

March 24, 2016

Strategic Planning Leadership Group

Reporting Progress on SPLG Benchmarks



**Department of
Developmental Disabilities**

10 Benchmarks Addressing Individual Experiences (IE)

1. People with disabilities experience person-centered services and supports and achieve outcomes that matter.

- i. Offer training in person-centered thinking and practices to people served, families, and organizations.
- ii. Develop a Community of Practice focused on day supports that are based on research and best practice.
- iii. Offer training that focuses on the application of person-centered practices and developing outcomes that matter for people who are aging into their senior years (including the retirement process).



IE Benchmark 1 Initiatives

1. DODD has increased the number of training opportunities that focus on or include person-centered curriculum, through in-person trainings, online modules and webinars.

| Training Format | Separate Trainings | Title | Trainer | Total number attended to date |
|------------------------|--------------------|--|-----------------------|-------------------------------|
| July – Dec 2014 | | | | |
| In-person | 10 | New SSA Rule/Person-Centered Planning Overview | Mosely-Miller/Tuller | 508 |
| In-person | 12 | Person-Centered Thinking | Ferenbaugh | 492 |
| In-person | | Developing Coaches Through Person Centered Thinking- Series of 5 Monthly Trainings | | 37 |
| Webinar | 7 | Brown Bag Thursday Series | Mace-Woodburn/Various | 1,060 |
| Total | 29 | | Total | 2,097 |
| 2015 | | | | |
| In-person | 14 | Person-Centered Thinking | Ferenbaugh | 687 |
| In-person | 1 | Person-Centered Practices and Planning in ICF Settings | Delmarva | 115 |
| In-person | 3 | Discovering/Developing Outcomes | Ferenbaugh | 205 |
| In-person | 1 | Advancing Person-Centered Planning in Your County | Tuller | 142 |
| In-person | 1 | Intro to Person-Centered Thinking and Outcomes | Ferenbaugh | 100 |
| In-person | 1 | Person-Centered Practices | Ferenbaugh | 101 |
| In-person | 1 | Person Centered Practices and Planning in DC Settings | Ferenbaugh | 115 |
| In-person | 2 | Employment First Person-Centered Planning | Ferenbaugh/Collins | 160 |
| In-person | 16 | Regional Behavioral Support Strategy | OADSP | 2,060 |
| Webinar | 9 | Brown Bag Thursday Series | Mace-Woodburn/Various | 3,831 |
| Webinar | 7 | Behavioral Support Strategy, Special Topics | OADSP/DODD | 1,325 |
| Webinar | 1 | Follow-up to Person-Centered Planning for DCs | Lawson/Baer | 124 |
| Online | Ongoing | Behavioral Support Strategies/Restrictive Measures | OADSP/DODD | Unavailable |
| Total | 57 | | Total | 1,961 |
| 2016 (YTD) | | | | |
| In-person | 6 | Person Centered Practices and Planning in ICF Settings | Delmarva | 154 |
| Webinar | 2 | Brown Bag Thursday Series | Mace-Woodburn/Various | 452 |
| Online | Ongoing | Behavioral Support Strategies/Restrictive Measures | OADSP/DODD | Unavailable |
| Total | 9 | | Total | 606 |
| Grand Total | 95 | | Grand Total | 11,544 |



2. Online training modules under development that include person-centered curriculum, developed with input from providers and service and support administrators

1. Service and Support Administrator Training (online, 8 hours)

i. Available July, 2016

ii. Course content will include

- Promoting self-advocacy
- Developing person-centered service plans
- Understanding the person-centered planning requirements specified in 42 CFR 441.301 and Ohio Administrative Code 5123:2-1-11
- Engaging in conversational assessments
- Writing individual-specific outcomes
- Balancing "important to" (quality of life/satisfaction) with "important for" (health, welfare, and risk mitigation) add in here prevention plans
- Employment navigation
- Establishing individualized approach to monitoring service plan implementation

b. Direct Support Staff Training (online, 8 hours)

i. Available September, 2016

ii. Course content will include

- Roles that make up a Team
- The Individual Service Plan
- Person-centered planning
- Community integration
- Self-determination
- Self-advocacy
- Rights of Individuals
- Balancing Important To and Important For



3. DODD has been accepted to participate in the National Community of Practice on Supporting Families
 - a. A learning environment for an intensive exploration into current policy, practices, trends and barriers
 - b. Contracted with Sheli Reynolds, University of Missouri UCEDD
 - c. Participation begins July 1, 2016
4. Awarding \$896,459 to family-led organizations
 - a. These organizations will train families, expand services, and develop materials related to life course.



5. DODD contracted with the Ohio Center for Autism and Low Incidence (OCALI) to develop a virtual Community of Practice (CoP)

- a. The purpose of the CoP is to develop a virtual system of support that encourages statewide cross-system collaboration regarding the Employment First Initiative. Participants will gain knowledge through a process of information sharing, mentorship, and experience
- b. OCALI is on target to pilot the CoP in April 2016 with full launch by June 30, 2016
- c. The CoP is being develop to accomplish the following objectives
 - i. Provide ongoing support regarding the paradigm shift in our culture to one that truly recognizes and embraces the contributions and capabilities of people with developmental disabilities.
 - ii. Promote increasing employment outcomes for individuals with developmental disabilities.
 - iii. Increase access to employment-based and community-based services and supports for individuals with intellectual and developmental disabilities.
 - iv. Promote the importance and access to a meaningful, integrated day for individuals with intellectual and developmental disabilities.
 - v. Supply skill development for providers to support people with disabilities in integrated settings.
 - vi. Offer resources and tools across systems to varying stakeholders.
 - vii. Assist agencies in transforming their facility-based services to community-based employment and day supports.
 - viii. Support alignment of state and local policies, procedures and planning across multiple agencies (schools, county boards, vocational rehabilitation, mental health, and workforce development) to improve community employment and integrated day outcomes.
 - ix. Improve preparation of youth and adults.
 - x. Increase engagement with businesses and strengthened awareness of community members about the capabilities of workers with disabilities.

6. OACB Technical Assistance grants

- a. DODD is contracting with OACB who will contract with OPRA, OSDA, PSG and other organizations to identify, promote and build on best practices in Ohio.



2. People and families have a resource that provides information about services and offers a way to view and share information with and from others.

- i. Include more than ICF and waiver services in this resource.
- ii. Provide ways for families to access local information.
- iii. Include 'Angie's List'- like features.

IE Benchmark 2 Initiatives

- 1. DODD is supporting an effort partnered with OPRA and OACB to pilot *Provider Guide Plus* with providers and families.
 - a. Currently being piloted in Cuyahoga and Coshocton counties
- 2. Training and information from self-advocates and others
 - a. 284 people received Employment First leadership training through a DODD contract with the Center for Disability Empowerment from December 2014 to January 2015. The training was led by Project Stir trainers and was a modified Project Stir[™] curriculum.
 - b. In March 2015, 145 people attended People First led informational sessions about Employment First.
- 3. Developed Waiver matrix tool
 - a. Includes state plan services and describes services available through waivers and ICFs everyday language



| Type of service | Pays for needed services like | Which waiver helps with this service? | | | |
|---------------------------|---|---------------------------------------|------------------------|------|-----------|
| | | Level 1 | Individual Options | SELF | Home Care |
| Personal Care | Someone to come and help you with things like getting dressed, keeping clean, making food | ✓ | ✓ | ✓ | ✓ |
| Adult Day Support | Learning new things and going out with other people during the day | ✓ | ✓ | ✓ | ✓ |
| Home Modifications | Pays for someone to add ramps and railings to your home so you can get around better | ✓ | ✓ | X | ✓ |
| Emergency Response System | A button you can push for help right away | ✓ | X | X | ✓ |
| Respite | A way for an unpaid caregiver to get a break | ✓ | ✓ | ✓ | ✓ |
| Medical Supplies | Tools that help you keep you healthy, that help you get around or help you talk with people | ✓ | ✓ | ✓ | ✓ |
| Employment | Help to get or keep a job | ✓ | ✓ | ✓ | X |
| Transportation | Help getting places | ✓ | ✓ | ✓ | ✓ |
| Vocational | Learning things that help you get a job | ✓ | ✓ | ✓ | X |
| Home Delivered Meals | Meals brought to your place that are ready to eat | ✓ | ✓ | X | ✓ |
| Remote Monitoring | Tools that help staff make sure you are safe even when they are not there with you | ✓ | ✓ | ✓ | X |
| Shared Living | Sharing a home with someone paid to help you | X | ✓ | X | X |
| Nursing | A nurse that can give you the care that you need | X | Beginning July 1, 2016 | X | ✓ |
| Therapies | Learning easier ways to move around and talk with people | ✓ | ✓ | ✓ | ✓ |



3. People who receive services and their families are working together to meet their wants and needs through creative, family-led efforts.

IE Benchmark 3 Initiatives

1. Awarding \$896,459 in System Transformation funds to support and expand family led efforts
 - a. YMCA, Ohio SIBS, ARC, Voices for Ohio's Children, Autism Society of Central Ohio, Good Life Networks
2. DODD has been accepted to participate in the National Community of Practice on Supporting Families
 - a. A learning environment for an intensive exploration into current policy, practices, trends and barriers
 - b. Contracted with Sheli Reynolds, University of Missouri UCEDD
 - c. Participation begins July 1, 2016



4. We have agreed upon, easy-to-understand words to describe important concepts related to services and supports.

IE Benchmark 4 Initiatives

1. Easy Read Guides

a. Through a partnership with Goodwill Columbus, Easy Read documents created by DODD are reviewed by a group of people with varying levels of reading and comprehension skills for clarity and content.

b. Reviewers are paid a stipend for their time, made possible by a grant from DODD.

c. Current Easy Read Guides include

- 5 Key Parts of Person-Centered Planning
- Self-Determination
- Bill of Rights
- My Service Plan
- Abuse
- What is a Waiver?
- Service and Support Administrator
- Qualified Intellectual Disabilities Professional
- What is an ICF?
- Moving into an ICF
- Moving Out of an ICF
- How Sam Works with his Independent Provider
- How Mike Works with an Agency Provider



ER Reviewer and Facilitator in action at Goodwill Columbus



"My DODD" SECTION OF WEBSITE

2. Job Seekers Guide

- a. Launched on July 2, 2015 the Job Seekers Guide is a how-to-guide on community employment for job seekers and families. The guide includes both 8 learning modules and 22 tools that will help someone find their place on the Path to Community Employment.
- b. Developed with families and people accessing services
- c. 511 Unique visitors to the site since January 1, 2016

3. Disability Benefits 101 (DB101)

- a. Launched in September 2015, DB 101 is an integrated suite of online tools, information, and training where people with disabilities can directly access plain-language information about work and a range of benefits and health coverage programs.
- b. Three calculators are available on the site
 - i. Work and Benefits
 - ii. School and Work
 - iii. Medicaid Buy-In

4. Feedback loop with Family Advisory Council (FAC)

- a. DODD has established a “core team” of families to provide leadership and input on the FAC and related efforts



5. People who receive services and their family members are asked what would be helpful, and resources are aligned to minimize emergencies and maintain people in their current home, when that is the person's choice.

IE Benchmark 5 Data

| New Enrollments, All Waivers July 1, 2014 to present | |
|---|-------------|
| Emergencies? | |
| No | 2686 |
| Yes | 305 |
| Total | 2991 |

| Pre-admissions Counseling <i>Required for any person seeking admissions into an ICF of 9 or more beds.</i> | |
|---|----|
| People who have participated | 74 |
| People who have chosen a waiver | 9 |

CRCs from the DCs also help support teams that are trying to keep people in community-based settings

Regional Resource Technical Assistance Tracking Report July 1, 2014 – March 21, 2016

| | |
|--|-----|
| Technical Assistance Diverting Admission | 249 |
| Training | 133 |
| Meeting | 241 |
| Consultation | 267 |



6. The Early Intervention (EI) System is family-focused and uses evidence-based practices.

IE Benchmark 6 Initiatives

1. The Early Intervention Technical Assistance and Training Team has been using the *DEC Recommended Practices in Early Intervention Special Education 2014*.

- a. These recommendations are supported by research and are consistent with the EI mission and key principles. There is a family section that refers to promoting active participation of families in decision-making related to their child throughout the EI process (need for services, intervention, transition etc.), development of functional outcomes, and these outcomes support the family in achieving their goals for their child.
- b. Family-centered practices are embedded in every training or guidance document that the team has developed.
 - i. Family centered practices focus on treating families with dignity and respect; are individualized, flexible and responsive to each family's unique circumstance
 - ii. Online Functional Assessment Training currently under development the emphasis will be on a family's experience of the IFSP process

| | Separate Trainings | Number attended |
|--------|--------------------|-----------------|
| 2014 | 56 | 1,745 |
| 2015 | 83 | 1,811 |
| 2016 | 16 | 350 |
| Totals | 155 | 3,906 |



2. Evidenced Based Early Intervention training facilitated by Drs. Sheldon and Rush

- a. Two-day training focuses on family centered practices including building the capacity of the family to support their child's development, providing the parent with the information and material support that they request, and expanding on the natural occurring learning opportunities through routines based interventions.

3. Each county has an ongoing technical assistance and training plan that supports local EI programs with implementing evidence-based EI practices

- a. Implementing evidenced-based practices from initial contact through transition which includes providing family centered practices.
- b. Technical assistance focuses on supporting local EI programs with addressing the individual needs of each family through the IFSP process.
- c. The PLAY Project envisions that all parents will be supported in developing a joyous relationship with their children with autism spectrum disorders in a way that will help each child reach their full potential. As of May 2015, 172 people were trained in PLAY. 45 counties have participated in training for PLAY while an additional 17 counties have access to PLAY through shared arrangements with neighboring counties.



7. Transition-age students have multiple opportunities and experiences to explore work and education.

IE Benchmark 7 Initiatives

1. Employment First Transition Framework

- a. DODD contracted with OCALI to provide training and technical assistance on the Employment First Transition Framework, focusing on topics like transition planning, using assessment planning guides, community investment tools and backward planning tools.
- b. Training was provided from July 1, 2014 through June 30, 2015. Training was focused on 15 regional community planning teams throughout the state, State Support Teams and other outreach to professional groups and families. OCALI completed 30 stakeholder presentations across the state in FY 15.
 - i. A minimum of 10 activities were focused on parent/family groups and organizations
 - ii. A minimum of 6 were focused on participation in state support team activity
- c. July 1, 2015 OCALI is implementing sustainable strategies to build capacity within counties to use and practice the elements, functions and processes of the Employment First transition framework.
- d. Participants in the training are Service and Support Administrators, OOD Counselors, Intervention Specialists, Transition Coordinators, etc.
- e. Participants will develop and expand their knowledge and skills of the EF Transition Framework Processes in order that they may use the framework in their practice as well as mentor others in their county to do the same.

| FY 16 | |
|--------------------|------|
| People Trained | 1059 |
| Separate Trainings | 22 |
| Hours of Training | 77 |



8. Young people and adults have opportunities to speak up, express preferences, and be a part of informed decision-making.

IE Benchmark 8 Data and Initiatives

1. Work toward this benchmark continues through multiple efforts outlined in Individual Experience Benchmarks 1, 4, 6 and 7.
 - a. Person-Centered Thinking/Planning Training
 - b. 284 people received Employment First leadership training through DODD
 - c. The Job Seekers Guide was launched on the Employment First website
 - d. Disability Benefits 101 (DB101) launched in September 2015
 - e. Pre-admissions and Options Counseling



9. 90 % of individuals newly-enrolled in waiver services are planned enrollments, not emergencies.

Since July 1, 2014, of 2,991 total waiver enrollments, 305 or 10% were emergencies.



10. People who receive services and their aging caregivers, along with other family members, are supported by highly-trained facilitators to engage in planning for future needs.

IE Benchmark 10 Initiatives

1. Work toward this benchmark continues through multiple efforts, including efforts outlined in Benchmarks 1, 3 and 4.
2. DODD has awarded several grants focusing on the development of the facilitators and use of a framework, tools and materials that focus on planning throughout the lifespan.

