

Executive Order Stakeholder Policy Group

Meeting Minutes

April 7, 2014

Time: 1:00-5:00

Location: West Salem Roth's IGA

Facilitator: Mike Maley, Employment First – DHS

Minutes taken by Cassy McCartney, Employment First – DHS

Members Present:

- Jaime Daignault, Oregon Council on Developmental Disabilities – Advocacy Organization
- Liz Fox, Oregon State Rehabilitation Council – Vocational Rehabilitation
- Cynthia Owens, Oregon Council on Developmental Disabilities – Family Members
- Jessica Leitner, Edwards Center – Service Providers
- Pat Zullo, Clackamas Developmental Disabilities Program - Counties
- Roberta Dunn, Family and Communities Acting Together – Family Members
- Bill Uhlman, Eastern Oregon Support Service Brokerage - Support Service Brokerage
- Ross Ryan, Oregon Self Advocacy – Self Advocates
- Jordan Ohlde, Oregon Self Advocacy Coalition – Self Advocates
- Sydney Shook, Families Connected – Family Members
- Trisha Baxter, Office of Developmental Disabilities – DHS
- Chris Burnett, Oregon Rehabilitation Association (ORA)
- Sarah Drinkwater, Department of Education – Special Education

Members Absent:

- Dacia Johnson, Oregon Commission for the Blind – Vocational Rehabilitation
- Dan Peccia, Self-Determination, Inc. - Support Service Brokerage
- Jan Sansom, Lebanon School District - Education

- Jordana Barclay, Oregon Workforce Partnership – Workforce Systems
- Marcie Ingledue, The Arc Oregon - Advocacy Organization
- Rebecca Cader, Oregon Self Advocacy – Self Advocates
- Stephaine Parrish Taylor, Vocational Rehabilitation - DHS

Members on the phone:

- Ed Krankowski, Portland Public Schools - Education
- Sara Jane Owens, Association of Oregon Community Mental Health Programs -Counties

Guests:

- Pam Ring – Lane County
- Ann Balzell – Vocational Rehabilitation - DHS
- Julie Huber – Developmental Disabilities – DHS
- Andre Harboe, Employment First – DHS
- Angela Yeager, Employment First – DHS
- Ava Bartley, Employment First – DHS
- Corissa Neufeldt, Employment First - DHS

Introductions

Review of Agenda

Review of last month’s minutes – no corrections/comments

Data Report – Andre Harboe, Research Analyst - DHS Employment First

Question: If we wanted to get information on self-employment, do you know where we would get that?

Answer: We would need a data sharing agreement with Department of Revenue to gain access to their I-9 forms. However this information is usually unreliable, people can claim they make a certain amount of money and that may or may not be accurate. Another option is to restructure our data system to collect this information. This will probably need to come directly from service provider reports.

Comments:

Slide: Ratio of Sheltered Employment to Integrated Employment

Some counties like Wasco and Harney report their data as a part of the mid-Columbia. Hood River County has quite a few sheltered workers, but they might be reporting in the mid-Columbia name instead, this is why there is limited data for those counties.

Employment First teams would like to have progressive data, for example if we look at this data again in 6 months to see how we are progressing.

Really hoping this data can be separated from Mid-Columbia so the data from the more rural counties can be more accurate.

We will only get the data we feed it. We really need to go back to the providers to make sure they understand how important accurate reporting is. There is a report due this month so the time is now to send out a transmittal clarifying the process and how important it is.

Slide: Comparing ATE Hours to Sheltered Worker Hours

This is a really important slide showing providers are staffing at a full time ratio for individuals to be working, but this slide show us that people are not getting full time hours.

Question: Can a sheltered workshop switch to be an ATE provider?

Answer: It is theoretically possible but this might require a change in the agencies certification status. However, some agencies are currently certified to provide both facility-based work services and facility-based alternatives to employment.

Question: Can an individual within their ISP switch from a sheltered workshop to ATE?

Answer: Yes, ISP's can be adjusted by the individual's wishes or team process to change the array of services they receive. Jessica at Edwards Center: Some of the facilities don't have the staffing capacity or space to set up non machine work. It really depends on the individual provider.

Group would like to see a chart of people who have entered VR services, but have not received a plan.

- Andre has a data set by the VR counselor and how many of their clients have plans that are in VR services. Wanting to look at why some counselors are succeeding and some are not.

Concern with the word 'rehabilitated'. The group would to try to word it differently.

Question: What will be the process to get all the data out of these reports so we can start to make some recommendations?

Answer: The idea is to bring this data forward and come up with ideas for us to dig deeper, and then bring it back to the next meeting.

VR has a lot of data; Andre is currently working with VR on a survey to know who was successful and who are not successful. Questions like, why did you not continue in the process, why was it not successful etc... They also collect a lot of closing notes when the case is closed. There will be a report on this once Andre has the time to analyze it all.

Wanting to know who is being referred to VR and who makes it to plan and who doesn't. This is where we can start to see the need for policy changes.

Question: Can you see who is in school or not?

Answer from Andre: The data is vague but they do have a question that asks "How were you referred to VR?" that will tell us if the school referred them or not.

Question: How are kids getting referred to VR and what access to services do they have?

Ava is suggesting doing some case studies of maybe 5 or 6 cases. Andre would want to make sure the VR counselor can give their perspectives also.

Question: What about the people who are not using VR services? What about those who have a job and have held the job on their own, without VR services?

Slide: Distribution of SIS Tier by Age

Question: Why do you think the tier would be higher for the younger age?

Answer: Eligibility could be a factor, before age 18 they were not eligible for these services. It could also be a factor of police engagement, where some people may have some criminal activity that would put them into the tier 7 category.

Mike: The other day we saw a spreadsheet that says 4500 kids in the 18-21 age group in the ODE system that have I/DD or autism. We want to look at those kids a little more and understand how many of them will be accessing transition services so we know who might be requesting ODDS eligibility determination and services.

Comment: We would also like to increase awareness to parents about transition services at a younger age, probably 9th grade.

Question: Aggregate data-SPR&I (monitoring system for special education at a federal level) – there are district reports from this, is there data that could be used from those reports?

Sarah Drinkwater – Most of that reporting information comes from the same data base that Andre is already pulling from, but this is a good way to start thinking about how to use all available resources and how to get the information we might need.

Mike-We are really trying to get the post-secondary school report to give us a clearer picture of what is happening.

Comment: We have an opportunity to look at a longitudinal opportunity to look ahead and think about the data we are going to need a year from now after a year of K plan is under our belts.

Update from Sarah Drinkwater with Oregon Department of Education

- Educator Institute has been scheduled; this is for transition teachers and case managers. 6 meeting times in June and a makeup day in August. We have funds to support the teachers to come to this. Heather Lindsey is working with local DD staff to promote the training. Registration is open now through the ODE web site, this will open up to everyone after the special education teachers are registered.
- Transition Network Specialist hiring process has changed a bit, they need to be done through an RFP so they will be coming on board a little later than planned.

Update from VR – Ann Balzell

- 6 of the 8 VR specialists are now on board, now they are in the process of setting up the trainings for them. These people will be exclusively serving people with I/DD and provide some insight into what is working and what isn't working. They will have quarterly meetings, the first one is April 23rd, and this will be the kick off for this effort and will report back to this group. They are currently located in Multnomah, Washington, Clackamas, Salem, Bend, and Medford. The farthest east will be in Bend.

Update from Trisha Baxter with Office of Developmental Disabilities

- Last Monday ODDS submitted all of the waiver definitions to CMS, and now they have been told to un-submit them which is different than withdrawing them. The reason has to do with the new home and community based settings requirements and there needs to be a public notice relative to transition planning that has to comply with all the new rules. They also have to have a public comment period for 30 days. Amendments and renewals for the support services and comprehensive waiver, the differences are spelling out the employment services separately, there will now be 4: employment path, supported employment (individual and group), discovery and career exploration-these 3 will be in the waivers. The K State Plan option will include day habilitation, ODDS believes day services were being duplicated in the waiver and the K plan so they were not included in the waiver submissions.

Question: Day services are in the K Plan? It is not in the Waiver, but it is in the K?

Answer: Yes, that is correct, that is where the duplication was occurring.

Question: One of the good things about those day services being in the waiver, rather than the K Plan, was that people did not have to allocate their allocated hours to their day program. In the past many times people would have to prioritize their in-home services over the workplace services. Are we going back to that model where people only having a certain number of hours in the K Plan and prioritize there in home or day program services?

Answer from Trisha: It does come out of their hours, and it depends on the services, some hours are allocated to those specific services, and others will come out of their total attendant care hours. The idea being when they are there, they won't need the hours at the same time, so it's taking the place of the hours when they are sitting at home. It's the same type of those services if they are the types of supports they need in the alternatives to employment. So it's not taking services away; it's just not duplicating the services. We need to remember that all of these things can be amended if they need to be adjusted. We are not necessarily stuck in the long run with what we decide to do now.

- Plan of Care is still on track for a July 1 release date. The services in the plan of care will be the same as they are in the waiver/K Plan array.
- Julie Huber: There is a pilot going on with the career development plan and they are planning a simplification process, it seems to be too much. Asking for employment history has been a challenge. They are now looking to ask what previous employment they have had and what has worked for them and what has not worked.

Question: How are you going to communicate all these changes?

Answer: The stakeholder conference calls will be set up soon, this is where most of these updates and changes will be coming from. Also the public comment for the waiver definitions will be a big driving force.

Update from Angela Yeager - Communications Officer with the Employment First team.

- Weekly messages have been going out, if you would like to receive these messages and are not currently, touch base with Angela
- Also still working on the redesign of the web site to make it more user friendly
- The Communications workstream is also working on an employment marketing campaign that will be delivered statewide and are in the beginning stages of this.

Update from Ava Bartley – QA/QI Medicaid Specialist with the Employment First Team

- QA/QI workstream has come up with a structural framework around procedure compliance. Hoping to have some materials to share with the group at the next meeting about what we are wanting to accomplish, what success will look like and where do we want to go.

Update from Corissa Neufeldt – Employment First Team

- Has taken over the training and technical assistance piece. She was up in King County in Washington state to see how their school district has their transition services set up.
- Mike and Corissa are working on getting the other trainings set up, there will be a separate workstream set up internally to make sure all trainings are coordinated and not duplicated anywhere.
- Mike-we also joined the Supported Employment Leadership Network (SELN) for more support around our plans and outcomes.

Update from Andre Harboe – Research Analyst with the Employment First Team

- Wanting to get some data on job developers on the I/DD side and looking for better ways to gather this information. VR has data for their developers. Mike-we have another Employment Outcome System (EOS) report due to cover the March data, hoping to have the reported information compiled by June.
 - We also have two benchmarks coming up, one from the integrated work plan being able to show that 50 people have integrated employment. The other is from the Executive Order to show that 50 people have received employment services from the definition. We should be able to report on this in the next few months.

Update from Jaime Daignault, Oregon Council on Developmental Disabilities

- Met with a group of families, providers and self-advocates and learned a lot:
 - Families that are not affiliated with providers did not know what the Executive Order was
 - Most of the people in the room wanted to know what the Executive Order is and what the plan is-how will the executive order be accomplished?
 - Also wanting to know what the steps are to get a job
 - They didn't believe there would be a service coordinator that would help them get a job
 - Comments about not being eligible to receive VR services after application.
 - Would also like to know the process of complaints with VR
 - Providers were asking how to talk to families or self-advocates about employment
- The council is working on a transition manual and they are adding how they can access the services that are available to them.

Question: To OCDD, what was the genesis of this meeting and are you planning more?

Answer: The purpose was to talk to families about the Goodwill workshop in Portland that is closing, but other members of the community ended up showing up. Yes, they do plan to do a few more meetings.

Question: How is this different then the Great Expectations meeting?

Answer: This was a different setting, they were looking more for what wasn't working, so it was a much more different setting then the Great Expectations are set up for.

Mike-So is the key here that parents should be talking to parents?

Cynthia-Thinks it is more of the self-advocacy and mentoring from field services to help them get them where they want to be.

Roberta-Peer to peer training is the most effective; it helps to eliminate a lot of the fear.

Jaime is suggesting someone from VR come talk to the families at the next meeting.

Mike-Do we have a sufficient number of family members that could go out and help us spread the word?

Roberta-There might not be, but through social media we might be able to spread the word pretty quickly. They sent out a request for success stories and the response was overwhelming.

VR Supported Employment Plan – Ann Balzell

- This policy manual is mixed with policy nuggets and procedures, so this may be organized differently soon. Also full of regulations, so the rehab act as revised is something you can't really implement, in order to implement it, there is a code that has been created from federal guidelines. Throughout this plan is direct quotes from those codes.
- This is only for people with I/DD. It was separated because of the Executive Order and other efforts. There will be another policy that includes mental health, traumatic brain injury and other issues.
- People who do not need supported employment can still access a job developer. Supported employment is a collaborative effort, then a team is brought together to facilitate that by meeting with the counselor in the first meeting.
- This is helpful for referral sources and answers a lot of the FAQs that were sent out a while ago.
- Page 3 addresses the issue if someone is "too" significantly disabled. There is a whole process that has to happen now before their case is closed.
- Page 51 addresses timelines and when to close a case.
- The next stage is to go the State Rehab Council (SRC) for review, and then it will become official.
- If there are any questions/comments/concerns feel free to contact Ann outside of this meeting. Feedback will need to be in before May when it is submitted to SRC.

Question: Discovery is on page 46, VR pays for assessments?

Answer: Page 48 addresses what assessments can be paid for. Discovery is not an assessment.

Next Meeting: Monday May 5th 1:00-4:30
Continuing the first Monday of the month

Follow up Action Items:

We need to follow-up on the deadline for no funding or purchase of vocational assessments in sheltered settings.