

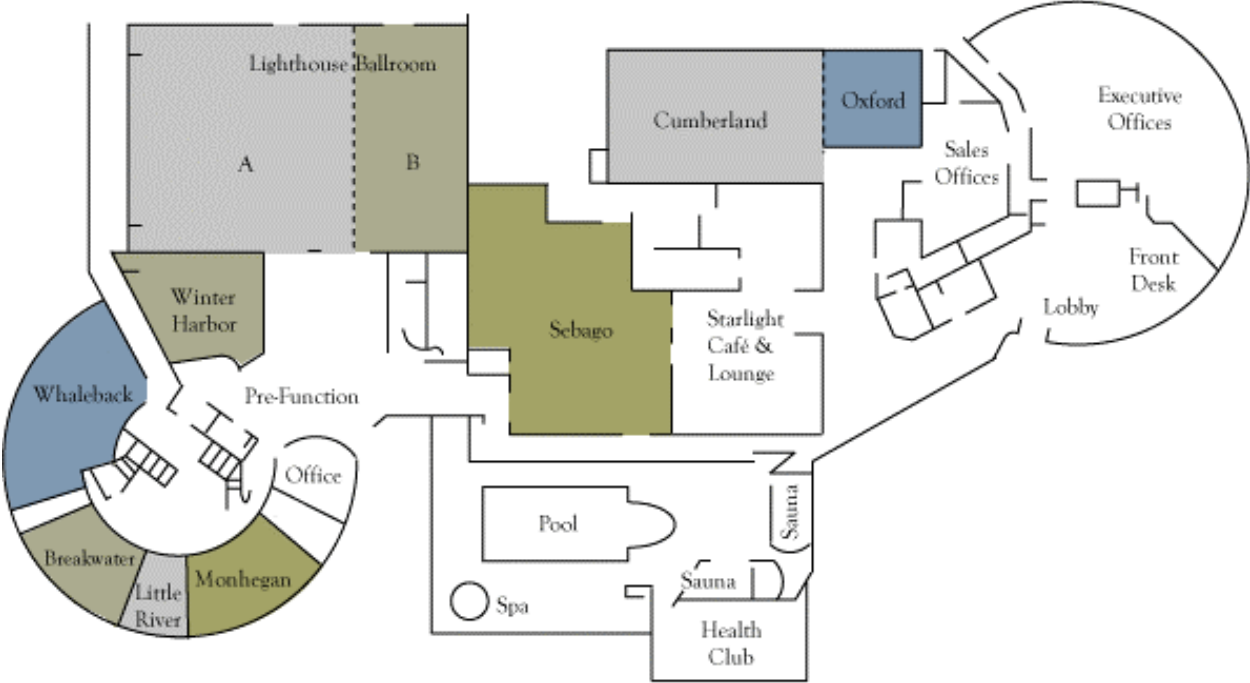
Building Supportive Communities
For Individuals Facing Behavioral Challenges



Meeting Program

NASDDDS
Mid-Year Meeting
May 12-14, 2004
Sheraton South Portland Hotel
Portland, Maine

Sheraton South Portland Hotel Floor Plan



ROOM

FUNCTION

Breakwater Room	Board Meeting
West Foyer (Pre-Function)	Registration, Reception, and Breaks
Lighthouse Ballroom B	Directors' Forum
Lighthouse Ballroom A	Plenary Sessions
Starlight Cafe	Luncheon
Breakwater Room	Breakout Sessions (Thursday & Friday)
Winter Harbor Room	Breakout Sessions (Thursday & Friday)
Whaleback Room	Breakout Sessions (Thursday Only)
Sebago Room	Breakout Sessions (Friday Only)

Program at a Glance

Wednesday, May 12

8:00 AM - 12:00 PM	NASDDDS Board of Directors Meeting <i>*Open to State Directors and NASDDDS staff only</i>	Breakwater Room
11:00 AM - 6:00 PM	Registration	West Foyer
1:00 PM - 2:45 PM	State Directors' Forum* <i>*Open to State Directors and key MR/DD staff only</i>	Lighthouse Ballroom B
2:45 PM - 3:00 PM	Afternoon Break	West Foyer
3:00 PM - 5:00 PM	State Directors' Forum* <i>continues</i>	Lighthouse Ballroom B
5:30 PM - 7:00 PM	Welcome Reception	West Foyer

Thursday, May 13

8:00 AM - 4:45 PM	Registration	West Foyer
9:00 AM - 9:15 AM	Welcome & Introductions	Lighthouse Ballroom A
9:15 AM - 10:30 AM	Keynote Address	Lighthouse Ballroom A
10:30 AM - 10:45 AM	Morning Break	West Foyer
10:45 AM - 11:45 AM	Keynote Reactor Panel	Lighthouse Ballroom A
12:00 PM - 1:30 PM	LUNCHEON	Starlight Cafe
1:30 PM - 3:00 PM	Breakout Sessions I	<i>See Program for Specific Locations</i>
3:00 PM - 3:15 PM	Afternoon Break	West Foyer
3:15 PM - 4:45 PM	Breakout Sessions II	<i>See Program for Specific Locations</i>

Friday, May 14

8:00 AM - 10:45 AM	Registration	West Foyer
9:00 AM - 10:30 AM	Breakout Sessions III	<i>See Program for Specific Locations</i>
10:30 AM - 10:45 AM	Morning Break	West Foyer
10:45 AM - 11:45 PM	Closing Plenary Session	Lighthouse Ballroom A

Breakout Sessions at a Glance

Thursday, May 13

	Breakwater Room	Winter Harbor Room	Whaleback Room
1:30 PM to 3:00 PM	I-A <i>Improving Services to Persons with Co-Occurring Conditions through Interagency Collaboration</i> Ritchey Casey	I-B <i>Meeting the Challenge of Serving Persons with Dual Diagnoses</i> duPree Watts*	I-C <i>Combating Substance Abuse Among Persons with Developmental Disabilities: A Blueprint for a Local Solution</i> O'Meara Packard Turner Bourdon Ross
	Breakwater Room	Winter Harbor Room	Whaleback Room
3:15 PM to 4:45 PM	II-A <i>AAMR's Positive Support Training Curriculum for Supervisors and Direct Support Professionals</i> Rotholz Pierson	II-B <i>Person-Centered Positive Behavior Support</i> Fay Mackowski	II-C <i>Maine's New Electronic Case Management Tracking and Reporting System</i> Gallivan Sandusky Hayward Lowell

Friday, May 14

	Breakwater Room	Winter Harbor Room	Whaleback Room
9:00 AM to 10:30 AM	III-A <i>Serving Behaviorally Challenged Individuals: Using Performance Indicator Data to Pinpoint Systemic Strengths and Weaknesses</i> Bradley Taub	III-B <i>Preparing Direct Support Professionals to Work with Individuals Who Have Behavioral Challenges</i> Asnes Scala Moulton	III-C <i>Furnishing Inpatient Assessment and Psychiatric Treatment Services to Persons with Intellectual Disabilities</i> Charlot O'Brien

*Presenter not confirmed at the time the Program was printed

Meeting Program

Wednesday, May 12

8:00 AM - NOON	Board of Directors Meeting* <i>*Open to State Directors and NASDDDS staff only</i>	Breakwater Room
11:00 AM - 6:00 PM	Registration	West Foyer
1:00 PM - 2:45 PM	State Directors' Forum* <i>*Open to State Directors and key MR/DD staff only</i>	Lighthouse Ballroom B
2:45 PM - 3:00 PM	Afternoon Break	West Foyer
3:00 PM - 5:00 PM	State Directors' Forum* <i>continues</i> <i>*Open to State Directors and key MR/DD staff only</i>	Lighthouse Ballroom B
5:30 PM - 7:00 PM	Welcome Reception Opportunity for networking among state directors, NASDDDS staff, and other meeting participants.	West Foyer

Mark Your Calendar For These Future Meeting Dates



August 8-10, 2004
Reinventing Quality Conference
Doubletree Hotel Philadelphia
237 Broad Street
Philadelphia, Pennsylvania

November 17-19, 2004
2004 Annual Meeting
Holiday Inn Select Old • Town Alexandria
480 King Street
Alexandria, Virginia

April 27-29, 2005
2005 Mid-Year Meeting
Doubletree Hotel Portland • Lloyd Center
1000 NE Multnomah
Portland, Oregon

Meeting Program

Thursday, May 13

8:00 AM – 4:00 PM Registration West Foyer

9:00 AM – 9:15 AM Welcome Lighthouse Ballroom A

Bob Gettings NASDDDS Executive Director

Gerry Morrissey NASDDDS Board President;
Commissioner,
Massachusetts Department of Mental Retardation

Brenda Harvey Acting Commissioner,
Maine Behavior and Developmental Services

Jane Gallivan Program Director,
Mental Retardation Services,
Maine Behavior and Developmental Services

9:15 AM – 10:30 AM Keynote Address Lighthouse Ballroom A

*Practical Advice for Achieving Positive Outcomes
for Individuals with Co-occurring Conditions*

Ruth Ryan, MD Director of Clinical Services,
Support Solutions
Lewiston, Maine

Drawing on her vast reservoir of experience in designing behavioral intervention and support plans for individuals with developmental disabilities, Dr. Ryan will identify proven crisis stabilization strategies as well as methods of helping persons with such co-occurring disabilities to cope with the challenges of everyday life. She will highlight the importance of equipping front line workers and supervisors with the skills required to serve dually diagnosed individuals. Dr. Ryan also will illustrate how positive behavioral reinforcements can be employed to help persons with a combination of cognitive disabilities and behavioral disorders to take charge of their lives and begin to shape their own futures.

10:30 AM – 10:45 AM Morning Break West Foyer

Meeting Program

10:45 AM – 11:45 AM

Keynote Reactor Panel

Lighthouse Ballroom A

*New England's Vision of Services
for People with Challenging Behaviors*

Jane Gallivan	Program Director, Mental Retardation Services, Maine Behavior and Developmental Services
Stephanie Horridge	Community Social Services Administrator, Division of Developmental Disabilities Rhode Island Department of MHRH
Gerry Morrissey	Commissioner, Massachusetts Department of Mental Retardation
Peter O'Meara	Commissioner, Connecticut Department of Mental Retardation
Theresa Wood	Director, Developmental Disabilities Services Vermont DDMHS

For the past twenty-five years, the New England states have been the seedbed of many noteworthy innovations in serving people with developmental disabilities. In recent years, each of these states has pursued its own unique pathway toward improving services and supports to individuals with a combination of developmental disabilities and severe behavioral disorders. The panelists will sketch out the principal features of the approach currently employed in her or his state to organize, finance, and deliver services to dually diagnosed individuals. They also will describe new initiatives that are currently underway or being developed and comment on the status of preliminary discussions regarding the development of an interstate collaborative aimed at improving service access and quality for individuals with co-occurring developmental and behavioral disabilities within the New England region.

12:00 PM – 1:30 PM

LUNCHEON

Starlight Cafe

Meeting Program

BREAKOUT SESSIONS I

1:30 PM – 3:00 PM Session I-A Breakwater Room

*Improving Services to Persons with
Co-Occurring Conditions through Interagency Collaboration*

Ken Ritchey Director,
Ohio DMR/DD

Kevin Casey Deputy Secretary for Mental Retardation,
Pennsylvania Office of Mental Retardation

Too often, persons with co-occurring developmental and behavioral disabilities have fallen through the cracks between the public mental health system and the public developmental disabilities system and, as a result, have been unable to gain access to the specialized mix of behavioral interventions, effective medication management and carefully tailored long-term supports they require to function effectively with their home communities. Ohio and Pennsylvania are two states that have worked hard over the past few years to close this gap by enhancing the level of collaboration between the state/local mental health and developmental disabilities service systems. Director Ritchey and Deputy Secretary Casey will review the steps that have been taken in their respective states to forge a stronger partnership between the state/local mental health and developmental disabilities service systems. They also will identify a number of yet-to-be-resolved challenges that lie ahead.

1:30 PM – 3:00 PM Session I-B Winter Harbor Room

Meeting the Challenge of Serving Persons with Dual Diagnoses

Kathryn duPree Deputy Commissioner, Family and Community Services
Connecticut Department of Mental Retardation

Carol Watts* Director, Office of Behavioral Services,
Long Term Services (DD) Division, New Mexico DOH

The presentation will show information regarding successful interagency planning and the step down program, the Woodbridge project which has been in operation for 2 years.

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1:30 PM – 3:00 PM Session I-C Whaleback Room

*Combating Substance Abuse
Among Persons with Developmental Disabilities:
A Blueprint for a Local Solution*

- Rick O'Meara Regional Director, Southeast Region
Massachusetts Department of Mental Retardation
- William Packard Psychologist,
Taunton/Attleboro DMR
- Steve Turner Community Police Officer,
Taunton (MA) Police Department
- Keith Bourdon Probation Officer,
Taunton District Court Probation
- Jim Ross Executive Director
Community Partnerships, Inc. and
father of two children with disabilities

Unfortunately, some individuals with developmental disabilities are no strangers to alcohol and/or drug abuse which leads almost inevitably to legal infractions of various types and severity. Efforts by local treatment programs and law enforcement agencies to break the cycle of dependency often have proven to be fragmented and ineffective. The City of Taunton, Massachusetts decided to create a partnership between local developmental disabilities, mental health and educational agencies, law enforcement officials, and the criminal justice system to map out a solution to this problem. The presenters in this session will summarize the steps taken to date as well as other plans that remain on the drawing board.

3:00 PM – 3:15 PM Afternoon Break West Foyer

Meeting Program

BREAKOUT SESSIONS II

3:15 PM – 4:45 PM Session II-A Breakwater Room

*AAMR's Positive Support Training Curriculum
for Supervisors and Direct Support Professionals*

David Rotholz Project Director, Center for Disability Resources
School of Medicine Pediatrics
University of South Carolina (UCEDD)

Joanna Pierson Executive Director,
The Arc of Fredrick County

Find out what strategies are recommended for training supervisors of direct support staff as well as direct support professionals in the values and practices of positive behavior support. Gain insights into the effective use of a new twenty-six module, two-tier curriculum that has been developed, tested, and implemented in collaboration with the South Carolina Department of Disabilities and Special Needs. Also learn about a parallel effort to implement the curriculum in Maryland spearheaded by The Arc of Fredrick County.

3:15 PM – 4:45 PM Session II-B Winter Harbor Room

Person-Centered Positive Behavior Support

Mary Lee Fay Administrator, Seniors & People with Disabilities
Office of Home & Community Supports, Oregon DHS

Dave Mackowski Behavior Support Services,
Oregon Technical Assistance Corporation

Oregon Technical Assistance Corporation and the State of Oregon have developed an integrated approach to developing and providing positive behavior supports to individuals with challenging behaviors in community settings. This session will offer an overview of that process and will present an example of a Behavior Support Plan that integrates principles of Person-Centered Planning with those of Positive Behavior Support.

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3:15 PM – 4:45 PM

Session II-C

Whaleback Room

Maine's New Electronic Case Management Tracking and Reporting System

Jane Gallivan	Program Director, Mental Retardation Services, Maine DBDS
Terry Sandusky	MR Information Manger, Mental Retardation Services, Maine DBDS
Rick Hayward	Enterprise Information System Project Manager Mental Retardation Services, Maine DBDS
Walter Lowell	Director, Office of Information Services Mental Retardation Services, Maine DBDS

This session is an overview of the State of Maine Enterprise Information System used as a full statewide electronic case management system that tracks person centered plans, funded supports and services, expenditures, and reportable events (Incident Management) for individuals living in the community. Mr. Sandusky will conduct a live demonstration of the system, its tracking, monitoring, and review functions of services and events including investigations and follow up. Connections to QA/QI activities and the " Quality Framework" for waiver services will be reviewed. Mr. Hayward will review the technical infrastructure of the system. Dr. Lowell will discuss how Maine was able to use matching Federal funding to pay for the creation of the data system.

4:45 PM

ADJOURN FOR THE DAY

Have you visited the NASDDDS Web Site ?
(<http://www.nasddds.org>)

- Link to state & federal news stories
- Register for meetings
- Order publications and subscribe to newsletters
- Link to member state agencies
- Link to other MR/DD associations
- Link to association special projects
- Link to Promising Practices and Funding Services

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Friday, May 14

8:00 AM – 10:45 AM Registration West Foyer

BREAKOUT SESSIONS III

9:00 AM – 10:30 AM Session III-A Breakwater Room

Serving Behaviorally Challenged Individuals: Using Performance Indicator Data to Pinpoint Systemic Strengths and Weaknesses

Val Bradley President,
Human Services Research Institute

Sarah Taub Project Director,
Human Services Research Institute

Through the administration of the National Core Indicators (NCI) Consumer Survey, a vast database of information about system performance is amassed each year. The most recent dataset (2002-2003) includes nearly 10,000 surveys administered across seventeen states. This presentation will utilize the NCI dataset to spotlight trends in services to people with behavioral challenges.

9:00 AM – 10:30 AM Session III-B Winter Harbor Room

Preparing Direct Support Professionals to Work with Individuals Who Have Behavioral Challenges

Barbara Asnes, MSW, JD Project Manager,
Behavioral Health Sciences Institute

Elise Scala Project Manager,
Maine Personal Assistance Services Association

Julie Moulton Direct Support Professional,
Support Solutions

The Behavioral Health Sciences Institute (BHSI) and Maine Personal Assistance Services Association (PASA) will jointly present on training

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issues and needs relating to behavioral supports. Testing and training information will be presented, along with information about ongoing assistance in the areas of behavioral supports and training. Examples of how these issues have impacted both the quality and quantity of services to persons living in the community will be presented.

9:00 AM – 10:30 AM Session III-C Whaleback Room

Furnishing Inpatient Assessment and Psychiatric Treatment Services to Persons with Intellectual Disabilities

Lauren Charlot, LICSW, PhD Assistant Professor of Psychiatry
UMass Memorial Medical School

William O'Brien, MSW Executive Director,
UMass Memorial Behavioral Health System

This presentation will discuss the various administrative strategies that were implemented to allow the Neuropsychiatric Disabilities Unit (NDU), a 10 bed acute inpatient psychiatric service for people with intellectual disabilities to develop at an academic medical center, the University of Massachusetts Memorial Medical Center, at a time when state and hospital resources were shrinking. The major focus of the presentation will be on the unit's comprehensive assessment and treatment model, referencing the psychiatric and medical comorbidity of the patient population and the dramatic need for accurate diagnostic assessment and treatment. The role of medication interactions and the general use of psychotropic medications will be reviewed. A variety of data will be shared regarding patients who have been admitted to the program. Specific case examples will be shared.

10:30 AM – 10:45 AM Morning Break West Foyer

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10:45 AM – 11:45 AM

Closing Plenary Session

Lighthouse Ballroom A

*The Take Away Lessons:
An Interactive Discussion and Synthesis Session*

FACILITATOR:

Robin Cooper NASDDDS Director of Technical Assistance

Ms. Cooper will facilitate a group discussion aimed at helping participants tie together the various threads of discussion over the course of the meeting. Be prepared to participate in the development of improved strategies for serving individuals with co-occurring developmental and behavioral disabilities.

11:45 AM

ADJOURN FOR THE MEETING

Just a Reminder...

Please Be Sure To
Recycle Your Badge
and
Turn In Your
Meeting Evaluation Form
to the
Registration Desk
At The End Of The Meeting

Conference Welcome

BRENDA M. HARVEY, MSED, CRC is the Acting Commissioner for the Department of Behavioral and Developmental Services (BDS). She previously served as the Acting Deputy Commissioner and the Director of the Office of Program Development for BDS. Prior to that, she was employed by Maine Medical Center where she provided project management to several federally funded projects including an OSER supported transition project, and a SAMHSA Employment Research project. Ms. Harvey is the Principle Investigator for a SAMHSA planning grant to Implement Evidence-Based Services in the mental health system and the Principle Investigator of a grant regarding the transition of youth with severe emotional disturbances. She is a graduate of Leadership Maine (Theta Class) and a faculty for the Maine Management Institute. She has served as the Chair of the Governor's Mental Health Advisory Council, and was a member of the State Commission on Supported Employment. She has been a national delegate to the Association of Persons in Supported Employment and a board member of the state chapter and has provided training on these topics to businesses throughout New England.

Keynote Address

RUTH RYAN, MD is the author of the *Handbook of Mental Health Care for Persons with Developmental Disabilities*, a step-by-step guide to “trans-disciplinary, whole person assessment and treatment,” and the co-founder and former director of The Community Circle, an innovative, Denver-based research and education foundation that furnishes mental health and behavioral intervention services to adults with mental retardation and other developmental disabilities.

Session Presenters and Panel Participants...

(In alphabetical order)

BARBARA ASNES, MSW, JD manages a training program for Direct Support Professional staff working with adults who have Developmental Disabilities. She has over 25 years experience working in direct service, supervision, and administration primarily with individuals having both Mental Retardation and Mental Illness. She has also been involved with class action lawsuits and consent decrees in several states.

VAL BRADLEY has been the President of the Human Services Research Institute since its inception in 1976. She has headed numerous projects aimed at assessing and improving the quality and delivery of services to persons with developmental disabilities. She acted as a principal investigator for the Pennhurst project, a longitudinal effort designed to assess the impact of system change, namely the closing of a state institution in favor of community placement. Ms. Bradley is an expert on quality assurance. She participated

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in the design of quality indicators for major national advocacy organizations in the developmental disabilities field and has consulted with state governments regarding the design of quality assurance systems. She authored HSRI's manual in quality assurance for the human services field and is the co-editor of a book on quality assurance with Henry Bersani. An updated volume on quality assurance, *Quality Enhancement in a Changing World: Challenges and Opportunities in a Changing World* (Bradley and Kimmich, eds) was recently published by Brookes Publishing. Currently, she is director of a project for the U.S. Health Care Administration to assess the responsiveness of current federal quality assurance regulations to individual resident outcomes. Ms. Bradley has also directed several projects focusing on family support programs for families with children with disabilities. She co-authored numerous policy analyses in the family support area and has also helped to organize families around the country to develop state family support legislation. She was a co-director of the original Skills Standards project, and with John Agosta and James Knoll, she edited a book titled *Emerging Trends in Family Support*. She is also directing the Core Indicators project for the Institute and is responsible for the management of the evaluation of self-determination pilots funded by the Robert Wood Johnson Foundation. Her work has also encompassed international analyses – specifically a study to translate the experience with decentralization in Scandinavia to an American context. In conjunction with John Ashbaugh and Bruce Blaney, she edited a book on system change in the field of developmental disabilities titled *Creating Individual Supports for People with Developmental Disabilities*. In 1994, Ms. Bradley was appointed as the Vice Chair of the President's Committee on Mental Retardation by President Clinton, and from 1996 to 2000, she was the Chair of PCMR. In 2002, she was elected as Vice President and President-Elect of the American Association on Mental Retardation.

Laurie Charlot, LICSW, PhD is an Assistant Professor of Psychiatry at the UMass Medical School in Worcester Massachusetts where she is also the Program Director for the Neuropsychiatric Disabilities Unit. She serves on the Board of Directors for the National Association of the Dually Diagnosed and has published and lectured extensively on the topic of mental health problems of individuals with intellectual disabilities.

Robin Cooper is the Director of Technical Assistance with the National Association of State Directors of Developmental Disabilities Services, Inc. She works with state, county, and local governments as well as consumers and provider organizations on issues in long-term community-based support for people with disabilities. She assists states to redesign support coordination systems and modify their Medicaid-financed home and community-based waiver programs to include more person-centered and participant-directed options. Ms. Cooper has extensive experience in systems design that promotes effective management practices while assuring consumer choice and control. Before 1994, Ms. Cooper managed Wisconsin's Medicaid waiver program for persons with developmental disabilities. Prior to her work with the Medicaid waiver, Ms. Cooper was a case manager. She has also been a direct services worker assisting individuals with mental health and substance abuse. She has had the privilege of learning from and assisting

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individuals with disabilities for 30 years. Ms. Cooper holds bachelor and master's degrees from the University of Wisconsin-Madison.

KATHRYN DUPREE, as Deputy Commissioner Ms. duPree is responsible for interagency coordination of mental health services. She is a member of an interagency collaborative designed to streamline admissions to psychiatric facilities and to ensure timely, well planned discharges. Her Department has created a step down residential service for people with mental retardation who require upstream mental health services.

MARY LEE FAY has been the Administrator of the Office of Home and Community Supports, Seniors and People with Disabilities, since the office was developed as part of a reorganization within the Department of Human Services in 2001. This reorganization brought the state offices of long term care for seniors, people with physical disabilities, and people with developmental disabilities into one policy cluster. Ms. Fay is responsible for policy development, program implementation, budget development, and management for all program components of community supports. For programs supporting people with developmental disabilities this includes case management, comprehensive and support services, family support, and children's residential and intensive in-home services. For programs supporting seniors and people with physical disabilities this includes case management, in-home services, and Older Americans Act. Ms. Fay previously held the position of Manger of Development and Technical Assistance with the Office of Developmental Disabilities. In this role she was responsible for the closure of Fairview Training Center and the implementation of the Staley Lawsuit settlement. Ms. Fay has been with the state Department of Human Services since 1987. Prior to her state employment, Mary Lee was the Executive Director of a nonprofit training corporation, Oregon Technical Assistance Corporation.

JANE GALLIVAN is currently the Program Director for Mental Retardation Services in the Maine Department of Behavioral and Developmental Services. She was formerly on staff at Pineland Center prior its closure. Before assuming her current position, she served as a regional manager for Mental Retardation Services.

RICHARD HAYWARD is currently the Systems Team Leader in the Office of Information Services, whose major focus has been his role as Enterprise Information System (EIS) Project Manager, managing the design, development, and deployment of the EIS application through five major releases over the past six years. He has been responsible for teams of contracted developers, business process experts, and State programmers/report developers in the requirements-gathering, design, development, testing, and deployment of these releases. He has also had significant experience in substance abuse service systems and extensive experience in software development in the private sector.

STEPHANIE HORRIDGE, MA, MSW has worked in the field of developmental disabilities since 1975. Ms. Horrridge started her career working in Ladd Center, the Rhode Island state institution where she assisted people with complex needs in moving to the community. She now coordinates residential planning

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and development for all individuals within the DD Service System, including meeting the specialized needs for persons with co-occurring disorders.

WALTER LOWELL, PHD is the Director of the Maine Department of Behavioral and Developmental Services Office of Information Services. Dr. Lowell has extensive experience in health care research and resulting quality management and information systems. Currently, he is Director of the Department's Office of Information Services. Since 1999, he has led the department's successful effort to design, develop, and implement the Web-based, HIPAA-compliant Enterprise Information System (EIS) for the management of all client information of people served directly or indirectly by the Department.

DAVE MACKOWSKI earned a B.S. degree in Psychology from Bradley University and completed his graduate studies at Forest Institute of Professional Psychology. Dave has extensive experience in the field of clinical psychology and counseling with adults, adolescents, and children across the spectrum of treatment settings. For the past 5 years, he has focused his attention to providing enhanced supports to persons with developmental disabilities and co-occurring mental health issues who show challenging behaviors.

GERRY MORRISSEY serves as the Commissioner for the Massachusetts Department of Mental Retardation, a position he has held since April 1997. In this role he is responsible for overseeing the delivery of state services and supports to individuals with mental retardation and their families throughout the Commonwealth. The Department strives to help these individuals lead full and independent lives. Commissioner Morrissey has worked in state government for both the Department of Mental Health and the Department of Mental Retardation for more than 23 years. Prior to being appointed Commissioner of DMR, Morrissey served as Deputy Commissioner for three years. He was the 1993 recipient of the Bradford Fellowship from the Commonwealth of Massachusetts and Harvard University and holds a master's degree in public administration from the John F. Kennedy School of Government at Harvard University. He also holds a master's degree in education from Antioch University and a bachelor's degree in special education from the University of Massachusetts at Amherst. Commissioner Morrissey is President of the Board of Directors of the National Association of State Directors of Developmental Disabilities Services, Inc. (NASDDDS). He is also a board member of the Colonel Daniel Marr Boys and Girls Clubs in Dorchester where he served as president and chairperson for 10 years.

JULIE MOULTON, is a DSP and works with Support Solutions in Lewiston Maine, in direct services and supervisory positions. She is also a licensed massage therapist and a founding member of the Maine Personal Assistance Services Association (PASA). Julie has presented at state and national conferences to represent Maine PASA and the interests of direct support professionals.

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WILLIAM O'BRIEN, MSW is the Executive Director of the UMass Memorial Behavioral Health System, the second largest integrated behavioral health system in New England. Mr. O'Brien has over 30 years of experience working in and managing hospital, clinic, and community settings that work with individuals who have mental illness and other co-occurring disorders including Intellectual Disorders .

JOANNA PIERSON, PHD is executive director of the Arc of Frederick County which provides service coordination for 9,300 people with developmental disabilities and their families in Maryland. She has an active, consumer-focused interest in the implementation of positive behavior supports.

KEN RITCHEY was appointed by Governor Taft as Director of the Ohio Department of Mental Retardation Developmental Disabilities (MRDD) in February 1999. During Mr. Ritchey's tenure, the Department has been active in a number of areas including Self-Determination, completed the MRDD Vision Paper for the Governor, Medicaid redesign and numerous pieces of legislation.

DAVID ROTHOLZ, PHD is project director at the Center for Disability Resources, University of South Carolina. He has facilitated statewide system change in PBS for the South Carolina Department of Disabilities and Special Needs and edited the AAMR PBST Curriculum with colleagues at SC DDSN. He provides and manages staff training and consultation in positive behavior support, teaching skills, school-wide PBS, and related areas of programmatic & systems issues in MR/DD services.

TERRY SANDUSKY, MS, MPA is a 36-year veteran in regional community service management and state facility direction. He is the designer of the Maine's first Mental Retardation Management Information System in 1988. He now serves as Mental Retardation Services Lead in the Maine Enterprise Information System that replaced the original system.

ELISE SCALA, MS Policy Analyst is a human resource development, workplace learning specialist with recent experience organizing a personal assistance worker association in Maine. Her focus has been on the employment and development of people with disabilities and low-income workers.

SARAH TAUB coordinates the National Core Indicators, an effort to develop indicators and benchmarks of performance across state developmental disabilities service systems. Ms. Taub holds a Master's degree in Management of Human Services from Brandeis University and has previous work experience providing direct support to adults with developmental disabilities.

THERESA WOOD is Director of the Division of Developmental Services for the State of Vermont. She has worked in the field for 25 years, the last six of which have been as Director of Vermont's services for people with developmental disabilities.

