

**DEVELOPMENTAL DISABILITIES COMMITTEE OF THE
ARLINGTON COUNTY COMMUNITY SERVICES BOARD**

**Wednesday, May 10, 2017
6:30 p.m. – 8:30 p.m.
Department of Human Services
2100 Washington Boulevard
Conference Room B/Lower Level
Arlington VA 22204**

Call to Order - Carol Skelly, -Chairperson

Welcome and Introductions

Public Comments

Agenda Items

Approval of April 2017 minutes

The Arc of Northern Virginia – Lucy Beadnell

Therapeutic Recreation Office – Updates

Staff Updates

Case Management Services

- Support Coordination and Monitored Services
- Case Management Data
- Frequently Asked Questions

Committee Chair Update

Vendor Reports

New Business

Adjournment

Special Accommodations: Arlington County Government provides accommodations, e.g., sign language interpreters, Computer-Aided Real-time Transcription (CART) audio amplification systems and alternate format materials for qualified individuals with disabilities as described in the Americans with Disabilities Act. To arrange for an accommodation, please call Robert Petross at 703-228-1773 or e-mail him at rpetros@arlingtonva.us

***After-hours access to the lower level of the Sequoia Building is available through the security guard in the lobby. Parking is available on the street and in the parking garage, which closes at 9:30 p.m.**

ARLINGTON COUNTY COMMUNITY SERVICES BOARD
Developmental Disability Committee
Monthly Meeting
Department of Human Services
2100 Washington Boulevard
Sequoia Building 1/Conference Room D
Arlington VA 22204

DATE/TIME: April 5, 2017 at 6:30 pm

CHAIR: Carol Skelly

MEMBERS (in attendance): Carol Skelly, Casey Youman, Chuck Adkins-Blanch, Cherie Takemoto, Aima Omara, Nancy Tishman, Alex Yellin, Donna Budway, Alex Soroko, and Barbara Jones

MEMBERS (absent): Ann Kelly and Moira Saucedo

ATTENDEES: Lucia Claster, Margaret Goss, Ginny Conroy, Edward O'Brien, and Barbara Martin; Lucy Beadnell (The Arc of NOVA); staff representatives of service providers: Michelle Brownlee (Linden Resources), Kris Hollins (Community Residences), Kenan Aden (MYLE), LaTonia Adams (MYLE), Brenda Richardson (ServiceSource), Jan Williams (ServiceSource), and Deb Bauer (ServiceSource); and County staff representing DHS/AADSD/DDSD: Elizabeth Cannon and La Voyce Reid

RECORDER: La Voyce B. Reid

Call to Order: Carol Skelly, Committee Chair, called the meeting to order at 6:30 pm

Minutes: Approval of the March minutes with the following correction: Include update on award of the Arlington Weaves, Etc. RFP to ServiceSource with opposition to this decision expressed by DD Committee member, Alex Soroko. Specific ally, opposition to the decision to not require the provider to reimburse participants for products they create on a bi-weekly basis.

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
Public Comments	No public comments	N/A		
The Arc of NOVA	Ms. Lucy Beadnell distributed and reviewed her hand-out entitled, "The Arc of Northern Virginia's April 2017 Legislative Update" (Attached).		Lucy Beadnell	None Indicated
Therapeutic Recreation	A handout was distributed to the Committee members and attendees describing activities for April 2017		April Rosenthal	None Indicated
Vocational/Day Support/Employment Service Providers Panel Discussion	<p>MVLE, ServiceSource, and Linden Resources responded to the DD Committee's request to present on the following four topics:</p> <ol style="list-style-type: none"> 1. Challenges 2. Innovations in service delivery 3. Misconceptions 4. Methods of compensation <p>MVLE (Kenan Aden) provided a handout covering its response to these four areas. The handout is attached.</p> <p>ServiceSource (Jan Williams and Deb Bauer) presentation highlights include:</p> <ul style="list-style-type: none"> • A description of its Pathways to Careers program, which is grant-funded by SourceAmerica. • The program targets individuals with the most significant disabilities in assisting them to find employment (28.6% of the participants have moderate to severe ID) • Random sampling is used to determine participants 	<p>Can the providers quantify the numbers specific to Arlington residents?</p> <p>Staff will provide the following data as requested:</p> <p>Number of Arlington individuals each of the three providers serve in the following areas:</p> <ol style="list-style-type: none"> 1. Individual Supported Employment (ISE) 2. Group Supported Employment (GSE) 3. Group Day Support 	Linden Resources MVLE ServiceSource	May 10, 2017

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/U/P DATE
	<ul style="list-style-type: none"> • Program emphasizes choice and offers 8 to 12 week paid internship opportunities. The length of the internship is intended to provide ample opportunity for a person to learn and understand the job and to determine their level of interest (in the job). • No limit to the number of internships an individual may take advantage of • The intention of the program model is that the employer will hire the individual at the close of the internship; employer may pull out at any time. • Pathways to Careers is a demonstration project at this time. • To date, ServiceSource has supported 23 individuals under this program over a two-year period. None of the 23 individuals are from Arlington • A primary challenge has been making connections with the right person in the (hiring) agency • There is a great emphasis on making connections and building natural supports so that the individual can move away from job coaching • Participants may access clinical supports (i.e., OT, PT) to help them be successful 			

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
	<p>Linden Resources (Michelle Brownlee) presentation highlights included:</p> <p><u>Challenges</u></p> <ul style="list-style-type: none"> • The agency continues to struggle with fitting its employment programs to the requirements of competitive, integrated employment. • Its AbilityOne contracts, which support more than 100 people in the region, are especially vulnerable at this time. • As DARS looks at their employment sites, they are asking the questions: is the employment competitive? Is the setting integrated? Are there opportunities for advancement? • Linden's Bureau of Engraving call center recently determined (by DARS) as not being integrated as the individuals doing the work are not interacting with people without a disability who are doing the same work. • DARS will not provide funding if the setting is not integrated; without DARS funding agencies may need to look to the local CSBs for funding. • Independent of DARS funding providers such as Linden will not have the resources to provide the supports people with DD need. 			

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
Staff Updates/Program Reviews	<p><u>Innovation</u></p> <ul style="list-style-type: none"> • Linden Career Readiness Program focuses on soft skill development for those persons interested in employment • Program operates in a classroom setting, as well as in volunteer settings • Linden Resources continues to support people from the original Career Readiness cohort, but are not seeing new interest for this program <p><u>Misconceptions</u></p> <ul style="list-style-type: none"> • Misconception that a vast majority of people supported in day support are not given opportunities to work when in fact there is a decent number of people that want community jobs, but they also want day support. • Employment sites are as competitive and integrated as they can be. <p><u>Compensation</u></p> <ul style="list-style-type: none"> • All individuals supported by Linden Resources AbilityOne contracts are paid at minimum wage or higher. 	None	La Joyce Reid	N/A

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Committee Chair Update(s):	<p>2. Guardianship – L. Reid shared that the Department will not pursue plans to contract with an attorney to support 11 individuals needing legal assistance with filing guardianship documents with the Court. Instead, staff will work with the County Attorney’s Office (CAO), with DHS as its client, to file paperwork on behalf of these individuals.</p> <p>3. Self-directed Services – The Department remains interested in “exploring “this services option; however, the employment study has taken priority in terms of staff resources and time.</p> <p>C. Skelly shared that the DD Proclamation Ceremony, which was held on March 7th, went well. The PEP (Program for employment Preparedness) was honored this year. Board Co-Chair, Katie Cristol offered opening remarks and School Board Chair, Nancy Van Doren, extended the keynote remarks and presented plaques and certificates of appreciation. The program, which took place at the Arlington Career Center, was well attended by program participants, family members, PEP Committee members and staff, and members of the APS School Board.</p>	None	Carol Skelly	N/A

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
	C. Skelly reminded Committee and members and attendees of the CSB's budget priorities and encouraged people to reach out with messages of support in favor of the 2.2 FTEs and \$75 thousand dollars to support a study of the needs of Arlington residents on the Autism spectrum and who present with serious mental illness.			
Vendor Updates New Business	There were no vendor updates No new business	None	N/A	N/A

The next regular DD Committee Meeting is scheduled for Wednesday, June 7, 2017 at 6:00 pm
2100 Washington Blvd., Conference Room B, Arlington, VA

The Arc of Northern Virginia's April 2017 Legislative Update

General Assembly

- General Assembly concluded on February 25th and will adjourn again on April 5th for final votes
- Governor McAuliffe has proposed a budget amendment for Medicaid expansion in light of the failure of proposed changes at the federal level on healthcare laws and Medicaid
- Reports will be given to members before next session on Training Center land and plans, Waiver waiting list data

Department of Behavioral Health and Developmental Services

- Individuals starting services with urgent need and FY17 Waivers
- SRAP funds still available for housing assistance

National News

- Unanimous Endrew vs. Douglas decision on more than "de minimus" standard for IDEA
- Fry decision allowing families to pursue ADA concerns before IDEA procedures
- No immediate continuing plans for ACA replacement or Medicaid block grants

Local News

- Fairfax is looking at a plan to fund 2017 graduates (ID and DD), those with DD who have graduated in the past, and to cut funding starting in 2018 with allocations based upon Waiver priority tiers
- Alexandria and Arlington upcoming budget hearings
- Opening of Wexford housing option in Falls Church

Arc Updates

- Upcoming Waiver webinar April 19th at 12:30 PM <https://cc.readytalk.com/r/kn89067l01r4&eom>

Therapeutic Recreation (TR) Office

April 2017

**Come
Play
With Us!**

How to Contact TR

Unit Manager

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Program Support

Coordinator

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Katie Salyers, CTRS
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Office Location

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TTY: Relay 711

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New Updates

- Next Family Fun Night is Friday! April 7 from 6:30-8pm. See below.
- Spring Class registration is now open! Classes begin the week of April 17, 2017.
 - **Classes that still have spaces available:**
 - ♦ **Adapted Parent Tot Gymnastics- 5 Spaces Available**
 - ♦ **Adapted Gymnastics Level 2- 2 Spaces Available**
 - ♦ ***Arts & Crafts Advanced-6 Spaces Available***
 - ♦ **Arts & Crafts Beginners (5:30pm)- 4 Spaces Available**
 - ♦ **Arts & Crafts Beginners (6:45pm)- 4 Spaces Available**
 - ♦ ***Music Therapy- 7 Spaces Available***
 - ♦ **Fun & Fitness (April)- 1 Spaces Available**
 - ♦ **Fun & Fitness (May)- 3 Spaces Available**
 - ♦ ***Tot Splash (Wednesday)- 5 Spaces Available***
 - ♦ ***Youth Splash 1 & 2 (Wednesday)- 6 spaces Available***
 - ♦ *** Teen Adult Splash (Wednesday)- 7 Spaces Available***
 - ♦ ***Adapted Aqua Fitness- 6 Spaces Available***

*Classes identified by a * have not yet met their minimums and are at risk for being cancelled.*

- Summer Camp Registration is Open
 - ♦ Camp Discovery: 6-11 years old. All sessions FULL. Please register on the waitlist if interested.
 - ♦ Adventure Quest: 12-21 years old. Openings: All sessions FULL-Please register on the waitlist if interested.
 - ♦ Project FIVE: 13-21 years old. All sessions FULL-Please register on the waitlist if interested.
 - ♦ Access Adapted Sports (contractor): 8-13 years old. Offered Session 1 Contact Info@momentum-3.com directly.
 - ♦ Inclusion Support in General Recreation Camps: available for all camp ages
- Reminder: iCan Bike will not be offered this summer. Due to construction renovations occurring at the originally intended facility and the inability to secure an alternate location that meets the needs of the program we will be unable to facilitate this camp in 2017. We plan to bring this program back in the summer of 2018.

Family Fun Night

TR Programmer: Katie Salyers

New Day and early time. This drop-in program will be on the first Friday of the month in 2017. Next offering will be on Friday, April 7 from 6:30-8pm. Langston Brown Community Center \$1.50/person.

Turn OVER for More Info

Therapeutic Recreation (TR) Office

April 2017

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Social Clubs

TR Programmer: Cindy Leiva

Each social club offers 2-3 activities per month ranging from social gatherings to community trips, volunteer experiences, performances and more. Please contact the TR Office at TRinfo@arlingtonva.us or 703-228-4740 to schedule an intake interview. Annual Membership Fee: \$45. Trip Fees are additional.

Teens Going Places (ages 12-17)

Young Adults Going Places (ages 18-29)

Adults Going Places (ages 30+)

Inclusion Supports for Enjoy Arlington Classes

TR Programmer: [Cat Trovato and Robyn Mitchell](#)

Modification requests can be made in advance to enable us to plan for the best type of support or assistance. Based on requests, demonstrated need and available resources, we provide various inclusion support for participants with disabilities enrolled in a general recreation programs offered in the Enjoy Arlington Catalogue (EAC) that are run by DPR. We can also offer consulting support for contracted programs offered in the EAC. However, we do not have access to rosters when contractors do their own registrations. Please make sure to let contractor know once you have signed up what modifications you are requesting and we are happy to share with them any modification plans on file with your written permission.

2017 ARLINGTON PALOOZA

Join us for the first-ever Arlington Palooza!

A free outdoor event for all ages and abilities will feature Live Music, Art, Giant Games, Moon Bounces, Food Vendors & much more!

Bring your blankets and a picnic lunch or, purchase food from the on-site food trucks!

Saturday, April 29 from 1-4 pm

Location: **Alcova Heights Park** (901 S George Mason Drive, Arlington 22204)

Questions? Call Emily Thrasher at 703-228-4773

Visit our website for more programs and information:

<http://parks.arlingtonva.us/therapeutic-recreation/>



Arlington ID Committee Employment Initiative Discussion

Challenges	Innovations	Misconceptions (committee)	Method of Pay
<p>1</p> <p>Individuals with more severe disabilities have difficulty in the more advanced Employment Service settings where they are required to be competitively-employable due to the economics of the job structure. Virginia's Employment Services system simply does not fund the high level of individualized support as seen in states where "100% Employment" programs successfully exist.</p>	<p>MVLE, like other organizations, is adjusting ratios of work groups to be smaller to allow more personalized employment support and to reduce labor expense to the employer (2-4 people at minimum wage vs. 6-8 for people with lower productivity rates). We are also increasing the volunteer opportunities for people who have productivity rates that preclude them from joining more competitive work sites.</p>	<p>When a person's disability impairs their ability to maintain productivity over 85%, it is very difficult to justify their employment for businesses in the competitive job market. It takes a willful employer to hire a person who has a 50% productivity rate at a 100% wage. This is especially difficult without incentives for the hiring company.</p>	<p>A vast majority of MVLE's program participants earn more than minimum wage. Most of those who earn less than minimum wage face the challenge of being told that they will not be able to earn <i>any</i> wage in the near future as the wage certificate goes away.</p>
<p>2</p> <p>Incentives for Federal, State, Municipal, & Commercial Employers to Hire Persons with severe disabilities exist but they are very limited.</p>	<p>MVLE and other providers develop strategic partnerships with companies to enter employment agreements at the corporate level to ensure that decision makers make hiring severely disabled people a corporate initiative, not just a singularity championed by a lone hiring manager.</p> <p>Successful legislative work has been accomplished by vaACCSES & MVLE President/CEO to have Employment Service Organizations (ESO's) added to Small, Women-owned, and Minority-owned Business (SWaM) Law in Virginia.</p> <p>Through Virginia's eProcurement Portal (eVA), some municipal governments and state agencies can forego the entire competitive bidding solicitation process and hire/contract an</p>	<p>The public is not as open to "doing the right thing" by hiring severely disabled people as many people think. It is rarely as simple as being able to tell the story and hoping that the employer values the outcome at the decision maker level (above the hiring manager). Additionally, many ESO provide commercial-level service in their industries. It is often hard to beat the</p>	<p>Most of these jobs are at or above minimum or living wage. ESO's face the challenge of trying to include people with lower productivities in these arrangements while providing very intense 1:1 training to give them the best opportunities for growth. This is</p>

		ESO to perform work. This is a huge incentive and efficiency measure for Purchasing and Contracting offices at these agencies.	stigma that an ESO "won't be as good" as a commercial firm.	an expensive process.
3	Operating within a care/service provision system that is running on emergency regulations with oversight that is very open to interpretation has, at times, posed a difficult catch-22.	MVLE is developing a program structure prior to these changes that allows more flexibility to move within programs based on an individual's needs and wants (i.e. funding should not dictate what may benefit someone). When the person's plan is truly person-centered, the outcomes are hard to refute, despite the different interpretations of regulation by individuals within the same regulatory agency.	Some people feel that the system is designed to be less restrictive and to provide even more support for more people. This simply is not true. The new system has not evolved to the point where it is clear how the needs of so many people with varying disabilities will be met. Those currently in this system might face significant decreases in level of service as the funding agencies try to balance census quantities and quality of service.	New regulations such as those in WIOA and temporary work adjustment programs create new conundrums for service delivery. While these programs will certainly benefit a number of people, people living with more severe disabilities might lose their jobs or large portions of their income if they need more intense or sustainable service.
4	Related Funding changes (local and state)	MVLE has recognized the need for developing more opportunities for clinical and therapeutic services for individuals who are employed (onsite, group and ISE) and who need these services to retain employment and other activities that support independence.	Services that are ancillary to employment and day support are not covered under the provider contracts. These services must be funded through medical billing or donations.	Having to receive these services during day/employment hours is disruptive to work schedules.
5	Increased regulatory mandates on providers and employment settings.	MVLE is increasing volunteer options in the community to provide more exposure to work activities when people are not able to join employment settings due to their productivity level or support needs.	The perception among many people is that, in the end, everyone will be able to choose to have a job paying a competitive wage. While this is possible, the current business construct and	

	Additional Community Resources need to be acquired and offered to the populations that we serve.	MVLE is working toward increasing on-site educational and volunteer options for true (2-way) integration and education. There is a need to find creative ways to provide cutting-edge training and education to individuals that we serve despite funding gaps. Partnering with non-licensed providers such as the SPARC Program, also supplements this. Within these partnerships, the non-licensed provider provides the educational or skill-building activity while the licensed provider provides licensed care. Most of these programs do not hold any certifications for care provision but make excellent partners for education and training.	support infrastructure do not support this.	Often when organizations or professionals are approached about helping in this way, they are able to donate several hours of their time providing these services but, for these opportunities to be sustainable, more funding is needed to enhance the programs in these ways. Additionally, volunteer opportunities can be just as difficult to manage and acquire as employment depending on the situation.	
6					
7	School-to-work continuity is imperative.	MVLE continues to work on increasing school partnerships so that there is better continuity between training for jobs after school and curriculums provided to school-aged people. Job market information is necessary to drive what skills and training will best serve each graduating class.	Not all graduates are job ready when they graduate. This can be mitigated through better collaboration.	In the future, new graduates will matriculate into adult employment service programs that will require certain productivity levels in order to participate in programs that provide paid employment.	
8	Staff training (change management) – Helping staff to be fairly compensated and treated as professionals while also asking them to be “teachers” as opposed to “care givers”	Due to prohibitive funding levels in Virginia, compensation levels are limited, which limits the ability to hire many staff who come to the table with educational and skill levels that are needed for operating in such progressive and complex programs.	Many staff work second jobs to make ends meet for their families. In areas of the country where they have had the greatest successes in employment, staff are well compensated and highly trained.		

