NASDDDS
ANNUAL REPORT
National Association of State Directors of Developmental Disabilities Services

For Fiscal Year 2014-2015
Mission, Association Goal, Guiding Principles, and Strategic Plan

Mission Statement
The NASDDDS mission is to assist member state agencies in building person-centered systems of services and supports for people with intellectual and developmental disabilities and their families.

Association Goal
The association's goal is to promote and assist state agencies in developing effective, efficient service delivery systems that furnish high-quality supports to people with intellectual and developmental disabilities.

Guiding Principles
State service systems should be based on the following principles that people with developmental disabilities have a right to:
- be treated with respect and dignity;
- be independent and make individual choices;
- participate in family, community, and work life;
- have opportunities to maximize their full potential; and
- receive outcome-based services and supports.

Strategic Plan
The association's Strategic Plan connects our mission and guiding principles to priorities for action, research, and policy development. The Strategic Plan is a dynamic document that adapts to changing expectations and new challenges.

In pursuit of this goal, NASDDDS strives to provide member state agencies with timely analyses of federal statutory and regulatory policies that affect people with disabilities; disseminate cutting edge information on state-of-the-art programs and service delivery practices; provide technical assistance and support to member states; and offer a forum for the development of state and national policy initiatives.
Letter from Laura Nuss
President, NASDDDS Board of Directors

The association and member state agencies experienced a year of change in 2015. For the association, we wished the executive director, Nancy Thaler, farewell as she returned home to Pennsylvania. Little did she or we know it would be to return to state government and a jump right back into the work she advanced while leading the association; building high quality services and supports grounded in person-centered values that support people with intellectual and developmental disabilities and their families to lead successful, inclusive lives at home, work and in their community.

The association welcomed its third executive director, Mary Lee Fay, who continues to ensure the association provides member state agencies with the same kind of impactful information, technical assistance, advocacy, and federal and state policy leadership for member state agencies. In 2015, we as member state agencies are in the first stages of implementing the most significant federal rule changes for HCBS services seen in many years. The return of managed care in long-term services and supports also has strong support in a number of states, and the U.S. Department of Justice is engaging states to ensure opportunities for employment for people with developmental disabilities.

The association is well prepared to support member state agencies to succeed in today's climate. NASDDDS has explored new strategies to effectively deliver supports through the Supporting Families Community of Practice that is now ready to be expanded to other member state agencies. Participation in National Core Indicators is now in use in 42 member states and with our partners at HSRI, NCI has also been expanded for people served by the National Association of States United for Aging and Disability (NASUAD) which resulted in NCI-AD being launched.

Through the work of the SELN, the association also has the expertise and relationships with federal and private-sector leaders advancing Employment First, and supporting member states to take advantage of opportunities available through the passage of WIOA as another opportunity.

Association staff are also key technical assistance "go to" experts for Medicaid LTSS products and strategies. The release of our first policy statement on Positive Behavioral Supports has received widespread acceptance as NASDDDS advances the principles of respect and dignity. The association's commitment to research-based practice, outcome-based service and supports, and full participation by people we serve in person and family-centered systems of supports will ensure quality remains paramount in any changing landscape.

The Board of Directors is pleased to provide you with this report of accomplishments and continued fiscal soundness.

Laura Nuss
The past year has been filled with change for NASDDDS and its members, our partners, and for the people and families we collectively support. New federal rules, laws, and policies have dominated the field throughout 2014-2015. They include: updated regulations from CMS on home and community-based services; changes in the Department of Labor laws on home care workers and the companionship services exemption under the Fair Labor Standards Act; the reauthorization and update to the Workforce Investment Act to become the Workforce Innovation and Opportunity Act, and a new law, the ABLE Act that creates a tax-exempt savings account to be used by people with disabilities and their families for maintaining health, independence and a quality of life.

Throughout these changes, the association has been actively engaged in efforts to influence federal policy, from focusing on HCBS transition plans with CMS to educating the Department of Labor about the importance of shared living as new guidance was developed on the Fair Labor Standards Act.

The association is committed to providing members with timely, straightforward updates on changes and requirements that help states navigate towards a system that supports people with I/DD to be fully engaged in their communities. The fiscal year also ended with a change in leadership at NASDDDS. After eight years as the executive director (and only the second executive director for the association), Nancy Thaler departed NASDDDS to return to state government. Nancy worked on succession planning throughout the year with the NASDDDS board of directors on the assumption that she would be retiring. However, her passion for public policy and belief in state systems led her back to Pennsylvania as the Deputy Secretary in the Office of Developmental Programs. She left the association in strong fiscal and administrative shape and a staff that is outstandingly competent and dedicated.

I am honored to have been selected by the NASDDDS Board of Directors to serve as the NASDDDS executive director. I have had the privilege of working with NASDDDS since 2012 as the Director of the National Core Indicators and Project Manager of the Community of Practice on Supporting Families. This work gave me the opportunity to work directly with states, partner agencies such as the Human Services Research Institute and University of Missouri Kansas City, and the talented staff at NASDDDS.

Prior to my work at NASDDDS, I was the state administrator for developmental disabilities services in Oregon. As a state director I relied on NASDDDS for timely and accurate information on federal rules and policies; for guidance on systems implementation; for direction on trends and changes; and for the opportunity to network and learn from others. I am committed to making sure that NASDDDS continues to be all that for you.

The future is exciting both in its challenges and opportunities. NASDDDS, as it has for the past 50 years, will continue to support state intellectual and developmental disabilities services directors and their staff to carry out their leadership responsibilities and missions.
Influencing National Policy

NASDDDS is the states' voice in the nation's capital, ensuring that the perspective and collective knowledge of the members informs national policy. NASDDDS works closely with executive branch agencies; educates federal lawmakers; and provides member states with timely analysis of federal statutory and regulatory policies.

Federal Regulations: HCBS Rule

NASDDDS continued to provide leadership on the implementation of the HCBS rule, representing state DD agencies' perspectives on implementation opportunities and challenges. The association meets on a bi-weekly basis with CMS officials to work on issues such as transition plan guidance, communicating challenges in the states, and collaborate on solutions. NASDDDS wrote a letter to CMS asking for clarification regarding two issues related to the home and community-based services (HCBS) rule: (1) "that when a state determines that a program or facility does not meet the rule, that the decision rests with the state and that only when a state is requesting heightened scrutiny to include a facility in the waiver as meeting the rule, is CMS accepting information from 'other parties;'" and (2) acknowledgment that "states have the responsibility to establish standards for HCBS services" and endorsement of "the use of objective criteria as part of the standards for participation." The association was successful in getting agreement from CMS to allow states to implement their transition process using a "tiered" approach. CMS has agreed that states may set up a tiered system using current settings that are compliant with the "floor" set by the federal regulation and require a higher set of qualifications/standards for future settings. These arrangements may extend beyond 2019 thereby creating a system that will permit some settings at minimal requirements while moving the system toward newer and more innovative models. NASDDDS has also worked directly with states as CMS has responded to their statewide transition plans.

Federal Regulations: Companionship Exemption Rule

NASDDDS worked closely with the Department of Labor (DOL) to inform significant guidance on shared living and third-party employment under the Companionship Exemption Rule, which narrows the conditions under which an exemption from wage and hour requirements can be applied. The association continues to work with DOL to ensure outreach to states and other stakeholders. NASDDDS, the National Association of Medicaid Directors (NAMD), and the National Association of States United for Aging and Disability (NASUAD) issued a joint statement in response to the Department of Labor's (DOL's) announcement that they would be following a non-enforcement policy toward their Home Care Rule throughout 2015.

Federal Regulations: ABLE Act

NASDDDS worked closely as part of a consortium on implementation of Achieving a Better Life Experience Act (ABLE). NASDDDS focuses on educating consortium members and 529 College Savings Fund managers about Medicaid, Social Security, and considerations of ABLE accounts for people with I/DD.
Federal Legislation: Transition to Independence Act

NASDDDS provided technical advice in the drafting of the bill, which seeks to give 10 Medicaid Buy-In states an opportunity to receive bonus payments for meeting benchmarks tied to expanding individual integrated employment and reducing subminimum wage work, congregate setting work, or facility-based day habilitation placement for people with disabilities who receive Medicaid-funded HCBS. The association submitted a letter of support for the bill to the Congressional Record, and has engaged in educational activities around some of the concepts in the legislation.

Coalition Leadership

Dan Berland, Director of Federal Policy, serves as the co-chair of the Long-Term Supports and Services Task Force of the Coalition of Citizens with Disabilities, the nation's largest coalition advocating for the rights and services for people with all disabilities.

Twenty-Five Years of the Americans with Disabilities Act!
"A Message from NASDDDS Executive Director"

Across the nation we celebrated 25 years of the Americans with Disabilities Act (ADA). On July 26, 1990, when President George H. W. Bush signed the ADA into law, he welcomed Americans with disabilities into the mainstream of life. "We embrace you for your abilities and for your disabilities, for our similarities and indeed for our differences, for your past courage and your future dreams," he said.

Though much has changed in 25 years, the ADA has been our north star to assure that the rights for people with disabilities are upheld. And yet there is so much work to do to continue to assure those rights are available to everyone in their day to day lives.

At NASDDDS we are committed to working with all states as they implement policies and practices that embrace the tenants of the ADA and focus on assuring that all people with disabilities are living fully engaged in their communities.

Think what can be accomplished in the next 25 years!

Mary Lee Fay
Supporting State Members

The association's primary role and mission is to assist member state agencies in building person-centered systems of support for people with intellectual/developmental disabilities (I/DD) and their families.

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, support on approaches to serve people with significant support needs, financing strategies, providing resources, and linking members to other states and organizations that can be of assistance.

NASDDDS staff responded to state agency representatives daily for assistance and provided more than 3,000 hours of member services and technical assistance to the states in FY 2014-2015.

DELAWARE
Provided technical support to develop targeted case management, develop family networks, and develop a new supports waiver.

GEORGIA
Provided technical assistance to improve the state's case management and quality management system. Additional work will be continuing on the Georgia HCBS waiver renewal.

ILLINOIS
Assisted state with significant systems change initiative — Life Choices. Improvement to case management system. Assisted the state to improve waiting list management, individual planning, service implementation, and monitoring. Assisted in consumer and family outreach for individuals moving from private ICFs/DD to the community.

INDIANA
Engaged with state leadership, key staff, and a wide array of stakeholders to assist the state identify solutions for pressing obligations, as well as to establish priorities for the future. NASDDDS will continue providing advice to Illinois on issues related to HCBS structures and services.

MARYLAND
Supported the state in three key projects related to their HCBS waiver program, their targeted case management structure and their efforts around supporting families. NASDDDS engaged stakeholders and provided detailed recommendations for systemic improvement.
NEW JERSEY
Provided consultation required by DRNJ v. Vellez settlement agreement, transitioning individuals with I/DD from developmental centers to the community.

NORTH CAROLINA
Provided facilitation and subject matter expertise for a cross-disability stakeholder workgroup to learn about best practices in managed care for persons with disabilities and their families to enhance their capacity to provide input into systems change initiatives. Additional technical assistance will continue.

OREGON
Provided technical advice and consultation to the state related to their Medicaid structures (Community First Choice and HCBS waivers), engaged with state staff and case management partners on issue identification and solution development.

Federal Technical Assistance Projects
NASDDDS had entered into contracts with several federal agencies directly or as subcontractors to provide technical assistance to states on the behalf of federal agencies.

Economic Systems, Inc. (EconSys) (Employment)
Barbara Brent served as a subject matter expert to the Department of Labor, Office of Disability Employment Policy (ODEP) on increasing employment in states operating within a managed care environment. Mary Sowers and Barbara Brent completed a publication on managed care and employment.

Research Triangle Institute (RTI)
Mary Sowers has provided technical advice and expertise in RTI's evaluation of the Balancing Incentive Program, funded by the Assistant Secretary for Planning and Evaluation (ASPE) working in partnership with the Centers for Medicare & Medicaid Services (CMS). This initial year included a baseline analysis of BIP states and selected case studies. The project will run through 2017. The RTI also partners with National Association for State Health Policy (NASHP) in this effort.

CMS Technical Assistance Project for HCBS (New Editions)
Robin Cooper, Barbara Brent, and Mary Sowers are now contributing to this effort. Assistance to more than 25 states has been provided on topics ranging from developing applications for new Medicaid HCBS authorities such as 1915(i) and (k), conflict of interest in case management, and managed care. Staff members are also assisting in the development of a website for CMS (hosted by New Editions) covering topics such as managed long-term care, employment, and case management.
Publications / Papers / Director Alert Bulletins

NASDDDS Published...

Bulletins and Newsletters

- Federal News Briefs on a weekly basis;
- State News Briefs on a biweekly basis;
- Federal Perspectives on a monthly basis; and
- Community Services Reporter (news about states' developments) on a monthly basis.

Papers

*The Effects of Community vs. Institutional Living on the Daily Living Skills of Persons with Developmental Disabilities.* This paper, authored by NASDDDS staff, in collaboration with colleagues from the Center on Human Policy at Syracuse University, Institute on Community Integration at the University of Minnesota, and the Human Services Research Institute, provides a literature review of research related to the size and nature of settings in which individuals with disabilities receive HCBS and the implications of those settings on individual outcomes.

Reports

*Descriptive Overview and Summary of Balancing Incentive Program Participating States at Baseline.* This report on the baseline status of the 21 Balancing Incentives Program participating states is the first deliverable in an evaluation that focuses primarily on the actions states took to attain the required program goals and the challenges they faced (aspe.hhs.gov/sites/default/files/pdf/111766/BIPbase.pdf).

Directors Alert Bulletin (DAB)

*Preadmission Screening and Resident Review (PASRR): An Overview for State I/DD Agencies.* This DAB explains that although PASRR has been in existence since 1987, recent developments have shined a spotlight on the crucial role that PASRR can play in the lives of individuals with intellectual disability and mental illness, and, importantly, how PASRR can be a tool for both diversion and deinstitutionalization, helping states to meet their obligations under the Americans with Disabilities Act and the Supreme Court's *Olmstead* decision.

Position Statement

NASDDDS published its first position statement with accompanying press release on July 14, 2015: *The Use of Positive Behavior Support & Rejecting the use of Aversive Interventions.* The National Association of State Directors of Developmental Disabilities Services (NASDDDS) believes that the time has come to affirmatively reject the use of interventions that cause pain and harm for the purpose of modifying behavior and to
promote the use of practices that build on each person's strengths, respects their rights and honors their preferences, supports relationships and enables each person to learn and grow.

At the June 9, 2015, board meeting, the board of directors of NASDDDS adopted a position statement on behavioral support which rejects the use of aversive interventions (those intended to inflict pain, discomfort and/or social humiliation in order to reduce behavior) and promotes the use of positive behavioral support (PBS) practices that are founded on the assumption that all behavior is a form of communication and that behavior serves a purpose for the person.

The history of services for people with intellectual and developmental disabilities includes the use of interventions designed to control and coerce individuals to stop an undesired behavior, adopt a new behavior and to comply with directions. These interventions have included actions that restrict movement, violate individual rights, and sometimes cause psychological and physical pain.

The field of developmental disabilities has evolved to fully embrace the right of each person to live a full and active life in their community with a social network of family and friends. Person-centered approaches that are based on listening to what is important to a person is the foundation for planning and developing support services that enable everyone to live and participate in the life of their communities.

Practices adopted to serve individuals with challenging behaviors have been evolving from ones that control and sometimes punish individuals to interventions that are based on knowledge about the cause of the behavior, are designed to reduce any cause of the behavior, and to help the person to develop alternative responses. The use of aversive practices that cause pain for the purpose of controlling behavior have generally been abandoned by state developmental disabilities agencies.

**Teleconferences / Webinars**

NASDDDS holds teleconferences and webinars for member state agencies on topic areas of interest. Recordings and materials are made available on the website for state agency staff unable to participate the day of the event.

- Teleconferences were held for states on the new CMS regulations and transition plans during 2014-2015 year. Teleconferences were also offered to members regarding changes to FLSA and Department of Labor legal proceedings and implications.

- A NASDDDS webinar was held September 11, 2014, "Supporting Individuals with I/DD and Co-Occurring Mental Health Needs: Behavioral, Social and Mental Health Supports."

- A NASDDDS webinar was held on August 26, 2015, "Cultural Shifts: Strategies to Reduce the use of Restraints and Psychotropic Medications." There were close to 200 participants in the webinar.
Membership Meetings and Conferences

2014 SELN Annual Membership Meeting
"Improving Employment Outcomes, Past, Present and Future"
October 20–22, 2014
Hilton Alexandria Old Town
Alexandria, Virginia

2014 Annual Conference and Directors Forum
"Understanding our History, Reflecting on Today, and Launching into the Future"
November 12–14, 2014
The Westin Hotel
Alexandria, Virginia

2015 Annual NCI Conference
May 27–29, 2015
The Westin Crown Center
Kansas City, Missouri, at the Westin Crown Center

2015 Mid-Year Conference & Directors Forum
"New Pathways"
June 10–12, 2015
The Westin Hotel Downtown
Denver, Colorado

Projects

National Core Indicators

The National Core Indicators (NCI) program has documented the quality of state developmental disabilities agencies' systems for 18 years. The NASDDDS-HSRI partnership, in collaboration with participating state agencies, gathers in-depth information on key system performance indicators and individual outcomes essential to effective policy planning, program operations, and systems development. NCI data also allow states to benchmark, monitor the impact of initiatives and policy changes, and compare outcomes with those of other states.

NCI continues to expand to additional states with funding through a contract with the Administration on Intellectual and Developmental Disabilities (AIDD). Two new states joined the program in 2014-2015, bringing the total to 42. A new project, NCI-AD, is expanding NCI to the aging and disabilities populations through the support of NASUAD. In addition, the revision of the NCI Staff Stability Survey (rolled out with 10 participating states in 2015) will provide states with data on the direct support professional workforce.
The program provides technical assistance and funding to enable new states to join the program each year. All participating states receive an annual report on state performance, as well consumer-friendly reports. National summary and At-A-Glance reports and Data Briefs highlight areas of importance. All reports are available for download from the website at www.nationalcoreindicators.org. Individuals can also make their own charts and summaries at the online chart generator at www.nationalcoreindicators.org/charts.

2014-2015 NCI Data Briefs (NASDDDS / HSRI) (www.nationalcoreindicators.org/resources/data-briefs/)

- What does NCI data reveal about service delivery and the respect given to the rights of people with I/DD?

National Residential Information Systems Project (RISP)

NASDDDS staff continued close collaboration with the University of Minnesota Research and Training Center on Community Living, Institute on Community Integration on the National Residential Information Systems Project (RISP), funded under a grant from the Administration on Intellectual and Developmental Disabilities. NASDDDS' Research Committee provides ongoing recommendations to ensure the report meets the needs of state DD directors and their staff, developmental disabilities councils, state protection and advocacy agencies, and university centers on developmental disabilities. Importantly, NASDDDS actively engaged with the University of Minnesota in fielding the 2013 and 2014 RISP surveys to capture key information to reflect the changing landscape of Medicaid authorities through which individuals with intellectual and developmental disabilities are served, and to inform the FISP project (risp.umn.edu).
Supporting Individuals and Families Systems Project (FISP)

NASDDDS staff continued collaboration with staff from the University of Minnesota Research and Training Center on Community Living, Institute on Community Integration and the Human Services Research Institute on the Family Information Systems Project. In this multi-year initiative, the NASDDDS Research Committee functioned as the project’s Technical Users Group. The research committee provided detailed advice and feedback on the nature and extent of data gathered by the university from state DD agencies on the services and supports furnished to individuals with disabilities living in the family home and the families who support them. NASDDDS staff contributed to the project throughout the year, sharing important learning from other projects, including the Supporting Families Communities of Practice (fisp.umn.edu).

Community of Practice: Supporting Families through the Life Span

The Community of Practice for Supporting Families grant from The Administration on Intellectual and Developmental Disabilities (AIDD) to pursue the development and implementation of policies and practices that support families of individuals with I/DD.

The Community of Practice is jointly managed by NASDDDS and the University of Missouri-Kansas City Missouri – Institute on Human Development. HSRI is conducting the evaluation.

The overarching goal of the grant is to develop, test, and learn from states how to recognize and support families so that they can continue to support their family member to be fully engaged in the community, whether that person is living at home or elsewhere in the community.

States are focusing on policies and practices that reach across an individual's life span, thinks about all people with I/DD regardless of their connection to the formal systems, and works across agencies and communities to impact the trajectory of information. Early system changes in the states are being seen in enhancing the "front door" to I/DD supports, integrating LifeCourse tools into the person-centered planning process, and developing family networks to increase peer support and awareness of life possibilities.

Supporting Families Webinars

- **January 2015 - Overview of the LifeCourse Framework**: What drives the work of the CoP and how can it be used for systems and policy change?
- **March 2015 - Front Door to Long-Term Services & Supports**: How can we make the first point of contact families have with the service delivery system as family-friendly and informative as possible?
- **June 2015 - We’re All in This Together: Uniting the Movements for a Good Life**: How are the self-advocacy, parent, and siblings movements working together to enhance supports to families?

Updates on the project are posted to the Supporting Families website at www.supportstofamilies.org.
Keeping Employment at the Forefront

State Employment Leadership Network

The State Employment Leadership Network (SELN) is a joint initiative of the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Institute for Community Inclusion (ICI) at the UMass Boston. Launched in 2006, the SELN is a membership-based network of state intellectual and developmental disabilities agencies committed to making changes in their service systems to improve opportunities and integrated competitive employment outcomes for adolescents and adults with developmental disabilities.

Twenty-nine state developmental disability agencies participated in the SELN during the 2014-2015 membership year with Minnesota being the newest member state.


The SELN is proud to have released data regarding the actual number of individuals in integrated employment from (2007-2013) within states. This trend showed a change for states with complete data for 2007, 2012, and 2013 that were members of the SELN for at least two years including 2011 and 2012. The data showed an increase in the number of people receiving integrated employment services in the SELN member states compared to a slight decrease in the number of people receiving integrated employment services in states that are not the SELN members.
Employment Special Projects

Florida
NASDDDS staff participate as a subcontractor with the Institute for Community Inclusion, UMass Boston in the fourth year of a contact with Florida DD council. This Florida Employment First project continues to support the implementation of Florida's Interagency Agreement disseminating information to grassroots groups, enhance, and maintain Employment First Florida website, and expand the local level interagency collaborative teams to bring to scale strategies for the integration of local issues and successes into state, local, and organizational operations.

Rehabilitation Research and Training Center on Employment
NASDDDS is part of the Institute for Community Inclusion, UMass Boston's new Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities, serving as both in advisory capacity and developing policy papers.

Employment Projects of National Significance
NASDDDS subcontracts with the Institute for Community Inclusion, UMass Boston as partner in two projects of national significance funded by the Administration on Intellectual and Developmental Disabilities (AIDD) to improve employment outcomes.

Partnerships in Employment Project
2014-2015 marked the third year of the Partnerships in Employment Project, a five-year systems change initiative to increase employment and post-secondary outcomes for youth and young adults with intellectual and developmental disabilities.

The Institute for Community Inclusion and the National Association of State Directors of Developmental Disabilities Services are providing training and technical assistance (TA) to eight state projects in Alaska, California, Iowa, Mississippi, Missouri, New York, Tennessee, and Wisconsin. Two of the eight states, Alaska and Tennessee, are in their third year of participation in this project. Information on each state's activities and progress can be found at partnershipsinemployment.com.

Employment Learning Community
The Employment Learning Community provides technical assistance to states implementing employment first policy and practices; encouraging innovative practices and facilitating their implementation at both the workforce system and individual levels, which includes providing technical assistance and training to workforce-related entities.

Participating states are: District of Columbia, Idaho, Kentucky, Maryland, Minnesota, New Hampshire, and North Dakota.
Collaborating to Achieve our Missions

National Leadership Consortium on Developmental Disabilities (NLCDD)
The consortium convenes week-long leadership institutes twice a year and the NASDDDS board of directors awards two scholarships annually to employees of member state agencies (www.nlcdd.org).

Collaboration to Promote Self-Determination
This effort is a network of approximately 12 national organizations that have come together to promote employment opportunities and self-direction for those with I/DD (thecpsd.org).

The Consortium for Citizens with Disabilities (CCD)
The consortium is nation's largest disability stakeholder's coalition informs and advocates for people with disabilities at the state and federal level. Dan Berland serves as co-chair of CCD's Long-Term Supports and Services Task Force (c-c-d.org).

National Association for the Dually Diagnosed (NADD)
NADD developed standards for Quality Services Program to provide for the accreditation of services and the certification of staff involved in the delivery of supports to adults with co-occurring developmental disabilities and mental illness (thenadd.org).

Quality Mall
The mall is an online information clearinghouse providing resources and materials showcasing promising practices and innovations that promote quality of life for persons with developmental disabilities (www.qualitymall.org).

Reinventing Quality Conference
The Reinventing Quality Conference is planned in collaboration with the Human Services Research Institute, the American Association on Intellectual and Developmental Disabilities, the University of Minnesota, ANCOR, and the University of Delaware (www.reinventingquality.org/upcoming/).

Recognizing Outstanding Achievement

Robert M. Gettings Compass Award
The Robert M. Gettings Compass Award recognizes the achievements of persons other than public officials 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.

2015 Recipient of the Compass Award: Michael Smull was honored for his extraordinary leadership in the field of developmental disabilities and valued guidance provided to state policy makers.
Gary Smith Scholarship
to the National Leadership Consortium on Developmental Disabilities

The Gary Smith Scholarship Fund was established to support the participation of one participant from state government at the University of Delaware Leadership Consortium, held twice yearly. The scholarship fund in Gary Smith’s name is a legacy to support others who work for state, local, or the federal government in their pursuit to improve the lives of people with disabilities and their families.

January 2015 Recipient
Mr. Kai-Stephan Fontain
Psychological Assistant
Delaware Health and Social Services
Division of Developmental Disabilities Services

June 2015 Recipient
Mr. Thomas Papa
Chief of Staff
New Jersey Department of Human Services

NASDDDS
Board of Directors

Laura Nuss  President
November 2014 – November 2016

Bernard Simons  Vice President/President Elect
November 2014 – November 2016

John Martin  Secretary/Treasurer
November 2014 – November 2016

Jane Gallivan  Immediate Past President
November 2014 – November 2016

Beverly Buscemi  Member-at-Large
May 2013 – May 2016

Alex Bartolic  Member-at-Large
November 2012 – November 2015

Courtney Tarver  Member-at-Large
November 2014 – November 2017

Dan Lusk  Member-at-Large
November 2013 – November 2016

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Association Members
John Martin (Chair)  Ohio
Nicole Norvell  Indiana
Bernie Simons  Maryland
Paul Smith  Utah
Lilia Teninty  Oregon

Non-Association Members
Amy Hewitt  University of Minnesota
Bill Kiernan  UMass Boston
Val Bradley  HSRI
Rick Hemp  University of Colorado

National Policy Work Group
Jane Gallivan (Chair) Delaware
Alex Bartolic  Minnesota
Laura Nuss  Washington, D.C.
Dawn Apgar  New Jersey
Courtney Tarver  Alabama
Cathy Stevenson  New Mexico
Barb Ramsey  Colorado
Dan Lusk  South Dakota
Alumni Association

The NASDDDS Alumni Association is open to individuals who have served as the director of a state program for people with developmental disabilities. Membership provides alumni with the opportunity to receive up-to-date information about state programs for people with disabilities and to network with previous and current directors. Membership details and links to contact information for current alumni association members are available on the NASDDDS website (www.nasddds.org/alumni).

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NASDDDS Members
(November 3, 2015)

Contact information and links to the state agencies are available on the NASDDDS website.

ALABAMA
Courtney Tarver, J.D.
Associate Commissioner
Division of Developmental Disabilities

ALASKA
Duane Mayes
Director
Senior and Disabilities Services

ARIZONA
Dr. Laura L. Love
Assistant Director
Division of Developmental Disabilities

ARKANSAS
Jim Brader
Interim Director
Division of Developmental Disabilities Services

CALIFORNIA
Santi J. Rogers
Director
Department of Developmental Services

COLORADO
Barbara D. Ramsey
Director
Intellectual and Developmental Disabilities

CONNECTICUT
Morna A. Murray, J.D.
Commissioner
Department of Developmental Services

DELAWARE
Jane J. Gallivan
Director
Division of Developmental Disabilities Services

DISTRICT OF COLUMBIA
Laura Nuss
Director
Department on Disability Services

FLORIDA
Barbara Palmer
Director
Agency for Persons with Disabilities

GEORGIA
Dan Howell
Director
Department of Developmental Disabilities

HAWAII
Mary Brogan
Chief
Developmental Disabilities Division
IDAHO
Arthur Evans
DD Bureau Chief
Developmental Disabilities Program

ILLINOIS
Gregg A. Fenton
Acting Director
Division of Developmental Disabilities

INDIANA
Nicole Norvell
Director
Family and Social Services Administration

IOWA
Rick Shults
Division Administrator
Division of Mental Health and Disability Services

KANSAS
Kari Bruffett
Acting Secretary
Department for Aging and Disability Services

KENTUCKY
Mary Reinle Begley
Commissioner
Department for Behavioral Health,
Developmental and Intellectual Disabilities

LOUISIANA
Mark Thomas
Assistant Secretary
Office for Citizens with Developmental Disabilities

MAINE
Gary Walcott
Director
Office of Aging and Disability Services

MARYLAND
Bernard Simons
Deputy Secretary
Developmental Disabilities Administration

MASSACHUSETTS
Elin Howe
Commissioner
Department of Developmental Services

MICHIGAN
Lynda Zeller
Deputy Director
Behavioral Health and DD Administration

MINNESOTA
Alex Bartolic
Director
Disability Services Division

MISSISSIPPI
Matt Armstrong
Director
Bureau of Intellectual and Developmental Disabilities

MISSOURI
Valerie Huhn
Director
Division of Developmental Disabilities

MONTANA
Novelene Martin
Bureau Chief
Developmental Disabilities Program

NEBRASKA
Courtney Miller
Director
Division of Developmental Disabilities

NEVADA
Jane Gruner
Administrator
Aging and Disability Services Division

NEW HAMPSHIRE
Lorene Reagan
Bureau Chief
Bureau of Developmental Services

NEW JERSEY
Elizabeth Shea
Assistant Commissioner
Division of Developmental Disabilities

NEW MEXICO
Cathy Stevenson
Director
Developmental Disabilities Supports Division
NEW YORK
Kerry A. Delaney
Acting Commissioner
Office for People with Developmental Disabilities

NORTH CAROLINA
Dr. Courtney Cantrell
Acting Director
Mental Health, DD, and Substance Abuse Services

NORTH DAKOTA
Tina Bay
Director
Developmental Disabilities Division

OHIO
John Martin
Director
Department of Developmental Disabilities

OKLAHOMA
JoAnne Goin, LCSW
Division Director
Developmental Disabilities Services

OREGON
Lilia Teninty
Director
Developmental Disability Services

PENNSYLVANIA
Nancy Thaler
Deputy Secretary
Office of Developmental Programs

RHODE ISLAND
Maria Montanaro
Director
Behavioral Healthcare, DD, and Hospitals

SOUTH CAROLINA
Dr. Beverly A. H. Buscemi
Director
Department of Disabilities and Special Needs

SOUTH DAKOTA
Dan Lusk
Director
Division of Developmental Disabilities

TENNESSEE
Debbie Payne
Commissioner
Intellectual and Developmental Disabilities

TEXAS
Kristi Jordan
Deputy Commissioner
Department of Aging and Disability Services

UTAH
Paul Smith
Director
Division of Services for People with Disabilities

VERMONT
Roy Gerstenberger
Director
Developmental Disabilities Services Division

VIRGINIA
Connie Cochran
Assistant Commissioner for Developmental Services
Behavioral Health and Developmental Services

WASHINGTON
Evelyn Perez
Assistant Secretary
Developmental Disabilities Administration

WEST VIRGINIA
Beth Morrison
Director
Intellectual and Developmental Disabilities

WISCONSIN
Curtis Cunningham
Deputy Administrator
Developmental Disabilities Services

WYOMING
Chris Newman
Senior Administrator
Behavioral Health Division
## NASDDDS
### Financials for the Year End June 30, 2015

#### ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$665,331</td>
</tr>
<tr>
<td>Investments</td>
<td>$1,428,788</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>$525,358</td>
</tr>
<tr>
<td>Prepaid Expense</td>
<td>$16,834</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>$2,636,311</td>
</tr>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Furniture &amp; Equipment, Net</td>
<td>$86,996</td>
</tr>
<tr>
<td>Building, Net</td>
<td>$209,123</td>
</tr>
<tr>
<td><strong>Total Net Fixed Assets</strong></td>
<td>$296,119</td>
</tr>
<tr>
<td>Security Deposit</td>
<td>$10,000</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$2,942,430</td>
</tr>
</tbody>
</table>

#### LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>$193,252</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>$331,527</td>
</tr>
<tr>
<td>Accrued Vacation</td>
<td>$95,650</td>
</tr>
<tr>
<td>Other Employee Payable</td>
<td>$13,134</td>
</tr>
<tr>
<td>Deferred Dues</td>
<td>$703,600</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>$1,337,163</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>$1,645,400</td>
</tr>
<tr>
<td>YTD Income</td>
<td>($40,133)</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>$1,605,266</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td>$2,942,430</td>
</tr>
</tbody>
</table>
## Sources of Revenue

![FY 14-15: Sources of Revenue](image)

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>REVENUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>(1%)</td>
</tr>
<tr>
<td>Publication</td>
<td>(1%)</td>
</tr>
<tr>
<td>Membership</td>
<td>(26%)</td>
</tr>
<tr>
<td>Technical Assistance</td>
<td>(13%)</td>
</tr>
<tr>
<td>NCI</td>
<td>(29%)</td>
</tr>
<tr>
<td>SELN &amp; Employment</td>
<td>(25%)</td>
</tr>
<tr>
<td>Family Support</td>
<td>(5%)</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>
Nancy Thaler, who joined NASDDDS in 2007 as the NASDDDS Executive Director, left the association on June 26, 2015, to become the Deputy Secretary for the Office of Developmental Programs in Pennsylvania.

While at NASDDDS, she furthered the association’s stellar reputation with federal policy leaders, created pathways for states to embrace employment first policies and practices, focused efforts on community supports and championed quality outcomes through National Core Indicators. Nancy spearheaded the creation of Communities of Practice for the development of person-centered organizations and supporting families. She focused states' attention on policies that support people with challenging behaviors and worked with the association to create the first NASDDDS position statement on Opposing Aversive Interventions and Promoting Positive Behavior Supports.

Thank you, Nancy, for all you have done!
"Old Fancy Diploma" by Aaron Hutchinson - Aaron is a very dynamic and social artist. He greets people with a positive attitude and a smile and remembers everyone he meets. His favorite medium is painting, which he does with quick strokes and a vivid flash of color. Aaron says, "When I paint it reminds me of my feelings and things from the past." Aaron likes to write on his paintings; the words are most often names of people who have been important in his life or have something to do with his favorite subjects: music, food, good sportsmanship and memory. Aaron says he likes the studio at Art From the Heart "because I feel supported and respected." To purchase his original art, contact Art From the Heart in Portland, Oregon.