

Reporting Progress

Strategic Planning Leadership Group

March 2016

Ohio

**Department of
Developmental Disabilities**

10 Benchmarks Addressing Individual Experiences (IE)



Data in this report reflects the time period between July 1, 2014 to March 21, 2016.

1. By 2024, people with disabilities experience person-centered services and supports and achieve outcomes that matter.
 - i. Offer training in person-centered thinking and practices to people served, families, and organizations.
 - ii. Develop a Community of Practice focused on day supports that are based on research and best practice.
 - iii. Offer training that focuses on the application of person-centered practices and developing outcomes that matter for people who are aging into their senior years (including the retirement process).

IE Benchmark 1 Data and Initiatives

1. DODD has increased the number of training opportunities that focus on or include person-centered curriculum, through in-person trainings, and online modules and webinars available on DODD's website 24/7.



| Training Format | Separate Trainings | Title | Trainer | Total number attended to date |
|--------------------|--------------------|---|-----------------------|-------------------------------|
| July – Dec 2014 | | | | |
| In-person | 10 | New SSA Rule/Person-Centered Planning Overview | Mosely-Miller/Tuller | 508 |
| In-person | 12 | Person-Centered Thinking | Ferenbaugh | 492 |
| In-person | | Developing Coaches Through Person Centered Thinking-Series of 5 Monthly Trainings | | 37 |
| Webinar | 7 | Brown Bag Thursday Series | Mace-Woodburn/Various | 1,060 |
| Total | 29 | | Total | 2,097 |
| 2015 | | | | |
| In-person | 14 | Person-Centered Thinking | Ferenbaugh | 687 |
| In-person | 1 | Person-Centered Practices and Planning in ICF Settings | Delmarva | 115 |
| In-person | 3 | Discovering/Developing Outcomes | Ferenbaugh | 205 |
| In-person | 1 | Advancing Person-Centered Planning in Your County | Tuller | 142 |
| In-person | 1 | Intro to Person-Centered Thinking and Outcomes | Ferenbaugh | 100 |
| In-person | 1 | Person-Centered Practices | Ferenbaugh | 101 |
| In-person | 1 | Person Centered Practices and Planning in DC Settings | Ferenbaugh | 115 |
| In-person | 2 | Employment First Person-Centered Planning | Ferenbaugh/Collins | 160 |
| In-person | 16 | Regional Behavioral Support Strategy | OADSP | 2,060 |
| Webinar | 9 | Brown Bag Thursday Series | Mace-Woodburn/Various | 3,831 |
| Webinar | 7 | Behavioral Support Strategy, Special Topics | OADSP/DODD | 1,325 |
| Webinar | 1 | Follow-up to Person-Centered Planning for DCs | Lawson/Baer | 124 |
| Online | Ongoing | Behavioral Support Strategies/Restrictive Measures | OADSP/DODD | Unavailable |
| Total | 57 | | Total | 8,965 |
| 2016 (YTD) | | | | |
| In-person | 6 | Person Centered Practices and Planning in ICF Settings | Delmarva | 154 |
| Webinar | 2 | Brown Bag Thursday Series | Mace-Woodburn/Various | 452 |
| Online | Ongoing | Behavioral Support Strategies/Restrictive Measures | OADSP/DODD | Unavailable |
| Total | 9 | | Total | 606 |
| Grand Total | 95 | | Grand Total | 11,544 |



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

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

i. Available July 2016

ii. Course content will include

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



IE Benchmark 1 Data and Initiatives

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

i. Available September 2016

ii. Course content will include

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



3. DODD has been accepted to participate in the National Community of Practice on Supporting Families

- a. A learning environment for an intensive exploration into current policy, practices, trends and barriers
- b. Contracted with Sheli Reynolds, University of Missouri UCEDD
- c. Participation begins July 1, 2016

4. Awarding \$896,459 to family-led organizations

- a. These organizations will train families, expand services, and develop materials related to life course



5. DODD contracted with the Ohio Center for Autism and Low Incidence (OCALI) to develop a virtual Community of Practice (CoP)
 - a. The purpose of the CoP is to develop a virtual system of support that encourages statewide cross-system collaboration regarding the Employment First Initiative
 - b. Participants will gain knowledge through a process of information sharing, mentorship, and experience.
 - c. OCALI is on target to pilot the CoP in April 2016 with full launch by June 30, 2016



IE Benchmark 1 Data and Initiatives

d. The CoP is being develop to accomplish the following objectives

- i. Provide ongoing support regarding the paradigm shift in our culture to one that truly recognizes and embraces the contributions and capabilities of people with developmental disabilities.
- ii. Promote increasing employment outcomes for individuals with developmental disabilities.
- iii. Increase access to employment-based and community-based services and supports for individuals with intellectual and developmental disabilities.
- iv. Promote the importance and access to a meaningful, integrated day for individuals with intellectual and developmental disabilities.
- v. Supply skill development for providers to support people with disabilities in integrated settings.
- vi. Offer resources and tools across systems to varying stakeholders.
- vii. Assist agencies in transforming their facility-based services to community-based employment and day supports.
- viii. Support alignment of state and local policies, procedures and planning across multiple agencies (schools, county boards, vocational rehabilitation, mental health, and workforce development) to improve community employment and integrated day outcomes.
- ix. Improve preparation of youth and adults.
- x. Increase engagement with businesses and strengthened awareness of community members about the capabilities of workers with disabilities.



6. OACB Technical Assistance grants

- a. DODD is contracting with OACB who will contract with Ohio Providers Resource Association (OPRA), Ohio Self Determination Association (OSDA), Privatization Support Group (PSG) and other organizations to identify, promote and build on best community integration practices in Ohio



2. By 2024, people and families have a resource that provides information about services and offers a way to view and share information with and from others.
 - i. Include more than ICF and waiver services in this resource.
 - ii. Provide ways for families to access local information.
 - iii. Include 'Angie's List'- like features.



1. DODD is supporting an effort partnered with OPRA and OACB to pilot *Provider Guide Plus* with providers and families.
 - a. Currently being piloted in Cuyahoga and Coshocton counties



2. Training and information from self-advocates and others

- a. 284 people received Employment First leadership training through a DODD contract with the Center for Disability Empowerment from December 2014 to January 2015. The training was led by Project Stir trainers and was a modified Project Stir_{TM} curriculum
- b. In March 2015, 145 people attended People First led informational sessions about Employment First

3. Developed Waiver matrix tool

- a. Includes state plan services and describes services available through waivers and ICFs everyday language

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



3. By 2024, people who receive services and their families are working together to meet their wants and needs through creative, family-led efforts.



1. Awarding \$896,459 in System Transformation funds to support and expand family led efforts
 - a. YMCA, Ohio SIBS, ARC, Voices for Ohio's Children, Autism Society of Central Ohio, Good Life Networks

2. DODD has been accepted to participate in the National Community of Practice on Supporting Families
 - a. A learning environment for an intensive exploration into current policy, practices, trends and barriers
 - b. Contracted with Sheli Reynolds, University of Missouri UCEDD
 - c. Participation begins July 1, 2016

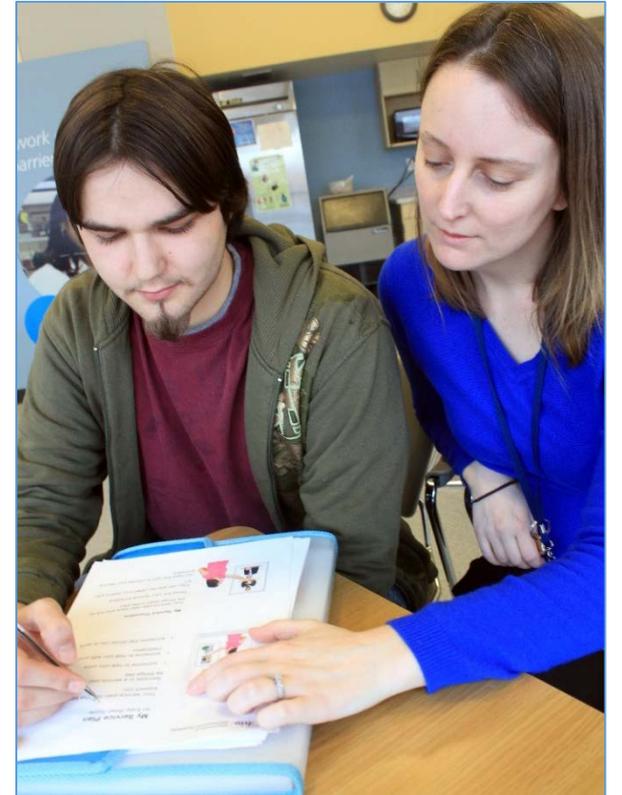


4. By 2024, we have agreed upon, easy-to-understand words to describe important concepts related to services and supports.



1. Easy Read Guides

- a. Through a partnership with Goodwill Columbus, Easy Read documents created by DODD are reviewed by a group of people with varying levels of reading and comprehension skills for clarity and content
- b. Reviewers are paid a stipend for their time, made possible by a grant from DODD
- c. Current Easy Read Guides include:
 - 5 Key Parts of Person-Centered Planning
 - Self-Determination
 - Bill of Rights
 - My Service Plan
 - Abuse
 - What is a Waiver?
 - Service and Support Administrator
 - What is an ICF?
 - Moving Out Of An ICF
 - Moving Into An ICF
 - How Mike Works with an Agency Provider
 - How Sam Works with his Independent Provider
 - Qualified Intellectual Disabilities Professional



ER Reviewer and Facilitator in action at Goodwill Columbus



2. Job Seekers Guide

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

3. Disability Benefits 101 (DB101)

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



4. Feedback loop with Family Advisory Council (FAC)

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



5. By 2024, people who receive services and their family members are asked what would be helpful, and resources are aligned to minimize emergencies and maintain people in their current home, when that is the person's choice.



IE Benchmark 5 Data and Initiatives

New Enrollments, All Waivers

July 1, 2014 to present

| | |
|--------------|------|
| Emergencies? | |
| No | 2686 |
| Yes | 305 |
| Total | 2991 |

Pre-admissions Counseling

Required for any person seeking admissions into an ICF of 9 or more beds.

| | |
|---------------------------------|----|
| People who have participated | 74 |
| People who have chosen a waiver | 9 |

Community Resource Coordinators from DODD's Division of Residential Resources also help support teams that are trying to keep people in community-based settings.

Regional Resource Technical Assistance

Tracking Report July 1, 2014 – March 21, 2016

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



6. By 2024, the Early Intervention (EI) System is family-focused and uses evidence-based practices.



1. The Early Intervention Technical Assistance and Training Team has been using the *DEC Recommended Practices in Early Intervention Special Education 2014*.
 - a. These recommendations are supported by research and are consistent with the EI mission and key principles. There is a family section that refers to promoting active participation of families in decision-making related to their child throughout the EI process (need for services, intervention, transition etc.), development of functional outcomes, and these outcomes support the family in achieving their goals for their child



IE Benchmark 1 Data and Initiatives

- b. Family-centered practices are embedded in every training or guidance document that the team has developed
 - i. Family centered practices focus on treating families with dignity and respect; are individualized, flexible and responsive to each family's unique circumstance
 - ii. Online Functional Assessment Training currently under development the emphasis will be on a family's experience of the IFSP process

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



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

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



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



7. By 2024, transition-age students have multiple opportunities and experiences to explore work and education.



1. Employment First Transition Framework

- a. DODD contracted with OCALI to provide training and technical assistance on the Employment First Transition Framework, focusing on topics like transition planning, using assessment planning guides, community investment tools and backward planning tools
- b. Training was provided from July 1, 2014 through June 30, 2015. Training was focused on 15 regional community planning teams throughout the state, State Support Teams and other outreach to professional groups and families. OCALI completed 30 stakeholder presentations across the state in FY 15
 - i. A minimum of 10 activities were focused on parent/family groups and organizations
 - ii. A minimum of 6 were focused on participation in state support team activities

| FY 16 | |
|--------------------|-------|
| People Trained | 1,059 |
| Separate Trainings | 22 |
| Hours of Training | 77 |



IE Benchmark 7 Data and Initiatives

- c. July 1, 2015 OCALI is implementing sustainable strategies to build capacity within counties to use and practice the elements, functions and processes of the Employment First transition framework
- d. Participants in the training are Service and Support Administrators, OOD Counselors, Intervention Specialists, Transition Coordinators, etc.
- e. Participants will develop and expand their knowledge and skills of the EF Transition Framework Processes in order that they may use the framework in their practice as well as mentor others in their county to do the same
- f. March 2, 2016, DODD hosted the 2016 Systems Transformation Conference: Moving Forward Together, a statewide forum for agencies and provider organizations who are involved with and impacted by the changing landscape – and are working to build new opportunities for integration, independence, and full community participation
 - i. Included a featured session with Chris Filler and Sue Beck entitled *Transition Youth: Practices for Systems Transformation*
 - ii. Participants discussed improved adult employment outcomes must include strategic planning in the practices used to address the education, planning, services, and partnerships for transition youth



2. The Employment First Taskforce has prioritized the development of the State of Ohio Vision for serving transition-age youth.
 - a. The Employment First Taskforce which has representatives from the Ohio Department of Developmental Disabilities, Opportunities for Ohioans with Disabilities, Ohio Department of Mental Health and Addiction Services, The Ohio Department of Job and Family Services, The Ohio Department of Education, The Ohio Department of Medicaid, and the Developmental Disabilities Council developed a Transition Vision work plan that outlined 5 core principles for transition in Ohio and the action steps required to align state and local policies, procedures, eligibility, enrollment and planning services across agencies to increase community employment for people with developmental disabilities



IE Benchmark 7 Initiatives and Data

- c. Person-centered planning is key to the development of effective services and supports for transition-age youth

- d. These core principles are
 - i. Competitive, integrated employment is the expectation for all youth with disabilities.
 - ii. Transition planning for youth requires multi-agency collaboration
 - iii. Early dialogue with individuals and families is critical to ensuring employment outcomes
 - iv. There are multiple pathways to employment



3. DODD Grants, including Project: Transformation 1 and 2, ICF Grants, and Integrated Community Support Start-Up Pilots
 - a. DODD currently supports 23 pilot projects with both County Boards and provider agencies
 - i. Grantees receive training and technical assistance to transform services from facility-based to community-based
 - ii. Selected provider agencies participate in organizational assessment, strategic planning, leadership engagement, and training in employer engagement, staff engagement, community engagement, and stakeholder engagement
 - iii. 10 of the 23 pilot projects are targeted to support transformation of the organizational structures and service delivery models from facility-based to community-based service delivery models with a focus on community-based employment and adult day services for individuals with complex needs
 - iv. Outcomes include the expectation that a targeted number of adults with intellectual disabilities and developmental disabilities with complex needs obtain individual community employment and receive wrap around, integrated community day services



IE Benchmark 7 Initiatives and Data

- v. All pilot projects have to provide a detailed strategic plan that details how the following will be achieved
 1. A decrease in the use of facility-based services
 2. An increase in integrated community-based employment and day services
 3. A focus on the achievement of individual integrated services for individuals with complex needs
 4. An increase in the utilization of braided funding supports
 5. An increased use of career discovery processes
 6. An increase in staff competencies and skills related to integrated employment and community services

- vi. All pilot projects agreed to develop a road map which will be shared statewide, outlining the approaches for strategic planning, strategies used to engage stakeholders, communication plans, strategies utilized for community development and support, staff training plans, fiscal analysis of costs associated with changing business models, and addressing level of care and disability in the community

- vii. All pilot teams identified the number of individuals who will achieve integrated and community-based services



| ICF Grant | | | |
|---|----------------------|-----------------------|-----------------------|
| Agency | People Served | FY '16 Funding | FY '17 Funding |
| CRSI | 40 | \$120,046 | \$234,719 |
| Goodwill Columbus | In development | In development | In development |
| Horizons | In development | In development | In development |
| Society for Handicapped Citizens of Medina County | 11 | \$50,830 | \$60,300 |
| Sunshine | 20 | \$67,080 | \$106,926 |
| Total | 71 | \$237,956 | \$401,945 |

| Integrated Community Supports (ICF) Pilot | | | |
|--|----------------------|-----------------------|-----------------------|
| Agency | People Served | FY '16 Funding | FY '17 Funding |
| Abilities in Action | 75 | \$52,174 | \$78,098 |
| Ability Works | 300 | \$105,418 | \$181,396 |
| Easter Seals Tri-State | 300 | \$142,551 | \$129,792 |
| Franklin County Board of DD(ADD) | 91 | \$58,818 | \$133,818 |
| Starfire Council of Greater Cincinnati | 15 | \$28,355 | \$25,780 |
| Total | 781 | \$387,316 | \$548,884 |



8. By 2024, young people and adults have opportunities to speak up, express preferences, and be a part of informed decision-making.



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



9. By 2024, 90 % of individuals newly-enrolled in waiver services are planned enrollments, not emergencies.

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



10. By 2024, people who receive services and their aging caregivers, along with other family members, are supported by highly-trained facilitators to engage in planning for future needs.



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



Six Benchmarks Addressing Service Delivery



Data in this report reflects the time period between July 1, 2014 to March 21, 2016.

1. By 2024, 25% of all DD waiver recipients live in host homes, using technology and creative strategies for recruiting, matching, and providing supports for success.

SD Benchmark 1 Data and Initiatives

1. Of the 864 IO Waivers with state funding 216 are designated specifically for people interested in share living.
 - a. To date, 18 waivers have been allocated with 12 people already enrolled.
 - i. Boards/providers have reported an average of 6 months required to find a good shared living match for individuals.
 - ii. DODD is supporting the efforts of OACB and OPRA in working toward a comprehensive shared living marketing plan to promote the service with both people needing services and potential host families.
 - iii. 2 videos were created sharing the stories people who currently participate in Shared Living
 - iv. 1,421 people receiving Shared Living services



Joyce and Robin, Shared Living Video

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2. By 2024, the number of quality, affordable, and accessible housing units in safe neighborhoods is increased by 25%.
 - i. DODD will work with Ohio Housing Finance Authority (OHFA) and stakeholders to encourage collaboration to identify, track, and grow the stock of affordable and accessible housing.

SD Benchmark 2 Data and Initiatives

1. Newly created role of Housing Development Manager

- a. Focusing on will exploring and expanding the efforts of the Department to develop integrated community housing for persons with disabilities
- b. Working with existing federal and state housing programs to leverage DODD funding and expand opportunities for those with developmental disabilities in the affordable housing market

2. Funding for 173 capital projects has been awarded by DODD since July 1, 2014.

- a. This includes funding for the purchase of 79 homes

3. Houses or capital projects awarded

| Houses available | |
|---|-----------------------------|
| June 30, 2014 | 1,354 houses |
| July 1, 2015 to date | Increase of 72 houses |
| Total | 1,433 houses or 5.8% |
| Based on this trend, DODD would expect to meet the 10 year benchmark. | |

- a. DODD/MHAS Dual Diagnosis Housing
 - i. DODD - \$500,000, MHAS - \$500,000, OHFA - \$500,000
- b. Two developments
 - i. Quadplex (4, 1 BR apartments in 1 building) in NE Ohio
 - ii. Quadplex (4, 1 BR apartments in 1 building) in NW Ohio
- c. Currently, DODD is part of an OHFA Advisory group tasked to develop allocation plan for these funds

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3. By 2024, people with disabilities have subsidies and resources necessary to live in the community.
 - i. DODD will make these subsidies available.

1. DODD's FY2016-2017 Executive Budget included a Rental Assistance Program (RAP)
 - a. The program provides assistance to eligible individuals moving from a state-operated Developmental Center or a privately or county-operated ICF into a smaller, community home of their choosing with a Home and Community-Based Services (HCBS) Waiver
 - b. \$750,000 in funding for rental assistance is available
 - c. RAP is intended to help people with developmental disabilities pay for housing costs until they become eligible for any other local, state, or federal rental assistance funding

SD Benchmark 3 Data and Initiatives

- d. Program enrollment began December 2015
 - i. 21 have enrolled to date, 3 additional applications are currently pending
 - ii. 11 of those people received one-time assistance, 18 people are receiving monthly assistance
 - iii. Funds currently approved and committed through June 30, 2016, total \$24,993
 - iv. The commitment for FY 2017 for those 21 people based on 12 months of current rental assistance is \$50,636

- 2. Up to \$1,000 per person in bridge funding made available to individuals leaving DCs and ICFs who have exhausted Home Choice funds.

4. By 2024, collaborative efforts provide improved educational outcomes in integrated settings.

SD Benchmark 4 Data and Initiatives

1. Work toward this benchmark continues through multiple efforts, including efforts outlined in Benchmark 7 regarding Employment First's Transition Framework which prioritizes the development of the State of Ohio Vision for serving transition-age youth
 - a. Training provided in partnership with OCALI focused on 15 regional community planning teams throughout the state, State Support Teams and other outreach to professional groups and families
 - b. 30 statewide stakeholder presentations in FY 2015, with a minimum of 10 events targeted to parent and family groups
 - c. July 1, 2015 through present day, OCALI is implementing sustainable strategies to build capacity within counties to use and practice the elements, functions and processes of the Employment First transition framework
 - d. The Employment First Taskforce developed a Transition Vision work plan that outlined core principles and action steps

5. By 2024, the number of people employed is 50% of adults served.

- i. Hours worked per week range from 1 to 40, with an aggregate average of 20 hours per week. Individuals choose activities for the remainder of the day with as much community involvement as possible.

SD Benchmark 5 Data and Initiatives

| Life of EF Partnership (OOD/DODD) | |
|--|----------|
| Applicants | 3,126 |
| Receiving Services | 2,326 |
| Placed in a job | 690 |
| Successfully rehabilitated | 541 |
| Employment First Outcome Tracking System | |
| Average hours per week | 18.7 |
| Average wage per hour | \$8.67 |
| Employment first Partnership with Opportunities for Ohioans with Disabilities (OOD) | |
| Average hours worked per week | 20 |
| Average hourly wages | \$8.46 |
| National Core Indicator Data Among those with a job in the community | |
| Average hours worked per week | 36 |
| Average hourly wages | \$9.00 |
| Average gross wages /2 weeks | \$303.17 |

Employment First Initiative- State Integrated Employment Percentage = 24%

| | February 2014 | February 2015 | February 2016 |
|--------------------------------|---------------|---------------|---------------|
| Integrated Employment | 7651 | 8334 | 8512 |
| % Increase since 6/2012 | 6% | 15% | 18% |
| Sheltered Work | 15994 | 17335 | 17212 |
| Facility-Based Day | 7742 | 6788 | 6596 |

SD Benchmark 5 Data and Initiatives

| People served | FFY 2013 | FFY 2014 | FFY 2015 | % Change |
|---------------------|----------|----------|----------|----------|
| Applicants | 2,365 | 3,265 | 3,584 | 52% |
| Successful Closures | 466 | 626 | 1,013 | 117% |

This data is a summary of all those served by both OOD and DODD since 2013.

Key principles of DODD's employment funding redesign were developed with stakeholders. One of these principles is that people will not lose needed supports as a result of the redesign. Individuals who require wrap-around supports for period of time when not working will still be able to access them.

New and redesigned services are scheduled to be implemented in October 2016. The proposal includes adding the medical and behavior rate modifications to all adult day waiver services, and creating a new add-on for specially trained staff to support individuals with actively engaging in community activities.

6. By 2024, county boards of developmental disabilities identify individuals with Intellectual and Developmental Disabilities (IDD) who are living in nursing facilities, engage in the Pre-Admission Screening and Resident Review (PASRR)

SD Benchmark 6 Data and Initiatives

1. On April 4, 2016, DODD and county boards are invited to participate in a Kaizen event sponsored by the Ohio Department of Medicaid (ODM) to improve the efficiency and effectiveness of the PASRR process.
 - a. Coordinated by the LeanOhio Office within the Ohio Department of Administrative Services, Kaizen events focus on analyzing processes of Ohio's state agencies to make government services simpler, faster, better, and less costly
 - b. DODD looks forward to continuing to work with our county board partners toward streamlining this process

Eight Benchmarks Addressing Infrastructure (AI)



Data in this report reflects the time period between July 1, 2014 to March 21, 2016.

1. By 2024, nursing services are available in all waivers.
 - i. Nursing services will be funded by the state. Addition of nursing services will not impact ODDP range or caps on services. Delegation continues to be used. Smooth intersection between personal care and nursing.

AI Benchmark 1 Initiatives

1. Waiver amendment adds nursing services to IO waiver
 - a. Effective July 1, 2016
 - b. DODD will pay the non-federal share of this service and it will not impact ODDP ranges
 - c. An assessment tool was developed with stakeholder input to reflect the continuum of resources available to address the health-related needs of a person accessing services
 - i. This continuum includes personnel with appropriate certification, delegated nursing, state plan services, and waiver nursing
 1. Possibly all from the same provider
 - d. Agencies that have traditionally provided waiver services to people with DD will also be able to provide IO nursing. This will allow a smooth intersection between personal care and nursing services.
 - e. Regional, in-person training will be available for county board staff in April and May
 - i. All sessions are train-the-trainer



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2. By 2024, all Direct Support Professionals (DSPs) have the opportunity to engage in training and development to improve competencies and support career development.
 - i. DSP's and people served participate in design of curriculum.



AI Benchmark 2 Initiatives

1. DODD is working to offer free, statewide training for Direct Support Providers
 - a. In-person training currently available
 - i. 8 hours of initial training, pursuant to OAC 5123:2-2-01 through our partners at the Ohio Association of Direct Care Professionals (OADSP)
 1. To date, OADSP has offered 6 in-person trainings with a total of 79 people attending
 - b. 4 hours annual training, pursuant to OAC 5123:2-2-01 through OADSP
 - i. To date, OADSP has offered 4 in-person trainings with a total of 62 people attending
 - c. An additional 5 hours of training available per year is in development
 - i. Topics chosen based on the input and priorities of individuals, families and providers,



AI Benchmark 2 Initiatives

2. Online modules for all 8 hours of initial provider training are currently in development

- a. Scheduled for completion September, 2016
- b. Including feedback from providers and people served in curriculum
- c. Course content will include
 - Roles that make up a Team
 - The Individual Service Plan
 - Person-centered planning
 - Community integration
 - Self-determination
 - Self-advocacy
 - Rights of Individuals
 - Balancing Important To and Important For



-
3. By 2024, all DSPs earn a livable wage (200% of the poverty level) for all services provided to people with disabilities.
 - i. Will require rate increase for waiver services. Wages should be equitable across service types (waiver/ICF). Will require increase to funding ranges and caps. Assurance that rate increase goes to DSP.



AI Benchmark 3 Initiatives

1. A 6% wage increase became effective January 1, 2016 for providers of homemaker/personal care, AFL and AFC.
 - a. Some providers will apply the 6% increase to both IFC and waiver direct care staff.
 - b. All providers will be required to complete the staff stability survey to verify the rate increase was used for DSP wages across the system.
2. Overtime pay for independent providers was made available at the same time.
3. A 2% increase is scheduled to take effect for Direct Support Personnel Payments to ICFs on July 1, 2016.



3. By 2024, no one is living in Developmental Centers; community supports are adequate and funded.

DODD did not agree with this recommendation at the time that it was approved by the Strategic Leadership Planning Group and wishes to note that since then a number of persons from the Group have asked to reconsider this recommendation.



AI Benchmark 4 Initiatives

1. Youngstown and Montgomery Developmental centers (DCs) are closing and people are being afforded the opportunity to move to other facilities or to enroll in waivers.
 - a. As people transition to Home and Community-Based Waiver services, state and federal dollars that support them will follow them to their future homes.
 - b. Follow-along services are provided by DC staff at regular intervals for everyone leaving the DC
 - i. Follow-up contact takes place at 30, 60, 180 and 365 day intervals
 - ii. The goal of follow-along is to minimize the number of people who return to institutions by quickly identifying potential areas of risk and linking individuals with appropriate resources



AI Benchmark 4 Initiatives

- c. Each person who leaves a DC and moves to a small ICF or into the community receives follow-along services, face-to-face and over the phone, to monitor their health and safety
- d. July 1, 2014 to date 1,691 unique follow along visits or calls were made to people who moved out of the DC
- e. People leaving ICFs will receive similar follow along care, checking in with DODD staff 30, 60, 180 and 365 days after they exit



AI Benchmark 4 Initiatives

| | Montgomery | Youngstown DC |
|---|-----------------|-----------------|
| Population when closure announced 2.20.15 | 91 | 85 |
| Current population | 54 | 42 |
| Total decrease | 37 / 59% | 43 / 49% |
| Decrease due to | | |
| Death | 2 | 1 |
| Moved to another DC | 7 | 5 |
| Enrolled in waiver | 13 | 9 |
| Moved to an ICF | 15 | 28 |
| Total | 37 | 43 |



AI Benchmark 4 Initiatives

Admissions to Developmental Center between July 1, 2014 to date

| | |
|---------------------|------------|
| County Board Funded | 214 |
| CCJ | 19 |
| Civil | 15 |
| Comp Restoration | 17 |
| Comp Evaluation | 4 |
| Total | 269 |

Overall Developmental Center Census Data

| | State Funded Beds | Court Ordered Civil | Court Ordered CCJ | Court Ordered Comp | County Board Funded | Current Census |
|------------------------|-------------------------|---------------------------|-------------------------|--------------------------|---------------------------|-------------------|
| Census March, 21, 2016 | 584 | 21 | 46 | 5 | 114 | 770 |
| Census July 1, 2014 | | | | | | 942 |



5. By 2024, the total number of ICF beds is reduced by 50%, to 2,800 beds.
 - i. Waivers are adequately funded.
 - ii. Providers and County Board staff are offered training that builds capacity to serve these individuals.
 - iii. Adequate affordable and accessible housing is available to support these people to live in community settings.
-

6. By 2024, 1,500 people will leave ICF facilities of 16 beds or larger and move to community homes. The average setting size of these community homes is four beds or fewer.
 - i. People with disabilities and their families have opportunities to engage in education that leads to improved capacity to offer informed consent.



AI Benchmark 5 Data and Initiatives

1. Approximately 1,200 fully state-funded waivers are made available for individuals who wish to enroll in waivers in lieu of receiving services in an ICF and for those who wish to leave ICFs. In addition, DODD continues ongoing state-funded waivers for individuals leaving developmental centers and enrolling in waivers through voluntary conversion of ICF beds.
 - a. The overall increase in state funding for the non-federal share of HCBS
 - FY15 - \$196,582,699
 - FY16 - \$236,405,932
 - FY17 - \$296,621,014



AI Benchmarks 5 and 6 Data and Initiatives

2. The recent budget included funding for DODD to pay the non-federal share of the behavior add-on and nursing services.

- a. Nursing to be added to IO waivers July 1, 2016
- b. To date, DODD has received 28 requests to fund behavior add-ons
 - i. 22 were approved, 2 are under review, and 4 requests were withdrawn



AI Benchmarks 5 and 6 Data and Initiatives

3. To date over 3,500 people across Ohio, including county boards, provider agencies, mental health agencies, schools and others, have been trained in *Trauma-Informed Approaches: Key Assumptions and Principles and Trauma-Informed Care*. These in-person trainings are continually enhanced through local, collaborative efforts.

- a. 445 people have completed Building Understanding, Resiliency and Hope statewide
 - i. These trainings provide an overview of trauma-informed care and developing a whole person approach to working with people with co-occurring mental illness and developmental disabilities



AI Benchmarks 5 and 6 Data and Initiatives

- b. 81 people from 19 counties completed Theory to Practice training
 - i. Designed to help professional staff and clinicians reach higher levels of competency in supporting people with trauma histories
 - ii. Trainings have included attendees from county boards, provider agencies, mental health agencies, schools and others
 - iii. 6 Theory to Practice training sessions occurred in 2015 and 6 more are currently scheduled for 2016

- c. Additional Trauma Training and Educational Efforts
 - i. Training provided to across the state through the MIDD CCOE that includes Trauma Informed Practices
 - ii. Attendees included various county board staff, direct service providers, and psychiatric resident physicians
 - iii. Training has been provided to 1,579 people for a total of 3,121 educational hours
 - iv. Training content includes topics such as:
 - Trauma-Informed Care and Psychotherapy/Pharmacology
 - Trauma-Informed Care: Making Sure Each Individual Feels Safe and In-Control
 - Trauma-Informed Treatment for IDD
 - Trauma in Special Populations
 - Intellectual Disability Psychiatry for Second & Third Year Psychiatry Residents at Wright State



AI Benchmarks 5 and 6 Data and Initiatives

- d. Trauma-Informed Care and Telepsychiatry
 - i. In 2015, DODD required all staff working on Ohio's Telepsychiatry Project to be trained in Trauma-Informed Care
 - ii. All children & adults who are referred for Telepsychiatry services are screened for Trauma histories
 - iii. The project currently serves 473 adults and 145 children across 54 counties

- e. Staff from all 10 DCs have been trained in Trauma-Informed Care (TIC) by Raul Almazar from SAMHSA's National Center for Trauma-Informed Care

- f. In 2016, Raul Almazar from SAMHSA's National Center for Trauma-Informed Care, trained over 200 central office staff from DODD, Ohio Department of Mental Health and Addiction Services, and the Ohio Attorney General's office

- g. In 2014, DODD & OMHAS partnered to host the first Trauma-Informed Care Summit
 - i. 76 people from the DD field attended with representation from 16 county boards and 10 provider agencies
 - ii. As a result of the TIC Summit, 6 Regional TIC Collaboratives were formed spanning all regions of Ohio
 - iii. In 2015, the Trauma-Informed Care Summit hosted 35 people from the DD field, including representation from 11 county boards



AI Benchmarks 5 and 6 Data and Initiatives

4. Trauma-Informed Care Sustainability Efforts

- a. In 2015, 4 regional train-the-trainer events were held to support the collaborative efforts of DODD and OMHAS toward statewide stability for the Trauma-Informed Care Initiative
 - i. 24 attendees represented 17 counties

- b. Building Community Capacity Through Trauma-Informed Care grant
 - i. Aimed at expanding opportunities for Ohioans to receive trauma-informed interventions by enhancing efforts for HCBS agencies to become competent in trauma-informed practices
 - ii. DODD selected 5 proposals from HCBS residential provider agencies who have adopted and implemented a trauma-informed approach, committed to serving people with complex support needs



AI Benchmarks 5 and 6 Data and Initiatives

5. Training and technical assistance to providers and other agencies to help more people transition to integrated employment and day services

- a. DODD contracted with The Ohio State University to target training and technical assistance to providers and other agencies to help more people transition to integrated employment and day services through Web-based and in-person training and technical assistance
- b. Training included guidance on how career discovery, assistive technology, and rehabilitation technology can be an important tools to help individuals with complex needs access employment
 - i. 11 contracted webinars with The Ohio State University on assistive and rehabilitation technology
 - 1. Approximately 1,000 people trained
 - 2. All webinars and the supporting training materials are available on the Employment First website
 - ii. 6 in-person training regarding Career Discovery and authentic work experiences
 - 1. 350 people trained
 - 2. Provider tools and resources related to this training can be found on the Employment First website
 - iii. An additional 549 people received webinar-based training on community-based services and how to support someone in a meaningful day.



AI Benchmarks 5 and 6 Data and Initiatives

a. The Employment First team has provided the following training and technical assistance from FY16

| | FY 16 Q1 | FY 16 Q2 | Total |
|----------------------|----------|----------|-------|
| Number of trainings | 50 | 26 | 76 |
| Average per week | 3 | 2 | N/A |
| Training hours | 175 | 58 | 233 |
| People in attendance | 1,687 | 1,430 | 3,117 |



AI Benchmarks 5 and 6 Data and Initiatives

6. Pre-admission counseling – Process through which large ICFs must refer individuals to the county board prior to admitting them to the facility. The purpose is to ensure individuals are aware of community-based options and are making an informed choice to move to the ICF.
 - a. To date, 74 individuals participated in pre-admission counseling, 9 individuals chose to enroll in waivers.
 - b. Approximately 400 state-funded waivers were made available for individuals who prefer to receive HCBS in lieu of moving to an ICF.



AI Benchmarks 5 and 6 Data and Initiatives

7. Options Counseling – Process through which individuals residing in ICFs who are also on the waiver waiting list can receive information about community-based options and enroll in a state-funded waiver.
 - a. Since January 2016, 39 people participated in options counseling with CareStar.
 - i. 36 additional individuals had the opportunity to participate in options counseling and declined to do so
 - b. Approximately 800 state-funded waivers were made available for individuals who wish to leave the ICF
 - c. Individuals residing in ICFs who are aware of their options and who wish to leave the facility may contact our ICF division directly to request a waiver and will not be required to participate in counseling
 - d. State-funded waivers have been allocated to 155 people who expressed a desire to leave the ICF



AI Benchmarks 5 and 6 Data and Initiatives

8. Funding was made available for DODD to purchase ICF beds from providers and to remove them from the system.
 - a. DODD has received notice of interest from providers who are interested in selling ICF beds.
9. Lower flat rate established for people with lowest needs newly admitted to large ICFs.
10. Additional work toward this benchmark continues through multiple efforts, including efforts outlined in Benchmark 2 regarding increasing access to quality, affordable, and accessible housing units.



AI Benchmarks 5 and 6 Data and Initiatives

11. People have opportunities to engage in education that leads to improved opportunities for informed consent

- a. All ICFs use materials developed by DODD to explain community options to all individuals residing in ICFs at least annually
- b. All new ICFs will be 6 beds or less
 - i. DODD may approve up to 8 beds if the provider submits financial justification for why a small facility is not viable



7. By 2024, the Waiting List is addressed by offering 500 new Level One, 600 new SELF and 100 new IO waivers each year.

- i. Continue current rate of new waiver development for people not on the waiting list.
- ii. Offer education about the Self Empowered Life Funding (SELF) waiver to families, people with disabilities, providers and County Board staff.



AI Benchmarks 7 Data and Initiatives

1. 1,000 state-funded SELF Waivers made available through this budget
 - a. 128 have already been allocated
 - b. 44 individuals are enrolled

2. 864 IO Waivers with state funding were made available
 - a. 157 have been allocated
 - b. 69 people are enrolled



AI Benchmarks 7 Data and Initiatives

3. Approximately 1,200 state-funded IO Waivers were made available for people choosing waivers instead of ICFs
4. Recently conducted regional training sessions on the SELF waiver for county boards.
5. 361 attendees of the Brown Bag Webinar on SELF Waiver, August 27, 2015.



8. By 2024, a comprehensive DD waiver is available.

- i. Currently there are 4 waivers available through DODD. They are the Level One, Individual Options (IO), Self-Empowered Life Funding (SELF) and the Transition (TDD) waivers.



AI Benchmarks & Data and Initiatives

1. Through this biennium, the number of waivers are being reduced from 4 to 3 through as TDD phases out.

TDD Waiver

Total Enrollment 1,738

Transitioned/Dis-enrolled during quarter 433 (Total 1,179 so far or 41%)

2. During the next biennium, we may have the opportunity to further reduce the number from 3 to 2 by adding self-directed services to both the IO and Level One waivers and potentially consolidating Level One and SELF.

