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Reflections by former Executive Director Robert M. Gettings and current Executive Director Nancy Thaler on FY 2006-2007 and the passing of the torch for a new era in NASDDDS' mission.



From Bob Gettings:

When informed of my retirement plans in early 2006, the Association's Board of Directors agreed to engage in a deliberative process of selecting my successor. I look back with pride on many accomplishments during the 36½ years I spent as your Executive Director, but none gives me greater satisfaction than the executive leadership transition that I was part of during the past year. The Board's selection of Nancy Thaler as my replacement was an inspired choice. For years, I've admired Nancy's passion and commitment to improving public services for people with developmental disabilities; but, the transition process gave me an opportunity to observe, first hand, her well-honed leadership qualities. With Nancy at the helm, and with an insightful, committed Board of Directors to work in tandem with her, the future of the Association is in excellent hands.

Since my departure, I've spent considerable time reflecting on the factors which contribute to the strength of an organization like NASDDDS. My thoughts on the subject will be summarized in a forthcoming monograph reviewing the history of NASDDDS. Suffice it to say for now that unity of purpose, visionary leadership, membership support and a shared commitment to making a difference are core ingredients in the success of any organization. NASDDDS possesses all of these qualities, which bodes well for the future of the organization. You can be assured that my thoughts will be with you as you strive, individually and organizationally, to build a better world for people with lifelong disabilities.

From Nancy Thaler:

I am honored to have been selected by the NASDDDS Board of Directors to serve as the Association's Executive Director. It has been a privilege to work with Bob Gettings throughout the transition and experience his intelligence and dedication directly. Bob is known for his good planning and attention to detail, and these characteristics served the Association well for over 35 years. In planning his retirement, Bob has set the standard for responsible succession planning. By providing the Board with a year's notice of his intentions, he allowed for time to recruit and hire a new director and, just as importantly, provide a period of overlap with the new Executive Director to assure an orderly transition.

During my years working as a state director, I relied on NASDDDS -- for timely and accurate information; guidance on what the federal government rules meant; alerts to changes and new trends in the field of developmental disabilities; and for opportunities to network and learn from other states. Bob leaves a well-respected organization with a very competent and dedicated staff. It is my commitment to hold true to the values of NASDDDS and, working as a team with the staff, continue supporting state agencies that provide services to people with developmental disabilities and their families.

The future is exciting both in its challenges and opportunities. As people with disabilities and their families increasingly choose in-home services, we must meet their needs while learning to engage families in the process of their sons' and daughters' journeys toward self-determination.

To improve the quality of people's lives, we have to turn to many new arenas. Advances in medical science and technology, for example, have the potential to enhance independence and self-determination. But we will have to stay alert to those advances and make sure people have access to them. The much-talked-about retirement of the baby boomers will make way for a generation of new leaders -- a generation that is "connected" in every sense of the word, less hierarchical, and accustomed to solving problems creatively by working in teams and sharing information and ideas freely.

The future is exciting because it holds possibilities we cannot imagine. Working collaboratively with self-advocates, families, and other partners, we have the capacity to shape the future of our public systems and their ability to help people with developmental disabilities and their families lead fulfilling lives.

MISSION

The mission of the National Association of State Directors of Developmental Disabilities Services (NASDDDS) is to assist member state agencies in building person-centered systems of support for people with developmental disabilities and their families.

GUIDING PRINCIPLES

The guiding principles for the Association’s activities reflect the position of the membership that individuals with developmental disabilities have the right to:

1. Be treated with respect and dignity
2. Be independent and make individual choices;
3. Participate in family and community life;
4. Have opportunities to maximize their full potential; and
5. Receive outcome-based services and supports.

STRATEGIC PLAN

The Association’s [Strategic Plan](#) connects the organization’s mission and guiding principles to priorities for action, research, and policy development.

NASDDDS STRATEGIC PLAN JUNE 2006

Introduction

The mission of the National Association of State Directors of Developmental Disabilities Services (NASDDDS) is to assist member state agencies in building person-centered systems of support for people with developmental disabilities and their families. The Association's activities comport with its guiding principles which reflect the position of the membership that individuals with developmental disabilities have the right to: (a) be treated with respect and dignity, (b) be independent and make individual choices, (c) participate in family and community life, (d) have opportunities to maximize their full potential, and (e) receive outcome based services and supports. The Association's Strategic Plan connects the organization's mission and guiding principles to priorities for action, research, and policy development. The plan identifies strategic policy goals and implementation strategies addressing the challenges currently confronting public developmental disabilities systems in the areas of quality improvement, individual service design, community infrastructure and workforce development, as well as associated financing strategies to achieve these ends.

The NASDDDS Strategic Planning process began in the late 1990s as an initiative by the Association's Board to develop priorities to guide the selection of the special projects and studies to be undertaken by Association staff. The Board revisited the strategic planning process in 2001 and, based on the results of a membership survey, identified five key policy goals to guide Association activities during the next three to five years. In the spring of 2005, the NASDDDS Board of Directors approved a staff proposal to update the strategic plan. Five focus groups were formed to assist the Board in reviewing the existing plan and identifying revisions that might be needed to address recent and

NASDDDS Mission and Guiding Principles

Five Strategic Policy Goals

Determine Priorities for Action, Research and Demonstration Policy Development

Implementation Strategies

Special Projects and Studies

Technical Assistance State and National Policy Analysis and Advocacy Information Dissemination



Stan Butkus
Director
South Carolina
Department of Disabilities and Special Needs

NASDDDS' activities during the 2006-2007 fiscal year rose out of its new strategic plan released in the spring of 2006. The plan is an amalgam of members' priorities to improve systems to support those we serve and the Association's mission, values, and guiding principles that coalesces into five strategic goals:

1. Strengthen system-wide quality assurance and improvement capabilities;
2. Build community infrastructure needed to undergird a system of individualized supports;
3. Build community capacity to support people with multiple and complex needs;
4. Develop an effective workforce; and
5. Develop responsive financial strategies.

Strategic planning or thinking is more important than a plan document itself, because new challenges constantly arise and the vision to the future must constantly refocus. NASDDDS' strategic plan is evolving and is the result of analyzing the context of its core functions in terms of strengths/weaknesses and opportunities/threats and translates these into strategic goals.

"Strategic planning is worthless," John Naisbitt said, "unless there is first a strategic vision." The following pages share with you the Association's efforts in fulfilling its vision and new plan.

**GOAL 1:
Strengthen System-Wide Quality Assurance
and Improvement Capabilities**

National Core Indicators

This year marks the 10th year anniversary of the [National Core](#)

[Indicators](#) (NCI) program. NCI was launched in 1997 as a collaborative effort between the Association and the Human Services Research Institute (HSRI). The number of participating states involved in this voluntary collaboration has climbed steadily over the years. Currently, 25 states and 4 California Regional Centers are involved in the program.



The purpose and goals of the project are to:

- Establish a nationally recognized set of performance and outcome indicators for developmental disability service systems;
- Develop reliable data collection methods and tools; and
- Report state comparisons and national system-level performance benchmarks.

Participating states use their NCI data in strategic planning and program development, responding to CMS requirements for effective quality management strategies, setting quality improvement and management priorities, building budget requests, and gathering key individual and systems data (e.g., incidents, mortality).

On the national level, NCI data is being used to inform CMS on the usage and characteristics of home and community-based services (HCBS) across state systems. A report prepared for CMS by the University of Minnesota RTC Institute on Community Integration and the Human Services

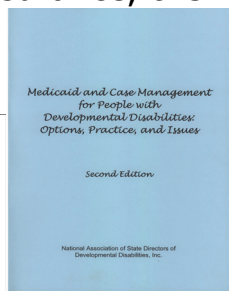
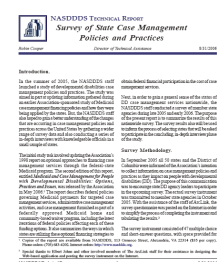
Research Institute presented information on individual outcomes and experiences in self-determination, well-being, services, access, and expenditures based on NCI data on 3,000 HCBS and ICF/MR recipients from 6 states. NCI is being evaluated along with other measures by the Federal Agency for Healthcare Research and Quality (AHRQ), which has been charged under the Deficit Reduction Act of 2005 with developing measures to assess the performance of state agencies administering Medicaid-funded home and community-based services.

Publications

In assisting states to strengthen their quality assurance, the Association prepared two publications:

Medicaid and Case Management for People with Developmental Disabilities: Options, Practices, and Issues

(revised) and a companion technical report, *Survey of State Case Management Policies and Practices*. The final piece of this effort, a detailed description of three states' approaches to providing case management services, will be available in November 2007.



Technical Assistance

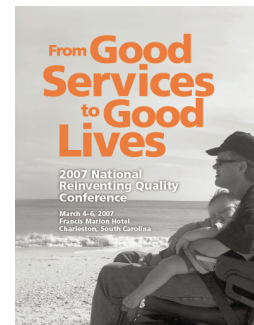
NASDDDS staff provided significant additional technical assistance under contracts with Connecticut and South Carolina:

Connecticut. Staff has been conducting an on-going project with the Connecticut Department of Developmental Services, assisting the state redesign and streamline its case management system with a focus on assuring quality while meeting federal requirements for review of individuals' plans and services.

South Carolina. The South Carolina Department of Disabilities and Special Needs contracted with NASDDDS to conduct an assessment of the reliability and validity of the state's systems of quality improvement and quality management for its developmental disability service delivery system. The three-year project is operated in partnership with two nationally recognized research organizations, the University of South Carolina Disability Resource Center and the Institute on Community Integration at the University of Minnesota Research and Training Center. The evaluation uses a range of qualitative methods, including participant observation, advisory group discussions, focus groups, and interviews, as well as quantitative statistical analysis of data from the National Core Indicators Consumer Interview and state quality assessments. The final report and recommendations will be completed in December 2007.

Reinventing Quality

The Reinventing Quality Conference, which NASDDDS co-sponsors with the Research and Training Center on Community Living at the University of Minnesota's Institute on Community Integration (RTC/ICI) and the Human Services Research Institute (HSRI),



was held in Charleston, South Carolina March 4-6, 2007, and drew 337 attendees. The theme for the conference was "From Good Services to Good Lives." Content for the Conference was divided into the following topic areas:

1. Person-Centered: From Theory to Reality
2. More Jobs for More People: Raising Expectations
3. Increasing Community Membership, Friendships, and Social Capital

4. Health and Wellness: The Keys to the Good Life
5. How Do we Measure Progress Toward Person-Centered Realities?

Quality Mall

NASDDDS,
in collaboration



with RTC/ICI and HSRI, developed the Quality Mall – an online showcase of promising practices and innovations that promote quality of life for persons with developmental disabilities. To help maintain the site, three NASDDDS staff members serve as managers to review and approve products to be listed at the Quality Mall (www.qualitymall.org).

**GOAL 2:
Build Community Infrastructure Needed to
Undergird a System of Individualized Supports**

**The State Employment Leadership Network
(SELN)**



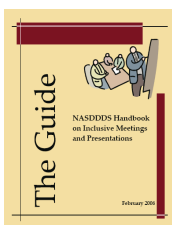
One major endeavor the Association launched in fulfillment of this goal was the State Employment Leadership Network (SELN). SELN is a multi-state technical support initiative established to assist state developmental disabilities agencies to improve the employment outcomes achieved by adolescents and adults receiving publicly financed support. The Network is led jointly by NASDDDS and the Institute for Community Inclusion at the University of Massachusetts-Boston. A project Steering Committee made up of representatives from each of the states involved in the project sets the overall direction of Network activities. Participating states receive technical assistance and support to improve their employment outcomes through a dynamic “community of practice” that enable states to share expertise and “lessons learned” across state lines, facilitating new connections to address old barriers related to rate setting, data management, staff training, and other issues.

Each of the 14 states currently participating in the SELN, has prepared or, in the case of newly joined states is developing, an implementation plan identifying the specific steps it will take to improve its current employment system. Project accomplishments include a number of Network-wide and state specific activities including:

- Monthly project Steering Committee meetings;

- Regularly scheduled topical teleconferences focusing on data management, funding and rate setting, the development of statewide employment policies, and other topics;
- Development of public and members-only websites and listservs; and
- Preparation of briefs and working documents on data management performance-based provider incentives, state employment definitions and other topics.

The Guide



The Association published in February 2006 *The Guide: NASDDDS Handbook on Inclusive Meetings and Presentations* to help states involve and support self-advocates to participate in Association-sponsored activities.

Technical Assistance

NASDDDS staff provided significant additional technical assistance under contracts with Illinois and Massachusetts.

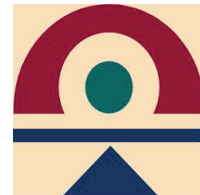
Illinois. The Illinois Council on Developmental Disabilities, in cooperation and support of the Illinois Division of Developmental Disabilities, has contracted with NASDDDS for technical assistance and project management since 2003 for projects encompassing revenue maximization, strategic planning, participant-directed services, and increased participation of individuals and families in policy-making. The current project focuses on the development of participant-directed services, teaching skills for inclusive meetings, and including individuals with disabilities and family members in determining policy.

Massachusetts. The Massachusetts Department of Mental Retardation has embarked on an ambitious redesign of their waiver programs, including a new waiver for children with autism and significant expansion of self-directed options. Association staff, in conjunction with a consultant, have been working on this project since 2005 and continued through the fiscal year.

Oregon. Through a subcontract with the Human Services Research Institute (HSRI), Association staff helped Oregon's Seniors and People with Disabilities Division to craft a new HCBS waiver program for children with significant medical needs.

Annual Meeting

The Association's 2006 Annual Meeting, "Balancing Autonomy and Accountability in a System of Individual and Family Supports," focused on the development of effective individual and family support program infrastructures. NASDDDS also held well-attended teleconferences on integrated employment last April and on family and self-directed services in June.



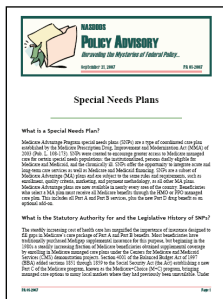
Emergency Preparedness Project

The Association's Board directed staff to develop tools to assist member agency officials design and build state-specific emergency preparedness plans that meet the unique characteristics and needs of their own particular developmental disabilities programs. A contract was awarded to the Research and Training Center at the University of Minnesota Institute on Community Living (RTC/ICI) to develop a self-assessment instrument. The instrument is now completed and has been field-tested in five states. Final revisions are being made to the tool and it will be available to NASDDDS member state agencies in January 2008.

GOAL 3: Build Community Capacity to Support People with Multiple and Complex Needs

Publications

In addition to providing regular autism news updates in *Beyond the Beltway*, the Association published a special issue of *Beyond the Beltway* completely devoted to autism spectrum disorders. NASDDDS also held in February a well-attended teleconference, "Special Needs Plans: Opportunities and Challenges for Serving Individuals with Developmental Disabilities."



In addition, Association staff prepared a report on Medicare Advantage Special Needs Plans (SNPs), which are a new type of coordinated care plan established by the Medicare Prescription Drug, Improvement and Modernization Act (MMA).

Collaboration

During the last fiscal year, NASDDDS collaborated with the National Association on Dual Diagnosis (NADD) to co-sponsor NADD's annual meeting, "Physical & Mental Wellness: Promising Practices - Intellectual Disability/Mental Health." NASDDDS staff also participated on the NADD National Policy Committee providing input to the association's membership on key public policy issues related to states' support of individuals with co-existing developmental disabilities and mental illnesses.



**GOAL 4:
Develop an Effective Workforce**

**National Leadership Consortium on
Developmental Disabilities**



In the Association's commitment to helping states cultivate and train its workforce leaders of today and tomorrow, NASDDDS came together with other national associations to create the [National Leadership Consortium on Developmental Disabilities](#) at the University of Delaware. The Consortium convenes week-long Leadership Institutes twice a year. NASDDDS Executive Director Nancy Thaler also serves as Leadership Institute faculty.

Association's Mid-Year Meeting

The Association devoted its May 2007 Mid-Year Meeting, "Preparing the Workforce--The Next Generation and Beyond," to help states meet the continual challenge of developing leadership and an effective workforce.

College of Direct Support



Association staff served as a member of the [College of Direct Support's](#) National Advisory Committee and its editorial board.

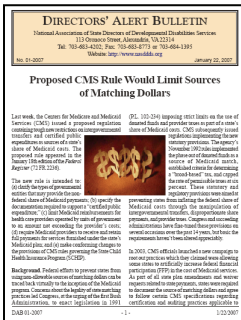
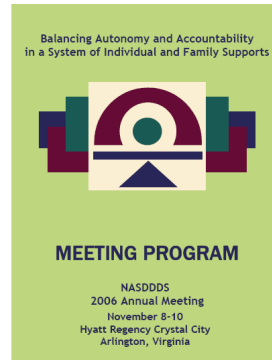
Moving Mountains Awards

As a co-sponsor of the Reinventing Quality Conference, NASDDDS was involved with the Moving Mountains Awards, awards that are presented to organizations and agencies that have demonstrated best practice in direct support workforce development during the conference held March 4-6, 2007 in South Carolina.

GOAL 5: Develop Responsive Financial Strategies

Association's Annual Meeting

During its 2006 Annual Meeting, "Balancing Autonomy and Accountability in a System of Individual and Family Supports," NASDDDS devoted an entire track of break-out sessions to the topic of resource allocation and individual budgeting based on support needs.



Publications

To help member state agencies understand the effects and ramifications of the Deficit Reduction Act, the Association published a *Directors' Alert Bulletin* on the topic.

Technical Assistance



Association staff helped member state agencies navigate the complexities of the implementation of Medicare Part D prescription drug coverage by working closely with member states such as Texas, Washington, and Oregon and through facilitating dialogue between Medicare officials and state officials through conference calls, individual contacts, and email conversations, ultimately leading CMS to commit to taking an active role in facilitating contracting.

NASDDDS Accomplishments FY 2006-2007

NASDADS Accomplishments FY 2006-2007

The Association responded to the challenges member state agencies faced in conforming to the Administrative Simplification standards of the Health Insurance Portability and Accountability Act (HIPAA) by bringing states together to discuss possible solutions, including hosting a conference call between several of the most affected states. When member states expressed concern that they were receiving conflicting information about the National Provider Identifier (NPI) from their State Medicaid Agencies, the Association worked with the [National Association of State Medicaid Directors \(NASMD\)](#) to attempt to help the Medicaid agencies provide uniform guidance.



Information Dissemination

NASDDDS Publishes:

- *Beltway Briefs* (federal policy issues) on a weekly basis.
- *Beyond the Beltway* (news about states' developments) on a biweekly basis.
- *Perspectives* (federal policy) on a monthly basis.
- *Community Services Reporter* (news about states' developments) on a monthly basis.



The Association Hosts Three ListSers:



One for state DD directors, another for states' Medicaid waiver managers, and a third for the NCI project participants.

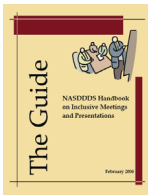
The Association Held Five Teleconferences During Fiscal Year 2006-2007:



- Converting Dual-Eligibles to Medicare Part D Prescription Drug Coverage July 17
- Developing Equitable Strategies for Allocating Financial Resources November 16
- Medicaid Special Needs Plans February 15
- Integrated Employment April 19
- Family and Self-Directed Services June 21

NASDDDS Membership Services

Special Projects and Studies



***The Guide:
NASDDDS Handbook on
Inclusive Meetings
and Presentations***

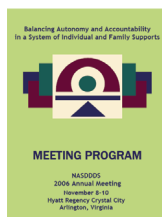
***Medicaid and Case
Management for People
with Developmental
Disabilities: Options,
Practices, and Issues*** (revised)



National Core Indicators Reports Prepared During FY 2006-2007:

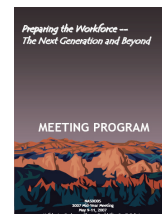
- Adult Family Survey Final Report
- Child Family Survey Final Report
- Consumer Outcomes Final Report
- Family Guardian Survey Final Report
- The Indicator V1 N1
- Survey of State Case Management Policies and Practices

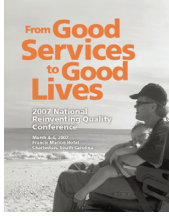
Meetings



2006 Annual Meeting
 “Balancing Autonomy and Accountability
 in a System of Individual and Family Supports”
 Arlington, Virginia
 November 8-10, 2006

2007 Mid-Year Meeting
 “Preparing the Workforce -
 The Next Generation and Beyond”
 May 9-11, 2007
 Rapid City, South Dakota





2007 Reinventing Quality Conference

“From Good Services to Good Lives”

(NASDDDS – HSRI - ICI/UMN)

March 4-6, 2007

Charleston, South Carolina

Research Committee Meetings

April 2007

May 2007

Technical Assistance

One of the Association’s primary functions is to provide technical assistance to state agencies. Technical assistance, as a standard membership service, includes responding to telephone and email inquiries, reviewing and commenting on draft proposals or plans upon request, providing resources, and linking members to other states and organizations that can be of assistance. NASDDDS staff respond to state agency representatives almost every day to provide this type of technical assistance.

The Association provides more intensive technical assistance services through specific contracts with members or with other organizations in support of member agencies (such as Developmental Disability Councils, and/or University Centers for Excellence in Developmental Disabilities [UCEDDs]). This technical assistance is either provided on-site or requires extensive activity off site as part of the contract (research, preparing reports). Off-site technical assistance also includes speaking engagements.

States’ Technical Assistance Projects:

Connecticut Redesign and streamline case management system.

Illinois Various projects encompassing revenue maximization, strategic planning, participant-

directed services, and increased participation of individuals and families in policy-making.

- Massachusetts Redesign of waiver programs, including a new waiver for children with autism and significant expansion of self-directed options.
- Oregon New HCBS waiver program for children with significant medical needs.
- South Carolina Assessment of the reliability and validity of systems of quality improvement and quality management.

Tracking and Influencing Federal Policy

Medicaid Policy and Practice.

The Association has been an active participant in meetings between the Center for Medicare and Medicaid Services (CMS) and national associations of state agencies where the primary focus has been making improvements and modifications to the 1915(c) waiver applications; the waiver application instructions and guidelines; and implementation of the new application. These sessions and interim communications focus on policy governing the waiver and activities within CMS to review and approve waivers and conduct oversight. In addition, NASDDDS staff maintain working relationships with numerous CMS representatives engaged in Medicare Part D, Medicaid Integrity Group, ICF/MR; and Special Needs Plans. The Association convenes an annual National Policy Forum to provide an opportunity for state agencies and representatives of CMS to discuss important issues.





U.S. Department of Health and Human Services Agency for Healthcare Research and Quality (AHRQ). The

Deficit Reduction Act of 2005 directed AHRQ to identify existing measures that could be used or modified for the purpose of assessing Medicaid home and community services. NASDDDS has been asked to provide advice and input to this process through participating on the Agency's Technical Expert Panel. In this role, staff provided formal comment, advice, and recommendations regarding the development of effective instruments and assessment protocols for evaluating the quality and responsiveness of Medicaid-funded home- and community-based services.

NASDDDS

Statement of Financial Position

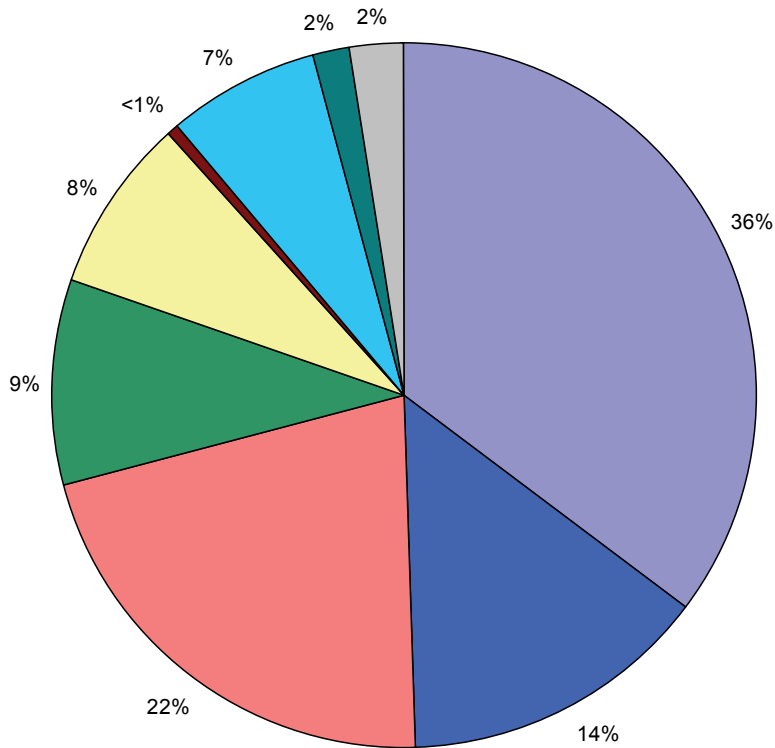
June 30, 2007 and 2006

	<u>2007</u>	<u>2006</u>
Assets		
Cash and cash equivalents	\$ 254,841	\$ 295,397
Accounts receivable	63,513	52,566
Investments	1,066,073	915,777
Prepaid expenses	9,201	5,089
Property and equipment, net	<u>215,008</u>	<u>210,968</u>
Total assets	<u><u>\$1,608,636</u></u>	<u><u>\$1,479,797</u></u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 526,137	\$ 145,057
Deferred dues	-	161,583
Other liabilities	<u>1,624</u>	<u>-</u>
Total liabilities	<u>527,761</u>	<u>306,640</u>
Net Assets		
Unrestricted	<u>1,080,875</u>	<u>1,173,157</u>
Total net assets	<u>1,080,875</u>	<u>1,173,157</u>
Total liabilities and net assets	<u><u>\$1,608,636</u></u>	<u><u>\$1,479,797</u></u>

NASDDDS

Sources of Revenue

Total: \$ 1,894,861



Membership Dues: \$670,601	NCI: \$268,000
SELN: \$405,000	Grants/Contracts: \$177,082
Investment Income: \$153,734	Other: \$7,620
Conference Registration: \$134,636	Subscriptions/Publication: \$31,580
TA Fees: \$46,608	

2006 Board of Directors

Diane Coughlin	President
Stan Butkus	Vice President/President Elect
Kenneth Ritchey	Secretary/Treasurer
Gerry Morrissey	Past President
Mary Lee Fay	Member-at-Large
Eranell McIntosh-Wilson	Member-at-Large
Wanda Seiler	Member-at-Large

2007 Board of Directors

Stan Butkus	President
Kenneth Ritchey	Vice President/President Elect
Mary Lee Fay	Secretary/Treasurer
Eranell McIntosh-Wilson	Member-at-Large
Wanda Seiler	Member-at-Large
Jim Nicholson	Member-at-Large

2006-2007 National Policy Work Group

Kenneth Ritchey	New Jersey (Chair)
Kevin Casey	Pennsylvania
Fred L. DeCrescentis	Colorado
Jane Gallivan	Maine
Thomas Maul	New York
James Nicholson	Oklahoma
Linda Rolfe	Washington
Wanda Seiler	South Dakota
Theresa A.M. Wood	Vermont

2006-2007 NASDDDS Research Committee

Association Members

Wanda Seiler	South Dakota (Chair)
Stan Butkus	South Carolina
Kevin Casey	Pennsylvania
Kathryn duPree	Connecticut
Steve Hall	Georgia
Gary Lind	New York
Rick Zaharia	Arizona

Ex Officio Members

Valerie Bradley	Human Services Research Institute
Rick Hemp	Coleman Center on Developmental Disabilities, University of Colorado
Bill Kiernan	Institute on Community Inclusion, University of Massachusetts/Boston
Charlie Lakin	Institute on Community Integration, Research and Training Center (RTC) on Community Living on Community Living, University of Minnesota

Staff Members

Chas Moseley	Director of Special Projects
Nancy Thaler	Executive Director

NASDDDS Staff

Nancy Thaler	Executive Director
Robert M. Gettings	Senior Advisor to Executive Director
Charles R. Moseley, EdD	Director of Special Projects
Robin Cooper	Director of Technical Assistance
Mae Davis	Financial Affairs Manager
Karol Snyder	Manager of Membership Services
Dan Berland	Federal Policy Analyst
Kara R. LeBeau, MA	State Policy Analyst
Angela Rapp Kennedy	SELN Project Coordinator
Erik Guercio	SELN Research Associate

NASDDDS Members (November 2007)

ALABAMA	Patricia Martin, Associate Commissioner MR Division, Alabama DMH/MR
ALASKA	Rebecca Hilgendorf, Deputy Director Senior & Disabilities Services, Alaska DHSS/DSDS
ARIZONA	Barbara Brent, Assistant Director Developmental Disabilities, Arizona DES
ARKANSAS	Dr. James "Charlie" Green, Director DD Services, Arkansas DHS
CALIFORNIA	Terri Delgadillo, Director California Department of Developmental Services
COLORADO	Fred L. DeCrescentis, Director Developmental Disabilities, Colorado DHS
CONNECTICUT	Peter O'Meara, Commissioner Connecticut Department of Developmental Services
DELAWARE	Marianne Smith, Director Developmental Disabilities Services, Delaware DHSS
D.C.	Laura Nuss, DDS Deputy Director for DDA D.C. Department on Disability Services
FLORIDA	Jane E. Johnson, Director Florida Agency for Persons with Disabilities
GEORGIA	Stephen Hall, Director Developmental Disabilities, Georgia DHR/DMHDDAD
HAWAII	David F. Fray, Chief DD Division, Hawaii Department of Health
IDAHO	Cameron Gilliland, Adult DD Program Manager DD Program, Idaho DHW
ILLINOIS	Lilia Teninty, Director Developmental Disabilities, Illinois DHS
INDIANA	Peter A. Bisbecos, Director Disability & Rehabilitative Services, Indiana FSSA
IOWA	Allen W. Parks, Division Administrator Iowa Mental Health and Disability Services
KANSAS	Margaret Zillinger, Director Community Supports and Services, Kansas DSRS

KENTUCKY	Betsy Dunnigan, Interim Director Division of Mental Retardation, Kentucky DMH/MR
LOUISIANA	Kathy Kliebert, Assistant Secretary Office for Citizens with Developmental Disabilities
MAINE	Jane J. Gallivan, Director Adults with Cognitive & Physical Disability Services, Maine DHHS
MARYLAND	Michael S. Chapman, Director DD Administration, Maryland DHMH
MASSACHUSETTS	Elin Howe, Commissioner Massachusetts DMR
MICHIGAN	Judy Webb, Division Director Mental Health & Substance Abuse Administration, Michigan Department of Community Health
MINNESOTA	Alex Bartolic, Director Disability Services Division, Minnesota DHS
MISSISSIPPI	Roger McMurtry, Bureau Chief Bureau of Mental Retardation, Mississippi DMH
MISSOURI	Bernard Simons, Director MR&DD, Missouri Department of Mental Health
MONTANA	Jeff Sturm, DD Program Director Disabilities Services Division, Montana DPHHS
NEBRASKA	John Wyvill, Director Developmental Disabilities, Nebraska DHHS
NEVADA	Debbie Hosselkus, Deputy Administrator Nevada Mental Health & Developmental Services
NEW HAMPSHIRE	Matthew Ertas, Acting Director Developmental Services, New Hampshire DHHS
NEW JERSEY	Kenneth Ritchey, Assistant Commissioner Developmental Disabilities, New Jersey DHS
NEW MEXICO	Mikki Rogers, Director DD Supports Division, New Mexico DoH
NEW YORK	Diana Jones Ritter, Commissioner New York State OMRDD
NORTH CAROLINA	Mike Moseley, Director North Carolina DMHDDSAS

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NORTH DAKOTA	JoAnne Hoesel, Director Mental Health & Substance Abuse Services, North Dakota DHS
OHIO	John Martin, Director Ohio DMR/DD
OKLAHOMA	James Nicholson, Division Administrator DD Services Division, Oklahoma DHS
OREGON	Mary Lee Fay, Administrator Seniors & People with Disabilities, Oregon DHS
PENNSYLVANIA	Kevin Casey, Deputy Secretary Developmental Programs, Pennsylvania DPW
RHODE ISLAND	Susan Babin, Interim Contact Developmental Disabilities, Rhode Island DMHRH
SOUTH CAROLINA	Stan Butkus, Director S.C. Department of Disabilities & Special Needs
SOUTH DAKOTA	Wanda Seiler, Director Developmental Disabilities, South Dakota DHS
TENNESSEE	Stephen H. Norris, Deputy Commissioner Tennessee Division of Mental Retardation Services
TEXAS	Barry C. Waller, Assistant Commissioner Provider Services, Texas DADS
UTAH	George Kelner, Director Services for People with Disabilities, Utah DHS
VERMONT	Theresa A.M. Wood, Deputy Commissioner Vermont Disabilities, Aging, and Independent Living
VIRGINIA	C. Lee Price, Director Office of Mental Retardation, Virginia DMHMRSAS
WASHINGTON	Linda Rolfe, Director Developmental Disabilities, Washington DSHS
WEST VIRGINIA	John Bianconi, Acting Commissioner Bureau for Behavioral Health & Health Facilities West Virginia DHHR
WISCONSIN	Michael Linak, Director DD Services, Wisconsin DHFS/BLTS
WYOMING	Cliff Mikesell, Administrator Developmental Disabilities, Wyoming DoH

The Robert M. Gettings

Compass Award. Stan Butkus, acting on behalf of the NASDDDS Board of Directors, presented Bob Gettings with the Compass Award on May 10 during a special banquet at Mount Rushmore, South Dakota



during the Association's 2007 Mid-Year Meeting. The award was presented to Bob, who retired at the end of June 2007, for his 36½ years of leadership and service as the Association's Executive Director. Former and current state directors and colleagues paid tribute and conveyed best wishes to Bob on his retirement while also engaging in a bit of a "roast."



The NASDDDS Board of Directors renamed the Association's Compass Award the "Robert M. Gettings Compass Award" in honor of Bob's leadership in the field of developmental disabilities. The award recognizes the achievements of an individual who, through creativity and a strong commitment to bettering the lives of people with disabilities, has helped to positively shape the course of disability policy in the United States.

The Robert M. Gettings Compass Award