

NWSRA Inclusion Support Decision Process During COVID 19





Due to Covid-19, things might look ***different*** this Summer
Some of the things you might notice are...

- Parents that would typically register for NWSRA camps, might be registering for their local Park District due to availability, convenience & siblings
- The population you are typically used to seeing access inclusion services may differ
 - Including a diverse group with diverse needs and ability levels

Inclusion Process during COVID 19

- On the registration form, the ADA box is marked. This indicates a request for some type of modification
- Park District makes contact with the family (using the NWSRA Initial Intake Form), gathering the necessary information on participant
- Park District reviews COVID 19 Decision Process with the NWSRA Inclusion Coordinator to determine if the participant can safely and successfully participate
 - Consider sensory needs, behaviors, spatial concerns, etc.
 - Consider if the participant can follow CDC & PPE guidelines
- If YES, the inclusion process continues and the Inclusion Coordinator will make contact and send the family a Resident Information Form
- If NO, the inclusion process stops and the Park District, with the support of NWSRA, will communicate with Participant/Guardian on why and provide other solutions

As you continue, you will see how to identify one way or the other.

What does the ADA say about Inclusion during a Pandemic?



The ADA requires park districts, special recreation associations, cities, villages, and counties to support people with disabilities and health conditions by making reasonable modifications.

Keeping COVID-19 in mind, the act does not require an entity to create a direct threat of safety to its employees or patrons OR to place its employees in a dangerous setting to implement a modification(s).

Our Goal: Safe Participation by people with and without disabilities. If safe participation is jeopardized, park districts and NWSRA will instead consider alternative programs, such as virtual programs or outdoor programs supported by an aide provided from the family of the participant.

Safety and Health & the ADA must coexist.

Per Title II of the ADA...

If a request is declined, a “writing” must be created. It can be something simple that says why the modification request was declined. If you use the example from the previous slide, it would be because participation is a direct threat to others (must be based on objective evidence, like a stack of incident reports that say this kid is a spitter or scratcher).



Reminder!

Postponed participation is **NOT** permanent. When the participant no longer exhibits ‘x’ behavior that disallowed him/her from joining the program in the first place, he/she is welcome back to the program.

Before you decline a request, access the following slides to evaluate safe and successful participation. You may need to look at more than one slide based on the needs of the individual (i.e., they may have a cognitive delay in addition to aggressive behaviors).

If you can support them safely in one area, but not the other, they will not be able to participate and the inclusion process stops.

Breakdown of abilities/needs to evaluate:

- Physical, Visual, and/or Hearing Delays
- Cognitive Delays
- Sensory Breaks
- Elopement
- Aggressive Behaviors
- Personal Care Needs
- Medical Needs



Does the participant have a physical, visual, or hearing impairment? (Based on the Intake Form and interview with family)

If your answer is “No”

How will support look?

- A Resident Information Form will be sent to the guardian/participant, this will help NWSRA & the Park District learn how to best support the participant.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

If the answer is “Yes”

- Can the participant safely wear PPE?
- Can the participant safely practice social distancing with verbal prompting, or visual cues?
- Can participant safely follow park district/NWSRA guidelines with modifications/support plan?

Physical, Visual, or Hearing impairment Continued...



If your answer is
“**No**” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

If your answer is “**Yes**” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the guardian/participant to gather information and get acclimated on the personal care support needed.
- If the support is deemed reasonable, a Personal Support Plan will be created per NWSRA normal procedure and shared with the Park District.
- Park District will be trained on the Personal Support Plan.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

Does the participant have cognitive deficits? (Based on the Intake Form and interview with family)

If your answer is “No”

How will support look?

- A Resident Information Form will be sent to the guardian/participant, this will help NWSRA & the Park District learn how to best support the participant.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

If the answer is “Yes”

- Can the participant safely wear PPE?
- Can the participant safely practice social distancing with verbal prompting, or visual cues?
- Can the participant be verbally redirected?
- Can participant safely follow park district/NWSRA guidelines with modifications/support plan?

Cognitive Deficits Continued...



If your answer is
“No” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

If your answer is “Yes” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the guardian/participant to gather information and get acclimated on the personal care need.
- If the support is deemed reasonable, a Personal Support Plan will be created per NWSRA normal procedures and shared with the Park District.
- Park District will be trained on the Personal Support Plan.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

Does the participant need sensory breaks?
(Based on the Intake Form and interview with family)

If your answer is “No”

How will support look?

- A Resident Information Form will be sent to the guardian/participant, this will help NWSRA & the Park District learn how to best support the participant.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.
- Reassessment will occur, if needed.

If the answer is “Yes”

- Can the participant safely wear PPE?
- Can the participant safely practice social distancing with verbal prompting, or visual cues?
- Can the participant take sensory breaks in an individual pop up tent?
- Can the participant stay within the vicinity of the program during a sensory break?
- Can participant safely follow park district/NWSRA guidelines with modifications/support plan?

Sensory Breaks Continued...

If your answer is
“No” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

If your answer is “Yes” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the guardian/participant to gather information on NWSRA Resident Form, this form will be shared with the both the Inclusion Aide(s) and Park District staff.
- A sensory break schedule will be created to use.
- The Park District staff will be trained on the sensory schedule and sensory items.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

Does the participant elope/wander? (Based on the Intake Form and interview with family)

Elopement defined: a tendency to leave the property

Controlled Wandering defined: wondering in a designated area, within the confines set by staff



If your answer is “No”

How will support look?

- A Resident Information Form will be sent to the guardian/participant, this will help NWSRA & the Park District learn how to best support the participant.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.
- Reassessment will occur, if needed.

If the answer is “Yes”

- Can the participant safely wear PPE?
- Can the participant safely practice social distancing with verbal prompting, or visual cues?
- Can the participant run in a designated running area, within the confines set by staff? (i.e., hallway)
- Can the participant stay within the designated area during a break?
- Can participant safely follow park district/NWSRA guidelines with modifications/support plan?



Elopement/Wandering Continued...

If your answer is “**Yes**” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the guardian/participant to gather information on NWSRA Resident Form, this form will be shared with the both the Inclusion Aide(s) and Park District staff.
- Participant will need to maintain a 6 foot distance around them with visual guidance for the program length to minimize elopement.
- Participant Elopement Plan will be created per NWSRA normal procedures and shared with both Inclusion Aide(s) and Park District Staff.
- Park District will be trained on Elopement Procedures/Plan.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

If your answer is
“**No**” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

Is the participant aggressive?

(Based on the Intake Form and interview with family)

If your answer is “No”

How will support look?

- A Resident Information Form will be sent to the guardian/participant, this will help NWSRA & the Park District learn how to best support the participant.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

If the answer is “Yes”

Inclusion Coordinator(s) will evaluate pre existing information to ensure inclusion support can be provided.

- Can the participant safely wear PPE?
- Can the participant safely practice social distancing with verbal prompting, or visual cues?
- If asked, will the participant be able to take a break within the confines set by staff?
- Can the participant be verbally redirected?
- Can participant safely follow park district/NWSRA guidelines with modifications/support plan?

Aggressive Continued...

If your answer is
“**No**” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.

Create writing
regarding denial.

If your answer is “**Yes**” to all of the questions above, see below.

- Does the participant bite?
- Does the participant lick?
- Does the participant spit?
- Does the participant scratch?
- Does the participant grab PPE?

NWSRA will use a scalable approach:

1. if the aggression is manifested by slapping of staff or another camper’s face – that individual will be unable to be supported at this time.
2. if the camper is laying on the ground and holds their foot out to trip someone – typical behavior management support would be implemented.

We suggest zero tolerance for biting, licking, spitting or scratching others.

Aggressive Continued...

If your answer is
“**Yes**” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

If your answer is “**No**” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the guardian/participant to gather information on NWSRA Resident Form, this form will be shared with the both the Inclusion Aide(s) and Park District staff.
- Park District will be trained on behavior management, disengagement, and de-escalation.
- Supports will be provided based on the information received from the Resident Form to minimize negative behavior.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

Does the participant have personal care needs?
(Based on the Intake Form and interview with family)

If your answer is “No”

How will support look?

- A Resident Information Form will be sent to the guardian/participant, this will help NWSRA & the Park District learn how to best support the participant.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

If your answer is “Yes”

Does the participant need assistance in the bathroom?

If the answer is “No”
Move to the box on the left.

If the answer is “Yes”

- Does the personal care put the aide or staff in contact with bodily fluids or break social distancing guidelines?
- Does the personal care put other participants at risk?
- Does the procedure break CDC, or PPE guidelines?
- Does the personal care involve cleaning bowel movements?

Personal Care Continued...

If your answer is
“**Yes**” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

If your answer is “**No**” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the participant’s guardian to gather information and get acclimated on the personal care.
- If the personal care is deemed reasonable, a Personal Care plan will be created per NWSRA normal procedures and shared with the Park District.
- Park District will be trained on the personal care, if applicable.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian as the inclusion process is ongoing.

Does the participant have any medical needs? (Based on the intake form and interview with family)

If the answer is “No”

How will support look?

- The Inclusion Coordinator will provide typical NWSRA support, working with the PD contact and continuously check in with both the Park District and guardian as the inclusion process is ongoing.
- Are there any other other needs that need to be addressed? If so, go to next chart.

If the answer is “Yes”
Do the medical needs need to be addressed during program?

If the answer is “No”
Move to the box on the left.

- If the answer is “Yes”
- Is the procedure invasive?
 - Does the procedure put the aide or staff in danger?
 - Does the procedure put other participants at risk?
 - Does the procedure break CDC, or PPE guidelines?

Medical Needs Continued...

If your answer is
“**Yes**” to any of the
above questions,

STOP.

Request is denied,
communicate with
Participant/Guardian
on why and provide
other solutions.
Create writing
regarding denial.

If is answer is “**No**” to all of the questions above, see below.

How will support look?

- The Inclusion Coordinator will reach out to the guardian/participant to gather information and get acclimated on medical necessities.
- If the medical needs are deemed reasonable, a Medical Plan will be created per NWSRA normal procedures and shared with the Park District.
- Park District will be trained on medical procedures/plan.
- The Inclusion Coordinator will continuously check in with both the Park District and guardian/participant as the inclusion process is ongoing.

The Inclusion Process Continues...

What's next? Undoubtedly, inclusion will look different during COVID 19, but that doesn't mean inclusion support cannot exist. In general, the following requirements apply:

- Participant can identify and adhere to CDC and PPE Guidelines (i.e. keep social distance and wear mask when required by NWSRA & Park District)
- Participant can respond to visual prompts
- Participant can respond to physical prompts or use equipment provided that require no contact to get from point A to point B
 - Minimal physical prompts (tap on on the shoulder, holding of the hand, guiding the participant, and washing hands immediately after)
- Participant can (and willingly) takes breaks outside or in designated area, if they cannot adhere to wearing a mask/social distancing requirements and guidelines due to sensory or behavioral issues until they are ready to rejoin the group, appropriately

This process will continue to evolve, we will update when changes are made.

NWSRA Specific Return to Program Participant Requirements

Please note this is what NWSRA is requiring for participation within its programs

In general, the following requirements apply:

Participant needs to show they can wear a mask independently for an extended amount of time, staff may assist with tying of masks as needed.

- Early childhood, 10 to 15-minute increments
- School age, 10 to 20-minute increments
- Adult, 20 to 30-minute increments

Participants will also need to show the following:

1. They can wash their hands independently or with minimal assistance and/or verbal cue or prompts.
2. They understand not being able to touch others and keeping distance from others with verbal cues and prompts.
3. They must be able to refrain from habits that could increase the spread of illness such as: picking skin, spitting, putting objects in their mouth
4. They must allow a visual health screening upon arrival and departure. Employees will look for the following during a visual health screening: no soiled clothes, no open wounds, no visual symptoms of illness

This process will continue to evolve, we will update when changes are made.

Inclusion Levels of Support During COVID 19

At this point, we cannot provide maximum support but we may be able to provide minimum to intermediate support. As with all cases, we assess on an individual basis.

Maximum

- Hand over hand assistance
- Behavior management
- Medical needs
- Personal care
- Within arms length or less of participant
- Consistent rituals and structure
- May use various means of communication with significant staff support (pictures, talkers, etc.)

Intermediate

- Provide verbal and visual cueing
- Give suggestions to help participant make choices
- Offer positive reinforcement
- Set up play scenarios with participant and peers as needed

Minimum

- Allow participant to play independently
- Remain near and keep participant in eyesight at all times
- Be available for guidance

Questions? Please Contact the Inclusion Team:



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Interim:
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Buffalo Grove
Palatine
Prospect Heights
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River Trails
Wheeling



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