

Ohio's Transformation: The Changing Role of Boards of DD

Presentation to the Ohio Association of
Pupil Services Administrators

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C U Y A H O G A C O U N T Y
Board of Developmental Disabilities

Our Mission

The Cuyahoga County Board of Developmental Disabilities supports and empowers people with developmental disabilities to live, learn, work and play in the community.



Recent Headlines

- Disability Rights Ohio sues Gov. John Kasich, state officials
- Ohioans with disabilities face changes to sheltered workshops
- DODD Director Defends Service Options
- Supporting Transitions to the Community
- Despite neighbors concerns, officials support homes for people with disabilities
- Inclusion is key for those with developmental disabilities



An Overview by Superintendent Kelly Petty



https://www.youtube.com/watch?v=sml_p6yEWn0&feature=youtu.be





Part I: Policies Influencing Change

Policy Initiatives Influencing Change

The Olmstead Decision (1999)

People with disabilities have the right to receive services in the community.

Employment First (2012)

Community employment shall be a priority and the preferred outcome for working-age Ohioans with disabilities.

CMS Rules (2014)

Conflict-free case management;
Service settings must be “community based.”



About Olmstead

- Two women who had mental illness and DD were voluntarily admitted to a state-run psychiatric hospital.
- Following treatment, hospital professionals stated each was ready to move to community-based services.
- However, both women remained confined in the hospital for several years after initial treatment.
- They filed suit under the ADA for release from the hospital.



The Olmstead Decision:

Community Integration for Everyone

- The most important civil rights decision for people with disabilities.
- “Integration mandate” of the ADA requires public agencies to provide services “in the most integrated setting.”
- Public agencies must provide community-based services to people with disabilities when:
 - 1) such services are appropriate;
 - 2) the affected persons do not oppose community-based services; and
 - 3) community-based services can be reasonably accommodated.



Faces of Olmstead: Aaron

I came to Crops last year to learn something new. I really wanted to be here, working at the greenhouse and out in the community on the farms. I'm a big Cavs fan, and I like to hang out with my friends and play basketball in my free time. I live in my own place.



Faces of Olmstead: Colbie



I am 7 years old and in second grade. I love to go to school and be with my friends and learn new skills. I like to swim and go to music therapy. My favorite color is purple. And I love to eat spaghetti.



Faces of Olmstead: John

I work full-time out in the community and volunteer for Meals-on-Wheels and at a local senior center. People ask where I am if I can't make it to the center. With the support of my co-workers and boss, I lost 100 pounds! I like to go on walks in my neighborhood and work out at the local gym.



Employment First

Ohio's statute that promotes employment as the preferred option for working-age Ohioans with disabilities.

Employment First means that, unlike the past, as individuals with DD prepare for adulthood, we should be exploring with them a pathway to employment.

45 states have initiatives similar to Ohio's Employment First.

Hiring Job Seekers with Disabilities makes Good Business Sense

https://www.youtube.com/watch?v=XYrT58H_Zg



Places on the Employment Pathway

Place 4

I don't think I want to work, but may need to learn more about it.

Place 3

I'm not sure if I want to work, but need help to understand my options.

Place 2

I want to work!
Help me get a job.

Place 1

I have a job but need support to keep it or get a better job.

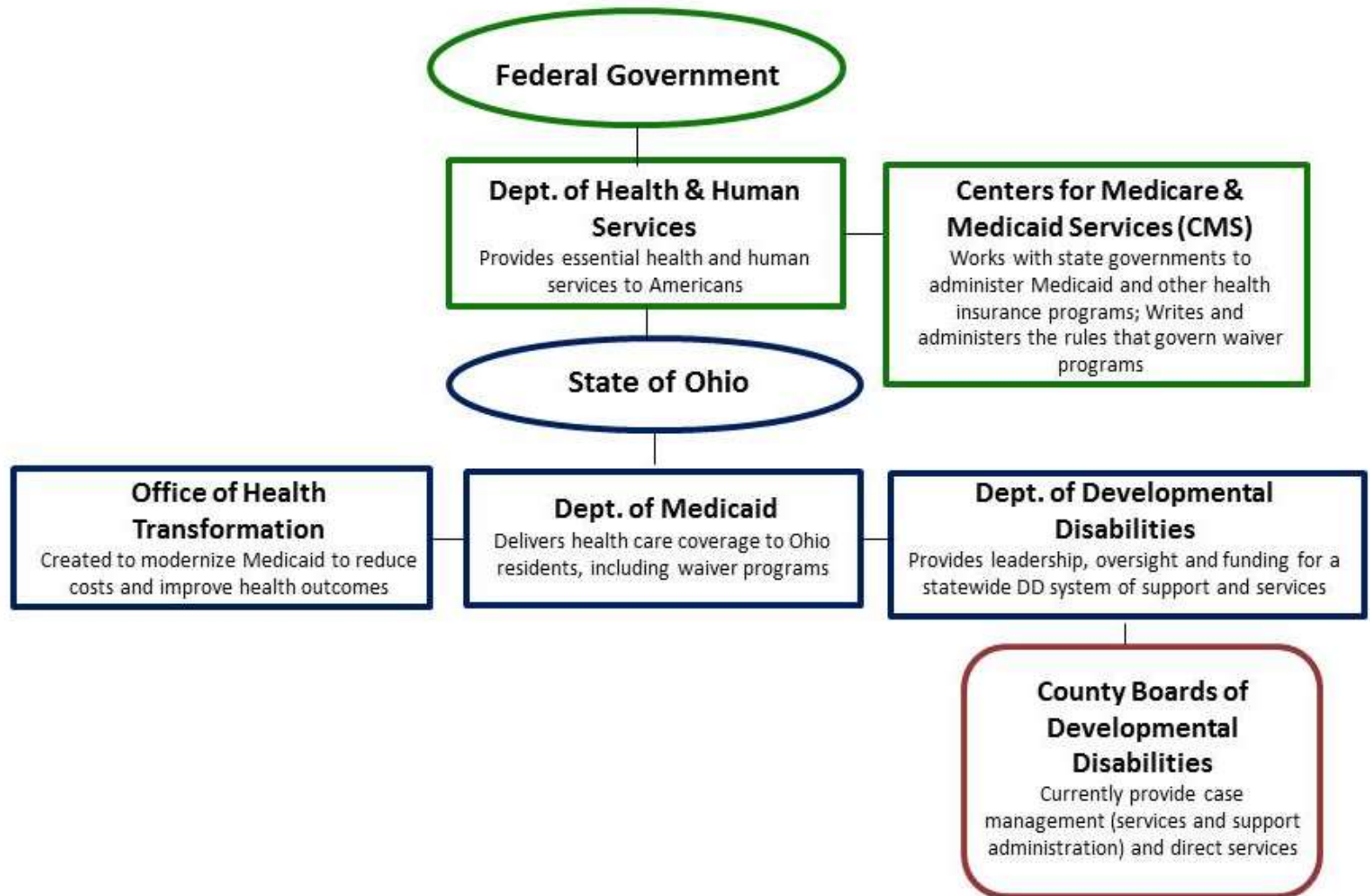
**EMPLOYMENT
FIRST** 

Everyone has Strengths and Talents that can be used in the Workplace

https://www.youtube.com/watch?v=TRJl1dk6_1A



Centers for Medicare and Medicaid Services (CMS)



Centers for Medicare and Medicaid Services (CMS)

Home and Community-Based Services (HCBS) Waivers.

- Waivers are a form of Medicaid funding that provides additional services and supports to eligible individuals.
- Waivers help people to live in community settings of their choice with supports instead of an institution.
- Funding is made possible by both federal (60%) and local levy dollars (40%).
- There are currently four types of HCBS waivers administered in Ohio:
 - 1- Self-Empowered Life Funding (SELF)
 - 2- Level 1
 - 3- Individual Options
 - 4- Transitions DD



Overview of CMS Rules

- New rules effective March 2014:
 - Conflict-free case management*
 - Community integration
 - Person centered planning
- States are required to comply with these new rules by 2019.

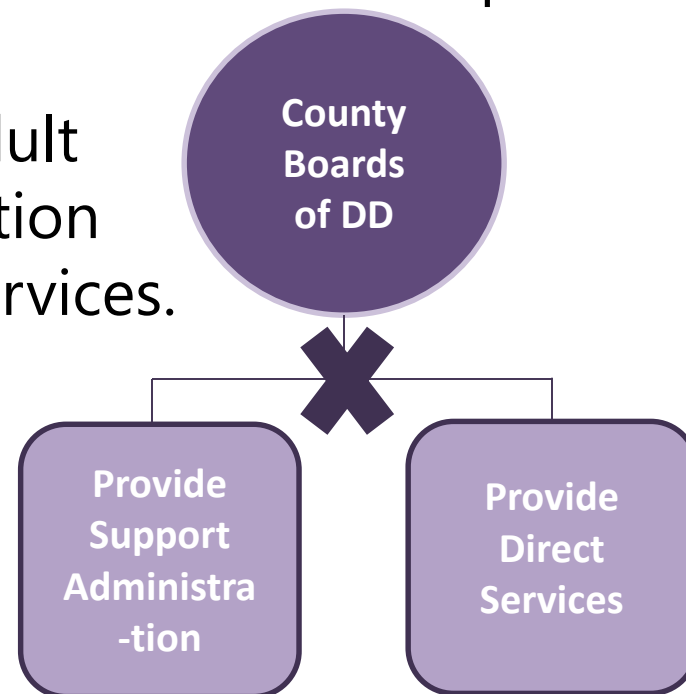
* Ohio negotiated an extension for this rule; Compliance deadline is March 2024.



CMS Rule:

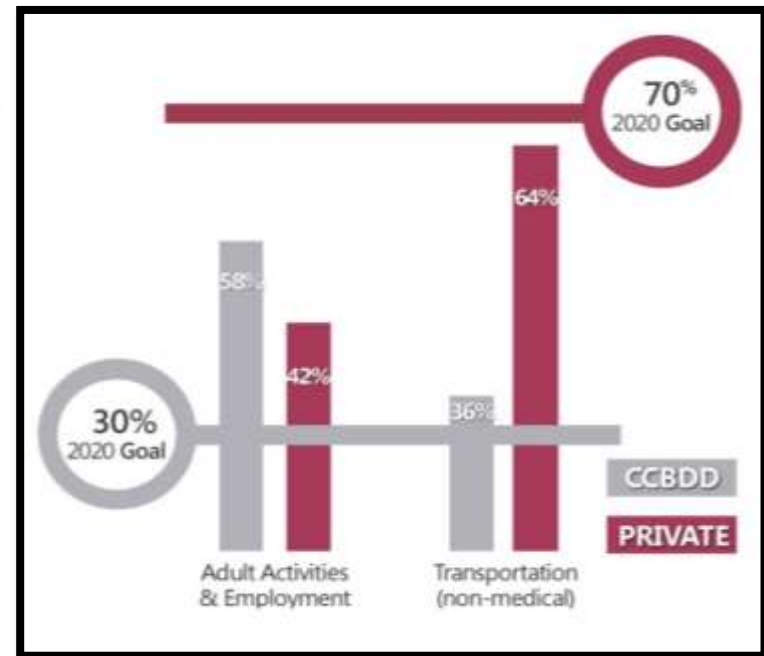
Conflict-Free Case Management

- County boards of DD cannot both *administer* and *provide* services; CMS views this as a conflict.
- June 2015, DoDD negotiated with CMS a 10-year transition for Ohio to come into compliance with this rule.
- This rule impacts adult services, transportation and employment services.



CMS Rule: Conflict-Free Case Management

- DoDD's agreement with CMS included a "benchmark" agreement.
- Phase Down: By 2020, no more than 30% of individuals receiving case management from county boards may be receiving direct services from them.
- Phase Out: By 2024, county boards must be in full compliance with this rule.
- By the end of 2015 in Ohio, county boards were providing 48.25% of direct services.



CMS Rule:

Home and Community-Based Services (Community Integration)

This rule applies to residential and nonresidential settings, including workshops and day programs.

Settings must:

- Be integrated in and support individual's full access to the greater community;
- Be selected by the person from among non-disability specific settings;
- Ensure individual's rights of privacy, dignity and respect, and freedom from coercion;
- Optimize an individual's autonomy and independence in making life choices; and
- Uphold individual choice regarding services/supports and who provides them.



CMS Rule:

Home and Community-Based Services (Community Integration)

What the rule means	What the rule DOES NOT mean
People have greater opportunities to try new things.	Everybody is required to work in the community.
People are able to make informed choices about employment and activities in the community they may enjoy.	Individuals cannot spend time during the day with other people with developmental disabilities.
People may get a job in the community and/or participate in other community-based activities based on their interests and level of involvement.	When not working in the community, no other day program options will be available.
People who do not want to receive waiver services in disability-specific settings (like workshops, day programs or group homes) cannot be made to do so.	People are required to spend a specific amount of time in or participate in a certain number of community-based activities each day/week/month.





Part II: A Time of Transition & Transformation



Including examples of how the
Cuyahoga County Board of DD is
planning for the future

Transitions Occurring throughout Ohio

Ohio County Boards Privatization Status
April 2016

Red = Privatized Green = In Process Blue = In Discussion Gray = County Board Operated



County boards of DD are at various stages of phasing out of their role as a provider of direct services.



New Pathways & Opportunities: Person Centered Planning

It's about ME.

My goals

My plan

My dreams

My choices



My future



New Pathways & Opportunities: Self-Determination

Empowering people with disabilities by putting them in charge of defining the direction of their lives.





From School to Competitive Employment in the Community

- In 2012, transitioning from school to an Adult Activities Center with CCBDD was no longer an option.
- Focus became that of building partnerships with transition-age students and their families, school districts, OOD and OMJ.
- Shared goal of creating collaborative teams that support each student transition from school.
- Beginning at age 14, teams should:
 - Include OOD and county boards of DD for IEP and transition planning; and
 - Help the student explore activities to prepare them for employment, if that is the desired pathway.





From School to Competitive Employment in the Community

- OOD and county boards of DD embrace the Employment First Transition Framework and backward planning tools.
- The team helps the student identify a long-term goal and works 'backwards' to identify the steps needed to support that goal.

Levels of support during transition:

Schools- Primary support until the student exits school (IEP)

OOD- Short-term support to connect the student to employment (IPE)

County Board of DD- Long-term support when continuation of employment support is determined necessary (ISP)





From School to Competitive Employment in the Community

What can **OOD** provide to students in
middle and high school?

- Planning, evaluation and career development activities
- Linkage to Ohio Means Jobs (OMJ) K-12 tools
- Summer youth career exploration
- Summer youth work experience
- Summer youth job development

What can **County Boards of DD** provide to students in
middle and high school?

- Planning, linkage and resources





From School to Competitive Employment in the Community

What if a school determines a student is not competitively employable or the individual does not want to work?

- A county board of DD Support Administrator (SA) will assist the individual/family plan for meaningful activities.





From School to Further Education & Training

CCBDD has recently developed action steps to:

- Survey post-secondary education and trade schools to learn about their expectations for students with disabilities;
- Partner with Offices of Disability Services;
- Develop the abilities of post-secondary staff (like resident assistants) so they can assist students with disabilities to be successful; and
- Provide training to enhance young professionals' diversity awareness and willingness to hire people with disabilities.



From Sheltered Settings to Competitive Employment in the Community

CCBDD has:

- Identified where individuals are on the pathway to employment and the supports needed to help them achieve their employment goals;
- Supported employment opportunities (enclaves) available as a way for individuals to gain employment skills;
- Helped to create the Employment Collaborative of Cuyahoga County; and
- Created social enterprises based in the community to help others learn social and job skills.

Just-A-Buck



From Sheltered Settings to Community-based Activities

Overview of CCBDD's Community Integration Efforts

- Created an online, interactive map of community assets.
- Developed an integrated community supports project for individuals at the Adult Activities Centers.
- Received grant funds to purchase small mini vans that have proven to be more practical for exploring one's community.
- Added flexibility to staffs' roles.





From Volunteering in Sheltered Settings to Volunteering with Others in the Community

- Individuals with DD are volunteering at local nonprofit agencies.
- CCBDD volunteers are transitioning from being in the centers to going out into the community with individuals served at the centers.
- In 2015, CCBDD volunteers supported 492 community-based activities.
- In the fall of 2016, Case Western Reserve University will launch a chapter of Best Buddies International.



CCBDD's Vision 2024



Our Challenges

- Funding
- Transportation
- Flexibility
- Safety and acceptance in the community
- New expectations
- Provider capacity and quality
- Managing change
- Changing identity of county boards of DD
- Future funding (levy) and support



Some Final Thoughts

- We're here for you, and we want to partner with you.
- Transition services should begin by at least age 14. Include us!
- Use the resources of county boards of DD (support administration, transition coordinators, assistive technology, therapies and more)
- Let us be your linkage to OOD, OMJ, private providers and others.
- Together, we can help students with DD have meaningful goals and fulfilling lives.



We humans have a breathtaking capacity to invent when we choose to step into the tension between our vision of a desirable future and our current reality.

John O'Brien ([Make the Day Matter](#))

