a time when hands are under water, rather for 20 seconds hands should be getting sudsy, and then rinsed.
- Hands will be washed frequently throughout the day; snack time, lunch, recess, before pick-up time, and anytime after sneezing or coughing.
- Staff will teach students proper hand washing technique and monitor the hand washing process.
- Hand sanitizer will be available in the hallways and in each classroom entrance. Students can bring sanitizer from home.
- Sinks in the classrooms will be equipped with soap for proper hand washing practices.
- Signage of how-to hand wash properly will be posted in the classrooms and school hallways.

### Respiratory Etiquette

Staff and students will cough or sneeze into tissues, dispose of the tissues, and then hand wash. In the instance where a tissue is unavailable, staff and students should cough or sneeze into their elbow and hand wash after. Teachers will model and help teach students proper respiratory etiquette. Should a student be wearing a mask and sneeze inside their mask, and it gets soiled with mucus or saliva, the student may obtain a new mask from the teacher/office. There should never be wet or damp masks worn.

## Social Distancing

Social distancing, also called “physical distancing,” means keeping a safe space between yourself and other people who are not from your household. Children and adults have different maturity levels for maintaining distance. We are practicing the cohort model (described on page 8), knowing that students of elementary age, once together for prolonged periods of time, are less likely to effectively social distance. To help mitigate this, students’ desks and tables will be spaced, but when they are with their cohort they will be allowed to work together in small groups. Social distancing practices will be enforced when students are not with their main cohort. Adults will practice social distancing, and when students are in a shared space, for example; hallways, they will practice keeping 3-6 feet of distance from one another. Teachers will help students navigate the spacing, and students will only be in transition areas for short periods of time. It is very important any adults remain distanced and with a face covering. The staff lounge will be spaced for four staff members to use, and the Social Hall will have space for staff to use for their breaks away from their cohort. Students will be able to play at recess and on the playground with their cohort. Hallways movement will be directional to help with flow.

## Avoid Face Touching

Students and staff will work to avoid excessive touching of their face. Teachers will model this and discreetly help children work on not touching their face, nose, and eyes. This skill is easier for different aged students. If a child needs to scratch their eyes or nose, teachers will encourage hand washing before and after. If face touching is becoming problematic a teacher will talk to the students’ parents, but will never shame the child for needing to touch their face, as children touch their faces very frequently. Hence, hand washing is very important.

## Face Coverings *\*In accordance with Minnesota’s Executive Order 20-81.*

Face coverings may help prevent people who have COVID-19 from spreading the virus to others. Face coverings will help protect the teachers, students, families at home, and high risk populations. Face coverings will be worn by all staff members and any adult who needs to enter the building. When parents drop-off and pick-up they must wear a face covering. All students (Pre-K hallways, pick up/drop-off, as able in the classroom) will enter and exit school with a face covering, and will transition through the hallways in face coverings. Grades K-6 will wear face coverings throughout the day, knowing that there needs to be ample breaks from their coverings. Students will be able to take breaks per teacher discretion when they are socially distanced, when they are outside, and when they are eating. Teachers will help enforce realistic expectations based upon the age of different students. Staff and students may choose to use a face shield when within their cohort setting. For example, if a teacher is with their direct cohort they may lecture in front of the class in a shield. If face shields are used without a mask underneath, they should wrap around the sides of the wearer’s face and extend to below the chin. Cloth masks, gaiter masks, and disposable masks are welcomed. There will be places for students to store masks, and teachers will be in communication with parents if masks become problematic. Face coverings from home should be clean, and the school will have extra available as necessary. Please DO NOT send face masks with any

inappropriate words or symbols or political jargon. Face masks can have markings on them that are age appropriate, they do not need to be solid colored.

## Phase One Mask Requirements

Face Coverings Must Be Worn by K-6 students and adults:

- When using the bathroom.
- During transition times and in hallways.
- When entering and exiting the school building.
- If a child feels ill and needs to walk to the nurse.
- When a child is transitioning to wait to be picked up from school (dentist appt., ill, etc.).
- On the bus Pre-K - 6th Grade.
- At before and after school care when cohorting or if 6 feet of social distancing cannot be maintained.
- If you are a teacher, staff member, volunteer or visitor.

Face Coverings Optional:

- While outside with the classroom cohort.
- While on the playground with the classroom cohort.
- While using outdoor classrooms with maintaining distance.
- For preschool students in the classroom (teacher guidance).
- During snack, lunch, and sporadic mask breaks (students distanced).

## Regular Health Checks Home/School

Good Shepherd will administer daily health checks, and if a child or staff member feels ill. We will try to minimize students' need to be sent to the office. Monitoring your child's symptoms at home before they come to school will help the greater community. Please do not send your child to school after giving them Tylenol or ibuprofen to help diminish a fever. If your child is sick, keep them home. When they present symptoms at school, we will help them, and contact you. Each family will receive a home health checklist that should be used daily prior to bringing a child to school campus. The questions in the first section below are on the home health checklist. If a worker, or adult entering the building answers 'Yes' to the following statements they should be advised to go home or be sent to the nurse. We will err on the side of caution as we re-open for learning.

- Do you have a fever of 100.4 or higher, without having taken any fever reducing medications?
- Do you have a loss of smell or taste?
- Do you have a cough, muscle aches, sore throat, shortness of breath, chills, or a headache?
- Do you have a stomachache, diarrhea, or a loss of appetite?
- Have you or anyone you have been in close contact with recently been diagnosed with COVID-19?

Students will be asked the following questions by their teacher after/during getting their daily temperature taken. If a student answers ‘Yes’ to the following statements they should be sent to the nurse. The following will be asked of students upon entry into their classroom:

- Have you had a fever in the last 24 hours?
- Do you have a new cough, headache, sore throat, stomachache, or body aches?
- Have you lost your sense of smell or taste?

It is encouraged for parents to take a child’s temperature *before* coming to school and to go through the health checklist provided in the parent folder. In addition, each child will have their temperature taken upon arrival to school. Pre-K students will have their temperatures taken upon entry into the building, and will have a separate entrance. Students K-6 will enter through two different doors and get their temperature taken by their homeroom teacher. Their teacher will record their temperature in their confidential health log. Should their temperature exceed 100.4 they will be asked to get another reading in the school nurse's office. The nurse’s office will have an oral thermometer for accuracy. The oral thermometer has a plastic sheath for each use, and will be disinfected properly between uses. The parents will be contacted immediately should a student have a temperature. We are aware the accuracy of forehead thermometers is not 100%, so we will always do a second reading with another thermometer (unless other symptoms are obvious and present).

### Confidentiality

All student health records are confidential. The instance a COVID-19 case is positive, it is mandated to report the diagnoses to the school. The student or teacher with a positive case will not directly be named. If your child is in the cohort in which a student or teacher tests positive for COVID-19 the cohort will be notified to quarantine and to monitor symptoms and seek medical advice. Remote learning will be made readily available for those students. Only students *directly* in the class cohort will be asked to quarantine.

### Designated Contact

Good Shepherd’s front office staff – Julie Starosta, Jessica Ede, and Stevi Evans are the COVID-19 contacts for if a COVID-19 case is to present itself. If a homeroom teacher is notified they will tell the office immediately. The front office will contact parents regarding illness. Parents should contact the school office regarding positive cases and all absences; the first contact should be Julie Starosta, second Jessica Ede, and third Stevi Evans. The office will be in daily communication with each other to help safeguard communications coming to the school. Anytime your child goes home ill, or gets sick over the weekend, please contact the school office for them to keep records.

### Nurse

Hopkins Public School provides some nursing staff each week, in addition to our front office help. Volunteer nurses are being sought to help with the coming year. The nurse

will use adequate PPE to assess and monitor students, as well as make sure our facilities maintain cleanliness.

### COVID-19 Testing

Currently, we do not have any tests at school. If we have symptomatic teachers or students we ask they seek medical care and follow protocols. We will be in communication if testing becomes available. Currently, MDE is providing non-public schools with masks and shields, but not with tests.

### Separate Spaces

Good Shepherd will have two separate areas for students that are ill, to help keep ill children from one another. A third place is available, should it be needed. Nursing stations are near the front exit of the building to ease the pick-up of sick children. The nurse areas will be deep cleaned daily and after each use of a child. Good Shepherd has updated their space to make sure the only people in the nursing areas are an adult with proper PPE and a student. Students that go into the nurse office will be masked (if feasible) as symptoms are monitored. The front office is equipped with plexiglass to help mitigate any spread possible from sick students.

### Quarantine Procedure If Positive [Click Here: What To Do If You Have COVID-19](#) (copy provided)

If a student, staff member, or an immediate (lives in household) family member of staff/student receives a positive COVID-19 test it must be reported to the school office. The individual classroom cohort will be notified of a positive COVID-19 case within their direct cohort. You must follow the health care directive and quarantine until all symptoms are gone. If a family or household member that DOES NOT attend Good Shepherd gets COVID-19, only the household members need to stay home. One example: A fourth grader in Mrs. Ruehle's class cohort gets COVID-19 – Mrs. Ruehle's class quarantines and follows health directives. That student's siblings must quarantine, but NOT the siblings of other students within Mrs. Ruehle's class. Depending on how many cases and exposure, the school may be subject to close and pivot to distance learning.

Sick with COVID-19: Must meet three criteria to return:

- At least 10 days from onset of symptom
- Resolution of fever
- Improvement of symptoms

In contact with confirmed COVID-19 person:

- Quarantine for 14 days since last possible exposure.
- Monitor for symptoms

### COVID-19 Symptoms and Returning to School [Click Here: Decision Tree for Coming Back](#) (copy provided)

If a child or staff member goes home and is experiencing COVID-19 symptoms they should not return to school until they obtain a negative COVID-19 test or have an

alternate diagnosis with a doctor's letter. If they go home with COVID-19 symptoms and do not seek medical care, they must stay home for 10 days.

### **NON-COVID-19 Symptoms and Returning to School**

If while in school your child presents a fever, or other types of illnesses, for example, but not limited to: vomiting, extreme fatigue, pink eyes, faintness, strep, persistent cough, norovirus, or consistent complaining of an ailment, the school will contact a guardian for pick up, and that student may **not** return to school the following day. After being home for the remaining school day hours and the following day, they may return to school if their symptoms have subsided *and* medical advice from their healthcare provider was sought. Anytime your child goes home ill, parents must make an appointment or a phone call to the child's healthcare provider to seek medical advice on how to handle symptoms. Following your primary health care directives, your child can return to school once symptoms have subsided and after the additional day. Please remember to email the school office regarding the results from your healthcare provider. These results will be kept confidential. We do recognize there are several times a child goes home mid-day and is not symptomatic the next day – however we ask that you still keep your child home one additional day.

### **Monitoring Compliance**

The school will check-in with teachers regularly, and reference the student confidential health logs to make sure families and staff are complying to the school plan. (Temps taken, masks worn when mandated, etc.) The school office will reach out to help solve any problems or concerns about mitigation and policy acceptance. Data will be researched and plans will be advised as necessary. Health data logs will be kept by maintenance staff and checked off by teachers.

## **Cleaning**

### **Process**

Scheduled cleanings will happen throughout the day. The maintenance team will keep a log of building cleaning procedures. The maintenance team will make sure each teacher is provided with a proper cleaning product that meets the EPA criteria. Cleaning products will be safely stored out of reach of any children. High touch areas will be cleaned often. Scheduled cleaning will happen nightly in each classroom. Teachers will clean surface areas one time during the school day, in addition to their typical cleaning procedures. Teachers and the maintenance team will deep clear when students are not present in the classroom. Gloves will be provided for cleaning. If for any reason a classroom were used for an evening activity, it would be sanitized prior to student use (classrooms will be not be used for activities in phase one). The maintenance team will purchase and maintain the supplies needed. The ventilation system will be monitored to make sure it is operating properly. Windows will be opened when feasible. Fans will be used to suck air outside when weather permits. We have HVAC systems in our nursing area, offices, multi-purpose room, and Social Hall, as well as a large vent at the intersection of the four wings. We are upgrading to Merv 13 filters. We are adding an air purification system to

each classroom. For safety reasons, there will be no door propped open during the school day that lead directly into the building.

## **School Day**

### **Classroom Cohorts**

Classroom cohorts are groups of students kept together, as static as possible, to limit mixing with other groups. Classroom cohorts will be made up of one main homeroom teacher and their class. Example: Mrs. Lee's students are one class cohort, and Miss Corken's students are another class cohort. For phase one reopening, students will be with their class cohort for the entirety of the school day. Each classroom cohort will be in contact with their main classroom teacher, grade level aides, and specialist teachers. Class size is capped at 25, and ranges in number for each grade. Students' desks and tables will be separated to limit contact during lecture and whole group instruction. However, when students are with their cohort they will be allowed to work in small groups together. Data supports that elementary aged children have different thresholds for mask wearing, because of this teachers will find times for mask breaks, and will bring their class outdoors often. To allow for more typical learning within the classroom, masks will be used by students in grade K-6. There will also be large spaces for cohorts to go to sporadically with adequate cleaning time in between. Our larger class sized cohorts will use these spaces more frequently. Preschool students use masks in transition.

### **Playground**

It will be encouraged to get 45-60 minutes of activity per day, including gym class time. The playground and field spaces will be utilized by classroom cohorts, and children will be asked to wash hands before and after use of the physical playground. Each cohort will have a bag of outdoor toys to use. The students will rotate to specific areas outside so that several cohorts can be outside playing in specified areas. The field will be split to allow for more classes to play outside. In phase one, grade level cohorts will **not** combine for recess. Students will not play contact games at recess.

### **Outdoor Classrooms**

In addition to working in the classroom, there will be outdoor spaces and areas with tents for teachers to utilize with their students. Each child will have a carpet square or work out mat to bring outside should they need to write or sit on a space other than grass or blacktop. Some grade levels will have plastic blots to sit on as well. There will be some places with seating for outdoors as well.

### **Bathroom**

Students must wear face coverings to the bathroom. We will utilize the social hall bathrooms for certain grade levels, and the bathrooms across the school office will be used for emergencies. Bathrooms will be cleaned before, after, and during school – specifically high touch handles within the bathroom. Hand washing will be enforced after bathroom use and each grade level cohort teacher will monitor this.

## Water Bottles/Drinking Fountains

Students are encouraged to bring a clean water bottle from home daily. We will have available water bottles should a student forget their water bottle. During class breaks, the water bottles can be filled using the filling stations. Students will not be allowed to use the fountains with their mouth. Teachers will help show students how to fill bottles without touching the water fountain.

## Lunch and Snack

School lunch will be available for purchase. The lunch will be bagged or boxed, and delivered to the classroom each day. New this year, an optional snack will be available for purchase. Also new this year, lunch from home and snack from home **must be** peanut free and tree nut free. Classroom teachers will share snack policies for each grade level, as it is not universal for each grade. Lunch will be eaten in the classroom daily, or outside (dependent on bees). Preschool students will be the only grade to eat in the gym in phase one.

## Birthdays

Students' birthdays will be celebrated and recognized but not by bringing food from home. There will be a way to purchase a birthday treat from the kitchen, and we are working on fun ways to incorporate birthdays.

## Allergies

Being cognizant of allergies students have, especially airborne allergens, we will be a peanut and tree nut free school.

## Specialists

Students will still have music, band (4-6 sectionals), physical education, Spanish, technology, art, and STEM. All specialist teachers will be creative in their instruction and curriculum. They will be in contact with families about how their class will run. They will limit the use of shared objects. In phase one, specialist teachers will move to each classroom to teach, or offer their specialist subject outside. Specialist teachers will sanitize high touch surfaces between classes if there were to be an instance where cohorts were able to safely rotate.

## Large Gatherings

### Assemblies

The fall school year will begin with no group assemblies indoors. When outside and when social distanced, grade level cohorts may gather for group instruction. Each cohort will be spaced and distanced from the other cohort. Virtual assemblies will be welcomed and we will continue to work to offer opportunities safely and in a creative way.

## Field Trips

The Good Shepherd bus will be an option, with parent permission, to attend outdoor field trips. We will only utilize this option should we feel all safety measures can be in place. Example: Miss. Corken's class goes to the orchard one day, and Mrs. Lee's class goes another day. There will be a walking field trip permission slip form for each family. The teacher will inform families if they plan to walk to Lions Park or other neighboring areas for learning, recess, or outdoor exploration time, while maintaining social distance from other people.

## Mass

One cohort will be allowed to go to mass at a time, and the rest of the students will access mass virtually, or outside. Father Marquard and the teachers are thinking of innovative ways to help students encounter Jesus and Mass safely, and to have Mass parts. We will be in communication with how mass will look. Mass is every Thursday and we will devote time to prayer each Thursday during mass time.

## Sports or Activities

Allowing sports on campus poses additional risk factors. SSYO League has cancelled fall sports. We know how important activities and sport are in children's lives and we will continue to monitor safe ways to engage in activities and sports through the school programs we typically offer. Currently, sports/activities will not be offered in phase one.

## Before and After School Care

Before school care will be offered from 7:00-7:45. After school care will be open from 2:40 to 5:30. The social hall, gym, and multi-purpose room will be used to group students. Students in ASC will all wear masks. Students entering school care will have a temp check before entrance. Groupings will be based on cohort and grade level to keep the smallest groups possible together. School care will have a lot of space to spread out, and will offer a lot of outdoor activities, plus homework room. Parents will have a contactless checkout system, and a way to message school care teachers. When students There is a separate school care handbook.

## **Transportation**

### Bussing

We are working with Park Adams regarding bussing next year. We have the Good Shepherd bus that we will route. Bussing is still being determined and we will continue to pursue options throughout the year to offer more bussing as it becomes available.

### K-6 Drop-Off and Pick-up

Parents must stay in their car and follow the loop which indicates where their child(ren) can get out of the car to walk to their door. (Directions and a map will be provided to each family). Students and any parent that gets out of their car needs to be wearing a face covering at drop-of/pick-up. There will be cones on the ground and staff to direct during

pick up and drop off. Students in K, 5, and 6 will enter door 12. Students in 1, 2, 3, and 4 will enter at door 10. At pick-up time, students will stagger their exit out of the building with their teacher. Students will wait in lines until their parent has come through the loop. Each family will be assigned a number to place in their dash board to help get students to the cars as quickly as possible. Maps and information provided in separate handouts.

### **Pre-K Drop-Off and Pick-up**

Parents will park near the awning by the church, and walk their child to Social Hall/Church door 1 (see map). Face coverings are necessary for drop off and pick-up. Teachers will meet families at the door. Parents will drop preschoolers at the door, and the preschool students will then wait with their cohort in the gym and walk to class after the 8:10 bell. Preschool students will be picked up at the same door. Parents can park and pick up their child.

### **School Hours**

7:45-8:05 drop-off

8:10 start-time

2:40 end-of-day,

2:40-3:00 pick-up

## **Visitors**

### **Essential Volunteers**

Only people who help maintain operations and support the academic environment can enter the building after going through the COVID-19 health screen at the school entrance. Volunteers must wear face coverings. In phase one there will be no parent volunteer opportunities INSIDE the building, but there will be other ways to help volunteer.

### **Prospective Families**

Families interested in Good Shepherd can tour outside of school hours in a face covering and after going through the health screen.

### **Vendors**

All vendors must use the school entrance, except for the food pick-up and drop-off out of the kitchen doors only. Should an item be larger and need a different entry, the school office will help accommodate that. Vendors will not be allowed more than 10 minutes in the school building and they should be masked.

## **Policies for Closure and Training**

### **Process**

While we are hopeful that we will not need to shift to school-wide distance learning, we are committed to making prudent decisions based on the guidance provided by the CDC, the MDH and the governor's office, the archdiocesan schools office, and what we see

working in local schools. Should we need to close, we will be transparent with families. If our school has an uptick in cases, the Pastor and Principal will consult the Archdiocese prior to announcing short-term closures. If the local school district closes, the Pastor and Principal will consult the Archdiocese and School Advisory Board to decide if Good Shepherd will close as well. Good Shepherd will follow the Archbishop's determination on how Catholic Schools will respond, in addition the Principal and Pastor will discuss with the School Advisory Board about closures.

### Hybrid and Distance Learning Model

Students may have to receive distance learning for periods of time throughout the year due to various factors. Should this be the case, live streamed classes for parts of the day, recorded lessons for much of the day, and several other paper and online platforms (small group and one-on-one ZOOM sessions) will be utilized. The families that are not comfortable coming back to in-person learning will have distance learning as an option, and they will be given certain dates to decide their option each quarter. Families that opt for distance learning will have to commit for one quarter at a time, and will not be guaranteed to switch should they ask to change modes. We will communicate with families in regards to this. Distance learning will look different should the entire school need to be distance, versus just a few families.

*We have two types of distance learning.*

The first type is when we have some students in-person and some students remote. We refer to this as our *hybrid distance learning*. In this model, students will be assigned a homeroom teacher. They will receive learning materials from their homeroom teacher, in addition to having assistance from a support teacher and the other grade-level teacher(s). There will be some live lessons and mostly recorded lessons, as well as set times to exchange materials with teachers and meet virtually. Students will get graded for remote learning; it will not be pass or fail. Should these students decide to attend in person, they will be with the teacher they were assigned at the beginning of the year.

The second type of distance learning is when the whole school is distance learning or the whole cohort is distance learning. In this mode, teachers will incorporate the items in the first scenario but will be able to provide for more time to meet live and on a more scheduled basis because they won't have in-person learners. There will be recorded lessons, written lessons, as well as video conferencing time with classroom teachers.

**During distance learning instruction students will be asked to wear their school uniform if ever in a live scenario, and to be seated at a table or desk and not on their bed or lounged on a couch.**

### **Training**

All staff, students, and families will receive information about these protocols. The website is updated with all communications from the school regarding Covid-19 protocol. There will be a family folder sent home with signs and reminders about the key points within this document. All staff will be trained about signs to look for within themselves and their students. Staff will be trained in proper hand washing and masking procedures.

Videos and signage will be visible. When students are taught about hygiene, age level appropriateness will be taken into account. Different grade levels are at different emotional maturity levels to intake precautionary measures. We will continue to always work to keep school as typical as possible with new procedures in place to help our community succeed.