



# NAVIGATING THE COVID-19 HEALTH CRISIS: A COLLABORATIVE DESIGN

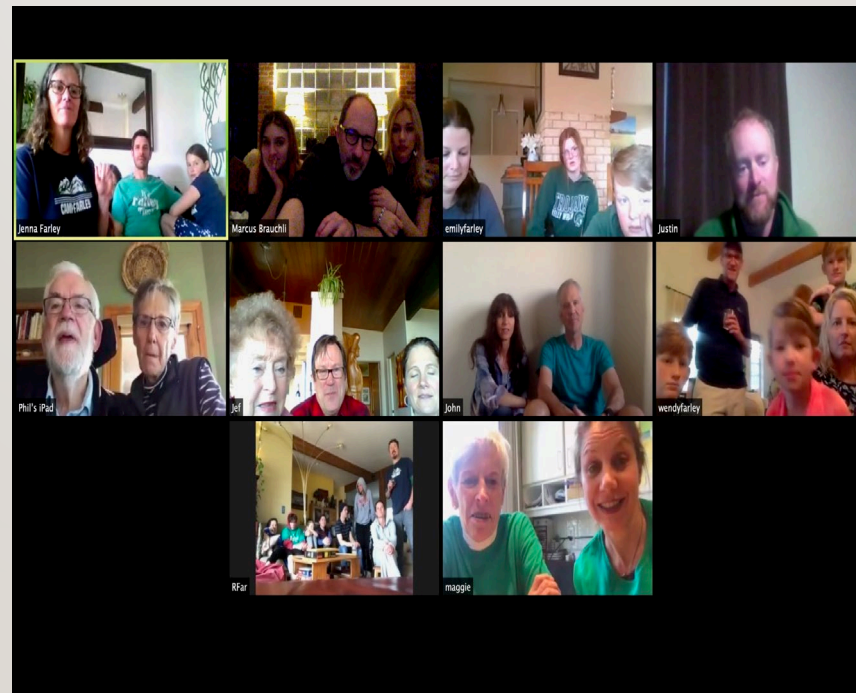
- Dr. Shalaunda Gray, MD - Medical Director – Adult and PRTF Programs, Lakemary Center
- Ven Rao, MSHRM, SPHR, SHRM-SCP, LSSBB - Director – HR, Safety & Risk Administration, Lakemary Center
- Teddi Hernandez – Vice President of Marketing, Development, and Communications, Lakemary Center
- Sara Owen, APRN, FNP-C - Director of Adult Nursing - Nurse Practitioner, Adult Program – Lakemary Center
- Megen Male, APRN, FNP-C Director of Children's Nursing - Nurse Practitioner, PRTF - Lakemary Center

# COVID PANDEMIC – A YEAR OF “FIRSTS”



# COVID PANDEMIC – A YEAR OF “FIRSTS”

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# COVID PANDEMIC - FATIGUE

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Today marks 5 years  
we've been in 2020.

I DONT WANNA BE ESSENTIAL  
ANYMORE IM TIRED



**WHEN YOU'RE AT WORK**



**TRYING TO STAY POSITIVE**

# COVID PANDEMIC – A YEAR OF TOGETHERNESS

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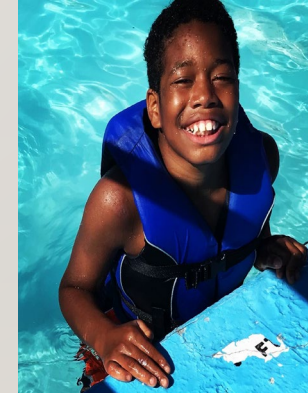




# LAKEMARY CENTER: ABOUT US

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- Lakemary Center is a nonprofit organization that provides educational, mental and behavioral health, and social services to individuals with intellectual and developmental disabilities.
- Headquarters, PRTF, and K-12 school located in Paola, KS.
- Paola, KS – Population 5,611 (2019)
- Adult Services Buildings, and Adult Group homes located in Paola and Olathe, KS





# LAKEMARY CENTER: ABOUT US

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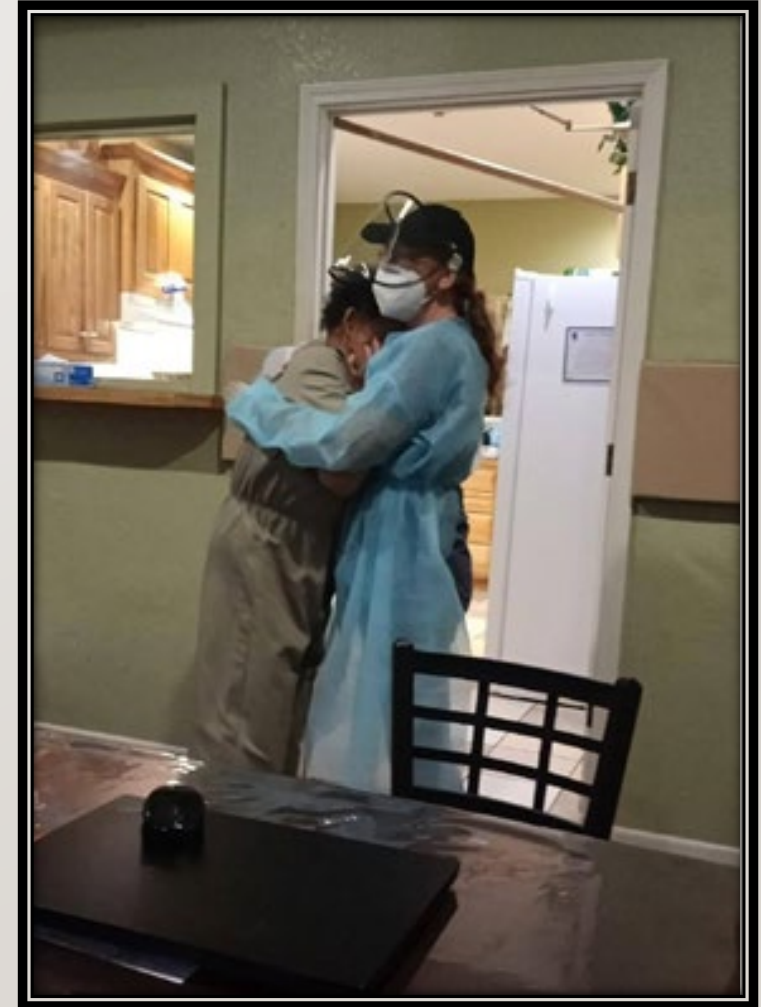
- Lakemary Center employs about 600 employees
- Provides Residential care for about 125 Adults
- Provides Residential Care and schooling for about 65 Children: K-12
- Provides “School Day Only” Services for about 35 additional children across KS: K-12
- Provides “Day Services Only” for about 80 additional Adults



# COVID: Challenges

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- **Review and Analyze Information:**
  - Congregate Settings - particularly vulnerable to COVID outbreaks
  - Over 1/3 of COVID deaths were in long-term care facilities in the US<sup>1</sup>
  - PPE (masks, gowns, gloves, cleaning supplies) – were in short supply



1. <https://www.npr.org/sections/coronavirus-live-updates/2020/05/09/853182496/for-most-states-at-least-a-third-of-covid-19-deaths-are-in-long-term-care-facili>



# COVID: Challenges

- After gaining knowledge about COVID-19, we immediately got together as a team across multiple departments at Lakemary to identify our priorities:
  - Resident and Staff Safety
  - Securing PPE and Supplies: Masks and PPE, Disinfection/Cleaning supplies
  - Developing a Daily Screening Process for Residents and Staff
  - Visitation Protocols (On and/or Off Grounds)
  - Later in the Pandemic: Testing and Vaccination Strategies



# Navigating the COVID-19 Health Crisis: A Collaborative Design - Human Resources

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## **HUMAN RESOURCES:**

Ven Rao, MSHRM, SPHR, SHRM-SCP, LSSBB Director  
HR, Safety & Risk Administration, Lakemary Center



# Navigating the COVID-19 Health Crisis: A Collaborative Design – Human Resources

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Resident and Staff  
Safety

Securing PPE and  
Supplies: Masks and  
PPE,  
Disinfection/Cleaning  
supplies

Developing a Daily  
Screening Process for  
Residents and Staff

Visitation Protocols  
(On and/or Off  
Grounds)

Later in the Pandemic:  
Testing and Vaccination  
Strategies

# Navigating the COVID-19 Health Crisis: A Collaborative Design – Resident and Staff Safety

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- Following the KDADS, KDHE, and local health department guidelines
- Anticipated essential and non-essential staffing classification
- Provided guidance to cancel/postpone all non-essential travel
- Tracking employee & family visits to hot spots or areas of concerns
- Developed separate COVID tracking file
- Collaborated with health department & other organizations for testing



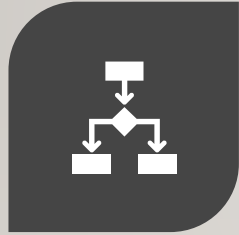
## Navigating the COVID-19 Health Crisis: A Collaborative Design – Securing PPE and Supplies

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- HR mainly had collaborative role here
- Ensured staff compliance in following the recommended mask & PPE guidance
- Collaborated with maintenance department on daily disinfection and cleaning protocols

# Navigating the COVID-19 Health Crisis: A Collaborative Design – Developing a screening process for residents and staff

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STARTED DAILY  
SCREENING ON-SITE AT  
MULTIPLE LOCATIONS, 3  
SHIFTS A DAY



MAINTAINED DAILY  
DATABASE OF RESPONSES  
TO QUESTIONS



USED THE RESPONSES TO  
QUESTIONS TO INITIATE  
CONTACT TRACING  
DETAILS



AUTOMATED DAILY  
COVID QUESTIONS &  
TEMPERATURE CHECKS



DESIGNED AND  
IMPLEMENTED “COVID  
HELP DESK”



USED COVID TRACKER TO  
DEVELOP HEAT MAP





# Navigating the COVID-19 Health Crisis: A Collaborative Design – Visitation Protocols (on and/or off grounds)

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HR played a  
collaborative role  
with Executive  
Team

Helped in staff  
communication  
and messaging

Shared COVID  
data updates with  
staff &  
stakeholders



# Navigating the COVID-19 Health Crisis: A Collaborative Design – Testing & Vaccination Strategies

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- Created and hired a fulltime COVID testing technician - in-house
- Used design thinking & mathematical/statistical modeling (VSL & WTP methods)
- Conducted vaccination preference survey as part of intrinsic differences
- Tabulated extrinsic differences that are observable from staff demographic data
- Engaged staff to review their choice – **What are they willing to pay to leave the COVID fears behind**
- Continue weekly testing for unvaccinated
- **Result: Staff vaccination rates of 87.3 % by March 2021. Currently at 92.3%**

# Navigating the COVID-19 Health Crisis: A Collaborative Design – Forward Looking: Mandate or not

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- Start with current information – level of vaccination status, extrinsic and intrinsic differences
- Choice of method: VSL or WTP
- Think Conflict Resolution Pathway (Avoiding, Accommodating, Compromising, Collaborating, and Competing)
- Review alternatives to vaccination: Weekly testing, Accommodations, Leave of Absence
- **Incentives or Rebates (Conjoint analysis)**

# **Navigating the COVID-19 Health Crisis: A Collaborative Design**

## **Marketing, Development and Communications**

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### **Marketing, Development and Communications**

Teddi Hernandez - Vice President of Marketing,  
Development, and Communications, Lakemary Center





## KEY MARKETING THEME FROM DAY ONE *WE ARE IN IT TOGETHER*

- Marketing Strategy: Positive, Focused on “We” vs. “You”, Team Centric
- Marketing Materials Used:
  - Newsletters
  - Emails
  - Letters to families
  - Social Media
  - Videos
  - Posters
  - Employee Gifts – LM Masks
  - New Employee Gift – LM Masks



# TEAM CENTRIC MARKETING – “WE”

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- Messaging around “in it together” was key to the success of our marketing efforts.
- Utilized the messaging through imagery, videos and editorial content
- Community minded messaging ‘WE’ vs. YOU should do this was impactful

# SOCIAL MEDIA REINFORCES “WE” MESSAGE

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- Showing community doing it “together”
- Positive images of staff and those we serve wearing masks
- Show staff and those we serve in masks doing activities



# ADDING FUN TO THE CLINICS

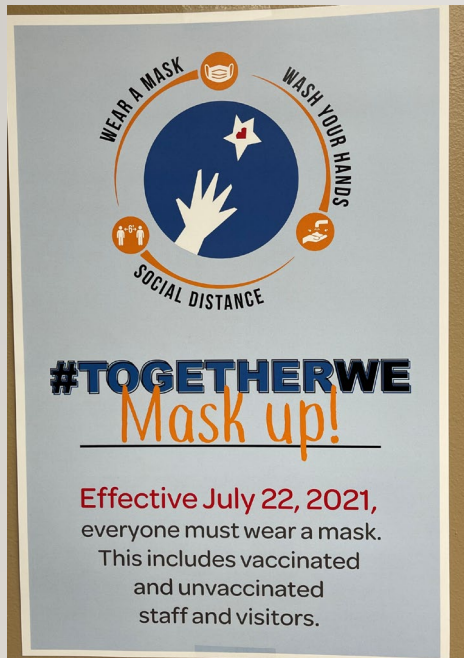
## PROPS, PHOTOS & FOOD

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# CREATED THE #TOGETHERWE CAMPAIGN

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- Emphasize the “we” at Lakemary by allowing staff to personalize the campaign
  - #Togetherwe .....
- Hangs on office doors across both campuses
- Posted on social media
- # used on all marketing





# TIMELY & FACTUAL COMMUNICATION

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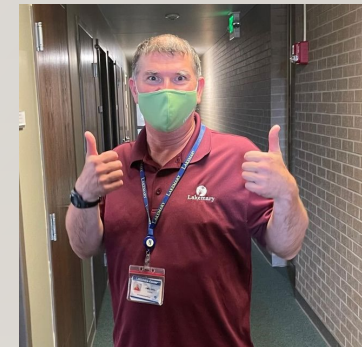
- First round of Covid: Emails and posters were created to provide quick and timely spread of information throughout the organization.
  - Weekly management meeting via Zoom to inform managers on Covid updates (continues)
  - Twice weekly Executive Team meetings via Zoom for decisions, progress and updates (1x per week)
  - Weekly Friday updates with Board of Directors for updates and progress reports (1 per month during regular BOD meetings today)
- ALL Covid updates came from Dr. Gray – one source of information to ensure we didn't have misinformation happening



# CURRENT MARKETING STRATEGY

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- Focused on the importance of mask wearing for OTHERS
- Reminders of mask protocols in a positive way
- Use of newsletters with a Dr. Gray's Medical Corner update
  - Covid Updates
  - Lakemary Updates
  - Current Protocols
- Contest during Employee Appreciation Week "Blingout Your Mask"
- New Lakemary branded masks available for all employees
- Continued use of #Togetherwe campaign



# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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## **Adult Program**

Sara Owen, APRN, FNP-C

Director of Adult Nursing

Nurse Practitioner, Adult Program – Lakemary Center

# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Educational Moments with Adult Residents
- Daily screening for Residents and for Visits
- Resident and Staff Safety
- Securing PPE and Supplies: Masks and PPE, Disinfection/Cleaning supplies
- COVID Care Team
- COVID Vaccine - MythBusters
- Parent phone calls for vaccine consent for residents and household contacts
- Vaccination clinics
- Visitation Protocols (On and/or Off Grounds)
- Later in the Pandemic: Testing and Vaccination Strategies



# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Educational Moments for Adult Residents
  - Case managers put together short videos demonstrating proper hand washing, mask wearing, social distancing
  - Nursing team went to each environment to demonstrate what mask wearing, hand washing, and social distancing should look like
  - DSP's provided daily support to our individuals to ensure proper safety hygiene
  - Signs with visuals for daily reminders for staff and individuals
  - Educational moments are a part of our day-to-day as topics are revisited in team meetings and Newsletters



# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Daily screening for Residents and Staff
  - Initial screening was conducted by staff
  - Temperature checks
  - Screening questions
  - Lead to development of online screening tool





# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Resident and Staff Safety
  - In order to keep day-services open prior to vaccines, we split our work areas into house specific suites and kept staff consistent, to reduce number of contacts
  - Ensure that all staff received proper PPE
    - Kits were made weekly with gowns, face shields and masks for each staff





# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Securing PPE and Supplies: Masks and PPE, Disinfection/Cleaning supplies
  - Donations from county Emergency Management- required our box truck due to the large numbers of supplies needed
  - Hand made masks from families and friends of Lakemary



# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

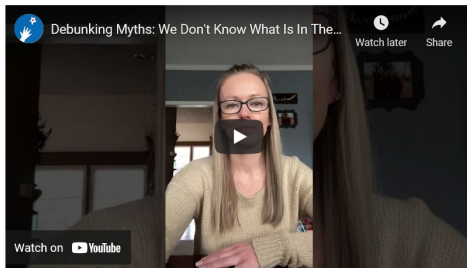
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- Testing off-site
- COVID Care Team
  - 12 hour shifts in full PPE
  - Accommodations for staff if they were unable to quarantine at their home
  - Tested staff at completion of quarantine shifts
  - Pay differential for staff that were a part of the COVID Care team

# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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Myth 3: *We don't know what's in these vaccines.*



Dr. Gray's Introduction to the COVID-19 Vaccine



Dr. Gray explains how it benefits every Lakemary staff member to get the vaccine.

Myth 1: *We can't trust COVID-19 vaccines because they were rushed.*

Myth 7: *Once I get the vaccine, I won't have to wear a mask or worry about social distancing.*



- COVID Vaccine- MythBusters
  - Developed videos for staff, families, and individuals to view
  - Helped to provide facts and education regarding COVID-19 and the vaccine



# **Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program**

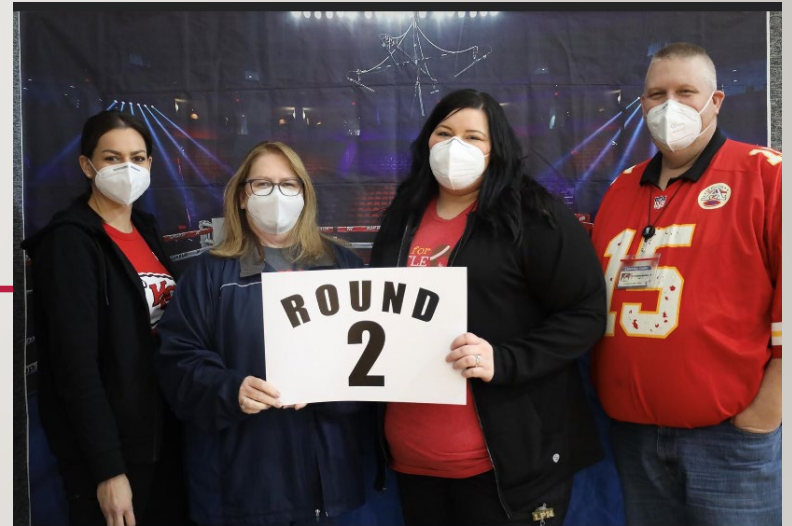
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- Parent phone calls for vaccine consent for residents and household contacts
  - Nursing and case management teams called individual's families and guardians to obtain consent for COVID vaccines
  - We also were able to vaccinate our individual's household contacts

# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Vaccination clinics
  - Worked with county health departments and other agencies to vaccinate our staff, individuals served and their close contacts



# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Visitation Protocols (On and/or Off Grounds)
  - Development of screening tool for visitors and families.





# Navigating the COVID-19 Health Crisis: A Collaborative Design Adult Program

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- Later in the Pandemic: Testing and Vaccination Strategies
  - Able to test on Lakemary campus!
  - We still screen visitors and families

# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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**Children's Program**  
Megen Male, APRN, FNP-C  
Director of Children's Nursing  
Nurse Practitioner, PRTF - Lakemary Center

# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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February 2020

- **Preparing for school closure**
  - Navigating the new normal
- **PPE shortage navigation**
  - Collaboration with the local Emergency Management Department, medical supply chain, local schools, local hospital, and reaching out to the community.



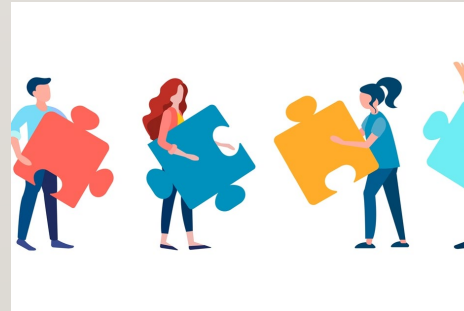


# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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## Early March 2020

- **Town Hall Meetings**
  - Informing staff of our tentative needs and plans
- **Protocol for an ill child/Positive Case**
  - Nurse Assessment and testing
  - Collaboration of needs in the event of a positive case
  - Supplies necessary
- **Covid Care Team Developed**
- **Late March- School Cancelled**
- **Visits suspended**



## Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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**Early April 2020**

- **Masks Implemented**
  - Obtainable due to our wonderful community
- **Enhanced Cleaning Protocol**
  - Addition of our backpack sprayers
- **Classroom Q&A**
  - To inform and ease the minds of our children



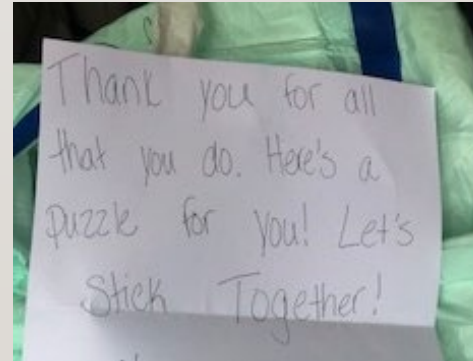


## Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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End of April through June 2020

- **Covid Team Activated**
  - Classroom Quarantine
- **Close observation of children potentially exposed**
  - Twice daily temperature checks
- **Adapting to change in the visitation protocol**
  - Increase in video/phone visits with families
- **Admission process**
  - Reviewed and adjusted





# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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June Through July 2020



- **Phase in visit plan developed for KS families and out-of-state families**
  - Covid Symptom Survey
  - Masks required/temperature monitoring
  - Shortened visit times/on campus visits
- **Return to school protocol developed**
  - Separate classrooms
  - Temperature monitoring
  - Daily survey
- **Second Covid Activation post out-of-state visit exposure- July 2020**
- **Development of Admission Protocol**
  - Symptom/temperature monitoring

# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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**July through October 2020**

- **Focus on monitoring our residents, students, visitors, and staff**
  - Answering exposure questions and emails
  - Assisting with navigation of testing sites for staff and our residents
- **End of October-Medical Assistant addition was discussed and approved**
- **End of October testing supplies and equipment were ordered**





## Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

November 2020

- COVID testing video made
- First positive COVID cases in the Children's PRTF Program
- Evaluation of visits on/off campus remained fluid
- Close collaboration with the local Health Department on testing/quarantine
- Medical Assistant/Tester was hired!!
- Incorporated testing of residents and families prior to/after visits



CORONAVIRUS (COVID-19)

☒ POSITIVE  
☐ NEGATIVE



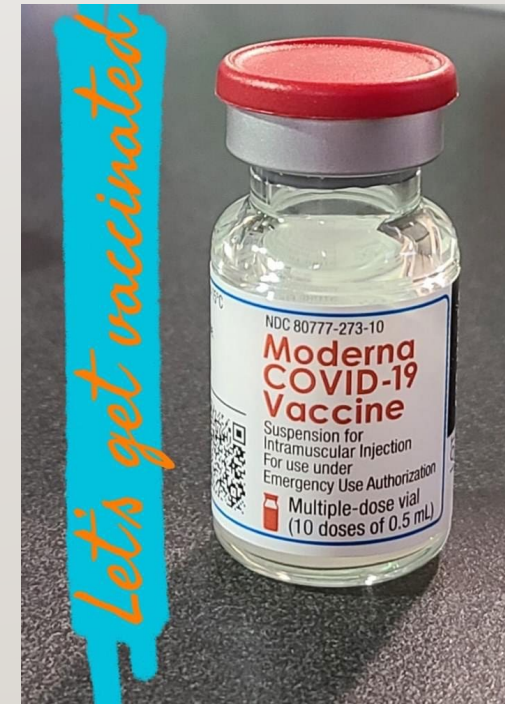


# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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December 2020

- Medical Assistant/Covid Tester was incorporated in testing protocols and procedures
- Covid helpline was developed!
- MYTHBUSTER videos were made to debunk vaccine myths for staff
- THANKS to Dr. Gray, the local health department, and The HealthCare Partnership...Vaccines were secured
- Consent forms were sent and obtained

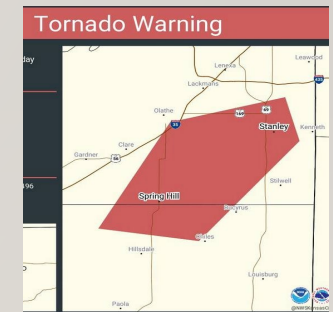


# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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## Vaccination Clinics January through April!!!

- January/February there were several vaccine clinics
  - One was held during a blizzard when we gave over 700 people their first vaccine. The second clinic there was a tornado!
- Saliva Testing for staff started in January
- APRIL- Children ages 16 and up were vaccinated
- Consents added to admission packets





# Navigating the COVID-19 Health Crisis: A Collaborative Design Children's Program

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May 2021 to the present

- **MAY - Children ages 12 and older were able to be vaccinated**
- **Continued fluidity of our visitation policies and testing procedures of our residents, school children, family, staff and visitors**
- **Incorporation of vaccine Q&A during New Employee Health Assessments**
- **77% of our PRTF eligible children are vaccinated**





# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

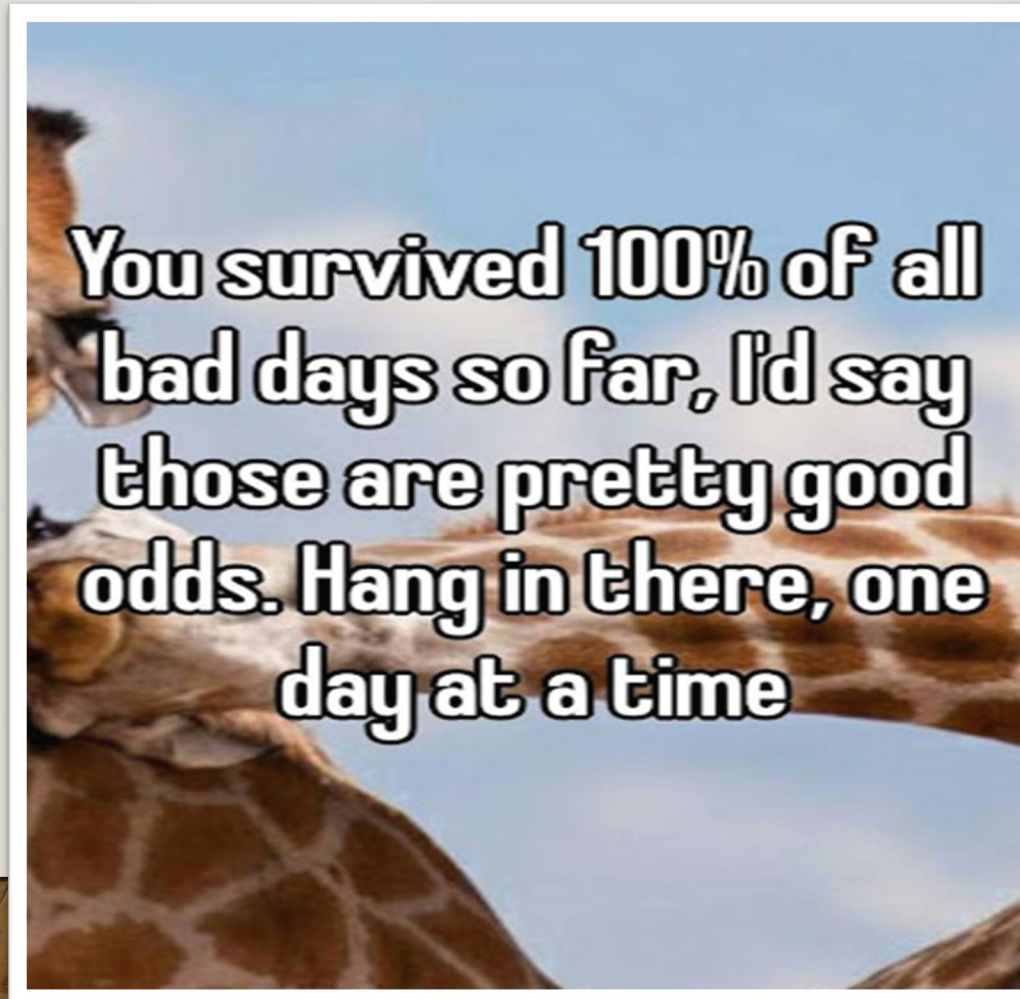
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**Medical Director**  
Adult and PRTF Program, Lakemary Center  
Dr. Shalaunda K. Gray, MD

# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

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# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

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- COVID Pandemic – There were some Positive Things that came from the Pandemic.
- Development of:
  - Updated Respiratory Protocol for Lakemary
  - Fit Testing Protocol for Direct Care Staff
  - COVID Helpline/Email for Employees/Families
  - COVID testing Center for Employees and for Families
  - Flowsheets for Employees who call in Sick or Get Sick at Work
  - Award by MICO Health Department – recognizing our work on COVID prevention and mitigation for Lakemary and surrounding community
  - 87.2% Vaccination rate
  - ....and I made my first TikTok video about masks 😊



# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

## LAKEMARY CENTER

As you know, in 2020, Health Care Facilities all across the United States saw a lack of N95 face masks since the COVID-19 pandemic began. Lakemary Center experienced this lack of resources as well. In fact, 3M Company, the largest domestic manufacturer of N95 masks stated that the "U.S. and global demand for PPE continues to far exceed supply for the entire industry."

Since the beginning of the pandemic, Lakemary Center has followed CDC guidelines closely in using approved PPE, and, when national shortages occurred, alternative PPE to care for our residents suspected of or confirmed to have COVID-19.

The approved PPE and alternative PPE is shown below: [https://www.cdc.gov/coronavirus/2019-ncov/downloads/A\\_F5\\_HCP\\_COVID19\\_PPE.pdf](https://www.cdc.gov/coronavirus/2019-ncov/downloads/A_F5_HCP_COVID19_PPE.pdf)



Senior Officials from Lakemary Center met with 12 officials from KDHE (Kansas Dept of Health and Environment) on November 5, 2020. In light of the shortage of N95s in 2020, the officials from KDHE approved our COVID Protocols, and PPE required for our employees caring for COVID patients. Our protocols were approved by Miami County Health Dept and Children's Mercy's Community Infection Control Committee.

We are happy to report that the State of Kansas approved group homes for federal funding, and as a result, we were able to obtain N95s and accessibility to COVID testing supplies. Our Respiratory Program Protocol is attached and is active as N95s have now been received.

## Respiratory Protection Program for COVID-19 Prevention at Lakemary Center

Our company recognizes that PPE including masks, face shields, gowns, gloves and respirators, in addition to social distancing and other prevention measures, can help prevent the spread of the coronavirus (also called SARS-CoV-2) at work.

This written program is necessary to guide our company's respirator/mask selection, medical evaluation, fit testing, and use processes so that respirators (when available) provide reliable protection.

Our Respirator Program Administrator is:  
Dr. Shalaunda Gray, M.D. - Medical Director

Our Administrator's duties are to:

- oversee the development and implementation of this respiratory protection program
- ensure respirator use is monitored
- evaluate the program regularly to make sure procedures are appropriate and continue to provide adequate protection when job conditions change

### Types of PPE/Respirators Used in Our Facility

We have evaluated our job tasks and activities to identify the ones that could present "high" or "extremely-high" risk for coronavirus transmission.

*Note: The guidance included here is based on best-practice recommendations from authorities such as the Centers for Disease Control and Prevention (CDC). The amount of published scientific literature pertaining to SARS-CoV-2 (the virus that causes COVID-19) is growing, so these recommendations, and the guidance included here, are subject to change.*

This table shows the types of respirators and masks we provide (at no cost to employees) and require our employees to use when performing the tasks described.

Description of Activities or Tasks with High (or Extremely High) Risk for COVID-19 Transmission	Make and Model of NIOSH (or equivalent) Filtering Facepiece Respirator or other PPE for COVID-19 Protection
HCP's, DSP's and other Essential Employees with direct contact with patients with confirmed or suspected COVID-19	<ul style="list-style-type: none"><li>• NIOSH - N95 mask</li><li>• Single use vinyl gloves</li><li>• Eye protection (goggles or face shield)</li><li>• Disposable Gown</li></ul>
<small>Guidance relevant to this setting: 1. CDC's Guidance on How to Protect Yourself and Others 2. CDC's Guidance on Implementing Home Care for People Not Requiring Hospitalization for COVID-19</small>	<small>*Fit testing and Medical Evaluation must be performed on all employees wearing N95 respirators.</small>

- Per OSHA:
  - A Respiratory Protection Program ensures that all employees are properly protected from respiratory hazards.
  - Employers must create and maintain an individualized, written respiratory program if their employees use respirators.

Lakemary's Respiratory Protection Program Document is 15 pages, and includes Fit Testing Annual Documentation form, and Medical Clearance Questions.

# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

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## FIT Testing

- Per OSHA:
  - The OSHA respiratory protection standard requires that fit testing be performed before an employee first starts wearing a respirator in the work environment, whenever a different respirator facepiece is used, and at least annually thereafter.
  - Lakemary utilizes **Qualitative fit testing** (a subjective pass/fail test method using sweet or bitter solution)



# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

## COVID Testing Center

- Employees who have been exposed or have symptoms may sign up for testing online at [lakemary.org/testing](https://lakemary.org/testing).
- Patients are notified about test results and are asked to go home and await guidance from the COVID Hotline Team.
- All test Results are uploaded to KDHE
- Positive results are sent to MICO or JOCO Health Dept (depending on patient's employment location)

## COVID-19 Testing Sign-Up

Lakemary Center will provide testing to direct care staff who meet one of the criteria listed below:

- Staff member who has symptoms of COVID-19
- Staff member who has had close contact (within 6 feet for at least 15 minutes) with someone confirmed COVID-19 positive
- Direct care staff member who has been asked to get tested by their healthcare provider or local/state health department

Testing will be available in both Paola and Olathe. Please schedule an appointment through one of the buttons below. After clicking, you will have to log-in to your Office 365 account (which every staff member has and is the same as your email log-in). If you need a reminder on how to access your account, please see the [attached document](#). If you are still having issues, you can submit a help request to IT through [support@lakemary.org](mailto:support@lakemary.org) or by contacting Human Resources.

**Please note that not everyone needs to be tested. Lakemary's Testing Coordinator will contact you to confirm your symptoms/exposure.**

### Paola Testing

Paola testing will take place Mondays from 9:00am-11:00am and Wednesdays/Fridays from 8:00am-10:00am. The location is at the Paola Adult Services building, 1501 E. Peoria. Park in the space to the far right of the front of the building, marked by the "Lakemary Testing" sign. Text (913) 382-3455 when you arrive and stay in your car. The Testing Coordinator will come out and administer the test while you stay in your car.



[SCHEDULE - PAOLA](#)

### Olathe Testing

Olathe testing will take place Tuesdays and Thursdays from 8:00am-10:00am. The location is 15145 S. Keeler. Park outside of Suite A. Text (913) 382-3455 when you arrive and stay in your car. The Testing Coordinator will come out and administer the test while you stay in your car.



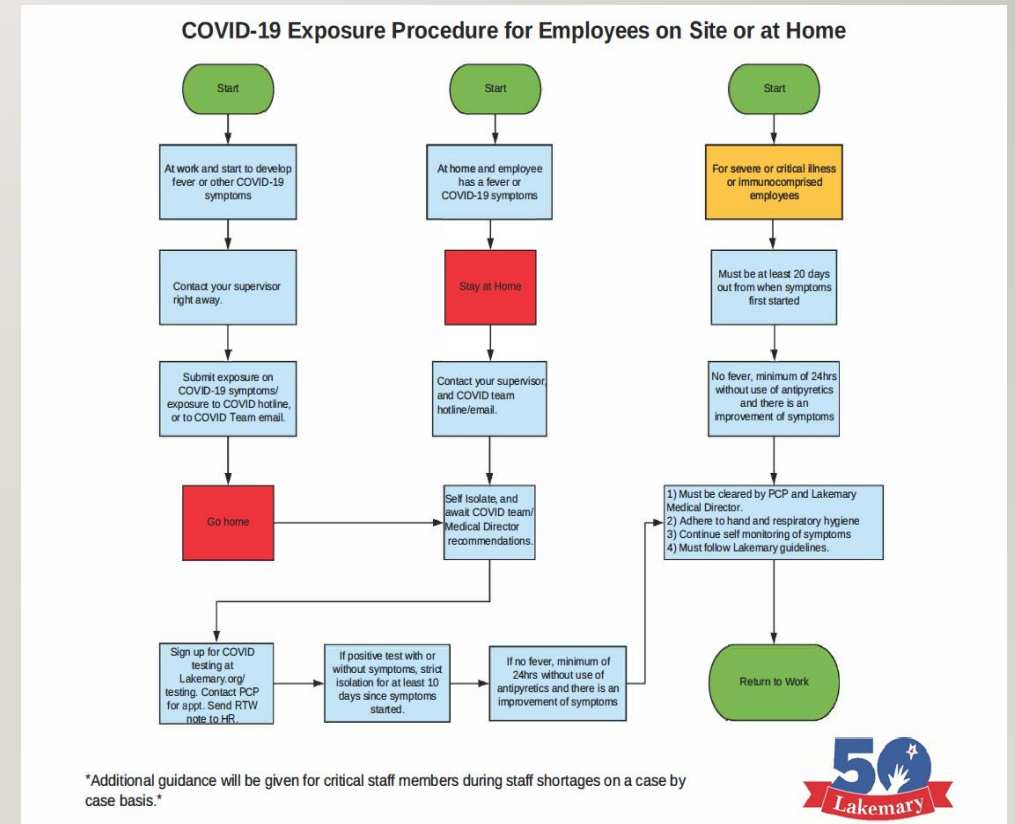
[SCHEDULE - OLATHE](#)



# Navigating the COVID-19 Health Crisis: A Collaborative Design Medical Director

## COVID Employee Flowsheet

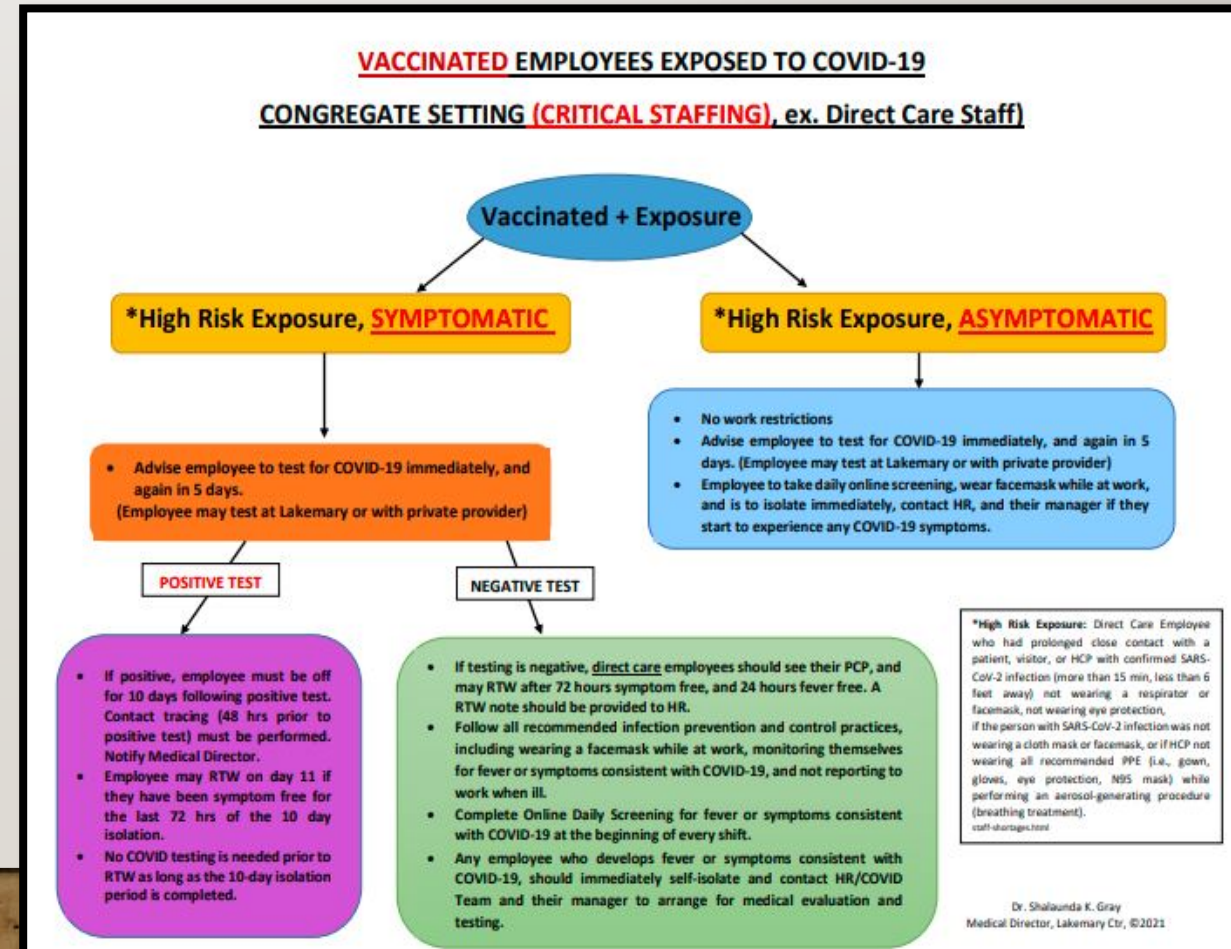
- Employees who have been exposed or have symptoms are to follow our Lakemary Employee Protocol.
- If an employee has a question – they can always call the COVID helpline/email. Calls are answered/returned 7 days per week.



# Navigating the COVID-19 Health Crisis: A Collaborative Design COVID Helpline Flowsheets

## COVID Employee COVID Helpline Flowsheets

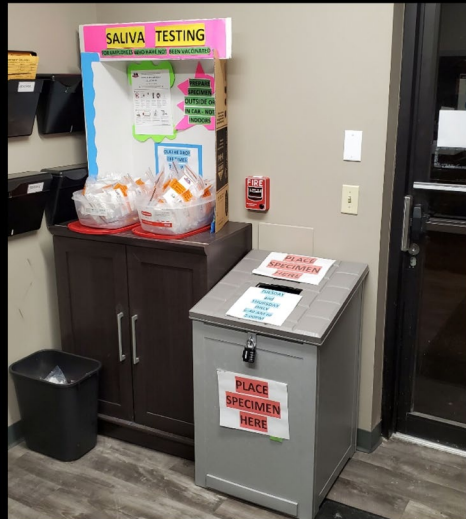
- The Flowsheets were developed to give the COVID Helpline Team a protocol to follow.
- Any questions that cannot be found on the protocol come to the Medical Director.



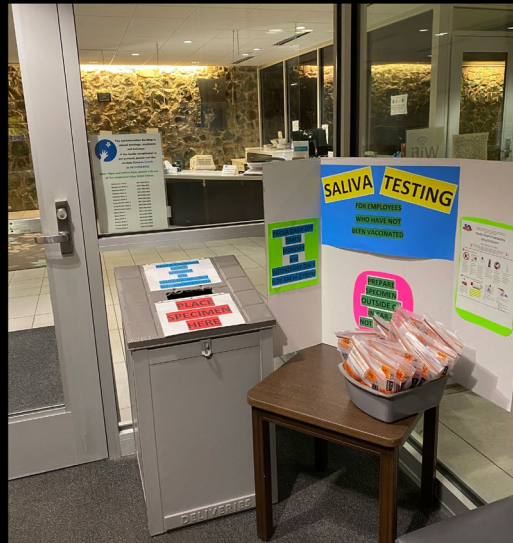


# Navigating the COVID-19 Health Crisis: A Collaborative Design Weekly Testing

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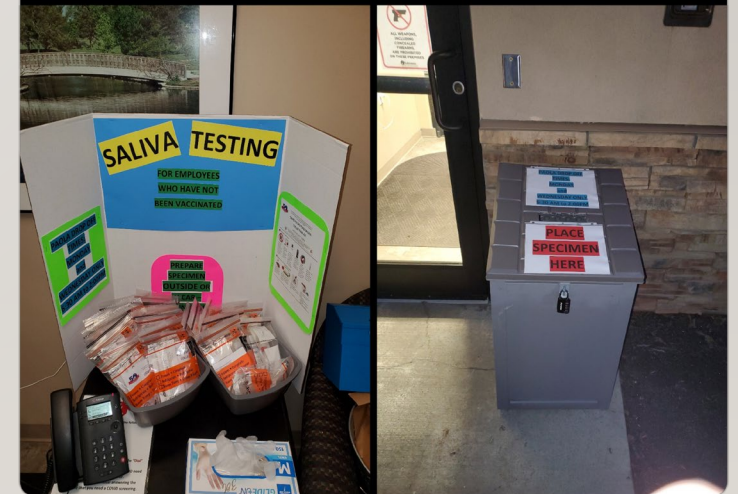


**Olathe - Keeler  
Suite D**



**Paola - Main Building**

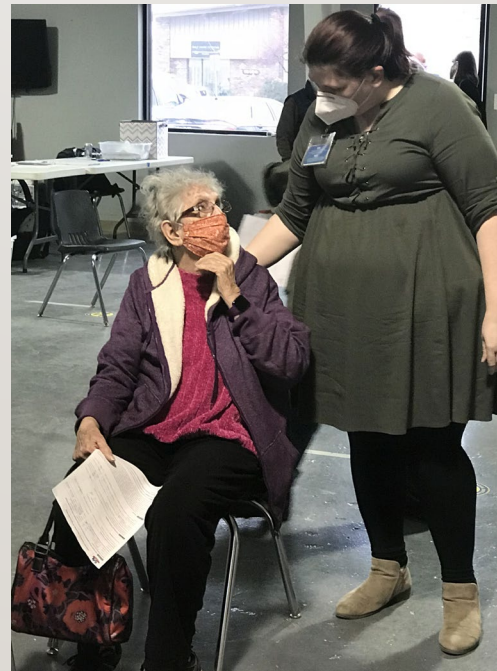
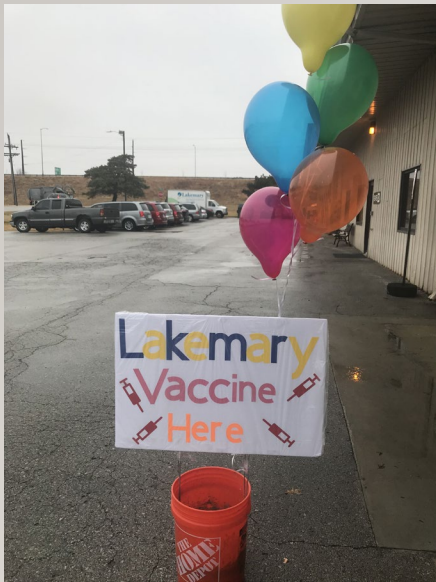
**Paola - Adults Building**





# Navigating the COVID-19 Health Crisis: A Collaborative Design Vaccination Clinics

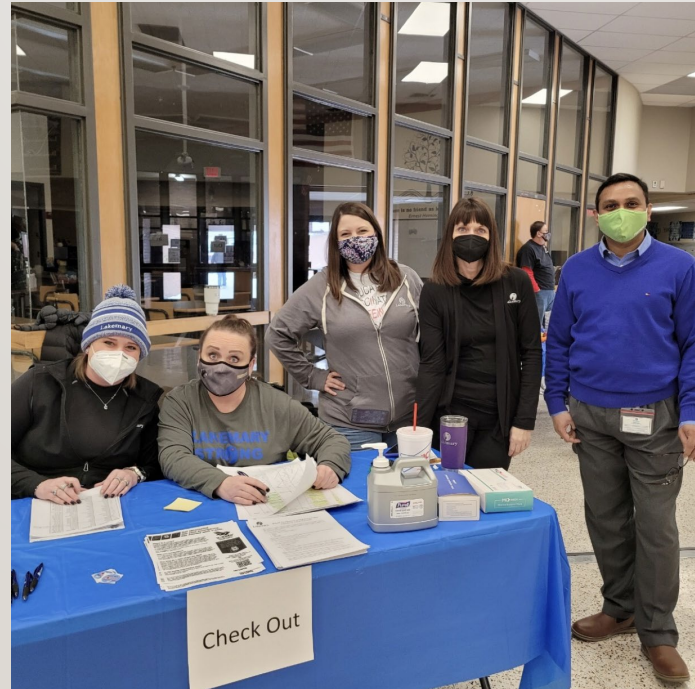
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# Navigating the COVID-19 Health Crisis: A Collaborative Design Vaccination Clinics

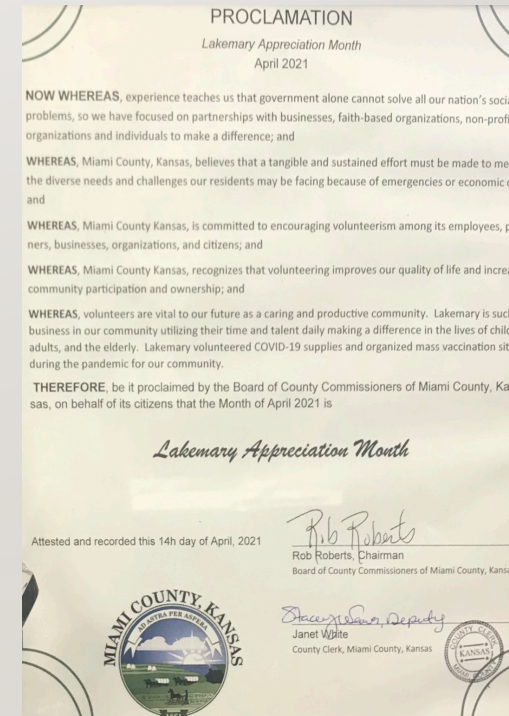
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# Navigating the COVID-19 Health Crisis: A Collaborative Design Lakemary Award

- Miami County Awarded Lakemary Center a Proclamation declaring the month of April 2021 “Lakemary Appreciation Month”
- Lakemary Center also received an award for Community Support and Partnership with the Miami County Community and the Miami County Health Dept.





# Navigating the COVID-19 Health Crisis: A Collaborative Design Questions?

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Any Questions?

Feel Free to Email us with Questions:

- Dr. Shalaunda Gray, MD – [Shalaunda.Gray@lakemary.org](mailto:Shalaunda.Gray@lakemary.org)
- Ven Rao, MSHRM, SPHR, SHRM-SCP, LSSBB – [Ven.Rao@lakemary.org](mailto:Ven.Rao@lakemary.org)
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