



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

10.25.23



OPRA's Guiding Principles

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

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.

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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.

OPRA Board Meeting Agenda

October 25th, 2023

10am – 12pm

- Welcome and Safe Place Statement
- Approval of July and August minutes
- Finance Committee Report
 - Approval of financial report
 - 2024 Budget update
- Governance Committee
 - Board election update
- Board Report
 - Waiver Redesign update (see report presented by Chris Whistler)
 - What is our role with CBs and SSA's
 - DODD and Compliance update
 - The future of Day/Voc/Employment services update
 - Budget Priorities for 2025 (Legislative Action to help with system reform?)
- Strategic Planning
 - Retreat feedback
 - Ohio's HHS infrastructure
 - The future of services (is OPRA meeting the need of providers/opportunity to expand)
 - Future's Advisory Group
- CEO Report
 - Great Provider Series (GPS)
 - 2024 Spring Conference
 - OPRA's 50th Anniversary
- Open Discussion
- Next meeting
- Adjourn

Board Meeting Minutes (July and August)

OPRA Board Meeting Minutes

July 26th, 2023

OPRA Board Meeting Minutes

July 26, 2023

10am – 12:00pm

- Call to Order and “Safe Place” statement
 - Chair Adam Guinther called the meeting to order at 10:02 am and read the “Safe Place” statement.
- Approval of minutes from May’s and June’s Meeting (Adam Guinther)
 - Lisa Reed motioned to approve the May minutes, Liz Owens seconded. Motion carried.
 - Lisa Reed motioned to approve the June minutes, Tami Honkala seconded. Motion carried.
- Treasurer’s Report (Liz Owens)
 - Liz Owens delivered the Treasurer’s report. Board members asked questions and provided feedback. Roy motioned to approve the Treasurer’s Report and Dustin Watkins seconded. Motion carried.
 - The Finance Committee started discussions on the impact on the state budget increases. The rate increases resulting from the budget will lead to higher EGR that would subsequently increase dues. The board will continue exploring possible solutions.
- Governance Committee Update, (Bob Gaston)
 - Executive Committee Nominations
 - Bob Gaston shared the slate of nominations for the executive committee. A vote on the executive committee will be held at the board retreat.
Chair: Adam Guinther; Vice Chair: Scott DeLong; Treasurer: Liz Owens; Secretary: Michelle Madden
- Board Report (Pete Moore)
 - Budget Recap and Implementation
 - Pete gave a budget recap and summarization. Board members asked questions, provided their own insight in the budget, and provided feedback on how implementation has gone so far. Please continue to let the OPRA staff know of any miscommunication being disseminated by any party.
 - Coalition Budget Debrief
 - The Budget Coalition is having a debrief meeting next Monday on to talk about the strengths of the coalition and plan for the next budget and beyond. Board members gave feedback for the OPRA staff to bring to next week’s debrief between coalition members.
 - System Reform Efforts
 - Pete reviewed the various system reform areas OPRA is prioritizing for reform. Conversations with DODD seem to be moving positively in the various priority areas.

There is still concern within the board about the sustainability of the future if we do not pursue reforms and reframe what makes a quality provider.

- Scott gave an update on comments OPRA provided on the provider certification and licensure rules. DODD integrated some of the suggestions into the new version of the rule to better explain what constitutes as an abbreviated review.
 - Waiver Redesign
 - Oversight/MUI
 - OISP
 - Rule Feedback Filter
- Blueprint
 - Scott gave an update on the Blueprint for day and vocational services. Most of the major policy changes proposed a year ago have been set aside for two quality pilots. The waiver redesign process will likely integrate some of the previously set aside policy priorities.
- OOD Increases and Rates
 - Scott gave an update on OOD's fee schedule discussions resulting from the budget. OPRA is working with OOD to devise a plan on how to best leverage.
- CEO Report (Pete Moore)
 - Retreat Agenda Review
 - Pete and Melissa reviewed the agenda and final details for the August board retreat. If you have any questions, please reach out to Melissa.
- Open Discussion
 - DD Council DC Fly-In- OPRA was invited to participate in DD Council's fly in. This unique experience will include a day of presentations on federal advocacy followed by Congressional visits on the Hill. Hill visits will include self-advocates, county board staff, and DD Council members. Your staff, people served, and board members are also welcome to attend. If you have any questions, please reach out to Christine.
Additional information:
 - When- September 13-14, 2023
 - Where- Marriott Marquis DC 901 Massachusetts Ave NW, Washington, DC 20001
 - What- A day of advocacy training/presentations and then visits with Ohio's Congressional delegation
- Board Retreat August 23rd – 25th
- Adjourn
 - Michelle Madden motioned to adjourn the meeting at 11:18am. Tammy Honkala seconded. Meeting adjourned

Respectfully submitted,

Michelle Madden, Secretary

Present Board Members

District 1 – Jamie Steele and Jim Steffey

District 2 – Dennis Grant, Ashley Brocius and Michelle Herndon (absent)

District 3 – Edgar Barnett, Lisa Reed and Mary Thompson-Hufford (absent)

District 4 – Roy Cherry, Tim Menke and Dustin Watkins

District 5 – Jeff Johnson, Michelle Madden- Secretary and Phil Miller

District 6 – Adam Guinther- Chair, Liz Owens- Treasurer and Bob Heinzerling

District 7 – Diane Beasstrom, Tammy Honkala and Beth Lucas (absent)

At-Large –Scott DeLong- Vice Chair, Felicia Hall, Bob Gaston, Kurt Miller and Tim Neville

OPRA Staff Attendance: Pete Moore, President and CEO; Scott Marks, Vice President; Christine Touvelle, Director of Advocacy; Rachel Hayes, Director of Residential Resources; Sonya Summers, Member Communications Manager; Melissa Fannon, Events Manager

OPRA Board Meeting Minutes

August 25th, 2023

OPRA Board Meeting Minutes August 25th, 2023 9:30am – 1:30pm

- Intro and Safe Place Statement (Adam Guinther)
- Approval of July minutes
- Governance Committee Report
- 2023 General election
 - Sonya will begin the call for nominations for each district on **Mon., Oct. 2nd**.
 - Ballots will be sent out via email for voting on **Mon., Oct. 16th**.
 - Voting will end on **Mon., Oct. 30th**.
- Tier 2 Board members are up for election this year. They are as follows:

<u>Class II – term exp. 12/31/23</u>
Dist. 1 – Vacant
Dist. 2 – Michelle Herndon
Dist. 3 – Mary Thompson-Hufford
Dist. 4 – Roy Cherry
Dist. 5 – Phillip Miller
Dist. 6 – Adam Guinther
Dist. 7 – Beth Lucas

- Board Satisfaction Surveys will be going out soon and will be reviewed in the 4th quarter of this year.
 - Data collected from the surveys will be reviewed as one of our focus areas in 2024.
- ARTICLE II of our By-Laws, regarding Membership will need to be updated. It does not have any language regarding Public Entities as a category for membership.
- Article II of our By-Laws will be reviewed as one of our focus areas in 2024. Executive Committee election.
- Board Report (presented by Pete Moore)
 - Coalition system reform items: (review and comment) The board packet included a list of the reform items the Budget Coalition continues to pursue. OPRA staff will continue to provide updates as time progresses.
 - MUI Rule revisions: It is time for the 5 year review of the DODD MUI rule. DODD intends to keep the workgroup small (OPRA is represented on the workgroup). OPRA will also have a group that will review the rule and offer input throughout the process. There was some indication that one area we want to focus on is since some MUIs are more severe in nature than others, why are all MUIs investigated in the same manner. OPRA Staff will work with our group to organize the feedback.
 - DODD Accreditation and Certification/Compliance modifications: DODD is reviewing both County Board Accreditation and Provider Certification/Compliance processes. They are beginning with CB accreditation. This is an area where OPRA staff have given a lot of feedback about and will be active as these processes are reviewed. The OPRA Team is developing a survey that providers can take after their reviews so we are able to organize structured feedback about good things that occurred and share concerns about the findings and the process.
 - Quality and Provider in Excellent Standing: The OPRA Team believes there will be more scrutiny when it comes to provider oversight and would like to explore ways for great providers to avoid a review process that is also used for providers who are struggling. We will have to define what a provider in “excellent standing” means and how they can be formally recognized by the state. We are in the early stages of developing this idea and will keep the OPRA Board informed as the idea progresses.
 - Rule review process: The OPRA team will work with the Board to develop a Rule review process and committee. The OPRA team will seek volunteers for this committee.
- CEO Report
 - Fall Conference
 - Spring 2024 update
 - Pete Provided updates on both the Fall 2023 to be held at the Nationwide Conference Center, in Lewis Center and the Spring 2024 conference to be held in Toledo.

Adjourn

Respectfully submitted,

Michelle Madden, Secretary



Present Board Members

District 1 – Jamie Steele

District 2 – Dennis Grant, Ashley Brocious and Michelle Herndon

District 3 – Edgar Barnett, Lisa Reed and Mary Thompson-Hufford

District 4 – Roy Cherry, Tim Menke and Dustin Watkins

District 5 – Jeff Johnson, Michelle Madden- Secretary and Phil Miller

District 6 – Adam Guinther- Chair, Liz Owens- Treasurer and Bob Heinzerling

District 7 – Diane Beastron, Tammy Honkala and Beth Lucas

At-Large –Scott DeLong- Vice Chair, Kurt Miller and Tim Neville

OPRA Staff Attendance: Pete Moore, President and CEO; Scott Marks, Vice President; Rachel Hayes, Director of Residential Resources

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. 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 Tuesday, October 17th 10:30am – 12pm

Core Committee: Scott Delong, Diane Beastrom, Anne Haning, Ryan Knodel, Jeff Johnson, Kurt Miller, Tim Neville, Jo Spargo, Shelly Wharton

- Welcome and Safe Place Statement
- Service Proposal: Waiver Health Services Coordination
 - Rachel and Christine gave an overview of a new proposed service that a small group of budget coalition members have developed to help bridge a gap in waiver nursing services. The new service is meant to help fill gaps in nursing services that are currently not reimbursable but still necessary to improve the overall healthcare of the people in our services. Members were generally supportive of the idea and provided some ideas and feedback on the proposal. Please submit any additional feedback to Rachel or Christine.
- Hot Topics
 - 14C-
 - Scott and Christine gave an update on the current status of proposed state legislation to eliminate 14c- commensurate wage certificates. Rep. Jarrells hosted an interested parties meeting last month to review an updated version of his bill the end the use of 14c certificates. Additional meetings are scheduled between Rep. Jarrells and other stakeholders to provide more feedback on the proposed bill. A complicating factor in this discussion is that the US Department of Labor has announced a "comprehensive review" of the 14c program. OPRA anticipates some type of suggestion on the future of the 14c program to come out of this review but it is unclear to what extent the review could limit or terminate the program.
 - ICF peer group 5; Department of Labor overtime threshold proposed rule: items tabled for the next meeting.

- 11am-12pm Guest Speaker: Chris Whistler, Whistler Consulting
 - Waiver Modernization
 - Chris reviewed slides he prepared overviews his analysis on waiver modernization. His analysis included a data analysis on data from DODD, a process analysis for system review, and results from the survey conducted during the August Policy Committee. OPRA staff have used Chris' analysis to help with our work with DODD's waiver modernization discussions.
- Meeting wrap-up

Building OPRA's Strategic Plan



The Future of our System: OPRA's Strategic Priorities

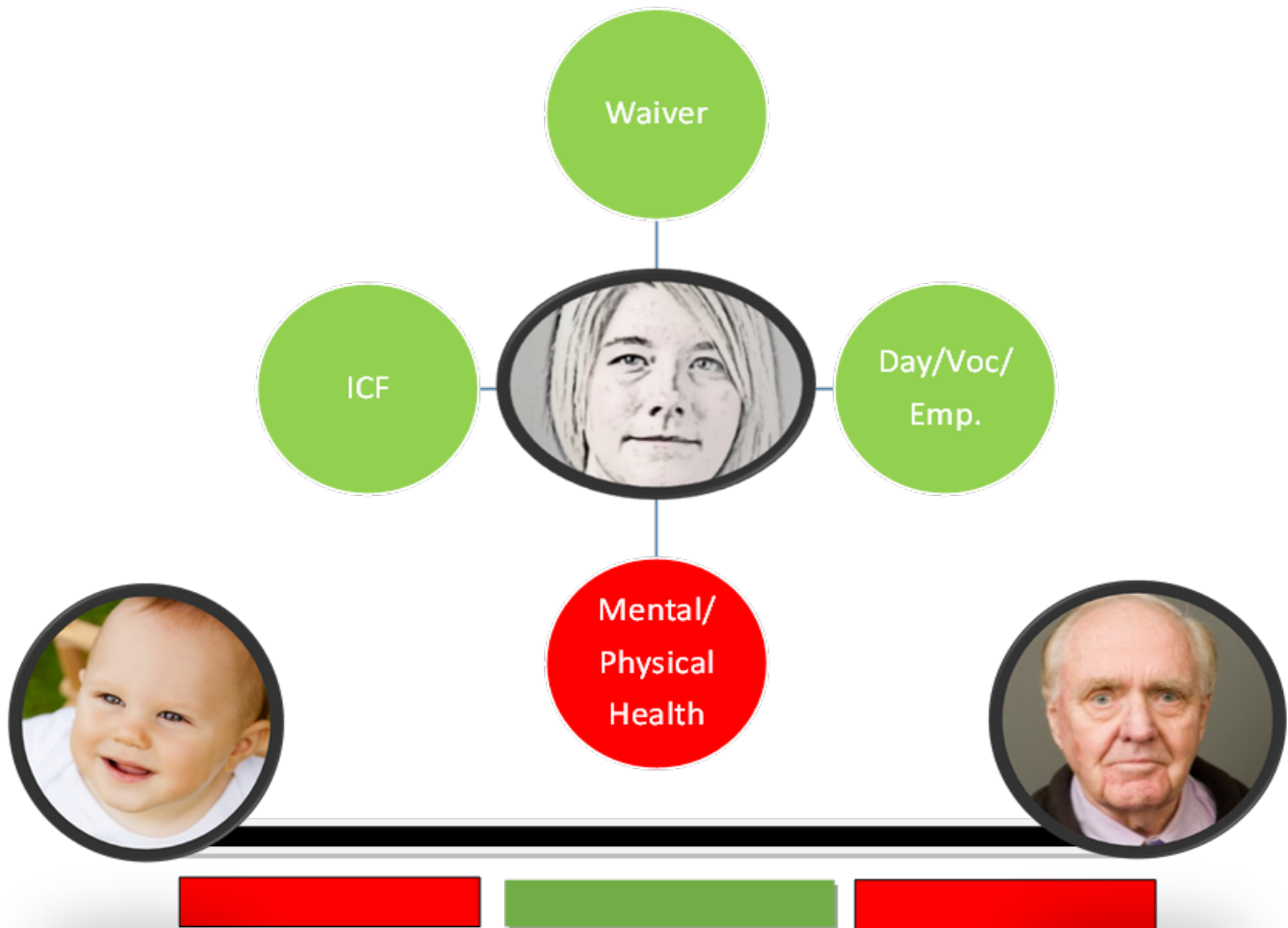
1. What do we need to do to build a sustainable system?
 - a. Waiver redesign
 - b. ICF Modernization
 - c. Ongoing cost of living increases
 - d. System reform priorities
 - i. MUI
 - ii. Certification
 - iii. Limit the number of providers
 - iv. Billing
 - e. Funding priorities
2. Who should we partner with and why?
 - a. What does the future Provider and County Board relationship look like?
 - b. What does the future Provider and DODD relationship look like?
 - c. What does the future Provider and Person Served/Family relationship look like?
3. How do we lead the Quality Discussion?
 - a. What is a "Provider in Excellent Standing" (PIES)?
 - i. How do we measure quality services?
 - ii. How do we measure sound business practices?
 - iii. How do we measure compliance with rules and regulations?
 - b. What should PIES providers get in return?

Feedback from OPRA Board Retreat August 2023

OPRA Is...	OPRA Will Be...
➤ Greatest advocate	➤ Will & ability to serve all <ul style="list-style-type: none"> ○ How to help young people
➤ Interpreter & Education	➤ Engage with Leg. & DODD to shape the future of DD
➤ Unifier of our system	➤ Focused on system reform & simplification
➤ Confidence Builder	➤ Charge to have COLA
➤ All of us	➤ Facilitate conversations to see value of OPRA (small assoc.)
➤ Emotional Support	➤ Adaptable & fluid
➤ Resilient	➤ Premier provider advocate
➤ A leader in Collaboration	➤ Help facilitate resources <ul style="list-style-type: none"> ○ Purchasing power ○ Fill gaps
➤ Growing	➤ Not enough providers & quality
➤ Engaging diverse groups	➤ Conduit to change
➤ Convener & Leader Adv.	➤ Ally to ourselves & system partners
➤ Collaborative partnership	➤ Agent for change <ul style="list-style-type: none"> ○ Local & State relationships
➤ Great position due to staff & leadership	➤ Support better business <ul style="list-style-type: none"> ○ Non-profit with surplus
➤ Investing in future leaders	➤ Change agent with all stakeholders
➤ Premier leader above other associations	➤ Find ways to support transitional youth
➤ Focus on our industry	➤ Convener of individuals & families
➤ Innovative	➤ Visionary for the future
➤ Advocacy is evolving and structured	➤ Key influencer
➤ Diverse providers	➤ Benchmarking national trends & patterns
➤ Responsive team	➤ Maintain core identity
➤ Viewed positively by DODD & CBs	➤ Loudest voice in DD
➤ Could challenge the Department more	
➤ Amazing resource	
➤ A beacon in the industry	
➤ A Community	
➤ A bipartisan tether to both internal and external parties <ul style="list-style-type: none"> ○ Don't lose focus!!! 	
➤ Most influential DD advocacy group	
➤ More diverse now more than ever	
➤ Extremely effective in communications	
➤ Strong leadership	
➤ Evolving to partner with others <ul style="list-style-type: none"> ○ DODD ○ Other partnerships ODM 	

Provider Business...	Business Quality...
<ul style="list-style-type: none"> ➤ How do the people feel? <ul style="list-style-type: none"> ○ Are they happy? ○ Are they independent? ○ Access to community? ○ Seek feedback through surveys ○ CARF & CQL Pass 	<ul style="list-style-type: none"> ➤ No money / no mission
<ul style="list-style-type: none"> ➤ State help with quality <ul style="list-style-type: none"> ○ Quality is in the plan to fix... not always the problem 	<ul style="list-style-type: none"> ➤ Understanding <ul style="list-style-type: none"> ○ Statements ○ Budgets ○ Expenses / Income
<ul style="list-style-type: none"> ➤ Less time with “Good Providers” & more time with those who struggle 	<ul style="list-style-type: none"> ➤ Departmental understanding
<ul style="list-style-type: none"> ➤ Positive outcomes / medical outcomes <ul style="list-style-type: none"> ○ Ways the prevention plan is followed? 	<ul style="list-style-type: none"> ➤ Employer function <ul style="list-style-type: none"> ○ Costing services / Contracts
<ul style="list-style-type: none"> ➤ Investment in staff 	<ul style="list-style-type: none"> ➤ Organizational Health <ul style="list-style-type: none"> ○ Financial ○ HR ○ Programing
<ul style="list-style-type: none"> ➤ Opportunities for growth <ul style="list-style-type: none"> ○ Focus on independence 	
<ul style="list-style-type: none"> ➤ Management structure 	
<ul style="list-style-type: none"> ➤ Strategic planning... (Living Doc) 	
<ul style="list-style-type: none"> ➤ Diverse board 	
<ul style="list-style-type: none"> ➤ Quality leadership 	
<ul style="list-style-type: none"> ➤ Risk management 	
<ul style="list-style-type: none"> ➤ Timeliness of billing <ul style="list-style-type: none"> ○ CB sees a problem 	
<ul style="list-style-type: none"> ➤ Fiscal checks & balances <ul style="list-style-type: none"> ○ Internal & external reviews / audits 	
<ul style="list-style-type: none"> ➤ Cash on hand (60-90 days) <ul style="list-style-type: none"> ○ Weather storms 	
<ul style="list-style-type: none"> ➤ Understand balance sheets 	
<ul style="list-style-type: none"> ➤ Standard gap <ul style="list-style-type: none"> ○ Defensive interval 	
<ul style="list-style-type: none"> ➤ Business planning 	
<ul style="list-style-type: none"> ➤ Policy & Procedures <ul style="list-style-type: none"> ○ Checks & balances 	
<ul style="list-style-type: none"> ➤ Quality <ul style="list-style-type: none"> ○ Person served ○ Things needed to provide service (best of the best) ○ The plan of correction is a quality indicator 	
<ul style="list-style-type: none"> ➤ Compliance vs. Quality <ul style="list-style-type: none"> ○ Citation vs. Recommendation ○ Applying best practice 	
<ul style="list-style-type: none"> ➤ POMs 	

The Evolution of Provider's Needs and OPRA's Ability to Support the OPRA Community



Items to consider:

- The HHS infrastructure
- Managed Care
- Unconventional state level partnerships
- Promoting opportunities for specialized services
- The Provider of the future
- Diverse
- Collaborative
- Shared back office functions
- Fully addressing evolving needs of people with DD and the providers who support

CEO Report



Great Providers...

- **Are Person Centered**
- **Have Great Leaders**
- **Have Great Cultures**
- **Have Great Administrative Supports**
- **Are great advocates**
- **Can Navigate the DD System**
- **Run Great Businesses**
- **Connect with Their Communities**
- **Utilize Technology**



"You're a great teacher. In fact, you almost gave me too much information."



OPRA Spring Business Retreat Toledo, OH May 2024

Retreat Themes

This conference will focus on the business and organizational aspects of running a conference. It will also have a team building and strategic planning focus.

Who is encouraged to attend?

We would like each provider to consider sending their leadership team to the conference. The Leadership team could include, but not limited to:

- CEO/Executive Director
- COO
- CFO
- HR
- Front-Line Leader
- Board Member/Chair

There will be opportunities for the attendees to listen and learn together as a team and at individual, position focused break-out sessions. There will also be structured networking sessions.

2-Day Schedule

Day 1

AM

- **Opening and Welcome**
 - (Pete and maybe someone from the City of Toledo would like to welcome folks...Mayor?? Local legislator???)
- **Toledo Business Leaders Panel** (workforce challenges, fundraising, strategic planning, customer service, etc.) Preference of outside of the DD system; Roy and Tim developing ideas; as a team;
- Ideas: Finding partnership to creat a more disability-friendly community

PM

- **Area Specific Tracks for each focus area**
 - Executive Leadership (CEO/Executive Director/COO/DOO/Administrator)
 - Session 1 Strategic Considerations for Mergers, Acquisitions,
 - How to talk to your board about M&A, tips for blending organizations,

- Session 2 Leader Self-Assessment
- Session 3 Connecting with Your Community Leaders
- Program Manager/Middle Manager
 - Session 1 Culture Building HR for Front Line Managers
 - Session 2 A Compassionate and Efficient Business
 - Session 3 Strategic thinking
- CFO
 - Session 1 Maximizing Billing
 - Session 2 Building a Sustainable Future
 - Christine's suggestion: Stacey DeStefino: understanding private equity
 - Session 3 Fundraising and Your Business: Building a Development Department
- HR
 - Session 1 ~~Embracing the Modern Workforce~~ PEOs
 - Session 2 Recruitment and Retention Self-Assessment Culture and Empathy
 - Session 3 ?? Redesigning Health Insurance Benefits / other employee benefits
- Front-Line/Emerging Leader
 - Session 1 Healthy you Healthy Them
 - Session 2 The Front-Line of Customer Service (Happy People Served = Happy Employees)
 - Session 3 Engaging the Disengaged
- Board Member/Chair
 - Session 1 The Board Doctor
 - Session 2 DD Services 101
 - Session 3 The Gatekeeper to Influential Relationships
- **Comparing Notes Networking Happy Hour/Vendor Visit** (structured ways to meet with vendors...each team earns points based on the vendors they interact with???) We will need some cool prizes to motivate or maybe drink tickets is motivation enough???
- **Party** (use local bars? Maybe a bar crawl/scavenger hunt...maybe mudhens game? Tour of the stadium?....Museum?)

Day 2

- **Track Debrief** (Each Focus Area will meet to network and talk about takeaways from the previous day's sessions. The goal is for each participant in the tracks to connect with as many people as possible through an organized debrief session).
- **Team Debrief** (Each Team will have a chance to meet and share what they learned from each session and develop implementable action steps/goals based on what they learned the previous day)
- **Closing Keynote** (A message about Intentionality and following through) while eating a boxed lunch
 - Alex Sheen- intentional cards

OPRA Committee Reports



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.

Committee Chair: Anne Haning (Belco Works), Greg Ferrall (Auglaize Industries)

Policy Core Committee Representative: Anne Haning

OPRA Staff Lead: Scott Marks

OPRA Day Array Committee Report

Thursday, October 5, 2023

9:30am-11:30am

The OPRA Day Array committee met on October 5th, 2023, and covered hot topics such as budget implementation, the ADS quality Pilot, and waiver modernization. The committee also hosted Adam Herman, CEO of OACB, who covered topics such as wage verification for day array services and the OOD Works 4 ME project. The committee also hosted Keith Banner, Community Life Engagement lead for DODD. Keith led further discussion on the ADS Quality Pilot, the upcoming Employment Services pilot project as well as the start of the workgroup focusing on pre-vocational and employment services. Finally, the committee hosted Lisa Burt and Kristi Williams from DODD's Office of Compliance. The presentation led OPRA into follow-up advocacy activity relating to citations around 'disability-specific signage', as the DODD reps indicated that they were issuing a number of new citations in this issue. Both chairs were absent from the committee meeting.

The next Day Array Committee meeting is scheduled for Thursday, December 7th @ 9:30am

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.

Committee Chair: Nicole Smith (RHDD)

OPRA Staff Lead: Scott Marks

- **Employment Services Committee:** 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)

OPRA Staff Lead: Scott Marks

The next Day & Employment Services Committee meeting is scheduled for Thursday, September 7th @ 10:00am

Health Care

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: Shelly Wharton (The Society)

Policy Core Committee Representative: Shelly Wharton (The Society)

OPRA Staff Lead: Christine Touvelle

OPRA Health Care Committee Report

Thursday, October 19, 2023

10am-12pm

- 1 Welcome and Introductions
- 2 Waiver service proposal: health services coordination
 - a. Overview of the proposal, feedback from the committee
 - i. Rachel and Christine gave an overview of the proposed service, the history of the proposal, the process for bringing the proposed service into the waiver program. Committee members provided feedback and suggestions on the proposal. There was general support for the proposal. DODD is reviewing the proposal and will provide their own feedback in the future.
- 3 Hot Topics:
 - a. Recruitment, retention of RNs, LPNs

- i. Members continue to struggle with the recruitment and retention of RNs and LPNs, especially in rural areas. The shortage is especially acute for providers looking for nurses to provide delegated nursing oversight.
 - b. Surveys (ODH, DODD, QARN)
 - i. Members provided insight on how surveys are going. One new concern involves ODH citing ICFs for PRN psychotropics and telling ICFs they are required to contact the prescribing professional each time the PRN psychotropic is necessary.
 - c. Waiver nursing
 - i. Even with the increase in waiver nursing rates scheduled for 1/1/24, waiver providers on the call are still not providing the service.
- 4 11AM-Noon: Guest Speaker: Nick Siniff, Ohio Board of Nursing
- a. Update on the multi-state nursing licensing compact
 - i. Nick, supervising attorney at OBN, presented updates on the multi-state nurse license and the requirements on employers and nurses. The presentation was recorded. The PowerPoint and recording were distributed to the committee and are available for member review.

The next Health Care Committee meeting TBD

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: Michelle Madden (IOPC), Rachel Murphy (RHDD)

Policy Core Committee Representative: TBD

OPRA Staff Lead: Christine Touvelle

OPRA Human Resources Committee Report

Tuesday, August 8, 2023

10am-12pm

- 1 Welcome and Introductions
- 2 Guest: Adam Borgman, Associate at Vorys
 - a. Special Issues in Wage and Hour Law: Executives Performing Substantial Amounts of Non-Exempt Work

- i. Adam presented on how the Fair Labor Standards Act comes into play when exempt employees begin performing too much non-exempt work. Adam took questions from the membership. This session was not recorded but a PowerPoint presentation is available for Member review.
- 3 Group Discussions
 - a. Hiring Practices and Screening for Past MUIs
 - i. Committee members discussed the struggles of navigating the hiring process of employees who may be under investigation for MUIs. Providers continue to wrestle between the privacy concerns for potential employees (or employees working at other agencies) and people served with the need to keep people safe.
 - b. Artificial Intelligence in HR
 - i. Members shared ideas on how providers are intentionally integrating AI into their HR practices. While AI may be integrated into many electronic processes, most of the committee members had not considered how they could leverage tools like ChatGPT to make their HR practices more efficient. There will be a session at the fall conference to further build on this topic.
- 4 Hot Topics
 - a. Conference Planning
 - b. OPRA Compensation and Benefits Survey
 - i. Christine asked for volunteers to sit on a small group that will review past versions of OPRA's compensation and benefits surveys and make recommendations for changes to the survey and vendor. Christine hopes to have recommendations by the end of the year.

The next HR Committee meeting is scheduled for Tuesday, December 12th @ 10am

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

OPRA ICF Committee Report

Wednesday, August 16, 2023

1pm – 3pm

The ICF Committee meeting was held on August 16, 2023. Several guests participate in discussion. Ann Weisent from DODD provided a department update including discussion regarding upcoming department happenings.

Additionally, Ashley McKinney from DODD provided an update on the Quality Indicators and citations that were issued surrounding the QI's as well as what the department is looking for when completing the QI surveys.

OPRA was pleased to present Stacy Pickenpough and Kelly Sites from the Ohio Department of Health who came on to discuss the OISP. Stacy and Kelly provided updates from ODH as to how their surveyors are presently participating in training with DODD regarding the OISP and in particular, the assessment piece. Members were provided the opportunity for a question and answer session. Beth Chambers and Stacy Collins from DODD were also present for the discussion.

Lastly, the group was informed of an upcoming webinar with Denise Leonard of Plante Moran on how ICF's can maximize the new budget rates.

1. Department Updates
 - Ann Weisent, DODD
2. Quality Indicator Update (1:30)
 - Ashley McKinney, DODD
3. ODH Updates and OISP Questions (2:00)
 - Stacy Pickenpough and Kelly Sites, ODH
4. OISP Discussion
 - Stacy Collins and Beth Chambers, DODD
5. Upcoming webinar with Denise Leonard re: rate implementation

The ICF Committee meeting for October has been cancelled due to the OPRA Conference. The committee will meet in November if necessary. The next regularly scheduled meeting is December 20th @ 1pm.

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: Jamie Steele

OPRA Staff Lead: Rachel Hayes

OPRA Residential Waiver Committee Report
Wednesday, August 16, 2023
10am – 12pm

The Residential Waiver Committee was held on August 16, 2023. Several guests participate in discussion. Ann Weisent from DODD provided a department update including discussion regarding upcoming department happenings. Guests also included Beth Chambers and Stacy Collins from the department to discuss the OISP. Members provided much needed feedback on several of the OISP issues currently being experienced. Additionally, discussion centered around rule 5123-9-02 Suitability of Waiver Settings and the comments that OPRA provided to the department.

6. DODD Updates
7. Ann Weisent
OISP Discussion
 - Questions and concerns
 - Most pressing issues
 - Advocacy going forward
8. OSHA Updates
 - Will there ever be a permanent COVID rule?
 - Fit Testing
9. Rule 5123-9-02 Suitability of Waiver Settings
 - OPRA Comments
 - Questions / Concerns
10. System Reform
 - Items the collation is looking at for system reform
 - What do you want out of the MUI Rule?
11. Surveys and Hot Topics

The Residential Waiver Committee meeting for October has been cancelled due to the OPRA Conference. The committee will meet in November if necessary. The next regularly scheduled meeting is December 20th @ 10am

Marketing and Communications

Summary

The Marketing and Communications Committee is designed for organization leaders and their marketing and communication staff. The goal is to provide a focus on sharing strategies and tools, develop and hone innovative ideas, and provide feedback to other members of the group. The committee will periodically invite guest speakers to address identified needs of the group.

Committee Chairs: Liz Owens (The Alpha Group) and Carla McDonald (Weaver Industries)

Policy Core Committee Representative: TBD

OPRA Staff Lead: Melissa Fannon

Topic: What a consultant can offer you and your organization.

Speakers: Barb Lyons with Lyon & Co. and Ashley Jones with Marcom Content by Ashley

The consultants discussed the advantages of hiring a consultant because of limited budgets, competing priorities, staffing constraints and the need for specialized expertise. It's hard to manage marketing resources.

Consultants can provide:

- Expertise and strategy
- Cost-effective resource
- Objective prospective
- Efficiency and impact

We also discussed strategies:

- Focus on optimizing content
- Build social media engagement
- Invest in advertising
- Stay agile

The next Marketing & Communications Committee meeting is scheduled for Tuesday, November 14th @ 10am