



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 Report

1.27.21



OPRA BOARD Agenda

January 27, 2021

10-12

- Call to Order and “Safe Place” statement (Jamie Steele)
- Introduction of new Board Members (Jamie Steele, Pete Moore)
- Approval of the minutes from November’s Retreat (Jamie Steele)
- Financial Statements (Adam Guinther)
- 2021 Spring Conference (Pete Moore and Melissa Fannon)
- Committee Assignments
- Board Report (Pete Moore and Jamie Steele)
 - Strategic Plan
 - AIR Report: 2020 review
 - Policy Committee Minutes
 - Committee Plans for 2021
- 2021 State Budget Discussion/Update (Pete Moore and Christine Touvelle)
- Board Goals for 2021 (Jamie Steele)
 - Code of regulations (Jamie Steele, Bob Gaston, Pete Moore)
 - Board elections
 - Term limits
 - Redistricting
 - OPRA and diversity
- CEO Report (Pete Moore)
 - OPRA Team update
 - 2021 Goals
- Open discussion
- Next Regular Meeting, March 24th, 2021 *(Due to budget season and the coronavirus, there may be a need to call a meeting if needed outside our regular schedule)*

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Safe Place Statement

We would like to thank you for attending this meeting. This meeting, like all of the OPRA Committee meetings, are designed to offer a safe place for OPRA Members to share thoughts, opinions and ideas. The OPRA Team and the OPRA Board relies on these discussions to inform our efforts to provide Advocacy, Information and Resources. We are respectfully asking you, as a participant, to assist us to make this a safe place for professionals to openly share without fear. It is important that when personal experiences are shared, there is an assurance that what is shared stays within this group. We are looking forward to an open and honest conversation and we would like to thank you for being a part of this important meeting.

2021 Board of Directors Roster & Contact Info

Executive Committee

Chairperson	Jamie Steele	jamie.steele@ovrs.org
Vice Chairperson	Diane Beastrom	diane.beastrom@koinoniahomes.org
Treasurer	Adam Guinther	aguinther@rhaminc.com
Secretary	Lisa Reed	lreed@rhdd.org
Immediate Past Chairperson	Vacant	

District 1 – term expires 12/31/2022

<p>Melissa Morelli, Regional Director Active Day, Inc. 2600 Civic Center Drive Cincinnati, OH 45231 Office: (513) 919-0311 Mobile: mmorelli@activeday.com</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, OOD Vendor and NMT</p>	<p>Jamie Steele, Executive Director Ohio Valley Residential Services 2261 Victory Parkway Cincinnati, OH 45206 Office: (513) 281-6800 Mobile: (513) 200-3695 jamie.steele@ovrs.org</p> <p>Services Offered: HCBS Community Respite, HPC, Remote Support and Shared Living</p>
<p>Jim Steffey, President/CEO Envision 3030 West Fork Road Cincinnati, OH 45211 Office: (513) 619-2928 Mobile: (513) 550-9687 jsteffey@envisionohio.org</p> <p>Services Offered: Adult Day, Behavioral Health Care, HPC, Medicaid Funded Therapies, NMT & Shared Living</p>	

District 2 – term expires 12/31/2023

<p>Dennis Grant, Executive Director United Rehabilitation Services/Dayton 4710 Old Troy Pike Dayton, OH 45424 Office: (937) 233-1230 Mobile: (937) 469-5291 dgrant@ursdayton.org</p> <p>Services Offered: Adult Day, Early Intervention, HPC, Medicaid Funded Therapies, NMT, OOD Vendor & Vocational Habilitation</p>	<p>Ashley Brocious, CEO RT Industries 110 Foss Way Troy, OH 45373 Office: (937) 552-3900 Mobile: ashley.brocious@rtindustries.org</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT, OOD Vendor & Vocational Habilitation</p>
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<p>Michelle Herndon, Executive Director/CEO S & H Products 435 Stolle Avenue Sidney, OH 45365 Office: (937) 492-3596 Mobile: mherndon@sandcoind.com</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT & Vocational Habilitation</p>	
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District 3 – term expires 12/31/2023

<p>Lisa Reed, Executive Director RHDD P. O. Box 997 / 1517 Chestnut Street Coshocton, OH 43812 Office: (740) 622-9778 Mobile: (740) 502-1838 lreed@rhdd.org</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HCBS Waiver Nursing, HPC, NMT, OOD Vendor, Shared Living & Vocational Habilitation</p>	<p>Edgar J. Barnett, Jr., CEO Carroll Hills Industries, Inc. P. O. Box 567 Carroll, OH 44615 Office: (330) 627-5524 Mobile: ebarnett@carrollhillsindustries.com</p> <p>Services Offered: Adult Day, HCBS Employment Waivers & NMT</p>
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<p>Mary Thompson Hufford, CEO The Fuse Network P. O. Box 4008 / 141 W. Main Street Newark, OH 43055 Office: (740) 641-8347 Mobile: mthompson@fuseoh.net</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT, OOD Vendor & Vocational Habilitation</p>	
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District 4 – term expires 12/31/2022

<p>Roy Cherry, Executive Director Epilepsy Center of NW Ohio 1545 Holland Road, Suite B Maumee, OH 43537 Office: (419) 867-5950 Mobile: rcherry@epilepsycenter.org</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT, OOD Vendor & Vocational Habilitation</p>	<p>Roger Fortener, Executive Director Anne Grady Services P. O. Box 1297 / 1525 Eber Road Holland, OH 43528 Office: (419) 866-6500 Mobile: rfortener@annegrady.org</p> <p>Services Offered: Adult Day, HPC, ICF, NMT, Remote Support & Vocational Habilitation</p>
<p>Megan Craun, CEO Sandco Industries 567 Premier Drive Clyde, OH 43410 Office: (419) 547-3273 x100 Mobile: mcraun@sandcoind.com</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, NMT, OOD Vendor & Vocational Habilitation</p>	

District 5 – term expires 12/31/2023

<p>Jeff Johnson, Executive Director Weaver Industries, Inc. 520 S. Main Street, Suite 2441 Akron, OH 44311 Office: (330) 379-3660 x262 Mobile: jjohnson@weaverindustries.org</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, NMT, OOD Vendor & Vocational Habilitation</p>	<p>Michelle L. Madden, Executive Director Independence of Portage County, Inc. 161 E. Main Street Ravenna, OH 44266 Office: (330) 296-2851 Mobile: mmadden@iopci.org</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HPC, ICF, NMT & OOD Vendor</p>
<p>Phillip E. Miller, CEO Portage Industries, Inc. 7007 State Route 88 Ravenna, OH 44266 Office: (330) 296-3996 Mobile: pmiller@portageind.org</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT & Vocational Habilitation</p>	

District 6 – term expires 12/31/2021

<p>Adam Guinther, Executive Director Residential Home Association of Marion (RHAM) 205 W. Center Street Marion, OH 43302 Office: (740) 387-9999 Mobile: (419) 565-3677 aguinther@rhaminc.com</p> <p>Services Offered: HCBS Waiver Nursing, HPC & NMT</p>	<p>Robert Heinzerling, Executive Director Heinzerling Community 1800 Heinzerling Drive Columbus, OH 43223 Office: (614) 272-8888 Mobile: (614) 638-5774 rheinzer@heinzerling.org</p> <p>Services Offered: ICF</p>
<p>Liz Owens, CEO The Alpha Group of Delaware, Inc. 1000 Alpha Drive Delaware, OH 43015 Office: (740) 368-5810 Mobile: lizowens@alphagroup.net</p>	

Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT, OOD Vendor & Vocational Habilitation	
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District 7 – term expires 12/31/2022

Diane Beastrom, President/CEO Koinonia Homes, Inc. 6161 Oak Tree Boulevard, Suite 400 Independence, OH 44131 Office: (216) 588-8777 Mobile: diane.beastrom@koinoniahomes.org Services Offered: Adult Day Support, Behavioral Health, HCBS Employment Waivers, HCBS Waiver Nursing, HPC, ICF/IDD, Medicaid Funded Therapies, Multi-System Youth Services, NMT, OOD Vendor, Remote Support, Shared Living, Vocational Habilitation	Trish Otter, President/CEO UCP of Greater Cleveland 10011 Euclid Avenue Cleveland, OH 44106 Office: (216) 453-4951 Mobile: (440) 454-1363 totter@ucpcleveland.org Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT & Vocational Habilitation
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Laura LaGodney, CEO Ability Works 3920 Columbus Avenue Sandusky, OH 44870 Office: (419) 626-1048 x3193 Mobile: llagodney@ability-works.com Services Offered: Adult Day, HCBS Employment Waivers, HPC, NMT, OOD Vendor & Vocational Habilitation	
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District 8 – term expires 12/31/2021

<p>Scott DeLong, President/CEO Champaign Residential Services, Inc. (CRSI) 1150 Scioto Street, Suite 100 Urbana, OH 43078 Office: (937) 653-1353 Mobile: (937) 776-9380 sdelong@crsi-oh.com</p> <p>Services Offered: Adult Day, HCBS Waiver Nursing, HCBS Community Respite, HPC, ICF, NMT, OOD Vendor, Remote Support & Vocational Habilitation</p>	<p>Felicia Hall, Regional Director - Ohio ResCare, Inc. 5099 Camelot Drive Fairfield, OH 45014 Office: (513) 858-4550 x111 Mobile: (513) 460-1708 fhall@rescare.com</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, HCBS Waiver Nursing, HPC, ICF, Multi-System Youth Services, NMT, Remote Support, Shared Living & Vocational Habilitation</p>
<p>John Swanson, Executive Vice President Echoing Hills Village, Inc. 36272 County Road 79 Warsaw, OH 43844 Office: (740) 327-2311 x1141 Mobile: (740) 502-3116 jswanson@ehvi.org</p> <p>Services Offered: Adult Day, HCBS Community Respite, HPC, ICF, NMT, Remote Support & Vocational Habilitation</p>	

At-Large Director

<p>Bob Gaston, CEO ARC Industries, Inc. 2780 Airport Drive, Suite 450 Columbus, OH 43219 Office: (614) 479-2450 Mobile: bob.gaston@arcind.com</p> <p>Services Offered: Adult Day, HCBS Employment Waivers, NMT, OOD Vendor & Vocational Habilitation</p>	
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OPRA Board Meeting Minutes

November 18th, 2020

Call to Order and “Safe Place” Statement:

Jamie Steele, Chair, called the meeting to order at 9:02a.m.

Treasurer’s Report:

Presented by Adam Guinther

2021 Budget was reviewed and discussed. There was brief discussion about the C3PO project and its budget allocation.

There will be a review of our financials conducted this year but not a full audit. A full audit is only conducted once every three years.

October Financials were also reviewed and discussed.

- ✚ Tom Weaver made a motion to approve the 2021 Budget as presented. Dennis Grant seconded the motion. All voted in favor. Motion passed.

- ✚ Jerri Elson made a motion to approve October Financials as submitted. Scott DeLong seconded the motion. All voted in favor. Motion passed.

Discussion was held regarding a one-time 10% dues rebate to all Tier III OPRA Members. Trish Otter noted the rebate is 3% more this year than last and is a clear reflection of the compassion OPRA feels for the struggle providers have faced in this unprecedented year.

- ✚ Adam Guinther made a motion to approve a one-time 10% dues rebate to all Tier III OPRA Members. Diane Beasom seconded the motion. All voted in favor. Motion passed.

Code of Regulations:

Presented by Pete Moore

Pete first shared a letter from Michael Malone, recognizing the end of his term on the OPRA Board as an honorary member.

Discussion was held regarding At-Large members’ terms coming to an end.

Bob Gaston presented work done by the Governance Committee to revise the Code of Regulations that govern the OPRA Board.

- ✚ Tom Weaver made a motion to approve the Code of Regulations as presented. Melanie Kaston-Krause seconded the motion. All voted in favor. Motion passed.

A meeting will be held during the week of December 14th, 2020 to provide the full OPRA membership an opportunity to review and adopt this document.

Dues Proposal Restructure:

Presented by Pete Moore

Pete explained the logic and process that was used to develop the final product as recommended by the Dues Restructuring Committee.

✚ Trish Otter made a motion to adopt the dues proposal for public entities and small providers, as submitted. Melissa Morelli seconded the motion. All voted in favor. Motion passed.

- Important note- When calculating revenue to establish dues in 2021, PPP loans and other COVID19 relief funds should not be included in revenue calculations.
- Formal definition of dues eligible revenue will be deferred to a later conversation.

Legislative Update:

Pete Moore introduced Mike Toman to provide an update on various legislative points of interest.

Strategic Plan:

Presented by Pete Moore

Guiding Principles as developed in 2020 will be adopted as the pillars of the 2021 Strategic Plan.

✚ A motion to accept the Guiding Principles as the OPRA 2021 Strategic Plan was made by Diane Beastrom. Roger Fortener seconded the motion. All voted in favor. Motion passed.

2021 Board and Committee Schedule:

Presented to the Board by Jamie Steele

Governance Committee was tasked with addressing the following 2 topics in 2021:

Board Diversity Statement:

Presented by Jamie Steele

Discussion will be held in the coming year to develop a Diversity Statement. The Policy Committee will be involved in the development of this statement then brought to the Board.

Redistricting Discussion:

Introduced by Pete Moore

Discussion was held regarding the prospect of revising OPRA districts as they currently exist. Two options were presented for consideration but additional options will be explored. Redistricting will be further explored, presented to the Board and phased in by 2022.

Closing comments:

Presented by Pete Moore

- ✚ Pete extended a sincere thank you to all retiring and out-going Board Members for their dedication to the Mission of OPRA.
- ✚ Discussion was held regarding Anita Allen retiring and potential candidates to fill the position being vacated. The number of candidates have been condensed and the successful candidate will be offered a position within the next week. This position will begin their work in January, 2021.
- ✚ Discussion was held regarding how the COVID19 vaccine will be rolled out and how IDD services rank in line to receive the vaccine.

A motion to adjourn was made by Jerri Elson. Seconded by Tom Weaver. All voted in favor. Motion passed.

Submitted for your review,

Lisa Reed, OPRA Board Secretary

Board Members present at the meeting:

- × Beastron, Diane
- × Blumhorst, Justin
- × Craun, Megan
- Cherry, Roy
- × DeLong, Scott
- × Elson, Jerri
- × Gaston, Bob
- × Fortener, Roger
- × Grant, Dennis
- × Guinther, Adam
- × Hall, Felicia
- × Heinzerling, Bob
- × Johnson, Jeff
- × Kaston-Kraus, Melanie
- × Lagodney, Laura
- × Malone, Michael
- × Maynard, Patrick
- × Merrill, Donna
- × Morelli, Melissa
- × Otter, Trish
- × Owens, Liz
- × Reed, Lisa
- × Steele, Jamie
- × Steffey, Jim
- × Swanson, John
- × Thompson-Hufford, Mary
- × Urbanski, Lynne
- × Weaver, Tom

OPRA Staff present at the meeting:

- × Pete Moore
- Anita Allen
- × Scott Marks
- × Christine Touvelle
- × Melissa Fannon
- × Than Johnson

2021 Spring Conference

OPRA 2021 Virtual Spring Conference

Dates: May 6 – 7, 2021

Time: 8:30 AM – 3:00 PM ea day

Members: \$155

Non-Members: \$255

- Due to COVID-19 we are moving our Spring Conference from live to virtual.
- We are using a different platform (Cvent) which allow a better experience for the attendees and the speakers.
- Sponsors and exhibitors will be able to share their calendars with the attendees; and attendees can speak to them **live** at any time while their “booth” is open.
- Recordings of the conference sessions will be available to OPRA on-demand; and a separate VIP package will be offered to purchase the recordings.

OPRA Board Committees

OPRA has numerous committees to ensure the proper operation and oversight of the organization, to engage its members, to support members to perform optimally, and to maximize member value proposition.

Board level committees:

Four committees have been established by the board to perform board related work and oversight. These committees are typically comprised exclusively or predominantly by board members. All members are assigned by the board of directors and report directly to the board:

1. **Executive Committee:** Board Chair, Vice Chair, Secretary and Treasurer are the members of the executive committee. The executive committee performs work on behalf of the board, as designated and reports back to the full board. The executive committee has no decision-making authority outside of that specifically delegated by the board. The exception would be decisions that must be made between board meetings and those decisions will be ratified by the board at its next meeting.
2. **Finance Committee:** The board Treasurer chairs the finance committee. Other members are assigned by the board chair. The finance committee is staffed by the CEO and the bookkeeper attends as requested. The finance committee reviews monthly financial statements, reviews and recommends an annual budget to the board for approval, and oversees the organization audit or financial review.
3. **Membership & Services Committee:** The membership & services committee oversees membership engagement, membership renewal process, ensuring member satisfaction with OPRA's value proposition, oversees orientation of new members, and conducts research and creates unique partnerships to give OPRA members a variety of pre-screened products and services that ensure quality and competitive/preferred pricing. This committee is chaired by a member of the board of directors, as assigned by the board chair.
4. **Policy Committee:** 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. Ad hoc workgroups are 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.

Finance	Governance	Member Services	Dues	PAC
Adam Guinther Roy Cherry Trish Otter John Swanson Scott DeLong	Liz Owens Mary Thompson- Hufford Bob Gaston (lost 4 members)	Dennis Grant Jeff Johnson Roy Cherry (lost 3 members)	Roy Cherry Roger Fortener John Swanson	Roy Cherry John Swanson Bob Heinzerling

Strategic Plan 2021

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.

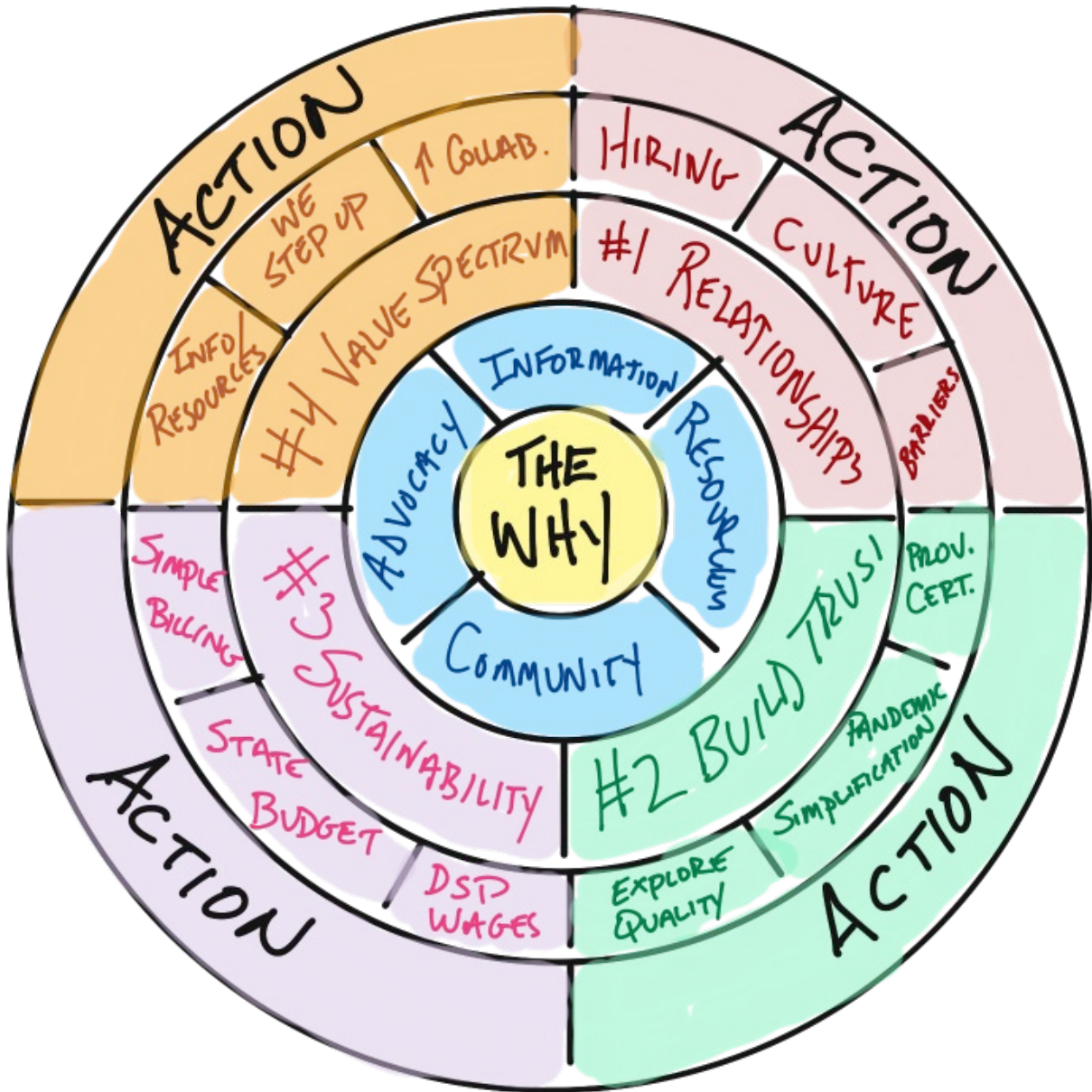
OPRA's Anchor Statement: Ohio's providers are focused on supporting the success of the people we serve

Principle #1: We believe the primary focus of our work is the positive and supportive relationship between front-line professionals and the people they support.

Principle #2: We believe providers should be supported and trusted to support people with developmental disabilities and operate effective and successful organizations.

Principle #3: We believe providers must be sufficiently compensated to deliver essential services to meet the needs of the people they support in an ever evolving society and system.

Principle #4: We believe all services currently provided across the spectrum of services should be recognized as crucial to each and every person we serve.



Principle #1: We believe the primary focus of our work is the positive and supportive relationship between front-line professionals and the people they support.

Recruitment	Culture/Retention	Compensation	System Barriers
Look at how we hire. Many industries hire on the spot and start staff immediately. How can we do that? What rules need to change to make this possible?	Create a resource tool for providers to develop internal career ladders, peer mentoring, and ways DSP's can have a voice in our system.	Take a fresh look at Ohio at a Crossroads Document (pages 60 and 63)	Address the MUI Culture
Funds for career growth – pathways, education, training, career ladders – meaningful growth (i.e., our career pathway and STEPS program)	Study why DSPs and frontline supervisors leave	Break down the DSP role and skills and training, assign a value.	Develop a plan where provider quality can translate to trust for providers and freedom (is there a recognized system of accreditation we can use or develop?)
Ability to offer wages/benefits that are competitive with other industries competing for same labor force.	Ensure adequate rates to support the infrastructure that supports the DSP – i.e. frontline supervisors, nursing, billing, etc... People leave when they don't feel supported. Include training for mentors and frontline supervisors.	Gain a better understanding of the infrastructure needed to support DSPs (funds and skills)	Address all unfunded/underfunded mandates
Statewide awareness campaign that is implemented locally.	Understand the first year of a DSP's Experience (DSP Case studies)	Analyze of the overall DSP compensation picture (pay, benefits, public assistance, etc.)	Study how the state conducts reviews and the impact on provider workloads and culture. Develop a "partnership approach" to oversight
Create partnership internships with local High Schools, Career Trade schools, like the Tech Cred program.	Development of consistent standard onboarding model prior to on the job training to include sensitivity, empathy, leadership, critical thinking.	Identify areas where cost savings can occur within our system that can be applied to the delivery of services.	Develop a system where a provider can hire and onboard staff quickly (training follows the DSP, background checks, on the job training, etc.)
Volunteer plan of action – whether	Develop Front-line Leadership model	Understand what providers have to put in	Streamlined recruitment efforts



young or old – get engagement, but also may get employees on “fearfactor” subsidies		place due to the complexity of our system that diverts resources from front-line service delivery.	
Assess local workforce challenges and competition – market research (similar to OPRA salary survey)	Models for informing, supporting and empowering staff	The Life of a DSP Use the information gathered with DSP profiles to help make the case for better DSP compensation	Develop and promote effective training strategies and work to incorporate them into our system.
	Incorporate DODD, CB’s and COG’s to assist in onboarding and retention.	Understand what “professionalizing” the DSP role means to the DSP and our system.	
	Study the value of mentorship programs	Study the correlation between the need for a certain level of skill and the rates needed to support that skill (the Tiered DSP)	
	Study the value of Employee Resource Networks (ERN).	Establish parity across the spectrum of services	
		Study what role provider quality may play in determining provider compensation	

Guiding Principle #2: We believe providers should be supported and trusted to support people with developmental disabilities and operate effective and successful organizations.

Action Steps	Lead Staff	Arena 4 Action	Key Partners	Key or New Committees	Outputs & Activities	Timelines	Outcomes
1. OPRA will advocate for changes to the Provider Certification rule that strengthen trust and help alleviate workforce crisis.	Pete	Executive Advocacy	OACB, OHCA, OWN, VFA, Etc...	Policy Committee	Modification of proposed rule language. Frameworks for training and TA to meet rule. Engage with advocacy partners.	Immediate-Next 3month-6months	First step in promoting trust and autonomy for providers. Redefine provider review and cert process based on demonstration of quality through review process. Establish idea of 'provider in good standing'. Redefine compliance relationship to be partnership in excellence.
3. OPRA will advance system simplification based on regulations relaxed during the pandemic.	Christine, Scott, Rachel	Executive Advocacy, State Legislative, Federal legislative. Committee discussion and analysis.	Associations, ANCOR, DODD, County Boards.	Policy, Day Array, Residential Waiver, ICF, HR.	Training, Training Timelines, Background checks, day service, collapsed budgets for LV1. Establish rules that can be relaxed. Determine regulatory authority. Develop position paper, recommendations and advocacy strategy.	Establish rules and authority Now-March. Develop advocacy positions by Q2 of 2021	Simpler system long term. Trust built in system. More flexibility for providers. Gets staff on the floor sooner and real-world training. Increase in retention.

3. OPRA will form a member committee to discuss views, visions and opportunities related to quality service provision that promote trust and autonomy for providers.	Pete, Rachel	Focus Groups, Committee Data and resource gathering. State executive advocacy.	Stakeholders to be determined based on review of quality measures.	Focus group. Larger committee of external stakeholders.	Establish focus group on quality to establish barriers and opportunities related to quality. Establishment of practices for OPRA support of members. Exploration and understanding of quality certifications, and what is viable for OPRA members.	Focus group to meet in January. Recommendations and/or positions developed by Q3 of 2021. Implementation strategy TBD by proposal development.	Development of OPRA Quality standards, as well as resources to help members meet those standards. Regulatory standards based on quality service provision and 'provider in good standing'
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Guiding Principle #3: We believe providers must be sufficiently compensated to deliver essential services to meet the needs of the people they support in an ever evolving society and system.

Action Steps	Lead Staff	Arena 4 Action	Key Partners	Key or New Committees	Outputs & Activities	Timelines	Outcomes
1. OPRA will develop recommendations around a sustainable DSP rate structure.	Pete, Rachel, Scott, Christine.	Executive, state and federal legislative advocacy. Blueprint workgroup	DODD, Other Associations, ANCOR, State legislature, OADSP.	Focus group on wages, Residential, ICF, Day Array, Policy Committees.	Establish OPRA focus group on tiered billing and/or Value-Based models for rate structure. Develop advocacy positions based on that. Advocacy in 2024 Biennium budget.	Groundwork laid now. Recommendations and policy positions developed for 2024 Biennium Budget.	Wages/rates that are appropriate to the service delivered. More applicants, less turnover, less overtime. Higher skilled workforce.
2. OPRA will advocate for simplified billing processes that alleviate financial and administrative burdens on providers.	Pete, Rachel, Scott, Christine.	State executive advocacy.	Associations, External and members SMEs, DODD, OACB.	Focus group on wages, Residential, ICF, Day Array, Policy Committees.	Focus Group on billing practices. Review billing processes to determine immediate advocacy positions vs long-term system reforms. Development of OPRA advocacy position.	Through 2024 Biennium budget.	Reduce amount of time not spent on service provision. More time to be spent on developing relationships.

3. OPRA will advocate during biennium budget cycle to maintain legislative investment and advance policy priorities.	Christine and Pete	State legislative advocacy	Mike, Anthony at Success Group. DODD. OACB, other provider associations.	Policy Committee, Residential Waiver, ICF	Collaboration with other partners to build coalition.	All Q1 and 2 2021.	Rate increases are maintained. Policy priorities.
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Guiding Principle #4: We believe all services currently provided across the spectrum of services should be recognized as crucial to each and every person we serve.

Action Steps	Lead Staff	Arena 4 Action	Key Partners	Key or New Committees	Outputs & Activities	Timelines	Outcomes
1. OPRA will work with system partners on educational resources that promote the value for the full spectrum of services.	Pete, Christine. Rachel-ICF, Residential. Scott- Day Array	Legislative Advocacy, Community awareness building, system partner engagement	ANCOR, Local partners- CBs, Media, Community leaders.	ICF, Residential waiver, Day array.	Informational campaign that promotes ICF and Day Array services. Letter to all supers celebrating all spectrum of services. Educational materials that can be shared locally. OPRA member spotlights to celebrate spectrum. Educational material aimed at advocates to better understand specialized supports. Help members develop niche/specialized services that	Q3 2021-2023	Slow or stop efforts to eliminate/downsize ICFs. System partners will have a better understanding of diversity of service options and how they support those with limited supported options. Appreciation of Day services as essential services.

					help establish brand/identity.		
2.OPRA will move into next phases of 'We Step Up' Campaign to promote disability service providers to the community and legislative and executive agency partners.	Christine, Scott, Pete	Legislative Advocacy, Community Awareness, Executive Advocacy.	Success Group, Local Media, Community Leadership	Policy, ICF, Residential waiver, Day array.	Continued coordination of member campaign videos and campaign promotional resources, targeted connections with new legislators, Targeted budget campaign to key legislators.	Q1-2 of 2021	Understanding among legislators and state executives of DD services and efforts made through pandemic. Connection to new legislators to help advance budget and policy priorities.
3. OPRA will work with partners to develop collaborative trainings between County Boards and providers as well as local provider consortiums.	Scott, Rachel.	Trainings, consortium meetings and resource development.	OACB, County Boards, Provider Members.	ICF, Residential waiver, Day array.	OPRA staff will work with other stakeholders, primarily OACB and County Boards to provide quarterly collaborative trainings.	Q1 of 2021 and beyond	Better understanding of system issues between partners. Collaborative solutions that improve workflow for partners. Shared knowledge and resource base between providers and county board staff. Exposure to SMEs to mediate partner issues.

A

Advocacy - OPRA will work with local, state and federal partners as well as engaging members in advocacy initiatives to secure support and relief to manage COVID-19.

I

Information - Through member calls and newsletters, OPRA will keep members apprised of the latest updates on state agencies, pending legislation and local news coverage.

R

Resources - OPRA will provide develop, compile and share tools and templates for members to navigate the crisis and recovery including tools for political advocacy, a database of PPE distributors and toolkits for local media outreach.



AIR Report 2020

Strategic Action For COVID-19 and Beyond

We Advocated

- We worked with system partners to secure over \$300 million in funding for day array, residential waiver, and ICF services through state allocations, appendix k payments, and CARES Act Appropriation.
- We negotiated enhanced rates for day & vocational services while leading the state towards virtual and alternate day service delivery.
- We connected members to Ohio's Federal delegation through several town hall meetings.
- We represented OPRA's membership in key policy workgroups including Provider Certification, Blueprint for Adult Day and the Ohio Single ISP.

We Informed

- We held 73 member calls, nearly doubling last year's contact with members, averaging over 300 lines per call.
- We reinvented and realigned all OPRA committees to be virtual, focused on connecting members to each-other and to key state partners, while advancing OPRA's policy priorities.
- We held member listening sessions, as well as several targeted calls and webinars on topics such as OSHA, FMLA, STEP Services and the FFCRA.
- We published 74 newsletters, increasing member communication during the onset of the pandemic.

We Supported

- We held our first-ever Virtual conference, hosting members and sponsors from across Ohio and beyond!
- We added 22 new vendors of PPE to our member resources and secured several hundred masks for members through bulk purchase and donations.
- We held over 20 Training Workshops on necessary topics such as ISP development, activity planning, person-centered-thinking and HIPAA.
- We unveiled the new WWW.OPRA.COM, creating a database for member resources, including multiple COVID resource pages and discussion rooms for committee engagement.

YOU Stepped UP!



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.

**Policy Committee Minutes
Core Committee Members Only
Wednesday, 1-13-21
10 AM – 12 PM**

Core Committee Members in attendance: Diane Beaström- Co-Chair, Justin Blumhorst, Jeff Johnson, Ryan Knodel, Jennifer Marshall, Kurt Miller, Tim Neville, Rich Patterson, Dave Rastoka, Jo Spargo, Shelly Wharton

- Provider Certification Rule Update
 - OPRA had advocated on a variety of issues in the provider certification- GED requirements, director of operations, CEO birth certificate requirement, non-profit reporting to governing boards, and training
 - Conversations with the department have not been as productive as intended
 - Director Davis is going to have another conversation with Governor on GED requirement
 - New DSP training has been loosened
 - Most other parts of the proposed rule have not changed at this point
 - Looking at implementation in late summer
 - Reporting to boards- suggestion that DODD take on the responsibility to communicate with the boards, not the providers. Should DODD send a letter to the board president or owner about the findings that have to be signed by president or owner? Need to line up what scenarios would require this.
 - Suggestion- to sell this idea that DODD should take on the work of notifying governing boards and possibly owner, frame the more of a violation of contract

and there needs to be due process on survey results- who is ultimately in control of the organization.

- Feedback: Now would be a good time to explore deeming options with organizations like CARF, CQL, or similar entity. Still doesn't feel like the changes in the proposed rule effectively ;limits and handles bad providers
- Question from the committee: where the line is on DODD's authority is to require things like this in rule?
- OPRA staff are working out possible next advocacy steps
 - Ideas- testimonials on staff who would be excluded based on the new rule, impact on people's interest to serve on workgroups,
- OPRA Strategic Plan and Guiding Principles
 - Guiding principles are the bones of the strategic plan
 - OPRA staff have been working to create a framework that ties the guiding principles, the strategic plan, and action steps. OPRA staff have modified the "golden circle" framework to organize this.
 - OPRA staff develop action steps based on feedback from OPRA committees and workgroups
 - Workforce related guiding principle is still being worked out but the other three have principles have action steps defined and assigned
 - We will be sending out information to the committee for additional feedback on the framework and action steps.
 - Committee is concerned about a recent Biden administration announcement of prioritizing a \$15 minimum wage and how this may impact both the system and OPRA's guiding principles work
- State Budget- DD Workforce Act and DODD budget
 - The state budget does not look promising and we need to be prepared for very few fiscal gains
 - Messaging will be key. If we ask for additional money for wages, we need to consider how legislators that fought for the last increase may respond to the ask for more money and how a request for additional money may impact the system's standing within the Medicaid and health and human services spectrum of programs
 - OPRA is starting to work on an advocacy plan
 - Some of the plan is contingent on the budget put forth by the Governor. We should see the budget introduced in a few weeks.
 - We will need a lot of action from this committee and others to advocate during the process
 - We will share the plan as it is finalized but it will likely change as the budget progresses through the services
 - Suggestions on things to add to our list of budget requests: adding a CPI or annual cost of living increase to the budget language to rates

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

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

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

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: Christine Touvelle

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: Rachel Hayes

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) and Susan Berneike (Help Foundation)

Policy Core Committee Representative: TBD

OPRA Staff Lead: Rachel Hayes

2021 State Budget

(sample one page document for legislators)

OHIO PROVIDER RESOURCE ASSOCIATION

Ohio's Disability Service Providers Have Stepped Up:

- Our services enable Ohioans with I/DD to live, work, and connect to their communities through Medicaid Home and Community Based Services (HCBS) waivers and in intermediate care facilities (ICFs).
- Pandemic has upended nearly every aspect of operations as providers made heroic efforts to care for some of Ohio's most vulnerable citizens.

Your Historic Investment Saved Lives:

- As the COVID-19 exacerbated a direct workforce crisis, the Ohio legislature's support of disability services in the 2020-21 budget ensured Ohioans with disabilities had the care needed to stay healthy and safe.
- OPRA, our members, their staff and the Ohioans they support continue to remain grateful for this support.

There are Many Challenges Ahead:

- Ohio's disability system has seen a huge increase in need for specialized services as autism and dual-diagnosis rates soar in younger Ohioans.
- The impacts of COVID-19 have compounded an existing mental health and opioid crisis that has led to an increase in children born with disabilities.
- Federal push for a \$15 minimum wage, without corresponding Medicaid reimbursement will not be sustainable for service providers.

How Legislators Can Support Disability Services:

- Authorize Medicaid reimbursement rates that support a \$15 minimum wage for Direct Support Professionals.
- Maintain an ICF formula that ensures the health, safety and welfare of Ohioans with the most significant disabilities are well cared for.
- Ensure regulatory relief provided through COVID-19 is maintained beyond the pandemic, allowing providers to focus on supporting Ohioans with I/DD.