

CASE STUDY

# MOBILE COVID-19 SYMPTOM ASSESSMENTS FOR SCHOOL DISTRICT EMPLOYEES

Frederick County Public Schools



## Background

Frederick County Public Schools (FCPS) is a school district in the Shenandoah Valley of Virginia surrounding the City of Winchester—about 65 miles east of Washington, DC. The district employs approximately 2,350 staff members and serves about 14,000 students across 21 sites including 12 elementary schools, four middle schools, three high schools and two learning centers.

In response to the COVID-19 pandemic, the district opened schools with both a hybrid learning model (a mix of in-person and virtual classes) and an all-distance learning option. Protecting students, teachers and other staff from COVID-19 infection was a top priority. In addition to the CDC recommended preventive measures, like social distancing and increased sanitation, FCPS' on-site primary care provider – CareTeam Health – recommended that the school district screen staff daily for COVID-19 symptoms and exposure.

## The Challenge

In the weeks leading up to the Fall semester, FCPS recognized its need for a COVID-19 health assessment tool that could efficiently screen the entire workforce. This included everyone from teachers, to bus drivers, to custodial staff. Their diverse workforce represented all levels of technology competency, so the solution also had to be intuitive to use and accessible on any web-connected device.

The district required a system that could rapidly and reliably identify symptomatic employees before they arrived for work. If an employee was identified as symptomatic, instructions for what to do next had to be conveyed.

Getting a complete picture of the number of symptomatic or confirmed COVID-19 cases was also a priority. They wanted a way for administrators to assess real-time workforce availability at the school and district level. Administrators also needed this functionality to report cases to state health agencies.

## The Solution

FCPS implemented Enli's Health Pass solution without having to tap district IT resources for assistance. The employee roster was uploaded into the Enli system using a simple spreadsheet, exported from the employee management system.

The symptom screening questionnaire is easy for staff to understand and complete. Reminders for daily screenings are sent as a text or email message. The assessment can be delivered to any internet-connected device within a secure, HIPAA-compliant environment. Employees complete the entire process in less than 30 seconds, and the school district is reporting a daily screening completion rate of 99 percent.

Responses to the daily screenings are automatically evaluated based on the latest CDC guidelines. If the employee is marked as symptomatic, a prompt indicates next steps, such as contacting

**“This has been an invaluable tool to assist us through this pandemic in managing cases and quarantines.”**

**Jennifer Rydholm**

Executive Director of Human Resources, Frederick County Public Schools

# 2,350

approx. employees  
screened daily

# 99%

daily screening  
adherence

# 14

symptomatic  
employees  
identified daily on  
average

their physician, supervisor and Human Resources.

Reporting functionality has been configured so that each principal has a view into school staff. If there are multiple symptomatic employees at a specific worksite, then principals can use that information to arrange for coverage of classes each day.

## Going Forward

The COVID-19 pandemic has emphasized the need for technology that provides non-clinical personnel with decision-support grounded in the latest medical evidence. FCPS will continue to monitor workforce health and safety until the pandemic has passed. In the future, Health Pass would be helpful in monitoring other outbreaks and would be considered should a similar situation occur.

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