

# THE CAMPLINE

Providing Camp-Specific Knowledge on Legal, Legislative, and Risk Management Issues

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Photo courtesy of URJ Crane Lake Camp, West Stockbridge, MA

## ADAPTING TO CHALLENGES AND COMING BACK STRONG: CAMP STAFFING AND COVID-19

By Katie Johnson and Lauren Kennedy

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In normal years, camps can rely on several trends to adequately staff their programs. These include:

- A steady pool of returning staff, with veteran staffers often serving as mentors to younger colleagues
- Key older staff members who can bring wisdom, experience, and temperament that younger staff may lack
- A ready supply of international staff, who often bring unique experiences and skills in exchange for the opportunity to travel to the US



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There's every reason to expect that each of these trends could be affected in the summer of 2021. Not only will international staff potentially be unable, or unwilling, to travel, but if they do travel, disruptions to travel plans and arrival dates may occur. Uncertainty remains about whether regulations around travel will change and what might happen if international staff contract COVID-19 while at camp.

Additionally, because last season was a wash for many camps, they may experience fewer returning staffers this season — and those who do return could be rusty in their skills or knowledge, meaning reduced opportunities for peer-based learning.

Moreover, seasoned staff — especially those who see working at camp as part of semiretirement or a second career — may be reluctant to work if they have not yet been vaccinated. Teachers who may typically join camp staff during the summer may also be exhausted from this past year of schooling, which has not been an easy task.

So, while camps do face some additional recruitment challenges this year, the consensus appears to be that there are plenty of young people who are willing to work at camp. In fact, given the

lockdowns and other restrictions young people have lived through recently, they may be more than eager for the experience that working at camp can bring. Camps will need to be careful about hiring quality candidates with a diversity of skills and strengths, not just making up numbers by hiring as many young people as possible.

Here is how Meredith Stewart, a former camp director and current consultant at Redwoods, describes the challenge:

*If they're struggling to bring in international staff, camps may choose to hire two young, enthusiastic, and inexperienced staff over an older, more experienced, and potentially more expensive staff member. But this isn't the year to be relying on rookie staff. We're going to need to have some people who know exactly what they're doing so we can recreate a culture of safety and responsibility.*

Camps will need to focus on several key areas as they tackle staffing for the upcoming summer, including:

- **Focus on experience.** Hire tried-and-true leadership staff who are committed to camp success.
- **Invest in staff.** Camps may need to pay more for experienced

staff; there is more value in the perspective they bring than in just hiring a warm body.

- **Adjust capacity if necessary.** Because of the added cost of experienced staff, camps may need to plan for smaller teams — and fewer campers as a result.
- **Do not underestimate workload.** Even as we contemplate smaller teams or higher staffing costs, we also need to recognize that COVID-19 may bring additional pressures on a camp's workforce. More cleaning and sanitizing must be completed. Campers and/or staff may get sick. And camps may also lose more staff to emotional health than usual.

Given the massive financial hit that many camps took in 2020, it's not easy to contemplate the prospect of additional staff costs. Yet we also know that, in addition to the risks that are always inherent in running a camp, unique and significant risks may arise from the unprecedented year we've just lived through, and the challenging camp season we are about to embark on. If it's going to be successful, we're going to have to make sure it's done right.

## TRAINING IN A TIME- CONSTRAINED ENVIRONMENT

In addition to hiring challenges, camps will also be dealing with potential disruption to their training programs — at a time when training is more important than ever. If camp season is shorter, for example, or if additional COVID-19-specific training is necessary, there may not be enough time to complete all trainings on site. Preparing campers and staff prior to camp for what they can expect, including completing some training or onboarding activities at home, may help to alleviate that burden.

Among other things, it will be important to communicate the following to staff:

- **What to expect.** Including any changes to previous years, such as COVID-19 protocols, addendum to job description, etc.
- **What we expect of them.** Staff will likely have questions about time off policies, including whether they can leave camp, what the protocols are if they can, and what activities will be allowed at camp if they are not allowed to leave.
- **How camp has changed.** The pandemic has resulted in a huge philosophical shift in programming for a number of camps. Many camps will be moving from a model in which campers leave their cabin group daily and independently choose different activities to one in which they will stay together as a cabin group for much of their camp experience. While this presents new opportunities to develop stronger relationships for campers and staff, the new model of operation also may require some adjustment time.

Making sure you get out in front of who, exactly, is doing your training is equally important. If some training is virtual, for example, are your existing vendors set up to provide that experience — or do you need new trainers who are willing and able to adapt to virtual training? Can other local nonprofits (the YMCA, for example) provide support for skills such as lifeguarding? Remember, while virtual training may help alleviate some pressure, American Camp Association (ACA) standards require that any aquatic, first aid, or CPR/AED certification must include at least 50 percent of course time in person for “instruction, hands-on practice, and skills assessment under the direct supervision of a certified instructor from a listed certifying organization” (ACA, 2021).

Even when you are able to rehire experienced staff and their knowledge base is intact, they may still be rusty in action. Allowing time for staff to practice both hard and soft skills will be important as they head into the summer season.

Ultimately, the main thing to remember is that training is both more crucial and more demanding than it may have been in previous years, so budget and plan accordingly. If possible, schedule an additional time for training at a slower pace to allow for COVID-19-related content to be incorporated into all topics covered in staff training. Camps may additionally want to incorporate more training opportunities throughout the summer to keep things fresh — gradually shifting from skills practice to more coaching as the summer progresses.

## NONE OF US ARE WHO WE WERE

The pandemic has changed us all in real and profound ways. Whether as a result of loneliness and disrupted relationships

or trauma from loss or economic pressures at home, many of your staff and campers will be experiencing emotions that can impact their ability to show up as you would expect. If all of the considerations outlined in the preceding sections weren't enough, we are also going to have to think about emotional and mental well-being. Are mental health counselors available? Who can staff talk to if they are stressed? What resources can be provided for wellness and emotional resilience?

## IT'S STILL CAMP — AND CAMP IS AWESOME

Let's not forget that the summer of 2021 will be an incredible one. We have an entire generation of campers who have never needed camp more. Our work is important and life changing. By taking the appropriate steps now to make sure it is safe, we can make sure that camp is fun, transformative, and an optimal experience for both campers and staff. Given the year that we've all just lived through, it's safe to say they deserve nothing less.

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# HIRING IN THE TIME OF COVID-19 AND BEYOND: LOOKING UP CANDIDATES ON SOCIAL MEDIA

By Aaron Lyon and Esther Eisenhard

A promising candidate applies to your camp. You are hopeful that this individual has the credentials to join your summer staff. You send an email to set up an interview. While you await a response, you type the candidate's name into Facebook and look them up on Instagram. Sound familiar?

As COVID-19 has driven the world indoors, more people are turning to social media for news, entertainment, and human connection. More than ever, candidates are documenting their

lives on social media and exploring new platforms like TikTok and Twitch as outlets to express themselves. As the social media ecosystem grows, there are more places to view candidates online — but also more risks.

Social media can be a helpful tool for evaluating candidates. However, it must be used with specific intention and discipline. If misused, social media can quickly add bias and discrimination to the hiring process. Following are some tips for recognizing

and avoiding these harmful practices.

Social media can be used as a tool to gain a complete picture of a candidate, but this needs to be done thoughtfully, strategically, and with strict governance. Social media is best used to **rule candidates out, not rule them in.**

Consider these three "rule out" areas to look for when doing a social check:

1. Violence or hate speech
2. Drug use
3. Excessive drinking



This exclusion criteria keeps the focus on evaluating one critical attribute required to work at camp — the ability to serve as a positive role model. You are not looking to see how sporty the candidate is, what their political views are, how they style their hair, what their relationship status is, who they are friends with, or what they look like.

The intention is not to try to trap a candidate in a “gotcha” moment either. Should you rule out a candidate who is holding a red solo cup in one picture from two years ago? Likely not. It is important to remember that Generation Z conducts their lives on social media in a way no previous generation has. What you’re really evaluating here is perspective employees’ judgment and how they choose to represent themselves online.

Avoid the temptation of using social media as a means to determine if a candidate is a good “cultural fit.” This is not a recommended hiring practice and inherently introduces bias into the recruiting process. While there is nothing intrinsically illegal about looking candidates up on social media, judging candidates on attributes other than skills and experience could be considered discrimination, which may be illegal. The Fair Credit Reporting Act (FCRA) states that if any of the elements below are considered in the hiring decision, you are breaking the law (Federal Trade Commission, n.d.):

- Race
- Skin color
- Gender
- National origin

- Religion
- Disability
- Citizenship
- Pregnancy
- Age
- Sexual orientation
- Weight
- Marital status

Because bias can be both conscious and unconscious, it’s best to set yourself up for success by establishing parameters for social media checks.



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*Periodically, the American Camp Association (ACA) makes timely and relevant information about products and services available to its members so they can make informed decisions for their camps. However, the ACA does not endorse products, services, or companies.*

## PRO TIPS

Follow these tips to hold yourself accountable to a bias-free social media check:

1. Establish standard evaluation criteria, such as evidence of violence or hate speech, drug use, or excessive drinking.
2. Designate one person on your team to conduct all social media checks. By design, this person should be removed from day-to-day recruitment, so that individual is an independent evaluator. The designated person won't interview candidates or have prior knowledge of their backgrounds. The evaluator may not even know the position the candidate applied for. This helps to

keep the check fair and subjective. A safe alternative is to use a third-party background screening service that adheres to FCRA guidelines.

3. Use a pass/fail system based on your evaluation criteria. Feedback from the independent "social checker" should be concise and read something like this:  
"No violence or hate speech, drug use, or excessive drinking. Pass."  
or  
"Excessively drinking alcohol in multiple pictures. Fail."
4. Conduct checks as the final stage of the process. The candidate should already have completed interviews and met all qualifications before being looked up online.

If you can follow the "rule out, not rule in" tips outlined here, social media can be a helpful tool to eliminate unqualified candidates. If you are using it to evaluate elements other than violence or hate speech, drug use, or excessive drinking, remove it from your process entirely.

*Aaron Lyon (he/him) and Esther Eisenhard (she/her) are the founders of CampHire, a recruitment and staffing agency for summer camps. They take the stress out of hiring by sourcing highly qualified candidates that embody the camp spirit.*

*Looking for assistance with recruiting for your camp? Email [esther.eisenhard@camphire.com](mailto:esther.eisenhard@camphire.com) for more information.*



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Photo courtesy of Elbow Lane Day Camp, Warrington, PA

# PROMOTING COMMUNITY HEALTH THROUGH USE OF NONPHARMACEUTICAL INTERVENTIONS (NPIS)

By Tracey Gaslin, PhD, CPNP, FNP-BC, CRNI, RN-BC, and Barry A. Garst, PhD

Summer camp is an opportunity to make a lifelong positive impact on both campers and staff. During the summer of 2020, the camp community had to overcome many challenges to provide residential and/or day camp experiences. The onset of the COVID-19 pandemic resulted in unexpected state regulations, new safety requirements, necessary changes to activities, loss of financial income, operational barriers, and many other hurdles to conquer. Camps that operated in the summer of 2020 provided valuable

feedback and evidence about their experience to inform how the camp community could improve programs and services in 2021 and beyond.

Following are a review of the nonpharmaceutical interventions (NPIs) performed by camps in 2020 and highlights of the newest NPIs for 2021: COVID-19 testing and vaccination. Benefits of a layered NPI approach for successful camp operation are stressed, as is the need for ongoing use of these NPI techniques to promote a healthy

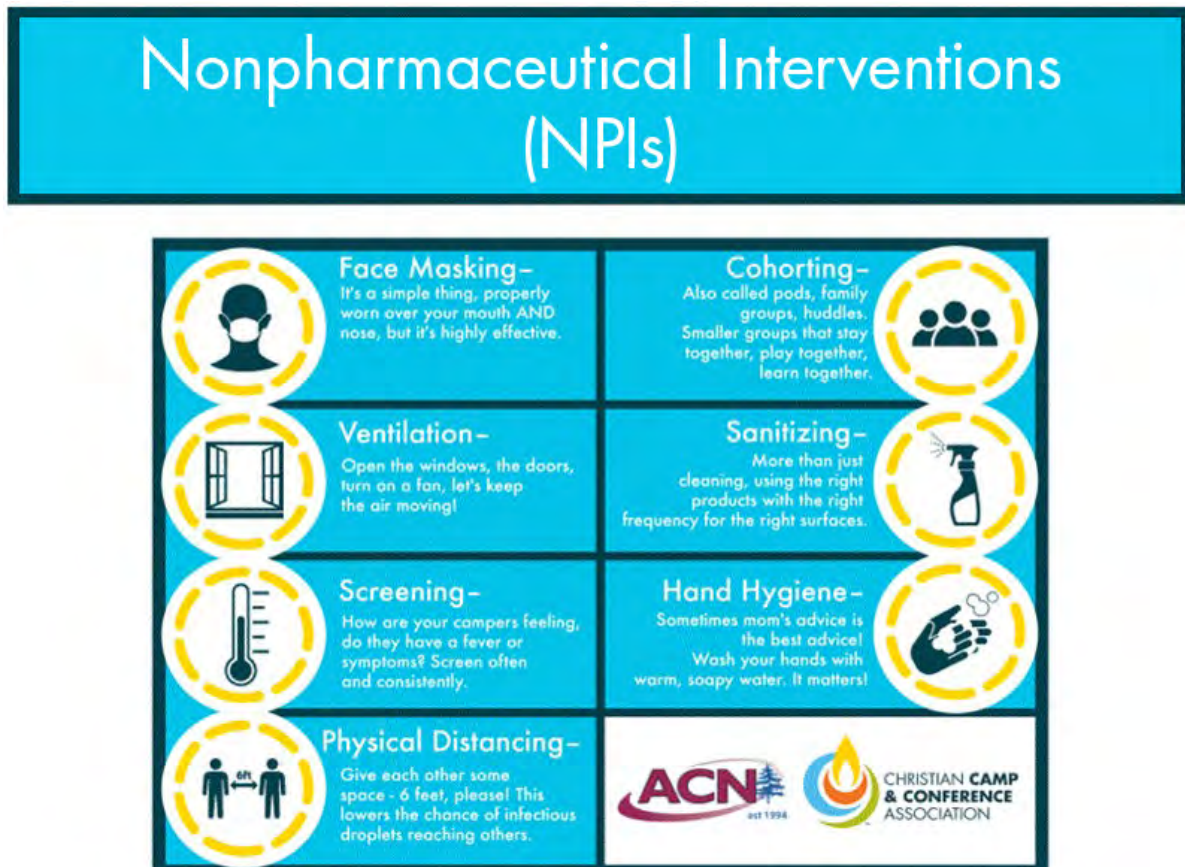
camp environment. Although there is no way to completely prevent COVID-19 or any other infectious illness, these NPIs prove to be an effective mechanism using a layered approach to risk mitigation. Based on evidence of the successful use of NPIs in camps, we encourage camps to continue using the NPIs for all camp sessions during the summer of 2021. While states may relax some of their requirements, your responsibility remains the same — to promote and facilitate the best possible prevention activities for the safety of your entire camp community.



## NPIs of 2020

We have all been required to use NPIs in our daily lives. Good hand hygiene and face masks have become second nature for anywhere we gather in our communities. In 2020, we recommended seven NPIs for camps (see Figure 1).

Figure 1: Nonpharmaceutical interventions implemented in camps

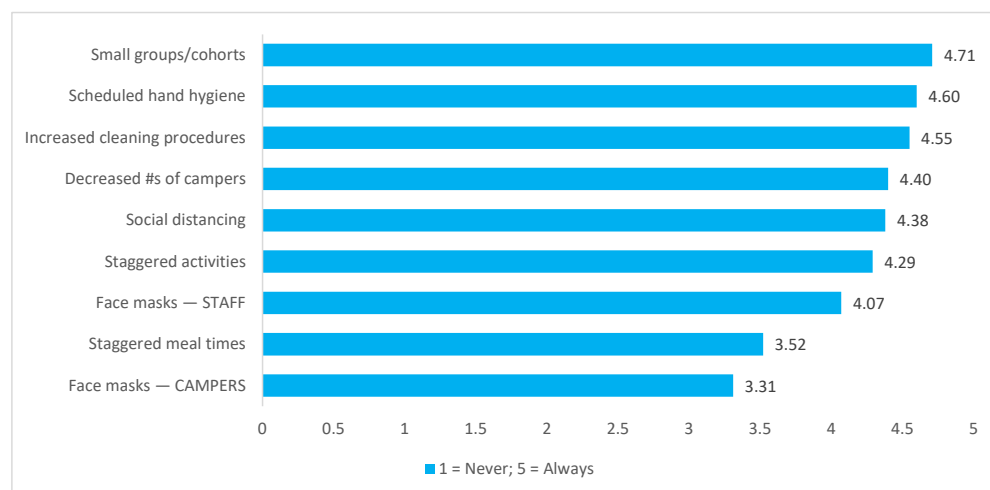


The Association of Camp Nursing (ACN) has learned a great deal about each of the NPIs. Facemasks continue to be essential to minimize the spread of respiratory secretions. Current Centers for Disease Control and Prevention (CDC) recommendations for masks are two-layered, either cloth or disposable, that fit correctly on the face (CDC, 2021a). The use of "gators" as a face mask option is no longer recommended, as they are single layer and often made of thin fabric. Hand hygiene is a second frequently used NPI. Hand hygiene can occur with soap and water or with hand sanitizer that is at least 60 percent alcohol. We have identified that hand sanitizer is more often used at camp due to accessibility. However, if soap

and water is made more accessible, it is the preferred method of cleaning hands — especially if they are obviously dirty. It is important to teach all camp participants (i.e., youth, staff, and other guests) how to use hand sanitizer and make sure they are applying the sanitizer to not just the palms of their hands but providing good coverage to the fingers as well (CDC, 2020a). Sanitizing was a key prevention technique outlined in 2020. The Environmental Health & Engineering Field Guide chapter outlines important parameters for sanitizing activities (EH&E, 2020). The Field Guide continues to encourage sanitizing practices that focus on frequency and high-touch areas. More frequent and effective cleaning helps to decrease fomite (i.e., materials

that carry infection) transmission risk. Therefore, consider cleaning surfaces at least daily and in all high-touch areas at your camp. High-touch areas generally include tables (e.g., food, crafts, activity), doorknobs/handles, and bathroom facilities (e.g., showers, sinks, toilets). Cohorting was the most frequently used NPI last summer. Cohorting is the process of organizing your camp population into small groups and navigating camp as a smaller group. The typical group (cohort) size during the summer of 2020 ranged from eight to 15 people. An important factor with cohorting is that cohorts *do not mix* during camp, which allows for good contact tracing and limits impact if someone becomes ill during the camp experience.

Table 1 – NPI Usage at Camp 2020\*



\* Garst, Dubin, Gaslin, Schultz, & Rodrigues (2021)

Another common NPI used in camps during the summer of 2020 was physical distancing, which promoted a concerted effort to try and keep individuals six feet apart. Given that relationship building is a foundational element of the camp experience, we realized that physical distancing would be one of the most challenging NPIs to address. Camps, however, rose to the occasion. For example, many used visual reminders so youth, staff, and guests would understand where camp administrators did not want people to sit, spray painted lines on grass to mark areas where cohorts could function, designated picnic and food service locations, and staggered activities and events (Association of Camp Nursing, 2020).

Two additional essential NPIs that made camp operation possible in the summer of 2020 were screening and ventilation. For residential camps, screening was implemented in three phases: pre-screening, initial screening, and ongoing screening. For day camps, the initial and ongoing screening periods were a combined effort, as staff and campers arrived each day requiring daily screening. The intent of screening was to help individuals raise their awareness of their personal health status with the hope of everyone arriving at camp in a healthy

state. Awareness of health is essential for screening and early detection of illness, and asking staff and campers to self-assess daily for COVID-19 symptoms allowed camps to potentially prevent illness from entering the camp setting. The screening events included the common activities of temperature assessment and notation of COVID-19 symptoms. Pre-screening was completed by each individual prior to arriving at camp, while initial and ongoing screening occurred through the efforts of camp healthcare and program staff. We also learned a great deal about ventilation in the summer of 2020. While ventilation was a topic of conversation in the spring before the summer camp season began, we now realize the importance of having ambient air movement as a mechanism for lowering the concentration of airborne respiratory droplets (EH&E, 2020). Ways that camps incorporated ventilation included creating outdoor picnics for food service, moving health services to outdoor tents, and limiting camper activities to those that could be offered outdoors. Camps that operated and were interviewed in 2020 and moved all activities outdoors reported no cases of COVID-19 (Association of Camp Nursing, 2020). Ventilation is encouraged as an ongoing

NPI for camps to help decrease respiratory secretions by opening cabin windows, using ceiling fans, or any other mechanisms to create air movement.

NPIs are most effective when used concurrently. In 2020, the seven NPIs were promoted as a collaborative and coordinated effort. We continue to discuss the importance of “layering” NPI usage. That is, camps are encouraged to conduct screening along with requiring face masks, hand hygiene, cohorting, ventilation, sanitizing, and physical distancing, which creates a multifaceted approach to mitigating transmission risk of COVID-19 and other infectious diseases. As we approach the summer of 2021, two additional NPIs are available: testing and vaccination.

## Additional NPIs 2021

Testing is the eighth NPI. Most camps did not have access to COVID-19 testing in the summer of 2020. This year, camps have an array of testing options for use with their staff and campers (Harvard, 2020). When considering testing, it is important to note *why a camp is testing* and *when the camp should be testing*. Testing is done for screening, diagnostic, and mitigation purposes. Screening testing is used in anticipation of camp participation by youth, staff, and other guests arriving to camp in a healthy state and or remaining in a healthy state through the experience. Therefore, screening testing needs to be done at a well-considered time to create confidence in the health of your camp population. Repeat screening testing is most often done at camps lasting longer than seven days, allowing for ongoing surveillance of the health status of individuals living together. For individuals who develop COVID-19 symptoms, diagnostic testing is a good option. Those in close contact with an ill individual can benefit from mitigation testing if appropriate.



Two types of testing are most appropriate for the camp setting: polymerase chain reaction (PCR) and antigen testing. The PCR remains the gold standard, but both of these tests are intended to detect active COVID-19 illness. For screening testing to be helpful, a camp will need to consider the time it takes to receive results from a chosen test. In some cases, this may mean a camp needs to test three to five days prior to start of camp. Testing will be most effective through proactive planning — choosing the timing and type of testing — that meets the needs of your camp population.

Vaccination is the ninth NPI. As

to undergo some of the most rigorous scrutiny by the FDA as the vaccine is rolled out to millions of individuals (CDC, 2021c). This news is very encouraging!

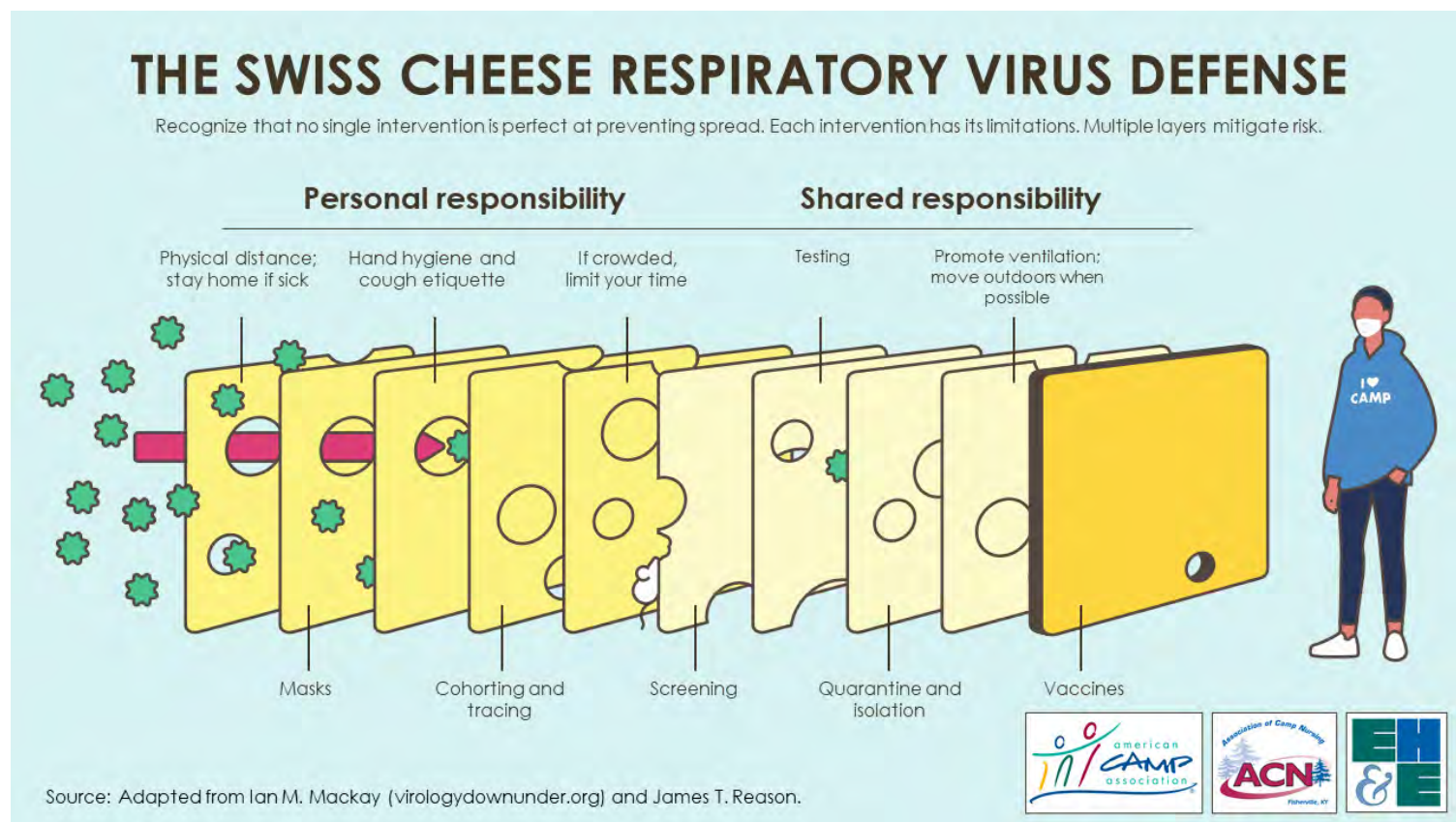
Several myths about the COVID-19 vaccine are still circulating, and we encourage you to investigate the evidence that supports the safety profile of these medications (CDC, 2018). Here are the basic facts about the COVID-19 vaccines.

1. Vaccines are safe.
2. You will not test positive on a PCR or antigen test following vaccination. You could test positive

## Layering of NPIs

Now that we have nine NPIs, we want to create plans for summer 2021 that outline how individual camps will use these tools in conjunction with one another. We have discussed the layering effect of NPI usage over the past year (see Figure 2). Establishing a layering effect means that by adding each NPI together we can marginalize the risk of sharing the COVID-19 virus and other infectious diseases with others.

Figure 2: Layering NPI usage with the swiss cheese respiratory virus defense approach



vaccinations roll out across the US, we are hopeful that the vast majority of attendees will be vaccinated for summer camp. The COVID-19 vaccine helps each of us develop antibodies (immunity) to the illness and ultimately prevents transmission to others (CDC, 2021b). Research has demonstrated that the vaccines are effective and continue

on an antibody test because the vaccine is working to create immunity against the disease.

3. If you have had COVID-19, you should still get vaccinated.
4. You will typically need two weeks after the last dose to build full-strength immunity against the virus.

For example, when we “layer” camper and staff face mask usage with good hand hygiene and then clean all the high-touch areas at camp, we are making great strides to eliminate viral transmission. When we further create air movement (ventilation) in our program areas and services by moving activities outside or using well-ventilated facilities,

promote physical distancing, and have our camper groups navigate activities in their small family units (i.e., cohorts), we are really pushing COVID-19 away. Adding COVID-19 testing to our screening processes and having vaccinated staff available to serve and support campers will promote an overall healthy camp environment.

Now is the time to develop or revisit your strategic approach for mitigating COVID-19 in the summer of 2021. Consider your camp and how you might use as many NPIs as possible to thwart COVID-19. Make written plans that outline each of these tools and how you will integrate them into your camp operations. We wish each of you the best as you launch into summer camp 2021. The American Camp Association and ACN are here to promote education, resources, and support as you navigate this new world of camping in COVID-19 times. Let us know how we can assist you.

*Tracey Gaslin, PhD, CPNP, FNP-BC, CRNI, RN-BC, is the executive director of the Association of Camp Nursing.*

*Barry Garst, PhD, is an associate professor of youth development leadership at Clemson University and to date has served two terms as chair of the Association of Camp Nursing's Research Committee.*



Photo courtesy of Camp Wohelo, Raymond, ME

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Photo courtesy of Elbow Lane Day Camp, Warrington, PA

# TESTING CONSIDERATIONS FOR SARS-COV-2 IN SUMMER CAMP SETTINGS

By Laura Blaisdell MD, MPH, FAAP

A major challenge of the COVID-19 pandemic has and continues to be our ability to test for the presence of SARS-CoV-2 effectively, efficiently, and economically in both symptomatic and asymptomatic individuals. As tests become more available to camps this season, it is more important than ever to understand the role and limitations of testing in the camp environment.

## What Tests to Use

Two major types of tests are available for camps this season: antigen (commonly known as “rapid”) and molecular (most commonly “RT-PCR”). Testing results are typically indicative of exposures three to five days prior to the testing day. Antigen tests can be done in the camp setting, while molecular tests are more commonly done in a laboratory. Antigen tests have quick results; however,

post-market studies of rapid antigen tests have shown variable testing characteristics. Antigen tests are generally less sensitive than molecular tests for detecting the presence of COVID-19, and the clinical performance of these tests largely depends on the circumstances in which they are used. High numbers of false negatives in both types of tests limit the ability to interpret anything but momentary infectious status.

Molecular tests are considered the gold standard of testing because they are very good at picking up an infection if it is present. However, time from collection to results is highly variable, ranging from two to seven days depending on the laboratory. False negative results for molecular tests can occur due to improperly collected samples, exposures after testing, or testing too soon after exposure.

Testing is simply another layer in our public health protection; we cannot test into certainty that COVID-19 is not present in our camp attendees. Camp health professionals should understand test performance characteristics in the current COVID-19 climate and recognize potentially false negative or false positive test results to guide additional confirmatory testing. Additionally, camps performing tests on-site must apply for a Clinical Laboratory Improvement Amendment (CLIA) Certificate of Waiver to perform FDA-waived tests in the nonlaboratory setting.

For additional information:

- Centers for Medicare and Medicaid Services' [How to Obtain a CLIA Waiver](#)
- Centers for Disease Control and Prevention's [Overview of Testing for SARS-CoV-2](#) and [Testing Strategies for SARS-CoV-2](#)
- Food & Drug Administration's [FAQs on Testing for SARS-CoV-2](#)
- American Camp Association's [Field Guide for Camps](#) (Table 13.1 lists the factors related to using molecular, antigen, and antibody testing for camp attendees)

## Noses and Spit: What Sample to Use

COVID-19 tests are performed on collected specimens including deep

nasal, mid or anterior nasal, and mouth or saliva. Each specimen type has benefits and limitations. For example, a saliva specimen tends to function as well as a nasal test but may require not eating for an hour before and being well hydrated. Many people find the deep nasal specimen collection quite uncomfortable, but anterior nasal testing requires multiple "sweeps" to obtain enough sample. Whatever sample is used, the collection of the sample should be monitored for quality, because a poor sample will yield an uninterpretable result.

## Who Pays for Testing

Payment for COVID-19 testing depends on the situation for testing (diagnostic vs. screening), testing availability and type, federal and state regulations, and individual insurer policies, among other factors. Camps should investigate if the expense of testing can be shouldered by attendee insurers, be a shared expense between families and camp, or if the camp must shoulder the full cost of testing alone.

## Day Camp Considerations

The day camp environment is more likely to reflect local rates of COVID-19, and, as such, one-time screening testing may have a lesser role than surveillance and mitigation testing. Like day schools or workplaces, all attendees commute and return home each day, making testing representative only of the current status at the time the test is carried out. Surveillance testing is increasingly being used in these settings, but frequency of testing (e.g., weekly, biweekly, or monthly) depends on the characteristics of the camp (i.e., size, proximity of people, duration) and local COVID-19 rates. See the ACA [Field Guide for Camps](#) for more information.



Photo courtesy of Rotary Camp, Akron, OH



## Testing Strategies for Overnight Camps

Testing scenarios for camps should follow state and local public health guidelines. Potential testing strategies are discussed in following sections.

### PRE-CAMP TESTING

Testing prior to camp is considered “prescreening” testing and is strongly recommended for overnight camps. Tests must be scheduled with sufficient turnaround time to allow for results to be assessed prior to travel (note that some test results can be delayed by several days). Results should be reported to the camp health center or administration before the first day of camp to allow for confirmation of test type and negative result. When available and results can be obtained quickly (i.e., within less than 72 hours), RT-PCR tests are considered the most sensitive for identifying cases early in infection.

- Good: Campers and staff are tested at home within five to seven days of travel to residential camp. Low-risk behaviors are advised for 10–14 days prior to camp.

- Better: Campers and staff are tested within 72 hours of arrival at camp. Low-risk behaviors are advised for 10–14 days prior to camp.

Note: Some states require a post-travel quarantine period based on several factors, including the community transmission rate of the traveler’s home area.

### ARRIVAL AND POST-ARRIVAL TESTING

Testing at camp is recommended for overnight camps. Test choice and schedule should be made in conjunction with your camp health team and state health regulations (suggested potential options follow). Camps may be able to obtain testing supplies and laboratory relationships that make on-site rapid antigen testing and/or RT-PCR collection feasible. The characteristics of camp (e.g., duration, migration in and out of camp, method of travel to camp, etc.) will determine the cadence of post-arrival testing. Camps shorter than five to seven days may decide against further testing after arrival.

If camps develop capacities for testing, the following best practices should be considered:

- Good: Overnight camps perform a rapid antigen test upon camper and staff arrival.
- Better: Overnight camps perform a rapid antigen test upon camper and staff arrival and PCR testing at an interval after arrival.
  - Testing prior to Day 3 will miss exposures on travel days but would identify early any positives that were not detected from the rapid antigen test.
  - Testing Days 3–5 may detect travel day exposures but give a number of false negative tests from testing too soon after exposure.
  - Testing Days 5–8 will detect travel day exposures and capture the vast majority of individuals who would turn positive from pre-camp exposures.

It should be noted that all campers and staff should wear face coverings while waiting to be tested, keep physically distanced from all individuals outside their cohort, and adhere to the strictest and most diligent nonpharmaceutical interventions until testing status can be obtained.





## TESTING VACCINATED INDIVIDUALS

Guidelines for testing vaccinated individuals are being developed every day. At the time of writing, the [Centers for Disease Control and Prevention state](#) that vaccinated individuals still need to test if they have symptoms consistent with COVID-19. Vaccinated individuals do not need to be tested if they are exposed to somebody who has known COVID-19 (unless they are living in congregate settings). Studies have shown that fully vaccinated individuals can be PCR positive for COVID-19 but without symptoms. Without coughing and sneezing, we would suspect that

transmission from vaccinated individuals would be exceedingly rare, however, we are still waiting for data to support this. Variants additionally pose a potential for reinfection in vaccinated individuals. Until further and more specific guidance, vaccinated individuals at camp should be included in testing.

In summary, testing is one important tool in our arsenal of public health interventions for a successful and healthy camp summer. Camp directors should work in conjunction with public health and healthcare professionals to determine the best testing plan for your camp. Communicable diseases like COVID-19 will continue to be a challenge for camps and other

community-based experiences, and understanding the role of testing will help us broaden our prevention efforts and promote a healthy camp environment.

*Author's Note: The information shared in this article represents knowledge at the time of creation and, with rapidly changing guidelines and science, should be interpreted in this context. The opinions expressed here are my own and not necessarily those of state and federal authorities and other regulating bodies. This article is intended for educational purposes and does not replace independent professional judgment.*

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## THE CAMPLINE

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