



Dance company member **Kathleen Notestine** polishes her skills at OSU's Sullivant Hall.

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### Franklin County: ALL YOU GOT TO DO IS DANCE!

By Terri O'Connell, Editor

Those committed to building inclusive communities have long been encouraged to share their personal connections with people who have disabilities. Social networks often contain links that lead to unexpected resources and opportunity. No one knows that better than Jackie Boyle, Art Director at Franklin County Board of MRDD's ARC Industries North. Her telephone call to a long time friend allowed twenty-six ARC consumers to step through the doors of The Ohio State University and into the world of contemporary dance.

In fall 2004 Very Special Arts of Ohio invited ARC Industries to create an art installation for First Night Columbus, the capital city's downtown New Year's Eve celebration. The assigned theme was dance. Thinking beyond photographs and posters, Boyle contacted her friend David Covey, a dance professor at OSU. Covey proposed using the University's expertise in dance technology to produce an MTV type DVD that could be projected in continuous loop onto a giant outdoor screen. Boyle recognized the idea as ambitious, but also perfect.

Nan Burns, Director of ARC Industries North, gave complete support to the plan. Each ARC consumer received a letter explaining the project. Participation required only a commitment to Saturday dance practice. Twenty-six signed on. Throughout the fall OSU graduate student, Peter Richards, and other student volunteers worked with the new dance troupe to increase self-expression by expanding 'movement vocabulary'. In December the Absolutely Fabulous Dance Company took the stage at OSU's Sullivant Hall, where five cameras each shot 1 ½ hours of video. Two hundred volunteer editing hours later a four minute DVD, Believe (think Cher here), was ready for distribution and public debut.

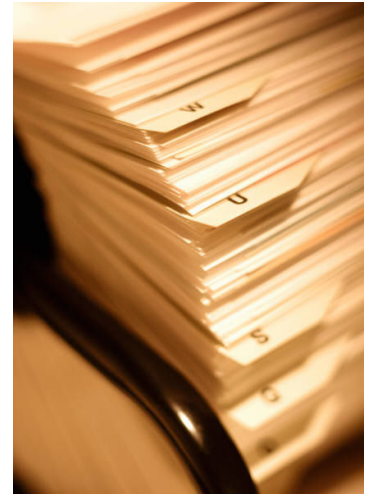
Sparked by success and popularity on both sides, the relationship between ARC Industries North and the OSU dance department continued beyond the First Night Columbus project. During the 2005/06 academic year

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**And Now . . . A Word from the President:**

Sometimes I sit back in my office just to take it all in. This usually happens when I am in a “tweener” time. That is to say, I’m in between surveys and reviews. So, I sit here and wonder. Have you thought about this too? Have you ever wondered about the accountability of Adult Services programs to persons receiving services and the citizens of your county in general? What about keeping track of when what is due? Wasn’t someone just at your place to look at this? How do we manage to do it all? Here are just a few of the “to do items” that we all try to keep track of and keep up with to ensure and prove that we’re responsible providers:

- County Board fiscal year
  - Temporary budgets
  - Final budgets
- Non-Profit fiscal year
  - Budgets
- Strategic and/or annual action plans
- Outcome Measurement and Information Management
- Levy Collection – February and July
  - Amount based on approved tax and the money collected
- Ohio Department of MR/DD fiscal year – July 1 to June 30
  - Biennium (2 year) budget approved by the state legislature
- Federal fiscal year – October 1 to September 30
  - The Rehabilitation Services Commission budget is tied to this fiscal year
  - Medicaid funds paid to ODMR/DD and ODJFS is tied to this fiscal year
- Adult Services program year
- Individual Service Plan year – 12 months from start of funding source
  - Individual services may be affected by the availability of funds depending on the funding source and that source’s fiscal year
- Audits and Reviews – Scheduled at prescribed intervals or at the pleasure of the auditors
  - ODMR/DD Accreditation – also includes annual self-review
  - Quality Assurance reviews
  - Delegated Nursing Quality Assurance reviews
  - CARF Accreditation – also includes annual self-review
  - Medicaid fiscal audits
  - ODMR/DD fiscal audits
  - Title XX audits
  - Other fiscal audits
  - ODJFS waiver reviews
  - Ohio State Highway Patrol vehicle inspections
  - Health Department inspections for food service
  - Various Health and Safety inspections
  - Any other audit/review



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*(President's message continued from page 2)*

Hey...and don't forget to stay current with state and federal policy, as well as the local politics and the neighborhood concerns! So, how *you* doin'?

The members of our association are leaders in providing services because of our attention and dedication to persons with disabilities. **It's about doing the right thing when it counts. And you do!** The result of every review reinforces our priorities and inspires a continued commitment.

Speaking of reviews...I am not really in between one now...I have two self-surveys to complete and a quarterly report of outcomes due by the end of yesterday. Catch you later!

-Melanie

*(Franklin County continued from page 1)*

OSU students conducted weekly dance training at ARC North. This past year the troupe traveled to campus for class, where they also participate in the dance department's spring 'informance' activities. Informance dances have included choreographer Yvonne Rainer's classic post modern work, Chair/Pillow and Arcassicpark, a showy piece replete with dinosaurs and a volcano.

Boyle is quick to point out that the focus of the ARC Industries North dance program is on enjoyment and having a good time. But it doesn't hurt that it also builds confidence and self-esteem. And inclusion is never better experienced than when the group does 'Buckeye Dancing' on campus the week of the OSU - Michigan game.

Six degrees of separation suggests that if a person is one step away from each person he or she knows, and two steps away from each person who is known by one or more of the people he or she knows, then everyone on earth is no more than six steps away from each person on earth. Isn't it wonderful the things that can happen when people step forward and start to connect the dots?

## **OAAS SUPPORTS OSDA, SIBS**

At their May meeting the OAAS Board of Directors voted to support two important Ohio initiatives. The Ohio SIBs conference, scheduled for October 12 and 13 in Columbus, was approved to receive \$2,000. SIBS, which stands for Special Initiatives by Brothers and Sisters, is a unique organization that addresses adult siblings of people with mental retardation and developmental disabilities. The annual SIBS conference provides an opportunity for adult siblings and disability professionals to exchange information and ideas and share similar life experiences. OAAS has been a conference co-sponsor since 2001. For information email Tom Fish at [fish.1@osu.edu](mailto:fish.1@osu.edu)

A second \$2,000 donation was made to the Ohio Self Determination Association. OSDA believes that individuals with disabilities should have the freedom to plan their own lives and to pursue the things that are important to them with the support of independent planning and support coordination. OAAS's donation will support consumer attendance at the September OSDA conference. This year's conference celebrates ten years of self-determination. Visit [www.ohiosda.org](http://www.ohiosda.org) for conference and other information.

**SAVE THE DATES:**

**OAAS Annual Meeting, September 7, 2007**  
Ohio Department of Administrative Services  
Columbus, Ohio [www.oaas.org](http://www.oaas.org)

**It's The Real Thing,  
Celebrating 10 Years of Self-Determination**  
OSDA Annual Conference  
September 18-19, 2007  
University Plaza Hotel, Columbus, Ohio  
[www.ohiosda.org](http://www.ohiosda.org)

**Mapping the Future**  
Ohio DD Council Annual Conference  
September 18, 2007  
Hyatt Regency Hotel, Columbus, Ohio  
Email: [axiscenter@aol.com](mailto:axiscenter@aol.com)

**INTRODUCING! – Kevin Aldridge**

*Kevin Aldridge is ODMRDD's current liaison to the OAAS board of directors. He was recently asked to share a brief bio with the OAAS membership.*

Current Position: Assistant Deputy Director of Systems Innovation and Technical Assistance, Division of Community Services, Ohio Department of MRDD.

Background: I began as a workshop specialist in Franklin County. I also worked as a Case Manager for the Franklin County Board for a few years before going on special assignment to be an Interagency Planner in those transition years from the Cluster to the Family and Children First Counsel. For the past ten years I ran a private provider agency. We provided supported living/waiver services through the IO and Level One waivers. We also provide a variety of services for children and families including Treatment Foster Care, Help Me Grow, managed services for children and families (including wraparound service), and a planned respite program for families at risk of abuse/neglect.

Family: I am married with 3 sons, one grown one in college and one in High School (though we still do laundry for all 3, I haven't figured that out yet).

Fun: I like to read and some backpacking and hiking, but mostly I like film.

I joined the department out of a continued commitment to help forge a better service system for people with disabilities. There is a palpable sense of excitement at the Department, a renewed energy, and I am honored to be a part of it and excited to hang out with some very sharp and committed people.



**FLSA and CFR Part 525  
Commensurate Wage Training**  
September 24 & 25, 2007  
Embassy Suites  
Hotel, Dublin, Ohio  
[www.oaas.org](http://www.oaas.org)

**2007 PAR Convention**  
October 1 – 3, 2007  
Embassy Suites Hotel, Dublin, Ohio  
[www.par-ohio.org](http://www.par-ohio.org)

**OACBMRDD Fall Conference**  
December 5 – 7, 2007  
Hilton at Easton, Columbus, Ohio  
[www.oacbmrdd.org](http://www.oacbmrdd.org)

**OAAS UPDATE – A pastiche of field related information**

By Kim Linkinhoker

Greetings from the OACBMRDD. It appears that we're in for a busy Fall season this year. What else is new? With the passage of the budget, policy work has begun on many fronts.

**Adult Service Array** – I'm sure you have heard that several changes have been proposed to the Adult Services Array. The rules have been filed and the Public Hearing on 5123:2-9-18 and 19 (and appendices) will be held on August 16, 2007 @ 2:00 pm at the ODMRDD Large Conference Room at 1810 Sullivant Ave. The amendments address many of the concerns that were raised by you at regional training conducted earlier this year. These concerns were provided to the department and a small work group was convened to address the issues. Along with some administrative clean-up some of the tangible changes are as follows: The requirement to pro-rate the per mile transportation rate based upon a different number of individuals in the vehicle during a trip has been remedied. The complexity of tracking staff intensity ratios has also been simplified and allows for tracking the overall staff intensity at a "site" level vs. individual groups. OACBMRDD is scheduling some regional training in late August and early September to provide these updates. An AM session will cover the Adult Service Array changes with a PM session providing implementation strategies for individuals on waivers that are considered to be in a foster care setting. This training will be targeted towards SSA's and Adult Service providers. Details will be posted on our website. All current providers should be well underway in completing Acuity Assessments, developing staffing schedules, reviewing current ISPs and developing ISP addendums to be able to implement the new service array in January of 2008. It is not anticipated that there will be any additional delays in implementing this new service package for waiver enrollees.

**Wage and Hour Issues** - On July 24<sup>th</sup> the Federal minimum wage increased to \$5.85. This increase once again complicates matters related to compliance with FLSA and payment of sub-minimum wages. On January 1, 2007 many of you increased minimum wage payments to align with Ohio's minimum wage of \$6.85 (The Ohio minimum wage must be paid to employees of businesses with gross annual receipts of over \$250,000.) and in February or March re-surveyed local businesses to establish up-to-date prevailing wage rates. The USDOL has now issued an instruction letter to provide additional guidance on how and when to re-survey local businesses when Federal or State minimum wage increases occur. This guidance can be found @ <http://www.dol.gov/esa/sec14c/prevailWages.htm> In a nutshell it provides guidance suggesting that the "ripple effect" of the changed minimum wage will not take place immediately and the businesses that were surveyed to establish prevailing wages rates need re-contacted no sooner than 30 days and no later than 60 days after the minimum wage increase. (In this case between August 23<sup>rd</sup> and September 22<sup>nd</sup>)

I'm also presuming that all sheltered workshops in Ohio have either obtained the Ohio Department of Commerce license to pay sub-minimum wages or have sent to them a copy of your Federal Wage and Hour certificate that stands in the place of the Ohio License. If that is not the case you should review information sent from OAAS and OACBMRDD on December 21, 2006. This provided guidance and a summary on the impact of the state minimum wage increase. Please feel free to email me at: [klinkinhoker@oacbmrdd.org](mailto:klinkinhoker@oacbmrdd.org) if you need a copy.

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**Money Follows the Person** - Ohio was one of 17 states to receive funding for the “Money Follows the Person” demonstration project (awarded in January 2007) enacted by Congress as part of the Federal Deficit Reduction Act of 2005. The ultimate goal of “money following a person” is contingent on Ohio “re-balancing” its Medicaid expenditures between institutions and home and community based settings. Individuals would be eligible to participate if they have lived in a qualified in-patient facility (hospital, nursing facility (NF), and intermediate care facility for mental retardation (ICF-MR) for a minimum of six months. This five-year demonstration project has a goal to relocate a total 2200 individuals who are aged, blind and/or disabled from an institutional setting to a home setting. During the past year workgroups have been convened to determine what services are currently available that will assist individuals in this transition and what new services may need developed; for example, added to one of Ohio’s Home and Community Based Waivers. Plans call for implementation in early 2008. County Boards have been well represented on workgroups, including adult services staff Mark Miller from Butler County and Mike Heifner from Union County. For up-to-date information visit the MFP website @ <http://jfs.ohio.gov/OHP/infodata/MFPGrant/info.stm>

**MRDD Futures Study Group** - The FY 08-09 budget included the formation of an MRDD Futures Study Group. This project will address all of the following:

- Review the effectiveness, efficiency, and sustainability of current uses of all funding sources for MRDD services;
- Propose alternatives for effectively funding the non-federal share and Medicaid expenditures for home-and community-based services for individuals with MRDD;
- Identify the potential for reducing administrative costs in the MRDD system;
- Propose alternatives for effectively balancing revenues available to county boards of MRDD to fulfill their responsibilities for funding, planning, and monitoring the delivery of locally administered MRDD services;
- Examine the efficiency and effectiveness of the current system of separate and concurrent accreditation, licensure, certification, quality assurance, and quality improvement activities and propose changes to improve that system;
- Recommend steps necessary to assure the long term financial sustainability of MRDD services to meet current and future needs while affording counties the ability to make local decisions about the priority uses of local tax levy funding;
- Determine the feasibility and potential benefits of regional planning approaches to meet specialized and intensive service needs;
- Propose improvements needed and action steps to fully realize the principle of self-determination by individuals with mental retardation or other developmental disabilities;

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- Evaluate the effectiveness and equity of the system's uses of waiting and service substitutions lists, priority populations, and having separate acuity instruments that vary by service setting.

This group will convene at the end of August and requires a final report to be issued by March of 2008.

**Martin Settlement Waiver Slots** – ODMRDD has announced the allocation methodology and distribution of the Martin Settlement Waiver slots. Over the next two years an additional 1500 slots will be available. DMRDD will provide state-funded IO Waiver services to 600 individuals between September 2007 and June 2008 and an additional 900 slots between July 2008 and June 2009. Details and allocations can be found on the ODMRDD website.



*"Never kick fresh manure on a hot day."*  
-Harry Truman

## STAFF QUALIFICATIONS: WHAT IS REQUIRED TO BILL DAY ARRAY?

By Terri O'Connell, Editor

Only direct services staff who meet certification standards for the waiver service being provided and who are providing waiver services are eligible to bill for the provision of adult day support, vocational habilitation, supported employment-enclave, and/or supported employment-community services. The daily responsibilities of direct services staff are to assist, supervise, and provide supports to individuals with mental retardation and developmental disabilities who receive these services. OAC 5123:2-9-19 (J)(7)

It is important to understand that waiver service standards and requirements for training are different from 5123:2-5-01 Adult Services Registration and Certification Standards.

REQUIREMENT	Agency Provider/CB ADS/VH 5123:2-9-17	Agency Provider/CB SE-E 5123:2-9-16	Agency Provider/CB SE-C 5123:2-9-16	County Board ASR 5123:2-5-01
18 years of age	X	X	X	X
HS diploma or GED	X	X	X	X
Who applies to ODMRDD?	Agency	Agency	Agency or individual	Individual
<b>Recognizes substitute grade</b>	<b>NO</b>	<b>NO</b>	<b>NO</b>	<b>YES</b>
30 hr orientation	Complete within 90 days of employment	Complete within 90 days of employment	Not a requirement	Complete within 90 days of employment
ODMRDD approved seminar or college course	Complete one during initial year of employment	Complete one during initial year of employment	Not a requirement	Complete one under 1 <sup>st</sup> temporary
ODMRDD approved seminar or college course	Complete two beginning in 2nd year of employment and ending in the 3 <sup>rd</sup> year	Complete two beginning in 2nd year of employment and ending in the 3 <sup>rd</sup> year	Not a requirement	Complete 2 under second temporary
Annual MUI Training	Required	Required	Required	Not a requirement of registration
ODMRDD approved continuing professional development	Beginning in 4 <sup>th</sup> yr. of employment, 50 units during every successive 5 yr. period of employment	Beginning in 4 <sup>th</sup> year of employment, 50 units during every successive 5 year period of employment	Completion of a minimum of 10 units each year following the year in which initial certification of the provider obtained	60 units per 5 year term of credential
Deeming permitted	Yes	Yes	Yes	Subcontractors Only

**KEY** (CB) County Board, (ADS/VH) Adult Day Support/Vocational Habilitation, (SE-E) Supported Employment-enclave, (SE-C) Supported Employment-community, (ASR) Adult Services Registration

**Note: The requirements for individual providers are not addressed here.**



Staff who hold ODMRDD substitute grade registration are not eligible to bill a waiver service unless they meet the training standards and requirements for the waiver service provided. In addition, registered service staff who bill supported employment community need to complete at least 10 hours of continuing professional development **each year** in order to maintain eligibility to bill waiver service, and 60 units during the 5 year span of their credential in order to meet county board registration requirements. It is worth noting that under the waiver rules, although each direct service worker must meet the training requirements identified above, the agency is the certified entity. However an agency employee can request verification of training from their employer if the employee leaves the agency.

By statute, the Ohio Department of MRDD is responsible for issuing registration and certification to employees of County Boards of MRDD. Any individual employed by a CBMRDD in a position that includes directly providing, or supervising people who directly provide, services or instruction to or on behalf of individuals with mental retardation or developmental disabilities, must hold the appropriate certification, registration, or license. Employees of entities that contract with CBMRDDs to operate programs and services for individuals with mental retardation and developmental disabilities are subject to the same requirements as county board employees. This would include staff employed by the non-profit board, if those staff provide services or instruction to consumers. Per 5123:2-5-01, if an agency contracting with a county board to provide adult services is appropriately accredited, licensed, or certificated to perform those services or activities, the superintendent may recommend to the department, and the department may approve, that the staff of the contracting agency be exempted from the requirements of registration and certification. Staff employed in positions requiring licensure or certification issued by another board or agency are exempt from the standards.

*OAAS would like to thank Nancy McAvoy, Mark Smith and Suellen White of the Ohio Department of MRDD for their assistance with this article.*

## OIH ANNOUNCES NAME CHANGE

OIH, Inc. recently announced a change to its corporate name. Effective July 1 the new name is **possitiv!ty**. In addition, offices were relocated on the same date to Dublin, Ohio. Phone and fax numbers remain the same.

The new address is: **possitivity**  
4950 Blazer Parkway  
Dublin, Ohio 43017

All inquiries should be directed to: Mr. Craig B. Talley, VP Sales and Marketing, (614)846-4877.

## BUILDING BRIDGES REPORT

In 2005 OAAS established a mini-grant program titled Building Bridges. Grants ranging from \$425 to \$500 were awarded to eighteen counties for the purpose of establishing a positive and productive working relationship between adult programs and services and supports administration. The county summaries submitted below continue the project report. More updates will be included in future newsletters.



### Lucas County

Submitted by Karen Hesson Brady, Director of Support Service

First, thank you for this grant. We used the money to have a great meal and discuss relevant topics between adult services and case management (SSA's). We chose the Whitmore House for our meeting location. It is a bed and breakfast with beautiful grounds and atmosphere. They serve lunch and dinner to the public and it is known for its unique menu. We met in September, November, January, March and May using the mini grant. We also met in October, later in November, and February in our office. We ended the year with a cook out at my home. We had great discussions over a variety of topics and it really worked to keep the communication open between Departments. Everyone thought our meetings were worthwhile and wants to continue. We just won't be able to continue with the "fabulous" lunches.

### Tuscarawas County

Submitted by Cassie Elvin, Adult Services Director

The purpose of our project was to promote collaboration, communication, and calmness by breaking down barriers between Adult Services and Service and Support Administration. The span of time our project covered was July 1<sup>st</sup>, 2006 through June 30<sup>th</sup>, 2007. Out of the five projected outcomes we were able to achieve four without any changes throughout the year. Due to changes throughout the year within the Ohio Department of Mental Retardation and Developmental Disabilities regarding Acuity, we changed one of the outcomes to meet the changing needs of the system and our local changing needs. Instead of doing job shadowing activities as originally planned, we utilized our joint functions between the two entities to successfully train and complete all Acuity levels for each individual in the program. This was done with a positive attitude and success in completion. Therefore, we are happy to report we accomplished five of five projected outcomes for this project.

Throughout the year, David Pfriem, came to Tuscarawas County and facilitated joint focus group trainings between Adult Services staff and the Service Facilitators. Appreciation was gleaned on understanding and education of joint processes affecting both entities. Working together was the theme and the three pertinent questions used were: "In or Out - Do we need it?", "Do I have any control?", and "Will I learn anything?" Utilization of feedback between the two groups was used to determine future training and technical assistance needs. From the feedback, a better understanding of the different roles was gained. Staff have been working together through joint meetings to have a successful transition. Further work is still being conducted on this in an effort to meet the December, 2007 timeframe. This transition is dependent upon total cooperation and communication between Adult Services and the Service and Support Department and the "Building Bridges Grant" has helped to establish a good working rapport.

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