

Ohio Department of Developmental Disabilities

Annual Report

2015

Moving forward to improve the lives of Ohioans with developmental disabilities and their families.



Ohio

Department of
Developmental Disabilities

John R. Kasich, Governor

John L. Martin, Director

About DODD



The Ohio Department of Developmental Disabilities (DODD) oversees a statewide system of supports and services for people with developmental disabilities and their families. DODD does this by developing services that ensure an individual's health and safety, encourage participation in the community, increase opportunities for meaningful employment, and provide residential services and support from early childhood through adulthood.

Our Mission: The continuous improvement of the quality of life for Ohio's citizens with developmental disabilities and their families.

Our Vision: Ohio's citizens with developmental disabilities and their families will experience lifestyles that provide opportunities for personal security, physical and emotional well-being, full community participation, productivity, and equal rights.

Services:

There is a broad range of services available to help individuals with all aspects of their lives, including daily living activities, helping parents aid in their children's development, preparing for and working in the community, and getting around the community. The services an individual receives are based on their needs, and are documented in an Individual Service Plan. These services are funded in three ways:

- **Home and Community-Based Services (HCBS) Waiver Program:** Individuals live in community settings of their choice, and direct their care within the limits of their budget (i.e., funding levels, type of services). Funding and services are based on each individual and determined by a standard assessment tool. Individuals can hire and remove providers as they desire.
- **Facility-based Care:** Individuals reside in a privately operated Intermediate Care Facility (ICF) or a state-operated Developmental Center (DC), which provides all services, as well as room and board. The funding is "owned" by the facility – if an individual chooses to move, they secure services and funding through an opening at another ICF or DC, or a waiver; the facility has an opening for another individual to move in.
- **Locally Funded Services:** Individuals reside in a community-based setting and receive services from their County Board or another organization. Services vary by county, and may include day services, transportation, and school programs.

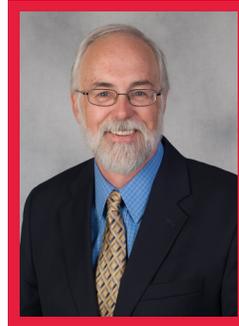
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Leadership



John R. Kasich
Governor, State of Ohio



John L. Martin
Director, DODD



Division of Fiscal Administration
Ann Rengert, Deputy Director

The Division is responsible for budgeting, accounting, and auditing functions, including processing payments to waiver providers, developing the biennial budget, and accounting for all revenues and expenditures. The Division also oversees supportive services such as fleet and inventory management and records retention.



Division of Legislative Affairs & Communications
Zach Haughwout, Deputy Director

The Division represents the Department in the areas of legislation, communications, and constituent support. This includes developing and reviewing legislation, serving as the Legislative Liaison to the General Assembly and Governor's Office, managing communication vehicles, responding to media calls, and assisting families and constituents.



Division of Human Resources
Antoinette Wallace, Deputy Director

The Division provides quality services to attract, motivate, manage and retain a diverse and competent workforce. Areas of responsibility include human resources planning, classification and compensation, centralized employee benefits, labor and employee relations, and compliance with federal and state employment laws, rules and regulations.



Division of Medicaid Development & Administration
Lori Horvath, Deputy Director

The Division oversees Medicaid-related work, including managing the four waivers administered by the Department, as well as managing waiver eligibility, level of care determination, provider certification, prior authorization and payment for Medicaid-funded services. Staff also handle policy questions and provide technical assistance to individuals and families, providers and County Boards.



Division of Information Technology Services
Michelle Burk, Deputy Director

The Division is responsible for creating and implementing the Department's IT security policy, developing and supporting business applications, managing the Department's IT infrastructure, and project and portfolio management for current and new IT projects.



Division of Policy & Strategic Direction
Teresa Kobelt, Deputy Director

The Division oversees a coordinated system of services and supports that are designed to help individuals and families achieve their goals. This includes coordinating quality management and strategic planning efforts, providing training and assistance to County Boards and providers, promoting and managing external contracts and grants and developing strategic partnerships.



Division of Legal & Oversight
Kate Haller, Deputy Director

The Division represents the Department in legal matters and coordinates the Administrative rule process. The Division also ensures the health and safety of individuals receiving services by overseeing the reporting and investigation of Major Unusual Incidents, managing the Abuser Registry, issuing health and safety information and managing the provider compliance process.



Division of Residential Resources
Ginnie Whisman, Deputy Director

The Division coordinates the continuum of residential supports across the Developmental Centers (DC), Intermediate Care Facilities (ICF) and the waiver program. This includes overseeing and managing the State-operated DCs, administering the Housing and Capital Funds Program, and overseeing the administration of medication and treatment by unlicensed DD personnel.

Director's Message

This past year was a historic year for the Department of Developmental Disabilities as we received the largest influx of new state dollars in the history of the Department. This influx came after a lot of work that started with a diverse group of stakeholders called the Strategic Planning Leadership Group (SPLG). The group, working with the Department, established long-term goals for our system. These goals provided the frame work for the budget, both from a policy and financial perspective. **Once we had developed proposals, we were incredibly grateful to the Governor and the legislature for their financial support.**



The Governor's signing of the budget bill creating this historic investment came within 30 days of the commemoration of another historic event that occurred 25 years earlier – the signing of the Americans with Disabilities Act by -President George H. W. Bush. This Act which was to “ensure that people with disabilities are given the basic guarantees. . . .Independence, freedom of choice, control of their lives, and the opportunity to blend fully and equally into the rich mosaic of the American mainstream.” And it was no accident that the focus of Governor Kasich's historic investment goes a long way to fulfill the intention of this Act. The bulk of the investment goes to strengthening and increasing our community structure and services so more members of our community can be a part of the “American Mainstream.” Help for those on the waiting list, better pay for the workers we depend upon to provide supports, more availability of things like nursing and behavior supports, and increased supports for those who want to live and work in community settings are all made possible by this historic investment.



This year also has brought us new CMS regulations and a threatened lawsuit by Disability Rights Ohio, both creating anxiety for parents, guardians, and the individuals we serve. While change is difficult, and must be managed in a thoughtful manner, **I believe these changes will increase opportunities for meaningful community engagement, where people can be happy, successful, and safe.** As a Department, we remain committed to working in planful ways to evolve our system – to respecting the choices of those who want the system to remain the same, and encouraging and supporting people to become more a part of the “American Mainstream.”

We now have the responsibly of implementing this new budget and its many initiatives. **We are committed to working with our many partners to make the dream of the Americans with Disabilities Act a reality.**

Year in Review

The developmental disabilities field both here in Ohio and nationally is at a crossroads as **the expectations of and for individuals with developmental disabilities rightfully increases.** As these expectations grow, our system must evolve.

To understand how to best meet those expectations, in late 2013, the Department convened a group of stakeholders representing all areas of the system, including individuals and families, County Boards, and Providers. This group, The Strategic Planning Leadership Group (SPLG), was charged with developing recommendations about what our system should look like in 10 years. The group submitted its report in December.

While the SPLG was working, additional factors came into play. The federal Centers for Medicare & Medicaid Services (CMS) came out with a new rule regarding home and community-based services; the Administration received a letter from Disabilities Rights Ohio (DRO) alleging Ohio has a significant bias toward institutional services and, in their view, may be violating the Americans with Disabilities Act (ADA); and the Department of Labor issued new standards affecting how the State interacts with independent providers.

With all of these factors in mind, and to respond to many of the proposed initiatives brought forth by the SPLG, the Department developed the FY2016-17 budget.

This budget expands not only the number of individuals we can serve, but also increases opportunities for individuals to live and work in their communities – all while preserving and strengthening the options that are available today.

This budget is historic. Not only does it significantly expand opportunities for Ohioans with developmental disabilities, **it makes the largest investment in our system's history.** Never before have the expectations of individuals been so high, and never before have we been as well-positioned as we are today to help individuals realize their dreams.

As the year comes to a close, our focus shifts to the future, and completing the circle by implementing the initiatives in the budget. These initiatives, which are guided by the intent of the SPLG, will move Ohio forward.

Governor Kasich's Budget Initiatives

\$316 MILLION

An historic investment

**3,000
NEW
WAIVERS**



A pay increase for our direct support staff.

More people will have increased privacy and space.



New models of employment and greater community employment.

FY 2015 Highlights

Highlights by Division

Division of Fiscal Administration

- Developed and managed a \$2 billion budget.
- See the DODD expense summary on page 10 for more information.

Division of Human Resources

- OCSEA has agreed to extend the preference agreement to expand community employment opportunities for Ohioans with developmental disabilities through Employment First.
- Developed the in-person mandatory Equal Opportunity Employment (EEO) training to be conducted by June 30, 2015, per policy HR-050. Developmental Center staff completed in-person training; Central Office staff completed online ELM-EEO training.
- Continued efforts to reduce our Workers' Compensation expense, resulting in savings of \$541,551 over the previous year.

Division of Information Technology Services

- Strengthened DODD's technology infrastructure. Completed several migrations, including VOIP, Office 365, and OIT servers. Improved security of DODD's systems and information. Initiated annual Securing the Human and HIPAA training. Completed several key security initiatives to align with OIT's strategic direction.
- Strengthened the Department's Business Intelligence capabilities. Created a new process for auditors to look back into claims. Increased the information available in the Data Warehouse by adding Provider and Incident Tracking data, and Employment First data. Completed multiple upgrades, including the database and data warehouse 2012 upgrade, and COGNOS 10.2 upgrade.
- Implemented new applications and enhanced current applications to improve service to individuals, and make it easier to work with the Department. New applications include Level of Care assessment, Individual Assessment Form system, DODD Secured Entitlements Management Security application, and Restrictive Measures Application. Completed upgrades to the imagineIS system, and the DODD website. Completed soft launch of the Review Data System.
- Partnered with other State agencies to leverage technology to make it easier to complete required tasks, including creating Ohio Department of Medicaid fee collection within Provider Certification Wizard, developing an Opportunities for Ohioan with Disabilities provider certification system, making enhancements to Ohio Department of Aging provider certification, and deploying the web services interface with Ohio Department of Medicaid.

Snapshot Highlights



March 3, Ohio's developmental disabilities community celebrated DD Advocacy and Awareness Day. Advocates spent time with legislators to increase awareness around ways they can advance opportunities for people with disabilities.



Since the inception of Employment First in 2012, 331 working-age adults have been placed into competitive employment. Individuals work an average of 20.2 hours per week, and earn an average of \$8.46 per hour.

Michael Richards (pictured above) was able to open M&A Small Engine Repair in Hillsboro with the support of Employment First.

FY 2015 Highlights

Highlights by Division

Division of Legal and Oversight

- Updated many Administrative Rules and Laws, clarifying and simplifying language, and worked to ensure individuals' health and safety.
- Issued OAC 5123:2-2-06, the behavior support strategies rule, in collaboration with stakeholders, to more effectively protect the health, safety and rights of people served. In collaboration with the Division of Policy and Strategic Direction, conducted extensive training throughout the state.
- Dedicated staff to assist in the implementation of this rule for providers, including Intermediate Care Facilities and County Boards.
- Created a new newsletter, Well Informed, to provide in depth articles on topics important to the health and safety of persons served.
- Implemented most of the recommendations of the report of the Health and Safety Panel issued in May 2014.
- Revised OAC 5123:2-2-01, the provider certification rule, in collaboration with stakeholders to clarify, strengthen requirements to become providers.

Division of Legislative Affairs and Communications

- Assisted with the development and passage of the Department's components in the FY2016-17 Executive Budget, which represents the single largest investment in Ohio's developmental disabilities system. Worked with legislators and stakeholders to garner support, and amend language in response to feedback from families.
- Redesigned the Department's website to make it easier to use.
- Expanded training opportunities for providers, County Board staff, and Department staff. Developed new training, as well as new platforms and efforts to make training easier to access.

Division of Medicaid Development and Administration

- Partnered with the Office of Health Transformation and the Ohio Departments of Aging and Medicaid to develop Ohio's plan to ensure compliance with the federal Centers for Medicare & Medicaid Services' rule clarifying which Home and Community-Based Services settings qualify for federal funds.
- Converted 84 ICF beds to Home and Community-Based Services (HCBS) waivers, and downsized 30 beds from large facilities to smaller facilities.

Division of Policy and Strategic Direction

- Decreased the average age at diagnoses to 30 months (compared to the national average of four years) through the Autism Diagnosis Education Project (ADEP), a partnership between community-based primary care practices and early intervention professionals aimed at increasing access to

Snapshot Highlights



Jenny talks about how the ABLE (Achieving a Better Life Experience) Act will help her achieve her dreams. The ABLE Act provides for tax-sheltered savings accounts to allow individuals to work and families to save money without fear of losing needed social services. In June, Ohio lawmakers unanimously approved implementation in Ohio.



Diana Mairose, a self advocate who served on the Strategic Planning Leadership Group, shared input at the group's meetings. The group was comprised of individuals and families, providers, County Board staff, and State agency staff to ensure recommendations addressed all aspects of Ohio's developmental disabilities system.

FY 2015 Highlights

Highlights by Division

Continued from pg 7.

diagnostic evaluations for children suspected of having an autism spectrum disorder. There are 46 counties, 330 service providers and 39 physicians participating in ADEP.

- Continued to help individuals prepare for and secure community-based employment. 25 vocational rehabilitation counselors engaged more than 2,000 working-age adults currently served in segregated settings. 331 working-age adults have been placed into competitive employment working an average of 20.2 hours/week and earning an average of \$8.46.
- Piloted and launched the NCI Staff Stability Survey to identify ways to strengthen the experience for direct care staff. The survey will be used going forward to track direct care staff's pay and ensure rate increases are going to staff.
- Served more than 400 people through Ohio's Telepsychiatry Project, where individuals receive mental health services over the phone, making it easier for individuals to receive needed support.

Division of Residential Resources

- Initiated stakeholder group of county and provider representatives to address the quality assurance review process for medication administration in settings of five or less where unlicensed personal administer medications by authority of DODD Medication Administration Certification. A revised process for state-wide consistency is expected to be in place by the close of 2015.
- Continued the development of housing for individuals coming from downsizing DCs and ICFs. Since July 2014, capital funds have been made exclusively available for these types of projects. Total spent in FY2015 was \$3,420,948.25; this includes the purchase of 28 homes and 25 renovation projects.
- Continued work with several ICFs that are considering or planning a conversion to waivers. Staff is providing consultation and working to provide capital housing to make such conversions possible.
- Continued the reduction of the census in Ohio's Developmental Center (DC) system. This will offer other residential resources and choices to the people leaving the DC and benefit the system through fiscally-responsible service options. In FY2015, 147 individuals moved from a DC into smaller, community-based settings (89 people moved into waiver-funded settings, and 39 moved into private Intermediate Care Facilities); this is roughly a 16 percent decrease of the 2014 DC system population, including new admissions and resident deaths. Also, DODD announced the closure of Montgomery and Youngstown Developmental Centers on or before June 30, 2017.

Snapshot Highlights



Collaboration is Key to Service Delivery

DODD partners with many state agencies and organizations to maximize resources and knowledge. In FY2015, DODD partnered with the Ohio Center for Autism and Low Incidence (OCALI) to develop ASD Strategies in Action, an online training and certification program designed to provide instruction in social and behavioral strategies to support people with autism spectrum disorders (ASD).

Launching in the fall of 2015, the program features three tracks geared toward the general public, frontline workers, and licensed professionals. Through increased awareness and education, ASD in Action aims to improve outcomes for individuals with autism, and increase the number of providers who are trained to work with individuals with autism.

For more information, visit www.autismcertificationcenter.org.

System At A Glance

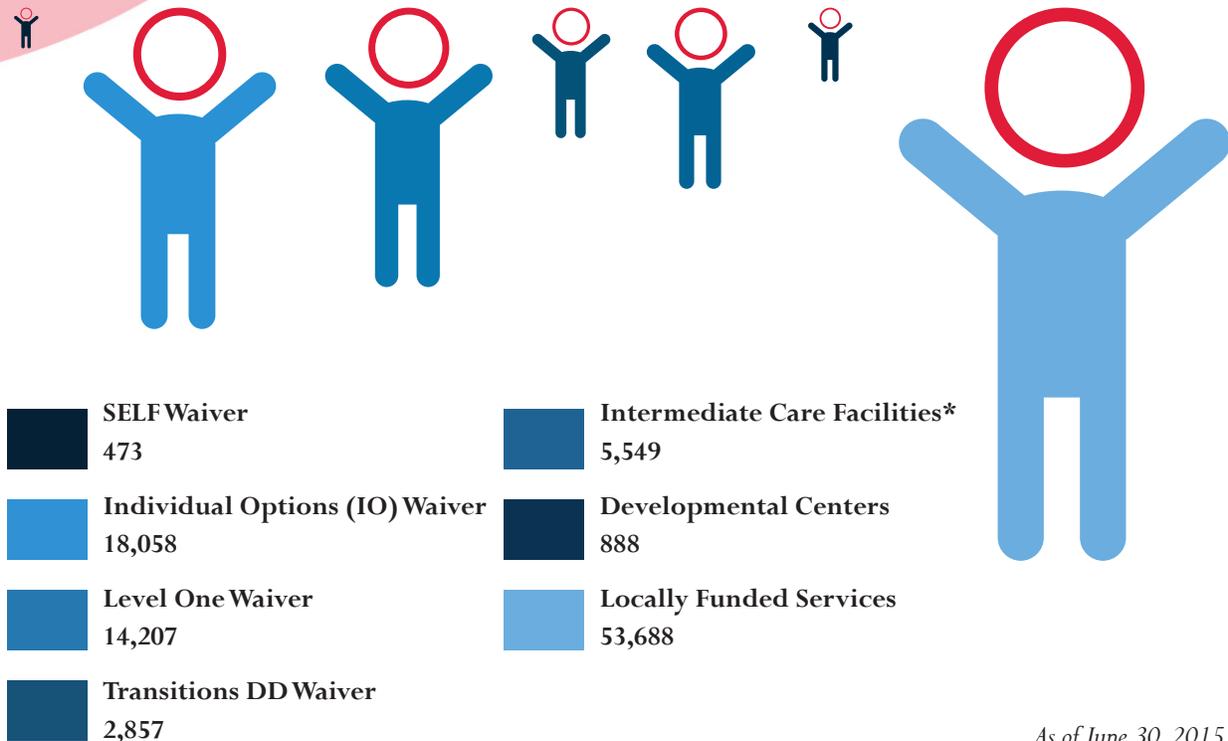
Ohio's developmental disabilities system is supported by a unique combination of local, state, and federal dollars, with local dollars playing a significant role.

DODD's three major funding areas are: waiver match, subsidy support for services provided by County Boards of DD, and state-operated Developmental Centers.

This FY 2015 snapshot of service system composition within the statewide DD community illustrates County Boards' reliance on local funding, and the resulting need to maximize every local dollar available for services. DODD is working with County Boards through regional collaborative efforts that will help to do this, with assistance from the Department in developing IT and administrative infrastructure support. Shared outcomes are focused on person-centered planning and ensuring long-term sustainability of our system.

How Individuals Are Served

Total Served: 95,702

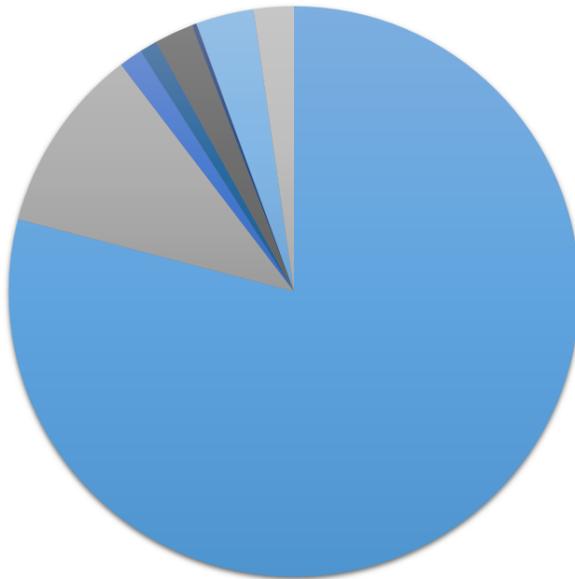


As of June 30, 2015

FY 2015 Expenses

DODD Expense Summary

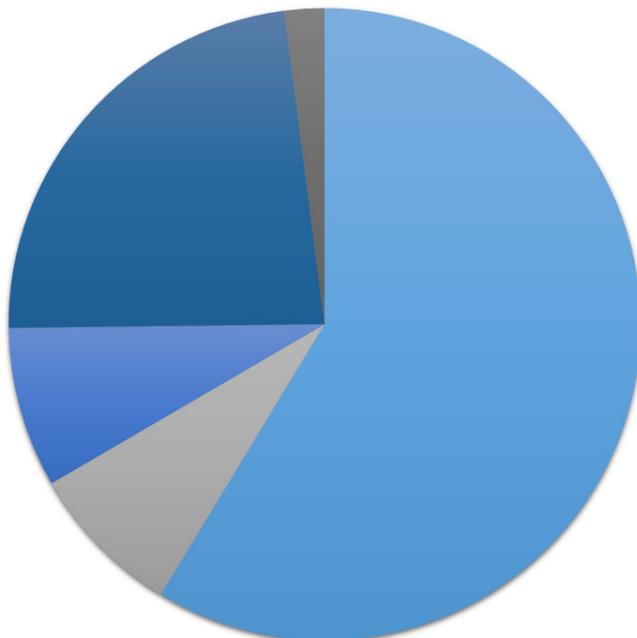
As of June 30, 2015



- Personal Services - Payroll
\$175,395,078.89
- Purchased Personal Services & Other
\$23,397,195.29
- Supplies & Maintenance
\$2,958,500.93
- Equipment
\$2,230,400.73
- Subsidies & Shared Revenue
\$4,897,856.72
- Judgments, Settlements, Bonds
\$571,701.98
- Debt Service
\$7,293,986.91
- Transfers & Non-Expense
\$5,043,051.56

Total Expenses
\$2,401,787,773.01

How Funding Supports Programs



- Waivers
58.68%
- Other Community Programs
7.93%
- Developmental Centers
8.21%
- Intermediate Care Facilities
23.15%
- Central Office
2.04%

Of the total expenditures, Medicaid funds support 96.27%, and 3.73% are non-Medicaid funds.