Progress through Partnerships

Working as a Team

The Rhode Island Experience
Rhode Island - The Ocean State

Rhode Island Settles Case on Jobs for the Disabled

BY DAN BARRY  APRIL 8, 2014

The Justice Department on Tuesday announced a "landmark" agreement with the State of Rhode Island to free people with developmental disabilities from a decades-old system that kept them unjustly segregated in sheltered workshops and adult day programs, removed from the competitive workplace and the broader community.

The settlement, which addresses the civil rights of about 3,250 Rhode Island residents, also provides a road map to compliance for the 49 other states, federal officials said. They estimated the country, 450,000 people, and developmental disabilities on their days in essentially similar systems.

Steven Porcelli, second from left, worked in a sheltered workshop.
1 million people - RI
4300 people with IDD served
Our 1st Consent Decree

1978
The Ladd School
Community Living and Community Based Supports
Rhode Island
Emerging as a National Leader in DD Services

• 1980’s-1994
  – Deinstitutionalization and closure of the Ladd Center.
  – First state in the country to plan for deinstitutionalization.
  – Wholesale conversion from ICF to HCBS Waiver

• 1990’s – early 2000
  – Person centered planning
  – Self direction for I/DD
  – Community development and engagement
  – Innovation through inclusion
    • Home of Your Own Program
    • Flexible Community Living Options
16 years of level funding without adjustments for inflation

Income

Expenses
System change to enhance:

• Individual choice and self-direction
• Equitable assessment
• Transparent rate methodology
• Sustainability and Predictability

Resulting changes:

• Restrictive and prescriptive regulations
• Funding reduced by 20%
• Health and safety focus
• Risk aversion resulting in shift to congregate and center based services
• Shifted from cost reimbursement contracts to fee for service
Project Sustainability
Funding slashed by 22%
Regulations went from 68 pages to 165 pages
Services tracked & billed in increments
WHAT COULD WE DO?
Pretend it’s not happening
Resist the change
Drown your sorrows and hope it goes away
“If you are not at the table you are probably on the menu.”

-Thomas Harkin
United States Senator - Iowa
Strengthen our advocacy at all levels of state government

State Legislature

Appointed Officials
Areas of Influence

Set Up by DOJ – RI Consent Decree Task Force

Governor’s – Transition Team

Governor’s – Committee to Re-invent RI Medicaid

DD Director’s – Workgroup To Restructure State System; Regulation Reform
Our 2nd Consent Decree 2014
Current State – Focus Area

- Consent Decree
  - Employment Placements/Average Weekly Hours/Wages
  - Benefits Planning
  - Career Development Plans
  - Integrated Day Services
  - Quality Management
  - Staff Training
HOW WE ARE DOING IT at the Provider Level
Less of this...

More of this...
Less of this...

More of this...
Funding to incent providers
Funding up-front
Healing our PTSD...
Pulling it back together...
Individuals
Families
Businesses
HOW WE ARE DOING IT at the Systems Level
Employment First

• Employment First Executive Order 2014
• Employment First Task Force
• RI APSE
Conversion Institute

• Sheltered Workshop Transition Plans
  – Conversion Trust Fund
• Technical Assistance and Training
  – Day and Employment Services
• Survey Data
  – Analytics to Guide Progress and Planning
Set Aside Legislation
Funding Investments

- 60/40 Center Based and Community Based Rates for Day Services
- Person Centered Supported Employment Performance Program
- ORS Performance Program
- Pre-ETS/WIOA
- DSP Wage Increase 2016 and 2017
Partnerships

• Public Private Partnerships
  • DEI Grant at Department of Labor and Training
• Cohesion of State Agencies
  • Blending/Braiding of Funding
  • Transition Services
    • Person Centered Planning and Career Development Planning in Schools
    • Eligibility by 17
• HCBS Stakeholders
Consent Decree Compliance -- Quarter 3 FY18

• Youth Exit Population*
  • Benchmark – 100% of 425 population
  • 55% Employment Placement
  • 14.5 hours per week/$10.10 per hour

• Sheltered Workshop Population*
  • Benchmark – 200 of 629 population
  • 100% Sheltered Workshop Employment Placement
  • 13.1 hours per week/$10.17 per hour

• Day Program Population*
  • Benchmark – 150 of 1363
  • 206% Employment Placement
  • 9.7 hours per week/$10.30 per hour

*Population determined at signing of CD
RI Employment Outcomes 2017

• RI I/DD Employment Rate  31%*

  National Average 19%
  • Individual Employment
  • Self-Employment
  • Provider Paid Individual Employment
  • Provider Paid Group Employment

• RI I/DD Consent Decree Population Employment Rates  30%
  • Individual Employment
  • Self-Employment

*Working Age
Where are we going?

**Vision** – A life in the community for all, determined by needs and preferences of individuals

**BHDDH Priorities:**

- Access
- Person-Centered
- Community Integration
- Prevention and Early Intervention
- Evidence-Based Practices
- Use of Data
Keys to Success

• Build on our progress
• Partnerships with stakeholders at all levels of policy design and decision
• Transformation of traditional models to sustainable, desired and effective models of integrated supports and services
  • 35% of day program providers are 100% community based
• Person Centered Practice and Informed Choice
• Piloting ‘Pay for Performance’ programs
• Regulations reform
• 1115 Waiver renewal with enhancements to promote access and community integration
Challenges and Barriers

• DSP Workforce – Service Capacity
  • Community Integration requires skilled/qualified/independent staff

• FFS Payment Model – inflexible and unpredictable

• Funding Allocation Structure – rigid allocations across discrete service areas

• Paper based system – impedes access to timely services, operations, outcomes, oversight and accountability

• Budget
Solutions

• Conflict Free Case Management – expand objective resources to guide choice and oversee quality
• Contemporary Case Management System – shared web-based IT system to provide real time communication and tracking
• Budget Authority – provides flexibility and aligns with true person centered planning
• Eligibility by age 17 – System Cohesion
• Alternative Payment Models
• Legislative Commission to evaluate Project Sustainability and future funding needs
• Creating Disability Rights & Access Coalition