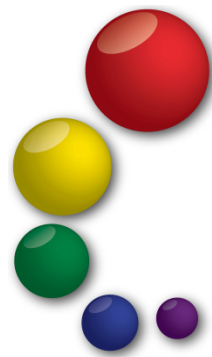


OHIO'S PROJECT: TRANSFORMATION
*SYSTEMS CHANGE FROM FACILITY-BASED SYSTEMS TO
INTEGRATED EMPLOYMENT*



Darke DD

darke county board of developmental disabilities

All people are valuable and have potential

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Presenter

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Agenda

Project Transformation: Darke DD
Assessment of your agency status
Issues / Barriers / Solutions
Guidelines for Success

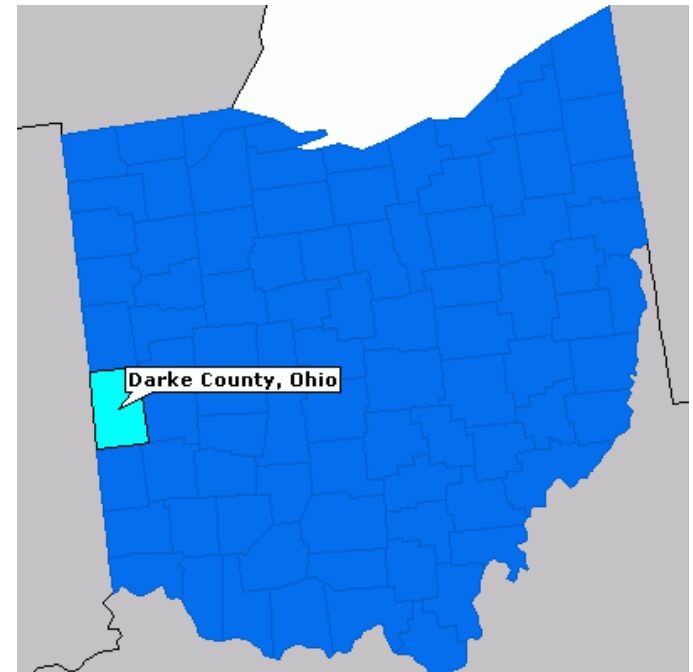
State of Ohio: Project Transformation

- Five county boards and three private providers
- Five expert systems transformation consultants
- Receiving guidance in the development of strategies to transform from facility-based to integrated services.



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



Barriers – What Barriers?

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*



- 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



Project Transformation

***“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



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.

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

Transforming Systems – It's all about people.

Sam – He's helped us think about how to shape our transition and discovery process! Some history about Sam:

- *Graduated high school in 2010*
- *Transitioned to Adult Services summer 2010*
- *Participated in sheltered work (piece work)*
- *2011/2012 videoed staff trainings, emcee talent shows, completed 5th year accreditation CD; facility-based activities*

- Did we miss something in Sam's transition process?
- What was he telling us?
- Were we listening?
- Was Sam 'molded' to fit our service delivery model? (or) were services 'molded' to fit Sam's interests, goals, desires - his personal genius?



TRANSFORMATION - New Opportunities for Sam

- Sam had some preconceived ideas regarding employment in the community – and as a ‘system’ – so did we!
- Sam now has an understanding that he can shape / be in control of his life. He can make choices to participate in things he enjoys.
- 2013 – *Expressed he was not happy doing piece work.*
- 2013 – *Said he doesn’t want to work in a factory.*
- 2014 - *Member of Good Life Network Community Project; now says he has a ‘voice’ in what he really wants to do.*
- *September 2014 - Visited Garst Museum with volunteer coordinator; inventoried genealogy information (Sam investigated his family history) – his work will include weighing, measuring, taking pictures of different museum archive items; inventorying those items*
- *September 2014 - Another volunteer opportunity with Darke County Parks; will work in log house as ‘historian’ – period costume / pictures of events / share pioneer history*



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)

Empowering People-Exploring Possibilities

- **Full Day Seminar:**
- My Interests and Talents
 - Discovery & Person-Centered Planning
- My Community
 - Events and Activities Where I Live
- My Home
 - Options for Community Living
- My Work
 - Employment and Volunteerism
- My Ride
 - Transportation Options
- My Education
 - Think College! and other Options



Next Steps

- Outcomes measurement – discovery, employment, shift to new providers, financial impacts
- Build provider infrastructure / change business model 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
- Share Successes!
- Post Secondary Education Partnerships
- Asset Based Community Development (ABCD)
- Encourage Advocacy

Questions?