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**Wednesday, September 1, 2010**  
**Volume 4, Issue 18**

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**September is One Busy Month! For Example ...**

**National Direct Support Professionals Week Begins Sept. 12<sup>th</sup>;**

**Fetal Alcohol Spectrum Disorders (FASD) Month;**

**National Emergency Preparedness Month;**

**Several Exciting Conferences, and More!!**

**National Direct Support Professionals Week Begins Sept. 12**

**1. Direct Support Professionals, Empowering Others**

This year, the week of September 12 is designated *National Direct Support Professionals Week*, recognizing the important contributions that Direct Support Professionals (DSPs) make in every community, every day, throughout the nation. The designation also provides a specific opportunity to discuss with legislators and others in the disability community the role Direct Support Professionals play every day in enhancing the lives of people with disabilities of all ages, and the challenges faced in recruiting and retaining a competitively paid, quality workforce. *(And on that subject, see the reminder (article #6) in this issue of Pipeline.)*

The American Network of Community Options and Resources (ANCOR) notes that Ohio Governor Ted Strickland has recognized the month with a proclamation spotlighting,

“... the dedication and vital role of Direct Support Professionals in enhancing the lives of individuals with disabilities of all ages ...” (Full text at [www.ancor.org/sites/default/files/dsp-recognition-week-2010\\_ohio.pdf](http://www.ancor.org/sites/default/files/dsp-recognition-week-2010_ohio.pdf) )

Around the state there are many examples illustrating the positive impact of direct support professionals within Ohio’s developmental disabilities community, which includes people who work ‘behind-the-scenes,’ but are in the forefront of peoples’ lives.

Direct support professionals variously have described their interpersonal relationships as ‘mutually reinforcing’, ‘sometimes challenging’, and ‘often rewarding’. Many have taken Professional Advancement through Training and Education in Human Services courses ( PATHS – [www.ohiopaths.org](http://www.ohiopaths.org) ), also supported and encouraged within the DODD Priority Work Plan (DODD Priority Work), and feel more prepared and empowered after completing the program.

For example, following completion of such a training opportunity last year, Ohio PATHS graduate, Carla Hugenburg noted,

**“PATHS participation has made me more conscious of how staff need to do less for individuals and spend more time teaching them to do for themselves, and to have more full lives. That is what we are here for – to help individuals have full, and meaningful, and happier lives.”**



**[www.ohiopaths.org](http://www.ohiopaths.org)**

#### **Following Up in Guernsey County ...**

*Further illustrating the role and importance of the Direct Support Professional in the lives of people with disabilities is this item from 2009, and a 2010 follow-up to it:*

In September 2009, from Janice Hall, Executive Director at Guernsey Residential, DODD received a great photo and this short note ... “On August 12, 2009, when Guernsey Residential, Inc. staff member, Rob May, decided to ‘pop the question’ to his girlfriend, Morgan Neuhart, he enlisted the help of his friends – Vaughn, Randy, David, and Charlie (pictured below).

Because the Guernsey Residential, Inc. direct support staff work seven days on and seven days off, the schedule promotes a family style atmosphere. All four of ‘the guys’ were very excited to invite Morgan to be a part of their family.

**Morgan tells everyone ‘how sweet’ the proposal was and that she has ‘five fiancés.’ Rob wanted to include ‘his family’ in this because, as he stated, “I spend so much time with the guys that it was important to me that they be involved.”**

Rob and Morgan tied the knot on September 5, 2009, following a very original proposal...”



Vaughn (WILL), Randy (YOU), David (MARRY) and Charlie (ME). Note the open engagement ring box, skillfully displayed.

#### About a year later ...

Morgan and Rob now are the proud parents of baby girl Sophie Ann, and ‘The Uncles’ – Vaughn, Randy, David, and Charlie, all dote on her!



The May Family – Rob, Morgan, and Sophie Ann.

There are lots of pictures of Sophie around the house, and The Uncles proudly point her out to any and all visitors. Rob says there isn't a day that goes by that they don't ask about Sophie, and just this past Friday night, Rob, Morgan, Sophie, and The Uncles had a ‘family’ wiener roast at the May household. According to Janice Hall, “The guys love spending time with their extended family, and the feeling is mutual.”

Comments and stories like these help to capture the essence of how much Direct Support Professionals and the people they serve can mean to each other. More about this in the September 15 issue of *Pipeline*.

## And Now, A Premiere Special Event!

**ACTION! DSPs Make it Happen: 2010 DSP Recognition Event and Film Festival,**  
September 15, 10:00 a.m. - 1:00 p.m.

**- This event is free for Ohio Direct Support Professionals -**

Sponsored by the Ohio Alliance of Direct Support Professionals (OADSP), Ohio Provider Resource Association (OPRA), Ohio Department of Developmental Disabilities (DODD), the Ohio Association of County Boards (OACB) – and a long list of additional organizations, a Direct Support Professionals (DSP) Recognition Event is planned for September 15, 10:00 a.m.- 1 p.m., at the XENOS meeting facility in Columbus (<http://www.xenos.org/>).

This will be Ohio's first major recognition event specifically celebrating the work of DSPs. A Film Festival honoring Direct Support Professionals will include several short films featuring people with developmental disabilities, as featured in The Sprout Touring Film Festival, along with many speakers, and comments by Direct Support Professionals, themselves.

According to Lisa Barnes, OADSP event chairperson, excitement about the event is growing. She explains, "We asked providers and agencies from around the state for donations to help support the event, and we have raised nearly \$10,000! We also asked vendors and agencies for door prizes and items for novelty bags for attendees and have received so many nice things -- including a free night and dinner at a resort; grocery store gift cards; art produced by self advocates; shirts; hats; coupons; pens, and much more!" She adds,

**"The highlight of this event, though, will be The Sprout Touring Film Festival, with some excellent films featuring people with developmental disabilities. [Click here for Sprout poster](#). There is no charge for DSP's to attend the event, and well over 100 people have registered to attend already!"**

**[Click here for DSP event flyer and registration.](#)**

*For more information: <http://www.ancor.org/documents/SRes228DirectSupportProfWeek.pdf>  
Lisa Barnes at [oadsp1@yahoo.com](mailto:oadsp1@yahoo.com); Amy Gerowitz at [agerowitz@outlooks.us](mailto:agerowitz@outlooks.us)*

### **[And, for DSPs in Southwest Ohio ...](#)**

Southwest Ohio PATHS has published the next schedule of courses for the Certificate of Initial Proficiency (CIP) classes, beginning September 22. The CIP course includes 60 hours of classroom instruction, including training in self-determination, living skills and supports, service facilitation, organizational participation, documentation, advocacy, and personal ethics. Further information is at [http://ohiopaths.org/documents/SW%20schedule\\_fall2010.pdf](http://ohiopaths.org/documents/SW%20schedule_fall2010.pdf) . Recent graduates of PATHS courses say it best ...

**"The CIP Path classes have given me the confidence I needed to begin a career in a new field. With a great teacher, I have been given so many valuable tools to use in my day-to-day interaction with those I serve. I can honestly say that I came away with valuable information from each and every class."**

**[Penny Coffey, Living Arrangements for the Developmentally Disabled \(LADD\)](#)**

“After taking the fourth CIP class, I noticed that my entire professional attitude became enhanced. I was more able to see the DSP/individual relationship through the lens of the individual. And, as an agency owner, I understood more clearly what was and is expected of me by my staff, the County Board, the State, the individuals and their families. It was wonderful and fun experience.”

Ben-Collins Uwaezuoke, Amen Medcare LLC

Visit [www.ohiopaths.org](http://www.ohiopaths.org) for further information about PATHS.



## DSPs and self advocates alike will be at the Ohio Self Determination Assn. Conference, Sept. 20-21

### 2. OSDA Conference to “Celebrate the Fire Within”

The Ohio Self Determination Association (OSDA) annual conference will be making history, empowering participants, energizing statewide self advocacy efforts, and sharing exciting individual stories this September 20th and 21st at the Doubletree Hotel in Worthington. The OSDA annual conference, always known for its ‘accent on action’ will continue that theme this year, with an agenda that will be hard to beat next time around!

#### The Anatomy of (Naming) A Waiver

At this conference, attendees will learn about the proposed new self-directed ‘flexible support’ waiver, and, by invitation of the DODD, naming the new waiver will be a part of the action in the two-day conference agenda. It will be an historic – and spirited – event, to be sure!

Featured speakers will include Nick Scott -- professional bodybuilder, ballroom dancer, and motivational speaker (how’s that for having a ‘Fire Within?!’); Tyson Gentry, OSU Graduate and former Buckeyes Football Team member; and Sue Thomas, famed FBI agent who worked undercover for the FBI as an agent specializing in reading lips. In and amongst all of that talent, there will be the additional talents of many Ohio self-advocates sharing their stories of success and challenge, as well as noted professionals in the developmental disabilities community offering information and support on many subjects.

According to OSDA President, Lee Wedemeyer, “Professionals who attend this conference -- and intently listen to what people who have developmental disabilities have to say -- will go away with a unique and stronger perspective on how supports should be developed to enable a quality life in the community.”

More about the upcoming OSDA Conference in the next issue of *Pipeline*, September 15.

For additional program and agenda information go to [www.ohiosda.org](http://www.ohiosda.org)



### 3. Support Fetal Alcohol Spectrum Prevention/Awareness



This baby is pleased to report that Governor Ted Strickland has designated September as “*National Fetal Alcohol Spectrum Disorders (FASD) Prevention and Awareness Month in Ohio.*”

FASD Prevention and Awareness Month is focused on raising awareness that  
*no amount of alcohol is safe to consume during pregnancy,*  
and that help is available for those families already affected.



For more information and up-to-date FASD news and resources: [www.NotASingleDrop.org](http://www.NotASingleDrop.org)

To help raise awareness of Fetal Alcohol Spectrum Disorders (FASD), and other alcohol and drug addiction treatment and recovery, Governor Ted Strickland has designated September as *Fetal Alcohol Spectrum Disorders (FASD) Prevention and Awareness Month* in Ohio.

FASD is an ‘umbrella term’ describing the range of effects that can occur in an individual whose mother drinks alcohol during pregnancy. These effects may include physical, mental, behavioral, and/or learning disabilities with possible lifelong implications.

**FASD is 100 percent preventable!**

**Prenatal exposure to alcohol is the leading cause of *preventable* birth defects, learning disabilities, attention deficits, mental retardation, and behavior disorders.**

Early diagnosis and treatment for FASD can help children reach their fullest potential, lessen secondary disabilities such as substance abuse issues and disrupted school experiences, and help families better understand and cope.

The DODD works closely with the Ohio Department of Alcohol and Drug Addiction Services (ODADAS) in support of Ohio’s FASD Initiative to promote a message of prevention, enhance early detection and referral for services, and increase effective and evidenced-based intervention strategies. In recognition of FASD Awareness Month, County Boards of Developmental Disabilities programs serving children will receive from the DODD a copy of the Governor’s Proclamation to use in supporting and promoting these efforts.



Under ODADAS' leadership, several state agencies including DODD have formed the Statewide FASD Steering Committee. The Committee's primary goals are public awareness and specific education and training for agencies, organizations, and professionals. The Steering Committee partnership includes representatives from nine state agencies, providers, and parents. Its mission is to establish efficiency in state systems resource allocation, coordination of services, and augmentation of available resources to address and prevent FASD.

Each year, across the nation, as many as 40,000 babies are born with FASD, costing the nation about \$4 billion, according to the FASD Center for Excellence.

<http://www.fasdcenter.samhsa.gov/>

**"Stop and think. If you're pregnant, don't drink."**

In Ohio, Department of Health officials estimate that FASD affects approximately one in 100 births at an annual cost to taxpayers of nearly \$300 million for providing special services for education, juvenile justice, medical and mental health services, foster care, and unemployment.\*

**According to an *Institute of Medicine* Report to Congress, "Of all of the substances of abuse, alcohol produces by far the most serious neuro-behavioral effects in the fetus. This is due to the ability of alcohol's tiny molecules to pass freely through the blood-brain barrier. The developing brain is highly vulnerable to the effects of alcohol at all stages of pregnancy."**

*\*Larry Burd, PhD., noted FASD expert from the University of North Dakota has developed an FASD Prevalence and Cost Calculator for states based on 18 years of research. Using Ohio's population and the number of live births, the 1 in 100 figure and \$300 million/year cost were calculated.*

*Source: [www.online-clinic.com/Content/Materials/calculator.asp](http://www.online-clinic.com/Content/Materials/calculator.asp)*



[Get a Kit ... Make a Plan ... Be Informed](#)

## **4. National Preparedness Month Efforts, Statewide**

The Ohio Department of Public Safety, in partnership with the U.S. Department of Homeland Security, sponsors National Preparedness Month and encourages people to prepare for emergencies in their homes, businesses, and communities. The overall effort includes a coalition of more than 600 national, regional, state, and local organizations pledging support.

**The DODD is among those agencies supporting these efforts, and will focus on what we all can do to assist people with disabilities to be better prepared for emergency situations. At [www.ready.gov](http://www.ready.gov) go to the 'People with Disabilities' button and it will lead you to a menu of information for 'People with Disabilities and Other Access and Functional Needs.'**



Preparedness opportunities for residents living at the ten Department-operated, community-based Developmental Centers will be emphasized as part of ongoing health and safety efforts, and provider-sponsored safety and preparedness efforts also will be encouraged.

Trainings for staff, individuals, and families via the national *Ready* campaign include activities that encourage individuals to *have an emergency supply kit*, make a family emergency plan, and be informed about the different threats that may affect them.

#### **In Particular**

A booklet developed by the U.S. Department of Homeland Security in coordination with the National Organization on Disability, titled [Preparing Makes Sense for People with Disabilities and Special ...](#) can help prepare an emergency plan to protect these individuals, their families, caregivers and others in their support network in the event of an emergency.

*Visit [www.ready.gov](http://www.ready.gov) or call 1-800-BE-READY for this and other free materials.*



#### **Family Advisory Council**

### **5. ‘The Movers & Shakers’ Gather Once Again at CDC**

#### **Family and Civic Engagement are Key.**

Looking around the Columbus Developmental Center (CDC) training room yesterday, as Family Advisory Council (FAC) participants arrived in the streaming sunshine, it clearly was a good idea to have relocated this meeting to the air conditioned facility. Taking a break from the usual (uncooled) location at the OCALI\* offices in Clintonville, the group of approximately fifty family members and professionals from around the state dove into a busy agenda, kicked off by DODD Director John Martin.

Following Director Martin’s comments on subjects ranging from upcoming budget scenarios to state agency collaborative efforts, family members took the spotlight and responded to his request for input from their perspectives, around the state. Comments included the need for making training available to parents so that they can more effectively work with Service and Support Administrators (SSA’s) and other key staff in the DD system to help their family members access services and supports. We heard:

**“Our County Board is there for us, we know that – but they can’t do it all. We need to be able to ask the right questions, and know where to go to get information ourselves. Attending these Family Advisory meetings is very helpful, and accessing more training online would be helpful, too.”**

**“We need to preserve and manage our waivers — they are so important to families! Drawing down federal match money for these services is also important from a budget standpoint. We need to take a look at how we can improve in that area.”**

**“Our County Board workshop has become more of a ‘work center’ now. They’ve changed it up a lot, and my daughter is a lot happier and busier there now. I feel that she is learning some skills that might help to prepare her for when the job market improves. We have to look to the future.”**



Recurring themes also included an appreciation for the waivers that are available, and the acknowledgment that Direct Support Professionals (DSPs) work hard all hours of the day, and should be paid appropriately for the important work they do. One suggestion, from John Hannah of Champaign Residential Services Inc., was to employ robotics and other emerging technologies for certain tasks that may be repetitive and labor-intensive, such as lifting. “That could help eliminate some of the physical stress that DSP’s and family members may encounter as part of caring for individuals,” he noted.

Discussions included several comments on the subject of making paperwork requirements easier, including online access via the DODD website at [www.dodd.ohio.gov](http://www.dodd.ohio.gov) and other agency sites. This area of interest and concern was addressed later in the meeting, as DODD Information Technology Services (ITS) staff, Bryant Young and Kathy Casagrande, surveyed FAC members on the subject of the DODD website and asked for feedback on their experiences as site users.

Internet-based access to information -- especially the need to access and complete forms -- was cited by family members as very important. DODD staff members representing ITS, as well as the Office of Policy and Constituent Support, noted that several major projects are well underway to improve the information that is currently online, and make it easier to access. Director Martin noted that resources have been made available to address this critical area and meet those needs.

**Look for more information about improvements and updates to the DODD website at [www.dodd.ohio.gov](http://www.dodd.ohio.gov) in future issues of *Pipeline*, including specific areas for families, county boards, and other providers of services.**

The DODD-hosted and newly-launched websites [Coordinating Center of Excellence Site](#) and [Interagency Work Group on Autism Site](#) also were reviewed with FAC members to gain feedback and ideas.

Angela Sausser Short, Director of the Ohio Family and Children First Council (FCFC) addressed the group as well, presenting highlights from their Family Engagement Committee’s recently published Strategic Planning Report. She noted that improved family engagement with various state agencies, and youth in transition years from high school to young adulthood, are two main areas the FCFC is focusing on, as recommended in the Strategic Plan. She stated,

**“Ohio is rich in agency resources, and we need to minimize duplication or fragmentation of services that can keep our systems from working as well as they can for families. We’re taking a look at the suggestions Ohio families have made, in order to help address issues and better support them.”**



**Lots of new faces, new ideas at FAC this month.**

Susan (left) from Warren County, and Leah from Meigs County – first-time attendees to a Family Advisory Council meeting – take time to get acquainted during a break. Both agreed that family members need to speak up and ask questions so that they can make the most of opportunities and options for their family members with developmental disabilities. DODD Director John Martin was definitely in the listening mode as Susan, Leah, and many others provided ideas on what services are most important to them, and where budget dollars are most needed, from their perspectives.

**The next Family Advisory Council meeting will be October 26. New participants are welcome!**  
**Contact: Peggy Martin at [peggy.martin@dodd.ohio.gov](mailto:peggy.martin@dodd.ohio.gov)**

*\*OCALI = Ohio Center for Autism and Low Incidence.*

*For more information about Family Advisory Council <http://dodd.ohio.gov/families/familyadvocate.htm>*



## **Reminder**

### **6. Legislative Advocacy Day, September 14th**

**'Last Call' to register to attend this event! Please go to the following link:**

**<http://www.nisonger.osu.edu/legislativeregistration>**

**Registration Deadline: September 8th**

Legislative Advocacy Day, September 14, 10:30 a.m. at the Ohio Statehouse Atrium, will be a great opportunity to meet with legislators to discuss topics of interest to people with developmental disabilities and their families, including continuing funding for long-term services and supports in the community. Sponsored by the Ohio Developmental Disabilities Council ('DD Council') and The Ohio State University Nisonger Center, the day will include a brief program, followed by appointments with legislators to discuss subjects of importance directly with those who can move those concerns and ideas forward.

Speakers will include Carolyn Knight, DD Council Executive Director; Senator John Carey; Representative Jay Goyal; and Dean Fadel, President of the Franklin County Board of Developmental Disabilities.

Lead planner for the event is Franklin County self advocate Carmen Shelton. She explains, “It is most important that people register so that they can get an opportunity to speak with their legislators – in the legislative offices that serve them.” She continues,

**“This is a great opportunity to talk to your legislators about why living in the community is so important for individuals with disabilities.”**

The DD Council grant funding Legislative Advocacy Day provides the resources necessary for what is described as a, ‘First-ever, stand-alone advocacy day.’

*For more information: Carmen Shelton at [c\\_shelton@ameritech.net](mailto:c_shelton@ameritech.net) or (740)505-8337.*



[Following Retirement of Former Superintendent Greg Darling ...](#)

## **7. Montgomery Developmental Center Welcomes New Superintendent, Nancy Banks**

Nancy Banks has been named Superintendent of Montgomery Developmental Center (MDC) effective August 1, 2010. Nancy has many years of experience working in Intermediate Care Facilities (ICF), including her most recent position at MDC as Program Director, beginning in October 2009. Prior to that, Nancy’s career spanned several years at Stillwater Center, a Private ICF in Montgomery County, where she served in many roles, including Professional Services Manager. Nancy succeeds former Superintendent Greg Darling, who retired earlier this summer. (See [Pipeline Volume 4 Issue 13](#), June 23, 2010)



**Nancy Banks**

According to Ginnie Whisman, DODD Deputy Director for Developmental Centers, Nancy brings a wealth of knowledge, skills and experience to the job of Superintendent. In addition to her work experience, Nancy has earned a Bachelor’s Degree in Psychology/Sociology and Social

Work from Miami University, and a Master's Degree in Management from Antioch University, McGregor. Ginnie comments,

**"Although Nancy has worked at Montgomery Developmental Center for just 10 months, she has a wealth of knowledge about working with individuals with developmental disabilities and the staff who provide services. I feel very fortunate to have her on my team, and am honored to work with such a dedicated and caring professional."**

During her first few weeks on the job as Superintendent, Nancy reflects,

**"All of the staff here have been extremely supportive as I begin to work in this role, and I would like to express my gratefulness and appreciation to them for this welcoming environment. I am also really proud of what I have observed here at MDC – the caring staff, and their thoughtful approach to serving the needs of residents and their families."**

*Contact: Nancy Banks, Montgomery Developmental Center, (937) 233-8108,  
nancy.banks@dodd.ohio.gov*



Who are these people? They're some of the members of the DODD Mortality Review Committee! Find out more in a future issue of *Pipeline*.

## **8. Pipeline PostScripts – News Briefs & Calendar Notes**

### **⇒ Work continues on Lott Industries Documentary**

A proposed documentary by filmmaker Victor Buhler about Lott Industries, the Adult Services arm of the Lucas County Board of DD, was one one of eight *social issues documentaries* selected for the second annual 'Good Pitch' recently. As part of a documentary festival in Washington, D.C., the eight films were selected from a field of 150! Buhler is in Toledo again to resume work on the project. A preview for the project, has been shown at the new downtown Toledo studio for Lott Industries' "Shared Lives", and can be viewed now at <http://www.co.lucas.oh.us/index.aspx?NID=2062>. For more information: Lon Mitchell at [lmitchell@lucasdd.org](mailto:lmitchell@lucasdd.org).

⇒ **Partners in Policymaking Training Opportunity – ‘Imagine the Possibilities’ ...**

The Arc of Greater Cleveland is facilitating a Partners in Policymaking Leadership Training Program from January-May 2011. The program is an internationally-recognized training series designed for adults with disabilities, and for parents of children who are under age 12 and have a disability. The PIP Leadership Training Program is about creating, working toward, and achieving a vision of shared values. Training application packets are available online at [http://www.thearcofgreatercleveland.org/Partners\\_In\\_Policymaking.htm](http://www.thearcofgreatercleveland.org/Partners_In_Policymaking.htm), by calling The Arc of Greater Cleveland at (216) 622-0755 or email [cnorwood@thearcofgreatercleveland.org](mailto:cnorwood@thearcofgreatercleveland.org) for more information.

⇒ **SAVE THE DATE! Ohio Adult Siblings Conference (SIBS), Nov. 5-6 ...** The Ninth Ohio Adult Sibling Conference (“SIBS” conference) organizers note that event information is now available at [www.ohiosibs.com](http://www.ohiosibs.com). More information will be shared in *Pipeline* as the event draws nearer.

⇒ **DODD Hotline for Reporting Abuse, Neglect, and other Possible Major Unusual Incidents**

To report abuse/neglect and other MUI’s call toll-free: **1-866-313-6733**. Please note that MUIs are to be reported to the local County Board of DD, however, it is understood that there may be times an individual, staff member, or family member may feel it is a conflict -- or that, potentially, a County Board may be involved in the allegation. In those instances it is important to remember the hotline number is there to be used for reporting concerns in these situations.

***Pipeline feedback ... direct from you to the state ...***

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