



**Fairfield County Board of DD  
Leadership Team Report  
February 17, 2015**

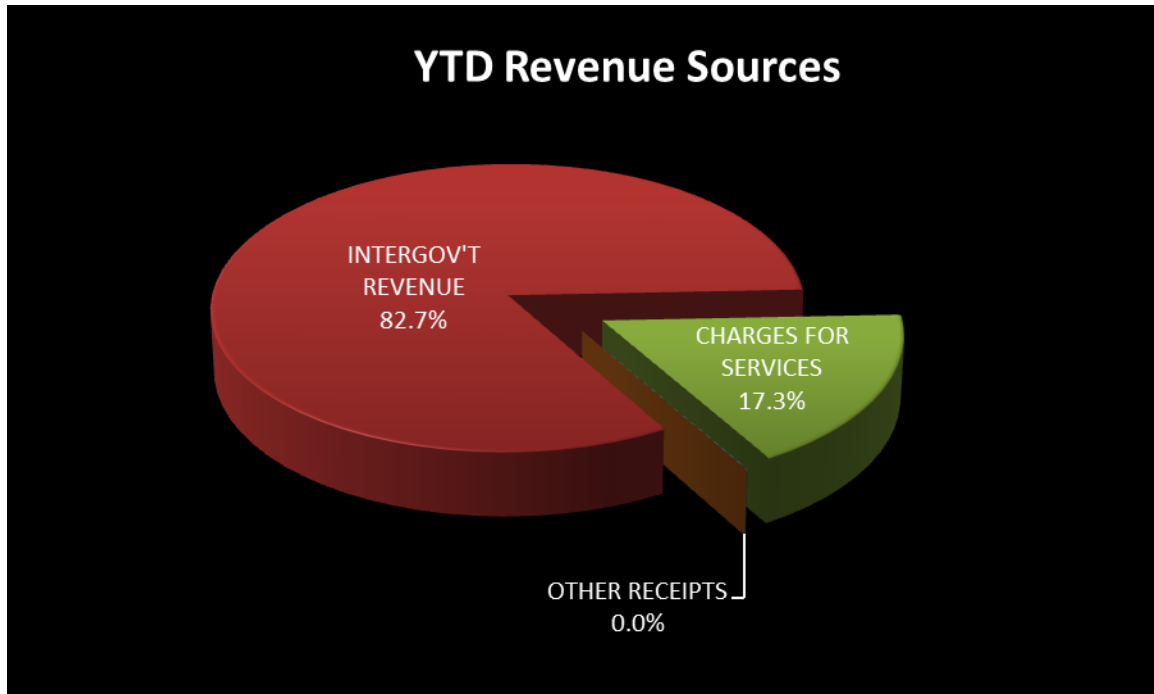
**Finance**

**Beth Seifert**

**Revenues:**

Revenues were approximately \$26,400 below projections.

|   |          |
|---|----------|
| Local Districts – One on One Aide Reimb                                     | 23,200   |
| ODE   | 16,500   |
| REM – Adult Day Services  | -5,000   |
| Day Services Billed to Other Counties                                       | -5,300   |
| OOAD (Community Employment, Benefit Analysis, Project Search & Discover U)  | - 19,100 |
| Medicaid (Adult Day, Non-Medical Transportation, Supported Employment, TCM) | -42,400  |

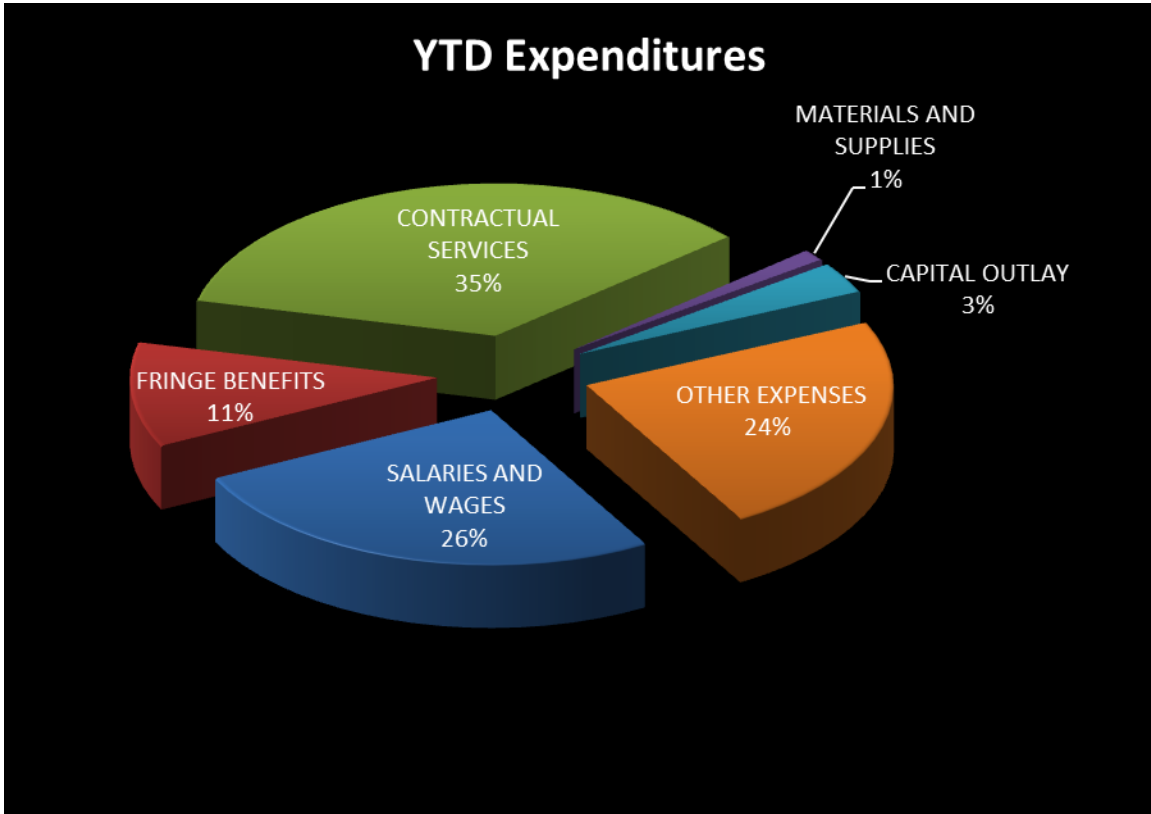


**Expenditures:**

Expenditures were approximately \$414,000 below projections.

Salary and Benefits were below projections by \$116,000.

Non-wage expenditures were \$298,000 below projections. Waiver match and admin fees are approximately account for \$284,000 of the variance.



**Other:**

Medicaid Cost Report Audit

The Auditors were on-site January 27. Joelle Gardner and Jeanie Kiger have been most helpful in pulling billing documentation to support audit requests. It is my understanding that their target date for completion is February 13. At this point I don't believe there are any items pending on our side that should delay the completion.

**Human Resources and Operations**

**Cindy Hillberry**

**Human Resources:**

During the month of January, we posted the positions of Individual Support Coordinator, Life Coach Trainee (AS - 2 positions), One-on-One Aide (FRS), Master Life Coach (5 positions – OC), and Administrative Assistant to the Director of Educational Services (FRS). Rachel is continuing to work with John Bosser on the bi-weekly newsletter, *Fairfield DD in Focus*. Rachel is working with Julie Bruckelmeyer and David Uhl on a new network of connections for individuals in need. We are gearing up to begin the evaluation process and are making

changes to this year as a result of feedback from the staff surveys. We have a committee comprised of a variety of staff members who have met several times over the past year to revise the policy on absenteeism. We will be meeting with staff to review the draft policy, answer questions and receive feedback and anticipate implementing a new policy to improve staff attendance.

Positions which have closed and are in the interview/hiring process: Job Developer (AS/JF), Administrative Assistant to the Director of Educational Services (FRS), One on One Aide (FRS) and Introduction and Eligibility Specialist (SSA).

Positions recently filled: Administrative Support Clerk (OC), Individual Support Coordinator (SSA)

New Hires for this month:



Lisa Boley, Individual Support Coordinator

Lisa is a graduate of Ohio University with a Bachelor's of Science degree in Communication Studies. Her curriculum focused on the facets of communication; interpersonal, group, and family, as well as organizational leadership, cultural diversity, psychology, sociology, and journalism. Lisa's education complement her eight years' experience building strong rapport with person's and their families as Service Coordinator for transition youth and young adults for the Perry County Board of DD, as well as her active participation in agency process management and quality improvement. Lisa enjoys spending time with family and friends in her spare time. She is looking forward to her new role as a Transition ISC in Fairfield County where much opportunity and support exists for individuals transitioning from high school into community employment!



Mendy Moore, Hygiene Aide

Mendy is very excited to begin her new career at Fairfield DD! She has worked in the DD field before at Groveport Schools in their Preschool Program as a One-on-One Aide. Mendy also worked at Lancaster City Schools as a Bus Aide. Mendy is very happy to have the opportunity to start again and she is looking forward to getting to know new coworkers as well as new students and parents.



Dawn Buser, Individual Support Coordinator

Dawn began working in the developmental disabilities field in 2005 as a direct support professional. She was promoted to Site Supervisor, Program Coordinator, and

eventually became Program Director. During that time, Dawn earned a Bachelor of Science Degree in Human Services Management from the University of Phoenix. Prior to joining the Fairfield County Board of DD in January 2015, Dawn was the Assistant Director of Supported Living for Goodwill Columbus. She is passionate about serving individuals with disabilities and looks forward to what the future holds.



Charlene Ross, Life Coach Trainee

Charlene enjoys spending time with her friends and family. Her love for her family is where she found her passion for working in the DD field. Charlene's sister has a child and he was diagnosed with tuberous sclerosis.

Charlene loves her nephew dearly and enjoys spending time with him. It had not occurred to Charlene though that she was a fit for this kind of career until someone brought it to her attention. She then applied for a position at Alvis House in Columbus, Ohio. She worked as a Rehabilitation Specialist for three and a half years at Alvis House. Her passion for helping others culminated in a rewarding career that has filled her life with joy and in return she has gained knowledge and blessings from being a part of the job. It excited her to see individuals learn new skills and then apply those skills and become successful. Charlene cannot imagine how different her life would be without such a rewarding career. She looks forward to each day she is able to work in the DD field!



Heather Landefeld, Individual Support Coordinator

Heather graduated from Ohio University in 2009. She worked for three years as a Child Case Manager and recently was a classroom instructor for children with autism. Heather has been married for three years to her husband, Craig. Together, they have two children, Emma and Luke.



Phylicia Coleman, Admin Support Clerk, Opportunity Center



Carla Macioci, Substitute

### **Highlights from January FairfieldDD In Focus:**

Thank you to all who donated to the Forest Rose Hat and Mitten Tree. Kathi Boyer read *The Missing Mitten Mystery* by: Steven Kellogg. After the story, each classroom went up to the trees and picked out a hat and set of mittens for each student. All the left over hats, mittens and scarves went to the We Care Clothing Corner at St. Peters Lutheran Church in Lancaster, where once a week people from the community can come and get free clothing.

The Good Life... Bang Your Drum is the theme for this year's Celebration of Possibilities. Art and Clay is working on a special project to match our theme. We ALL want a good life but what does that mean? What is it that makes your life so good? BSA Studio has installed a graffiti wall at Art&Clay for you to share your good life. The idea is that when it comes to a good life we ALL want similar things and sometimes there's comfort in knowing that! Stop in and take part in this collaboration of ideas and fun!

Three Year CARF Accreditation. We've received the results from the CARF Survey, which was completed in November, and we're pleased to announce that we've – more importantly you've – been accredited for another three years! And the best news? We received an Exemplary Conformance to CARF Standards designation for DiscoverU. "When CARF surveyors recognize you for exemplary conformance to standards it means that something is unique and that you are thinking out of the box," said Fairfield DD Superintendent John Pekar. "We can all take pride in the success of DiscoverU, and we can all be proud of the positive outcomes and the achievements of the people who have completed the program." Surveyors also pointed out many strengths. "The personnel, from direct support staff to the leadership, are clearly aligned with the organizations vision, values and mission," they wrote in the summary. "Their commitment to individuals and families is evident in the pride with which they describe the achievements of individuals and, through them, the organizations achievements." The summary continued by saying: "The board, leadership and staff members are congratulated on the achievement and recognized for their efforts in pursuit of international accreditation." Look for more detailed information in the *IMAGINE* newsletter.

Square Seven Coffee House participated in Destination Downtown Lancaster's second Progressive Dinner, serving as one of the dessert stations. They even featured the musical stylings of Kelly Vaughn!

### **Operations and Maintenance:**

**Kevin Rigsby**

We are always looking for ways to save money. We need to replace ballast and lamps (400watts) for the production and Nifco areas at the Opportunity Center. The cost per fixture is about \$90.00 dollars and energy use per fixture is 458watts. After doing some research, we can replace the ballast and lamp with one fluorescent lamp at 150watt (same lumens/brightness) as the 400watt at a

cost of \$48.00. The energy use with this type of lamp is 150watts per fixture. So we are cutting 2/3 of our energy cost for lighting in those areas. As we make replacements, we will save money and energy. We are continuing our efforts to provide a safe and clean work place for our staff and the people we serve, and customer service.

## **Quality, Innovation & Planning**

**Ray Schmidt**

### **Behavior Support:**

Lisa Chandler has started in her new position (in fact, through the graces of Michelle Dexter, she able to start some of her responsibilities early!) and her timing could not have been better. A new behavioral support rule just went into effect, and it will systemically change the way we provide those services, how we review the safety and legitimacy of each plan, and which supports even require a plan. Lisa, Mark, Darrick, and Karissa all attended a meeting introducing the new rule and all are both interested and concerned about the changes the new rule will bring. In short, the new rule focuses much more on individual rights; individuals will have quite a bit more freedom in the new system, with intervention authorized only when the person is in danger, health is compromised, or legal issues are imminent. How we enact this new rule will take some intelligence and collaboration.

### **Training:**

Darrick has been hard at work developing our training supports for the coming year. This will involve a number of efforts including training days, in-person training for both staff and providers, and our first attempts at online training.

Most significantly, Darrick is tasked with getting our service providers more training in Imagine. This is an extensive and difficult task as the system changes even as we train. Of course, if people do not know about the system they will not use it, so training becomes imperative (even if we will likely have to train again).

### **Information Systems:**

#### Administration

Jay and Hayden completed 130 tickets in January. These tickets are now coming from both the DD IT queue as well as the DD Web queue, which encompasses the website as well as any social media issues.

In doing the end of the year inventory, Jay found one more XP computer at the Opportunity Center that will need to be replaced. This computer is used out on the production floor and he thinks it can be replaced with a repurposed

computer. This will hopefully be done in the spring. The other XP computer is the SSA scanning computer and Jay is waiting for a good time to replace the machine. The Intellivue software is very tedious to install on a new computer. Jay and John Pekar met with staff in all the buildings except DiscoverU in order to determine that changes that the staff would like to see in the website. There were a lot of good ideas and it is now time to look at what the agency would really like to do.

There were four updates and one upgrade to Gatekeeper in January. The four updates were applied but Jay is still waiting to apply the upgrade as it requires that he and Hayden go to each computer in the agency. So far, the upgrade has been completed at the Admin building, school and OC. DiscoverU and Pickerington still need to be completed.

We have had a number of new staff begin in the past month. Jay and Hayden have worked together to make sure all staff have the tools they need to be productive. Jay continues to work with Michelle and Rachel on getting badges and accounts setup for subs so that they may approve their own time.

#### *Forest Rose School*

The therapists continue to work with their iPads and discover what can and cannot be done with them. A Gatekeeper upgrade also introduced a report that was suggested by Jay to Primary Solutions. This report was to be custom designed for just Fairfield DD but was included in the upgrade because Primary Solutions believed it would be a valuable report to other counties.

#### *Opportunity Center*

Hayden has now taken over the iPad project at the Opportunity Center. Jay hit a snag with the iPads in December and has not yet found a viable solution for them yet. Until we develop a solution, the iPads at the OC will not be backed up. The problem occurs when we introduce a fourth iCloud account to the iPad. The iPad hardware only allows three accounts to ever be used. The working solution is generic iCloud accounts for each iPad that never change. This should correct this problem on most iPads.

There appears to be an issue with the Internet at the Opportunity Center. Jay is currently working with County IT on getting this corrected. It appears to be an issue with the firewall only allowing so many people to connect to the Internet at once.

**Development:**

We continue to have great interest in the Community Connections Manager application. We met with all Region V superintendents in Cambridge, a follow-up meeting in Franklin County, and an inquiry from Hamilton county as well. We will soon advertise for our support position to aid in promotion and implementation of this software.

**Planning:**

Karissa has continued her work to integrate the strategic plan with all of our development activities through QIP reviews. At this point, she is nearly finished with the 4<sup>th</sup> quarter QIP review.

Karissa has recently collaborated with Canal Winchester High School and with Yves Couasnon presented "Live Safe" classes. The target audience for this class is any student at the school who has a developmental or intellectual disability. The classes were an unqualified success and the school has asked us to return to present on the topic of "Bullying" and "Boundaries."

CPR and First Aid continue to be needs for both our staff and other groups too. Karissa taught Project Search Students CPR & First Aid, and although it took three days, all the students were troopers and passed!

Finally we hosted four "Jabber with John" sessions, each one asking a different group of staff what features they would like to see in the web site redesign. Many great ideas came out of those sessions, including:

- Have a home page that immediately asks people if they are individuals/families, business partners, etc. in order to tailor the information directly to their needs
- Have a video on line personality (likely one of the people who are served by the county board) that people can click on and walk them through the web page. This is more than just a cute gimmick; we can use this technique to make the site much more accessible, and friendly too.



### **Planning – QIP:**

9.6 Jodi Blais, Cathy Hunter and Ray Schmidt have been participating in the Schlechty Center Leadership Academy sponsored and funded by grants obtained by the County Educational Service Center (ESC). We have met three times (September, November and January) this year for two day trainings at the Pickerington Regional Office with Superintendents, Principals, Curriculum Coordinators and Central Office staff from all of the school districts in the county. The Schlechty Center believes that if public education is to survive and thrive in the 21<sup>st</sup> century, schools must have the capacity to invent and adopt innovations that require fundamental changes in the structure and culture of schools. We share the belief that entire school districts must be transformed from bureaucracies to learning organizations. The conversations and work have been exciting and we are forging new connections with all of the Fairfield County Schools. We have read and discussed the concepts of three books thus far: Change by Design, Engaging Students, and Leading for Learning.

Jodi presented to 45 Amanda-Clearcreek paraprofessionals and bus drivers on January 16th. The focus of the two hour presentation was helping them to understand how those with disabilities have been served through the ages and where we are heading in the future. We spent time looking at People First Language, the categories of disabilities and sensory integration - forming a deeper understanding of how to support those who feel the world differently through their senses, particularly with Autism Spectrum Disorder. It was well received and they have invited me back to do more in April.

2.1 Another student just received their communication device and the family is scheduling training with the therapists to learn how to program it.

### **Preschool and School Age:**

In January John Bosser and Jodi taped a segment on "The Time Capsule" which we opened right before Christmas. In 1994, when the office was moved from its original location to the back of the school, the safe was also relocated leaving a large hole in the wall. A time capsule was put in by the staff and students in 1994 with many interesting items. We invited former staff to return for the opening and they were fascinated with the items that were included as none of us could recall what we had put in twenty years ago. There was a videotape that walked us through a day in the life of Forest Rose School. It was a trip down memory lane as we enjoyed video of former staff and students. The technological advances were amazing from phones to switches and communication supports. Some things don't change and we laughed that someone had included dryer lint for the copious amounts of laundry they did and that we still do to this day.

### AAC Student of the Month February 2015

Alena is a 6 year old student in the primary class. Alena is learning to use the Prentke Romich Company Accent speech generating device. Alena has done a great job of learning new words and talking with the AAC device in the classroom and therapy. She enjoys saying "hi" to others using the device. Alena enjoys playing with other students in her class and with her baby dolls. She is a caring and kind young girl. (We did not share the picture as she has a photo restriction)

Lisa Dennis, Administrative Assistant to the Director of Educational Services, resigned her position and we surprised her at the end of her last day of work on January 9th. Each student selected a flower and one by one brought them to Lisa who gathered a huge bouquet as she tearfully said goodbye to her Forest Rose family.

Every person plays an important role in the work that we do and the past six weeks have demonstrated this clearly in the office, clinic and classrooms. We have had help from other parts of the agency in the office and have finished interviews and sent our recommendation to the Superintendent. A number of other employees are out on leave for medical issues or maternity time. Everyone is pulling together to make certain our students are receiving the support they require on a daily basis. Flu season has also impacted attendance of both children and staff. The bad news is that with the icy weather we have reached our limit of five calamity days and hereafter we will begin making up days from the time scheduled for spring break. The good news is that we are not located in Boston.



**Early Intervention & Birth to Three:**

**Rebecca Nixon**

Our program is currently providing services to 147 families in Fairfield County. In January we enrolled 9 children and there were 11 who transitioned out of the program.

On January 13<sup>th</sup> we received our Help Me Grow-Early Intervention Technical Assistance Report from our DODD consultant, Cathy Kramer. She observed our team meeting on December 11<sup>th</sup> and then developed a guidance document for Fairfield County Help Me Grow (HMG) and FCBDD. The focus is on keeping the fidelity of evidence-based practices in our Early Intervention services to families. Rebecca Nixon, EI Supervisor, will continue to have meetings with Pam Redding, HMG Contract Manager, and Margie Partridge, HMG Supervisor, to address the recommended implementations. We have worked very closely with HMG over the past five years to provide evidence-based practices in our county and we are committed to this process. The areas of growth identified on the Technical Assistance Report are regarding the referral process, the selection of the Primary Service Provider and the Individualized Family Service Plan (IFSP) meetings.

Planning – QIP:

During our last meeting on 12/12/14 the committee agreed to continue the Pilot process through 2015. The focus will be on expanding joint visits between the Individual Service Coordinators and all Primary Service Providers (not just the Early Intervention Specialists) and also to include the Help Me Grow Service Coordinators.

## **Business Development**

**David Uhl**

At this time of year, things in the office are very busy. In January and February, a lot of what I am working on is leading up to DD Awareness Month and our Celebration of Possibilities. Here are some highlights:

DD Awareness Month: This year, I put together a committee to work on DD Awareness activities. We have good representation from across the agency on the committee and now have 60 activities and events planned for DD Awareness Month. This includes everything from radio and TV, group presentations, school presentations, meetings with local elected officials, and of course, the Celebration of Possibilities. Please keep watching your email, as again this year we will be asking you to help us raise awareness by sharing posts on social media and attending events that are planned. We really pack March with as much as possible and your help in raising awareness of Fairfield DD and its mission of bringing about a vibrant community where people lead fulfilling lives and make meaningful contributions is very appreciated.

Columbus Business First: The social purpose enterprise article appeared in the January 23<sup>rd</sup> issue of Columbus Business First. If you missed it, you can find it on our website ([www.fairfielddd.com](http://www.fairfielddd.com)) under Connect With Us – Fairfield DD in the News. You can also find it on our Facebook page. The article was pretty well written (especially considering who they had to work with ☺), and we have received some great comments from community and business leaders about it. This again helps solidify our place as a player and contributor in the areas of downtown revitalization, workforce development, and tourism in the community.

Relationships Lead to Jobs: When thinking about the jobs I have had since I graduated college, all but one of them was the direct result of relationships that I had with individuals. Not all the time, but sometimes it really is about who you know. That was certainly true for us when it came to a recent job that I was able to help develop for one of the folks we serve.

I proudly serve on the Fairfield County Local Food Council (yes, Fairfield DD is a player in the county local food movement, as well). Another member of that committee approached me and asked that we setup a meeting to discuss a possible employment opportunity. Jared owns a company called Cliff Originals (CO) ([www.clifforiginal.com](http://www.clifforiginal.com)). CO specializes in cosmetic products for men. Jared lives in Columbus but works in Lancaster. He leases a commercial kitchen in Columbus by the hour to make his all natural products. However, his business has grown so much that he can't keep up with some of the processes, including labeling his product containers. The kicker here is that he doesn't have a location. He sells online and in specialty stores. So, we don't have a place for an employee to go and work like we normally do. That's okay, though, because we like a challenge. In partnering with Adult Services/JobFusion, we were able to get creative and identify someone who wanted to work from home while meeting the demands of the job. For a few hours each week, this person, who has had some health issues as of late, is able to work from home and make some money, all while providing a value-added service to the business. The great thing is that in the next several years, there are plans to expand CO, which means even more opportunity for employment with the company.

We were able to make this happen because of our involvement in the community, which leads to relationships that really do have value. This might not seem like a big deal to some, but I think the way this all came about is pretty cool.

Activities/Meetings in the Community: In the past month, I have attended several meetings with business leaders and events in the community. At the end of January, I met with the new president of the Pickerington Area Chamber of Commerce. She is attending our March 20<sup>th</sup> bus tour and is very interesting in

learning more about us and how we can continue to partner together. She even provided a lead in our very first meeting, which I sent to JobFusion for follow-up. I also met with Kevin Douglas, new president at the Canal Winchester Chamber of Commerce. We will be partnering with both of these chambers, as well as the Lancaster Fairfield Co Chamber of Commerce, during DD Awareness Month. I also met with Lancaster Economic Development Director Mike Pettit, Canal Winchester Economic Development Director Lucas Haire, and County Dog Warden Todd McCollough regarding possible future opportunities for partnership.

I attended the Lancaster Fairfield Co Chamber of Commerce Annual Dinner and Awards Ceremony (along with John P, John B, Doug M, and Linda M). Art & Clay on Main/Square Seven/Blue Show Arts were represented at the annual Trade Show before the dinner. It was a Hawaiian theme this year, so we handed out little bottles of sunscreen with our SPE logos on them. I also attended the Destination Downtown Lancaster/Special Improvement District annual gathering, the Lancaster Rotary Re-gift Auction, the American Red Cross Heroes Breakfast, and several County Commission meetings.

On a personal note, I was honored and frankly, quite surprised, to be elected President of the Lancaster Rotary Club for 2017/2018. I will serve 2 years on the board in preparation for my term in 2017. As I mentioned, this was quite a shock, and I am honored that the business and community leaders in Lancaster have enough faith and trust in me to allow me this opportunity to serve.

In addition to business development activities, things are really hopping at A&C/S7. Please stop in and see what's new!

**Art & Clay on Main, Square 7, Blue Shoe Arts: Temple Montanez**  
Whew! Things have remained extremely busy at 150 W. Main Street this month in a notoriously slower time of year!

Art & Clay packed the month with special events including private canvas painting parties, Progressive Dinner, weekly birthday parties and a sold-out Princess Painting Party that welcomed over 60 princesses and their parents to the store. Events such as these contributed to a healthy financial month and placed Art & Clay at 90% of projected ceramic sales already for the year. We are maintaining the momentum with special Valentine's offers and the planning of several upcoming ceramic classes.

Square 7 has received rave reviews from the Progressive Dinner using menu items that are on our permanent menu and is currently looking for more catering opportunities. Sales were up over last year's month's numbers and we are continually striving to find ways to reduce waste. In addition, our focus this month has been on increasing the average dollar transaction per customer by

experimenting with more POS options such as high-end chocolates and candies. Please keep us in mind for your small meeting or group catering needs!

Blue Shoe Art's installation is up inviting customers and artists alike to write what a "good life" means to them on large, removable dry erase boards and it has been very well-received. The board is of full with messages! The continued increase in store traffic has resulted in steady sales for the artists. They are constantly producing new works so stop in and see what is new!

Many thanks to the entire staff for successfully completing the Chamber Trade Show, Private Painting Parties, Annual Inventory, Progressive Dinner and handling increased store business while the general manager and the BSA coordinator were both out for surgery. Thank you also to the OC who provided a fantastic sub for BSA.

We are thrilled to welcome a new Job Fusion intern to the building beginning this week!

Please like our Facebook Page and add your name to our email list via our website ([www.150westmainstreet.com](http://www.150westmainstreet.com)) to stay up to date on all the store happenings!

## **Adult Services**

**Kyle Miller**

### **Adult Services – General:**

Much focus this month was on aligning Adult Services resources with The Project:Transformation plan and The Community and Employment First Policy. These efforts included individual meetings with consultant Katina Karoulis, meetings with the steering committee, and smaller work groups. Additionally, supervisors from JobFusion and The OC met to determine how to maximize collaboration efforts. Brad and I also had the opportunity to meet with Karissa (Planning Coordinator) to insure the Q.I.P. and the Project were focused on the same priorities.

Cause Impact facilitated the second strategic planning meeting with the Fairfield Industries Board. Numerous break-out sessions and brainstorming took place with various homework assignments for staff and committee assignments for Board members. Committees will be working on narrowing in the future planning for the Board and gathering strategic information for the final meeting in March.

The initial meeting with the ISC Supervisors was very beneficial for me to understand the various practices and relationships between the departments. This collaboration will provide the foundation for services to be provided with

Person-First focus to maximize the opportunities for the people we support. Similarly, the opportunity to meet with and visit the Affiliate partners provided a platform to discuss current operations and expectations for the future.

**Program Services Update:**

**Brad Changet**

**Art Rocks:** Brenda Shepard is Art Rocks Studio featured artist of the month for February. Brenda wanted to do something special for all the service men and women of our country. The banner she designed took four months for her to paint. With each brush stroke she became more determined and positive that she could complete this project. Brenda said, "I was motivated because of their sacrifices and my respect for them. This banner is in memory of all the service men and women who currently serve and for those who gave their lives for our freedom." She wanted the banner hung at the Opportunity Center's Cafe for everyone to enjoy. Brenda has great love for family, friends and will always enjoy helping others.

Congratulations Brenda for being artist of the month! You Rock!



**Green Machine:** The Green Machine Gardeners are busy creating new products and getting ready for spring. They have already planted their herb starters that will be transplanted to our raised beds once the weather breaks. As an expansion on the micro green operation, one customer has asked them to produce full grown basil instead of just the micro green variety. They are able to do this in the current space they have for indoor growing.

Two new products that they are very excited about are seed packets and toad houses. The gardeners used their overabundance of seeds from last year's crop to make seed packets to sell. They made the actual envelopes that hold the seeds complete with a stamp indicating the "Green Machine Gardeners." They then filled the packets with a variety of flower seeds and will sell them to the public. The toad house idea came from one of our master gardeners who researched the effectiveness of the structures. The idea is that toads are a boon to gardens as they help germinate and fertilize plants and control pests. The houses will attract toads to gardens because they offer them a safe haven from predators such as birds.





**Self-Advocacy:** Our Master Life Coaches are supporting people with enhancing and learning about self-advocacy skills. Shelly Holt has been accompanying a group of four or five individuals to the monthly Project STIR sessions that are hosted by the Hope Center. Typically, 30 – 35 people from around Fairfield County attend the meetings. There is a different topic each month and some previous meetings have focused on voting rights and standing up for themselves. Tricia Minnard has been attending the Ohio Self Advocacy Association monthly meeting in Franklin County. She generally supports four people on these trips. The meetings last for about two hours and include a time for lunch and networking with individuals from other parts of the state. This month, the guest speaker will be sharing information about the state and national emphasis on receiving services in community-based settings as opposed to segregated residential, employment, and social situations.

Developing self-advocacy is also a focus for people attending our Transitions Curriculum classes. Participants practice appropriate social skills like shaking hands and making eye contact daily. They have had lessons on setting goals and using an action plan to get the help they need to accomplish their goals. Another lesson was a role playing activity that taught the difference between being aggressive and being assertive. Mel was able to set up a meeting with her ISC to talk about a couple of issues whereas in the past, she would have just gotten mad and cried about things. Another exciting idea is that we will be having a fashion show to illustrate how to appropriately (and inappropriately) dress for employment success and community activities.

**QIP:**

*6.3 – Determine best practices throughout the Project: Transformation project to better support people who are more comfortable with traditional Adult Services approaches and are consistent with Community/Employment First –* This project has settled on a one person, one job approach. We believe that person-centered thinking will help us find each person’s passions and interests and then lead to development of jobs that match those findings. We will then build wrap-around services that are tailored to each worker’s personal needs. At this time, we are beginning to select job seekers who would like to be a part of our pilot group. This group will help us determine what worked and did not work as we help people finding meaningful work and support them in their non-working hours.

## **Community Employment Services:**

**Doug Mitchell**

### *New Hires for January 2015:*

Ryan Barber was hired at Wesley Ridge Retirement Community in the housekeeping department. John Hamilton was hired at Rockmill Retirement Center in the dishwashing department.

### Fairfield Medical Center-Project SEARCH:



Creating Video Resumes with Your iPad- JobFusion staff Barb Shriner and James Armstrong attended the Project SEARCH Quarterly Meeting at the Bing Center in Columbus, Ohio on January 27, 2015. Barb and James learned the newest technology for creating video resumes with your iPad. "iMovie" is the latest application created with photos and videos of FMC students working in various departments, performing their specific job tasks. The "iMovie" is used as a URL link on the student's resume for the employer to click and view the student doing the skills they have mentioned within their resume. JobFusion staff will be assisting not only the FMC-Project Search Students with creating video resumes, but other individuals currently seeking employment.

Fairfield National Bank-FCBDD/JobFusion staff member Barb Shriner reports Fairfield National Bank will be offering a class for students in February designed to teach them about banking and managing a checking account. Barb shared that, "this is a class built into our curriculum to teach individuals how to budget and manage their money."

CPR-In January the FMC-Project Search class has been getting certified or gaining experience (if they haven't passed) with CPR/AED/Heimlich and First Aid classes. Special thanks to Karissa Carpenter, Planning Coordinator for the Fairfield County Board of DD, for providing the training.

Drivers Permit-FCBDD/JobFusion staff is preparing Project SEARCH Interns for the driver's permit test. Students have participated in class twice a week with manual pretesting in writing and road sign portions provided through the BMV. The students have gained confidence in the classes. This is a huge step to independence.

### **DiscoverU-Project Search:**

DiscoverU-Community Integration-Ryan Lee Simmons (RLS) participated in DiscoverU and was hired at Charley's Grilled Subs last year. Ryan has been successful working at Charley's and has demonstrated true integration in his workplace as his co-workers became his own cheering section at last week's Chiefs



basketball game. Co-workers from Charley's Grilled Subs, where Ryan is employed, came to cheer on their favorite special olympic basketball player, complete with signs! Behind the camera was John Hammond, Corporate Trainer for the Charley's organization and a big RLS fan! Pictured left to right are Cody, Alex, Ryan and Megan.

Designer Shoe Warehouse (DSW)-Project SEARCH Schedules OOD Meeting:  
Kris Potridge, Field Operations Manager for the Franklin County Board of DD, has updated the DSW-Project SEARCH service to be shorter and more cost effective. This new proposal was previously discussed with OOD staff via a phone conference. A meeting with the Southeast Regional BVR Counselors to showcase the new service model is scheduled for March 2, 2015. It is our hope this new model will encourage BVR Counselors to authorize this service to individuals from the Fairfield County Board of DD.

Employee of the Month, January 2015:

Mary Taylor graduated from Project Search at Fairfield Medical Center in 2013. In February 2014, she was employed (fulltime with benefits) in the housekeeping department at Wesley Ridge Retirement Community in Reynoldsburg, OH. Michael Crawford, Facility Manager at Wesley Ridge, says Mary is doing an excellent job and a model employee. She is currently assisting in training a new



employee in housekeeping, also a JobFusion client. Mary is a caring young woman who is extremely hard-working. She sets high goals for herself and strives to be as independent as possible. Mary enjoys giving back to her community and helping others through volunteer work. For these reasons, she was chosen to be JobFusion's Employee of the Month

for February 2015. She highly deserves and exceeds the criteria for this award as she has shown exceptional skills both at work and in her personal aspirations.

Training for New CVS Partnership to Begin in January 2015:

The Fairfield County Board of DD recently entered into an agreement with retail giant CVS to provide and receive training at area CVS stores, which could lead to employment at a CVS store or provide transferable skills to another retailer. In January, members of the JobFusion staff received training from CVS with staff members of the Franklin County Board of DD. This required training will equip JobFusion staff members to train individuals specific to the standards and processes set forth by CVS. Additionally, Duane Rohr, Regional Manager of the CVS Regional Learning Center/Workforce Initiatives, took a tour of DiscoverU and

discussed possible training options which may be incorporated at the DiscoverU location. For more information, contact Doug Mitchell, JobFusion Manager at 614-835-2700 or 740-652-7235.

JobFusion Trains Art & Clay Intern:

Alexis Bennett, Job Trainer, instructed intern Kristina at Art & Clay for ten weeks. Her last day is February 4th. During her time there she has displayed willingness and a desire to work hard. She is the first ever intern to reach level 2 job skills. She now knows how to make lattes, cappuccinos, hot chocolate, chai tea lattes, smoothies, drip or pour-over coffee and espresso. Kristina is knowledgeable about the equipment and safety precautions while using it. She has basic ceramic knowledge, how to clean and maintain the brushes - and the rest of the store for that matter. She understands restaurant sanitation and health department regulations pertinent to the business. Kristina never stopped improving during her time at Art & Clay. She was a constant joy and a huge help to the store!

January Payments for JobFusion Services from OOD:

For the month of December 2015, Ohio Opportunities for Ohioans with Disabilities (OOD) processed and paid 30 invoices for JobFusion services a total \$23,925.27.



JobFusion Participates in the Lancaster-Fairfield Chamber Business Tradeshow:

The Lancaster-Fairfield Chamber of Commerce hosted its Annual Tradeshow & Dinner Meeting on Saturday, January 24, 2015, at Fisher Catholic High School in Lancaster. This year's theme was "A Hawaiian Paradise" and over 470 guests enjoyed a tropical escape as they strolled and visited with other Chamber members and viewed a number of business displays with tropical themes. JobFusion's display booth included the Blue Hawaii theme. The center panel featured the *combination* of JobFusion and businesses/employers emphasizing how we provide employment solutions to meet employer needs. This was a great networking event giving JobFusion the opportunity for direct contact

with employers and create awareness about the services JobFusion/Fairfield County Board of DD provides the business community.

## JobFusion Report 2015

|  |     |
|--|-----|
| <b>Section 1 Jobs</b>  |     |
| New hires in January 2015  | 2   |
| Total number of jobs filled as of January 1, 2015  | 2   |
| Total number of individuals employed in the community  | 60  |
| Total job losses due to termination as of January 2015   | 0   |
| Number of individuals receiving active Job Development Services. (An active job search is in place)  | 16  |
| <b>Section 2 Internships</b>   |     |
| Number of individuals currently participating in an internship   | 17  |
| <i>Fairfield Medical Center-Project Search- 9</i><br><i>DiscoverU-Project Search- 1</i><br><i>DU – Work For It - 4</i><br><i>DSW-Project Search- 2</i><br><i>Art &amp; Clay/Square 7- 1</i><br><i>OU-L Greenhouse- 0</i> |     |
| Number of individuals receiving a BVR assessment such as: Community Based Assessment, Career Exploration, etc.   | 5   |
| <b>Section 3 The Opportunity Center</b>  |     |
| Total number of OC individuals JobFusion is providing an internship, job skills class or assessment  | 6   |
| Total number of OC individuals ISC's referred to JobFusion to actively seek employment   | 2   |
| Total number of OC individuals JobFusion has obtained jobs for in 2015   | 0   |
| <b>Section 4 Discovery Services</b>  |     |
| Total number of individuals that completed Discovery and were referred to JobFusion to find employment   | 2   |
| Total number of individuals that completed Discovery and employment was secured as a result of Discovery   | 0   |
| <b>Section 5 Affiliate Partners</b>  |     |
| Total number of individuals referred to and currently participate at an Affiliate Partner for employability skills training  | 43  |
| Total number of individuals that completed employability skills training at an affiliate partner and have left the program to participate in active Job Development (To find a job)                                      | 1   |
| <b>Section 6 Total Services Provided</b>   |     |
| Total # of individuals receiving Community Employment Services via JobFusion   | 100 |

|   |   |
|---|---|
| <b>Section 7 QIP Goals</b>  |   |
| Offer internship opportunities that will increase occupational, practical and soft skills building a foundation where employability talents can flourish.   | The JobFusion Dept. offered the "State of the Art", Occupational Skills Training for 5 individuals at DiscoverU in January 2015.  |
| Continue to build capacity among provider partners to offer services in alignment with Community/Employment First that will promote choice, quality, and innovation in services.  | 41 individuals have been referred to the Hope Center and Learning Never Ends for Employability Training. 1 out of the 41 individuals have completed the Employability Skills and left the program to now find a job. JobFusion Manager, Doug Mitchell will be following up to make certain individuals do not "get stuck" in these services and not move forward for assistance in finding employment with JobFusion. |
| Continue to utilize a Business Advisory Council involving local employers and other businesses to share information and gain input for increased community employment success.  | No Meeting in January. Next meeting February 26, 2015.  |
| Enhance JobFusion's leadership role as an expert in Supported Employment to Fairfield DD's affiliate partners, as well as business community partners through training, technical assistance, outreach and advertising efforts. | JobFusion met with Affiliate Partners on January 14, 2015 to discuss future Job Coach Training to be provided by JobFusion as a prerequisite to providing Job coaching for FCBDD/JobFusion.   |

**Benefits Consultations/Analysis:****Ron Swain**

During the month of January 2015, 35 BVR/BSVI fee-for-service Benefits Analyses were conducted at \$285 each. Total monthly billing was \$9975. There are currently 45 referrals from OOD pending for Benefits Analysis fee-for-service at \$285 each.

There were no specific outreach/marketing trips occurring in January and none planned for February. As mentioned previously, outreach and marketing will occur in 2015 on an as-needed basis. In addition to the Canton BVR/BSVI offices visit scheduled for May 4, 2015, the Youngstown BVR/BSVI offices will be visited on June 25, 2015. These visits will take place during regularly scheduled staff meetings to maximize the impact.

Much of the outreach will consist of marketing materials including the "Work Benefits You" workbook, business cards, information on Medicaid Buy-In for Workers with Disabilities, etc. Also, time will be spent on encouraging the referring vocational rehabilitation counselors to complete and forward the SSA form 3288 (a Release of Information needed to obtain Benefits Planning Queries). Benefits analyses are much easier to complete if this is part of the referral package.

The "Work Benefits You" workbook will continue to be sent to every consumer served, to other DD Boards and interested parties. This publication is a significant aid to consumers and providers while also setting Fairfield DD's Benefits Analysis apart from others providing a similar service.

As mentioned in last month's report, it is anticipated that potential internal candidates to replace this analyst can begin observing in early 2015. He or she will need to have significant SSA training and certification, as well as mentoring by this analyst, to be able to provide this service in a competent manner. It would be best to have this individual working at least a limited amount by summer.

It now appears the Work Incentives, Planning and Assistance (WIPA) grants will end as of June 2015, so there could be a significant increase in the number of referrals as this date approaches. Also, it will take a significant amount of time to start up the replacement for this project. This analyst continues to monitor the situation and the ever changing landscape of Benefits Analyses will be provided in future monthly reports.

## Services and Support

## Chanda Busse

### Total Enrollment for the program

|      |    |
|------|----|
| 1129 | +5 |
|------|----|

NOTE: this number does include those we serve from other counties for ADS/NMT through our contracted affiliate providers.

### TDD waiver enrollment

enrolled waivers

|    |           |
|----|-----------|
| 45 | No Change |
|----|-----------|

The Transitions (TDD) Waiver established in 2002 to accommodate individuals who were being served on the Ohio Home Care waiver who had an intermediate care facility level of care. This waiver was administered by JFS until 1/1/13 at which time DODD took over responsibility.

### IO waiver enrollment

enrolled waivers

|     |           |
|-----|-----------|
| 125 | No change |
|-----|-----------|

waiting list

|     |    |
|-----|----|
| 569 | +1 |
|-----|----|

emergencies this year

|   |  |
|---|--|
| 0 |  |
|---|--|

enrolled this year

|   |  |
|---|--|
| 0 |  |
|---|--|

remaining budgeted to dispense this year

|   |  |
|---|--|
| 1 |  |
|---|--|

The IO Waiver is for a funding range of \$5,000 and upwards which is determined by the individual's level of need. Services covered are Homemaker/Personal Care • Home Modifications and Adaptations • Transportation • Respite Care • Social Work • Home-delivered meals • Nutrition • Interpreter Services • Specialized Adaptive or Assistive Medical Equipment and Supplies • Supported Employment • Adult Day Services

### Level One Waiver

enrolled waivers

|     |    |
|-----|----|
| 190 | +6 |
|-----|----|

waiting list

|     |                                |
|-----|--------------------------------|
| 325 | -12 reflects enrollment on LOW |
|-----|--------------------------------|

emergencies this year

|   |  |
|---|--|
| 0 |  |
|---|--|

New enrolled this year

|   |  |
|---|--|
| 0 |  |
|---|--|

remaining budgeted to dispense this year

|   |  |
|---|--|
| 0 |  |
|---|--|

The Level One Waiver is for a funding range of \$1 to \$5,000. Services covered are Homemaker/Personal Care • Transportation • Respite Care • Specialized Adaptive or Assistive Medical Equipment and Supplies • Supported Employment • Adult Day Services

### Self-Empowered Life Funding (SELF) waiver

enrolled waivers

|   |                  |           |
|---|------------------|-----------|
| 5 | +2, 1DODD Funded | No change |
|---|------------------|-----------|

emergencies this year

|   |  |
|---|--|
| 0 |  |
|---|--|

New enrolled this year

|   |  |
|---|--|
| 0 |  |
|---|--|



remaining budgeted to dispense this year

10

The SELF waiver is Ohio's first participant-directed waiver. Participant direction means individuals with developmental disabilities have authority to make decisions about their waiver services, and accept responsibility for taking a direct role in managing services. SELF waiver services include: Support Brokerage • Community Inclusion (Personal Assistance, Transportation) • Integrated Employment • Functional Behavioral Assessment • Clinical/Therapeutic Intervention • Participant-Directed Goods and Services • Participant/Family Stability Assistance • Remote Monitoring • Remote Monitoring Equipment • Residential Respite • Community Respite • Adult Day Supports • Vocational Habilitation • Supported Employment – Enclave • Non-Medical Transportation

### Locally Funded Services

|   |            |           |
|---|------------|-----------|
| Individuals in RSS home                             | \$62,457.  | +7,142.   |
| Title XX  | \$60,194   | No change |
| Individuals with personal assets or pending waivers | \$216,890. | +41,980.  |
| Discovery Services                                  | \$15,540.  | +1,400.   |

Our Department is working with the families, individuals and teams involved to refinance these budgets if possible.

|                                   |            |           |
|-----------------------------------|------------|-----------|
| Individuals in a Nursing Home     | \$77,414.  | No change |
| Individuals on Transitions Waiver | \$157,046. | +13,512.  |

Services provided to individuals on an Ohio Home Care Waiver or in a Nursing Home are not eligible for refinancing.

|  |          |           |
|--|----------|-----------|
| Individuals who have redirected their budget | \$11,235 | No change |
|--|----------|-----------|

Individuals on an individual budget can choose to redirect the local portion of their adult services / non-medical transportation budget to community activities they and their team believe will have more meaningful outcomes

### Discovery Services

**Chanda Busse**

QIP 4.1: Offer a wide range of Discovery services focusing on community and employment options with the outcome of identifying gifts and talents; resulting in a match with employment and community engagement opportunities.

As of January 2015, 4 people have come through Intake and are being considered for Discovery Services.

|  |    |
|--|----|
| In Discovery (includes Phase I and II. Phase I (new to county) and Phase II (recent graduate/at home), specials (5) for people referred to Discovery in 2014 | 29 |
| Employed (did not use Discovery) or College bound  |    |
| RSC/BVR referral - Discovery with RSC  | 1  |
| On TDD waiver ~ working with MEORC (one profile has been completed for a person on the TDD waiver)   |    |
| Nursing Facility and/or medical issues a priority/retired  |    |
| On Hold (illness/family/no longer eligible and appealing)  |    |
| New to County ~ deciding on path- actively working with ISC on process (getting settle and Discovery should begin)   | 2  |
| Moved out of county or removed from Discovery/decided did not want any services  |    |
| Profiles completed so far in in 2014 (two from 2013 referrals)   | 31 |

Two profiles were completed in January. The two were from referrals to Discovery in 2014. The profiles suggest that the individuals need to continue to work on employability skills and other skills that will help them progress on their path for employment. Both individuals will be working on community engagement skills and volunteering. Interests and passions include office work and working with office supplies, art, sports and sporting events and being with friends.

Six people were assigned to Discovery Staff to begin profiles with individuals.

A meeting is planned with Forest Rose School to begin the Discovery process for students nearing graduation. The meeting is scheduled for 2/4/15. This addresses the QIP 4.2: Provide Forest Rose School students approaching the transition from school to adult life with rigorous preparation for participating in community employment and community life using a Discovery approach in combination with emerging technology to ensue meaningful connections and contributions. More to come next month.

### **Introduction and Eligibility Board Report January 2015 Chanda Busse**

In January 2015, 71 individuals were served by the Introduction and Eligibility department. (NOTE: All of these individuals are not new to intake, but a continuation of the intake process. Therefore, the number is not unduplicated).

- 36 Community referrals, not currently receiving CBDD services or currently receiving services from another County Board of DD and moving to Fairfield County.
- 23 Individuals currently receiving services from FCBDD turning 3 years old.

- 3 Individuals currently receiving services from FCBDD turning 6.
- 9 Individuals currently receiving services from FCBDD turning 16.
- 0 Individual with an IO waiver moved into the county.
- 2 individuals in the age 16+ category will be enrolled on the TDD waivers. (Two individuals on the Ohio Home Care Waiver are being moved to the transition waiver. This increases our number to 47 people on the TDD waiver).

Of the 71 Individuals with Intake status, the eligibility process was completed for 32 individuals. It is also important to note that 8 people (6 age 3 to 5 years of age and 2 age 6 to 15 years of age) were removed as they came up for redetermination in January. They had not been removed earlier when services terminated or moved out of county.

There are 39 people with intake status at the end of January. The people are in process and include the following status:

- 11 people are new to the I and E process and have received a packet with no response at this time
- 5 youth ~ turning 3 in Introduction and Eligibility process (waiting on IEP or other records to determine areas of delay)
- 10 people ~ eligible getting needed documents turned in to finish the intake process
- 3 people have qualifying diagnosis and are scheduled or in process of being scheduled for assessment (OEDI/COEDI)
- 4 people ~ Assessment done in process of being scored
- 11 people waiting on evaluations to be completed to indicate the qualifying disability (redet process is started 60 days ahead of birthday and they will have intake status upwards of 2 months)
- 1 person in process of transferring in or out of the county with Intake status
- 4 people are not eligible but waiting to terminate on their birthday (at age 3, 6 or 16). Process finished but they can get FSS or another service until their birthday.
- 1 person in crisis and will finish the process at a later date.
-

|  | eligible | previously receiving services | (new) added to enrollment | in-eligible | were not receiving services yet | deducted from enrollment |
|--|----------|-------------------------------|---------------------------|-------------|---------------------------------|--------------------------|
| Age 3-5  | 2        | 2                             | 0                         | 8           | 0                               | 6                        |
| Age 6-15   | 2        | 2                             | 0                         | 1           | 1                               | 4                        |
| 16+  | 3        | 1                             | 2                         | 1           | 0                               | 1                        |
| Did not have a qualifying disability               | 0        | 0                             | 0                         | 0           | 2                               | 0                        |
| Voluntarily withdrew from intake age 3 to 5 (8/14) | 2        | 2                             | 0                         | 0           | 0                               | 2                        |
| did not follow through                             | 6        | 2                             | 0                         |             | 4                               | 2                        |
| Age 3 to 15 moved in or out of county              | 1        | 0                             | 1                         |             |                                 | 2                        |
| adult moved in or out of county                    | 3        | 0                             | 3                         |             |                                 |                          |
|  |          |                               | 6                         |             |                                 |                          |
|  |          |                               |                           |             |                                 | change enrollment        |
|  |          |                               |                           |             |                                 | 17                       |

Special Note: Eight people were terminated in January. Six from EI and two typical preschoolers who came up for age 6 redetermination. The 8 were not terminated early when they finished preschool or EI and were no longer eligible for services.

## Individual Support Coordination

## Teresa Scarpitti



Building a Vibrant Community:  
The Pickerington ISC team got together to plan for a cause. Planning is creating plastic yarn out of plastic grocery bags and then rolling it into balls of plastic yarn. We then gave our balls of yarn to volunteers at St. Elizabeth Ann Seaton Parish in Pickerington who use it to create mats for the homeless.

The 2015 Leadership Education and Development Seminar (LEADS) provided through the Pickerington Chamber of Commerce will begin February 25, 2015. Teresa Scarpitti is serving on the LEADS planning committee again this year.

Teresa is also an active part of the Woman's Leadership Coalition and participates in the monthly chamber luncheons.

Pickerington School District will be having it's preschool screening at the FCBDD Pickerington Regional Office on March, 5,6, and 9<sup>th</sup>. We are very excited to have this event in our building.

## **Individual Support Coordination**

**Lois Everitt**

### Happenings with my Team:

This month I welcomed Heather Landefeld to our team as a Children's ISC. Heather is currently active in the orientation process with her job responsibilities and person-centered planning. She will soon begin meeting children on her caseload.

# **IMAGINE TRANSITION**

- **Imagine Road blocks**

In January, we gathered information from our staff about what is working and Not working, and we met with MEORC and the Ohio Department of Developmental Disabilities (DODD) to discuss what those concerns were and ways that they can assist. We will continue to meet and relay those concerns and keep staff informed of responses. We have increased communication with all parties involved so that any changes can be shared to improve the functioning of Imagine and reduce frustrations.

As I discussed last month we are focusing on determining plans that are completed because we have discovered that all of the steps in the Imagine Information System may not have been followed by Individual Support Coordinators (ISC's) . We continue to work with all staff (ISC's and ISC assistants) to train and educate ourselves better about the system.

- **Continued progress entering plans**

ISC's are now putting plans solely into the IS (Information System) electronically. At this time there is 563 plans started in the information system- this is an increase of 25 plans since last month.

- **Continued learning in Person Centered thinking**

Person Centered coaches participated in a Webinar on 1/13/2014 topics discussed were:

1) Having difficult conversations, and

2) Using a person centered tool– the decision tree to help establish responsibilities and roles. The coaches will be sharing this information with each team to help increase person centered philosophies.

- **Continued Collaboration with Providers**

With ISCs digging further into the Imagine IS, providers are being asked to do more in the IS as well. We are asking that providers view, give feedback on, and approve ISPs in the IS. Individual trainings with providers have allowed providers the opportunity to view their side of the IS portal, trouble shoot any issues the providers may be experiencing, along with giving them the opportunity to ask questions and “get their feet wet” by trying their tasks on their own with support from the county board. ISC’s, ISC Supervisors and Darrick Jackson Professional Development Coordinator have assisted with these opportunities. When doing this there is definitely a lot of problem solving that needs to happen and can be stressful to all parties. Areas that have been of concern: Individuals may not be showing up in the portal, ISP not showing up, providers losing information, and/or the general knowledge of navigating the system in general.

### **Individual Support Coordination**

**Wendy Ricker**

Through person-centered thinking and helping a person identify outcomes, we hope to teach and empower individuals. Tanna K. and Alysha B. have been working with two individuals who are in a relationship together. The relationship started about a year and a half ago and after about a week of dating the two individuals decided they wanted to get married and asked for help with planning the wedding. The team decided this would be a great opportunity to not do this for the individuals but teach them about doing this for themselves. The guardian, providers, individuals, and family members were all involved in this process, discussing how we can support the individuals in their desire to get married but also teaching them what marriage truly entails. They began by encouraging them to date and to build a relationship. Through this process, one of the individuals has moved from having no alone time to having date nights alone with her boyfriend and overnight weekend stays at his home. They have learned to communicate more effectively not only with each other but also to their team members. The couple took the initiative and set up marriage counseling, even working out transportation. They have begun working together through their conflicts instead of immediately calling their ISCs asking them to “handle this.” Through this process, their teams feel that they have grasped a better understanding what marriage truly is and are still trying to decide if that’s really what they want for their future.

Other opportunities for growth and self-empowerment have occurred, especially related to achieving outcomes related to housing and independence. In the recent past when a person moved, the ISC or the provider may have taken care of transferring the utilities, etc. ISC's Tanna K. and David B. advised two people that moved that it was their responsibility to do this. With the support of staff, the guys transferred Lancaster Utilities and AEP to their names for services in their new home. They also scheduled a meeting with the landlord to get the lease signed and keys for the new place. The guys then submitted the lease to Metropolitan Housing with the support of their provider. When one of the guys asked David why he was doing all the 'leg work', David was able to explain if he wants to be more independent he needs to understand the process and know how to do it for himself. It is great to see individuals taking ownership and gaining skills as they achieve outcomes!

**Transition Services Update:**

**Susan Barnett**

Planning – QIP: 7.2- Coordinate information and support for families of youth in transition consistent with Discovery and Community/Employment First.

This is a continued action step that will focus this year on developing information and resources to be available to all schools and families. This will help to deliver a consistent message and resources to the community. March 7<sup>th</sup> is our 6<sup>th</sup> Annual *Discover the Possibilities* Transition Conference for families and students. This will provide families with information regarding services, family's roles in transition, career exploration opportunities and IEP assistance.

QIP 7.3- Explore Employment Navigation for transition age youth, as well as increase the capacity of Bridges to Transition consistent with OOD standards.

From the funding re-design committee, the Employment Navigation position would possibly be defined as:

- Services that is to support informed choice about community employment and to ensure people make continued progress toward community employment through combination of: (1) provision of specialist support (similar to specialist support available through some other existing waiver services); and (2) employment support broker functions (similar to existing support broker role in SELF waiver.
- Employment Navigator would be an active member of the team to support the multi-agency navigation of employment services and to support individuals in making an informed choice. This would not entail coaching rather it would be coordination of employment services and options.
- The Employment Navigator would be an "employment specialist" and does not conflict with the role of an SSA.
- Concern that there could be a conflict of interest if providers of employment services are also Employment Navigators. The analogy of Support Broker under the SELF waiver was introduced. A Support Broker

cannot also be a county board, regional council of government, or provider of any SELF waiver service.

- Core training should be established and would be determined by DODD. Evaluate CESP, ACRE, and CWIC. Training should include Employment First, funding sources, etc.
- These positions could bill under Targeted Case Management for their services.

Bridges to Transition Grant- QIP goal 7.3 (continued from above): OACBDD who serves as the Project Manager for the Bridges to Transition Grant is still in negotiations with OODA regarding the new program direction, definition of job descriptions, caseload size, and funding. We have offered feedback as to our preferred direction, however negotiations are still being worked through. Until a new agreement is made, we are running under our previous process.

Fairfield Medical Center Project Search: At our last set of Employment Planning Meetings (Team meetings) we discussed job development services for all students. We are beginning this process earlier than previous years in order to capitalize on the job developers/agencies having time to see the supports we have put into place that help these students to be independent and successful in their employment/internships. This will provide more continuity of services and quicker job placement for all. Applications for next year’s class are completed and we are set to review and set up the interviews!

**Community Connections Update:**

**Julie Bruckelmeyer**

QIP 3.1: Increase Individuals’ access to inclusive community settings, strengthening relationships with community clubs, interest groups, school-related groups, congregations, civic groups and other organizations.

|  |   |
|--|---|
| <b>New Referrals from ISCs</b>                   | <b>4</b>  |
| <b>Total Referrals</b>                           | <b>30</b>   |
| <b>Face to Face meetings w/referrals</b>         | <b>6</b>  |
| <b>New Community Connections identified</b>      |   |
| <b>Individuals</b>                               | <b>3</b>  |
| <b>Organizations</b>                             | <b>2 (Pickerington Kiwanis, Lanc. Police Activities League)</b> |
| <b>Outside requests for resources</b>            | <b>5</b>  |
| <b>Presentations</b>                             |   |
| <b>Individuals</b>                               | <b>5</b>  |
| <b>Organizations</b>                             | <b>0</b>  |
| <b>Successful Connections:</b>                   | <b>12</b>   |
| <b>Referrals from EI for Parent Connections:</b> | <b>1</b>  |



### **CCC Happenings:**

- Volunteer Network: Logo developed and network taking shape. In dialogue with several churches in Lancaster and Pickerington who are considering Social Skills/Game Night for Youth, Family Pizza Night, Quarterly Respite for parents.
- Parent support groups: The Pickerington Support group had 2 new parents attend. The moms group/play group has had no new parents but our lead parent is enjoying meeting the moms and children without disabilities and making friends. The moms group will move to the Early Literacy Center in March to see if location is a factor in parents attending.
- Next Chapter Book Club (NCBC): The Pickerington NCBC started 1/20 and has 6 members. Everyone is enjoying the reading and conversation. The Lancaster club has 4 members. I have been working with 2 new facilitators for a new Lancaster NCBC that will begin April 10th. The club will meet every Friday afternoon at 1:00 at Art & Clay. The Literacy Council referred both facilitators. In addition, Janet Watterman, community volunteer and retired Special Education Director, will mentor NCBC Facilitators who would like extra help while learning their role. We have several new volunteers who have contacted the Pickerington Public Library in hopes to create more clubs in Pickerington. Colleen Bauman is the Community Services Coordinator at the Pickerington Public Library working to identify new volunteers and start more clubs.
- Women's Meet-Up: Got together twice in January. They experienced a personal safety course and game night. Our mentors are Debra Whittingham-Short and Rachel Berens.
- Bowling with Rick: We have two men who are meeting each other every Friday morning at Tiki Lanes to bowl. Both men are getting there on their own. One drives and the other using the Lancaster Public Transit (LPT) East Loop Express. This is a big step for both men. Other individuals are being encouraged to join but are trying to keep the group to no more than 4.

### **Resource Management**

### **Michelle Dexter**

The Resource Management team welcomed Monica Cooperrider to the team in January. She will be finishing up duties at the Introduction and Eligibility Specialist as she moves in to her new role as the Individual Budget Liaison. The team is happy to have Monica on the team. She brings experience from her similar role with the Perry County Board of DD.

### **Resource Management at its finest.....it's all about the connections**

Janie and Rachel both county board employees were talking about Rachel's son who has Muscular Dystrophy one day. The next day Rachel received a phone call from the nurse at Medill School expressing her concern about a family who had two sons with Muscular Dystrophy who used wheelchairs and did not have a way to transport them anywhere. Rachel went to Janie who was the Individual Support Coordinator for them and asked how we could help. Both Rachel and Janie went to our Superintendent to see how we could help this family. He wanted to help so he made some calls to try to help this family find a van. Unfortunately, he didn't have any luck.

Janie had lunch soon after that with her husband (who works at Forest Rose School) and shared with him and his co-workers that she was looking for a van for a family who desperately needed it. A few weeks later Janie received a phone call from Pam who works with Janie's husband and she shared she saw a van for sale. Pam had called her husband and asked him to gather all of the info for the van regarding the selling details and then Pam gave that to Janie. Janie contacted the owner of the van who was asking \$4700.00 for the van. Janie shared that she was looking at this van for a family with two sons with Muscular Dystrophy. Janie shared that she was trying to find the funds to pay for it. The owner of the van after hearing Janie share this story reduced the price of the van to \$4200.00. Janie started to look for resources (that Rachel shared with her) by calling MDA and Nationwide Children's MDA Clinic. Janie then sent the email to our Superintendent to share that she found a van and to follow up with him to see if this was something we could use local dollars for. Beth, our business manager began making calls to see if and how we could do this and found out through our county government that we could not buy a vehicle with local funds. We then sent an email out to the Medicaid Manager list-serve.

We received responses from 7 counties, 5 of the 7 supplying us with resource ideas. A.J. from Madison County shared how they had a very similar situation in their county in which they had a family with the same diagnosis and had found a van for around the same price. She shared that one of the van drivers in her county was very connected at their local Lions Club. Through this connection she shared that they were able to raise 3x the amount needed and able to pay for full-coverage insurance for a year as well as provide gas cards etc. Other counties on the list-serve responded for our request for resource ideas and we received several other resources that we passed on to Janie.

Janie began following up on these resources and calling community groups etc. looking for resources to see if the Lancaster community would help this family. Janie called First United Methodist Church and spoke with Sandy Roberts. By

that afternoon she called back and had pledged a \$1,000.00. Janie then called Family, Adult and Children First Council (multi-system cluster) and they pledged up to \$2000.00. Janie also called Charity Newsies and they pledged \$2000.00. One of the members of the Charity Newsies also shared he would give Janie a quote for insurance for the van for the family as well. Janie then called the nurse back at the school and said we had found a van as she had previously offered to work on fundraising efforts at the school. The nurse and the PTO at the school organized a "Pop-it Forward" fundraising event where the kids bring in their change to get rewarded with a Popcorn day. Through this connection Janie found out that the Lancaster Firefighters would match any "Pop it Forward" donations that the school raised.

The nurse also called one of her connections at local bank who went straight to the President of the bank who went to the former President of the bank who in turn gave a private donation of \$700.00 towards the van. The bank also kicked in \$500.00. The nurse also shared another connection with Janie to Gary's Service Center who was willing to look over the van for free to make sure that it is mechanically sound. The nurse also wants to help the family with our assistance to apply for a Habitat for Humanity House.

Janie also with some help from Julie Bruckelmeyer referred this family to the Fairfield Society for Adults and Children with Disabilities. Janie received a call back from them and received a pledge for \$900.00. Janie also received a call back from Special Wish and since she had the monies secured for the van they wanted to help and provide a wish for each child. One of the children wants to do a WWE experience and the other one wants to go to Disney World which will be taken care of by the Special Wish Foundation.

Janie's next phone call was to the family. Dad was expressing his concerns as he didn't have a way to transport his son's power wheelchair to an upcoming appointment. Janie shared with him that this would not be a problem and she proceeded on with the conversation. Dad then realized what she said and she shared with him that the van had been found and the monies have been committed for the purchase. He was very emotional and appreciative of all of the generosity and effort put forth for their family. He told Janie, "I don't have the words to express how much I appreciate what you've done for my family." Through all of these multiple connections and our fabulous Lancaster Community and most of all Janie's determination and perseverance she is going to be able to hand the keys to this van to this family. Janie is hopeful that with all of the pledges and on-going fundraising efforts that this family will have the van with taxes and title taken care of, a year's worth of insurance as well as gas cards. This story has continued to develop as the kids from Medill raised \$1,200.00 from the fundraiser.

The Lancaster firefighters kicked in an additional \$300.00. With all of the funds raised gas cards were purchased, a gift certificate for any service that the van would need, as well as taxes, title and insurance for a year. Buckeye Honda and Bob Boyd Ford have both donated a year of free oil changes.

Due to the incredibly generosity of the Lancaster Community Janie will be able to return to the Family, Adult and Children First Council(multi-system cluster) the \$2000.00 they pledged so it can be used for another family in need.

This story is an example of reaching out to the connections that we already have. All of us no matter what our job descriptions say are united by one mission and that is to bring about a vibrant community where people lead fulfilling lives and make meaningful contributions.

Janie recognized this through her connections and efforts of Rachel, Pam, Beth, and Julie and the Medicaid list-serve. Janie could have stopped at any point but she kept reaching out to others with the goal of handing the van keys to this family without any other initial expenses that they would have to worry about. We are blessed to live in Fairfield County where the people here do want to help others.

Janie, kudos for all of your hard work. Special thanks to all of the groups above who donated their time, monies etc. in order to secure this van and all of the extras for this family.