The Move Towards Integration

Project: Transformation

Darke and Champaign/Shelby County DD

Presenters:
Mike Beasecker, Superintendent Darke County
Jeff Coaty, Community Employment Manager
Champaign/Shelby County
Stacy Collins, Employment First Lead, DODD
Project: Transformation

- Technical assistance in organizational transformation
- Expert consultants worked with selected county boards and private providers to develop an individualized transformation plan
- Providers receive milestone payments for implementation of transformation plan
- FY ‘16- Plan Implementation
Current Teams

- Creative Learning Workshop/KFI - Gail Fanjoy and James Meehan
- Champaign/Shelby County Board of DD - Transformative Consulting Group
- Darke County Board of DD - Bryan Dague
- Fairfield County Board of DD - Dale DiLeo
- Koinonia - Dale DiLeo
- ViaQuest - TransCen, Inc.
PROJECT: TRANSFORMATION

Darke DD
Darke County Board of Developmental Disabilities

All people are valuable and have potential

Contact Information:
Michael Beasecker, Superintendent
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Darke County Board of DD - Demographics

- Total number of individuals served: 450
- Early Intervention; Community First; Community Services (SSA); Adult Day Services; Sheltered Employment
- Vocational Services
  - Sheltered Workshop – 73
  - Other Vocational - 11
- Non-Vocational Services
  - Adult Day Services - 31
- Community First
  - Bridges to Transition – 60
  - Employment / Job Follow Along – 20
  - Volunteers - 2
Broad Concepts

Where are we today? (historical perspective – legacy)

Where are we going? (transformation)

Legacy – anything handed down from the past, as from an ancestor or predecessor

Transformation – a complete or major change in appearance, form, or structure
Board & Stakeholder Views

Transformation / Change

- Change for the sake of change, or
- Change with purpose, direction, and positive outcomes
- Reactive or proactive

Legacy

- Do we want legacy programs? or
- Are we striving to empower individuals to create their own legacy?
- Independence, community involvement, inclusion
Taking Steps Toward Transformation

Meetings with:
- Advocates
- Individuals Served
- Families
- Staff Members
- Providers
- Community Stakeholders
- Board Members

• Central Concepts to include in transformation process
  • Person-centered Planning
  • Integration & Inclusion
  • Employment First
  • Transition (across the lives of individuals)
  • Good Life
Bringing it all together – **Project: Transformation**
*an Employment First Initiative*

**GOALS**

- Work with expert consultants to implement strategies to transform current structure and services from segregated to integrated services
- Learn fiscal strategies to better include competitive and integrated employment options as a sustainable funding stream
- Organizational assessment resulting in a transformation plan

**Measuring Outcomes**

- Develop and implement a transformation plan
- At least a 12-month process
- Guidance to transform current business model from facility-based services to integrated
- Collect data on what it takes to transform business models to integrated settings
Expert Guidance – Project: Transformation

• Bryan Dague, Ed.D., Research Associate University of Vermont

• 25 years experience in the disability field
• Focus on inclusive employment for people with disabilities
• Provides training and technical assistance to support employment programs and high school transition programs
• Areas of expertise include:
  ➢ Sheltered Workshop Conversion
  ➢ Supported Employment
  ➢ Transition Planning
PATH Strategic Planning
Planning Alternative Tomorrows with Hope
(developed by Jack Pearpoint, John O'Brien, and Marsha Forest in 1994)

- The Dream. This represents the ‘north star’ or long-term goal.
- The Goal. This examines the dream and builds a vision of what the dream would look like once manifested – make it tangible.
- The Present. We create an honest description of the current situation – identify the gap between current situation and the goal.
- The People. This step identifies who we need to include in the plan; who supports and helps achieve success?
- Building Strength. Identify skills, knowledge and competencies needed to achieve the work.
- Next Steps. Identify what needs to occur within the next 1-3 months to move closer to our goal.
- Immediate Steps. Identify what will be done and by whom within the next month.
- Commitment. What is needed for individuals identified to complete immediate steps to complete their task(s)? Identify potential barriers, supports, and blocks.

“First comes thought; then organization of that thought into ideas and plans; then transformation of those plans into reality. The beginning, as you will observe, is in your imagination.”
Napoleon Hill
Beginnings of ‘transformation plan’

What we identified – initial goal

• Taking a snapshot of who is currently in the sheltered workshop setting
• ‘Easily’ identified 35 individuals who could/should be on a path to employment (community-based) – have expressed interest
• OOD Partnership – 5
• Bridges to Transition – 6 (adult)
• Community Employment Services - 20
• Community Employed – 4

12-15 month process

• Establish monthly benchmarks / milestones regarding initial goals
  • # of successful placements – employment
  • # of work experience opportunities
  • # of volunteer opportunities
  • Financial monitoring; resources shifted
  • Surveys / Opportunity for ongoing input and dialogue with all stakeholders

• Establish informational series of meetings (dates)
• Hearing from Advocates and Families from Vermont (skype opportunities)
• Public Relations
• Continue developing the infrastructure to meet the need
  • County Board (Employment and Inclusion)
  • Providers / Partnerships
• Further Develop Transformation Tools
  • VR; Business Relationships; Transition & Discovery; Community Inclusion
Philosophy / Mission Statements

‘Old’ Statements

PHILOSOPHY
The Darke County Board of Developmental Disabilities maintains that all people are valuable and have potential.

MISSION
It is the mission of the Board to promote value in and fully realize the potential of citizens with developmental disabilities by providing services that enable them to live, work, and play as productive and contributing members of the community.

‘New’ Statements

PHILOSOPHY
The Darke County Board of Developmental Disabilities maintains that all people are valuable and have potential.

MISSION
The mission of our agency is to empower people with developmental disabilities to explore possibilities for their lives by maximizing independence, community participation, employment, and economic self-sufficiency in their daily life experiences.
Small Group - Stakeholders

Topic – Systems Transformation
- WIOA
- ADA
- Conflict-free Case Management
- HCBS Definitions

Opportunities to discuss changes with Green Mountain Self Advocates (Vermont) through skype sessions

Local Response to Systems Changes
- Participation in Project: Transformation
- Identify challenges (such as benefits impact, continuing social relationships in different settings, navigating the changes)
- Identify opportunities (such as building additional service options/providers, increase employment options, navigating changes, supported employment enclaves)
Training & Discussion Sessions – MY LIFE

Session #1 – My Interests & Talents
- Discovery & Person Centered Planning
- Activity – Small group interaction; I am…, I love…, I hate…, I dream…..

Session #2 – My Community
- Connecting with my community
  - Attending events such as festivals
  - Getting involved in community groups
  - Facebook, Twitter, Online news
  - Activity – look online / how to find local activities listed / favorite websites

Session #3 – My Home
- Living in my community
  - Housing options / what to consider
  - Activity - Budget Worksheet
  - Peers share experiences in community living
Training & Discussion Sessions (continued)

Session #4 – My Voice
• Advocacy

Session #5 – My Work
• Employment & Volunteerism
• Peers share successes in community employment

Session #6 – My Ride
• Transportation options

Session #7 – My Education
• Think College! and other education/training opportunities
Next Steps

- Outcomes measurement – discovery, employment, shift to new providers, financial impacts
- Build provider infrastructure / privatization of CB adult day and transportation services
- Continue employment focus / partnerships with local businesses – Supported Employment Enclave arrangements, career tech / education partners, OOD
- Continue informational meetings with stakeholders
- Public relations / Agency rebranding
Project Transformation
Champaign/Shelby

Presented by: Jeff Coaty
Community Employment Manager
Champaign and Shelby Counties
Meeting both administrative teams

SWOT Analysis
- Leadership united
- Sales/marketing toward community supports

Review of current structure in both counties
Goals (Year One)

- Contract with BVR
- Become Employment Network for Ticket to Work
- Become CARF Accredited
Goals (Year One)

- Transform 100% of both County run day centers to community based employment (for people seeking employment)

- People not seeking employment will be actively engaged in their community a minimum of four times per week.
100% of employment ready customers completing transition services will be employed in community based settings 180 days post-graduation from school (Year Three)
Goals (Year Three and Five)

80% of the customers served in Champaign/Shelby Counties will be actively engaged with community employment or recreation (Year Three)
All customers with developmental disabilities will receive community based employment/recreational/leisure services (Year Five)
# Performance Indicators of Success/Objectives

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<thead>
<tr>
<th>Key Performance Indicator</th>
<th>Objective</th>
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<tr>
<td>Customer Underemployment Percentage</td>
<td>By December 31, 2015 only 30% of the clients in the work programs will be working fewer hours than they expect in community based settings.</td>
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<td>Job Placements (Supported Employment)</td>
<td>Monthly, the sales and support team will successfully place 4 customers in community based employment, with each customer earning minimum wage or above.</td>
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<td>Work Teams Created</td>
<td>Monthly, the sales and support team will successfully create 1 community based work crew for 5 or more customers that is working a minimum of 10 hours per week.</td>
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<td>Community Engagement</td>
<td>Customers receiving services in the recreation/leisure program will actively engage with their community 4 per month.</td>
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<td>Revenue over Expenses (Operating Margin)</td>
<td>By December 31, 2015 all business units will operate with positive revenue over expense financial performance.</td>
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<td>Customer Satisfaction (Families Included)</td>
<td>By December 31, 2015, 80% of customers will rank their satisfaction at excellent or good levels.</td>
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<tr>
<td>Business Partner Satisfaction</td>
<td>By December 31, 2015, 80% of business partners will rank their satisfaction at excellent or good levels.</td>
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Current Status

- Champaign Day Services Privatized
- Shelby Day Services to Privatize (10/1/15)
Future Goals

- Support for Providers
- Resource for Business and Community
- Focus on Transition
Bottom Line

- 25 (Before)
- 42 (After)
- Coincides with Employment First Partnership