



Mission

To support and provide advocacy for providers to ensure the availability of high-quality programs, services, and funding adequate to support the individuals with intellectual and developmental disabilities they serve to achieve a life of increasing independence, productivity and integration.

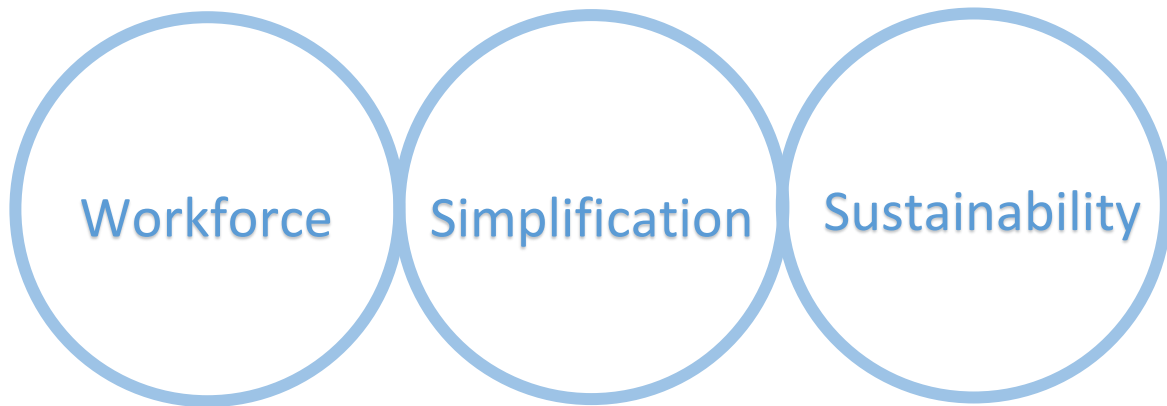
Board Policy and Committee Report

3.25.2020

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Strategic Plan



Workforce

OPRA will promote the value of working in the developmental disabilities field and support professionals to excel.

Simplification

OPRA will take a lead role in designing a system in Ohio that is simplified and values positive relationships.

Sustainability

OPRA will advocate to ensure adequate resources and support in order to provide exceptional services.

Policy Committee

Summary

The policy committee serves as the clearinghouse for most issues affecting any aspect of DD services, and makes recommendations for action to OPRA's board of directors. Every effort is made to allow sufficient time to discuss issues in detail in order to understand the impact on individuals and providers, and to consider what position OPRA should take on a given issue. OPRA Committees examine issues and may pass them on to the Policy Committee for review. Ad hoc workgroups may also be established from time to time to examine issues more fully. The policy committee is chaired by the vice chair of the board of directors with a representative provider group selected to serve as the core committee. This core committee is tasked with convening and commenting on policy issues as they arise, whether during a meeting or between meetings. Other committee work flows through policy committee to the board of directors, and vice versa.

[Meeting Notes from the 3-9-20 Policy Committee meeting](#)

Core Committee Members Present: Diane Beastrom, Scott Delong, Rich Patterson, Kurt Miller, Shelly Wharton, Tim Neville, Dave Rastoka; Jeff Johnson, Jo Spargo attended by phone

- Welcome and Introductions
- Overview of Board Report and Policy Document
 - Pete Moore gave overview of the document. The document is meant to inform the Board on the work being done in the different OPRA committees and certain special projects.
- Guest: Ginnie Whisman, DODD
 - **ICF Quality Indicators**- The quality indicators work is finished. A proposed rule will be shared with the system soon before heading to the rule clearance process.
 - **Outcome Tracking System (OTS)**- DODD is encouraging ICFs to enter their resident's employment information in the OTS.

- **County Board and Provider Relations-** DODD is encouraging county boards to get to know the ICFs in their county and for providers to reach out to county boards in an efforts to improve statewide relationships. The collaboration is currently optional but highly encouraged.
- **ICF Budget-** DODD is closely monitoring the statewide budget of the ICF program. So far the initial reporting show a 5% increase in direct ceiling, 3% indirect ceiling, 2% increase in capital, 1% increase in protected, and a 2% increase in the DSPP. These numbers do not include the franchise fee.
- **COVID IV and Coronavirus-**
 - CMS recently published guidance to state surveyors on highlighting infection control in ICFs and other residential facilities. If you have a survey coming up or get a special review, you should anticipate a heightened scrutiny from surveyors on infection control.
 - The state is pointing everyone to the Ohio Department of Health website and phone hotline for official guidance but providers should also be in contact with their health department as well.
 - State agencies that run institutional (residential) programs convened last Friday to discuss how they may be able to support private providers if an outbreak would occur.
- **Multi-System Youth and ICF Funding**
 - The additional reimbursement is meant to fund short-term stabilizing stays for multi-system youth with complex behavioral support needs. Once rolled out, DODD only has funding to support 80 kids at any one time.
 - Current provider add-on eligibility requirements: must have discrete unit or separate home that has 6 or fewer beds, only children 10-17 are eligible for the add-on, providers must submit an application for the add-on for each child, providers must reapply for the add-on for each child after 180 days, providers must participate in transition coordination even after the child has moved out of the unit/home, it is an expectation that discharge planning start almost immediately.
 - If a resident turns 18 and is not moved, none of the beds in the unit/home are eligible for the add-on.
 - Provider can use their own beds or apply to buy some of DODDs out of circulation beds. If you want to use/buy a DODD bed, you must

apply for the bed and DODD maintains “control” of the admissions on that bed.

- Cost reporting will be similar to the ventilator add-on.
- Any provider that is approved will be added to a community or practice monitor how things are going and share best practices.
- County board will need to write letter of support for providers who are interested in receiving the add-on. After the letter is written, the ICF/county board relationship will be similar to the role of county boards today. Might need different relationship with county JFS and Family and Children First Council.
- DODD still working on the approval and application process, potential need for a waitlist, what happens if a provider buys a bed/builds capacity to provide this service but then decides it can't continue to participate in the program.
- Average adult stay in a DC is 220 days.
- DODD is exploring the need to expand capacity at the Tiffin Developmental Center in the case that there are emergency situations when kids need to be removed from the ICF.
- State exploring additional options for waiver services for children and adults with more significant behavioral support needs but they are not close to being public.
- Questions for DODD- has DODD looked at helping providers physically build capacity to serve this children, has DODD considered leveraging regional respite model, how will DODD work with with Ohio Department of Health and providers through the complaint survey process for peer to peer or failure to protect citations, funding for a bed hold in between admission and discharge, different peer group for homes that support this population similar to DC downsizing, what is the need breakdown of children who would be eligible for the add-on and for who the service is intended for,
- Policy Committee Member Response- financial and staffing stability if add-on isn't always guaranteed (struggle to keep staff 'fresh' in small setting), need be honest about the cost of successfully supporting these kids- does the increase of cost really support the capacity needs, if DODD “controls” admissions could there be a promised rate to encourage stability with staff, how will ancillary

services (housekeeping, meal prepping, etc.) be supported in small homes if staff are concerned with providing constant behavioral support, concerns about how to keep staff 'fresh' in small setting, concerns about schools working with these kids with significant behavioral needs, concerns about "team approach" for discharge planning,

- **Action Step-** put something together that outline the concerns.
- Committee and Board Report
 - Core Committee Members and OPRA Staff Committee Updates
 - ICF Committee- identified two main focus areas- Development rule obstacles (side by side plots, bathroom number, capacity, 2+ bedroom requirements) and continuing to work with county boards to appreciate and promote the role of ICFs.
 - HR Committee- currently focusing on finishing the HR Toolkit
 - Suggestion for HR Committee topic- what can and can't you do in terms of mandating employees to show up to work.
 - ACTION STEP- reach out to Vorys to see if there are any guidance on HR and outbreaks.
 - Day Array- focus area includes the BEST proposal, NMT issues, and overall day provider sustainability.
 - NMT- Lots of issues with county boards authorizing mileage and SSAs asking for documentation that has never been required prior to the revised rule going into effect on 2/1. There is also some confusion on service documentation requirements as the rule does not list out the requirement of a modified or non-modified vehicle. Scott is working with OACB to draft some additional field guidance.
 - Heightened scrutiny reviews- Scott Marks gave an overview of the pilot review held at Arc Industries last week.
 - Employment Services-
 - Scott Marks gave a review of the feedback the committee provided to ODD on OOD transitioning many of their policies from internal processes to administrative rule. There were not any significant changes presented in the transition but the committee did provide comment on OOD's policy that

sometimes negatively impacts people with developmental disabilities who want to be self-employed.

- Healthcare- focus area is coming up with nursing supervisor training and sharing necessary information on the coronavirus.
- Residential Waiver-
 - The Residential Waiver Committee asked that the Policy Committee investigate how to get bedbug prevention and termination covered by the waiver. Christine gave an overview on how seniors can use the PASSPORT waiver to pay for pest termination.
 - PASSPORT enrollees have up to \$10,000 a year for home maintenance and chore service which includes pest control/termination. These services are paid for on a per-job basis.
 - More research is needed to look at are there any other caps on number of times someone could use the funding for pest control and how this would work if an individual is living in a licensed setting.
 - Policy Committee suggest the Residential Waiver Committee look into lease agreement structures. What are the opportunities and pitfalls of certain lease structures or arrangements (multiple individual leases v master lease for a space). Request originated from lease issues with lease from a housing corporation but should be expanded to private landlord.
 - Other questions for the Committee to explore- who 'owns' the dispute when a person can't pay rent or the roommate moves out (providers, Boards, DODD). What is DODD or county board's role when they have provided capital funding to a housing corporation to modify a home and an individual is struggling to make rent.
 - DODD staff have tentatively agreed to present at the next Residential Waiver Committee on a variety of housing topics.
- Policy Grid

- Review of 2018 grid and progress on the topics. Most topics were covered in the Committee updates or other parts of the meeting.
 - EVV- No significant update. There was a request for guidance on when an MRC site might need to use EVV, specifically when a person goes over the Medicaid daily limit.
 - Provider certification OPRA is working with DODD to try to revise the waiver process for providers employing 16 and 17 year olds.
 - OPRA is working on a letter to Director Davis from all of the system stakeholders showing support for removing the high school diploma and GED requirement for DSPs.
- Policy Committee Priority Areas
 - MUI
 - Shared s report from CMS on Ohio’s MUI review that was completed during the summer of 2019.
 - Pete suggests next steps is to write a letter to Director Davis and Scott Phillips to have a conversation on the MUI process and impact on staff culture.
 - Emphasize that the intent is to refine not recreate the process. The biggest need is to streamline interpretation and expectation across county boards.
 - Seeing push from county boards to have investigative agents work more with local prosecutors.
 - Tim Neville, Scott DeLong, Shelly Wharton, and Laura LaGodney will work with the Pete ORPA staff to draft letter to the Director and Scott Phillips
 - Workforce and Sustainability
 - OPRA is soliciting practices that are working for Members to attract and retain staff.
 - OPRA is also taking a fresh look at DSPOhio and C3P(O).
 - Simplification
 - OPRA staff will send questions out to the Policy Committee to start the conversation on simplification and quality.
 - The Committee and system in general needs to distill down what we mean when say “simplification and quality in our system”.

- What is the impact of philosophy on the system when reality can't support philosophy. Example- community integration in day services.
 - How to leverage these philosophies to build a system that works and simplification.
- NEXT STEPS- send questions to Policy Committee
- Other Topics
 - APSI- send information and specific examples. Pete will reach out to see if APSI's Executive Director will come to the next meeting.
- Future Guests
 - Director Davis, Kelly Miller, Kristen Henry
 - Next Meeting scheduled for April 13th, 2020 – 10am-2pm

Policy Priority Areas

Summary

The items in this section are the policies and issues that impact all of our members. There are many issues that impact all of our members that may be discussed during all of the committee meetings and it is important that we pull all of those thoughts and ideas together and make decisions

Priority Area #1: MUI and the Impact on Front-Line Staff

The MUI system was designed and developed to help both people with developmental disabilities and staff across the state. Over the past several years the MUI system/process has created a sense of stress and fear amongst providers and it has had a negative impact on front-line staff. We would like to begin working with our partners at DODD and the County Boards to address this issue and

Priority Area # 2: Workforce Sustainability

OPRA continues initiatives to help address the workforce crisis, looking to increase efforts to recruit and attract potential employees to direct support positions in our field. Continuing initiatives include C3PO and DSPOhio, as well as other collaborations with system partners and stakeholder groups.

OPRA and OADSP will be hosting a statewide stakeholders meeting for C3PO on March 19, 2020 to outline potential changes that we hope will improve the program and help attract students/employees with skills and interests that will benefit provider agencies. Strategies include movement to single year, 'seniors' only program and a focus on partnership with county boards as well as schools and providers.

After a successful media campaign featuring Gary LeVox of Rascall Flatts, OPRA continues to find ways to improve the website for DSPOhio to help achieve its goal of spreading awareness of the DSP Profession and creating a portal for potential employees to apply directly to provider agencies. OPRA is exploring a subscription model for the website to help ensure sustainability and investment in the site.

OPRA Leads: Scott Marks (C3PO) and Anita Allen (DSPOhio)

Priority Area # 3: Ohio Single Plan Workgroup

The statewide workgroup to develop a standard assessment and ISP across the state for use by county boards and ICFs is nearing completion of its initial draft plan. The assessment created by the group is currently being piloted by several county boards and ICFs, and the initial feedback has been that in general the assessment is still too long and has many duplicate or repetitive questions throughout.

We believe that although the workgroup has had a shaky start, the effort will be a big push towards simplification and streamlining many of the processes that have frustrated providers working multiple counties. The workgroup is scheduled to meet through June of 2020.

Priority Area #4: Provider Certification

Progress was made at the June meeting. We were able to agree on DSP qualifications and training requirements. The group has dropped the GED/HS Diploma requirement and given the green light for people under 18 to provide direct supports with limitations. Other notable changes – on-going training requirements will be agency specific, MUI training greatly reduced to just what is important for DSP's to know and the Individual Rights training will be replaced with training on the DSP Code of Ethics. The group will be discussing agency and CEO requirements at the next meeting.

The August meeting of the Provider Cert workgroup was somewhat productive. The group spent a lot of time focusing on the initial and annual training requirements for DSPs, requirements for initial agency provider certification, CEO experience requirements, and CEO training.

DSP training- DODD would like to mandate that their training for new DSPs be used, but the logistics of this brought even more discussion. Agencies want flexibility to integrate the DODD content into their own agency orientation process. As far as annual DSP trainings, DODD came with a few different proposals but the group was not able to come to a consensus on the proposals. DODD is gathering the feedback from the full workgroup and will present it at the next meeting.

Initial agency certification requirements- likely be proof of some level of initial operating capital (either cash, line of credit, or credit card), proof of a certain level of operating capital after the first year of operation, proof of a certain level of general liability insurance, and a surety bond worth a specific amount of money. The Department proposed monetary values for each of the requirements but the group did not agree with all of DODD's amounts. DODD tabled the discussion and was going to bring back revised numbers to the next meeting.

CEO experience requirement- CEO must have at least one year of human service experience. This experience does not necessarily have to be work. The group spent some time discussing the definition of human services. The group wants to make sure teachers could fit into this definition.

CEO training- this was tabled for the next meeting.

Day Array

Summary

This committee provides a platform for information sharing, networking, deliberating, and problem-solving topics and issues unique to leaders in the day array. Topics covered in meetings may include, but are not limited to, updates from the field, national and state trends, policy and rule review, best practices in organizational leadership, operating fiscally sound organizations, and identifying and mitigating organizational risk as relates to the broad array of services and supports, including day programs, active treatment, vocational training, career development, and employment. Policy recommendations from this committee are taken to the policy committee for review and action. The day array committee has two standing subcommittees:

- **Day Services Committee:** This committee is designed for program directors, frontline supervisors, and direct support professionals who are providers of adult day support. Meetings include information sharing, networking, problem-solving and discussion of best practices and trends in day support for adults with DD. Training and updates from the state concerning adult day supports, vocational habilitation, career planning, and non-medical transportation is provided. Policy recommendations from this committee are taken to the Day Array Committee for review and then forwarded to the policy committee.
- **Facility Free Services Committee:** This committee is formed and designed for organizations providing, or thinking about providing, day array services 100% in the community and without a facility or hub. This committee provides a platform for information sharing, networking, deliberating, and problem-solving topics and issues unique to providing facility free services. Policy recommendation from this workgroup are taken to the Day Array committee for review.

Committee Chairs: Anne Haning, (Belco Works), Rich Patterson, (Nick Amster Inc.)

Policy Core Committee Representative: Rich Patterson, (Nick Amster Inc.)

OPRA Staff Lead: Scott Marks

Priority Area #1: Blueprint Work Group

Introduction

OPRA Representatives

- Liz Owens, Alpha Group
- Kurt Smith, Arc Industries
- Scott Marks, OPRA

We Believe

- OPRA believes in the full spectrum of services, where all people have access to meaningful supports to achieve their goals.
- We believe the current adult & employment service package is inadequate, overly complex and ultimately unsustainable if not changed.
- We believe that people with the most significant disabilities require additional resources to help connect to community and employment.
- Ultimately, we believe that in many cases, the “philosophy does not match the funding”, highlighting the need for an improved rate structure for Adult and Employment services.

Opportunities

- Move to a **simplified, sustainable rate structure** for adult and vocational services, including the possibility of monthly, capitated rates and/or value-based payments.
- A better rate system for what is currently called ‘**Integrated Employment Supports**’. The current unit-based rate structure for job coaching and retention disincentivizes the support to help people maintain employment.
- Improved rates for ‘**Group Supported Employment**’. As we look at changes to Ohio’s prevocational services, we need to ensure that all employment supports are viable and properly funded. Group employment, which may be a key stepping stone towards competitive employment has been under-funded, leading more people to pre-vocational services, which are less integrated in the community by nature.
- Adoption of a rate structure that supports **individualized service in the community**. The expectation for adult and employment services are that people have support to connect and build natural relationships in the community. This is difficult when the current rate structure barely allows for small-group services, let alone individual.
- **Community Employment supports** need better funding overall. Employment providers are struggling to sustain programming, often having to “rob Peter to pay Paul” from other program areas to supplement employment supports through the waiver and OOD. As an Employment First state, Ohio needs to put its money where its mouth is when it comes to employment services.
- By **Simplifying Career Planning** services, DODD’s waiver funded services to help job seekers find employment may become a more viable alternative to pre-vocational and group employment

supports, providing a necessary service to those who vocational rehabilitation is currently not an option.

Pitfalls

- OPRA represents a diverse population of service providers, all with strong positions on aspects of this work. We must avoid “pitting services against each other” and advocate for a systems reform leading to **simplification and sustainability** for supports that fall under the adult & employment umbrella.
- This is a very large workgroup and the meetings will be dominated by lots of discussion, it can be difficult to **maintain positions and stay focused** above all the literal noise. DODD often takes advantage of this, developing important changes between workgroup meetings.
- Even the smallest changes create **new operational and logistical headaches** for members, so gathering feedback from other members to potential issues with proposed ideas will be necessary in attempting to avoid unintended consequences.
- The work around Basic Employment Skills Training is still not complete and further **complications from CMS** could have major impact on work being done in Blueprint group.

Employment

Summary

The employment services committee is designed for program directors, frontline supervisors, certified employment support professionals, job developers, and job coaches. This committee is a platform for information sharing, networking, deliberating, and problem-solving topics and issues unique to providing integrated, competitive employment services. Topics covered may include, but are not limited to, policy and rule review, state trends, understanding and implementing DODD, OOD, and ODM rules, braiding funding, best practices service delivery, establishing relationships with employers, supervising remote employees, operating fiscally sound programs, and dual customer model, and identifying and mitigating individual and programmatic risk. Policy recommendations from this committee are taken to the Day Array committee for review.

Committee Chairs: Paul Soprano (UCP of Greater Cleveland), Justin Blumhorst (Capabilities)

Policy Core Committee Representative: Justin Blumhorst (Capabilities)

OPRA Staff Lead: Scott Marks

Priority Area #1: OOD Converting Policies to Administrative Rules

**Priority Area #2: Potential Changes to Waiver Employment Policies
(Blue Print Workgroup)**

Health

Summary

The healthcare committee is comprised primarily of nursing staff but does include other members who are interested in health and healthcare related issues. The committee focuses on nursing and medical services in the waiver and ICF settings. Areas of focus include, but are not limited to: rules and regulations that affect the DD nursing community, training, education and best practices.

Committee Chair(s): Shelly Wharton (The Society)

Policy Core Committee Member: Shelly Wharton (The Society)

OPRA Staff Lead: Anita Allen

Priority Area #1: Increase Committee Participation

Priority Area #2: Healthcare Training for Middle Management

Human Resources

Summary

The HR committee is comprised of HR professionals, or anyone responsible for the life cycle of employment for his/her agency. This group of professionals meets to discuss best practices in HR, from recruiting and hiring process, to keeping abreast of upcoming new regulations that affect employment law and/or training requirements.

Committee Chair: Patty Schlosser (Manahan)

Policy Core Committee Representative: TBD

OPRA Staff Lead: Anita Allen

Priority Area #1: 2020 Salary Survey Participation/Completion

Priority Area #2: HR Tool Kit

ICF

Summary

The ICF Committee provides a platform for information sharing, networking, deliberating, and problem-solving topics and issues unique to leaders in ICF services. The committee examines issues which have a direct impact on the programs, services and funding necessary for the operation of Intermediate Care Facilities. The committee is used to disseminate information, provide updates, and elicit feedback on important issues related to ICF's.

Committee Chair(s): Bob Heinzerling (Heinzerling Community), Kurt Miller (Empowering People)

Policy Core Committee Representative: Kurt Miller (Empowering People)

OPRA Staff Lead: Pete Moore

Priority Area #1: The Development Rule

Introduction

Over the past several years the development rule (rule #) has presented many challenges to our ICF members. The requirements outlined in the rule offer blanket regulation that doesn't consider the individual settings and the people that each ICF serve. Rule waivers have been used over the past several years as a way for ICF's to develop a strategy that better suits their needs but, unfortunately the use of the waivers does not offer a long-term solution. The ICF committee would like to open up a new conversation with DODD to discuss the Development Rule and partner with them to develop an approach/plan that makes sense.

Priority Area #1: Positive Outreach and Communication about ICFs

Introduction

ICF's play a crucial and needed role as a part of the entire spectrum of services offered in Ohio. In recent years ICF services have been portrayed in a negative way by many. Given the latest developments in the DRO lawsuit, the new administration, and the passage of a budget amendment in 2019 requiring ICFs be offered to people and their families as a viable choice, it is imperative the OPRA take a lead role in positive communications about the role and value of ICFs in Ohio. We will be developing an outreach strategy over the next few months that will be designed to break down the stigma that surrounds these valuable services.

Residential Waiver

Summary

The residential waiver committee provides a platform for information sharing, networking, deliberating, and problem-solving topics and issues unique to leaders in residential waiver services. The committee examines issues which have direct impact on the programs, services and funding necessary for the operation of and provision of services to individuals in waiver funded settings. This includes licensed and non-licensed settings and shared living. The committee is used to disseminate information, provide updates, and elicit feedback on important issues related to residential waivers.

Committee Chair(s): Jamie Steele (OVRs)

Policy Core Committee Representative: TBD

OPRA Staff Lead: Pete Moore

Priority Area #1: Bed Bug Reimbursement

Introduction

How providers deal with the bed bug issue (treatments/extermination) varies from provider to provider and county to county across the state. We are advocating for a consistent approach funded by waiver dollars to ensure consistency and to prevent an activity that a provider is unable to get reimbursed for.

We Believe

- Providers should be able to get assistance, through the waiver system, to deal with an issue that has a direct and negative impact on a person's health and safety.
- There is a need for a consistent approach to funding the extermination/treatment of bed bugs across the state.

Opportunities

To develop a consistent approach to the Bed Bug issue.

Pitfalls

A system where the provider is not reimbursed for treating bed bugs.

Next Steps

- OPRA Staff will study how the bed bug issue is handled by the department of aging.
- In cooperation with the OPRA Residential Waiver Committee, the OPRA staff will develop a proposal that will be shared with DODD. Next steps will be based on the outcome of the discussions with DODD.

OPRA Representatives

