



Accessibility Plan

2026

Developed & updated by the Compliance Committee:

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and other Lakemary stakeholders

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Reviewed:

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Lakemary Center, Inc.

Mission: Empowering children and adults with intellectual and developmental disabilities to achieve their individual potential.

Vision: Creating a world of inclusion and acceptance for people with intellectual and developmental disabilities.

Lakemary C.A.R.E.S. Values

C – Community: Strive to better the Lakemary Community. Speak about others and Lakemary in a positive manner. Seek opportunities to collaborate with other team members and departments. Effectively communicate information between staff members in a timely manner.

A – Adapt: Modify how the job is implemented depending on the needs of the organization, department, and those we support. Remain flexible by being open to new ideas and ways of doing things. Ask for help from peers when needed. Promote positivity in times of change.

R – Respect: Foster growth among our peers and those we support. Remain open and receptive to the input of others. Promote a judgment-free atmosphere. Maintain the confidentiality of those we support.

E – Empower: Maintain a strengths-based perspective, focus on abilities. Lead by example. Promote independence for those we support. Always look for opportunities to make a difference.

S – Support: Give people tools to succeed. Support people when they're succeeding and struggling. Help your peers, even if it's with something outside of our assigned job duties. Aid in daily tasks ie., cleaning, paperwork, and communication.

Identification of Barriers

1. Issues pertaining to accessibility will be discussed at management meetings on a recurring basis at least each month, as new concerns arise, and to recognize progress made towards existing barriers.
2. The Accessibility plan will be reviewed at least quarterly by the Accessibility Committee and at least annually by the Executive Team.
3. The Accessibility Committee meets at least quarterly to ensure continual updates are documented, with representation from areas: Adults, Children's, Safety, and Risk, with necessary input from Executive, Health Services, IT, Facilities, Accounting, etc. The committee will follow a standing agenda to review accomplishments, action items, and continuous barrier identification.
4. The Committee invites representatives from all departments to their January meeting for the development of the new year's plan and requests email updates as removal of barriers occur. The Committee documents these barrier-removal activities throughout the year. If a barrier is still being worked on at the end of the year, that barrier will be carried over onto next year's Accessibility Plan.
5. Lakemary Center provides reasonable accommodations to ensure individuals who meet our eligibility criteria for children's PRTF, adult day service, or adult residential programs can access our services.
6. Lakemary Center provides reasonable accommodations to employees as needed and appropriate.

Architectural Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
ADA Accessible Parking	Limited accessible parking is available for all LMC campuses	Halo Ridge project	Summer 2027	
1121 Backyard	Ramp is old, needs more shade so that the guys can enjoy the outdoors	Straub Construction to build a pergola with a ramp in the backyard	7/26	Completed 7/25/26
675 Bathroom	Needs remodeled	Remodel with updated fixtures	7/26	Completed 7/2026

Communication Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Parents are aging, and other family members do not have the	Siblings & other family members who are stepping up to take the place of	Brainstorm & develop avenues to provide info & increase	11/25 Combo brainstorming session (Parent Advocacy group, Advocacy Day	2026 Parent Advocacy Group meets regularly: ongoing

information about services & supports	parents in advocating & supporting loved ones	knowledge for family members	at the Capitol, InterHab information sessions, Family Picnic, Invitations to KSO activities)	Annual Advocacy Day 3/19/26 Monthly InterHab Info session is ongoing
An aging population with specialized needs	An aging population with specialized needs	Aging & Dementia Resource Fair	4/26 Presentation w 1 Lakemary staff presenting & several staff attending	Complete 4/26

Environmental Barriers

- Location of services, accepting kids from other states, transportation to/from other states

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Play & activity areas	Need play areas that are accessible on the other side of the property	Construct an accessible playground on the north side of campus	July 2025	Completed 7/25
Play & activity areas	Play & activity areas that add variety & appeal to more people	Construct 2 outside music gardens on the MICO campus	July 2025	Completed 7/25
Olathe Campus is spread across multiple locations, and the organization has locations across 2 counties	Johnson County office locations & 7 residential group homes	Halo Ridge Project	Completion by Summer 2027	Moving forward
Completion of all CARF-required Safety Drills as scheduled by Safety & Risk	Inconsistent completion & recording	Safety Specialist creating a new calendar for all CARF req drills	12/25	Completed 12/25
Ursuline Legacy Park	Write grants to fund a memorial park on MICO property to honor Ursuline Sisters who started LMC & also provide a park-like atmosphere for staff & people supported	Write grants to fund a memorial park on MICO property to honor Ursuline Sisters who started LMC & also provide a park-like atmosphere for staff & people supported	Phase 1 Planning 3.24 Phase 2 Break Ground Fall 2025	7/26 continue the planting of trees and flowers Completed 7/26 Dedication 9/24/26 9am
Storage areas getting very full	Project Clean-up	Org-wide clean-up & freshen up, with incentives & recognition for individuals & teams	7/26	Completed 7/29/26

Intruder alert system	No good system to notify organization in the event of an intruder	Install Panic button at front desks that will call the police	4/27 Oct/Nov 26 MICO	
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Attitudinal Barriers

- Preconceived opinions or unconscious biases that people may hold of persons with disabilities or those who work with them.
- Any education/events /communications shared with the community about Lakemary Center

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Perception of persons supported in the community	Community Emergency Response teams: Due to the unique emergency support needs of people supported at Lakemary, education and team building with emergency responders will build needed individual responsiveness	First Responder Bags to provide education RN to provide education on unique needs to hospital staff	Ongoing 4/26	Ongoing Completed 4/26
Partnerships in the community	Want to build relationships so the community can see LMC as inclusive	InterHab Leadership Group tours Lakemary annually Inclusion Connection Event	Annually 9/3/26	7/26 & have requested again for next year

Financial Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Budget	Budgetary constraints	Fundraising Gala Golf Tournament 5K Fun Run Grant writing	4/26 10/26 6/26 Ongoing	4/26 Boots & Bowties 10/26 Golf Tourn 6/27/26 5K Fun Run Ongoing
Reimbursement rate	Lack of ongoing rate increases, until there is a process in place to routinely evaluate, it will continue to be	InterHab: advocating at the legislative level.	Ongoing	7/26 legislature gave a 6% rate increase and in 7/27 a 4% increase for adult services

	a barrier. Reduced rates for PRTF			
Legislative advocacy	Always needed, but especially so with the involvement of CMS & Kansas's efforts to comply with what they view as the requirements	Advocacy Day at the Capitol Respond to ALL advocacy requests from InterHab & Ancor Create an Advocacy link on LMC's website	4/26 Ongoing	Completed 4/26 Ongoing 6/25

Employment Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Workplace culture with high turnover, staff retention	Young population of staff with limited life experience.	Implement Mission Possible Peer to Peer model	Ongoing	Implemented & ongoing
Lack of competitive wages	Recruitment efforts at LMC are continuous and new employee orientation occurs weekly. Hard to attract & retain staff High overtime costs High call-out rate	Continue Mentor Program in Adult Services for new staff in 1 st 90 days Increase Wages Implement bi-weekly bonus for perfect attendance Bonus for Recruitment \$500 at 6 & 12 mo. Participate in KDADS partnership w/ Shiftability for Adult Services	Implemented in 2025 & is ongoing 7/26 new budget year 7/26 new budget year 8/26 Start assessments 7/26	Ongoing 7/26 7/26 Implemented 8/26 7/26 Shiftability Townhall for Adult Services 7/20/26 start assessments for 3 environments
Lack of creative employment opportunities for the people	Unique needs of the people limit options for employment	Further develop Lakemary University	Ongoing	Ongoing
Staff Recognition	Have implemented staff recognition in the past. Has been	Possible Mission Force (PMF) making it	4/26 & ongoing	4/30/26 implemented PMF as a way to reward staff

	beneficial. Want to revamp & update	part of the Strategic Plan		for going above & beyond.
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Technology Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
LMS: Staff Development	Paycom does not provide needed metrics or efficiencies needed to create inviting learning modules	Research & select new software to bring efficiencies & readily available metrics	7/26 Purchase "Absorb" 9/16/26 implementation	7/8/26 Access to "Absorb" using it to develop educational modules
Procurement Process Credit Card System	Current software is outdated & does not provide needed efficiencies	Research & select new software to bring efficiencies & readily available metrics	Selected Ramp software to be implemented by 9/1/26	Software purchased. Procedure Developed 7/26 Implemented 9/1/26
Risk Management Reporting	Have purchased the NAVEX software to facilitate efficiencies in follow-up after a report is made	Implement NAVEX for reporting NAVEX for P/P review, implementation, & staff acknowledgement	8/25 w/ plans to expand usage in 2026	Implemented Navex Reporting platform 8/25
Access Badges	Temp Badges: Facilities requests temporary badges. Records not kept of who has what badge or when they are returned	Create a standardized protocol. Include a Badge statement in the Volunteer/ Contractor Confidentiality Agreement	10/26	
Accounting Dept: Old & outdated software	Inefficient, outdated software that does not support all the operations needed	Purchase & install software: NetSuite	7/26	Implemented 7/1/26

Transportation Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Accident reporting	Looking for further definition and detail in the process for reporting transportation accidents	Researching	Ongoing	Ongoing

Community Integration Barriers

BARRIER	FINDINGS	PLAN OF ACTION	TIMELINE	PROGRESS MADE
Limited recreational activities near Paola, KS	Adult Program: Activities or events are created for all persons; any local events are options for adults in Paola	Enrichment staff continue to research and communicate events to all staff & persons supported KSO practice & events	Ongoing all year Basketball 3/26 Cheer3/26 Track & Field 4/26 Bowling7/26 Softball 10/26 Volleyball 11/26 Corn Hole 11/26	Monthly 7/25/26 Metro Bowling tournament State 7/31/26 Cheer 3/8/26 Basketball 3/8/26 Track & Field 4/25/26 Softball Volleyball Corn Hole