

Larry's Learning Shack 2020

As noted elsewhere in this Pursuit of Excellence application, our firm was all set to celebrate our 150th year of continuing to care of our community. We had spend several years thinking about what we wanted to do and how to carry out our plans, then in late February/early March the world was thrown a fast curve ball and everyone had to rethink how we protect our family, our staff, our community and our business.



Because my licensed staff is made up almost entirely of female Gen X and Millennials, most with school age children, I very quickly became concerned about the staff and their ability to concentrate on all the details involved in the level of service that we provide each of the families we serve. I knew that we were not going to expose the older part-time staff members. That meant no greeters, no funeral assistants, and most of our drivers who are in the high-risk group were going to be working for the foreseeable future.

After meeting with the licensed staff to discuss their concerns we quickly realized “Children’s Education” was the primary problem. Because most of my employees had relocated to our community, they are without family support to help with the care of their children. The cost of full time daycare, the possibility of contamination if exposed to groups of other children and the lack of an ability to oversee each child’s online learning classes prompted our management team to look into an onsite educational and care facility within our funeral home.

Here is the outline of our plan:

Preparation for the Project

- Interviews were conducted to find the right educator
- Our public lounge area was closed to the public and transformed into a classroom
- Tables, chairs, school supplies, blankets, games, etc. were brought in to create a classroom in the lounge area.

Execution of Project:

- A teacher from our school district was hired to come in Monday through Friday from 9am-4pm to educate the employees children
- Because of the age differences, she created a schedule and executed individual daily lessons with them
- She ensured physical activity was had by allowing outdoor play and indoor exercises daily
- This project was executed between March 11, 2020 and May 29, 2020



This decision accomplished the two main goals that it was intended to do. First, by having my licensed staff and their family in sort of a closed group, we had no virus cases among the forty some of us. Second, we had and have a staff that was able to give 100% to the families we served during the shut down and they were able to adapt and be creative while serving those families.



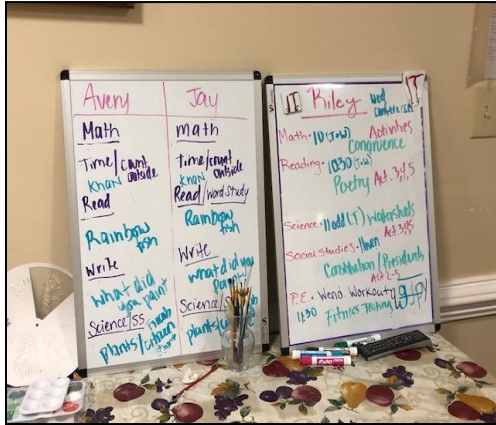


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As the owner, I personally enjoyed having the children here every day, they brought laughter and curiosity. They were a joy. We made the decision to close down the Learning Shack so that each family could enjoy what vacations they could have together. We are closely monitoring what is going to happen in the fall and if our school system decides not to open or a limited opening, then we will most likely re-open Larry's Learning Shack come September.

Yours Respectfully,

Laurence F. "Larry" Spiaggi CFSP, CCO, CPC & Certified Celebrant
Owner/Funeral Director



We had a birthday for one of our Learning Shack students. Her grandparents and extended family joined in for a virtual celebration!