

Pipeline Quarterly

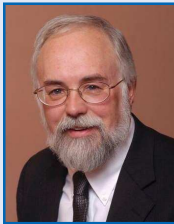
A quarterly feature publication of the Ohio Department of Developmental Disabilities

Volume 4, Issue 3

Summer 2011

Director's Column More About Good Stewardship

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In the preceding *Pipeline Quarterly* this past spring* I noted that, "Good stewardship of the system may be achieved in many ways, including geographically shared services, and innovative, collaborative partnerships enabling service dollars to stretch further."

During the summer of 2011 we have taken more steps toward good stewardship, both as a Department within Governor John Kasich's Cabinet, and as a partnering agency within the Governor's Office of Health Transformation (OHT), working toward *transformational change* in Ohio's overall health and human services delivery system.

One of these important steps has been to join the State Employment Leadership Network (SELN). The SELN brings states together to improve employment outcomes for people with developmental disabilities.

Thanks to a grant from the Ohio Developmental Disabilities Council enabling this membership, DODD will participate in a self-assessment
(cont., p. 9)

*dodd.ohio.gov/publications/quarterly.htm

"Art makes me feel happy
and productive."

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Learning, Working, Living ...


A Summer of Community Involvement



Dewan will show you his artwork on p. 8; **Family** members will share their expertise on p. 7; and, **Connie** won't drop those dishes on page 4!

The nation continues to look for progress in the economy, while Ohio's leaders are taking a fresh look at what characterizes progress for the state, and for its citizens. Working to make the most of the state's resources, while creating new partnerships to drive economic improvement, Ohioans are proving to be persistent, creative, and dedicated to getting the job done. And that process includes Ohio's more than 80,000 citizens with developmental disabilities, their families, and service providers.

Sharing services across previously-observed boundaries; following new paths into the community via funding for community-based services; and, taking a close look at the unique abilities of each individual served in the developmental disabilities system, the summer of 2011 has seen some interesting progress.

There is much ahead to challenge service providers, including County Boards of Developmental Disabilities, families, and employers who are ready to offer work opportunities for this under-employed population. Opportunities and funding must catch up with enthusiasm -- and it is this enthusiasm that will energize Ohio's developmental disabilities community to collectively move forward and help direct positive change. 

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"Excited, yet nervous."

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Developmental Centers as Residential Resources

Dustin, Connie, and Friends

Thanks to the folks at Mount Vernon Developmental Center (MVDC) in Knox County for this great story of 'Movin' on Up' into the community from a Developmental Center.

Like anyone making a major life change, Dustin E. was very excited, yet nervous, the day he moved to his new home. However, Dustin quickly settled into the new routine at 'Region 5 Home,' operated by a provider aptly named, 'Stepping Stones.' Three other gentlemen share the four- bedroom, single floor plan home located just outside of Dennison, Ohio.

Dustin maintains contact with his family, most of whom live in Knox County. When staff from MVDC recently visited, he was quick to introduce his new friends and crew supervisors at the nearby Tuscarawas County workshop where he is employed, and he reports that he's happy where he lives and works. It's also apparent that Dustin is well-liked, and is a diligent employee.

Staff at his new home have shared what a wonderful job Dustin has done settling in, and how he continues to make good choices for himself. His guardian representative has stated more than once how excited they all have been with the growth Dustin has shown in such a short time.

Dustin shared that he has been able to participate in some pretty exciting activities, including going to see the famous Harlem Globetrotters play basketball in the Canton area. He also is very happy that he has been able to rekindle a special friendship that began at MVDC in Lincoln Cottage. Both gentlemen seem pleased when they are able to get together periodically to play cards and enjoy their favorite pizza.

And now about Connie ...

(cont. on p. 3)



Camera-shy Dustin (above, left), at work in the greenhouse, is pretty particular about his posies and plants! Longtime staff member, Charlotte, helps to keep the pot centered as Dustin adds some soil.

Dustin has shown a great deal of personal growth in his new environment, and is making good choices.

(Right) Connie's plate-carrying technique is excellent, and so is her attitude on the job at Pizza Hut, according to all reports.



At MVDC - Life is literally 'a Cake-Walk' at the Fall Festival.

Dustin, Connie, and Friends *(cont. from p. 2)*

Like Dustin, Connie G. also was excited, yet nervous, to move into her new home. With the help of provider, 'Concepts in Community Living,' Connie moved from MVDC into a home just up the street from the Developmental Center. She quickly became comfortable with the new routines of the home that she now shares with two other women.

Connie's new home overlooks one of the nearby Hiawatha Golf Course's ponds, and is particularly spacious, and beautiful inside and out. Friends and staff at MVDC are pleased to note that Connie has continued working a few hours each week at a local Pizza Hut and a Dairy Queen. In addition, she has begun working at New Hope Industries, where she is meeting new people and making new friends. New Hope Industries is a non-profit business and Day Habilitation facility just south of Mount Vernon.

Maintaining community-based employment is very important to Connie, and is an important part of continuing to develop her natural support system.

Staff at Connie's new home have expressed how caring and kind Connie is to her housemates, and that she is making the transition quite smoothly. They especially like the fact that Connie likes to help with the cooking - and report that she's a GREAT COOK! When visiting with Connie you can hear the excitement in her voice as she describes her new home and friends. She also makes it clear that she continues to enjoy time visiting her family, and her friends and staff at MVDC, where she used to live.



Information about
DODD
Developmental
Centers is at
[http://dodd.ohio.gov/
residential/dc.htm](http://dodd.ohio.gov/residential/dc.htm)




Staff and residents enjoy a leisurely ride along the tree-filled grounds of MVDC during September's Fall Festival – a day filled with many interactive activities sponsored by the *Parents, Friends, and Volunteers Assn. of MVDC*. More than 300 people attended this year.

Transformation & Transition

Developmental Centers operated by DODD around the state increasingly have become residential resources to their communities, and often provide a short-term, temporary residence allowing for an individual's stabilization before returning to a place in the community. *This is a transformational change* from years past, when individual residents almost always considered the Developmental Center their life-long home.

It also is a considerably different approach to providing services within the system. Recognizing this, the DODD Division of Developmental Centers has been renamed the *Division of Residential Resources*, and has refocused its efforts to more effectively support individuals to receive services and support within their communities.

In addition, the 2012-'13 biennial budget contains a provision that offers a temporary increase in rates to providers for individuals who transition from a Developmental Center to a home and community-based service waiver. This temporary increase will be available only during the first year of transition for each individual.

The 2012-'13 budget also enables private Intermediate Care Facilities (ICFs) to reduce or close beds. In the past, efforts to create a small-scale reduction of ICF beds were met with legal interpretations that to do so would require entire facilities to close. House Bill 153 allows ICFs to convert only the number of beds they no longer use. 

Transitioning to Employment

Huron/Ottawa Building Bridges to Transition

by Dr. Dee Zeffiro-Krenisky,
Superintendent, Huron County Board of DD

Bridges to Transition is one-year old at Christie Lane*. "Bridges," as we call it, was established last summer with our colleagues in Ottawa County. It is a program designed to introduce individuals with developmental disabilities to opportunities in the workplace. Few people like to read about programs. I don't like to read about programs. However, when a program so positively impacts the lives of so many young people, it's different.

Students receiving services from Christie Lane — just as with any of our counterparts in other counties — attend school and graduate at age 22. Traditionally, these students would not be introduced to job opportunities until late in their academic career, or immediately following graduation. Frankly, this method did not give individuals an adequate opportunity to explore job opportunities before they were thrust into the workplace.

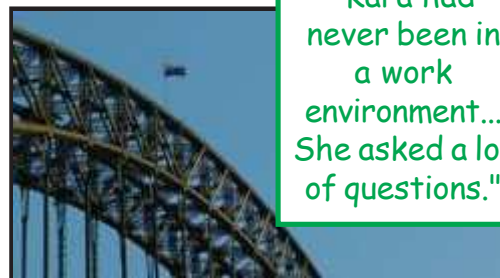
That's why Bridges is such an important program. Bridges begins the process of introducing individuals to career exploration as young as age 14, and as old as 22, giving them up to eight years to try out various jobs and see which is the best fit.

Think about it. When was the first time you asked your child what they wanted to be when they grew up?

I remember my parents asking me that question when I was very young — probably in first or second grade. (No, I didn't tell them I wanted to be a Superintendent at Christie Lane. I wanted to be a ballerina, but that's another story.) The fact is, society looks at typical children as though the world is their oyster. Opportunities abound. But that is not always the case for individuals with developmental disabilities. For that reason, Bridges has become a critical program, and a successful one.

Let me offer you some proof in the form of a personable 18 year-old named Kara Miller. Kara will be a senior at Norwalk High School this fall. When Kara entered the Bridges program this summer she had no previous work experience. She chose to work at the Kalahari resort, learning shifts in housekeeping, in the laundry, and in the water park.

Bridges is a wonderful program, but I also need to give props to Kara! The first thing you look for in any new employee is a positive attitude, and Kara certainly displayed that. Her job coach, Brenna Flickinger of provider 'Step-by-Step', nicknamed Kara 'Miss Congeniality,' due to her friendly, outgoing personality. Kara had never been in a work environment.



"Kara had never been in a work environment... She asked a lot of questions."

*'Christie Lane' is the identity by which the Huron County Board of DD is known in the community.

When she started at Kalahari, she asked a lot of questions and was a little unsure of her responsibilities.

However, over the course of the six-week program, Kara steadily improved her understanding of the job responsibilities. By the end of the program, she was simply another employee doing what was expected of her.

"Kara had a very positive outlook and attitude, and always was willing to help out wherever needed," Flickinger told me. Sounds like an employee anyone would be happy to have on staff.

Sure, 'Bridges' has stated goals and objectives. But I think Flickinger puts it best when she says it's her goal to make them competitors in the job market. She says,

"We want them to be prepared to be in the work force without a coach."

Beautiful. Individuals with developmental disabilities have the same life goals, wants, and desires as anyone else. They want a nice home, relationships, positive reinforcement, and money in their pockets. And, they understand the path to those goals is a job and a steady paycheck.

(cont. on p. 5)

Huron/Ottawa Bridges *(cont. from p. 4)*

Bridges provides them with an avenue to achieve those objectives.

Work skills can be learned, and Bridges spends a lot of time hammering on the basics ... good attendance, punctuality, appearance, and hygiene. Each participant gets a weekly progress report, which helps them adjust to their work environment and meet expected goals.

Twenty students have participated in our Bridges to Transition program at this point. And, as of June 2011, there were 850 individuals referred to Bridges

programs, statewide. It is proving itself to be a very valuable option.

As I stated earlier in this article, talking about 'programs' can make your eyes glaze over. But talking about people, the impact a good program can make on their lives, and how it helps individuals with developmental disabilities prepare for the workplace, well, that's why I got into this business.

Who wants to be a ballerina, anyway! 

Thanks to Dr. Dee Zeffiro-Krenisky for providing this perspective on programs ... and people.

More About 'Bridges to Transition' Programs

According to Kim Linkinhoker, Associate Director of the Ohio Association of County Boards of Developmental Disabilities (OACBDD), some participating counties around the state are operating the Bridges to Transition program as single county enterprises, while others are grouped. Participating counties as of this summer include: Wood; Warren; Belmont; Jefferson; Logan; Miami; Champaign; Ottawa; Huron; Hocking; Fairfield; Perry; Crawford; Marion; and, Wyandot.

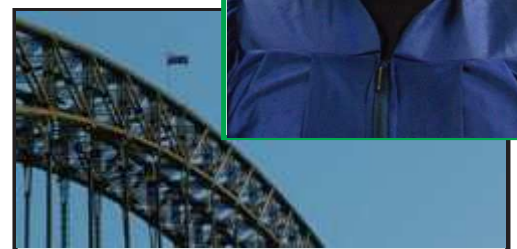
The Bridges to Transition program is a project jointly developed by local County Boards of Developmental Disabilities and the Ohio Rehabilitation Services Commission (RSC), with statewide coordination and training efforts by the OACBDD.

Linkinhoker notes, "'Bridges' is a great opportunity for the Huron and Ottawa county boards to be an integral part of the school and work transition puzzle. The project provides additional resources and a local focus on making sure young people who finish school move into jobs within their community."

DODD Director John Martin also adds the Department's support of employment programs focused on transition-aged youth, commenting,

"The overall goal of a Bridges to Transition program is to enhance career exploration options and improve employment outcomes for youth with developmental disabilities. It's an opportunity for students and families to take a fresh look at what's available in the world of work, and we look forward to many positive outcomes with this approach."

Adam Joseph Taylor (right) was graduated from Christie Lane school this summer, and is reviewing his options for the future. One possibility may be the Bridges to Transition program. Known around his community for his imposing stature and easy-going nature, he currently plans to work at Christie Lane Industries. Adam has said that he will miss his classmates and staff at Christie Lane School, but is excited about the future that awaits him.



A Family Perspective on a Waiver and Direct Care

"It's a blessing."

What does a Medicaid-funded waiver have to do with the quality of life for a people with developmental disabilities in Ohio? We learn best from the families who tell us what it means to them.

The Goodin family of Allen County has a Level One waiver for their son, Taylor. Gina Goodin recently took the time to write a note to DODD Family Advocate Peggy Martin, sharing her perspective on the subject. She writes, "I love taking care of our son, Taylor. He is an adorable young man. While his medical and physical needs are tremendous – total care, 24/7 – I love every minute of it!"

"My husband calls me a 'cave dweller.' I prefer to think of it as enjoying 'being in the nest.' Taylor cannot handle temperatures too hot or too cold, and sleeps much of the time, so he spends most of his time indoors. I am kind of a homebody, so that suits me just fine.

"Speaking of our nest, the Level One waiver funds allowed us to redo Taylor's bathroom so that he has a roll-in shower with a bath chair. This means no more lifting into and out of a tub! With a soaking wet 72-pound person, that was getting dangerous, not to mention the wear-and-tear on our backs.

Level One Waiver services are outlined in the Level One Waiver Handbook at dodd.ohio.gov/publications/public.htm



The Goodin Family – Gina, Taylor, and Gary.
On May 20, 2011, Taylor graduated from Marimor School, operated by the Allen County Board of DD. He 'capped off' the month by turning 20 years old on May 27. Congratulations, Taylor!

Gina continues, "The main reason that I have an 'easy' time leaving and enjoying respite is that I am blessed with a *wonderful provider*. Her name is April, and she has truly been a godsend. I trust her completely in our home and with Taylor. He adores her, and she understands him and cares for him in such a beautiful way. She is not afraid to hold him, rub his back, or sing to him – all the things I love to do also.

"And, April is familiar with children who have special needs, so she has figured out most of this natural caregiving on her own. April administers medications through Taylor's 'g-tube' like a pro. I just cannot say enough what finding a great provider does for a mother's mental frame of mind."

(cont. on p. 7)

"The other major benefit of the Level One waiver for us is the Homemaker Personal Care (HPC) services, which in our case, means a provider comes into our home to care for Taylor once a week for 4 ½ hours, so that I can go out and enjoy some respite time."

"Respite time! There is just no way to put into words what this time to myself does for me personally! I come home completely rejuvenated and energized to continue with Taylor's care."



"I just cannot say enough what finding a great provider does for a mother's mental frame of mind."

-Gina Goodin

A Family Perspective *(cont. from p. 6)*

Gina takes a moment to reflect,

"If I had to worry all the time I was gone, it would not be worth it at all to have this service!"

"I know this may sound silly, but one of the greatest feelings of freedom that I get is to be driving along and look up at the sky. Many times the sky is that gorgeous shade of blue with beautiful puffy white clouds. I just think to myself, 'Wow, it doesn't get any better than this!'"

A Long List of Wonderful Things

Gina continues, "You cannot imagine what all can be accomplished in 4 ½ hours! I can eat lunch with a friend, shop for things to make our home more comfortable or things that Taylor needs, get my hair done, take care of doctor appointments, attend meetings, advocate for someone else who has a child with a disability (especially important!), visit programs in that serve individuals with special needs, and the list goes on. Most important about all these things is that they have added to my quality of life and that of our family, and in many

cases could help someone else along the way. I am so grateful for Medicaid funding through the Level One waiver for making all of this possible.

"My husband, Gary, also appreciates the services we receive from the Level One waiver. In the past, we would 'tag team' to get things done. As soon as he hit the door, I would be out the door to do the many things I have mentioned. Now that these things can be done before he comes home, we can spend most of our evenings together. After a hard day at work, it means a lot to him to have his own downtime to relax. And, it means a lot to me to have more time to spend with him."


Gina concludes, "The Level One waiver is such a blessing for each member of my family. The three of us are so much better off with the benefits it provides. And I think that my mental and emotional well-being has changed for the better, so that my care for Taylor is all the more focused."

"Now the things I do for Taylor come from a well that is overflowing, and not depleted. And no one can put a price on that!"



"Respite is the service most requested by families. Some family members feel guilty about requesting it, thinking they *always* should be doing *everything* for their families. They need to hear from people like Gina Goodin, who know that it's nothing to feel guilty about, and can make a positive difference for the whole family." -DODD Family Advocate Peggy Martin

Speaking of Families

The DODD *Family Advisory Council* provides information to family members to help them become better advocates for their families and others. The Council also provides an avenue to offer input to policy-makers who impact direct services. Local Councils also are forming around the state. The overall goal is to develop a resulting statewide family network that reaches as many families as possible, and provides them with needed information. 



Family Advisory Council participants, including the ladies above, share information about resources and ideas in their local area that may help others. Contact Family Advocate, Peggy Martin; peggy.martin@dodd.ohio.gov, or visit www.dodd.ohio.gov/families/help.htm

A stronger presence in the community

Art ... and Artists ... in the Eye of the Beholder

One Sunday in August, Warrensville Developmental Center (WDC) showcased their many artists at an *Artists' Reception* held at the Beachwood Community Center in Beachwood, Ohio. And when we say 'many' -- we mean many! ...

A total of 97 artists from WDC exhibited
137 works of art.
That's a prolific art community!

The artists were on-hand to show their exhibited pieces, which included many paintings, some three-dimensional art pieces including jewelry, crocheted items, flowers, and masks, and even some original photography.

At the show was a thoroughly enthusiastic Ron Balas, Chairperson of the *Citizens' Advisory Council* at Warrensville Developmental Center, who was responsible for the idea of the Art Show, named, "*Caring Hearts, Creative Hands.*" Balas was joined in his enthusiasm by many family members, residents, and staff from WDC, along with special guests.

The event was a great success, with more than 100 people in attendance. WDC artists were amazed at the turn-out. What may be most exciting of all is that several of the art pieces were sold that day.

The display continued through September 3, so long after the *Artists' Reception*, the artists were able to continue to reach out to the community, even if they weren't there to represent their work. Overheard comments from this first-ever special event included:

"I like doing art because it makes me happy, and I feel productive. I enjoy painting and drawing adventure scenarios and making jewelry. I love the color aqua."
-Ernie B.

"I like to do art because it helps me express myself. I like to draw, and my favorite subject is animals. I love the color blue."
-Guy S.



Community members visit the Artists' Reception at Beachwood Center.

Warrensville Developmental Center serves the counties of Lorain, Cuyahoga, Lake, Ashtabula, Geauga, Trumbull, Summit, Portage, Medina, Richland, Ashland, Wayne, Stark, Mahoning, and Columbiana



Dewan G. is justifiably proud of his original artwork.



Ervin B. is as expressive as his artwork!

Profit by Investing in Workers with Disabilities

The U.S. Department of Labor Office of Disability Employment Policy announced this summer that the official theme for the October 2011 observance of National Disability Employment Awareness Month (NDEAM) will be, "Profit by Investing in Workers with Disabilities."

The theme honors the contributions of all workers with disabilities, and reinforces that these individuals represent a highly skilled talent pool that can help employers compete in today's global economy.

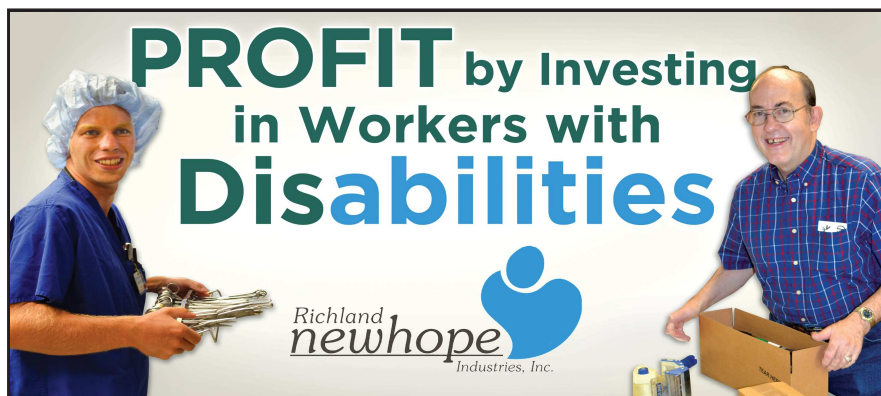
Assistant Secretary of Labor for Disability Employment Policy, Kathy Martinez, observes,

"Return on investment means hiring the right talent. Workers with disabilities represent all skill sets, and are ready to get the job done. This year's theme focuses on improving employment opportunities that lead to good jobs and a secure economic future for people with disabilities, and the nation as a whole."

History

Public Law 176, enacted by Congress in 1945, designated the first week in October of each year as, "National Employ the Physically Handicapped Week." Then-President Harry S. Truman designated the President's Committee on Employment of People with Disabilities to carry out the observance. In 1962, the word 'physically' was removed from the Week's name to acknowledge the employment needs of all Americans with disabilities. In 1988, Congress expanded the designated week to a month, and changed its name to, "National Disability Awareness Month," which eventually evolved to its current name.

For more information: <http://www.dol.gov/odep/>



Many counties throughout Ohio will be promoting employment efforts in their areas using the National Disability Employment Awareness Month theme. Here, the Richland County Board of DD makes the theme their own, with billboards in five locations this year. The agency also hosts an annual Employer Recognition Breakfast in late October.

Director's Column

More About

Good Stewardship

(cont. from front cover)

process designed by the Network's Project Team, to identify the strengths and challenges our existing employment services system.

DODD has asked our internal and external stakeholders to complete a short survey, including questions based on elements SELN has collected through their extensive experience and research. The questions focus on a series of practices demonstrated as effective in enabling states to develop and sustain high-performing and integrated employment systems.

Emphasizing this commitment to improving the employment picture for *all Ohioans*, we look forward to being a part of the solution to the employment challenges faced by the many talented Ohioans who have developmental disabilities and are currently either unemployed or underemployed.

The SELN Network Team will prepare a report outlining principal findings, observations, and recommended action strategies. Using that feedback, we will develop an *employment work plan* with the goal of enhancing employment options for Ohioans with developmental disabilities.

Among other steps to maintain and improve stewardship of the resources available to us, we are working with Ohio's ten state-operated Developmental Centers to reduce the census at those facilities, and move more individuals into their communities with waiver-funded services and supports. I invite you to read about these and other efforts around the state in this issue of *Pipeline Quarterly*.



-Respectfully, John Martin

Direct Support Professionals Rock!

Second Annual Event Attracts Nearly 400

Recognizing the important contributions that Direct Support Professionals (DSPs) make in each community every day, the second annual statewide DSP recognition event on September 15th at the Xenos complex in Columbus was a huge success, and motivated the nearly 400 attendees to go back to work the next day (or that same evening!) with renewed enthusiasm.

"Sing, Shout, Get the Word Out – DSP's Rock!"

Sponsored by many agencies, organizations, and service providers around the state, presenters included representatives of the Ohio Alliance of Direct Support Professionals (OADSP); National Alliance of Direct Support Professionals (NADSP); Ohio Developmental Disabilities Council; Ohio Provider Resource Association (OPRA), and several others. Speakers were enthusiastic and knowledgeable about the all-encompassing DSP workday, and trained the spotlight on the importance of these efforts. 



They're creating opportunities and enriching lives.

"I can't think of anything better than helping the guys in our homes get out there and do their best. They always surprise me in what they end up being able to do – and now I'm thinking that I shouldn't be surprised – I should expect it, and just be proud."

–DSP event participant

Pipeline Quarterly

Published four times annually (*fall, winter, spring, summer*) by the Ohio Department of Developmental Disabilities' (DODD) Division of Legislative Affairs & Communications, *Pipeline Quarterly* focuses on people, highlights topics of interest to the developmental disabilities community, and reinforces DODD core concepts and philosophy.

We thank all who have allowed us to speak with them for this issue, and all who have contributed to its preparation. Reader comments, ideas, and feedback are welcomed!

Submit ideas for *Pipeline Quarterly* to editor Sherry Steinman: sherry.steinman@dodd.ohio.gov, or call (614) 644-0262. *Pipeline Quarterly* and the twice-monthly *Pipeline* are archived at dodd.ohio.gov/publications/pipeline.htm



Photos courtesy, Mark Lorberbaum

Always learning!

Many who attended the DSP event have graduated from the OADSP Professional Advancement through Training and Education in Human Services credentialing program (PATHS). More at www.ohiopaths.org



It's clear that these Direct Support Professionals are 'uniform' in their strong support of their peers.



Department of
Developmental Disabilities

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