

# Pipeline Quarterly

A quarterly feature publication of the Ohio Department of Developmental Disabilities

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Winter 2011-'12

## Director's Column

### Employment First Initiative and Executive Order

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In March, Governor John Kasich signed an Executive Order establishing the *Employment First* initiative in Ohio, including the formation of a task force to expand employment opportunities for people with developmental disabilities.

The Employment First policy and task force will encourage Ohioans with developmental disabilities to take part in the community workforce whenever possible, rather than in more traditional 'sheltered workshop' settings.

Prior to signing the Executive Order, Governor Kasich enthusiastically commented,

**"We're going to push, push, push on this employment theme! People with disabilities want to work in the community. I'm going to say right now, that people with disabilities have a voice in this Administration."**

The Executive Order calls for DODD to take the lead on developing the Employment First Task Force, which will include

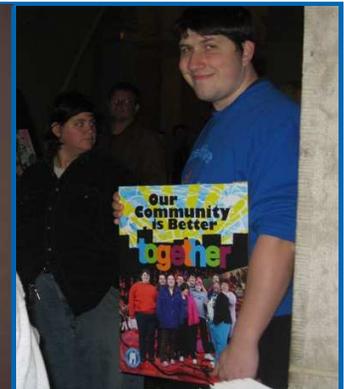
(cont. on p. 9)

"Don't just send us home with a word! Educate us ..."

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together

## We're All Better Together in the Community



(L. to R.): Dwight and Elijah at the Mission Kitchen; Paul Day, member of People First of Delaware County welcomes visitors to the annual DD Awareness Month Kickoff event at the Statehouse; and, William, at Hattie Larlham's Autism Pre-school, in Mantua, Ohio.

In 2012, Ohio's developmental disabilities community already has seen exciting progress with Governor John Kasich's support of employment as a top priority for people with disabilities. In signing the *Employment First Executive Order* in early March (p. 2), he pledged to help create an environment that offers new work opportunities for *all citizens* to explore.

This also is the year of the long-awaited *Self Empowered Life Funding (SELF) waiver*, (p. 3) that will enable individuals with developmental disabilities to utilize new services and technology to assist them in being more independent. Self advocates were in the driver's seat all the way in spearheading this effort!

And, in 2012 progress continues as residents of Ohio's Developmental Centers are moving into their communities. New doors are opening for them, and funding is re-directed toward other options to assure health and safety, as well as individual freedoms. In this issue we'll take a look at these and other efforts during winter 2011-'12.

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so

"I'm ready to do that now!"

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## Administration Update

# 'Employment First,' an Initiative Whose Time Has Come

As a Department within Governor John Kasich's Cabinet, and as a partnering agency within the Governor's Office of Health Transformation, DODD is working toward transformational change in Ohio's health and human services delivery system. Transformational change for our system involves achieving our mission by continually increasing opportunities and independence for people with developmental disabilities.

Providing ways to prepare for and obtain community employment is a huge factor in assuring greater independence for Ohioans with DD, and as such, the signing of the Employment First Executive Order on March 19 was a major step forward.

The Employment First Executive Order includes the formation of a task force to expand employment opportunities for people with DD.

**The initiative's policy and task force will encourage Ohioans with DD to take part in the community workforce whenever possible, rather than in more traditional 'sheltered workshop' settings.**

The signing ceremony was attended by several individuals involved in Project SEARCH, a school-to-work program that provides hands-on work experience, along with training in employability and independent living. Several of Ohio's Project SEARCH students attended the event.

**Changes in the law would make meaningful community employment the preferred option for Ohio students who have developmental disabilities.**

**See the Executive Order in its entirety at [www.dodd.ohio.gov/newsroom](http://www.dodd.ohio.gov/newsroom)**

*\*DODD: Ohio Department of Developmental Disabilities; RSC: Ohio Rehabilitation Services Commission; JFS: Ohio Department of Job & Family Services.*



**Only in Ohio is 'dotting the 'i' so much fun!** Signing the Employment First Executive Order, (from back, L. to R.) DODD Director John Martin, RSC Director Kevin Miller, JFS Director Michael Colbert, Micah Hetrick, and Governor John Kasich. \* Micah dotted the 'i' in 'Kasich.' At right, Micah and Sue Hetrick - mom, and parent-advocate.

**" We greatly appreciate this Executive Order.**

**It will help challenge the stereotypes and change an entire culture in Ohio. "**

**-DODD Director John Martin**



**"Project SEARCH made a difference for Micah, and I'm so proud of him."**

DODD will take the lead in developing the Employment First Task Force, including representatives from the departments of Education, Job and Family Services, Mental Health, and the Ohio Rehabilitation Services Commission. The Task Force will identify best practices, effective partnerships, sources of federal funds, opportunities for shared services among County Boards of DD and other service providers, and expand model programs to increase community employment opportunities.

In addition, the legislation requires that the Individualized Education Plan for each student with developmental disabilities in Ohio's education system will include a goal of preparing the student for community work.

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## Mahoning Valley

### Purple Cat Offers Community Engagement, Jobs

The Purple Cat, part of the family of community-based businesses and organizations within Youngstown's Iron and String Life Enhancement, Inc. (ISLE) is not your run-of-the-mill day habilitation program.

"I founded the company in 1998," says Jim Sutman (photo p. 10), director and owner of ISLE. "My background includes working for the Mahoning County Board of DD, writing behavior plans for the adult service workshop. Then I was asked by a family to start a residential facility for adults with disabilities." The rest is history.

From its start providing residential options in Mahoning and Trumbull counties, Sutman then decided to take the business in a different direction, providing adult day habilitation services, and 'The Purple Cat' was born.



Three sites in the Youngstown area offer different programming and employment opportunities for adults. The main campus in downtown Youngstown focuses on creative arts, and an emphasis on exercise since the YMCA is right next door. An east side site features The Mission Kitchen, where individuals with an interest in cooking prepare and sell meals to community customers. Some choose to learn office skills, and there's even an internet radio station! The studio at [goldenstringradio.org](http://goldenstringradio.org), is a fully-functioning online station, and accepts listener requests.

More online at  
[www.ironandstring.org](http://www.ironandstring.org)



A studio sign reads:  
Hello Radio Friends!  
Please keep on-air  
profanity to a minimum.  
- Keep on ROCKIN'!

According to Sutman's wife, Jill, "First we set up a computer and speaker in the building with clients playing music and doing announcements. They were very good at it, so we turned it into an on-line station, and now they run it themselves."

The third location is a 52-acre farm in Coitsville, where individuals grow crops and provide animal care. This site boasts a 7-acre lake for fishing or boating, and includes wheelchair-accessible deck.

And, in addition to the Purple Cat facilities, Jim Sutman launched 'Touch the Moon Candy Saloon' featuring specialty candy. The store offers a retail employment option for people with DD, and Sutman is quick to add, "All of our clients are paid at least minimum wage. Their schedules are based on how many hours they want to work, and which location they choose. When I jumped into this, I had no idea it would blossom into multiple businesses and clients. I just let our folks guide me."

Acknowledgements: Legal News Reporter, January 12, 2012;

Special thanks to Paul Iden, MCBDD, misc. photos pp. 3-5, and John Trevelline, YDC.

### SELF Waiver Enrollment to Begin July 1, 2012

Enrollment for the new Self Empowered Life Funding (SELF) waiver is expected to begin on July 1, 2012. Currently, DODD staff and other agency partners are completing details regarding the administration of the waiver, and maintaining the initial intent of the waiver to allow individuals with developmental disabilities freedom to determine *how* and *where* they receive supports paid with this Medicaid funding.

Individuals will be able to self-direct where and how services are provided.

Annual cost caps are  
\$25,000 for children;  
\$40,000 for adults, with some service-specific limitations.

More at [dodd.ohio.gov/SELF](http://dodd.ohio.gov/SELF)

Waiver capacity will be up to 500 individuals in the first year, accumulating to 1000 by the second year, and 2000 by the third year. The waiver capacity includes 100 children with 'intensive behavioral needs' who will receive a state-funded waiver. Children with intensive behavioral needs must meet defined criteria in order to get one of the state-funded waivers.

Individuals must meet approved ICF/MR\* 'Level of Care' needs, and be willing and able to participate in *self-direction*. A pre-screening tool must be completed before enrollment. Under the SELF waiver, an explanation must be provided when an individual chooses an Adult Day service that is not an employment service. Community Inclusion services available with the SELF waiver support individuals' full participation the community, such as personal assistance in the home, or help with a community activity.

\*ICF/MR is the acronym still in statute.

## Community Partners Proving what Governor Kasich has stated, The Mahoning Valley is Very Much Alive!

In preparing his State of the State speech earlier this year, Governor John Kasich made the decision to deliver the speech from a high-performing school in Steubenville. During the speech he looked around the school and said,

**"The Mahoning Valley is alive again! I can see it. We're out of the ditch."**

Recently, *Pipeline* visited several area service providers, and Youngstown Developmental Center, which serves 14 surrounding counties, and partners frequently with neighboring County Boards of DD. It's clear, the Mahoning Valley is looking to a brighter future. Attesting to this are people with developmental disabilities who are actively participating in their communities - with a measure of support and lots of enthusiasm.



**Meet Matt**, who works as an aide at the Mahoning County Board of DD Centre at Javits Court, and who also happens to have galactosemia, an inherited digestive disorder.

**Matt displays the DNA diagram for galactosemia, a digestive disorder he inherited. Incidence is about one in 60,000 people. Matt is wearing a karate 'gi' (uniform) and recently earned a black belt level in karate.**

Matt indicated that he likes to branch out into learning new things, and he attributes his success to the fact that he was, "... brought up in a good way." And, Matt will tell you sincerely that not only does he do a good job as an aide, preparing materials for meetings and doing many helpful office-related tasks, but he'll also tell you honestly,

**"I could do a lot better job if you'd just get me a better shredder!"**

When asked by Youngstown Developmental Center Superintendent Cindy Renner what makes him such a hard worker, Matt will pause thoughtfully, considering the question, and answer, "I think it's because I'm thankful. I'm thankful for this job, and my family."

**Meet Ashley**, who is participating in the Positive Culture Committee at Turning Point Day Service Center, learning leadership and teamwork skills (see p. 5), and also studying yoga.



**Ashley asks, "How many facility tours end with a yoga position?" Answer: Only highly interactive tours led by Ashley. She adds,**

**"Having a Positive Culture means feeling liked."**

**Meet Elijah**, working at the Mission Kitchen and its day program, The Purple Cat (see p. 3). Elijah used to be shy - but now uses super salesmanship to sell tickets for a camp fundraiser, all while making you a delicious quesadilla! *(cont. on p. 5)*

**Elijah (at right) and Dwight**, work at a cool local restaurant known as the Mission Kitchen. They are proudly sporting the 2012 DD Awareness Month t-shirts, printed at Youngstown Developmental Center (p. 5).



## Mahoning Valley - Youngstown Developmental Center, More Community Engagement

Supporting people with developmental disabilities is not just 'matching them to a program.'  
Sometimes the people take charge themselves - and their lives grow accordingly.



<Meet the multi-armed silk-screen machine at Youngstown Developmental Center. Putting all those letters **together** on Awareness Month themed t-shirts is a step-by-step process. Here, YDC's Michael and Pamela work together to make them.



**Jimmy Tracomì** – When he asks community businesses to sponsor a golf outing benefiting athletes with developmental disabilities, everyone says, "Of course!" Jimmy says,

"I love doing this. But unless you know a lot about golf, like I do -- don't do it! It's a lot of work."

**Meet Jimmy Tracomì** - Managing a successful golf outing benefiting Special Olympics was Jimmy Tricomì's idea in 2011, and he's back again this year, taking his idea to the fairways of Trumbull County. Avalon South Golf Course will be packed with golfers this July. "He works like a dog on this," says Carol Kirsch at Trumbull County Board of DD. Jimmy says, "It works cuz I go around to every hole during the outing and ask if they're having fun. And, they are!"

## Provider Spotlight: Turning Point Residential Services Fosters a Positive Culture



The Positive Culture Initiative, a belief system and intentional way of supporting individuals with developmental disabilities, is a key DODD concept that focuses on creating healthy relationships, and acknowledging the many unique gifts that *everyone* brings to relationships. It shifts thinking away from power or control in language and actions, and toward encouragement and acceptance.

At Turning Point Residential Services in the Youngstown area, Kathy Phillips and staff have provided just such an environment for day program participants to take charge of their own Positive Culture Committee -- and, as she'll tell you, "Wow, has that been an experience! They have so many ideas!" At these meetings you'll hear, "Who wants to help plan this?" Or, "Who wants to attend?" Hands wave and voices call out ...

**Positive Culture Committee Meeting:** Turning Point Residential day program participants run their own bi-monthly meetings, and discuss topics they want to learn more about. They share with each other things they are happy about, or want to have help with. Sometimes they share original poems or a song. Standing is Faith, who stated, "We all have good ideas -- let's let everyone say something today. Who's ready to share?" And immediately and hand waved in the air, and Kenny said, "I'm ready to do that NOW!"

" I'm ready to do that NOW! " 

More about the Positive Culture Initiative at [www.dodd.ohio.gov/pci](http://www.dodd.ohio.gov/pci)

## The Many Faces of Hattie Larlham

They're at Autism Pre-School, Hattie's Cafes, Doggie Day Care, Art Shows ...

Hattie Larlham is a non-profit organization headquartered in Mantua, Ohio (Portage County) that provides services throughout the state to approximately 1500 children and adults with developmental disabilities. Approximately 125 young people with severe disabilities and chronic conditions reside at the main Mantua facility. Hattie's 'family' includes many faces, some of which we glimpse here.

In 2008, Pipeline Quarterly attended a ribbon-cutting ceremony at the place known then as the Hattie Larlham Foundation, and now simply as Hattie Larlham. Returning in 2012, and visiting the newer facility connected to the main building built in 1979, attentive staff are seen working with pre-schoolers in the Autism Pre-School, now in its third year, and serving 14 children. We also learn of two Doggie Day Care facilities; the nine Hatties' Cafe's; Constant Companions day habilitation program; and the many ambitious plans that CEO Dennis Allen shares over lunch - at Hattie's of course! The entrepreneurial style makes Hattie Larlham a provider of diverse services, to many faces. 

**Below:** In 2008 the Creative Arts Program was in a smaller area of the main building, and Jessica, an artist, was working with 'art tracker,' Peter, under the direction of Hattie's creative guru, Phylliss Steiner. The studio has moved to a larger venue in the building and is even more colorful! Says Phylliss,

"All great artists have people who help them. So do ours!"



More at [www.hattielarlham.org](http://www.hattielarlham.org)

**Above:** Intent little faces at the Autism Pre-School are focused on new iPads, purchased through a grant. You can see the enthusiasm, and hear it, as Hayden (back, right) shrieks and points excitedly at the icons. William (right) is on our cover.



**Left:** Hattie's Doggie Day Care has two locations - Green Ohio, and Twinsburg. Together, the two cage-free locations employ nearly 60 individuals with developmental disabilities, who learn alongside job coaches - and some frisky pups!

**Below:** Break time at the first Hattie's Cafe in Hudson, opened in 2006. There are now nine of them.



### Who's Hattie?

Hattie Larlham (1914-'96) was a nurse, and founder of the Hattie Larlham Foundation, a residential care facility for children with developmental disabilities and medically fragile conditions.



# We're Achieving Greater Awareness ... Event Draws 600 People from 35 Counties



The Ohio Statehouse Atrium hosted the annual kickoff celebration of Developmental Disabilities Awareness Month on March 1, uniting hundreds of attendees under the theme for this year's activities, "Our Community is Better Together."

The event spotlighted many opportunities emerging in this spirit throughout the state, and raised public awareness of the many talents that people with disabilities bring to each community. Sponsored by DODD and Ohio Public Images (OPI), a statewide information and advocacy organization, the two organizations collaborated with stakeholders to provide a unique public venue for advocates and self advocates to participate. DODD Director John Martin addressed the crowd, noting,

*"As the Awareness theme this year says, 'Our community is better together.' Looking around this room I think we all can see and feel that."*



The Ohio Statehouse Atrium, pleasantly crowded and overflowing to the catwalks. At forefront in maroon t-shirts, Clark County's TAC Choir re-seats themselves after leading the crowd in the Pledge of Allegiance.

## Our Community is Better



Showing Good Sportsmanship: (L. to R.) Callum Morriss, University of Rio Grande (URG) international student (Redcar, England) and assistant women's soccer coach; DODD Director John Martin; Matt Easter, Gallipolis Developmental Center (GDC); Tony Daniels, URG Director, Campus Sports & Recreation and men's assistant soccer coach. At the event, Daniels noted,

*"GDC soccer players and the kids from our university have had a great time playing together. We all need to stand behind community-oriented activities like this."*



During the Ohio Public Images annual awards event at the Ohio Association of Superintendents of County Boards (OASCB) winter conference in Columbus, a Self Advocate Merit Award is presented by OASCB president Rick Marriott to Denver Gray, of Hocking County.

## The Power of Advocacy

### People First Conference Blazes New Trails

"Leave your guns and bad attitude with Sour Puss Lil. Our town is full of Advocacy and Goodwill."



Sour Puss Lil.

"Blazing New Trails," the *People First of Ohio* Conference held in March at Roberts Convention Centre in Wilmington, Ohio, used the western theme to showcase lessons learned and trails explored, helping the nearly 600 people in attendance learn new things, and focus on efforts to strengthen community

employment and involvement. *People First*, known for 'telling it like it is,' and doing so with a sense of humor and sense of pride, was at its best this year hosting a conference celebrating nearly 20 years of advocacy.

Speakers included DODD Deputy Director Zach Haughawout – who told the room packed with self advocates, family members, and support staff,

"Talk with us, and help us plan better programs for you - it's so important that we hear from you and that we have an ongoing dialogue."

Haughawout noted that the voices of individuals with developmental disabilities are listened to by the Kasich Administration, and their ideas and input are valued. "Your legislators want and need to hear from you."

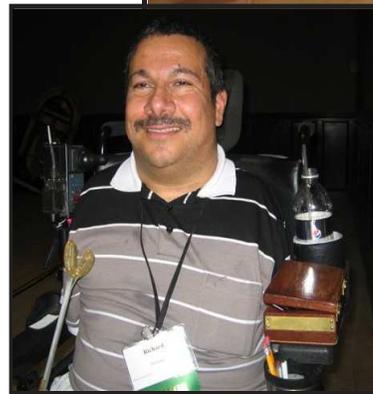
This message was echoed by Dan Connors, representing the Ohio Rehabilitation Services Commission (RSC) who stated, "We have to change the message from, 'Employing people with disabilities is the nice thing to do' ... to, 'You can't afford *not* to hire people who have developmental disabilities!'"

Featured speaker and self advocate Richard Devylder, Senior Advisor for Accessible Transportation, U.S. Department of Transportation, was remarkable not only for his forthrightness in telling his personal story of being born without limbs, but for his work involving the pursuit and guarantee of rights that *all people* should expect, especially accessible transportation. He said,

"We're not kidding when we say this is a right!  
We are working to ensure reliable and safe transportation services that include people with disabilities in an integrated manner."

(cont. on p. 10)

Giddy-Up!  
Reliable transportation is important!  
The 'horse' leaves Zach Haughawout (right) with no ride, as Sadie Hunter (front) and Joellen Hunter emerge from the costume.



"Accessible, reliable transportation is a civil right."  
-Richard Devylder, featured speaker



Bill Adams is having no trouble communicating. Bill (at left) proclaims his desire to get matters taken care of in a Wild West skit that blazed trails in terms of costuming and dramatic flair! Bill's communication device may have done the talking, but he was certainly the brains behind the plan. Bill's skills also will be put to good use as the newly-elected president of People First of Ohio!

## Family Advisory Council Offers Insights

The DODD Family Advisory Council (FAC) continues its commitment to providing families an open forum for information they need to make good decisions for family members who have developmental disabilities, and help improve Ohio's service system. In that effort, topics suggested by this important stakeholder group were on the agenda at the March 2012 meeting, including the regular 'Director's Chat' with John Martin.

Director Martin, who is always asked many questions at these meetings, turned the tables on FAC attendees this time, and asked them to ponder and respond to a question. His question to them was this:

**"How was it explained to you when you first heard that your child had a developmental disability? And, what would you *have liked to have heard*, or how would you *have liked to have been told* on that first occasion?"**

Fourteen different parents or other family members responded to the question, sharing just as many different and interesting answers. Whether it was at birth, or at some other point during developmental years, each of them *would have liked to have been given more information immediately about the disability* and not just 'a word.' One mom said,

**"Don't send us home with a word! 'Down syndrome' or 'brain damage' doesn't tell me what to do for my child. Give us some information right away. Connect us with others ... educate us. That's how I felt then, and how I feel now."**

Several family members noted that educating medical professionals on how to approach families that first time, and immediately thereafter, needs to be improved. Also important is working with hospital staff — some of whom are excellent at understanding what families need at that critical time — and some of whom are not well-prepared to do so.

In addition, several FAC members spoke of "...not putting limitations on your child, no matter what the early diagnosis is" ... and emphasized the importance of "...talking to other families who are going through similar situations. That's huge."

**"Is it a conversation of hope and expectations, or one of negativity? This can make such a difference for families — to have some hope, and helpful information."**  
- DODD Director John Martin



Director Martin was grateful for the input, and noted that one of the things he believes is critical to serving families more effectively, is seeing to it that families receive *better information early-on*. He explained, "Early Intervention services are so important, and we need to be sure that E.I. Specialists are having positive conversations with families." 🌀

*Be a great advocate - be informed!*

FAC is at [joinfamilyadvisory@list.dodd.ohio.gov](mailto:joinfamilyadvisory@list.dodd.ohio.gov); Contact Peggy Martin.

Email her at [peggy.martin@dodd.ohio.gov](mailto:peggy.martin@dodd.ohio.gov); or call (614) 466-8706.

### Director's Column

#### Employment First

*(cont. from front cover)*

representatives from the departments of Education, Job and Family Services, Mental Health, and the Ohio Rehabilitation Services Commission.

This is a strong first step in a policy proposal included in the Mid-Biennium Budget bill introduced in early March. It calls for an initial focus on students with developmental disabilities, ages 14 and up, who are transitioning from school settings to jobs in their communities ... determining what their skills and abilities are best suited for in terms of employment beyond 'sheltered workshops.'

**It is important to note that Ohio's DD system now spends less than 6% of its adult services funding on placing and supporting individuals in the general community workforce. Current state and federal efforts are increasingly focused on re-directing Medicaid spending for community-based services.**

Office of Health Transformation (OHT) Executive Director Greg Moody also has noted that the bill requires that the Individualized Education Plan for each student with developmental disabilities in Ohio's education system will include a goal of preparing the student for community work. Changes in the law would make meaningful community employment the *preferred option* for these students in Ohio.

I look forward to reporting good progress on this initiative, and seeing positive employment outcomes (community jobs!) for individuals across the state. 🌀

-Respectfully, John Martin

## People First *(cont. from p. 8)*

Devyllder also made the important distinction between considering something an *accommodation* for a disability, versus offering various *options for diverse functional needs*. He emphasized, "The entire population has diverse functional needs! And so, all will benefit by a no-nonsense approach to accessibility."

## Learning & Earning

Conference sessions included information about employment, including customized employment and *Medicaid Buy-In*; voting rights; leadership; making the most of Individualized Service Plan meetings (ISPs); and other topics requested by self advocates. Stressed throughout the conference was the Blazing New Trails theme, and the trails that lead to employment ...

Be sure to see the original video at <http://www.peoplefirstohio.org/> titled, "I Need a Job - Not a Government Plan!"

Throughout the conference, self advocates took the lead in planning whenever possible, acknowledging their rights and respective responsibilities, and learning what they can do to assure independence in making choices or selecting any needed supports. Comments heard included,



"Don't let people talk you into stuff at your ISP meeting, or pressure you! YOU are in charge of your meeting, and it can be any place you want it to be." - Christine Brown, self advocate



" Ask about Medicaid Buy-In! It can help to make the money that you earn work for YOU." - Chuck Beatty, People First advisor

Many lessons were learned at the 2012 *People First* conference, and with the gentle guidance of Sadie Hunter and Joellen Hunter, hundreds of self advocates left the event having learned that there is more than one trail to ride, and it's YOUR choice which ones to take.



**Better Together, Everywhere!**  
Brenda Scroggs, Creative Foundations (Champaign County) team leader, at the DD Awareness Month Kickoff event, working with several *People First* ambassadors who welcomed attendees to the Statehouse Atrium.

## Pipeline Quarterly

Published four times annually (*fall, winter, spring, summer*) by the Ohio Department of Developmental Disabilities' (DODD) Division of Legislative Affairs & Communications, *Pipeline Quarterly* focuses on people, highlights topics of interest to the developmental disabilities community, and reinforces DODD core concepts and philosophy.

We thank all who have allowed us to speak with them for this issue, and all who have contributed to its preparation. Reader comments, ideas, and feedback are welcomed!

Submit ideas for *Pipeline Quarterly* to editor Sherry Steinman: [sherry.steinman@dodd.ohio.gov](mailto:sherry.steinman@dodd.ohio.gov), or call (614) 644-0262. *Pipeline Quarterly* and the twice-monthly *Pipeline* are archived at <http://dodd.ohio.gov/pipeline/Pages/default.aspx>



^ Jim Sutman reminisces about the early days at the Mission Kitchen (p. 3)