



ADULT DAY REOPENING PLAN

SPRING 2021



CADES

cades.org

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PART 1: INTRODUCTION TO REOPENING ADULT DAY

The COVID-19 pandemic presents the most serious public health crisis the world has experienced in generations. Looking forward, CADES is resolved to do everything it can to reopen our programs because we believe that doing so is in the best interest of the individuals we serve. We know that our participants thrive when surrounded by friends in an atmosphere that offers multiple opportunities to explore new interests and strive for independence. CADES also believes in the commitment to inclusion guided by the principles of Everyday Lives philosophy to “seek nothing less than a life surrounded by richness and the diversity of community. A collective life. A common life. An everyday life.” Yet, we know that our ability to meet this mission in a way that offers opportunities for in-person programming and community experiences requires great intention and careful planning. We know that this is not a forever problem, however we will carry the lessons learned from this pandemic well into the future.

And so, it is time to build a pathway to reopen CADES Adult Day Program safely with the health and well being of our entire community in mind. To date, we have offered alternative opportunities through Zoom and In-Home Supports as a way of remaining connected, but we know that face-to-face connection means the most to the adults that we have come to care so much about and the caregivers who rely on us each day.

The decision to open is a public health issue that must be based on objective, data-driven guidance from the Center for Disease Control, Department of Health, and the Governor’s office. This includes strict guidelines when someone from our community has symptoms and when a staff or individual tests positive. CADES has devised plans for these circumstances, and yet we will still rely the direction from Chester County Department of Health to inform us about what they expect CADES to do.

Our ability to offer vaccinations to all of our staff, individuals, and family members has provided a critical first step in our ability to reopen. Despite this assurance and ongoing efforts, we need to remain vigilant to monitor circumstances in our CADES community as well as conditions in our home and local counties. This means we must be prepared to alternate between different program models designed to fit a variety of circumstances and needs.

This Roadmap is Guided by Four Principles:

1. Act with fidelity to CADES commitment to our Mission and Core Values.
2. Prioritize individual and staff health, safety, and well-being over other principles.
3. Ensure hygiene and health-related policies are research-based, clearly communicated, effectively implemented, and diligently enforced.
4. Promote practices and policies to reduce risk of virus transmission and support our capacity to be responsive and agile when facing changing health circumstances.

Mission-Directed in a Time of Crisis

Values matter, especially during a crisis. They allow individuals and institutions to orient themselves and set priorities quickly. They permit us to navigate confusion, turmoil, and emotion. They compel us to reflect on our relationships with, and obligations to, others. Most importantly, they inform our decisions and actions. Accordingly, the first principle guiding this roadmap states, “Act with fidelity to CADES commitment to our Mission and Core Values.”



CADES Commitment to Mission & Core Values Creating a Community Based on SAFETY

CADES commitment to our Mission, and Core Values must anchor us during these unprecedented times.

- They allow us to cut through competing priorities and make difficult decisions.
- They remind us that we are all connected and that we have reciprocal obligations to one another.

RESPECT TRUST GROWTH

Rights & Responsibilities Within the CADES Community in a Year of a Pandemic

Rights — Every individual and staff member should be known, valued, and cared for. This is a fundamental right in the Adult Day community. It implies we all have a right to expect both emotional and physical safety. During the COVID-19 pandemic, this means the Adult Day community can reasonably expect a heightened level of concern for their health and wellbeing. While it is possible that individuals and staff members will be exposed to COVID-19, everyone is entitled to expect that every effort and reasonable precaution will be taken to prevent this from happening.

Responsibilities — Our Commitment also implies that members of our community should know, value, and care for others. This means our interactions with others—friends, co-workers and strangers, students and adults—should be self-aware and respectful. During the COVID-19 pandemic, this means complying willingly with rules and policies designed to keep our community safe and healthy. This means thinking of others, appreciating that their risk tolerance might be lower than ours and adjusting our behavior with sensitivity and respect. This means respecting policies and expectations, even when inconvenient to us.

In some communities, measures taken to prevent COVID-19 infection have ignited conflicts between the liberty of individuals and perceptions of the common good. We do not expect this strife to plague the Adult Day community. Rather, we expect our respect for and sense of duty to others to be visible in many ways, including the following:

- How all members of our community wear a mask, wash and disinfect their hands frequently, and mind physical distancing norms and rules
- How all members of our community interact with each other and take responsibility for maintaining a healthy environment
- How all members of our community treat others—individuals, staff, cleaners, office administrators, etc.—as people worthy of their respect and deserving of safety themselves
- How all members of our community follow self-screening guidelines for symptoms of illness and refrain from coming to program when symptomatic; and
- How all members of our community comply with self-quarantine rules regarding exposure to COVID-19 and recent travel
- How all members of our community will support each other, be flexible and understanding to the needs of each individual and the community as a whole

The challenges of establishing a “new normal” will be compounded if we are unwilling to change and adapt our behaviors. COVID-19 has disrupted life as we know it. To navigate this unprecedented public health challenge, mutual respect, trust, and a deep sense of our reciprocal obligations to one another will be essential in order for us to experience good health and growth.



External Guidance

All Adult Day plans are grounded on the expertise and guidance of the Centers for Disease Control (CDC), Pennsylvania and Chester County Departments of Health. We encourage the Adult Day community to review the supporting information by visiting the following websites:

- <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
- <https://www.health.pa.gov/topics/disease/coronavirus/Pages/Guidance/Universal-Masking-FAQ.aspx>
- <https://www.health.pa.gov/topics/disease/coronavirus/Pages/Coronavirus.aspx>

Internal Experience

Reopening plans for Adult Day are aided by 14 months of experience at CADES managing for symptoms, isolation, and quarantine procedures in our residential CLA programs. We have practiced, learned, and already have functioning systems in place that are utilized daily. This experience includes:

- Monitoring, reporting and following symptoms, indirect & direct contact tracing
- Communication procedures to closely support individuals & staff who have indirect and direct contact with symptomatic and positive test individuals
- Isolation strategies
- Cleaning & disinfecting strategies
- Human Resources procedures to closely support staff who must call-off and quarantine



PART 2: HEALTH MITIGATION STRATEGIES

Guiding Principles 2, 3, and 4, which are repeated again below, further informed this planning:

2. Prioritize health, safety, and wellbeing over other principles
3. Ensure hygiene- and health-related policies are research-based, clearly communicated, effectively implemented, and diligently enforced
4. Promote practices and policies to reduce risk of virus transmission and support our capacity to be responsive and agile when facing changing health circumstances

The following shared understandings frame the work in this section:

- Focus on the variables we can control
- Use reliable, scientific sources to guide our understanding of the virus that causes COVID-19 and how to best effectively prevent our community's exposure to it
- Remain adaptable, knowing experts' understanding of the virus will evolve
- Seek ways to reduce risk of virus transmission
- Identify internal or external drivers that would cause us to tighten or loosen restrictions, and:
- Ensure new policies are flexible and can be implemented and maintained

Physical Distancing & Reducing Density

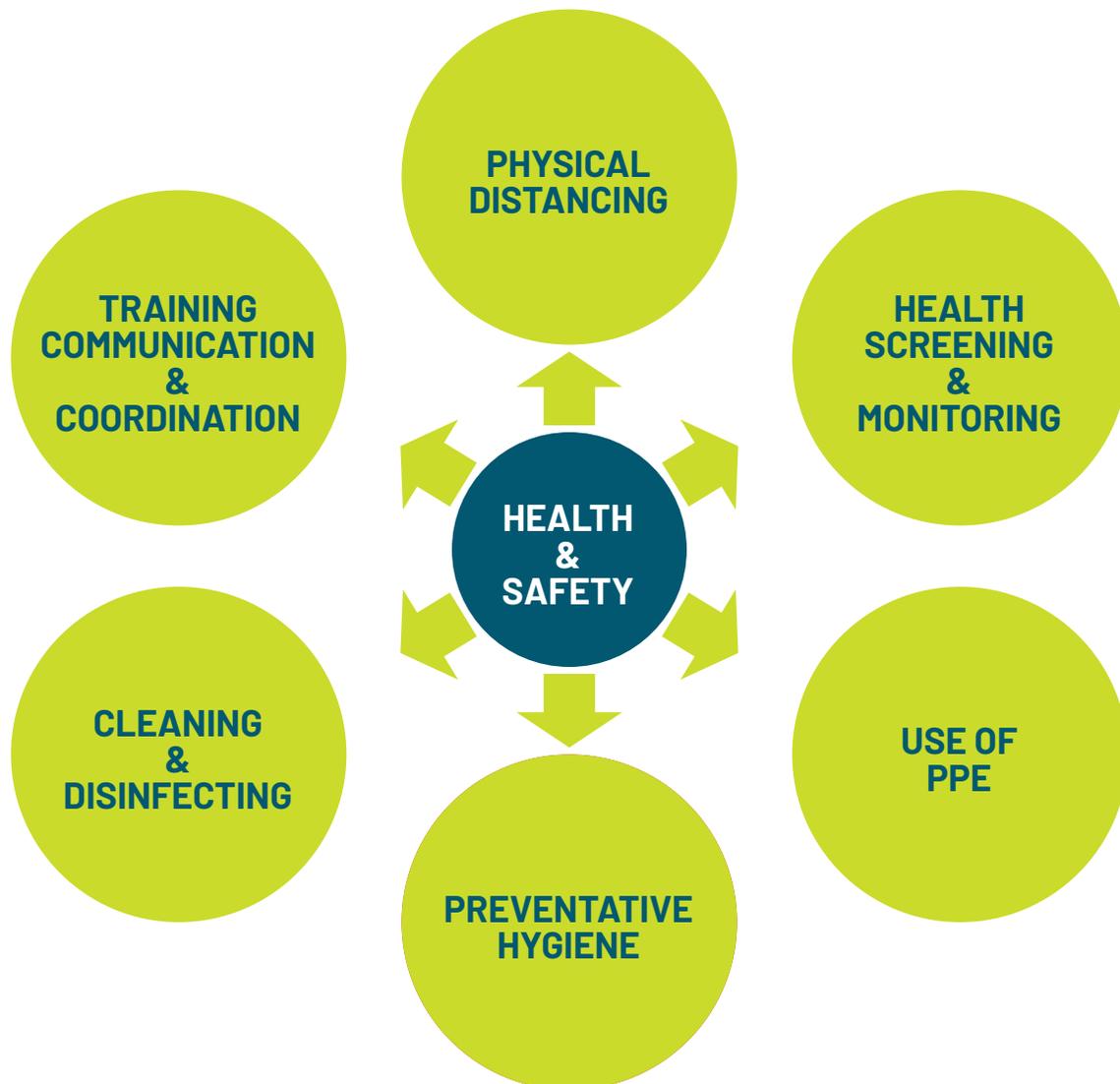
Infectious disease experts have promoted social distancing as an essential strategy in the containment of COVID-19. By their nature, Adult Day Program spaces are high-density, offering conditions where illness can spread quickly even in the best of times. It poses a risk not only to, but perhaps especially to, the adults in their lives, including parents, staff, grandparents, and many others.

If physical distancing is the solution, the problem for any program is density - how many people are in a room at one time. Although our maximum group size is 6, each room may also consist of a number of adults including instructional and support personnel. CADES recognizes that to effectively reduce risk of infection, we must implement effective physical distancing policies to adhere to best- practice guidelines.



Physical Distancing Adaptations

- Room assignments were configured to meet 6-foot distance expectations
- Maximum capacity has been determined by square footage for each room. Monitoring for capacity will happen daily & a sign will be posted in all rooms
- Individuals will limit use of the interior hallways and corridors
- We will use the exterior door to their specific room to enter and exit the building whenever possible.
- Work areas in the room will be marked on the floor to ensure desks, tables, and the location of wheelchairs remain appropriately distanced
- Community tables, including picnic tables can only have up to 3 people at the table if the spacing is at least 3 feet apart
- Everyone will eat in their room or outside



Isolation Spaces

For any individual that develops symptoms while in program, a designated isolation room has been identified. The individual will be cared for by one staff person, who will wear the appropriate Personal Protective Equipment (PPE) and follow infection control practices designed to decrease the risk of transmission. The office will call caregivers to arrange for the individual to be picked up. Please note that anyone who develops symptoms while at program will not be allowed to travel home on CCT.

Health Screening and Monitoring

Another essential pillar recommended by the CDC involves mandated health screenings and monitoring which begins every day before individuals and staff leave their homes. Early research has shown that by the time symptoms are present the person has already been contagious for approximately 48 hours and are at the height of being contagious which quickly declines over the next few days. So, in addition to physical distancing, good hand hygiene, and masking are crucial.

CADES / Adult Day takes symptoms VERY SERIOUSLY

If a staff or individual has any symptom—we expect you to stay home, immediately report and monitor. This is how we demonstrate that we respect and value one another. This is how we prevent spread. The CDC produces an ever-evolving list of signs and symptoms of COVID-19. This list will be shared with you to reference at home at the beginning of the year and every time it is updated. The CDC Symptom list is available on their website at the link on the last page associated with this reference number.

As of March 2021, COVID-19 symptoms include:

People with COVID-19 have had a wide range of symptoms reported—ranging from mild symptoms to severe illness.

These symptoms may appear 2-14 days after exposure to the virus:

- Fever
- Cough
- Shortness of breath or difficulty breathing
- Diarrhea
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

Managing the signs & symptoms of COVID-19

Per the CDC, the overlap between COVID-19 symptoms with other common illnesses means that many people with symptoms of COVID-19 may actually be ill with something else. Although COVID-19 and illnesses like colds or the flu have similar symptoms, they are different disease processes. Staying home, even if it is not COVID-19, demonstrates valuing everyone's emotional wellbeing, which is just as important as our physical well-being.



Individual Monitoring Procedures

Adult Day Participants will be required to complete a symptom screening and close contact/ potential exposure questionnaire prior to leaving for program each day. Our goal is to prevent symptomatic individuals from leaving home and boarding CCT. Parents/Guardians play a critical role in these health screenings.

Expectations

1. Parent or caregiver will take their adult program participant's temperature—every morning.
 - a. If a family does not have a thermometer or back-up batteries at home, contact CADES immediately. CADES will provide thermometers and batteries to any family in need.
2. Parent or caregiver will screen their adult program participant for symptoms—recommended by the CDC—every morning.
3. Anyone showing symptoms listed below are not permitted to attend program.

Symptom List

People with COVID-19 have had a wide range of symptoms reported—ranging from mild symptoms to severe illness.

These symptoms may appear 2-14 days after exposure to the virus:

- Fever
- Cough
- Shortness of breath or difficulty breathing
- Diarrhea
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

4. Anyone who has had close contact or potential exposure

Contact / Exposure List

- Within 6 feet of an infected person for more than 15 minutes with a person with confirmed COVID-19
- Traveled to an area where the local health department is reporting large numbers of COVID-19 cases (PA state travel bans)
- Live in areas of high community transmission

- A. Individuals will be monitored in their program room



Expectations

Staff will isolate an individual and report concerns to a program administrator regarding the presence of one of the following symptoms that is deemed to not be a part of a chronic health condition:

- Temperature of 100.4 degrees F or higher
- Sore throat
- New uncontrolled cough that causes difficulty breathing
- For individuals with chronic allergies/asthmatic cough, a change in their cough from baseline)
- Diarrhea, vomiting or abdominal pain
- New onset of severe headache, especially with a fever

Anyone with symptoms present listed in #1 will be moved to an isolation room and the parent or caregiver will be called to pick them up from program if they have any of these symptoms.

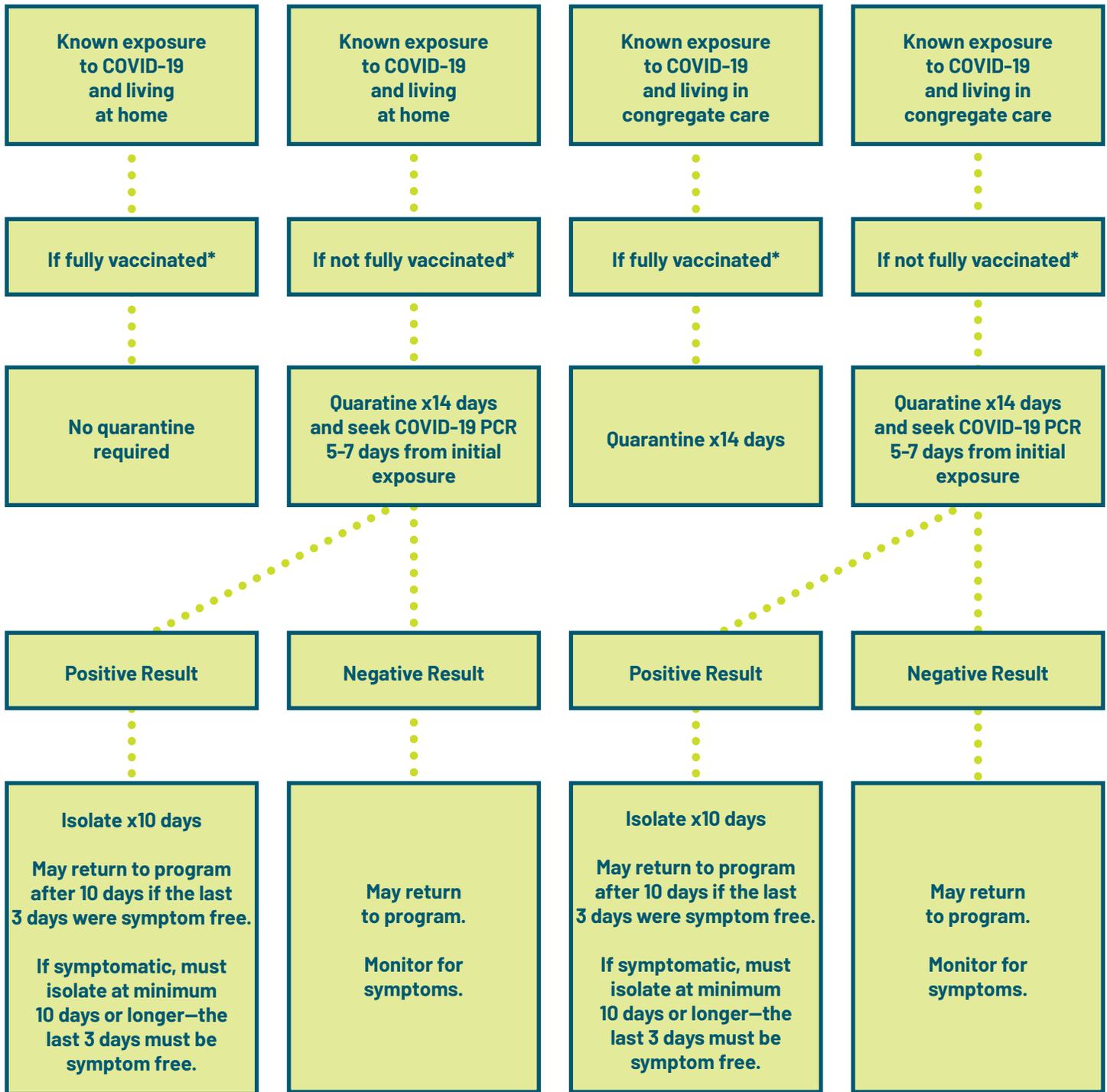
Guidelines for Individuals (see next page for flow chart)

Anyone who:

- Receives a negative test result can return to program immediately as long as they have been fever free for 24 hours without fever reducing medication.
- Receives a positive test result can return to school 10 days after the first day the symptoms appeared AND as long as they have been fever free for 24 hours without fever reducing medication.



CADES QUARRANTINE/ISOLATION ALGORITHM ADULT DAY PARTICIPANTS



UPDATED 4/15/2021
PA-HAN-560 ([HTTPS://HAN.PA.GOV](https://han.pa.gov))

Adult Day Staff: Managing the signs & symptoms of COVID-19

CADES learned early from supporting staff working in the CLA to pay attention to these evolving guidelines:

- If a symptom is out of the ordinary for an adult, it is likely COVID-19
- Most adults generally do not run fevers – a fever is likely COVID-19
- Regularly controlled but new issues with high blood pressure – is possibly COVID-19
- New onset of body aches – when you did not do anything to strain yourself, i.e. lower backpain, is possibly COVID-19
- Issues with the gut—stomach pain and diarrhea—are common stress responses in adults, but they can be secondary symptoms of COVID-19

In accordance with the CDC symptom screenings recommendations – screening will identify only that a person may have an illness, not that the illness is COVID-19. Staying home with contagious symptoms potentially helps to prevent the spread of all illnesses, whether it is COVID-19 or some other bug, and that helps all families and staff feel better about going to programming during the Pandemic. Staying home, even if it is not COVID-19, shows that we value everyone’s emotional well-being, which is just as important as our physical well-being.

The challenge is knowing when to stay home and when to come to work. The key to success for the entire program is to come to work and be present every day that a staff person feels healthy and to call-off when staff do not feel good or when they come into direct contact with someone that is COVID positive.

Staff Monitoring Procedures

All staff are will required to screen for the close contact/potential exposure questionnaire prior to leaving the house every morning

Expectations

- Staff should take their temperature and screen for symptoms every day before coming to work.
- Staff must stay home if they have one of the following symptoms that is deemed to not be a part of a chronic health condition (just one is necessary)

Staff Symptom List

- Temperature of 100.4 degrees F or higher Chills
- New lack of taste or smell
- New uncontrolled cough that causes difficulty breathing
 - For staff with chronic allergies/asthmatic cough, a change in their cough from baseline)
- Diarrhea, vomiting or abdominal pain

Staff must stay home if they have one of the following symptoms that is deemed to not be a part of a chronic health condition plus another symptom (2 +) from the list above or below.

- Sore throat
- Runny nose
- Muscle aches
- Headache

Staff must stay home if they have any close contact / potential exposure



Contact/Exposure List

- Within 6 feet of an infected person for more than 15 minutes with a person with confirmed COVID-19
- Traveled to an area where the local health department is reporting large numbers of COVID-19 cases (PA state travel bans)
- Live in areas of high community transmission while schools remain open (PA county closures)

Staff will be monitored at work each day. Staff will take their temperature, answer the screening questions and record the data upon entering the building.

Any staff who meets symptom or contact requirements must immediately leave the building and return home. Human Resources will contact the staff to go over next steps.

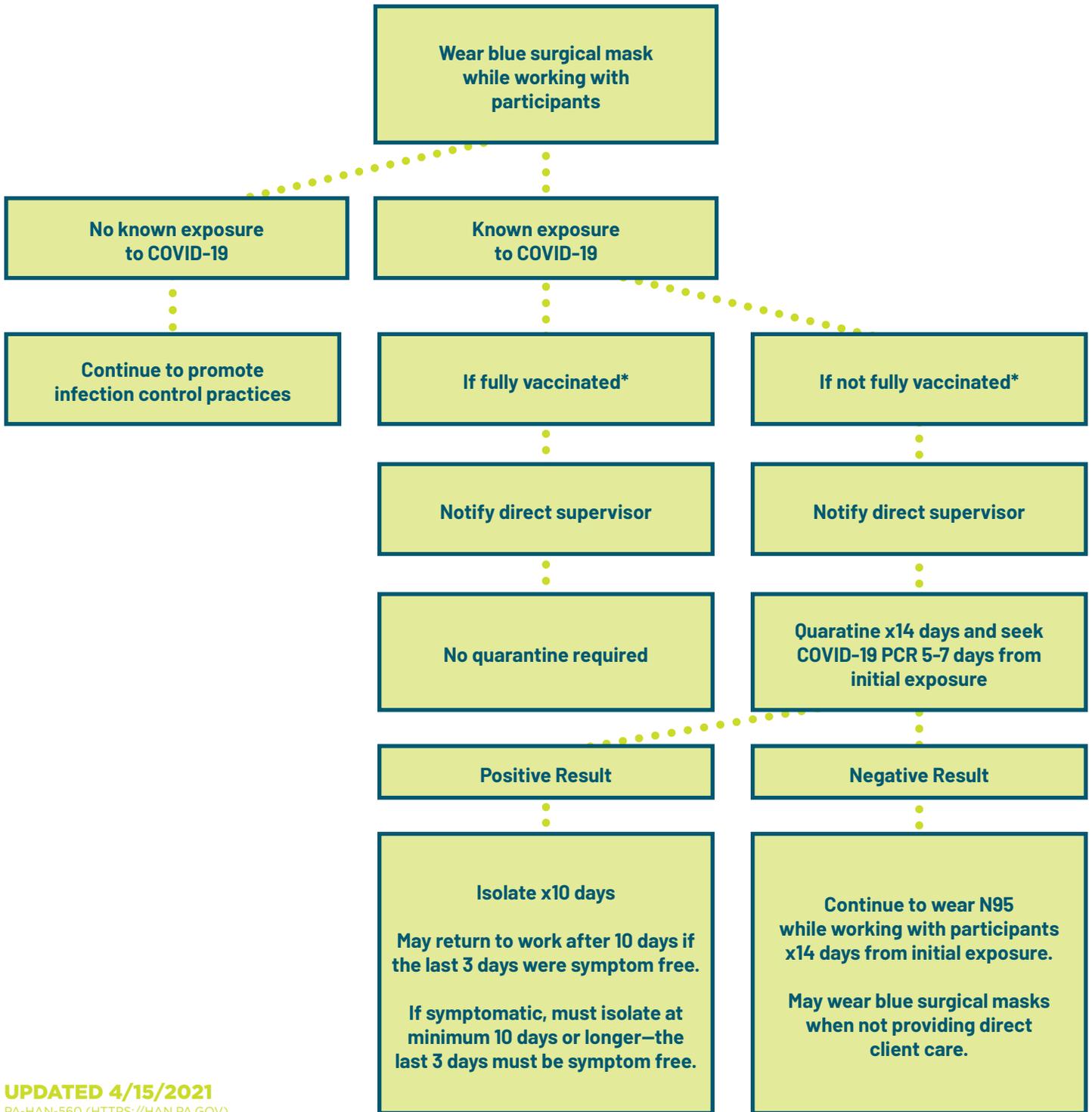
Guidelines for Staff

Staff who

- Have symptoms and receive a negative test result can return to work immediately as long as they have been free of symptoms for 72 hours without fever reducing medication
- Have symptoms and receive a positive test result can return to work 10 days after the first day the symptoms appeared AND as long as they have been fever free for 72 hours without fever reducing medication (10 days + 3 days).
- Come into direct contact (more than 15 minutes, less than 6 feet away or in the same household) with someone who tested positive for COVID-19 and do not get tested can return to work after:
 - 14 days from the date the contact was tested (non-household)
 - 14 days after the person is released from isolation (same household)
- Have no symptoms and receive a negative test result after they came into contact with someone who tested positive for COVID-19 can return to work immediately after turning in the negative test result to Human Resources.



CADES QUARRANTINE/ISOLATION ALGORITHM ADULT DAY STAFF



UPDATED 4/15/2021
PA-HAN-560 ([HTTPS://HAN.PA.GOV](https://han.pa.gov))



Using Personal Protective Equipment (PPE)

We are responsible to provide care to the majority of our individuals that includes toileting and personal care and hand-over-hand feeding assistance. Staff are more likely to come into contact with bodily fluids including saliva and mucus as we care for an individuals' physical needs. We also understand that as a result of physical, medical and/or emotional reasons many of our individuals cannot wear masks. For all of these reasons, Adult Day must follow CDC guidelines for a health care setting regarding the availability and use of PPE.

Of all the steps we can take to keep each other healthy, data shows that effectively wearing PPE, including putting it on correctly and taking it off correctly, significantly decreases the risk of transmission of COVID-19.

Facemasks

Individuals at Adult Day will not be required to wear a face mask in program. However, the following guidelines should be followed as wearing a mask successfully is a pre-requisite to integrating in the community safely and it also serves to protect them when in close contact with others.

- Individuals should ideally wear a facemask – either cloth or disposable that cover the nose and mouth.
- Facemasks should not be worn by anyone who has trouble breathing or cannot take the mask off by themselves.
- Facemasks should not be worn by individuals who have social, emotional, physical or other needs that make wearing a mask unsafe physically or emotionally.
- Individuals should practice wearing masks at different points of the day to improve their ability and comfort to wear them for longer periods of time, in a safe manner, as long as wearing a mask does not present a danger to their safety.
- The use of a face shield is sometimes more tolerable for our individuals, this is considered an acceptable form of PPE.

A new disposable facemask will be available for all individuals every day if they choose to wear one and do not have cloth masks at home.

Staff at CADES must wear a face mask—either a cloth face covering or surgical disposable face mask that covers the nose and mouth at all times when they are at CADES including multi-purpose rooms (copier room, conference room) where staff may encounter other people. The following guidelines are very important for staff to understand and adhere to:

- Staff may wear their own mask or they can use masks that are available to them at CADES. (fabric, blue surgical, N95, and KN95)
- Masks can be taken off for a mask break outside when 6 feet away from another person; in the restroom; and while eating lunch.
- Staff will be trained and are expected to put on and take off masks correctly to avoid contamination on hands and face.
- When staff take a break from wearing a mask or change masks, 3M command strips will be available for staff to hang their mask and mark with their name.
- We may trust our co-workers, but we cannot trust this virus. Because of the potential for asymptomatic and pre-symptomatic transmission, masks need to be worn and worn correctly all of the time while at work.
- Staff must hold each other accountable. If a mask is slipping on someone's face and their nose becomes exposed, encourage them to tighten the mask or get a disposable mask for the day that fits.





Face Shields

To support individuals with personal care, staff often are face to face, within 1-3 feet of an individual's face for hygiene care and feeding assistance. Wearing a face shield during personal care activities adds a plastic protective barrier between the staff and the individual, especially since the individual is likely not wearing a mask themselves.

For staff, a face shield is worn with the face mask and offers additional splash guard protection for their eyes, face and outside of their mask. Face shields are recommended but they are not required. Face shields can be worn multiple times and sanitized after each use. Staff will have a marked area to hang face shields not in use on a command strip.

Gowns

Gowns are another supplemental PPE strategy to block against cross contamination between staff and individuals who are in close proximity with one another during personal hygiene care. Throughout the day staff may collect aerosol droplets on their clothes from individuals whose saliva and mucus may travel through sneezing, coughing, and touching. Wearing a gown during personal care decreases the transfer of droplets onto the clothes of staff, droplets that can then be transferred later on to other individuals or onto the hands and face of the staff.



Gloves

Gloves have been standard at CADES for years. We have increased our stock of gloves for the upcoming year as we anticipate shortages at the beginning of the school year. Staff will be expected to wear gloves for all personal care activities and to ensure proper hand hygiene after each use of gloves.

Preventative Hand Hygiene

Everyday hygiene practices are another key pillar to prevent virus transmission. It has been well-documented that hand washing for 20 seconds or longer many times daily with soap and water is critical. In addition to hand washing, frequent use of alcohol-based hand sanitizer with formulations containing 60%-95% alcohol is a simple yet effective way to prevent the spread of pathogens and infections. Historically CADES has been a "hand sanitizer free zone" due to the danger of individuals consuming inedible objects. We have changed our positions since the Pandemic. Hand sanitizer with a minimum of 65% alcohol is available in all rooms, bathrooms, hallways and vehicles. A safety plan will be in place in any room where an individual may have a history of PICA.



The CDC recommends that unless hands are visibly soiled, an alcohol-based hand rub is preferred over soap and water in most clinical situations due to evidence of better compliance compared to soap and water. Hand rubs are generally less irritating to hands and are effective in the absence of a sink. Hand sanitizer can also be used over gloves.

Cleaning, Sanitizing, and Disinfecting

A vital operational strategy to prevent the spread of COVID-19 has been to ensure our cleaning protocols follow guidelines established by the CDC. These guidelines encourage institutions to consider the important differences between cleaning, sanitizing, and disinfecting, and recommend the best chemicals to use and how to apply them.



Daily Cleaning & Disinfecting

CADES has contracted with a new vendor “Cleaning for Cures” to help clean and sanitize our building in the coming year. Cleaning for Cures has been with Melmark for a number of years. Over the past 5 months they have supported CADES CLA group homes, sanitizing and deep cleaning whenever we had a possibility of COVID infection. When the building is open for programming, Cleaning for Cures will clean and sanitize the building each afternoon. They will wipe down all touch surfaces and use a fogger with botanical disinfectant solution EPA registered broad-spectrum disinfectant that kills 99.9% of bacteria, viruses, allergens. It is free from chlorine and phosphates. The formula is free of bleach and very good for our environment with very sensitive and vulnerable individuals. The disinfectant works in less than 3 minutes and dissipates in the air within 15 minutes. Information on the solution can be found here: <https://bioesquesolutions.com/botanical-disinfectant-solution/>

High-touch surfaces including shared equipment will be wiped down throughout the day by staff with disinfectant wipes. Manipulatives will not be shared and will be disinfected at the end of each program day in individual-specific wash basins with Steramine sanitizer.

Rooms exposed to symptoms, probable or confirmed COVID will be closed for approximately 24 hours after an individual with possible COVID symptoms has been discovered in the room to allow droplets to fall, wipe down all touch surfaces, and use the fogger with botanical disinfectant.

Air Circulation & Filtering Quality

CADES has reviewed our ventilation in the building in consultation with our HVAC vendor and building engineer to consider any adaptation or addition that can enhance the percentage of outdoor air, airflow, air filtration and enhance air cleaning. We have upgraded our air filters to MERV 13, built to trap microscopic viruses and bacteria. We are also looking into the efficacy of installing air purifiers with

ionization. The cleaning process uses needle-point bi-polar Ionization to create equal amounts of positive and negative ions. When these ions are injected into the air stream and the breathable air space, they break down passing pollutants and gases into harmless compounds like oxygen, carbon dioxide, nitrogen, and water vapor. There is some early evidence that this process can inactivate the COVID-19 virus particles in controlled spaces.



PART 3: ADULT DAY OPERATIONS

Lunch

Individuals

Lunches will be prepared and served in the program room as they have in previous years. Individuals will eat physically distanced from one another at individual tables or desks, or at a common table with adequate distancing.

If indicated, staff will increase the type of PPE used during lunch and snack, including gloves, gown and shield given the close proximity of staff, especially for hand over hand feeding.

Staff

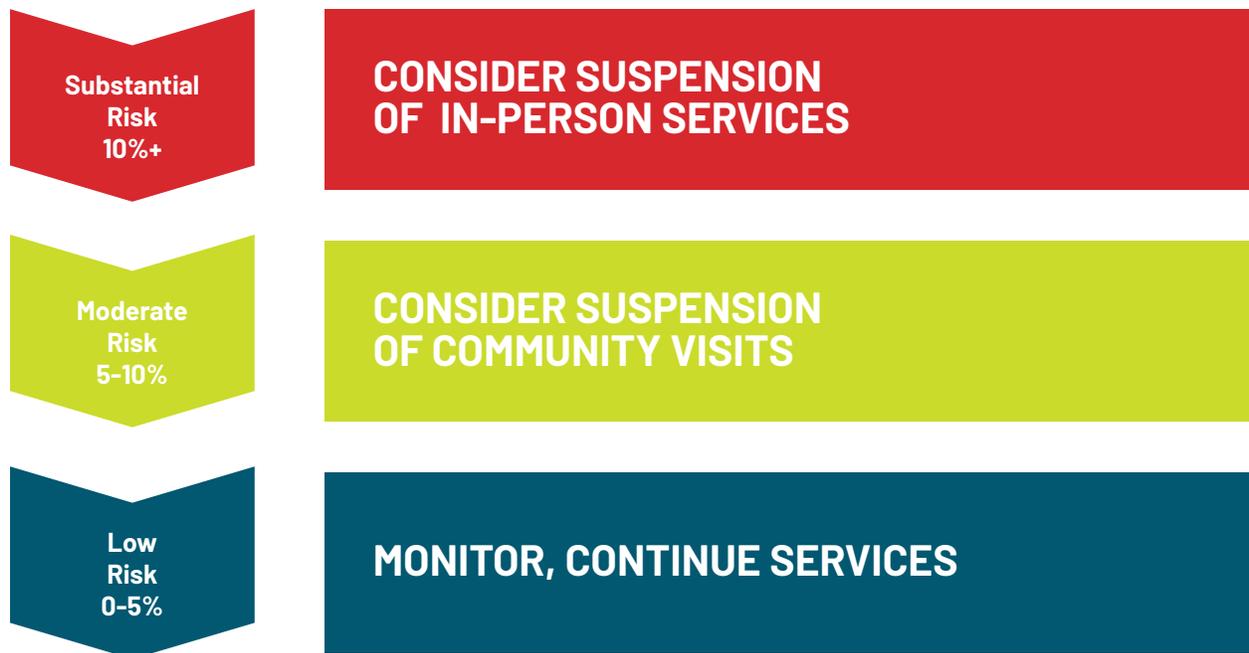
Lunch will look very different for staff. These changes are aligned with best practice in preventing the spread of communicable viruses.

- All staff in the room will have scheduled lunch breaks
- Staff can eat lunch in their assigned room or outside
- All staff must pack their lunch
- Staff are not permitted to go out for lunch or take-out. Once staff arrive to program in the morning the expectation is that they will remain on site the entire school day
- Food is not permitted to be delivered



PART 4: PREPARATION FOR FUTURE CLOSURES: PCR RATE

- The PCR is the percentage of people (per every 100,000) that test positive for COVID-19 out of the total of everyone that is tested for COVID-19 within a county.
- The PCR can be accessed through this dashboard from PA Department of Health:
<https://www.health.pa.gov/topics/disease/coronavirus/Pages/Monitoring-Dashboard.aspx>
- The PCR provides 3 levels of community spread (low, moderate, substantial).
- Substantial Risk: PCR Reaches or exceeds 10% the Adult Day program would consider temporarily suspending services based on recommendations from all governing bodies.
- Moderate Risk: PCR between 5-10% , we will consider suspending community visits based on recommendations from all governing bodies.



FINAL THOUGHTS

Respect each individual and individual's family decisions that best support their view of what is in the best interest of the individual's physical, emotional, social wellbeing.

Trust each family is doing their best to keep their individual healthy and safe, and that each family will ensure that their individual stays home when they have symptoms or direct contact with a person who has tested positive for COVID-19.

Adult Day Staff

The decision to return to work, regardless if you have been working actively in a virtual environment, a physical environment, or if you have not worked is also difficult. At this time CADES leadership has made the determination that it is safe to return to Adult Day. Our reasoning is based on the advice of experts from the CDC. Wearing PPE correctly, every day, and utilizing good hand hygiene throughout every day can protect staff and individuals from transmission of viruses that include COVID-19 and many others. At CADES we are committed to each staff's health and safety in a manner where we live by our core values.

RESPECT

Respect each other through a social commitment to do what is right every day, including wearing PPE correctly, engaging in hand hygiene, and physical distancing measures, at work and in our personal lives.

TRUST

Trust that CADES will provide a healthy work environment with access to appropriate PPE, hand sanitizer, and cleaning materials.

GROWTH

Come to work every day with a flexible outlook, understanding that our success depends on the whole community being flexible, understanding, and positive to ensure the Growth of our teams and our individuals.

RESPECT
TRUST
GROWTH





401 Rutgers Avenue
Swarthmore, PA 19081
ca-des.org

