OPRA
Ohio Provider Resource Association

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

June 26, 2024

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
June 26, 2024
10pm – 2pm

- Welcome/introductions/Safe Place Statement
- Welcome New Board Member Steve King
- Approval of May meeting minutes
- Financial Report
  - May Financial Statement Review
  - Annual Financial Review
  - OPRA Foundation Just Culture Learning Collaborative Proposal
- Board Report
  - Coalition Update
    - Ongoing Rate Adjustments
    - ICF Budget Requests
  - Legislative Updates
  - MUI Rule Updates
- CEO Report
  - Board Retreat
  - Policy Committee Charter
  - Professional Networks
  - Upcoming Trainings
  - PAC Fundraiser Review
- Open Discussion
- Adjourn

OPRA Board Meeting Minutes
May 1, 2024 (In-Person Meeting)

- **Welcome/Safe Place Statement**
  - Welcome to Toledo/Safe Place Statement Adam Guinther and Pete Moore welcomed everyone to Toledo and to the Board meeting. Adam read the Safe Place Statement.
- **Approval of February Minutes**
  - Adam Guinther asked if there were any changes and/or additions to the March 2024 Board meeting minutes. There were no comments and Adam asked for a motion to approve the minutes, Scott DeLong made the motion to accept the minutes and Lisa Reed seconded the motion. The minutes were unanimously approved.
- **Finance Report**
  - Liz Owens presented the finance report by reviewing the April financial statements. The finances are in a good position thus far in 2024 (please see financial statements for specific notes). Tami Honkala made a motion to accept the financial report and Tim Menke seconded the motion. The Board unanimously approved the financial report.
- **Board Report**
  - Bill Updates - Christine Touvelle reviewed the following pieces of legislation:
    - Lauren's Law
    - Never Alone Act
    - 14c
  - Coalition Update - Pete Moore provided the following information regarding the April 2024 meeting of the Developmental Disability Budget Coalition:
    - The Coalition discussed the budgetary ask for the State Budget encompassing the state fiscal years 2026 and 2027. At this point the Coalition does not have a formal recommendation but there are a couple of proposals that have been presented. The first proposal recommends approaching the legislature and asking for an increase in the average DSP wage to go to $20.64, which was the original ask prior to the last budget. The second proposal requests and mechanism in statute that will trigger ongoing increases. There is still work being done on the appropriate trigger mechanism that should be used. Pete assured the Board that they and the OPRA Policy Committee will have the opportunity to review the Coalition's recommendations before they become final.
    - Pete informed the Board that the Coalition has been discussing the involvement of possible new partners who represent organizations who represent the interests of people receiving services and families. No formal decisions have been made but the discussion also involves what their level of involvement will be.
    - The Coalition will be meeting every other week through the summer and there is an in-person meeting scheduled for Monday, June 24th.
    - There were also a few items members of the Board presented:
      - Tim Neville suggested addressing the rising ICF allowable capital spending due to the increases in equipment costs. Scott DeLong also mentioned addressing the increase in over-the-counter medications.

- Steve Colecchi mentioned a budget ask that would include lifting the moratorium on ICF beds that could be used to provide homes for kids on ventilators who are currently living in children's hospitals. Pete mentioned that OPRA is in discussion with the Children's Hospital Association in hopes of partnering with them in this effort.
  - o County Board relationship improvement
    - Pete Moore mentioned that the OPRA team is coordinating an effort to reach out to County Board Provider Liaisons in an effort to get a sense of what they are seeing in their own counties and to work on ways to improve relationships with County Boards.
- **CEO Report**
  - o Pete Moore provided updates on the following items:
    - OPRA Professional Networks will begin this spring starting in May. The first round will involve 4 groups including CEOs, CFOs, Program Directors, and QIDPs. The first round of meetings will be in person then the OPRA Team will look at an appropriate schedule for future meetings.
    - ORPA will be holding a COO training on July 30th. The training will meet all of the COO requirements specified by DODD rules.
    - Membership numbers were provided to the Board (please see May's Board packet for specific numbers). Overall the OPRA Team is pleased with the current membership level.
    - The Board Retreat will be held in Columbus at the Junto hotel on July 21st, 22nd and 23rd. Adam and Pete are working on the agenda.
- **Other Discussion**
  - o Felicia Hall mentioned concerns about DODD reviews and ODH Surveys and how they make it difficult to serve certain high need populations. The OPRA Team will explore what the barriers are.

  - o Tim Neville inquired about what is going on with the CMS Access Rule. Pete informed the Board that he is attending the National Association of State Developmental Disability Directors' conference in June and the focus of the conference is the Access Rule and the OPRA Team will be sharing information in the near future.
- **Meeting Adjourn**

Next meeting in-person June 26th at ARC Industries

Present Board Members
District 1 – Jamie Steele, Jim Steffey, and Felicia Hall
District 2 – Dennis Grant, Ashley Brocious and Scott DeLong- Vice Chair,
District 3 – Edgar Barnett, Lisa Reed and Mary Thompson-Hufford (absent)
District 4 – Roy Cherry and Tim Menke
District 5 – Jeff Johnson, Michelle Madden- Secretary and Steve Colecchi
District 6 – Adam Guinther- Chair, Liz Owens- Treasurer and Bob Heinzerling
District 7 – Diane Beastrom, Tammy Honkala and Connie Boros
At-Large – Bob Gaston, Kurt Miller and Tim Neville

OPRA Staff Present
- Pete Moore
- Teresa Kobelt
- Christine Touvelle
- Scott Marks
- Rachel Hayes

OPRA Just Culture Learning Collaborative

The Just Culture Learning Collaborative is an innovative initiative designed to promote a culture of accountability, learning, and improvement within member organizations. It aligns with and OPRA's Guiding Principles and Innovation Strategic Plan. **(See Innovative SP Final Attachment)**

Just Culture emphasizes the importance of creating environments where staff feel safe to report mistakes and near-misses without fear of punishment, thereby fostering open communication and continuous learning.

In a Just Culture, the focus is on identifying and addressing systemic issues rather than assigning blame to individuals. This approach encourages a balanced accountability where human error, at-risk behavior, and reckless behavior are managed appropriately, ensuring that staff are treated fairly and that the root causes of errors are addressed to prevent recurrence.

Key Objectives:

1. **Promote Accountability and Learning**: Establish a non-punitive environment where staff are encouraged to report errors and near-misses, facilitating a culture of transparency and continuous improvement.
2. **Enhance Quality of Care**: By focusing on systemic issues and fostering a learning environment, organizations can improve the quality of care provided to individuals with developmental disabilities.
3. **Build Trust and Morale**: Develop an organizational culture that supports and values staff, leading to increased morale, job satisfaction, and retention.

Why Just Culture is Important for Quality:

- **Improved Safety**: Encouraging the reporting of errors leads to a deeper understanding of the factors contributing to mistakes, enabling the implementation of effective safety measures.
- **Systemic Improvements**: Addressing root causes rather than symptoms helps in making meaningful and lasting improvements to organizational processes.
- **Staff Empowerment**: When staff feel supported and valued, they are more likely to engage in proactive behaviors that enhance service quality.
- **Better Outcomes**: Organizations that adopt a Just Culture approach typically see improvements in service delivery outcomes, client satisfaction, and overall organizational performance.

Collaborative Activities (timeline and outline below):

- **Monthly In-Person Sessions**: Leadership teams from participating organizations will gather in Columbus to engage in interactive training sessions, discussions, and workshops.
- **Root Cause Analysis Training**: Participants will receive specialized training in Root Cause Analysis, a critical component of Just Culture, to help identify and address underlying issues effectively.
- **Peer Learning and Support**: Organizations will have opportunities to share experiences, challenges, and best practices, fostering a supportive network of peers committed to quality improvement.

By participating in the Just Culture Learning Collaborative, OPRA members can develop the knowledge and skills needed to create a safer, more effective, and supportive environment for both staff and individuals receiving services. Teams participating in the collaborative will be leaders in transforming the developmental disabilities service system into one that truly values and supports continuous learning and quality improvement.

The in-person sessions will be facilitated by the OPRA team and Mary Lou Bourne (proposal attached). Mary Lou Bourne, Project Director, has 37 years of experience in Developmental Disability services, working at the national, state and local agency levels. Ms. Bourne has been a Baldrige National Examiner, was the former Chief Quality and Innovation Officer for NASDDDS, and has authored the Person Centered Systems Assessment utilized by the National Center for Person Centered Practice and Systems sponsored by the U.S. Administration on Community Living and CMS (Centers for Medicare and Medicaid Services.   In her career, Ms. Bourne has provided technical assistance and consultation on the alignment of person-centered practices with quality improvement in state and local administrative agencies. She is a recognized national consultant for quality improvement and organizational change in Developmental Disabilities and has provided technical assistance for the Center for Medicare and Medicaid services in Home and Community Based Services Technical Assistance center since 2012.

When?	What?	Target Audience?	Presenter?	Organizer?
**OPRA Just Culture Learning Collaborative Rollout Plan**
July 2024	Draft/finalize application	OPRA Membership (CEOs)	NA	Teresa
July 2024	"Marketing" upcoming application, info webinar on learning collaborative	OPRA Membership	OPRA Staff (Friday Fives, committees, etc.)	Teresa
July 30, 2024	One hour, in-person, introductory training	Directors of Operations	Tim, Ray, Eileen	Scott
August 1, 2024	Send out application	OPRA Membership (CEOs)	NA	Teresa
August 8, 2024 (confirm date/time)	Q& A, webinar to review application, discuss process, collaborative, etc.	OPRA Membership (CEOs)	OPRA Echoing Hills	Teresa
August 30, 2024	Applications Due	NA	NA	NA
September 2-5, 2024	Review Applications	NA	NA	OPRA Staff
September 9-13, 2024	Notify Applicants	NA	NA	Pete/Teresa
October 2, 2024	Meeting #1 (see content below)	Collaborative Teams	Echoing Hills OPRA Other?	Teresa

November 6, 2024	Meeting #2 (see content below)	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
December 4, 2024	Meeting #3 (see content below)	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
January 15, 2025*	Meeting #4 (see content below)	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
February 5, 2025	Meeting #5 (see content below)	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
March 5, 2025	Meeting #6 (see content below)	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
April 2025	No Meeting	NA	NA	NA
May 2025	Session at Conference	OPRA Members	Collaborative Teams	Teresa
June 4, 2025	Quarterly Meeting #1	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
September 3, 2025	Quarterly Meeting #2	Collaborative Teams	Echoing Hills OPRA Other?	Teresa
December 3, 2025	Quarterly Meeting #3 Wrap Up	Collaborative Teams	Echoing Hills OPRA Other?	Teresa

Meeting 1: Establishing Foundations

- Introduction to Just Culture: Provide an overview of the concept of Just Culture, its importance in fostering a culture of safety, accountability, and learning within the organization.
- Defining Accountability: Explore the concept of accountability in Just Culture, distinguishing between human error, at-risk behavior, and reckless behavior, and discussing appropriate responses to each.
- Setting Group Norms: Collaboratively establish group norms and guidelines for respectful communication, constructive feedback, and confidentiality within the community of practice.

Meeting 2: Learning from Events

- Understanding Systemic Factors: Examine the role of system factors (e.g., organizational culture, processes, resources) in influencing individual behavior and contributing to adverse events.
- Root Cause Analysis: Introduce techniques for conducting root cause analysis to identify underlying causes of errors and near-misses, and discuss strategies for implementing corrective actions to prevent recurrence.
- Case Studies: Analyze real-life case studies or scenarios related to adverse events, facilitating discussion on lessons learned and opportunities for improvement.

Month 3: Encouraging Reporting and Feedback

- Promoting Psychological Safety: Discuss the importance of creating an environment where individuals feel comfortable reporting errors, near-misses, and concerns without fear of blame or reprisal.
- Feedback and Communication Skills: Provide training on effective feedback and communication skills, emphasizing the value of constructive feedback in promoting learning and improvement.
- Anonymous Reporting Systems: Explore the use of anonymous reporting systems and other mechanisms for encouraging reporting of safety concerns, and discuss their benefits and limitations.

Month 4: Leadership and Accountability

- Leadership Role in Just Culture: Highlight the crucial role of leaders in promoting a Just Culture, fostering trust, accountability, and transparency, and providing support for learning and improvement.
- Accountability at All Levels: Discuss how accountability applies at all levels of the organization, from frontline staff to senior leaders, and explore strategies for holding individuals accountable while still supporting learning and growth.
- Performance Management: Review performance management processes and their alignment with Just Culture principles, ensuring that performance evaluations focus on behaviors and outcomes rather than punitive measures.

Month 5: Continuous Learning and Improvement

- Learning Organizations: Explore the concept of a learning organization and its relevance to Just Culture, emphasizing the importance of continuous learning, innovation, and adaptation to improve safety and quality.
- Feedback Loops: Discuss strategies for creating feedback loops within the organization to facilitate continuous improvement, including regular debriefs, safety huddles, and quality improvement initiatives.
- Measurement and Metrics: Introduce key performance indicators (KPIs) and metrics for evaluating the effectiveness of Just Culture initiatives, such as reporting rates, response times, and outcomes of corrective actions.

Month 6: Integration and Sustainability

- Integration into Organizational Culture: Discuss strategies for embedding Just Culture principles and practices into the organizational culture, including policy development, training programs, and leadership behaviors.
- Sustainability Planning: Develop a sustainability plan for maintaining momentum and engagement in Just Culture initiatives beyond the initial phase of implementation, including ongoing training, communication, and reinforcement activities.
- Celebrating Successes: Reflect on achievements and milestones reached during the community of practice journey, celebrating successes and acknowledging the contributions of participants to promoting a culture of safety and accountability within the organization.

Just Culture "Marketing Plan"

Week 1: Introduce Just Culture

July 1 – 5

- **July 1**: CEO email – intro Just Culture, links to more info, connect to OPRA's guiding principle, provider-driven quality, announce Learning Collaborative
- **July 2**: Social Media Post(s) - success stories, resources
- **July 5**: Mention on Friday Five, share resource in FF "newsletter"

Week 2: Highlight the Importance of Just Culture

July 8 – 12

- **July 8**: CEO email Echoing Hills "testimonial" (maybe short video for social media?), more info about learning collaborative. Save the date for application webinar.
- **July 10**: Social Media Post(s) - success stories, resources
- **July 12**: Friday Five (save the date for webinar/application announcement); resource in Friday Five

Week 3: Generate Interest in the Learning Collaborative

July 15 – 19

- **July 15**: CEO email "What is a Learning Collaborative?". Registration link for application webinar.
- **July 17**: Social Media Post(s) - success stories, resources
- **July 19**: Friday Five (Registration Link); resource in Friday Five

Week 4: Encourage Participation in the Learning Collaborative

July 22 – 26

- **July 22**: CEO email with details about the collaborative, benefits of participation, registration link for webinar
- **July 24**: Social Media Post(s) – more JC success stories, resources
- **July 26**: Friday Five (Registration Link); resource in Friday Five

Week 5: Share Application/Launch

July 29 – August 1

- **July 29**: CEO email with application and registration link for webinar
- **July 30**: DOO Training; 101
- **August 2**: Friday Five (application link); webinar

August 5 – 30

- CEOs: Two email reminders (week of 8/12 and 8/26)
- Follow up w/people who registered/attended webinar
- Reminders in Friday Five
- Social Media Posts/reminders to apply

Sample Application to Participate in the Just Culture Learning Collaborative

Introduction:

The Ohio Provider Resource Association (OPRA) is excited to announce the launch of our Just Culture Learning Collaborative. This initiative aims to foster a culture of accountability, safety, and continuous improvement within provider organizations. We invite providers who are committed to leading in this area to apply for participation.

More information regarding dates and topics covered can be found [**fill in**].

Eligibility:

- Provider organizations willing to actively participate and lead in the implementation of Just Culture principles.
- Commitment to attend monthly, in-person sessions in Columbus.
- Participation from multiple members of the leadership team to ensure comprehensive learning and implementation.

Cost:

The cost to participate is $X. This fee helps offset the cost of lunch, materials, and facilitator. We do not want cost to be a factor in your decision to apply or participate. OPRA Foundation Funds may be available to help organizations for whom this cost is prohibitive. Please contact Teresa at tkobelt@opra.org if the cost would be prohibitive and you would like to access OPRA Foundation Funds.

Application Instructions:

Please complete the following application to express your interest in participating in the Just Culture Learning Collaborative. Applications will be reviewed based on your commitment to leadership, innovation, and the readiness to embrace Just Culture principles.

Organization Information:

1. Organization Name:

2. Primary Contact Name:

3. Primary Contact Email:

4. Primary Contact Phone Number:

5. Organization Address:

Leadership Team Members Attending:

This Learning Collaborative is designed for leadership teams. We will be meeting in-person, in Columbus. Meetings will last from 10-3. The dates of the meeting are:

- October 2, 2024
- November 6, 2024
- December 4, 2024
- January 8, 2025

- February 5, 2025
- March 5, 2025
- **Tentative** May 2025 – Session at OPRA Spring Conference
- Quarterly Follow Up: June 4, 2025
- Quarterly Follow Up: September 3, 2025
- Quarterly Follow Up/Wrap Up: December 3, 2025

Teams are expected to attend together. Please list the names and positions of the leadership team members who will attend the monthly sessions.

1. Name: _____ Position: _____
2. Name: _____ Position: _____
3. Name: _____ Position: _____
4. Name: _____ Position: _____

Commitment to Just Culture:

1. Why do you want to participate in the Just Culture Learning Collaborative? (300 words max)

2. What are your goals for participating in this collaborative? How do you envision it benefiting your organization and the individuals you serve? (500 words max)

3. How will your organization ensure active participation and commitment from your leadership team throughout the collaborative? (300 words max)

4. Are there any specific challenges or areas of focus you hope to address through this collaborative? (300 words max)

Declaration of Commitment:

By submitting this application, our organization commits to:

- Sending multiple members of our leadership team to each monthly, in-person session in Columbus.
- Actively participating in all collaborative activities and discussions.
- Implementing Just Culture principles within our organization and sharing our progress and learnings with the collaborative.

Signature:

Name: _____

Position: _____

Date: _____

(NOTE: I may make this a google/other form)

Submission Instructions:

Please submit your completed application by August 30, 2024 to tkobelt@opra.org. Successful applicants will be notified by September 13, 2024. As a reminder the first session will take place October 2, 2024 – save the date!

For any questions or additional information, please contact Teresa Kobelt (tkobelt@opra.org at).

Thank you for your interest in the Just Culture Learning Collaborative. We look forward to working with you to foster a culture of accountability, safety, and continuous improvement.

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 workflows through policy committee to the board of directors, and vice versa.

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Policy Core Committee Meeting
Tuesday, June 12, 2024
10am-12pm via Zoom

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1. Welcome
2. Policy Core Committee Charter
   - Group reviewed charter. Adjusted language around terms to note partial terms when filling vacancies. Will make changes and execute. **(See page 16)**
3. Advocacy & Legislative Updates
   - Christine shared updates on pending legislation, including: Never Alone Act and Lauren's Law. **(See Page 18)**
4. Current System
   a. Rule Updates
      - Updated Core Committee on "Assessment Rule" that would have allowed for StationMD funding – currently "on hold" while DODD discusses with CMS.
      - Shared OPRA's comments on Quality Assurance Rule and opportunities to have broader discussion about quality in DD system.
      - Update on Peer Group 6 rule – DODD may wait to file rule/create Peer Group 6 until there is more data from the pilot. Also, DODD is hosting a meeting regarding multi-system youth in July.
   b. Waiver Modernization Updates
      - Discussed ongoing waiver modernization work, including DODD and County Board proposal to create a "stop loss" program for County Boards. Program proposes to cover costs over a certain cap for qualifying counties.
5. System Reform
   - Rate Model Proposal. Shared draft rate model proposal with Core Committee and logic behind model. Discussed implications, SOC codes, and the "80/20" provisions of the Access Rule. Also discussed possibility of a cost-report pilot. Teresa and Pete will follow up/have discussion with Clay. **(See Rate Model Excel & Word Attachments)**

NEXT MEETING: Full Committee – **July 10, 2024** 10:00am – 12:00pm Virtual (Zoom)

OPRA Policy Core Committee
Group Charter

Purpose:

The purpose of the Core Committee is to provide strategic guidance, oversight, and recommendations on policy matters affecting OPRA and its member organizations prior to taking those matters to the Policy Committee and Board of Directors. The Core Committee serves as a forum for collaboration, discussion, and action on key policy issues impacting the developmental disabilities service provider community in Ohio.

Composition:

The Committee shall consist of at least 12 and no more than 16 members, including two members from the OPRA Board and 10 to 14 non-Board members as described below.

The Vice-Chair of the OPRA Board shall chair the Core Committee. The Co-Chair of the Committee shall be appointed by the OPRA Board President.

The remaining 10 to 14 members shall be non-Board member representatives from OPRA member organizations serving in leadership roles within their organization. Each of OPRA's seven districts shall have up to two designated seats on the Committee. The Chair and Co-Chair may elect to add two additional "at large" members from any district based on the needs of the Committee.

Representatives on the Core Committee should reflect the diversity of services offered by OPRA member organizations, including but not limited to residential (ICF and Waiver), vocational, day programming, and support services. Attempts shall be made to limit any one organization to one representative on the Core Committee. In no case shall an organization have more than two representatives, and only when the second representative is "at large".

The OPRA CEO shall appoint an OPRA staff member to be the liaison to the Core Committee.

Terms:

Core Committee members shall serve two-year terms that align with the terms prescribed for the OPRA Board Executive Committee. Except when filling vacancies, new members will join in January.

Members may serve consecutive terms, subject to reappointment by the OPRA Executive Committee.

Vacancies:

In the event of a vacancy on the Core Committee, the Chair and Co-Chair shall notify the Executive Committee of the OPRA Board of Directors.

The Executive Committee shall then appoint a replacement member to fulfill the remainder of the vacant term based on the recommendation of the Chair and Co-Chair.

The replacement member shall be selected based on their qualifications, expertise, and alignment with the goals of the Core Committee and maintain the representation (districts, services) noted above.

Attendance:

Core Committee members are expected to attend scheduled meetings regularly.

If a member is unable to attend a meeting, they should notify the Chair or Co-Chair in advance.

Excessive absences (missing more than 25% of meetings) may result in a review of the member's continued participation on the Core Committee.

Appointment of New Members:

New members shall be appointed by the Executive Committee based on recommendations from the Chair and Co-Chair, with consideration given to maintaining diversity and representation within the Core Committee.

Potential new members may be nominated by existing OPRA Board Members, Core Committee members, or OPRA staff. Nominations should be directed to the Chair and Co-Chair.

Review and Amendment:

This charter shall be reviewed annually in June by the Core Committee to ensure its effectiveness and relevance. Amendments to the charter may be proposed by any Core Committee member and shall be subject to approval by the Chair and Co-Chair.

Adoption:

This charter is hereby adopted by the OPRA Policy Core Committee on [insert date] and is effective immediately.

Signed:

Scott DeLong, Committee Chair [Date]

Diane Beastrom Co-Chair [Date]

District	Name	Services Offered	Term
1	Dan Connors	Adult Day Support, HPC, ICF/IDD	December 31, 2025
2	Scott DeLong	HCBS Community Respite, HCBS Waiver Nursing, HPC, ICF/IDD, NMT, Remote Support	Chair (NA)
2	Ryan Knodel	Adult Day Support, HCBS Waiver Nursing, HPC, NMT, Shared Living	December 31, 2025
3	Anne Haning	Adult Day Support, HCBS Waiver Career Planning, HCBS Waiver Group Employment Supports, HCBS Waiver Individual Employment Supports, HPC, NMT, OOD Vendor, Vocational Habilitation	December 31, 2025
4	Steve Maenle	Adult Day Support, HPC, ICF/IDD, NMT	December 31, 2025
5	Jo Spargo	Adult Day Support, HCBS Waiver Career Planning, HCBS Waiver Group Employment Supports, HCBS Waiver Individual Employment Supports, HCBS Waiver Nursing, HPC, ICF/IDD, NMT, Remote Support, Shared Living, Vocational Habilitation	December 31, 2025
5	Shelly Wharton	Adult Day Support, HCBS Waiver Nursing, HPC, ICF/IDD, NMT, Vocational Habilitation	December 31, 2025
6	Sara Eppard	Adult Day Support, HCBS Community Respite, HPC, NMT, Remote Support, Shared Living	December 31, 2025
7	Diane Beastrom	Adult Day Support, Behavioral Health Care (OMHAS), HCBS Waiver Career Planning, HCBS Waiver Individual Employment Supports, HPC, ICF/IDD, Multi-System Youth Services, NMT, OOD Vendor, Remote Support, Shared Living, Vocational Habilitation	Co-Chair (NA)
7	Paul Soprano	Adult Day Support, HCBS Waiver Career Planning, HCBS Waiver Group Employment Supports, HCBS Waiver Individual Employment Supports, ICF/IDD, Medicaid-Funded Therapies, OOD Vendor, Vocational Habilitation	December 31, 2025
At-large	Christina Webb	Adult Day Support, HCBS Waiver Career Planning, HCBS Waiver Group Employment Supports, HCBS Waiver Individual Employment Supports, HCBS Waiver Nursing, HPC, NMT, OOD Vendor, Remote Support, Vocational Habilitation	December 31, 2025
At-large	Chris Wolf	Adult Day Support, Behavioral Health Care (OMHAS), HCBS Community Respite, HCBS Waiver Career Planning, HCBS Waiver Group Employment Supports, HCBS Waiver Individual Employment Supports, HPC, ICF/IDD, Medicaid-Funded Therapies, Multi-System Youth Services, NMT, Shared Living, Vocational Habilitation	December 31, 2025

LEGISLATIVE UPDATE

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Policy Core Committee

NEVER ALONE ACT

- House Health Provider Services Committee passed a revised bill last week

- Removed private right of action for damages for provider non-compliance
  Still allows resident/advocate to sue for injunctive relief
  Automatically designates guardians as a resident's advocate

- Anticipating the bill will get to the House floor for a vote before the summer break

- LSC analysis as reported by the committee:

  https://www.legislature.ohio.gov/download?key=22958&format=pdf

LAUREN'S LAW

- We anticipated a hearing yesterday where an amendment would be accepted in the House Families and Aging Committee meeting

  Bill was unexpectedly pulled during the committee meeting, still figuring out why

- Allow residents and guardians to install cameras in licensed residential facilities
  - Mandatory in ICFs and voluntary in licensed waiver settings
  - If providing mandatory services or choose to allow cameras in waivers, providers generally can not terminate services or refuse to accept
  - Exception if authorized representative shares images/sounds with other residents
  - Limits civil liability from litigation stemming use of cameras
  - Removes enhanced waiver service from previous bill

ICF PEER GROUP 5 ISSUE

- A small number of ICFs in peer group 5 have been impacted by budget language that limited reimbursement in the peer group

- We have been working on finding a legislative fix

- A substitute bill on HB 144 was accepted by the House Health Provider Services yesterday that included a legislative fix

- Starting to hear pushback on other provisions in HB 144

  Supposed to be voted out next week but TBD

  Working on finding another legislative vehicle to get the fix

2024 OPRA Compensation, Benefits, and Turnover Survey Summary

Completed

1. Ability Works
2. Anne Grady Services
3. Belco Works
4. Bittersweet, Inc.
5. Bloom Community Services
6. Capabilities
7. Center for Disability Services
8. Circulo Health Services
9. CLI Incorporated
10. CRSI
11. Envision
12. Epilepsy Center of NWO
13. Goodwill Columbus
14. Graceworks
15. Guernsey Residential
16. Heinzerling Community
17. Hocking Valley Industries
18. I Am Boundless
19. L&M Products
20. Living in Family Environments
21. Lott Industries
22. Manahan
23. Muskingum Residentials, Inc.
24. Nick Amster, Inc.
25. OVRS
26. Renaissance House
27. RNI, Inc.
28. RT Industries
29. S & H Products
30. Siffrin
31. St. Johns Villa
32. St. Joseph Home
33. The Blick Center
34. The Society
35. Threshold Residential Services
36. United Network Alliance
37. Venture Productions
38. Welcome House
39. Work Leads to Independence

Participated in 2022 and confirmed they will be turning in the survey next week

1. Advancing Abilities
2. Alpha Group
3. Alvis
4. Auglaize Industries
5. Benchmark Human Services
6. Brookhill Industries
7. Choices in Community Living
8. Dungarvin
9. EHVI
10. Highco
11. The Home Farms
12. L'Arche Cleveland
13. Marca Industries
14. Marimor Industries
15. MRSI
16. Mt. Aloysius
17. RHA of Greater Dayton
18. RHDD
19. RTC Industries, Inc.
20. UCP of Greater Cleveland

Participated in 2022

1. Active Day
2. Ashtabula County Residential Services
3. LEL Home Services
4. Life Builders
5. Modern Support Services
6. Partners in Employment
7. RHAM
8. Riverview Industries
9. SAW
10. Scioto Residential
11. Star, Inc.
12. United Disability Services
13. URS Dayton
14. VentureLinx
15. Weaver Industries
16. Wood Lane Residential

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)
OPRA Staff Lead: Scott Marks

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OPRA Day Array Committee Report
Thursday, June 6, 2024
9:30am-11:30am

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Quick recap

The meeting covered updates on group employment supports grants, service rate changes impacting county boards and client employment transition, introduction of outcome-based payments for waiver services, and plans for provider training sessions. Concerns were raised about budget constraints, service authorization processes, and communicating changes effectively to stakeholders.

Next steps

• Scott will share the recording of the May 24th webinar with the committee.
• Scott will discuss the outcome payment system and the waiver employment services.
• Scott will follow up on the CSP data project.
• Scott will follow up with the Medicaid Division to ensure guidance on incorporating the new rate structures and outcome payments is sent to county boards by June 15th.
• Scott will provide updates on the legal challenges to the new overtime threshold rule before July 1st.
• Scott will work with the team to prepare webinars and communication for service coordination partners on the philosophy and strategic direction behind the rate enhancements.

Summary

Group Employment Supports Grant Update
Scott encouraged participants to turn on their webcams and announced a delay in the group employment supports grant application. Keith Banner, the first committee meeting guest, apologized for a budget and scoring mistake in his application, allowing the team more time to rectify. The deadline for the corrected application was set for 20th, with further details available on the Grant opportunities page. Keith also clarified that only the provider RFP was extended to 20th, not the SME RFP. Further, he informed the group that the Employment Quality Readiness project had awarded over $450,000 in American Rescue Plan funding to 43 providers. Questions about providers who had already submitted the Grant pre-application and the due dates for various parts of the grant were clarified. Keith also discussed plans for the ADs quality pilot, ongoing work with a rule and waiver

implementation team regarding group employment support proposals, and the relatively calm level of inquiries about the new payment system from county boards and Ss.

Concerns About County Boards' Employment Support Funding
mthompson expressed concerns about county boards possibly not wanting to pay for group employment supports due to increased rates, and the potential impact on people's transition to competitive employment. Keith acknowledged these worries and assured that the issue was part of ongoing discussions, including the communication plan and the role of the new implementation team. He emphasized the need to tell positive stories about how the changes could improve services and outcomes. Scott mentioned upcoming changes to the assessment process and asked if this would affect budgets. Keith confirmed this could be a part of the conversation but couldn't provide specifics. Laura asked if the department was gathering data from county boards, which Keith confirmed, saying a meeting with this information was forthcoming.

OD Fee Schedule Changes and Proposals
Scott discussed the recent changes to the OD fee schedule and proposals. One service, summer youth work experience, received an additional increase to match the on-the-job supports rate, now called the Job coaching service rate. The introduction of a non-credentialed, supported employment service was also discussed, which will be supported by job search assistants after the end of the year. He also mentioned changes to service names for better clarity and a final change of expanding the window for billing at the enhanced shift differential rate. However, there were concerns about the benchmarked process for pre-ets and the new middle rate for non-credentialed, supported employment.

OPRA Collaborates on Works for Me Project Funding
Scott shared that Opera would likely be collaborating with OD on the funding for subject matter expertise for the Works for Me project, as there were no applicants for the role. The aim is to support providers working on the project, with the newly engaged subject matter expert expected to help from June. Scott also clarified that the proposed changes could be implemented from October 1st, aligning with the start of the new Federal fiscal year. Additionally, Linsey discussed her study on the efficacy of the CESP, which involved interviewing participants as part of a human study and requested assistance in identifying organizations with both staff with and without a CESP for comparison purposes.

Outcome Payments for Waiver Employment Services
Scott discussed the introduction of outcome payments for waiver employment services, set to take effect on July 1st. He shared concerns about the new process potentially being a challenge for service coordination partners due to its novelty. Scott also clarified that there are two different sets of outcome payments tied to job development under career planning and individual employment supports. He emphasized that these payments are not available to everyone and are primarily intended to assist individuals with more barriers to employment. He also noted that the payments are available to those who have gone through Od and are now working with in Ies.

New Outcome-Based Payments Discussion
Scott clarified the timeline and process for the new outcome-based payments for IES, stating that payments would start 90 days after July 1st for those already serving in IES as of that date. Linsey sought clarification on this, and Scott confirmed it was correct, but promised to double-check. Paul raised concerns about the need for authorization and team planning processes for these payments, which Scott agreed to. Scott also expressed disappointment about the removal of the graduation benchmark but acknowledged the decision for simplicity. The team discussed the overall direction of the changes and agreed to move forward.

Scott's Discussion on Job Placement and Employment Rates
Scott discussed the new job placement and integrated setting codes, highlighting questions around when and how they would be implemented. He also mentioned an attestation form required for outcome payments and the balance between administrative duties and the significance of these payments. Scott then moved on to discuss

the upcoming rate enhancements for group employment set for next July and proposed changes to the rate table for smaller group sizes. He expressed concern about the proposed elimination of community vocational services, suggesting a shift of these services to group employment, and planned to meet with the department to discuss this further.

Group Employment Rates and Vocab Community
Scott, Mary, Kim, and Paul discussed the proposed changes to group employment rates. They agreed that the new rates, while supported, do not reflect their belief that removing the current vocab community is appropriate. Scott emphasized the importance of training to authorize these services and acknowledged that the new rates may be prohibitive for smaller groups. Kim pointed out that their services are one-to-one, and a group cannot be less than four. Scott suggested that they would need to figure out how to make the vocab community work with the new model. They also discussed the challenges of billing for groups of different sizes and the need to consult with Dodd for clarification.

Service Rates Challenges and Solutions
Scott and mthompson discussed the challenges associated with proposed changes to service rates, particularly those related to budget constraints and the need for service authorization. Scott emphasized the importance of understanding the rationale behind the rate changes, which are intended to support strategic goals for community integration and employment. He also highlighted the need for systemic solutions to address funding and service provision challenges. mthompson suggested that the department or OACB could provide guidance to county boards to help them anticipate and navigate the changes. Scott confirmed that such communications are underway, citing a recent webinar aimed at county boards and service providers.

Upcoming Revisions, Training, and Wage Updates
mthompson and Scott discussed the need for clear communication to county board representatives about upcoming revisions effective from July 1st, agreeing to distribute information as soon as possible. Scott announced an upcoming in-person training on July 30th in Columbus, covering all six required hours of annual training for directors of operations. The training will include various topics, with a registration fee of $40 for members and $100 for non-members. Scott also provided updates on the new overtime threshold rule, House Bill 427, and a potential citizen ballot initiative to raise the minimum wage. Lastly, he decided to postpone live polling questions and instead send out a Survey Monkey to check in on the pilots.

The next Day Array Committee meeting is scheduled for Thursday, August 1ˢᵗ @ 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

No Committee was held in May due to Spring Conference Business Retreat

The next Day & Employment Services Committee meeting is tentatively scheduled for Thursday, July 11ᵗʰ @ 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)
OPRA Staff Lead: Christine Touvelle

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OPRA Health Care Committee Report
Thursday, June 20ᵗʰ, 2024
10am-12pm

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1   Welcome and Introductions

2   Self-Med Admin Assessment Proposed Changes
   a   Christine reviewed changes to the self-med assessments, instructions, and additional considerations with the committee
   b   Committee members provided feedback on the proposals
      i   There appear to be strong differing views on removal of certain questions, additional conversations are being scheduled
   c   Christine distributed the proposals and a presentation outlining the changes prior to the meeting
   d   Any additional thoughts or comments should be sent to Christine and Rachel by June 28ᵗʰ

3   Nursing Care and Hospitals
   a   Teresa and Laura Long DON at EHVI led a conversation on nursing quality in hospitals for the people served by our system

      b   There is interest in hosting a meeting to discuss how providers can serves as clinical rotation sites for nursing students and other clinical professionals

4   Hot Topics
    a   StationMD
        i   Rachel gave an update the state's recent announcement that a waiver amendment to add telehealth services to the waiver program was pulled from ODM's application
        ii   DODD is working with ODM to answer questions from CMS and hopes to bring the service online by the end of the year
        iii   Anyone currently in DODD's pilot will continue to have access to the program
        iv   Anyone with questions can reach out to Rachel
    b   MUI
        i   Rachel gave an overview of the proposed changes to the MUI rule but focused mainly on the unscheduled hospitalization change
        ii   We continue to have conversations with DODD to find a change that works for all stakeholders
        iii   Additional feedback should be sent to Rachel

The next Health Care Committee meeting is scheduled for Thursday, August 15th @ 10am

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)
OPRA Staff Lead: Christine Touvelle

OPRA Human Resources Committee Report
Thursday, May 16th, 2024
10am-12pm

1   Welcome and Introductions

2   Guest: Jenny Breathwaite, Ohio Attorney General's BCI Department
    a   Jenny overviewed background check requirements for providers, best practices on running background checks, and who to reach out to with issues in getting reports back

3   Guest: Diana Neelman- Compensation Resources

a   Diana and Christine reviewed the changes to the 2024 OPRA Compensation, Benefits, and Turnover survey

b   Christine provided background for certain changes and timeline and thanked the small group that worked over months to make changes

The next HR Committee meeting is tentatively scheduled for July 18th @ 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)
OPRA Staff Lead: Rachel Hayes

OPRA ICF Committee Report
Wednesday, June 19th 2024
1pm – 3pm

Summary of Meeting:
1. **MUI Rule Updates:**
   o   Update on MUI rule changes, including the definition of 'verbal abuse' to 'emotional abuse,' a new 'Administrative Review' category, and the delay of the 5-year review to June 29, 2024.
2. **Hospitalization Plan Concerns:**
   o   Discussed new hospitalization MUI implementation concerns, clarity on reporting psychiatric or seizure conditions, and financial implications. Focused on maintaining plans and doctor orders for individuals with frequent hospital visits.
   o   Introduced changes to substantiation standards and incident reporting. Confirmed the annual review of patterns and trends. Discussed defining emotional abuse and peer-to-peer interactions.
3. **Legislative Updates:**
   o   Updates on the Never Alone Act, Lauren's Law, and their implications for privacy and providers.
4. **ICF Program Concerns:**
   o   Discussed camera use in ICFs, privacy issues, legislative fixes for providers, and OISP system challenges.
5. **ISP Plan Upload Challenges:**
   o   Addressed inefficiencies in the OISP plan upload process. Proposed data collection for improvements and discussed information adequacy for ODH.

6. **Employee Attendance:**
   - Discussed strategies to enhance employee attendance, including flexible vacation policies and performance-based incentives.

The next ICF Committee meeting is scheduled for Wednesday, August 21st @ 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)
OPRA Staff Lead: Rachel Hayes

OPRA Residential Waiver Committee Report
Wednesday, June 19th 2024
10am – 12pm

1. **Updates:**
   - **Waiver Modernization:** Updates on the waiver project, covering remote support service, shared living service, rate models.
2. **Waiver Amendments:**
   - Discussed July 1st Waiver Amendments, focusing on health care assessment services. Discussed the specialized medical service
3. **MUI Rule Modifications:**
   - Reviewed modifications, including the addition of 'culture' and removal of 'verbal abuse', addition of 'emotional abuse'. Announced upcoming changes in investigation categories and forms.
   - Explained the new definition: hospital stay of 24+ hours, excluding planned treatments. Discussed the start time of the 24-hour clock and documentation procedures.
   - Presented updates on definitions, notification requirements, and reports. Discussed feedback in the rule-making process and concerns about CMS access rules.
4. **Hospitalization Criteria:**
   - Introduced new criteria for hospitalizations due to specific conditions. Addressed questions about recurring diagnoses and clarified criteria.

5. **Just Culture Discussion:**
   o Discussed openness to 'just culture' and potential learning collaborative. Emphasized trust-building and the need for system-level changes.
6. **Legislative Updates & EVV Program:**
   o Provided updates on Lauren's Law and the Never Alone Act as well as EVV.

The next Residential Waiver Committee meeting is scheduled for Wednesday, August 21st @ 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)
OPRA Staff Lead: Melissa Fannon

Speaker: Carla McDonald
Topics up for discussion:
- SEO Strategy Optimization
- Diversity, Equity, and Inclusion (DEI) in Marketing
- Crisis Communications Planning

The Marketing & Communications Committee met on May 14th to discuss SEO Strategy, short for Search Engine Optimization. The committee delved into effective techniques and best practices to ensure provider agencies stand out online. The discussion included shared tips and tricks on how to positively position organizations for online success.

The next Marketing & Communications Committee will be Tuesday, July 9th @ 10am.