Project: Transformation
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The Starfish Story

As an old man walked the beach, he saw a boy picking up starfish & flinging them into the sea.

He asked the boy, "Why?"

The boy answered, "The starfish would die if left stranded on the beach."

Confused, the old man said: "But the beach goes on for miles & there are thousands of starfish you can't make a difference."

The boy looked at the starfish in his hand, tossed it in the ocean and said, "Made a difference for that one."
Selected a Steering Committee

Key Adult Services Leadership
• Superintendent
• Director of Adult Services
• Director of Quality and Innovation
• Program Services Manager
• Integrated Community Support Manager
• Community Employment Manager
• Transition Coordinator
• Professional Development Coordinator
• Manager of Discovery Services
• Director of Business Development
• Community Connections Coordinator
• ISC (SSA) Supervisor
• Consultants
Held Steering Committee Meetings

- Met with national and local consultants
- Discussed outside transformed programs
- Decided what needs to happen to be successful
- Determined which steps required work groups and established memberships in groups
Held Work Group Meetings

• Person-Centered Thinking
• Communication and Marketing
• Job Development
• Supporting Non-Work Hours
• Staff Training
Developed Comprehensive Plan

Five Areas of Focus

1. Communication to Staff and Stakeholders
2. Staff Cross Training
3. Community Connections Manager Program
4. Enhanced Supported Employment Services
5. Integrated Day Supports Pilot
Developed Preliminary Implementation Steps

- Chose action steps for each area of focus
- Determined how each step would be measured
- Assigned responsible staff/team
- Selected timelines for completion
<table>
<thead>
<tr>
<th>Preliminary Action Step</th>
<th>How will Action Step be Measured</th>
<th>Responsible Staff/Team</th>
<th>Timeline for Achieving Action Step</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Communication:</td>
<td>A. Content published on website.</td>
<td>David Uhl, Ray Schmidt, John Pekar</td>
<td>A. By 5/1/15</td>
</tr>
<tr>
<td>1. Develop content regarding transformation to be placed on FCBDD website.</td>
<td>B. Documentation of letter, date delivered to stakeholders, and method of delivery.</td>
<td></td>
<td>B. By 6/1/15</td>
</tr>
<tr>
<td>2. Hold at least three public forums about transformation.</td>
<td>C. Documentation of dates and times, agendas, and attendance.</td>
<td>David Uhl, Ray Schmidt, John Pekar</td>
<td>C. By 6/1/15</td>
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<tr>
<td>3. Develop on-going communication methods that will facilitate the flow of information to and from all stakeholders.</td>
<td>D. At least three interactive tools will be available for the purpose of two-way communication.</td>
<td></td>
<td>D. By 6/1/15</td>
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<tr>
<td><strong>2</strong> Cross Training:</td>
<td>A. Certificates of completion for OC staff members.</td>
<td>Leslie Dancho, Brad Chang, Katina Karoulis, Darrick Jackson, Chanda Busse, Opportunity Center</td>
<td>A. By 6/30/15</td>
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<tr>
<td>3. Train Opportunity Center staff members to conduct Career Discovery.</td>
<td>B. 95% of OC staff will be trained in Customized Employment.</td>
<td></td>
<td>B. By 6/30/15</td>
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<tr>
<td><strong>3</strong> Community Connections:</td>
<td>A. Verification from application developer.</td>
<td>Ray Schmidt, Julie Brucklemeyer</td>
<td>A. by 6/1/15</td>
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<td>4. CCM application will be uploaded with all available information.</td>
<td>B. Documentation from 30% of staff that they have used the program at least once.</td>
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<td>B. by 6/30/15</td>
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<td><strong>4</strong> Jobfusion/Discovery:</td>
<td>Data will document the number of people who obtain community employment</td>
<td>Doug Mitchell, JobFusion/Affiliate Provider Partners</td>
<td>By 6/30/15</td>
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<tr>
<td>5. Obtain community-based employment for 6 additional people who currently attend the OC.</td>
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## Preliminary Implementation Steps: Fairfield County Board of Developmental Disabilities

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</thead>
<tbody>
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<td>Integrated Day Supports: Increase by 15% the number of people at the OC who receive integrated community supports.</td>
<td>Data will document current center-based services and the number of people who begin to receive community-based supports</td>
<td>Leslie Dancho, Brad Changet, Opportunity Center</td>
<td>By 6/30/15</td>
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Fairfield County Board of Developmental Disabilities

Enter Contact Name & Title
Signature ________________________________
Date ________________________________

The Ohio Department of Developmental Disabilities

Kristen Helling, Employment First Project Manager
Signature ________________________________
Date ________________________________
Implementation of Action Steps

• Crafted and re-crafted letter to stakeholders
• Posted transformation and employment first information on web site
• Held four community forums to share info and collect feedback
• Created Parents2gether facebook group
• Trained all OC staff in Community-based Service and Supports
• Trained 9 OC staff on Career Discovery
• Implemented use of Community Connections Manager to match people to interests
• Re-structured supported employment services, JobFusion, for efficiency
• Selected 12 individuals to participate in the Integrated Day Supports Pilot
• Held meetings with participants to determine appropriate person-centered supports
• Transformed PIPs to Integrated Community Support Plans
Lessons Learned (the hard way)

- Path to Employment is not readiness
- Caregiving >>> Community Building
- Person-centered is eating “off” the menu
- Integration is not Inclusion
- Change is scary, especially when we can’t tell people what services will look like
- Benefits Analysis is critical
- Integration means Interaction (not staff)
- Integrated services/CFCM confusion
Success Stories (baby steps)

• Helped Janet get counselling
• Transportation for Adults
• Merging Art Rocks and Blue Shoe
• Got Courtney on water skis
• Music Therapy
• Clicked Ernie to Photography Club
• Molly takes flight
Struggles & Issues & Barriers, Oh My!

- People just aren’t ready for community employment
- The workshop is their community
- But we already do outings
- We’re not open in the evenings
- They won’t be safe in the community
- Why use natural supports when we get paid to support people?
- I’ll lose my benefits
- You are just trying to dissolve the union/do away with our jobs
- Conflict-free case management vs Integration
- Menus of services vs Personal Genius
- Discovery takes too long
- I’ve been coming here for 51 years
Cheez-its!

Are you READY?
What’s the Big Idea?

- Separate Conflict-free Case Management from Transformation to Integrated Services
- Integration needs to be inclusive and interactive
- Person-centered thinking is not a menu of services
- Path to Employment is not about readiness
- We must change the “Caregiver” mentality
Jelly Beans! (Kim Linkinhoker)

Integration is about Interaction!
Eating “Off” the Menu!

Offering a Menu of Services is NOT Person-centered!
Find out what is on each person’s passion plate and serve it hot! One starfish at a time...
Time for a Few Good Questions?

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Leslie Dancho – Integrated Community Support Manager
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Brad Changet – Program Services Manager
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