



**Fairfield County Board of DD
Leadership Team Report
July 15, 2015**

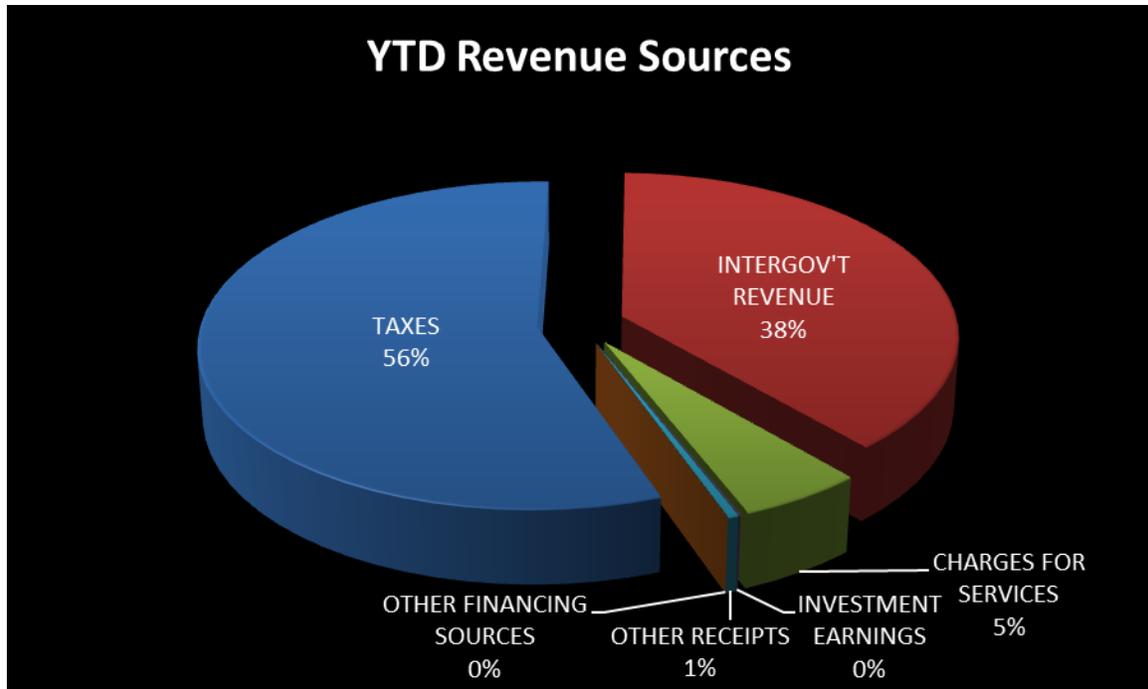
Finance

Beth Seifert

Revenues:

Revenues were approximately \$390,400 above projections.

Property Tax Revenues	335,400
Waiver Match Overpayment from SFY13	130,200
Medicaid (Adult Day, Non-Medical Transportation, Supported Employment, TCM)	-97,900
ODE	34,500
Local Districts – One on One Aide Reimb	6,000
Medicaid Admin Claiming	33,400
REM – Adult Day Services	-12,100
OODA (Community Employment, Benefit Analysis, Project Search & Discover U)	- 95,100
BWC Refund	33,200

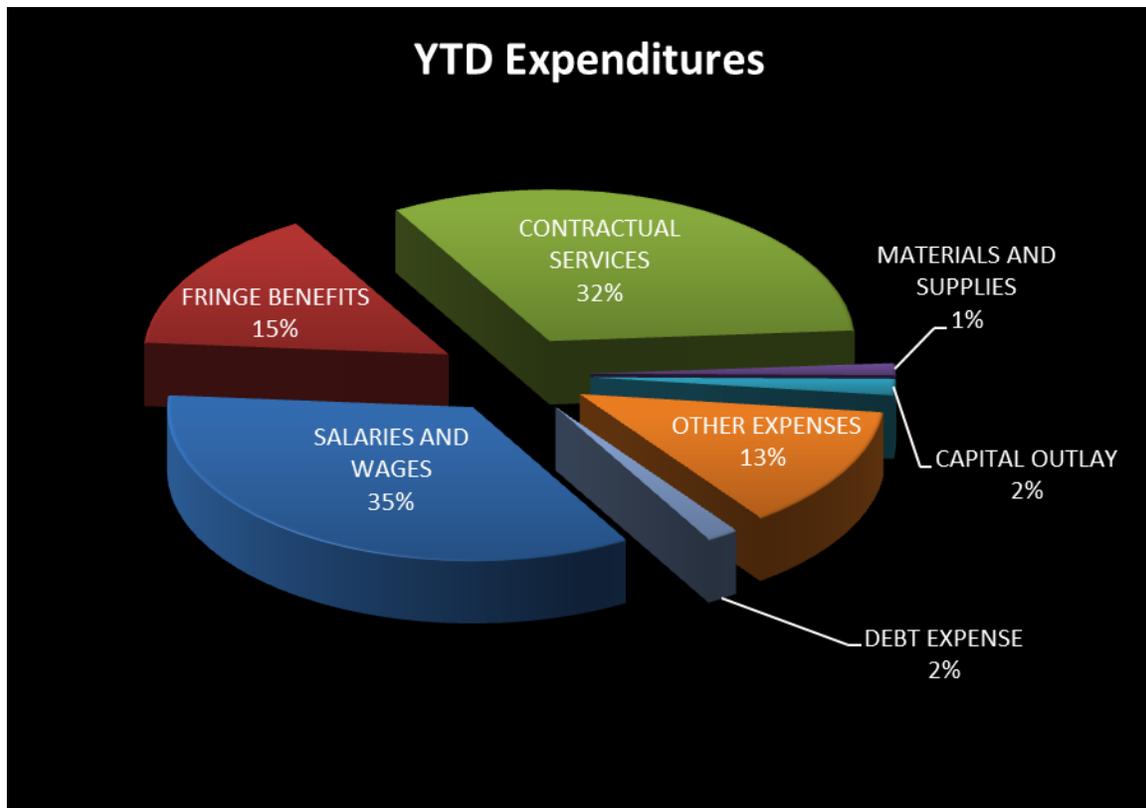


Expenditures:

Expenditures were approximately \$1,543,900 below projections. Salary and Benefits were below projections by \$542,800. Of this amount approximately \$ 360,000 is due to vacancies. An additional \$ 54,000 is related to the timing of the TEC employees becoming Board employees. The budget was set up to reflect expenses in April when in fact the payroll expense did not post until May. In addition, worker's compensation is expense \$39,000 under budget.

Non-wage expenditures were \$ 1,001,100 below projections.

- Contract services accounts for \$422,700 of the variance.
 - Therapy Services \$ 74,000
 - Purchased Property Services \$ 73,700
 - Purchased Housing \$37,900
 - Purchased Provider/Transportation Services \$59,900
 - MEORC TDD Services - \$50,800
- Waiver match and admin fees are under budget by \$247,000.
- Both the supply and capital accounts are under budget \$109,100 and \$149,400 respectively.
- The Bridges match payment (\$80,000) was budgeted to be paid in March; a partial billing was received in April in the amount of \$42,600.



Educational Services

Jodi Blais

Preschool and School Age:

We are so pleased to welcome Haley Paige Ashton who is working with us this



summer. Haley is part of the Teen Works program through Job and Family Services. They pay her hourly rate and we provide some job experience. Haley used to go to Logan Elm but will attend Lancaster High School in the fall entering 10th grade. She has aspirations of becoming a dermatologist in the future.

With staff and students gone for the summer we are working on painting a few rooms and deep cleaning all the rooms. We are replacing cracked flooring in the rooms we will lease to the Educational Service Center. They are renting two classrooms and an office to house their two classrooms of Emotionally Disturbed students who have previously been served out of county. The brochure of this new program will be available at the board meeting.

We have been working with HR to interview and make recommendations regarding hiring for the positions of one on one aide and instructor assistant.

Enrollment paperwork has been sent to all students in the mail. We had an influx of preschoolers referred in the spring from Pickerington Local School District so we will start fuller this fall than we have been in the past two years.

Transportation is working on new routes.

Fairfield Medical Center's Autism Camp will be held at the school the last week of July and the first week of August.

Jodi attended an ESC sponsored professional development for two days in June regarding Differentiated Instruction. This is the information that regular educators require to effectively modify the instruction to meet the needs of all learners in the least restrictive environment.

Sensory Trail Update:

A brass plaque affixed to the front face of a large rock has been placed at the sensory trail swing set honoring the Martens Charitable Trust. The swing set, which is accessible for all, was paid for by a grant through the Martens fund at the Fairfield County Foundation.

We will be present at the Lancaster Festival Fair Day on Saturday, July 25th at the fairgrounds with the treehouse model and information about the Sensory Trail for the community.

Business Development

David Uhl

Business/Community Activities:

Fairfield DD conducted its quarterly Community Leader Bus Tour in June with 7 attendees. Many community leaders are interested in taking part in this tour, but June was a rough month with vacations, summer plans, etc. We will be taking at least one tour this fall, and we expect a large group to participate.

As always, I attended several meetings and events in the community. I also visited Pickaway DD and Miami DD as a part of superintendent development. After each visit, I brought some thoughts and ideas back that have been helpful for Fairfield DD. Finally, I met with four business leaders to discuss Fairfield DD and how we might partner together in the future.

Social Return on Investment:

I have been meeting with Vic Christopher (local CPA, community leader, and member of the Fairfield DD Financial Advisory Committee) to discuss Social Return on Investment (SROI). The process is slow but we are moving forward with attempting to assess SROI. We believe that, in the end, what we present will be very qualitative in nature, though there will be some quantitative aspects, as well. A survey was recently sent out to several key community leaders in an effort to gauge their perspectives on how A&C/S7 contribute to the community. Here is an excerpt from one of the responses we received:

"I believe Art and Clay/ Square Seven plays a vital part in the positive movement that is happening downtown. It gives individuals a reason not only to come downtown but to stay downtown for an extended period of time. I also appreciate the very unique opportunity this business provides for the individuals that Fairfield DD works to serve. It is a great place for the community to see and interact with individuals that have disabilities and I think that is good for the organization."

Social Purpose Enterprises:

Art & Clay ended the year with revenues at 160% of budgeted projections (remember, FI operates on a Fiscal Year, ending June 30). What's more, for the first time ever, Art & Clay on Main achieved revenues of over \$100,000!! It was a fantastic year at A&C and S7.

We are preparing for our 5 year Anniversary at A&C beginning July 20th. There will be live music every day beginning at 11:30 am, \$5.00 lunch specials, and

\$5.00 ceramic specials. Keep watching your email (you do subscribe to our email updates...don't you?). Check out Mitsi's report for more info on all the great things happening at 150 West Main Street.

Art & Clay on Main & Sq. 7 Coffee House: Mitsi Niceswanger

Art & Clay - June started our summer at 150 West Main with a blast!

From the moment school let out for the year, the foot traffic at 150 West Main (and our sales) continued to increase. Families enjoyed our cool new bisque ware items, and the kilns were running almost twice as much as usual, to keep up with all the completed projects. Seeing the vast number of ceramics we fired this month is indicative of our impressive end of Fiscal Year numbers. Finishing June at a whopping 60% ABOVE projected ceramic sales and 5% above our Total Revenue projection, it's easy to see that Art & Clay is thriving and bringing a strong vibrancy to the community as a downtown staple.

Our first of three Kids Art Camps, the sold out "Rainforest Exploration", took place June 16-19. Campers learned about famous artists who used the rainforest as their inspired subject, explored mediums like paper mache, acrylic on canvas board, angle-cut paper sculptures, and glass fusion just to name a few. Our July camp, "Olympus Odyssey" will take campers on an adventure through Greek Mythology.

The momentum with our adult painting classes continued to build when we hosted an eclectic group of young, old, male and female artists-to-be for "Guitar Canvas", on June 4th. So much fun, to see the inner musician "played out" in these students' images. Later in the month, we held our sold out "Family Cookie Jar" painting class. Everyone enjoyed adding their own family's personalities to our "generic" figure examples. Some did a couples' only jar, there were a few "reward" jars, and a handful of dog treat jars created. Such cute ideas played out as students inspired one another with unique creativity sharing. It's always fun for our staff to come in the day after a class and see these projects in a completed stage.



Job Fusion intern, Ryan, started work the last week of June. His abundant enthusiasm is apparent to anyone who enters the studios. He seems to be enjoying his experience at 150 West Main, almost as much as we enjoying having him! Intern Tim continues to be a tremendous asset with continuing the "spruce up" efforts we have in place as we prepare for Festival week. Come visit us soon for the unveiling of our fresh look!

Square 7 - If you keep an eye on our Facebook page, it should come as no surprise to look at our end of year numbers and see that we just finished our second year in business with food and drink revenues 30% OVER our annual projections. We are constantly coming up with fun new drinks and yummy snack options, while offering only the highest quality products.

Coblentz chocolates continue to please our customers. We recently sold out of our 4th order since April, and just placed our biggest order yet, in preparation for Festival customers. If you have not yet tried these gourmet chocolates from Ohio's Amish Country, take some time soon to stop in to Square 7 and sample these delectable treats.



Our Live Music Friday Nights were big hits in June, as we welcomed back both Zayne and Kelly, as well as an old friend from last summer – Ed Luby. Three great reasons for locals to crawl out from under their umbrellas and find some sunshine indoors at 150 West Main!

Adult Services

Kyle Miller

Adult Services – General:

Much focus this month has been on the CMS/DODD Transition plan and the funding system redesign. The numerous influences driving system change for Adult Services clearly have momentum, but little direction for how to respond. Taking a proactive rather than reactive approach, the Adult Services Management team met to review our draft “development” plan created to position us at a place to determine best practices rather than depending on the “system” to dictate to us. Additionally, we have solicited input from John and Wendy to insure that we are considering the impact system-wide so we are not operating in a vacuum. At first glance our draft outlines how we can transition our system to meet the requirements of our funding system far ahead of the deadline with the least amount of distress for the people we are here to serve. We will continue to revise and seek additional input to insure that we have included the details that will maximize the potential for a successful implementation. This planning aligns directly with Q.I.P. Commitment 6.), Action Step number three.

Similarly, we have continued to work on maximizing our employment resources by keeping the momentum to partner with our affiliates to begin job coach

services. This is a critical piece to the foundation of JobFusion Staff having the ability to be the employment experts for all job seekers. The most critical piece to the foundation of this system is insuring that we train affiliate staff to provide them with the skills necessary to successfully carry out these responsibilities. The first training was provided with two affiliates sending two staff each. The training was very thorough and well organized resulting in great reviews from all who attended. This is clearly a testament to the work that April Wagner put into organizing the training. Please see more details below in Doug's report. These practices are priorities for maximizing employment outcomes as prioritized in Q.I.P. commitment 6.) action step number four, and commitment 9.) number two and five.

Discovery training continues for staff from both the Opportunity Center and JobFusion to increase resources for the implementation of Project:Transformation. All staff at the Opportunity Center has completed the initial employment training to equip them with the tools they will need to provide services more inclusively. Collaboration with JobFusion staff continues to be instrumental in providing internships. These practices align with Q.I.P. commitment 6.) Action step number five.

The Fairfield Industries Board of Directors did not have a business meeting but did meet to continue work with "CauseImpact" staff for strategic planning. Staff reviewed results from the survey used to determine the Directors recommendations for moving forward. "CauseImpact" presented various options for directors to pinpoint the direction for FI to pursue. "CauseImpact" Staff is collecting the input from all in attendance to map out the next steps in FI's future planning.

I also had the opportunity to participate in a committee organized by the Department to review Medicaid requirements for settings where services are provided. The committee brainstormed and identified suggestions for the Department to offer guidance to providers in both residential and non-residential settings that assure that people served have full access to the benefits of their communities.

Program Services Update:

Brad Changet

QIP

1.10 Repurpose space and resources at the OC and other community locations to align with changing service approaches – In looking at ways to make some of our existing programs more integrated, The Art Rocks Studio and Blue Shoe Arts are in the early discussion stages of collaboration. The idea is that we have two staff dedicated to art, a community presence downtown, and an abundance of space at the OC. We hope to be able to combine these assets into one

coordinated effort that will allow folks to pursue their passion for art in the most natural integrated way possible.

6.3 – Determine best practices throughout the Project: Transformation project to better support people who are more comfortable with traditional Adult Services approaches and are consistent with Community/Employment First – We are using a person-centered approach to accomplish this goal. The Board has invested a great amount of time and resources to help our staff understand the importance of this practice. The ISCs and service providers are immersed in learning how to write Individual Service Plans, determine outcomes, write appropriate action plans and then implement those plans. It is critical that we succeed in changing people’s thinking away from developing programs to serve individuals and more to developing supports that allow each person to pursue their own dreams and goals for a productive life. To this end, our Project: Transformation pilot project is underway. At this time, five individuals have had initial meetings to explain the ideals of integrated services and the processes we hope to use in developing these supports. Three of those are beginning the Career Discovery process and two are nearing the end of that process.

Art Rocks

June has been a very busy month for Art Rocks Studio. Our artists have been working very hard getting ready for the Lancaster Festival Art Walk on Friday July 24th. Their artwork will be on display and available for purchase at Art and Clay on Main. The artwork available for purchase will be Water Bottle Flowers, Artist Trading Cards, Aprons, Mug Rugs, Place mats with coasters, Purses, Tote Bags, Message Bags, Chair Covers, Designer Desk Pads, Journals, Note Book Covers, Table Covers and Cork Magnets just to make a few. Please visit our Facebook Page at <https://www.facebook.com/ArtRocksStudio> to view the awesome artwork!



We have also been busy “blinging” up our studio with a new wall installation to inspire all those who want to discover their inner awesome.



Blue Shoe Arts

Each Friday, Crystal Kirkpatrick supports a small group of individuals who share a passion for art at Art and Clay on Main. She works with Pam Whitely to provide some instruction in techniques used by artists. On this particularly nice day in June, Brea, Roberta and Richie work on sketching a point of view of the downtown buildings. This group spends about two and one half hours there including time to have lunch in bustling downtown Lancaster. Everyone enjoys their time downtown and appreciates the chance to learn and improve their artistic abilities.

Community Connections

The individuals in the Community Connections area have recently adopted a volunteer project suggested to them by Julie Bruckelmeyer. A friend of Julie's from church has been donating fresh cut flowers from her garden to residents of area nursing homes. Participants will be recycling plastic pop bottles and preparing them to become vases for the flowers. In this photograph, Steve and Cindy are busy removing the labels and caps from bottles that they will then



wash and decorate with original artwork. About once per month approximately fifty of these vases will be delivered to residents to brighten their days and offer a chance for some social interaction.

Supporting Independence

We would like to share a couple of recent noteworthy events that illustrate ways people are gaining independence that will allow them to be more interactive in

the future. Many times, there are barriers that tend to prevent people from participating fully in desired activities. It takes some innovation, creativity and practice to help people develop skills and have the ability to be immersed in community life.

Zach J. recently took a trip to Chestnut Ridge Metro Park. He thoroughly enjoyed the trails as he sought out various types of wild life along with learning and reading about the different anatomies of trees. As Zach ventured about, he came across several fellow walkers and introduced himself, shook their hands and wished them a nice day. His amiable demeanor put a smile on the faces of fellow trail goers and one person even said Zach had made their day with his genuine kindness. This was a great step forward for Zach as he typically has some trouble keeping personal space with strangers and divulging too much information.



Steve W. now has a way to be able to prepare his own lunch. Previously, there



was not a counter at an appropriate height for him to adequately reach the items he needed to make his food. Through some creative thinking and technical assistance from Todd Brooks, Ryan Hunt devised a counter top that fits over a drawer that is extended from the counter space in the employability skills area. Although Steve is willing to ask people for help with things, he truly appreciates having the ability to fix his own lunch and perform other daily living tasks.

Green Machine

The Green Machine Farmers' Market is open for business. They are offering a nice array of vegetables and herbs for sale to the public. Liz Johnson is shown manning the cashier station during operating hours. The market is open on Mondays and Fridays from 11:00 to 2:00 and on Thursdays from 1:00 to 6:00.



CES/JobFusion

New Hires

JobFusion is pleased to announce that two individuals were hired during the month of June!

Crystal D. – Crystal has started her Hostess position at Frisch's Big Boy on June 6th and is doing a great job! The managers and several staff members commented that they were very impressed with how quickly Crystal learned the processes when seating guests. They also commented that she did a wonderful job speaking with the customers as they arrived, and took the initiative to bus tables when they were slow. She has also been asking to be trained in other areas which could result in her receiving additional hours.

Ryan B. – Ryan was hired by Kroger as a Courtesy Clerk on June 15th. He will be assisting customers by bagging groceries, cleaning spills and front of store areas when necessary, as well as communicating with cashiers and customers. Ryan was excited for this opportunity and has been a frequent shopper of this particular Kroger store. He will be working 17-20 hours per week with potential for more hours as he progresses in his position. His official first day as a Courtesy Clerk was June 29th. He has been able to gather carts, bag groceries, complete cleaning tasks, and put merchandise back on the shelf thus far. He is doing very well in his new position.

Two individuals have been hired during the month of June, but each will start their new job in July. Tim H. will be a new addition to the Fairfield County Board of DD Administration Office and is very excited for this opportunity. He was able to complete a Community Based Assessment during the month of May and did very well working in a reception/administrative type role.

Doug Mitchell

Jeanette F. will start her position at the Candy Cottage after the business relocates to new space in the month of July. Jeanette is also quite excited for this new position. She is currently practicing her decorating skills in preparation for her new job and cannot wait to get started. More information will come soon for both of these awesome new opportunities.

Congratulations to JobFusion staff Linda McDonald, Sarah Fries, and Amanda Cruz on a great month of new hires.

Business Advisory Council Monthly Meeting

Our Business Advisory Council (BAC) meetings have been quite productive; not only for developing contacts within the community, but also in volunteerism to our individuals in areas within job development. JobFusion has begun the planning stages in creating a Professional Dress "Career Closet" in conjunction with Job and Family Services for those who may be in need of interviewing attire. Through a BAC participant, JobFusion was able to meet with Tide Dry Cleaners in Pickerington to discuss working with them in clothing cleaning, as well as donation of clothing they have that is left unclaimed. Many participants within the BAC have expressed interest in donating their own gently used items to the Closet as well.

In addition to the Career Closet, we discussed the possibility of BAC members assisting in mock interviewing individuals in job development. Many of the participants were very open to assisting when schedules permitted. During each meeting, JobFusion discusses individuals seeking employment opportunities (example: Individual 1 is seeking office opportunities in a healthcare setting). As part of the discussion, we provide a more specific breakdown of skills/companies each individual is interested in to see if there is an established relationship with BAC members. The June meeting also included basic information on those who are seeking career exploration opportunities as well, demonstrating the multiple levels of service we offer to those we assist. The Job Developers have expressed that their goal is to build the relationship with employers to work with us on many levels- from individuals who want to see their employees at work, trying out a position to see if it would be a good fit, and to secure permanent employment opportunities. Working through information on each grouping of individuals will continue to help us to achieve these goals.

DiscoverU-Project Search



The Work for It class at DiscoverU visited Fairfield National Bank on June 24th. The class met with the Executive Director of marketing who provided a tour of the bank and shared its history. She took them inside a depository vault and taught about the importance and need for a vault inside the business.

The DiscoverU participants met with staff in the Fairfield National Bank executive boardroom and attended a basic class on banking. The class learned topics on deposits as well as checking and savings. The class became familiar with subjects such as filling out bank slips, debit cards, and withdraw slips. Fairfield National Bank staff used several illustrations to help participants understand each process. The Executive Director shared other informational phrases that the bank uses when talking to customers, as well as the importance of understanding and using these phrases.

Affiliate Training



On June 17th, 2015, a Job Training session was held at the Pickerington Regional Office. The purpose of the training was to provide all job trainers from Learning Never Ends as well as Home Health Connections with skills and information to assist them while job training on behalf of JobFusion.

Topics included service overview and structure, roles and responsibilities of job trainers, billing, employer engagement & professionalism and job training techniques.

Kyle Miller (Director of Adult Service Options) and Doug Mitchell (JobFusion Manager) served as guest speakers during the training. The session lasted six hours and seven individuals attended. The training was recorded and edited by John Silfies, and will be available for use as a training tool at Learning Never Ends, Home Health Connections, JobFusion and online at the Fairfield County Board of Developmental Disabilities website.

During the month of July 2015, all affiliate job trainers at Learning Never Ends and Home Health Connections will be shadowing current job trainers at JobFusion to complete the training process. In August 2015 JobFusion will begin referring JobFusion participants that have secured employment to job trainers at these affiliate locations.

New progression charts are being developed currently, to assist in measuring improvement or decline in participants' employability skills. More information regarding the progression charts will follow as they continue to be developed.

Employee of the Month

July— Congratulations to Stephanie Wood, Employee of the month!! Stephanie has demonstrated excellent customer service at Giant Eagle, Pickerington. Manager Steve Suchan at Giant Eagle reports that Stephanie is prompt, observant and alert, checks consistently for carts, scans the parking lot and shows awareness of people entering and leaving the store. Stephanie carries out her other tasks throughout the store independently and store management is confident in the thoroughness of her work. She works consistently, is cooperative, efficient and reliable at Giant Eagle. Stephanie and her family will be moving to another area next month and will be sorely missed by Giant Eagle and those who have had the privilege of knowing her at JobFusion and FCBDD.



Community Based Assessments

This month we had an individual complete two community based assessments. The locations of the assessments were the Fairfield County Board of DD Administrative Office (front desk), and the Lancaster Festival Ticket office. A new referral was received and intake completed for a community based assessment to begin in July. This individual will participate in dog grooming and care.

Career Exploration

A new referral was received for career exploration for the month of July. We will be reaching out to nursing homes, movie theaters, daycares and shoe stores.

Community Connections

Twenty new business contacts were entered in the Community Connections Manager System in the month of June.



JobFusion/Career Navigation

Individuals looking for some direction and needing help with achieving their career/employment goals are discovering how JobFusion's Career Navigator can assist them. Transitioning into new directions of employment can sometimes be a challenge. The Career Navigator works with each individual, creates an action plan, and tailors programs to meet individuals' specific needs by assessing their interests, skills, and personalities.

The Navigator has been gathering information and putting together an informational packet. The information packet includes worksheets, community resources, job interviewing techniques and websites. This variety of materials will help guide, support and connect the individual during their employment search. Every individual will receive a copy to keep as a handy reference. The booklet will also be made available to Job Trainers and Individual Support Coordinators as a strong support system when helping the individual with their employment goals.

The Career Navigator has also been meeting with educational instructors and advisors to learn about the latest classes, trainings, and workshops to assist individuals with upgrading their job skills.

Designer Shoe Warehouse (DSW)-Project SEARCH:

Doug Mitchell, Manager of JobFusion Employment Services, and Kyle Miller, Director of Adult Service Options, met with Kurt Schmitter and Bob Gaston of the Franklin County Board of DD. The purpose of this meeting was to establish ways to increase participation in the logistics-training program. The DSW training option is one year old as of this month and has had great success for those who have completed the program. The Franklin and Fairfield Partnership are exploring ways to increase participation at DSW in the second year.

Fairfield Medical Center-Project SEARCH:

JobFusion staff is currently completing intakes for Project Search at Fairfield Medical Center. JobFusion is an integral piece of the partnership between Opportunities for Ohioans with Disabilities (OOD), Fairfield Medical Center (FMC), Eastland-Fairfield Career Center (EFCC), and the Fairfield County Board of DD (FCBDD). Eleven students, representing seven school districts, will participate in the program for the school year 2015-2016. Internship sites have increased to thirty-one and this will provide an opportunity for students to learn a variety of transferrable skills. JobFusion will begin its seventh year supporting students at Fairfield Medical Center on August 18th, 2015.

Section 1 Jobs	
New hired in June 2015	2
Total number of jobs filled as of January 1, 2015	15
Total number of individuals employed in the community	72
Total job losses due to termination as of January 2015	1
Number of individuals receiving active Job Development Services (an active job search is in place)	19
Section 2 Internships	
Number of individuals currently participating in an internship	13
Fairfield Medical Center – Project Search – 0 <i>DiscoverU-Project Search – 1</i> <i>DU – Work For It – 10</i> Step Up 2 Work – 0 <i>DSW – Project Search – 0</i> <i>Art & Clay/ Square 7 – 2</i> <i>OU-L Greenhouse - 0</i>	
Number of Individuals receiving BVR assessment such as: Community Based Assessment, Career Exploration, Etc.	6
Section 3 The Opportunity Center	
Total number of OC individuals ISC's referred to JobFusion to actively seek employment	11
Total number of OC individuals JobFusion has obtained jobs for in 2015	1
Section 4 Discovery Services	
Total number of individuals that completed Discovery and were referred to JobFusion to find employment	3
Total number of individuals that completed Discovery and employment was secured as a result of Discovery	0
Section 5 Affiliate Partners	
Total number of individuals referred to and currently participate at an Affiliate Partner for employability skills training	37
Total number of individuals that completed employability skills training at an affiliate partner and have left the program to participate in active Job Development (To find a job)	2
Section 6 Total Services Provided	
Total # of individuals receiving Community Employment Services via JobFusion	101

Section 7 QIP Goals	
Offer internship opportunities that will increase occupational, practical, and soft skills building a foundation where employability talents can flourish.	JobFusion meets this goal with our various internship opportunities at Project Search FMC, DiscoverU, DSW, Art and Clay/Square 7. Trainers are meeting with individuals in job development on a weekly basis to assist them with on-line applications and follow-up to previously submitted applications.
Continue to build capacity among provider partners to offer services in alignment with Community/Employment First that will promote choice, quality, and innovation in services.	April Wagner provided the first training to affiliates on June 17, 2015. This training is required for those affiliates seeking to provide Job Coaching services for JobFusion.
Continue to utilize a Business Advisory Council involving local employers and other businesses to share information and gain input for increased community employment success.	The June Business Advisory council meeting was held at IHOP in Lancaster on June 25, 2015. Members provided leads for possible job opportunities.
Enhance JobFusion's leadership role as an expert in Supported Employment to Fairfield DD's affiliate partners, as well as business community partners through training, technical assistance, outreach and advertising efforts.	Affiliate Training on June 17, 2015.

JobFusion OOD Payments for May 2015 were \$13,055 and year to date is \$83,423.

Blue Shoe Arts Studio:

Pamela Whiteley

I'm continually reminded of the impact our bathroom murals had on visitors. They've become a stop for many tours and not in the way a bathroom stop is typically taken. However, it was time to freshen up! So, throughout the month of June our studio worked on painting two new murals that involved artists both with and without disabilities. Be sure to knock and take a look next time you're in!

In addition, our studio is gearing up for ArtWalk on July 24th from 6p-9p. With this process the artists are creating their showcase and the studio is spackling, painting and rehangng every piece of art.

Benefits Consultations/Analysis:**Ron Swain**

In May 2015, 42 BVR/BSVI fee-for-service Benefits Analyses were conducted at \$285 each. This Benefits Analyst conducted 34 consultations while Julie Koehler (Benefits Consultant/sub-contractor) conducted eight consultations. Additionally, a Benefits Training was conducted for Richland Newhope in Mansfield on June 24th. Roughly 12 consumers and parents attended and this training generated \$500.

The combined total monthly billing is \$12,470 and the year-to-date billing is \$73,490. There are currently 60 referrals from OOD pending for Benefits Analysis fee-for-service at \$285 each. This continues to be a significant number and more than can be easily managed.

On June 23rd, this consultant visited the Youngstown OOD office to market fee-for-service Benefits Analyses, to answer Vocational Rehabilitation Counselor's questions about benefits and to improve referral information (through distribution of the preferred Release of Information). On the morning of June 24th, this consultant conducted the Richland DD training and during the afternoon, visited the Mansfield OOD office. On June 25th, this consultant visited the Zanesville OOD office. These visits instructed Vocational Rehabilitation Counselors and support staff in Medicaid Buy-In for Workers with Disabilities as well as provided direction for the most efficient and effective ways to make referrals. Approximately 25 counselors and supervisors attended these meetings resulting in a good exchange of information.

The current Work Incentives, Planning and Assistance (WIPA) grants have just ended and a new one begins shortly. There will be some confusion with OOD and the new (actually, existing) WIPAs as the requirements for serving beneficiaries are changing significantly. Also, there will be an emphasis on serving those most likely to transition off benefits, thereby eliminating a significant number of beneficiaries from being served. This should translate into more, certainly not fewer, referrals from OOD.

It is assumed that the fee-for-service Benefits Analysis business will continue at the current pace throughout the remainder of the year. A slight slow-down may occur in October as OOD's new fiscal year begins at that time. This consultant will continue to monitor the volume of referrals in an effort to complete them in a timely manner.

Services and Support

Wendy Ricker

Total Enrollment for the program

1168

 -11
 NOTE: this number does include those we serve from other counties for ADS/NMT through our contracted affiliate providers.

TDD waiver enrollment

enrolled waivers

47

+1 this number will be changing due to new enrollments coming and a person in process of disenrollment

The Transitions (TDD) Waiver established in 2002 to accommodate individuals who were being served on the Ohio Home Care waiver who had an intermediate care facility level of care. This waiver was administered by JFS until 1/1/13 at which time DODD took over responsibility. Starting July 2015, TDD waivers will begin transitioning to other DD waivers: Individual Options, Level One or SELF waivers.

IO waiver enrollment

enrolled waivers

waiting list

emergencies this year

enrolled this year

remaining budgeted to dispense this year

140
579
2
3
0

+12 Includes 10 individuals switching from TDD to IOW

+6

The IO Waiver is for a funding range of \$5,000 and upwards which is determined by the individual's level of need. Services covered are Homemaker/Personal Care • Home Modifications and Adaptations • Transportation • Respite Care • Social Work • Home-delivered meals • Nutrition • Interpreter Services • Specialized Adaptive or Assistive Medical Equipment and Supplies • Supported Employment • Adult Day Services

Level One Waiver

enrolled waivers

waiting list

emergencies this year

New enrolled this year

rema

196
331
0
1

+6

+2

The Level One Waiver is for a funding range of \$1 to \$5,000. Services covered are Homemaker/Personal Care • Transportation • Respite Care • Specialized Adaptive or Assistive Medical Equipment and Supplies • Supported Employment • Adult Day Services

Self-Empowered Life Funding (SELF) waiver

enrolled waivers

8

Same (including 1 CIBN state funded waiver)

emergencies this year	0
New enrolled this year	1
remaining budgeted to dispense this year	2

The SELF waiver is Ohio's first participant-directed waiver. Participant direction means individuals with developmental disabilities have authority to make decisions about their waiver services, and accept responsibility for taking a direct role in managing services. SELF waiver services include: Support Brokerage • Community Inclusion (Personal Assistance, Transportation) • Integrated Employment • Functional Behavioral Assessment • Clinical/Therapeutic Intervention • Participant-Directed Goods and Services • Participant/Family Stability Assistance • Remote Monitoring • Remote Monitoring Equipment • Residential Respite • Community Respite • Adult Day Supports • Vocational Habilitation • Supported Employment – Enclave • Non-Medical Transportation

Locally Funded Services

Individuals in RSS home	\$63,609	No change
Title XX	\$34,054.	No change
Individuals with personal assets or pending waivers	\$270,694.77	-22,517.23
Discovery Services	\$36,750	No change

Our Department is working with the families, individuals and teams involved to refinance these budgets if possible.

Individuals in a Nursing Home	\$100,939.	No change
Individuals on Transitions Waiver	\$152,598.	No change

Services provided to individuals on an Ohio Home Care Waiver or in a Nursing Home are not eligible for refinancing.

Individuals who have redirected their budget	\$13,283	No change
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Individuals on an individual budget can choose to redirect the local portion of their adult services / non-medical transportation budget to community activities they and their team believe will have more meaningful outcomes

Discovery Services

Chanda Busse

QIP 4.1: Offer a wide range of Discovery services focusing on community and employment options with the outcome of identifying gifts and talents; resulting in a match with employment and community engagement opportunities.

In June 2015, 7 people came through Introduction and Eligibility at age 16 or older. The Individual Support Coordinators are meeting with this group and determining if Discovery is need. Two additional people have been receiving services from the county board for some time and want to do Discovery to determine their next steps on the path for employment or after graduation from high school.

In Discovery	33
Employed (did not use Discovery) or College bound	1
RSC/BVR referral - Discovery with RSC	8
On TDD waiver ~ working with MEORC (one profile has been completed for a person on the TDD waiver)	3
Nursing Facility and/or medical issues a priority/retired	1
On Hold (illness/family/no longer eligible and appealing)	2
New to County ~ deciding on path- actively working with ISC on process (getting settle and Discovery should begin)	8
Moved out of county or removed from Discovery/decided did not want any services	3
Profiles completed this month	3

Three profiles were completed this month. Several other profiles are completed as far as they can be and these profiles will be added to once school resumes.

The first Discovery training class was completed in June. Three OC staff completed the training along with 2 staff from Job Fusion participating and one person from Learning Never Ends.

The second class commenced on June 16, 2015. There are 5 people in the new training class. When the second training is completed a total of 6 staff from the OC will be trained to do Discovery. And there is a staff from Learning Never Ends and Goodwill in the class that began in June. With the new training, each participant will be working with an individual to do Discovery from start to finish. This will help them learn about each experience by doing experience personally.

Several people who stopped Discovery in the middle of the process, for a variety of reasons, are being re-engaged in the process starting in June and July.

Introduction and Eligibility Board Report

Chanda Busse

In June 2015, **67 individuals** were served by the Introduction and Eligibility department. (NOTE: All of these individuals are not new to intake, but a continuation of the intake process. Therefore, the number is not unduplicated). 22 Community referrals, not currently receiving CBDD services or currently receiving services from another County Board of DD and moving to Fairfield County.

25 Individuals currently receiving services from FCBDD turning 3 years old.

7 Individuals currently receiving services from FCBDD turning 6.

12 Individuals currently receiving services from FCBDD turning 16.

0 Individuals with an IO waiver moved into the county.

0 individuals in the age 16+ category moved out of county with TDD waivers.

1 Individual was assessed on the Ohio Home Care Waiver and is eligible for County Board services.

Of the 67 Individuals with Intake status, the eligibility process was completed for 29 individuals.

There are 38 people with intake status at the end of June. The people are in process and include the following status:

8 people ~ getting an evaluation or documents to demonstrate qualifying diagnosis

5 people ~ eligible getting needed documents turned in to finish the Intake process

6 people ~ have qualifying diagnosis and are scheduled or in process of being scheduled for assessment (OEDI/COEDI)

4 people ~ Assessment done in process of being scored

2 people turning age 3 waiting on evaluations for school (redet process is started 60 days ahead of b-day and they will have intake status upwards of 2 months)

5 people have been engaged but have not followed through/not responding

0 people in process of transferring in or out of the county with Intake status

6 people are not eligible but waiting to terminate on their birthday (at age 3, 6 or 16). The Intake process finished but they can get FSS or another service until their birthday.

2 people are new to the process and are determining if they want services and have qualifying disability.

	eligible	previously receiving services	(new) added to enrollment	in-eligible	were not receiving services yet	deducted from enrollment
Age 3-5	3	3	0	6	0	8

Age 6-15	2	1	3	2	2	0
16+	10	6	4	3	1	2
Did not have a qualifying disability	0	0	0	0	0	0
Voluntarily withdrew from intake age 3 to 5 (8/14)	1	1	0	0	0	1
did not follow through	0	0	0		2	0

age 3 to 15 moved in or out

7

change enrollment

11

Two children age 3-5 removed
not removed in EI (reflected above)

Individual Support Coordination

LaTisha Bloom

In June I started as ISC Supervisor for the OC team. During that time I have seen ISC’s Tanna Kerr, David Baum, Alysha Blagg, and ISC assistant Melissa DeLong go above and beyond to assist newer staff as they start to learn the ropes.

TDD waivers are continuing to transition into Individual Options Waivers or Level One Waivers and ISC Hauna Strohl says it is opening new opportunities for the individuals and families she works with by no longer requiring them to live in their family’s home to receive waiver services. A new TDD ISC will begin working with our team near the end of July so that we can work on bringing the rest of the TDD cases over from MEORC.

ISC David Baum reported that BR is doing a wonderful job at Discover U and it has given him the opportunity to participate in a couple of internships before entering the Employment 1st initiative. Because of his success BR has also found his voice and has started to advocate for himself more.

Individual Support Coordination

Lois Everitt

As we progress into the summer this is one of the busiest times of the year for our team of ISC’s! For Fairfield County we currently have published 161 ISP plans in Imagine. This is an increase of 56 plans since last month. There has also been a major change in Imagine that all Waiver providers upon signing into the DODD Portal are able to see Imagine. This is an easier process for Providers and hopefully will help reduce time spent with ISC’s helping providers to problem solve what the issue may have been in the invitation process along with Providers being less frustrated and having easier access.

As of July 1, 2015 DODD made a few changes to the Imagine system including the change in how our annual Level of Care is completed. All ISC's / Supervisors completed certification for evaluators to be able to complete the new process of completing Level of Care by watching a series of Webinars and then completing certification testing.

During this month we also made some changes to our team that included one of the children's ISC's Heather Landefeld moving to the Pickerington office in an available position of serving children and Amber Noice, a new ISC at the Opportunity Center, moving into Heather's position at the Administration office.

We have again faced some issues with bed bugs. There have been several individuals that have required our assistance to be able to afford the cost of preparing for treatment and the actual treatment itself. We encourage all staff to review the website Central Ohio Bed Bug Task Force at <http://centralohiobedbugs.org/> to educate themselves on how to reduce your risk for encountering these pest!

QIP: Expand person-centered thinking and planning to providers, families, community members and all staff through training and integration of these practices with continued use of Person Centered methods by Services and Supports staff.

On June 24, 2015 several person centered coaches participated in a daylong seminar on Community Connections and learning a new tool that can be used to determine how a person can increase their "Presence to Contribution" within their community. We will have further learning regarding this in July at our hour long GTM and then will present this tool to other ISC's and Providers.

Individual Support Coordination

Teresa Scarpitti

Heather Landefeld joined the Pickerington Team as the new ISC for children on June 15, replacing Dianna Kyle Morris who moved into the Transition ISC position. We are so glad to have Heather on our team!

Dawn Buser joined the Pickerington team in January 2015 in a new ISC position serving adults. Just 6 months later, that caseload is booming! Dawn currently serves 30 individuals including 8 with Level One Waivers – many of them new LOWs, 2 with Self Waivers, 2 transitioning from TDD to IOW, one regular IOW. Dawn is also serving the young man who is currently at Southwest Developmental Center. Dawn has done a great job of jumping in and handling the workload with grace and enthusiasm!

Laura Sherman gets great kudos this month for improving the quality of life for a young woman. The woman's team had previously been told that her difficulty walking was just attention-seeking behavior. Laura felt that medical concerns needed to be ruled out. Laura got appointments set up for physical therapy and new glasses. The physical therapist found that the woman has significant muscle weakness on one side of her body, balance issues and a locked knee. He said it would be like us trying to walk on one leg. She will be receiving ongoing physical therapy and is already improving physically and emotionally from the therapy. The therapist was also able to make important recommendations in terms of employment options. Great job Laura on truly making a difference!

Cathy Varney is currently working on getting several individuals enrolled on waivers. One woman has been cared for by her parents all her life with no services from Fairfield County Board of DD. Her parents are now elderly and no longer able to care for her. She is currently in a nursing home and is receiving an IOW so she can live with her brother and his wife.

Marie Cummerlander is assisting several individuals in moving out of their family's homes for the first time. She continues to work on remote monitoring and other technology devices to help individuals become more independent. One woman she serves who previously had 24-7 services and spent much of her time at home, is now working in the community, using a good amount of remote monitoring and just got back from a successful trip to Disney World with her H/PC provider.

Yves Couasnon has assisted several children with obtaining speech therapy this summer. She was able to make arrangements for a child to attend Easter Seals Summer Camp through his LOW. She was also able to find an H/PC provider to transport him to and from the camp which is in Hilliard. She had a parent express concern to her about the mandate to close workshops because the mother thought her child would need that service in the future. Yves was able to tell her about Employment First and provide her with a positive outlook for the future.

Sheri Bales, ISC Assistant in Pickerington, has been working very hard to get as many ISPs published in IS as possible before our July 1 target date. Great job Sheri!

Transition Services Update

Susan Barnett

Planning – QIP: 7.2- Coordinate information and support for families of youth in transition consistent with Discovery and Community/Employment First.

This is a continued QIP goal for transition services. Forest Rose School, senior class has participated in Discovery this last year to begin capturing the student's

interests and expanding their community experiences. This will continue with coordination provided by Chanda Busse. I have been gathering materials on transition services from other counties to review and begin to develop more information to be sent to families. Transition Services is excited to partner with Temple to help develop these materials that help families as they are considering options as they move from school to the adult world.

QIP 7.3- Explore Employment Navigation for transition age youth, as well as increase the capacity of Bridges to Transition consistent with OOD standards. The Bridges to Transition contract has been approved and will be increasing our capacity from 45-50 students to 70-75. This would increase our match cost by \$6000.00 in order to have funding to support all of these students/individuals from ages 14-25. I have requested stats from OODA and the Transition Specialist (Amy Parker) assigned to working with our students to give us clear information in order to assess its effectiveness.

Transition Team Changes: The Transition Team Welcomes Kyle Morris as our Pickerington Transition ISC. Kyle comes from within our agency as a kid's ISC. Kyle is already making a wonderful impact as a Transition ISC and in working with our families in Pickerington! LaTisha Bloom has been hired as an ISC Supervisor, so we will be hiring an ISC to work with her families in Lancaster.

Community Connections Update

Julie Bruckelmeyer

New Referrals from ISCs	2
Referrals	32
Face to Face meetings w/referrals	4
New Community Connections identified	
Individuals	7
Organizations	2
Outside requests for resources	5
Presentations	
Individuals	0
Organizations	2
Successful Connections:	16
Referrals from EI for Parent Connections:	2

CCC Happenings

Next Chapter Book Club: Met with Fairfield Co. Literacy Council Board Members and Volunteers to thank them for providing volunteer facilitators for the NCBC and to report success. From this presentation, I have been invited to speak with the ADK Sorority in March. This is a group of retired teachers in the area.

EI Quarterly Event: EI Families have been invited to meet at the Concert Series in Pickerington on Sunday, July 19th at 6pm to enjoy the "Wet Bandits". Families

are also been invited to meet at the Festival Fair Day on Saturday, July 25th from 11am-1pm. We will set up a tent for families to meet and enjoy Harnett Howard's concert, snacks and simple activity. Parents will enter free of charge thanks to the generosity of a Lancaster Festival donor.

Pickerington Kiwanis/Key Club Childcare Resource: Four families attended the Meet & Greet at the Pickerington Church of the Nazarene on June 30th to learn about the Childcare Resource for families having a child with autism.

Men's Meet-Up: There are three active members meeting once a month at the Pickerington Library and two others planning to join in July. Scott Campbell reports enjoying his role as mentor and leading discussion to foster growth and confidence. They go to lunch afterward at a restaurant in the area.

Parent Networking: We had two families enjoy the Rising Park playgroup and three families at the Early Literacy Center playgroup. The Early Intervention Staff is inviting families to join them for playgroup on the 3rd Friday of each month from 10am to 11am.

Impact4Fun (Social skills & games): 13 individuals with disabilities enjoyed a wonderful afternoon with their Impact Fellowship friends at the River Valley Life Center. Uno, Kings in the Corner and Bingo were big hits. Reservations are already coming in for the September gathering. Comments from individuals and parents afterward were very positive and encouraging.

Lunch Bunch: Friends are invited to meet for lunch at the River Valley Mall Food Court the 2nd and 4th Tuesday of the month at noon starting July 14th. John K wants to make new friends and he loves eating out...just like the rest of us. So, John is inviting anyone and everyone to meet at the mall to eat lunch and enjoy friendship.

Training opportunities: Karissa, Lisa and I presented "Behavior is Communication" to staff members at the After School Programs of Lancaster. The After School Program has 8 latchkey sites at Lancaster schools. The goal is to educate the teachers and administrators about disabilities, encourage inclusion and provide useful information about dealing with difficult behavior through positive, creative and thoughtful response. The survey results from the attendees were very positive. Karissa also trained the summer staff at the Fox Family YMCA in preparation for their summer campers. In both cases, we offer our assistance when caregivers are struggling to support a child with challenging behaviors.

Resource Management Team Update

Michelle Dexter

The Resource Management team is very happy to announce and welcome Beth Dillehay to our team. She is our new Individual Budget Specialist. Beth comes to us from her recent position of Deputy Administrator for a private provider agency in Perry County. Beth has jumped right in and already assisted us with the IDS project, etc.

We also were again asked by MEORC to assist with the SSA Boot Camp Training on Resource Management on June 11th. We were able to do this through a Go To Meeting where SSAs from counties within the region could ask questions related to Resource Management.

We are still working on the IDS project. Beginning July 1st, the way we entered IDS information has changed with it being integrated into the IMAGINE system. We are still working on learning this new way of entering information and are hard at work to get a new process in place to maintain this information.

We are also working on learning the new Level of Care system that was integrated into IMAGINE on July 1st. This not only includes a new way to assess LOC but it also includes changes to how we submit initial packets, complete NICS and attest to current LOC (Level of Care). We are working hard to get a new process in place and to get this information out to ISCs so they will be informed of the new way we have to do this.

Benefit Coordinators Report

Although 1619b, Medicaid Buy-In for Workers with Disabilities and expanded Medicaid have helped open up the doors to working, while still maintaining Medicaid-based services, Individuals are still heavily restricted to how much they can earn and save, while on Medicaid and other government-funded assistance programs. This has fostered decades of individual having to choose to live in poverty and turn down work opportunities, because they cannot afford to lose some of these benefits, as working will not offset the supports they lose. In June, there was a heavy push by the Federal Government to get the Able Act up and going and the State of Ohio has been one of the states to step it up and try to get the final vote needed to start the technical planning on how to implement the program. The hope is that 1/1/16 is again a possible date to open the Act to the individuals. Anyone with a disability identified before the age of 26 will be eligible to have one Able Account in their name. Both the individual and their family can contribute to this account and the money will be ignored by all government assistance based programs-both while in the account and when withdrawn and spent. Individuals will still only be allowed \$2000 in assets outside of the account to maintain the Medicaid and SSI, so it will be important for them to spend the money quickly after withdrawing it. Details on how the program will be implemented and what items are acceptable for use of these

funds will come out later this year, but preliminary info shows that it still will be fairly open for daily expenses, as compared to a special-needs trust that cannot be spent on anything related to cost-to-live.

Housing was also a major emphasis for June. Several of our individuals were pulled from the Metropolitan Housing voucher waiting list and were assisted by their teams with getting these initial packets into Metro and start looking for apartments. I was approached by the Housing Coalition to look at assisting one of our families with home ownership and with making the home completely accessible. This will occur with their 2016-17 budget, but planning is starting now to have their needs addressed in their budget planning. I also went to the annual Housing Conference in Columbus, where information was shared by Ernie Fisher, DODD, about several state-funded rental assistance slots would be sponsored by DODD and administered through local Metropolitan Housing programs. 60% of these vouchers will be assigned to the large cities in Ohio and the remainder will be spread out among the other counties. Distribution will be based on how aggressively and how quickly county boards, county landlords and the county Metropolitan Housing programs respond. I have spoken to our Superintendent and will address our local Housing Coalition, this week, to start what preparation we need to get as many slots as we can. A large part of keeping the slots local will be to approach potential landlords and encourage/assist them with applying and getting their units approved for this voucher. We can access slots, statewide, but it would mean individuals would have to move.) As Metro has a good working relationship and a group list of landlords, we hope to use this to assisting with getting applications, in large number, into the state. The state Housing Committee is also going to be releasing an RFP for a new agency to house their building and technology resources and assist with helping counties to make new-builds and renovations more accessible, physical and using technology. I am also going to address this with the Housing Coalition to see if they would be interested in a group application. A small grant would come with this opportunity to help with administration costs for this program.

I spoke in front of the quarterly Benefits Analysis Association about how working affects different waiver programs and how to enforce some of the loopholes in Medicaid for individuals that live in ICFDD's, nursing facilities and RSS homes. I was slated to talk for a half hour to less than 20 individuals and it ended up being a 3.5 hour presentation in front of over 60. The audience was a mix of Benefits Analysts, rights lawyers, Social Security and JFS reps., and new Benefits Specialists from other County Boards of DD. I've been asked to speak at the next quarterly meeting about a few of the topic areas that they would like more information on, including how to calculate work affects for individuals in some of special livings situations I listed, above.

Marketing & Community Relations

Temple Montanez

It hardly seems possible that six weeks have passed since I began as the Director of Marketing and Communications but the hours have filled quickly. The focus of the Department has been on four main areas: Branding, Newsletter, Web Site and Cohesion.

In an effort to re-emphasize who Fairfield DD is and how we relay that to the public, we have first started with the basics of image. Currently I am in the process of creating templates in Publisher that will be accessible to everyone throughout Fairfield DD. Many people have instant needs to publish materials for smaller groups relevant to their particular areas of focus and have done so in the past. The issue is that there has been no continuity in these materials. By using templates that are pre-approved and maintain our brand, each published material can relate to the next. Below is an example of our new look which focuses heavily on the individual, not the disability.



You will be seeing this look spread across everything that we create, including our newly reformatted newsletter.

The newsletter has been updated to not only include this new look but to take on a more engaging, magazine-style feel as well. Introducing more color and higher quality photographs, as well as useful and interesting information from both within and outside of Fairfield DD, will make the newsletter more enticing to a wider audience. The July issue has been expanded to 12 pages from 8, however; that will not always be the case as it is more costly to mail the larger editions. This issue also has been professionally printed in a smaller quantity. We have explored ways to cut down on the number of copies printed and hope to make it easier for people to access the newsletter online once the new web site is completed.

The redevelopment of the Fairfield DD website is coming along much faster now that Jay Mattlin, John Silfies and I have finalized an overall look for the site. It will be streamlined, carry the same branding as mentioned before and be much more user-friendly. It will feature less text and drop down menus and the ultimate goal is to make it cleaner and clearer while still being a viable resource.

Jay has been working diligently and hopes to have the site finalized by the end of the month.

Finally, work is just beginning on a branding guide for all employees that will not only address the look of what we do, but also the voice and verbiage behind it. It is my hope that in the next month we can finalize how we refer to ourselves as a an organization, how we refer to the people we serve, and that each employee has a clear understanding of our mission statement and how to include it in everything we say and everything we do.

Quality, Innovation & Planning

Ray Schmidt

I will begin with an update on the Busey Road Park Project. The Kiwanis in Pickerington has passed a major hurdle with the approval of the site for the park by the Violet Township Trustees and their endorsement to proceed with the project! This is a substantial commitment in that any new public playground requires substantial accessibility improvements to be in compliance with the Americans with Disabilities Act (ADA). What a great vote of confidence by the trustees and the result should be fantastic for the community.



Staff Transitions:

This month we have a bittersweet event in that Jay Mattlin, our Manager of Information Systems, has accepted a promotion to work with Fairfield County in their IT department. In the years that Jay has worked for our agency we have seen an incredible shift in the need for IT support. From the implementation of Ipads and true mobile computing to the extensive requirements for the Imagine System, Jay has successfully helped us meet those challenges and prepare us for the future. Knowing Jay is still in our county system is a nice security blanket for our agency as well.

We wish all the best for Jay as he take the next step in his career!

At the same time, we recently hired John Silfies (a regular at the Opportunity Center) to fill our new position of Technology Specialist. John has some unique talents both working with people with disabilities, and with video and computer technology. John's responsibilities



will include support for the Community Connections Manager project. Already, John has put his talents to use covering several demonstrations while I was out in June, and preparing our own rights video – you can view it here:

<https://www.youtube.com/watch?v=h0JPMYR9wt4>

Training & Presentations:

This has been a busy month for presentations. Following up on our success from last year, Karissa and Julie Bruckelmeyer provided training to summer camp counselors at the YMCA in support of a few campers who have special needs. Lisa Chandler joined the group to make a similar presentation to the West After School Program to help their summer staff understand children with difficult behaviors and move away from a classic punishment model to one that takes into account the needs of each individual student. I love these opportunities for a number of reasons; first, it's a great way for us to engage other organizations and help them develop new opportunities for people with disabilities. Second, it broadens their view on topics like behavior, and asks them to think in new ways to help create environments that help everyone. In many ways, I see programs like this as a strong component of our future as we seek to help other providers become stronger in their skills. The people who attended the West School training seemed to value it as well – in our feedback survey the presenters were awarded with perfect scores!

Community Connections Manager:

In my absence this month, John and Karissa really stepped in well to provide online training to two customers of CCM, as well as being part of an all-day training for Region V. We were part of a featured program (along with FANS Network developer Scott Osterfeld) in finding new ways to connect with the community and create a strong network to provide more opportunities for people with disabilities. There were about 60 coaches from all over the region at the session, and by all reports it was a fantastic success.



I had the opportunity to present CCM in Philadelphia at the national convention of Association of People Supporting Employment First (APSE). The convention was truly inspirational, and I think our presentation, along with the other presentations from providers in Ohio, really let the professionals

who attended know that Ohio is on the cutting edge of creating a new future for people with disabilities.

Behavior Support:

Lisa Chandler, our Behavior Support Coordinator, has some serious responsibility in our agency. Although Lisa helps our entire agency in terms of establishing

good behavioral supports, she also works intensely with about 60 individuals who have significant need. State law requires these plans because they include restrictions to a person's rights, or because they include some form of aversive strategy to assist the person in living a life safely. As an example, some of the people served by our agency have phone restrictions because without those safeguards they would engage with people who would take advantage of them (or worse).

It is our goal however to reduce any instance of restriction to the maximum extent possible. We do this through a series of strategies. Whenever possible, we look to create an environment that is rewarding and engaging. It's amazing to me how many "behaviors" go away when we treat people with kindness and respect. We also firmly believe that behavior is a form of communication. When we take the time to understand what a person is trying to say through their behavior, we can go a long way to making a better life for that person. Finally, we are in the process of changing our ISPs so that behavior strategies don't sit off to the side, but are integrated into every facet of how we work with people.

I am happy to report that out of our 60 behavioral support plans, Lisa has worked with staff to reduce or eliminate restrictive strategies in 50 of those plans! This is a great, great start to our work in this area, and my hope is that we can report even better results as we move forward. This work doesn't just reflect well on Lisa, but on our entire staff as they search for better ways to do our work.

Technology:

Administration

Jay has been working feverishly with Temple and John Silfies to get the new website done. The new website is a much larger undertaking than the website he previously completed in the spring of 2012. Mapping data from the old website to the new website and then rearranging things has become a group effort. More minds in the mix means more time to get something done. Jay hopes that he and Temple are able to complete the website by mid-July.

In late spring, Jay and County IT began testing out new software for copier management. This software was designed to ensure copier management in terms of receiving login data from the Active Directory and being able to see reports of printer use. By receiving data from the Active Directory, we can easily make changes to the copiers when a badge or user password changes. Until now, those changes were being done manually on each of the five copiers. This software was tested out for a couple of months and has since been discontinued until the County has time to support it and correct the problems we were running into when it was running.

The second major release from Primary Solutions to Gatekeeper will be in early July. Jay plans to have that implemented by July 7. This will bring Gatekeeper software up to date in the agency.

Forest Rose School

Jay continues to work with Rebecca Nixon on the EI iPhones and iPads. Jay did a brief training with EI staff back in May to work out some kinks and the staff are beginning to really like having their new technology around. The iPads for the therapists are here and Jay hopes to have them trained by the end of summer and using their iPads by the start of school.

Jay and John Silfies will also very quickly be going to Forest Rose to set the classrooms back up. This generally entails going through each classroom and setting up each computer and then booting them up to ensure they are good to go and then performing any updates that may need done.

Pickerington

JobFusion received their cell phones in June. Jay set those up so that they could clock in and out on their phones as well as receive their email. Jay also configured their desk phones to allow for find me, follow me. This means that if the staff member is out of the office or not at their desk, a call will automatically be forwarded to their cell phone. If there is no answer at either the desk or their cell phone, it will go to their desk voicemail.

Human Resources and Operations

Cindy Hillberry

Human Resources:

During the month of June, Rachel posted the positions of One-on-One Aide, Instructor Assistant, ISC, and Job Trainer. Rachel has finished inputting the evaluations and staff pay increases that became effective June 27. The HR department has been working with the county in the beginning setup processes for a new FMLA system. We are working with Care Works in providing them with all of our employee's current FMLA information to start up with the new FMLA procedures beginning 9/1/15. Rachel is also working with Temple on the new website updates and changes to the Imagine Newsletter. We are also working on reviewing and revising policy and procedures.

Positions posted: Job Trainer and substitutes (especially for school for fall)
Positions in the process of being filled: Individual Support Coordinator (SSA);
One on One Aide (FRS - three positions) and Instructor Assistant (FRS).

Positions filled: Individual Support Coordinator (SSA – two positions filled) and Life Coach (AS – two positions).

New Hires starting in the month of June:



Amber Noice, Individual Support Coordinator is a 2015 graduate of Ohio University and a native to Fairfield County. She earned her Bachelor's Degree in Social Work, with a focus on Developmental Disabilities. Amber recently completed a yearlong internship with FCBDD and is excited to be involved in the world of Service Coordination. When not working, Amber enjoys being outdoors with her fiancé and spending time with her family and chocolate lab.



Kelly Martin, Individual Support Coordinator joined the Fairfield DD team in June of 2015. She previously worked for the Franklin County Board of DD as a Workshop Specialist, the Fairfield County Board of DD at the Opportunity Center including The Zone and the G.R.O.W. Project. She worked recently at APSI which provides protective and guardianship services for individuals with developmental disabilities. Kelly looks forward to working with individuals to support them as they achieve fulfilling and meaningful lives. Kelly is married with three children and in her spare time likes to read and garden.



Elizabeth Dillehay, Individual Budget Specialist began her career as an Americorp VISTA community organizer. The same spirit of community organizing is what sets the Fairfield County Board of DD apart and is what attracted Beth to the organization. Beth worked for 10 years at the Rendville Artworks, a folk art studio and gallery where artists with developmental disabilities create and sell amazing pieces of art. In 2013 Beth completed a Master's Degree in Social Service Administration and was promoted to Deputy Administrator of the Sech-Kar Company. There she oversaw residential and ADS services and got to know many more individuals. Beth enjoys making art, going to museums and flea markets.



Adeline Faulkner, Substitute

Highlights from FairfieldDD In Focus:

RUN FOR THE ROSE 5K GLO RUN 2015 was a huge success. Family, friends and supporters of Forest Rose came out to run/walk/roll this year with 148 registered runners. Run for the Rose raised \$6000 to better the lives of those within our community affected by disabilities. This year the run was at night with bands and fireworks afterwards to continue the celebration. A BIG thank you to Jamie Queen for all of her hard work and determination in making this event happen. And also thank you to all the volunteers and runners!

Jamie Queen, a One-on-One aid at Forest Rose School, was awarded the Mission, Vision, and Values Award by the Superintendent and Board Members of Fairfield County Board of Developmental Disabilities, Tuesday June 16. Jamie earned the award for the initiative she took in forging a relationship between senior students at Forest Rose and students at Berne Union Elementary School. Throughout the course of a school year Jamie coordinated activities between the two groups of students that included attending Phys. Ed and Technology classes together, communicating electronically with one another and even assembling a friendly game of football. In addition, high school NHS students from Berne Union were able to spend a day observing the curriculum and activities at Forest Rose School. The project not only resulted in a better understanding of one another between the two schools, but forged life-long friendships.

The Fairfield County Board of DD's Heart chase team raised \$485 for the American Heart Association on June 20, 2015.

Operations and Maintenance:

Kevin Rigsby

We have a tentative date of September 18th to replace the boiler at the Admin building. We will send out more info the closer we get to that time. We will be replacing the floor tile in rooms 15, 17 and 19 at FRS next week. Painting classroom 10 will be complete this week. I am meeting with Seal Pro 7-8-15 to go over quote for repairing parking lot around FRS. We are also having some painting done at Art-Clay/Square 7. We are continuing our efforts to provide a safe and clean work place for our staff and the people we serve, and customer service.