



**Fairfield County Board of DD
Leadership Team Report
November 20, 2018**

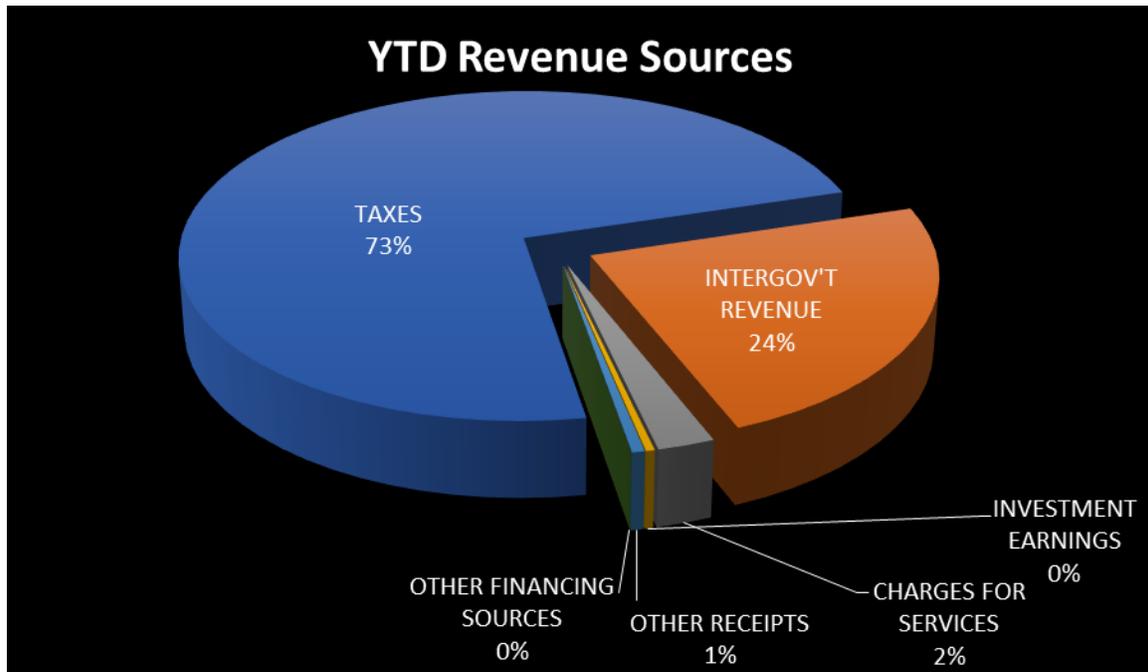
Finance

Beth Seifert

Revenues:

Revenues were approximately \$2,007,600 above projections.

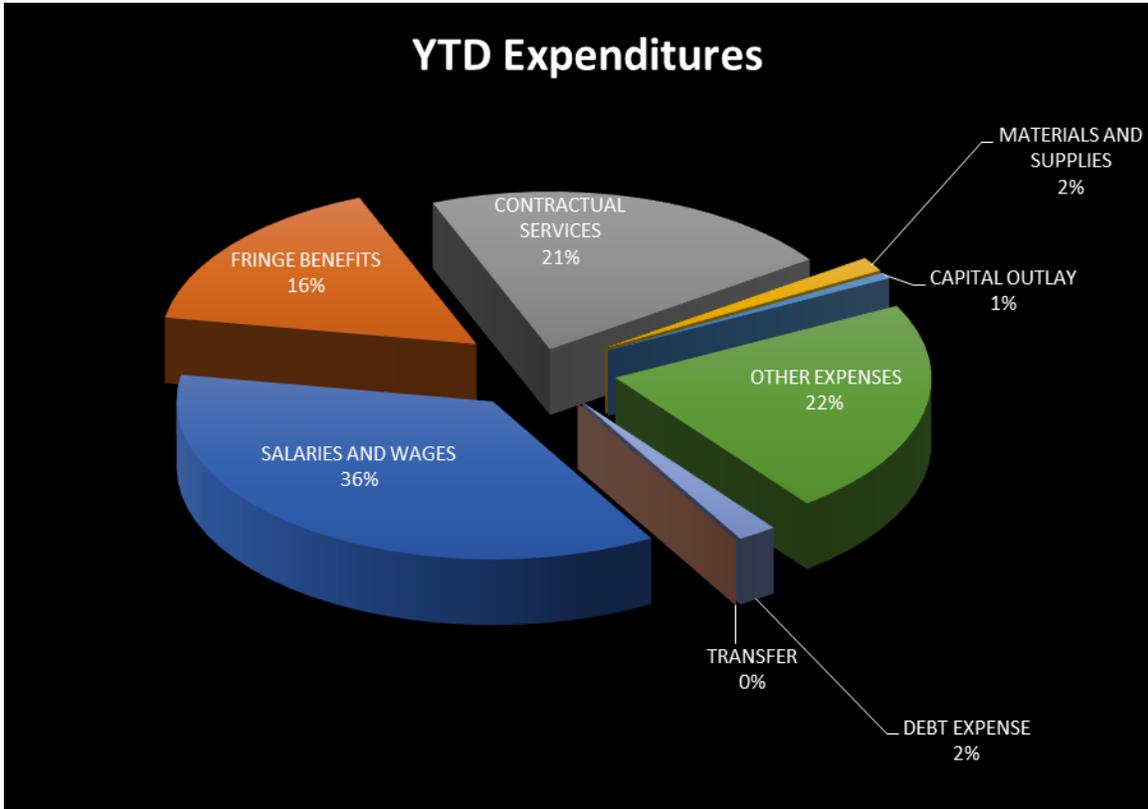
Tax Revenues	\$823,600
Waiver Match Reconciliation – 2016	\$231,100
Medicaid (Adult Day, Non-Medical Transportation, Supported Employment, TCM)	\$211,400
Medicaid Settlement – CY 2014	\$564,600
Medicaid Administrative Claiming	\$ 30,400
OOD (Community Employment, Benefit Analysis, Project Search & Discover U)	\$-100,400
ODE	\$71,700
REM – Adult Day Services	\$15,300
Title XX	\$ 16,100
Reimbursements from Local Schools	\$-68,400
BWC Refund	\$ 104,800



Expenditures:

Expenditures were approximately \$3,489,200 below projections.

- Salary and Benefits were below projections by \$786,600
 - Salaries are \$500,600 under budget.
 - There were 10 vacancies in the month of September
 - Forest Rose School (2) – Educational Aides
 - Adult Services (3), two positions are currently not being filled (Job Trainer and Program Specialist-CES) and a new position was budgeted in 2018 to assist providers in recruitment and training of DSP's. This initiative is still in the development stages.
 - Service and Supports (1), a new ISC was budgeted to be added in February based on expected growth and another in July. One of these positions was filled in October to focus on Resource Assessment.
 - QA (2), the Investigative Liaison retired and there is no plan to fill the position at this time. The 2018 budget contains a Records Manager position. This position has not yet been developed.
 - Administration (2) A position of Assistant Superintendent was budgeted beginning in July. There is no plan to post this position currently. The part-time receptionist resigned and will not be filled.
 - Health Insurance costs were \$167,600 under budget.
 - Worker's Compensation was \$31,400 under budget.
- Non-wage expenditures were \$2,702,500 below projections.
 - Contract services accounts for \$573,300 of the variance.
 - Therapy Services \$53,600
 - Attorney/Legal Services \$32,800
 - Purchased Property Services \$42,500
 - Purchased Provider Services/Transportation \$171,100
 - Purchased Housing \$48,700
 - The supply and capital accounts were under budget \$157,300 and \$1,056,400 respectively. The variance in the capital line is due to the delay in the renovation project scheduled for this year.
 - Waiver and Admin Fees were \$709,800 below projections.



Adult Services

Kyle Miller

As we continue meeting with providers to outline the resources available and the benefits of being a part of The Excellence Network, we are regularly receiving requests to return to share the resources. Two of the providers we had met with months before requested that we return to answer questions and provide insights on their processes.

Temple pulled some of the JobFusion staff together to organize our activities for National Disability Employment Awareness Month. We outlined a strategy at the meeting, then Temple and JobFusion staff reached out to some of our business partners to communicate to the benefits of employment of the people we support to the community.

Adult Services staff met with the Employment ISC and David Uhl to restructure the internships at Art-n-Clay/Square 7. We identified some outdated practices and made some improvements to support the interns and their journey toward employment.

We have now received our credentials necessary to access the curriculum of the Ohio Alliance of Direct Support Professionals. This will provide the information

necessary for training for interested DSPs to secure increased hourly rates for their work. Additionally, this will give us an industry accepted training resource to begin our recruiting and initial training efforts to support provider's search for new staff. We have a meeting schedule with The Executive Director of OADSP in November to prepare for our first training.

Provider Support

Leslie Dancho

(QIP 4.7) - In October, the Provider Support Team met with three different providers (Trinity Healthcare, Capabilities, and Functional Training Services) to discuss resources available to them through FCBDD. We were also able to discuss the benefits of becoming a member of The Excellence Network. The Center for disAbilities and Cerebral Palsy asked members of the team to come and review documentation. Kristin Thorne, Jamie Rigsby, and Mark Giesler were able to make recommendations regarding daily service documentation to better align their process with rule requirements.

We were also able to meet with provider support staff from Licking and Perry counties to combine efforts where possible. Each county recognizes the current direct support professional crisis, as well as the importance of supporting providers in day to day operations. As a group, we were able to discuss current efforts within each county, future goals, as well as brainstormed possible ways to support each other as we move forward. We are set to meet again in November to discuss action steps and next steps in how we will move forward with our combined efforts.

October Business Connections

(QIP: 2.10, 4.7, 4.8) - October was National Disability Employment Awareness Month and Job Developer Sarah Fries took the opportunity to assist Temple Montanez with interviewing businesses in Fairfield County. Temple was able to connect with Kris Byrd from The Byrd Nest childcare center and Maggie Bennett from Bob's Backyard BBQ to interview each of them regarding hiring people with disabilities as a part of their staff. In addition, Job Development Coordinator Amanda Scheidegger was interviewed by Temple about employment and how JobFusion assists job seekers in working toward their personal employment goals.

In our ongoing effort to collaborate with other employment vendors, Sarah Fries utilized her existing relationship with the Candy Cottage to assist applicants with submitting information for an opening. An interview was scheduled for a job seeker working with another employment vendor as a result of those efforts. In addition, she has guided other employment vendors to connections in the community. As a part of the monthly Employment Vendor meeting, we had a new person join the group. The Employment Navigator from Perry County was able to meet with the group, discuss her achievements and struggles in her

county and the approach she takes with businesses. It was a great discussion to get additional information for a neighboring county!

New Horizons created a new steering committee to assist their employment division. Sarah Fries was asked to join and was able to attend their first meeting. She had the opportunity to share how JobFusion approaches employment and the expectations we have as a county when it comes to finding person centered positions for those we assist.

New Hires and Interviews

(QIP: 2.5) - In September, representatives from HomeGoods had stopped into DiscoverU in the mall notifying JobFusion of open interviews. We had numerous job seekers interested in applying and interviewing. From that opportunity, there were three job offers extended with October start dates. HomeGoods opened October 21 to quite a crowd in Lancaster. The three young men discussed below were eagerly awaiting their opportunities to start the new positions and learn what happens when you are a part of opening a new store.

Michael has been in job development since June following his graduation from Project SEARCH at FMC. His heart was set on obtaining some type of employment with computers or anything in the IT field. Michael did apply at some smaller stores but discovered that there is not much opportunity for applicants that did not have certifications or higher education in the field. Through job development, Michael began to expand his thinking, his knowledge of employment and confidence in talking to employers flourished. During open interviews at HomeGoods, prior to their Lancaster Grand Opening, Michael had an opportunity to interview for a Back-Dock Associate and was hired on the spot! Positions with HomeGoods started in early October for a late October opening.

Joey started job development mid-August without having any sort of employment goal at that time. With the work he completed in Summer Youth, it was determined a goal of Stocking or Shipping/Receiving would be an interest, but he did not want to discount anything when he started his search. We looked at a variety of positions posted on-line so he might gain some insight into the type of work that may interest him most. This young man's life journey continues to develop in positive directions and, although quiet, he has a self-confidence to be envied and has shown his ability to be a natural leader, as demonstrated during our Summer Youth Program. Joey also interviewed with HomeGoods for a Back-Dock Associate and did a fantastic job. He was also offered a position on the spot after his interview and began his role in early October.

Donavan came to JobFusion for job development after completing his internship at Project SEARCH. He was excellent during his time with Project SEARCH, exceeding expectations, especially in his work in the Print Shop. Donavan began

his job search looking for computer-based jobs, but as his job search continued, he decided to expand his job search into retail positions. He was very focused during his job search and was proactive in finding places to apply, maintained great communication with his job coach and attended all his meetings with an open mind and a great attitude. Donovan has had several interviews and had been close to employment several times. His patience and determination never wavered. When the possibility for open interviews at HomeGoods presented itself, Donovan was very eager to attend. He attended the open interviews and was hired and accepted the position on the spot. Donovan and his family were very excited. This is a great opportunity for Donovan as this will be his first job. He will be working in the back of the store unloading trucks and preparing items for the sales floor.

DiscoverU

(QIP: 3.5) - There is a video we have shown to our high school interns the past few years entitled "MORNING MOTIVATION" - What Successful People Do in the First 8 Minutes of Their Morning." The content and message delivered is to stop being down on yourself because there's already so much negativity around us in the world and find the "I am's" – all the good and positive traits you have and are. We watched the video with each high school class and started writing the "I am's" they voiced. They were then challenged to go back to their individual schools and continue to think about and add to their beginning lists. Each student participated and took ownership of the challenge. The caliber of words thought of and used was amazing to all the teachers and trainers. Bloom Carroll won the high school challenge with an astounding 225 "I am's"! Thank you, to their teacher, Mr. Hammond, for the classroom time you spent with these young men and women on our shared topic! The video can be found on YouTube – only takes six minutes of your time and might make a difference in your life too.

Project SEARCH

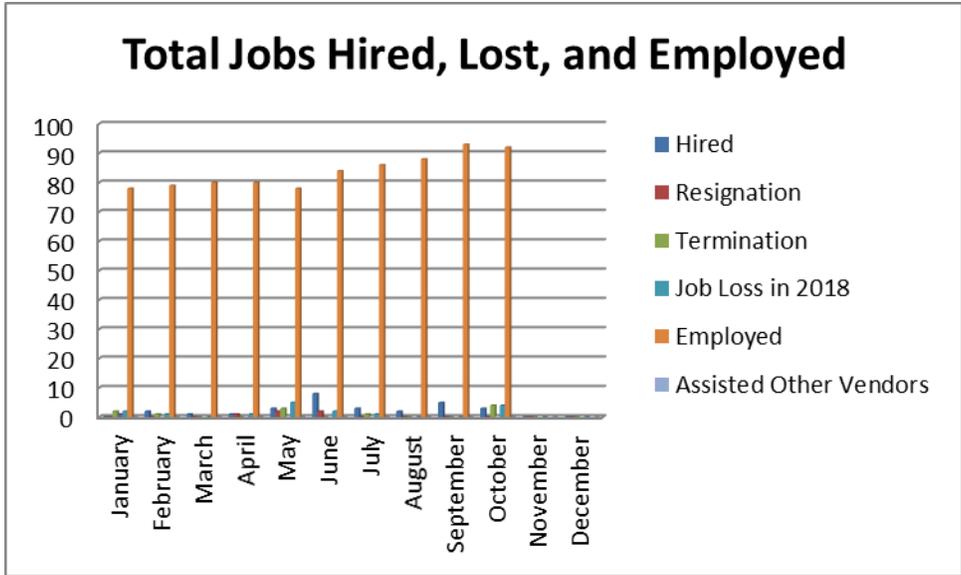
(QIP: 3.5) - In October, the Project SEARCH students worked a day at the Fairfield County Fair. Students represented Fairfield Career Center and Project SEARCH by greeting and talking to patrons who visited their Fairfield Career Center booth. The students passed out FCC information and gave away small promotional items for the school. Students also learned about the involvement that other vendors and the 4H community prepare for when attending Fairs.

Project SEARCH students are more than halfway through their first round of internship. In pictures left to right, Kristie is in the Print Shop & Gift Shop, Cort is in Laundry, Jeff is in Materials Management & X-Ray, and Dylan is in Materials Management. Students are learning new skills and following directions. They are also understanding the importance of responsibility on the job, work ethics, taking direction, showing initiative and what it means to work as a team.



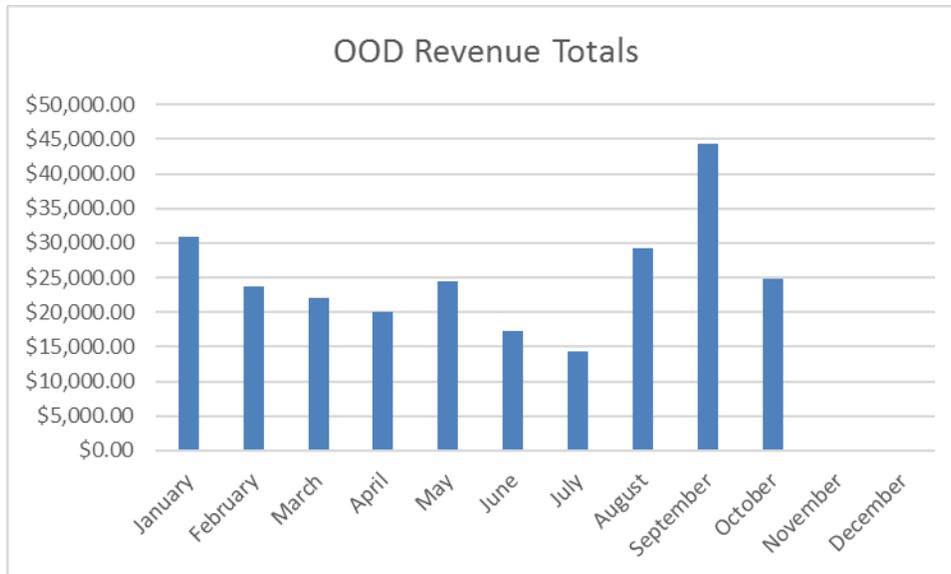
Employment Totals

	Hired	Resignation	Termination	Job Loss in 2018	Employed	Assisted Other Vendors
January	0	0	2	2	78	0
February	2	0	1	3	79	0
March	1	0	0	0	80	0
April	1	1	0	3	80	0
May	3	2	3	5	78	0
June	8	2	0	2	84	0
July	3	0	1	1	86	0
August	2	0	0	0	88	0
September	5	0	0	0	93	0
October	3	0	4	4	92	0
November	0	0	0	0		0
December	0	0	0	0		0
YTD Total:	28	5	11	16		0



OOD Revenue Totals

	OOD Revenue Totals
January	\$30,974.12
February	\$23,646.15
March	\$22,032.90
April	\$19,992.70
May	\$24,528.95
June	\$17,339.20
July	\$14,378.75
August	\$29,234.20
September	\$44,407.43
October	\$24,787.27
November	
December	
<i>YTD Total:</i>	\$251,321.67



JobFusion Division Snapshot

Section 1: Jobs	
Total number of people employed in the community currently supported by JobFusion (0 additional employees have transitioned to follow along services with other vendors or were determined through team meetings to no longer need follow along services this month)	40
New hires in October 2018	3
Year to date new hires in 2018	28
Job losses due to resignation in 2018	5
Job losses due to termination in 2018	11
Year to date job losses in 2018	16
Number of people receiving active Job Development Services (an active job search in place)	12
Reason for Termination/Resignation for 2018:	
<i>Resignation:</i> To look for another position	1
<i>Resignation:</i> Unapproved Vacation	1
<i>Resignation:</i> No longer wanted employment	3
<i>Termination:</i> No Call/No Show	0
<i>Termination:</i> Performance Issues	8
<i>Termination:</i> Corporate issued layoff (not performance related)	3
Section 2: Total Services Provided	
Total number of people receiving BVR assessments (CBA, CX, Etc.)	10

Section 3: Internships	
Number of people currently participating in an internship program	10
<ul style="list-style-type: none"> • Fairfield Medical Center – Project SEARCH 	8
<ul style="list-style-type: none"> • DiscoverU – Job Readiness Training 	0
<ul style="list-style-type: none"> • DSW – Project SEARCH 	0
<ul style="list-style-type: none"> • Art & Clay / Square 7 	2
Number of people who successfully completed an internship program this month	
<ul style="list-style-type: none"> • Fairfield Medical Center – Project SEARCH 	0
<ul style="list-style-type: none"> • DiscoverU – Job Readiness Training 	0
<ul style="list-style-type: none"> • DSW – Project SEARCH 	0
<ul style="list-style-type: none"> • Art & Clay / Square 7 	0

Section 4: DiscoverU Partners & Participants		
<p>Opportunities for Ohioans with Disabilities (OOD) Job readiness training is designed to provide paid work experience to adults while at the same time developing work habits that the business community values. DiscoverU computer lab is open to job seekers for online job searches, mock interviews, developing resumes, and applying for jobs. OOD Counselors utilize DU for meetings with job seekers and JobFusion staff.</p>	Total number of OOD participants	1
	Total number of OOD Counselors	2
<p>Transition Services Working with area high schools, the DiscoverU staff teaches generally-accepted work conduct to the staff and students to begin developing the habits employers seek in employees. Students have the opportunity to experience an evidence-based curriculum, as well as actual work experience with business partners located in River Valley Mall in Lancaster.</p>	Total number of Students	22
	Total number of School Staff	8
<p>DiscoverU Tours and Orientation DiscoverU is an innovative training and employment model developed by Fairfield DD for adults with disabilities. Those interested in learning more about the operation and services can schedule a tour with DiscoverU staff.</p>	Total number of Participants attending tour or orientation	28
<i>Total number utilizing DiscoverU</i>		61
<p>River Valley Mall Business Partnerships DU has built 14 business relationships with River Valley Mall businesses.</p>	Total number of Businesses partners this month	2

Section 6: Adult Services QIP Goals

2.5	Increase employment outcomes that directly link to a person’s interests.	Three job seekers found employment that matched their employment goals through OOD. Joey and Donovan had Stock as their Employment Goal, while Michael had Customer Service. All three obtained positions at HomeGoods stocking and organizing merchandise coming in through their Back-Stock area and putting items out on the floor where they may assist customers when needed.
2.10	Offer training to transform a community that values individual’s differences, and promotes progress, growth and independence.	A discussion was held with 3 agency providers on: <ul style="list-style-type: none"> • The Excellence Network • Provider supports through FCBDD • Best Practices
3.4	Enrich the Artist in Residency Program at 150 West Main, ensuring an integrated artist community.	The professional development workshop in October artists learned about how important the role of social media can play in the arts as well as how to protect themselves by understanding the “fine print.”
3.5	Offer and support internship opportunities that build a foundation for employment through partnerships with Fairfield Medical Center and Project SEARCH, 150 West Main, and at the River Valley Mall through DiscoverU.	There were 8 students at FMC-Project SEARCH and 2 adults at 150 West Main. The Project SEARCH students are completing their first rotation of three. The two participants at 150 West Main are continuing internships with one due to complete in November.
4.7	Build quality among provider partners through training, technical assistance, outreach and support aligning with Community & Employment First.	A discussion was held with 3 agency providers on: <ul style="list-style-type: none"> • The Excellence Network • Provider supports through FCBDD • Best Practices Training occurred with 1 agency provider on: <ul style="list-style-type: none"> • Daily documentation • Rule requirements of documentation • Outcomes, Action Plans and Action steps
4.8	Facilitate a Business Advisory Council involving local businesses to share	Business Advisory Council met and discussed the job seekers currently in

	information and gain input for increased community employment success.	job development. In addition, new businesses, including Planet Fitness, were discussed. It is still unknown which business will be taking the place of Elder Beerman in the River Valley Mall, but the General Manager from EB was retained by the new business and JobFusion is confident that relationship will continue forward.
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Artist in Residence

Pamela Whiteley

This month was spent exploring opportunities for new studio space in our community. Working studio space continues to dwindle with the growing business at 150 West Main. I met with John Watson, Executive Director of Habitat for Humanity about the new artist in residency they're developing. Not only was he able to get an understanding of what we do but was able to share their plans in developing the Miller Building. I have also reached out to our neighbors at the Keller Market to talk about their vacant space.

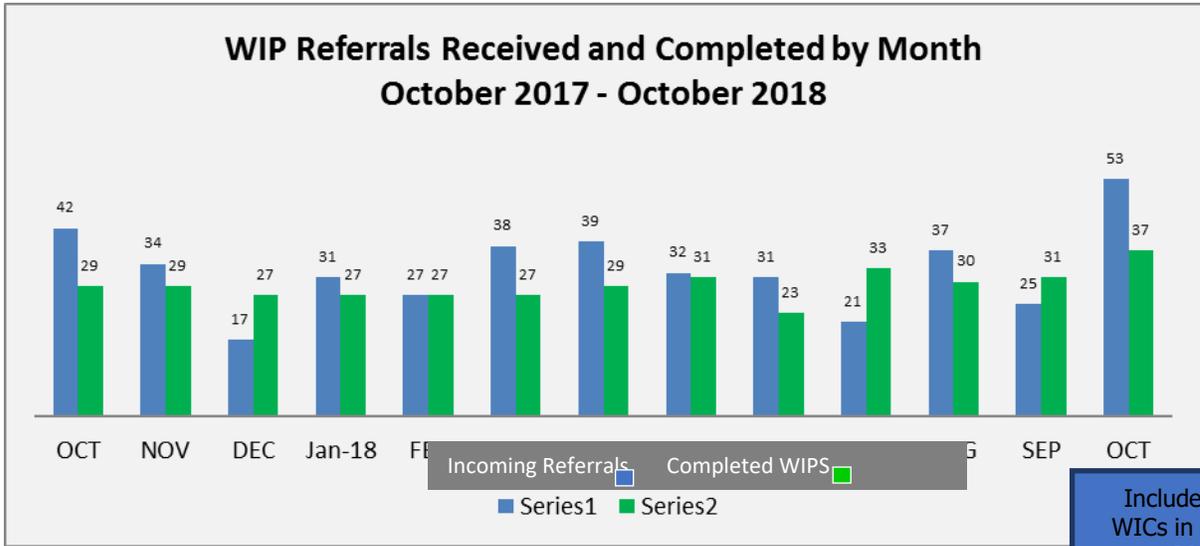
Artists were challenged to research their favorite exhibiting artist at the Cultural Arts Center in Columbus. They were asked to present this artist to the group. Next month, we're heading to the exhibit, so they can enjoy these works in person. The gallery discussion will revolve around the elements of art, another studio topic from this month.

The professional development workshop in October brought in some new faces. Artists learned about how important the role of social media can play in the arts as well as how to protect themselves by understanding the "fine print."

Benefits Consultations/Analysis

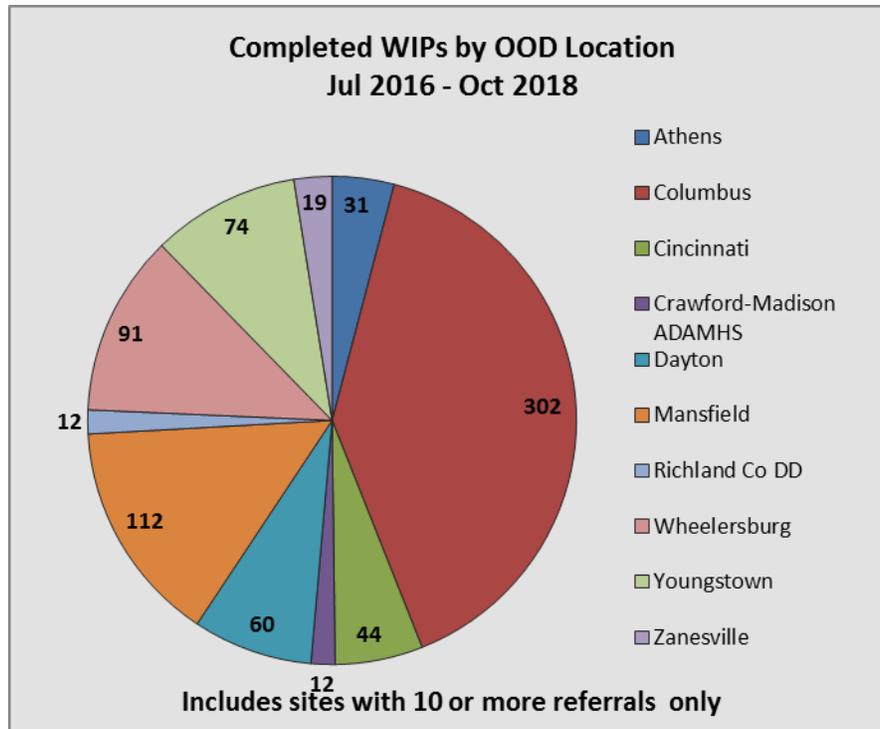
Darenda Geer

During October 2018, 35 Bureau of Vocational Rehabilitation/Bureau of Services for the Visually Impaired (BVR/BSVI) flat fee Work Incentive Plans (WIPs) were completed at \$321.25. Two Work Incentive Coordination (WIC) services were completed for a total of \$329. The monthly billing for October is \$11,572.75 and the year-to-date billing (2018) is \$100,071.25. Fifty-one WIPs and two Work Incentive Coordination (WIC) referrals were received in October. Currently there are 39 referrals from BVR pending WIP service at \$321.25 each and two WIC referrals pending beginning at \$300 each. WICs are paid in increments of \$7 (for a credentialed WI Practitioner) for every six (6) minutes spent working with the various agencies and clients to resolve issues relating to disability payments, health insurance, etc. To date in 2018, 23 WIP referrals have been canceled by OOD prior to completion of the report due to withdrawal of, or no response from the client before the Authorization end date.



Turn-around-time (TAT) from receipt of referral to completion of WIP/WIC for October reduced to 22 days.





Along with the completion of 34 WIP/WICs, I consulted on 41 e-mails or calls from former clients, Fairfield Co BDD, OOD and DD counselors regarding concerns, issues or questions regarding the client's employment, health insurance, STABLE, trusts, housing and work incentives. I met with 12 clients, OOD, SSA and JFS in my office or at a location near them. In my new role as an Ohio Senior Health Insurance Information Program (OSHIIP) Volunteer Counselor, I counseled 23 individuals regarding various type of Medicare coverage to include those I receive WIP or WIC referrals for who are Medicare eligible.

Completed two WICs in October. One of those was a successful attempt to gain waiver approval through Social Security for an individual's overpayment and to place them in immediate critical pay status for re-start (and back pay) of their SSDI benefits. This WIC will be on-going through November to ensure completion of the waiver approval process. The second WIC was to determine for an individual if Social Security was accurately deducting funds from their SSI benefit in which they were.

OOD has authorized new WICs for the one repeat and one new individual to continue through November to resolve various issues. Issues include but are not limited to disability benefit overpayments, enrollment in incorrect health insurance, and the potential use of Subsidies or Special Conditions. Coordination involves working not only with the client, but various agencies such as SSA, JFS, OOD, Medicare, Medicaid, a client's employer, and family members.

I supported a new Work Incentive Practitioner employed at Deaf Services Center in completing her WIP package to complete her Cornell WIP certification.

Educational Services

Jodi Blais

Planning – QIP

1.5 - Provide opportunities for families, providers, and professionals to gain information on ways to support children’s development utilizing assistive technology at home, at school and in the community.

Lead: Lori Burns, Ancillary Coordinator



On October 26th, a Tobii Dynavox training, focusing on features and basic programming for Snap + Core communication software was conducted at Forest Rose School. Two groups of staff were trained in 1-hour sessions. Megan Rowles, along with an Ohio University student who was shadowing her, provided the training. **Seventeen** staff members attended the training and can now better



support the communication needs of students within Forest Rose preschool and school age classrooms, using 5 school-owned dedicated AAC devices and 4 iPads with this specific software. Additionally, 2 individual students have a personal AAC device with this software and 1 more is in process for Medicaid approval.

After learning about the services offered by May We Help, at a booth while attending the School Based Professionals conference in early August, Lori Burns contacted them at the beginning of the 2018-2019 school year to inquire about ideas for equipment to assist the students at Forest Rose School.

Founded in 2006 in Cincinnati, May We Help is a non-profit, volunteer organization that creates adaptive devices for individuals with disabilities whose needs cannot be met by a device in the marketplace. In 2015 May We Help expanded to Columbus. The members of the Columbus Chapter include engineers, craftsmen, and other talented individuals who volunteer their time and knowledge to create customized assistive or adaptive devices for central Ohio residents at no cost to those they are helping.

Doug Cohen, the lead volunteer for the Columbus chapter met with Lori Burns, MS, OTR/L and John Wagner, PT to discuss assistive technology needs and to try to come up with solutions. As a result of the meeting, an elbow support to facilitate self-feeding for an individual student was made, and a pool float and

sensory chair to support the needs of several students at the school are currently in the works.

This is a fantastic partnership and we want to make sure others are aware of this wonderful organization.

2.7 - Establish a Parent Advisory Council at Forest Rose School that aligns with the "Step Up to Quality" program to provide parents an arena to share information and discuss challenging issues their children face.

New Lead: Jodi Blais, Director of Educational Services

Our first meeting is scheduled for November 15th from 9-11am. I have had 10 responses from parents planning to attend and two others who indicated they would like to come but need an evening meeting due to their work schedules.

3.2 - Provide Forest Rose School transition-age students with preparation for living and working in a 21st century global community.

Lead: Cathy Hunter, Supervisor of Student Services

Senior class students from FU continue to attend art therapy classes at Fairfield Union High School. The senior class also does all our weekly shopping for groceries. We are currently seeking a new opportunity with a church or other agency to stock shelves for food pantries or sort and hang clothes.

4.1 - Increase opportunities for Forest Rose School students to participate in meaningful ways in their home school districts and communities by increasing community-wide capacity and capability for including all children in public schools and beyond.

Lead: Jodi Blais, Director of Educational Services

Theresa Nixon came Friday to provide a wonderful 3-hour training on the new IEP form and changes. With nine feeder districts it is important that we are on the same page as the rest of the county.

Some teachers from Lancaster are scheduled to come in to observe our classes and learn about assistive technology equipment. We are transitioning a Kindergarten student back to her district (BU) and beginning a possible shared enrollment with an older student who is also returning (LCS). A ten-year-old is ready to return to A-C but it may take more time to successfully accomplish this.

Preschool and School Age:



We had a wonderful Halloween party planned and provided by the FUHS Key club members. Most classrooms dressed in a theme. Here is the Senior class dressed as dominoes. Rachel Smeltzer, advisor for the club, brought 25 club members who dressed up, trick or treated with the children and then provided multiple activities and games for the students to participate in for the morning. This is the 3rd year they have partnered with us. The Fairfield Union students were so excited to be here and enjoyed the day as much as our students did!



Four staff members are attending OCALICON (the Ohio Center for Low Incidence Conference) for three days this week. A teacher, an aide, the Resource Room Instructor and our Speech -Language Pathologist. This is an exceptional

conference regarding students with low incidence disabilities (like Autism Spectrum Disorder).

In December, the Junior Room and Senior Room teachers, one of our behavior specialists and the Supervisor of Student Services will attend a training together on De-escalating Meltdowns and Diffusing Explosive Behaviors in Children and Adults. We have had a few older students who are very physical in their behavioral responses. We have been meeting as a team more frequently for these students as we work to get the conditions right.

We are very excited about the 28 volunteers from throughout our agency who are planning a Pioneer Day at the school on the 20th of this month. More to come in next month's report.

Early Intervention:

Rebecca Nixon

Early Intervention is currently providing services to 160 families in Fairfield County. In October we received 9 referrals from Help Me Grow and 7 children transitioned out of our program.

The Fairfield County Early Intervention team

This is one outstanding group of providers! As the DD supervisor, I often refer to them as "Road Warriors". They are out driving to meet families in their natural environments. The only time we are together is for our two-hour meeting on Tuesdays. Families are fortunate to have their commitment, their skills/talents and their hearts for serving. A big thank you to Rachel McCoy for taking this fantastic photo 😊



John Wagner-Physical Therapist, Judy Jones-Physical Therapist, Tammy Townsend-Service Coordinator, Karen Wideman-Speech Therapist, Carol Sayre-Developmental Specialist, Lindsay Lee-Developmental Specialist, Patty Williams-Speech Therapist, Christina Shaw-Occupational Therapist, Cindy Bauers-Service Coordinator, Angel Springer-Developmental Specialist, Shelly Wright-Service Coordinator, Margie Partridge-Help Me Grow Supervisor, Melissa Sherrer-Developmental Specialist, Tiffany Wilson-Help Me Grow Contract Manager, Rebecca Nixon-Early Intervention Supervisor

Recycling Committee

FCBDD will join the Institutional Recycling Program of Fairfield County in January of 2019. It provides containers and weekly recycling pickups every Thursday to government facilities in the county (free of charge).

Each recycling team member will take the lead to ensure their own building's inside containers are emptied into the outside container on a REGULAR basis.

We are developing a mission, a logo and a 10-15-minute recycling video for all the staff to enjoy. 😊

Human Resources and Operations

Cindy Hillberry

During the month of October, the Educational Aide position, Individual Support Coordinator, and Planning Coordinator positions were posted. Interviews were scheduled for the Educational Aide position in November. Rachel was part of the new recycling committee's first meeting and is helping make plans to go forward with recycling schedules for all our buildings. The wellness committee met this month and they are working on plans for lunch and learns for 2019 as well as newsletters and other activities. Cindy has been busy assisting the Culture of Engagement with 30-minute trainings and other activities. She continues to work on the county-wide committee to work on recruiting retention of employees. The county just completed open enrollment and Cindy and Rachel assisted our employees with questions and getting information submitted on time.

Positions posted: Substitutes

Positions in the process of being filled: Educational Aide - PT (FRS), Planning Coordinator (QA), Individual Support Coordinator (SSA)

Positions filled: Educational Aide (FRS)

New Staff in October



Kathleen Carlson, ISC

Highlights from the October FairfieldDD In Focus

October 20th was the 7th annual Tribute to Our Heroes event to raise money for the Wounded Warriors Project. In just 4 hours they raised \$4,000!

Congratulations to Cathy Jumper for all of her success on this event and thank you to the awesome volunteers, local law enforcement and fire department, Ohio State Highway Patrol, Lancaster Mayor, Ohio Representative Tim Schaffer, Steve Rauch, Pastor James Dexter, Audrey Grabbans, Craiglow's DJ Service, all our vendors, Paws and Claws animal encounters, friends, family, coworkers and neighbors!

We shared Halloween tips for being sensitive to trick or treaters who may have a disability.

We shared photos from the Forest Rose School Fall field trips Art and Clay Fundamentals of Drawing classes were announced.

A thank you to all staff who contributed to the Buddy walk this year. Kickin' it with Ky raised over \$600 for the NDSS.

Operations and Maintenance

Kevin Rigsby

Thanks to Board approval, we are moving forward with replacing the cooling tower at Forest Rose. The tank has been ordered we will keep you posted on the status of the project. Don't really want to mention this but we are preparing for the coming snow removal season. We are continuing the search for additional space and/or remodeling our current locations for our growing agency. We are continuing our efforts to look at new ways to lower our energy costs, while maintaining great customer service and a safe and clean work place for our staff and the people we serve.

Business Development & Gov't Relations

David Uhl

Community Involvement

We were able to attend 14 different community events this past month, including events with the Lancaster and Pickerington Chamber, United Way, the County Guardian workshop, and meetings with the 33 Development Alliance. We also met with Deb Connell to discuss this year's participation in the Lancaster Festival, as well as to plan for next year. Finally, we met with County Economic Development Director Rick Szabrak to provide technical assistance on a project the organization is working on.

In addition, our 14th Community Leader Bus Tour took place. The tour elicited great feedback and comments from participants, and we already have people interested in the next tour in March. We were a small (5) but scrappy bunch this tour, with the executive director of Destination Downtown Lancaster, a management/leadership consultant, a local attorney, a business owner, and a sheriff's deputy joining us. 5/5 people reported learning something new about Fairfield DD during the tour, and here are some of the comments from the evaluation:

The best thing about the Community Leader Tour was:

- Seeing and understanding the positive impact on the young people working at FMC. Also, understanding Art and Clay's mission.
- Seeing the Project Search kids in action

- Learning how involved DD was in the Community. I had no idea the guy at Charley's that I see every month was involved in your program.
- Being able to physically see the relationship that Fairfield DD has with local businesses/industries.

Leadership Development

As previously reported, a sub-group of the Senior Leadership Team has been meeting to discuss and plan training sessions for the Extended Leadership Team beginning in January. This group has selected a management consultant to work with us for the first 6 months of 2019. We have added Extended Leadership Training as a QIP goal for 2019 and plan to address topics including communication, management vs. leadership, and setting expectations with employees. Further, we will train on each of the Q12 areas that were discussed during the Board Training. This is a great opportunity to ensure that we are equipping our management team with the skills they need to engage employees in a positive and meaningful way.

The 3rd session of Emerging Leaders 2018 went very well. Matt Wideman, VP of Fairfield Federal led a great presentation and discussion on Crucial Conversations. Angela Krile with Krile Communications discussed mindset and how a growth mindset is vital to overall success in work and life (as opposed to a fixed mindset). Here are some of the responses to the survey from the most recent class:

- I really enjoyed the Crucial Conversations book. It not only changed the way I will face crucial conversations at work but in my personal life as well.
- I really felt like I gained more knowledge and tools about having crucial conversations, which I will be able to use daily.
- I really enjoy the personal stories that relate to the sessions.
- The informal set up and conversations with Angela and Matt.
- Learning not to fear having critical conversations and how to do so.
- I really enjoyed the Mindset book. I didn't get through all of the sections, but plan to do so when I have some extra time. Especially the relationship and parent/teacher sections.
- The thought-provoking information as a whole, just generally thinking differently.

In addition, Matt Wideman asked that I come and present QBQ! The Question Behind the Question to the Senior Leadership Team at Fairfield Federal. We consider this a trade, since he comes and presents to our ELP. I had a chance this past month to discuss personal accountability with the President of Fairfield Federal and their senior team. It was well received, and we are glad to have such a positive partnership with a great community-minded organization like Fairfield Federal.

SROI

Art & Clay on Main and Square Seven Coffee House are now Social Impact Validated Businesses through the Better Business Bureau of Central Ohio and SocialVentures. We have placed these seals on the doors at 150 West Main and placed plaques on our counters that discuss our social purpose and the fact that we are now social impact validated.



What does all of this mean? From Social Ventures: "It means that SocialVentures reviewed and confirmed the accuracy of social impact and as such, BBB and SocialVentures confirm that you can trust your purchases are advancing this stated impact."

In other words, it means that what we say our impact is been validated by these outside (and reputable) entities. This is the journey we have been on for the past year with the pilot project through SocialVentures. We have helped to develop an objective way to prove/measure social impact and ROI. Now, this model will be tested and rolled out across Central Ohio as the way to show customers, funders, and communities how social enterprises are truly impacting the communities they serve. No longer do people just have to take our word for it. This accreditation-like process proves that we are having an impact in our stated areas (training/employment for people with disabilities and community development).

From here, we will take part in surveying/testing/evaluating the model. The project is not finished as of yet, but the major work of developing a model and framework is complete. I expect we will remain involved with this project for at least the next 6-12 months as validation efforts continue.

Social Enterprises

It's the most wonderful time of the year...and the busiest. As you will see in Mitsi's report, the holidays are here. Stop down and paint from our 2018 Christmas Collection. We promise...YULE LOVE IT.

Art and Clay on Main and Square 7

Mitsi Clark Niceswanger

Art & Clay - October brought in more Fall painters than ever before. To meet the demand, we did a higher volume of ordering pumpkins, gourds, ghosts, and witches than in the past. We did so well, that we have very few items left for the "Thanksgiving painters". But that's a good problem to have, since most people coming through the door right now, are ready to paint ornaments!

Speaking of which, we began turning over the store ON Halloween, so that on November 1 we had a full line of ornaments, vintage trees, cookie plates, winter themed mugs, Christmas luminaries and Santa figurines. We've been getting calls and messages on Facebook for weeks now, from customers wanting holiday items to paint. So, the new items are much anticipated. We are going with some vintage pieces, some of our most popular pieces, mixed in with the hottest new items of the season. Our elves (aka staff artists) have been working hard to create all the samples for customer inspirations. We even had a staff painting event one Sunday evening, and we each painted a few pieces in an attempt to knock some off the list. We got pizza, played Christmas music, and painted until we ran out of ideas. With over 4 dozen NEW items this year, it was a big help to have this after hours gathering. We don't take for granted that our staff is so invested in our success that they want to help even after hours.

With sales increasing significantly over the last several years, each holiday has gotten bigger and bigger. This year, we added 24 additional seats, to help accommodate weekend crowds. Thanks to Kevin, Scott and Jim who helped us move heavy wet clay equipment to the basement and helped us assemble all the new furniture. The room was ready to go on November 1!



2018 Destination Downtown Lancaster's Annual Window Contest is on! This year's theme is "A Homespun Christmas". We added the phrase to our featured artwork in the main window and adorned the store with handmade flags of Christmas prints, used vintage bulbs of string lights, and used handmade displays throughout the store. We added gold KEY ornaments to the window

display of ornaments, to accentuate our installation: "The KEY to a HOMESPUN CHRISTMAS is handmade gifts from the heart". Don't forget to vote for us!!



Square 7 - Our transition menu (Fall to Winter) includes the very popular Caramel Apple Latte, Pumpkin Spice Latte and Frappe, and now the very new Maple Cinnamon Latte and the always popular Peppermint White Hot Chocolate and Mocha. Come in soon to warm your holiday heart!

This past month also brought the successful completion of Paul's internship with us. Two new interns are beginning in the next few weeks, and they will be welcomed additions to the staff as we work through the very busy Christmas season.

Services and Supports

Wendy Ricker

Program Enrollment

Total Enrollment for the Program

1237	+13
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Waiver Enrollment

Individual Options

219	+2
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Level One

211	+1
-----	----

SELF

36	-1
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Remaining budgeted Waivers to dispense for 2018

2 left (LOW)	
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Waiting List

Transitional Waiting List—effective 8/31/18 with changes based on outcomes of waiting list assessment

560	
-----	--

Current Needs Waiting List – effective 9/1/18

8	
---	--

Locally Funded Services

Individuals in RSS home

\$38,537.60	\$0
-------------	-----

Title XX

\$28,828.80	+\$28,828.80
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Individuals with personal assets or pending waivers

\$104,867.69	+\$13,147.24
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Individuals in a Nursing Home (only 1 person now)

\$39,030.66	\$0
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Individuals who have redirected their budget

\$3,900.00	\$0
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Family Support Services and Summer Scholarship Program

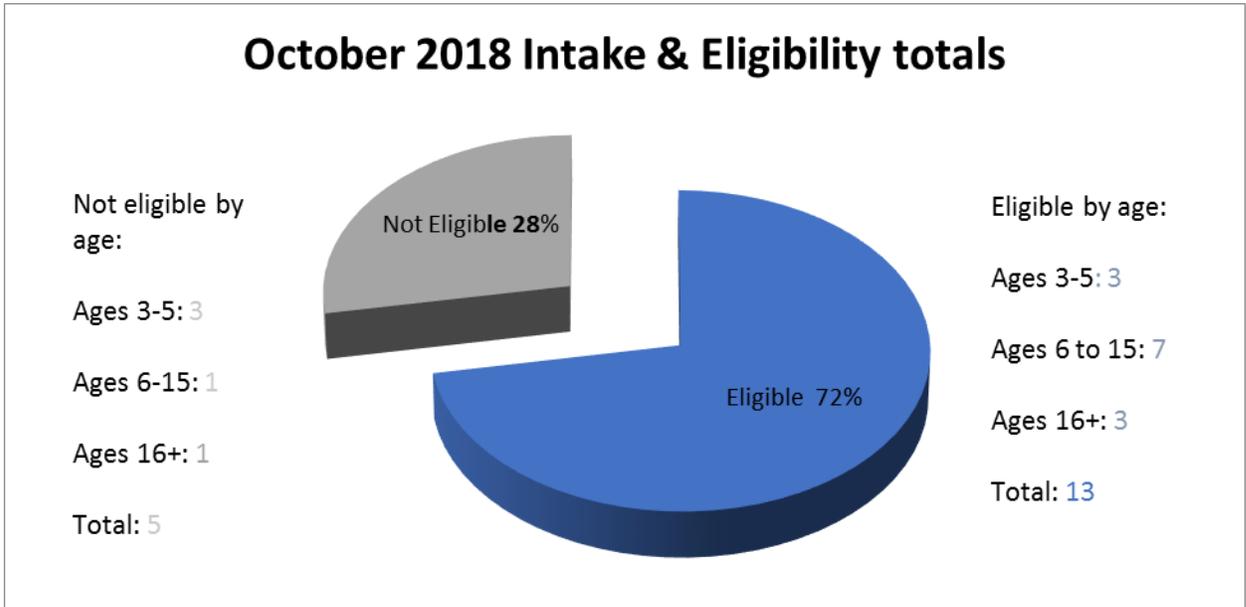
As of November 9th, families had utilized \$34,106.25 of the \$35,000 allocated for the Summer Scholarship Program. The deadline for the use of Family Support Services funding ended October 31, 2018. There were a few special circumstances

The deadline to request use of allocated Family Support Services funding for 2018 was October 31st. Five hundred eighty-nine families are currently eligible for FSS and \$217,554.33 in funding has been requested by families this year. This is comparable to the \$224,084.73 of funds used to support families in 2017.

Introduction and Eligibility

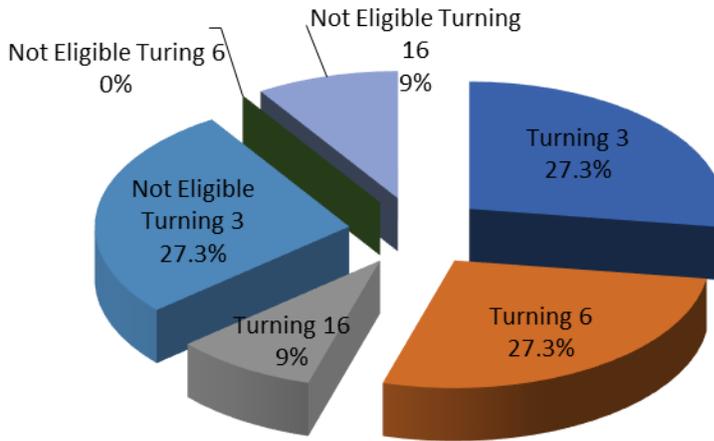
David Baum

The intake department completed 26 cases in the month of October. There were 3 re-determinations and 5 community referrals that were not determined eligible/ineligible due to either not following through, not having a qualifying diagnosis, voluntarily withdrawing from the process, or moving out of county. Therefore, a total of 18 individuals were assessed and determined eligible/ineligible for the month of October.



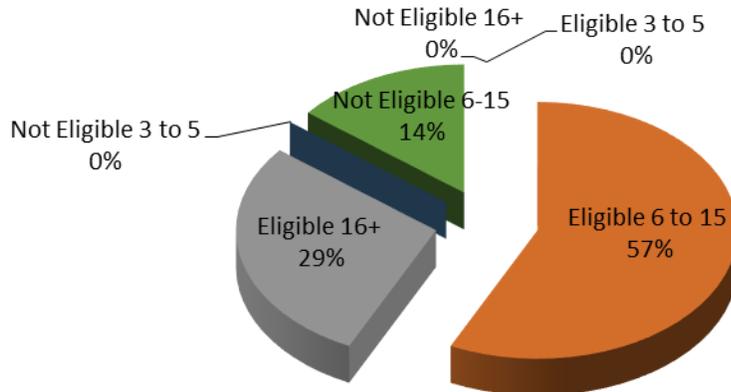
11 individuals had their eligibility re-determined due to their age changing (Turning 3, 6, or 16). 7 of these individuals were determined eligible (3 age 3, 3 age 6, and 1 age 16). There were 4 people (3 age 3 and 1 age 16) who were determined ineligible.

October 2018 Eligible/Not Eligible Redeterminations



October had 7 community referrals. 6 of them were determined eligible (4 age 6-15, and 2 age 16+). 1 community referral (age 6-15) was determined ineligible.

October 2018 New/Community referrals: Eligible v. Not eligible by age



October brought a total of 7 new/community referrals. Eligible: 6 Ineligible: 1

Employment

At the end of October; there were **117** individuals who were employed in the community. For the month, 3 people gained employment. A total of 4 people left and/or were let go from their community employment positions. October

also saw 4 new referrals to OOD (BVR). October had a total of 40 active OOD/EF adult cases at the end of the month.

December 2017	Jan. 2018	Feb. 2018	March 2018	April 2018	May 2018	June 2018	July 2018	Aug. 2018	Sept. 2018	Oct. 2018	
# of individuals working in the community	120	116	119	116	116	111	112	112	116	118	117
New Referrals to BVR/EF	5	2	2	3	1	2	1	3	3	3	4
Active BVR/EF cases	51	45	41	46	53	55	54	56	45	43	40
Successful closures	4	2	3	1	2	0	0	0	2	3	2

Individual Support Coordination

LaTisha Bloom

QIP 1.11 – Provide ongoing assistance to staff, individuals, families and providers in using the Imagine System Tool to create meaningful outcomes.

The QIP met at the end of October to further discuss the goal of moving towards a more paperless process that will streamline our ISP delivery and encourage providers to utilize the online Imagine System. During this discussion we met with DODD to hear how other counties have moved to this type of paperless ISP delivery method and how we could implement that in our county or use their experience as a way to develop our own process. The QIP group discussed a couple of different options from this and ways that we can assist providers with moving this direction; such as trainings both in our county, at the state building, and via Skype with DODD. This would be a process moving forward and we discussed the importance of giving providers time to get training and prepare for this change. We also discussed how to inform them of the change coming so that they are well aware ahead of time and know what to expect.

Individual Support Coordination

Lois Everitt

QIP 2.4 – Encourage Person-Centered thinking and planning through support, training and integration of these practices.

Recently ISC’s Amber Dille and Shelly Schoen from Team Office Space Gangster’s attended the 2018 Synergy Conference that occurred October 3-5th at Kalahari Resorts in Sandusky Ohio. The Synergy conference was PAR and OSDA coming together to become one and bringing a cross section of Stakeholders together.

Amber stated, "The conference left me feeling energized and proud to do the work we do! There were so many people from all aspects of the field (superintendents, directors, SSA's, individuals, advocates, providers, etc.) and everyone came together to learn more as people supporting people. Two of my favorite sessions were: Building Resilience by Understanding Trauma with Sarah Buffie and Creating a Culture of Coordinated Support with Johnathan Martinis. Sarah Buffie provided an interactive session where she presented the REFLECT, HONOR and CONNECT model when providing support to individuals that have experienced trauma in their life. Johnathan Martinis very passionately spoke about supported decision making in programs and services for people with developmental disabilities, having more choice will lead to better lives and dream inspired planning. The atmosphere was inspiring to be around, and I am very thankful for the opportunity to attend!"

Great things happening

The 168th Fairfield County Fair has come and went but it is one that HB will remember for a long time! She entered 14 different exhibits into the fair and received 8 ribbons. She is most excited to tell you about winning Second place ribbon in the Beef Cookoff! She prepared "Smokey Cheddar Bites". She also received a 2nd place for a metal snow tree, a wood burning project and 3rd place for a scarecrow. She received 1st place for a Blueberry Coffeecake, 2nd place for Apple Soft Cake, 3rd place for Apple Crumb Topping Pie and Decorated Vegetable. Congratulations!



Individual Support Coordination

Teresa Scarpitti

On Friday, October 26, ISC Laura learned that a man she is ISC for had to retire from his job because he no longer had the stamina to keep working. At the same time, being home more made him miss his beloved bird that died last year. Laura went back to the office and sent out the following email to her fellow ISC's:

Good Afternoon! I know this is a different request, but I have an individual that is looking for a bird. He would love to have another love bird but would also take a cockatiel. His little bird slept, watched T.V. and ate with him. Peaches

was his best friend. He is a great guy that lost his bird and has been looking for another one to love for over a year but can't afford the ones in a pet store and would love to do a rescue. His bird was extremely well taken care of and vetted. He just stopped working and is home a lot and misses his bird dearly. If you know of anyone who has one that wants to rehome or know of a shelter that has them, please let me know!!!! Thanks! Laura

That evening, ISC Dawn sent Laura an announcement from the Columbus Humane Society that there were approximately 250 birds that had been seized from an animal cruelty case and were now available for adoption. The birds included cockatiels, lovebirds and conures and adoptions fees ranged from just \$30-\$40 a bird. Laura passed the information on to Donny right away and he contacted the Human Society the next day and is now the happy bird owner once again!

In October, Stephen Bingman went to the Steelers – Bengals game with his HPC provider Outreach Ability Services! Being a Steelers fan, he was very happy with the outcome of the game! (Picture was provided by Mirada Moreland)



Transition Services

Fairfield County, Licking County and Perry County Board of DD have been granted an In-Home Youth Respite Grant, and are working with Ohio Network Innovations (a subsidy of MEORC) and with Mt Alloysius for Program Management. The grant allows for in home respite services focused on behavior support needs for up to 5 families. The goal is work with the families to prevent treatment facility admission of their family member. The direct support staff in the homes will provide respite and behavioral support services with the individuals and be able to support the family. The Direct Support Staff will also provide instruction/consultation to the family and providers in the home to allow for continuity of services. Michaela Carpenter is the Family Support Supervisor for our county. We have worked together along with FACFC to identify 5 families to begin these services. Boundless is the agency that is providing Direct Support Staff to be in the home. Services will begin before the end of this month. We currently have 3 families in the Pickerington area and 2 in the Bremen/Amanda area that will begin services. This will be a hopeful option for families as they can

Susan Barnett

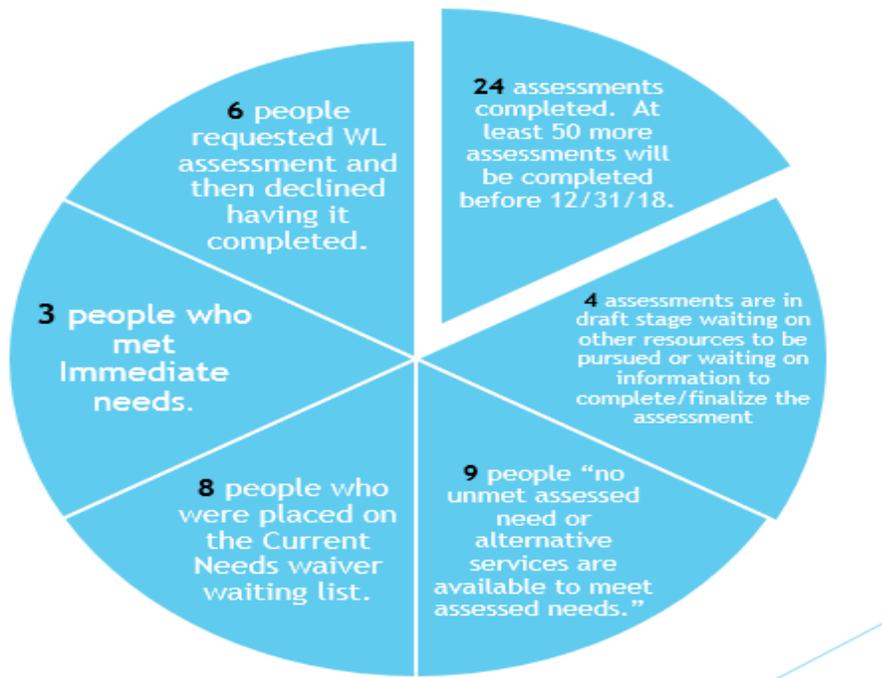
get more assistance in working with their family, providing support and relief. One family will be using these services to help transition their son home from a treatment facility. Project Search held their first Team meetings with schools, family and Supervisors from their internship site. The Open House will be on December 6th at 6pm at Fairfield Medical Center for students and families that are interested in learning more about the program.

Resource Management

Michelle Dexter

Ohio Needs Assessment outcome results through 10/31/18:

**Most requests reflected below represent assessments that have been requested since 9/1/18.



Resource Management

Joelle G., Tish B. and Michelle D. did participate in User Acceptance testing for the new Dynamics 365 Imagine upgrade coming soon.

Julie B. and Michelle D. met with FCBDD Birth to 3 and Help Me Grow staff on 10/9/18 to make sure they were all made aware of the new waiver waiting list rule and the questions that they may receive from families.

RM did have one large scale PAWS change this month. Monica C. solely took this on and did MSS/PAWS revision to 38 plans to make this a smooth transition for the new provider of record for one of our day services sites. This was in addition to Monica’s regular workload. Way to go Monica!

Cathy A. put in many hours this month in going through purchase orders (PO) to prepare for the year end. Cathy worked to reduce and close as many PO's as she could find. Cathy's efforts were rewarded as we were able to reduce and unencumber over \$50,000.00 in monies that was not going to be used by the end of the year. Nice Job Cathy!

Marketing/Community Relations

Temple Montanez

Special Olympics – Basketball is underway! Though not all games have been scheduled yet, progress is being made. Open gyms continue to run smoothly. Meanwhile, our swimmers are adjusting to their new time slot at the YMCA and preparing for their next big meet. More to follow!

Radio and TV – The TV show this month will feature Art & Clay as they are in the thick of their busiest season.

Radio this month on 90.9 FM has featured Community Integration. Most exciting – our new show on 104.5 FM The Wolf is airing on Saturday and Sunday mornings with special guests each week. Best of all – this is broadcasted throughout Fairfield, Hocking and Perry Counties as of Nov. 1. This new format is much more accessible as it is recorded with a mobile mic. In addition, we are featured on the radio website which, in turn, links to our website. So, there's no excuse not to listen! Topics are decidedly applicable to audiences with and without disabilities. Visit <http://wolfohio.com/fulfillinglives.html> to listen!

Community Outreach – Janie has hit the ground running and has been very busy reaching out to new and existing contacts. She has managed to find the time to join Kiwanis and begin working the LHS Key Club directly.

The biggest news is that after meeting with the YMCA, we are excited to announce the community dance, previously held monthly at Forest Rose School, will now have a new home at the YMCA! This community setting is more in line with our philosophy and we hope will appeal to more people with and without disabilities.

Community Relations – This month has been busy assisting the United Way with their Red Kettle Campaign and Kick Off Celebration. The next step is to encourage individuals we support to volunteer for the Army, or, if it is more appropriate, considering seasonal employment.

Special efforts this month also are being put toward assisting the Lancaster Kiwanis with their Anniversary Campaign. The club, working with Fairfield DD and Lancaster Parks, is trying to raise \$300 for a planned and approved

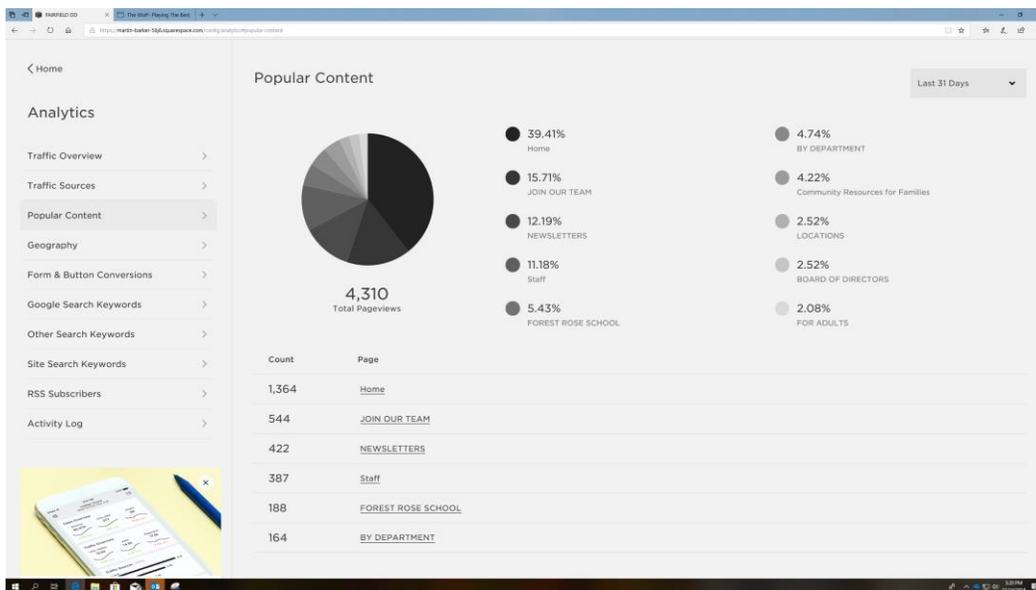
accessible playground to be built near Hunter Trace. This will be the first accessible playground in the city! The Fairfield County Foundation will match any funds donated on Nov. 27 during their 27 hour Give Campaign.

PR – Both the *Lancaster Eagle-Gazette* and *The Towne Crier* featured pictures of students at Forest Rose using Communication Devices while trick-or-treating at the school.

New brochures were designed and printed for: Early Intervention Family Event, Art & Clay to Go!, and Reference card for First Responders. A Mobile Trauma card is being designed for New Horizons currently.

Website – Updates and adjustments are always on-going, but our visitor numbers are healthy. (see graphic).

Fairfield DD Website



Mark your calendar: Fairfield Foundation's **29 hour GIVE**,
Nov 27 at 8am to Nov 28 at 1pm.
www.fairfieldcountyfoundation.org



Lyra Howard participates in trick or treat at Forest Rose School on Wednesday. The students used communicative devices programmed to say "trick or treat" or "thank you." (Photo: Photo provided by Forest Rose School)



(Photo: Photo provided by Forest Rose School)

[f](#) CONNECT [t](#) TWEET [in](#) LINKEDIN [c](#) COMMENT [e](#) EMAIL [m](#) MORE

Forest Rose students celebrate Halloween

LANCASTER — Forest Rose School children didn't miss out on Halloween fun on Wednesday, trick or treating at the school Wednesday morning.



Adalyn Hillis participates in trick or treat at Forest Rose School on Wednesday. The students used communicative devices programmed to say "trick or treat" or "thank you." (Photo: Photo provided by Forest Rose School)

The children each used communicative devices that had buttons programmed to say "trick or treat" and "thank you." In addition to school employees, Kiwanis Key Club Members from Fairfield Union came out to help with the parade and set up games for the children in the cafeteria.



Aaron Mowan participates in trick or treat at Forest Rose School on Wednesday. The students used communicative devices programmed to say "trick or treat" or "thank you." (Photo: Photo provided by Forest Rose School)

Quality, Innovation, & Planning

Ray Schmidt

Remote Supports/Adaptive Technology

With the award of the Remote Supports grant we are investing a great deal of time into developing new concepts to promote these supports. Ray attended the first Disability Cocoon conference in Cincinnati.

This was a great conference, located at the American Sign Museum (a very cool location to start with). It provided opportunities for experts to discuss using remote supports in a positive way, and vendors who had some real-world experiences to share. As we discussed in our board training earlier this month, many of the vendors are moving



beyond cameras as their primary monitoring method. Most are using a combination of sensors paired with behavioral mapping (understanding what an individual typically does) to detect those times when an individual is straying into a behavior could be a concern or warrant more intervention. This is a field that is growing dramatically; new sensors and more creative solutions are being developed at an amazing pace.

We also had our first meeting with the leads from all grantees with Director Martin last week. All the organizations were doing some really creative things to help break down the barriers to using remote supports. We spent a lot of time talking about the challenges to using remote supports, whether they come from the individual, their family, their existing provider, or even their ISC. We're excited about the possibilities of this grant and what this new information can do to help people lead more independent lives.

Karissa Carpenter

This month we also say goodbye to Karissa Carpenter, who has accepted a position in community outreach for Fairhope Hospice. Karissa served us in several roles including HR, payroll process, and of course, Strategic Planning. We know Karissa will do well in her new role and we wish her the all the best as she begins her new challenge!



Nao Robot

The Students at Ohio University are coming along well on their project to help us develop software for our robot! Last week they did a presentation of their work so far. They have developed a couple of simple programs, including the ability for the children to tell the robot to go to sleep, and wake up, on command. Now they're programming a couple of children's stories, and then they start on the bulk of the project, a flash card program our teachers will be able to use to create an infinite number of lessons the robot can teach. As always, we're excited about the technology, but even more so for the college students involved as they discover that their imagination can improve the life of another person.

Behavior Supports Training

Most of the students at Forest Rose are there because their home school districts find it difficult to serve them well. For some, it involved behavior support. Our desire is to equip our



staff with all of the knowledge they need to work with even the most challenging of students. We met with school staff this month, and we're now working to find a curriculum we can use to help our staff acquire all of the information they need.

Learning Community Agency Certification

Led by Jen Walling, Investigative Agent, our county board recently completed all requirements to be approved as part of the Justice System and Victim Services Learning Community. This certificate is part of the training for mental health first aid, one of the state-of-the-art concepts we're promoting to the network of providers in our county.