Building Community Capacity to Support People with Challenging Behaviors

NASDDDS
Directors Forum & Mid-Year Conference
June 7 – 9, 2017
The Hilton Minneapolis
Minneapolis, Minnesota

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THURSDAY BREAKFAST
The Columbus Organization

THURSDAY MORNING BREAK
Alvarez & Marsal Public Sector Services LLC

THURSDAY LUNCHEON
RSM US LLP

THURSDAY RECEPTION
Therap Services, LLC
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FRIDAY BREAKFAST
Benchmark Human Services

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EXHIBIT HOURS

Thursday: 7:30 AM – 6:30 PM and Friday: 7:30 AM – 11:00 AM

Please Plan to Visit the Exhibitors in the Foyer EFG
(see 'Exhibitors List' insert in the folder packet for floor plan)

Thursday Reception held in the Exhibit Area
Located in Foyer EFG
5:00 PM – 6:30 PM

EXHIBITORS

Advocare
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SET-Works
The Columbus Organization
Therap Services, LLC
Through Jimmy's Eyes Art
Conference Session, Exhibits, Breaks, and Registration are located on the Third Floor of the Hotel

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SESSIONS AT A GLANCE...

WEDNESDAY June 7, 2017
7:30 AM – 4:30 PM  REGISTRATION ................................................... Foyer EFG
7:30 AM – 8:30 AM  Breakfast ............................................................... Foyer EFG
8:30 AM – 4:30 PM  Directors Forum.......................................................... Salon E

Open Only to State DD Directors, Proxy, and/or Designated Staff

12:00 PM – 1:15 PM  Director's Luncheon............................................. Duluth Room

THURSDAY June 8, 2017
7:30 AM – 5:00 PM  REGISTRATION ................................................... Foyer EFG
7:30 AM – 8:30 AM  Breakfast ............................................................... Foyer EFG
7:30 AM – 6:30 PM  EXHIBITS .............................................................. Foyer EFG
8:30 AM – 9:00 AM  Welcome and Introductions ............. Minneapolis Ballroom EFG
9:00 AM – 10:00 AM  Keynote Presentation ...................... Minneapolis Ballroom EFG
10:00 AM – 10:45 AM  Plenary Panel ............................... Minneapolis Ballroom EFG
10:45 AM – 11:00 AM  Coffee / Tea Break ................................................ Foyer EFG
11:00 AM – 12:00 PM  Plenary Panel .............................. Minneapolis Ballroom EFG
12:00 PM – 1:15 PM  Luncheon ...................................... Minneapolis Ballroom EFG
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3:30 PM – 5:00 PM  Plenary Panel ............................... Minneapolis Ballroom EFG
5:00 PM – 6:30 PM  Reception .............................................................. Foyer EFG

FRIDAY June 9, 2017
7:30 AM – 11:00 AM  REGISTRATION ................................................... Foyer EFG
7:30 AM – 8:30 AM  Breakfast ............................................................... Foyer EFG
7:30 AM – 11:00 AM  EXHIBITS .............................................................. Foyer EFG
8:30 AM – 9:30 AM  Keynote Presentation ...................... Minneapolis Ballroom EFG
9:30 AM – 10:30 AM  Plenary Presentation ...................... Minneapolis Ballroom EFG
10:30 AM – 11:00 AM  Coffee / Tea Break and Check Out ............... Foyer EFG
11:00 AM – 12:00 PM  Plenary Presentation ...................... Minneapolis Ballroom EFG
12:00 PM – 12:15 PM  Conference Wrap-Up ..................... Minneapolis Ballroom EFG
WEDNESDAY, JUNE 7

Directors Forum

Open Only to State I/DD Directors, Proxy, and/or Designated Staff

Located in Salon E

7:30 AM – 4:30 PM    REGISTRATION
7:30 AM – 8:30 AM    Breakfast
8:30 AM – 9:00 AM    Welcome, Member Introductions, and Presentation
9:00 AM – 10:30 AM   Speakers / Discussion
10:30 AM – 10:45 AM   Coffee / Tea Break
10:45 AM – 12:00 PM   Speakers / Discussion
12:00 PM – 1:15 PM    Lunch (Located in the Duluth Room)
1:15 PM – 2:15 PM    Speakers/Discussion
2:15 PM – 2:30 PM    Directors Round Table
2:45 PM – 3:00 PM    Coffee / Tea Break
3:00 PM – 4:30 PM    Directors Round Table
4:00 PM – 4:30 PM    NASDDDS Business Meeting - Elections
4:30 PM       Adjourn
THURSDAY, JUNE 8

REGISTRATION .......................................................................................... 7:30 AM – 5:00 PM
Foyer EFG

BREAKFAST .................................................................................................... 7:30 AM – 8:30 AM
Foyer EFG
Thank You to The Columbus Organization for Sponsoring the Breakfast

EXHIBITS ..................................................................................................... 7:30 AM – 6:30 PM
Foyer EFG
Please Visit our Exhibitors in Foyer EFG during the Break

KEYNOTE & OPENING PLENARY SESSIONS ......................................... 8:30 AM – 10:45 AM
Minneapolis Ballroom EFG

WELCOME ..................................................................................................... 8:30 AM – 9:00 AM
Mary Lee Fay
Executive Director
NASDDDS

Bernard Simons
President, NASDDDS Board of Directors and
Deputy Secretary, Maryland Developmental Disabilities Administration

Alex Bartolic
Director
Disability Services Division
Minnesota Department of Human Services

Kurt Rutzen
Public Policy Associate, Arc Minnesota and
Board Member, Arc United States and
Bethesda Lutheran Services
THURSDAY, JUNE 8

KEYNOTE ADDRESS ................................................................. 9:00 AM – 10:00 AM

Trauma Informed Care for Individuals with I/DD

INTRODUCTION
Barbara Ramsey
Deputy Director
Colorado Office of Community Living

KEYNOTE
Karyn Harvey
Assistant Executive Director, The Arc Baltimore

Ms. Harvey will cover sources of trauma for individuals with I/DD, the effects of trauma, and the key ingredients for healing. She will also explore critical elements needed in training direct support professionals in order to create trauma informed cultures.

PLENARY PRESENTATION ..................................................... 10:00 AM – 10:45 AM

Minneapolis Ballroom EFG

Learning to Support People to Heal

INTRODUCTION
Adam Sass
NASDDDS Director of Community Life Engagement

PRESENTERS
Julie Petty
Partners for Inclusive Communities
University of Arkansas

Roberta Sick
Partners for Inclusive Communities
University of Arkansas

Ms. Petty and Ms. Sick will discuss how to support people when words do not seem to work and people then start using behaviors as communication. They will share how to educate people with I/DD about healthy relationships and support them to feel safe to talk about their experiences of abuse or violence. Also included, will be information on educating direct support professionals about trauma, social norms and the effects of victimization.
THURSDAY, JUNE 8

COFFEE / TEA BREAK .................................................................10:45 AM – 11:00 AM
Foyer EFG

Thank You to Alvarez & Marsal Public Sector Services LLC for Sponsoring the Break
Be Sure to Visit our Exhibitors in Foyer EFG

PLENARY PANEL ......................................................................11:00 AM – 12:00 PM
Minneapolis Ballroom EFG

Building Capacity through State and Provider Collaboration
to Support People with Challenging Behaviors

INTRODUCTION
Courtney Tarver
Associate Commissioner
Alabama Division of Developmental Disabilities

PRESENTERS

Jeff Cross
President of Public Solutions
Benchmark Human Services

Bernie Simons
Deputy Secretary
Maryland Developmental Disabilities Administration
and NASDDDS Board President

Mr. Cross and Mr. Simons will provide an overview of current practices and promising new strategies to build provider and system capacity to support people with challenging behaviors to live sustained lives in the community. They will address building provider competency and effectiveness, high impact interventions, crisis support, behavioral health integration, leveraging funding options, and the role of collaboration between state agencies and private providers.

LUNCHEON ...........................................................................12:00 PM – 1:15 PM
Minneapolis Ballroom EFG

Thank You to RSM US LLP for Sponsoring the Luncheon
State’s Experiences in Implementing a Comprehensive Positive Behavior Support Model

INTRODUCTION

Beverly A. H. Buscemi, Ph.D.
Director
South Carolina Department of Disabilities and Special Needs

PRESENTERS

Rachel Freeman
Director of State Initiatives
Institute on Community Integration University of Minnesota

Jason A. Flint, MSW
Supervisor
Minnesota Disability Services Division

Cheryl Frazine
Chief
New Mexico Bureau of Behavioral Support

Janet George, Ed.D.
Assistant Commissioner
Policy, Planning, and Children’s Services
Massachusetts Department of Developmental Services

This presentation, facilitated by Dr. Rachel Freeman from the University of Minnesota, will include discussions about three levels of implementation: (1) Changing the culture of a full service system to move from a deficit and consequence model to a strength based positive supports model; (2) Providing a state infrastructure view that includes a detailed examination of regulatory changes and the key role leadership plays in promoting change; and (3) Discussion of services at the individual level designed around a sophisticated model of technical assistance carried out by behavior consultants, including a behavioral effectiveness review that determines satisfaction across the person’s full life and includes collection of data. Panel presenters will include Janet George, Massachusetts Department of Developmental Services; Jason Flint, Minnesota Department of Human Services; and Cheryl Frazine, New Mexico Developmental Disabilities Supports Division.
THURSDAY, JUNE 8

PLENARY PANEL ................................................................................................................. 2:30 PM – 3:30 PM
Minneapolis Ballroom EFG

The Importance of Data to Describe the Experience of Direct Support Professionals

INTRODUCTION
Mary Lou Bourne
NASDDDS Director of National Core Indicators and Quality Assurance

PRESENTERS

John Martin
Director
Ohio Department of Developmental Disabilities

Dorothy Hiersteiner
Project Coordinator
National Core Indicators (NCI)

Esmé Grant Grewal, Esq.
Senior Director of Government Relations
American Network of Community Options and Resources (ANCOR)

The National Core Indicators (NCI) Staff Stability Survey has a goal to help states benchmark and compare their data on workforce experience to those of other states in order to make improvements through policy or programmatic changes. The 2015 Staff Stability results from 17 participating states, and the insights they offer into the current experience of our direct support workforce, can provide key information as home and community based service systems grapple with potential models to address what is being called a crisis in several states.

These presenters will start by briefly discussing the need for data collection on the direct support professional workforce. Then, the discussion will examine the 2015 NCI Staff Stability Survey results and give guidance on how states can read and interpret the data. This discussion will also present one state’s use of the Staff Stability Survey data as they consider an hourly wage increase. Additionally, the panel will cover how the data can be used by provider agencies to move the discussion from anecdotal to data based evidence and at the federal level to assist a national movement. Data about the national survey results related to tenure, turnover benefits and wages could be used among state and provider agencies to collaborate on the changes possible within each unique system.
THURSDAY, JUNE 8

COFFEE / TEA BREAK ................................................................. 3:30 PM – 3:45 PM
Foyer EFG

Please Visit our Exhibitors in Foyer EFG during the Break

PLENARY PANEL ................................................................. 3:45 PM – 5:00 PM
Minneapolis Ballroom EFG

Behavioral Challenges and Employment, How Do They Mix?

INTRODUCTION
Rie Kennedy-Lizotte
NASDDDS Director of Employment Policy

PRESENTERS

Valerie Bradley
President
Human Services Research Institute (HSRI)

Randy Loss
Vocational Rehabilitation Specialist
Pennsylvania Office of Vocational Rehabilitation

John Alexander
Chief Executive Officer
Kaposia, Inc.

Valerie Bradley, HSRI, will speak about using NCI national data on individual outcomes for employment. The presentation will then include a description of the methods used in working with people with intellectual disabilities who have behavioral challenges that can work to help reduce those challenges. Randy Loss will describe a motivational interviewing (MI) technique that assists the person to change their decision making process. He will also cover the use of peers to support the person to share life experiences and how customized employment can complement these methods to help an individual acquire meaningful community integrated employment. Jon Alexander will then share some success stories on how Kaposia, Inc. supports people to realize that employment is possible for anyone who wants it.
THURSDAY, JUNE 8

RECEPTION .................................................................................................................. 5:00 PM – 6:30 PM
Foyer EFG

Join us at the reception which is open to all conference attendees and offers a great opportunity to meet people, network, and visit with our exhibitors.

Cash Bar
Complimentary Hors d’Œuvres

Thank You to Therap Services, LLC for Sponsoring the Reception
FRIDAY, JUNE 9

REGISTRATION ................................................................. 7:30 AM – 11:00 AM  
Foyer EFG

Breakfast ............................................................................ 7:30 AM – 8:30 AM  
Foyer EFG

*Thank You to Benchmark Human Services for Sponsoring the Breakfast*

EXHIBITS ............................................................................. 7:30 AM – 11:00 AM  
Foyer EFG

*Please Visit our Exhibitors in Foyer EFG*

KEYNOTE .............................................................................. 8:30 AM – 9:30 AM  
Minneapolis Ballroom EFG

**Our Social Brains: Implications for Our Understanding of Human Behavior**

INTRODUCTION
Mary Brogan
Chief  
Hawaii Developmental Disabilities Division

KEYNOTE
David Pitonyak  
Director  
Imagine

Ours is a social brain! This keynote will explore some of the exciting things the neurosciences are teaching us about our brains and the implications of this new knowledge on our understanding of human behavior.

PLENARY PRESENTATION ......................................................... 9:30 AM – 10:30 AM  
Minneapolis Ballroom EFG

**Using Disability Response Teams to Create Better Outcomes for People with I/DD in the Criminal Justice System**

INTRODUCTION
Laura Vegas  
NASDDDS Director of Business Acumen
People with intellectual and developmental disabilities (I/DD) are overrepresented in the criminal justice system, as both suspects and victims of crime. Too often systems that attempt to support this population take a crisis intervention, rather than a crisis prevention, approach. This approach prevents early intervention and planning within communities, and adds to an already overcrowded criminal justice system. This session will explore promising practices taking place throughout the country to address this issue, including forming community-based disability response teams to begin creating practical and realistic solutions. The struggle is real, but the future for people with I/DD in the criminal justice is slowly getting brighter.

**COFFEE / TEA BREAK and CHECK OUT** ........................................... 10:30 AM – 11:00 AM  
Foyer EFG

**Don’t Miss this Last Opportunity to Visit our Exhibitors in Foyer EFG**

**PLENARY PRESENTATION** .......................................................... 11:00 AM – 12:00 PM  
Minneapolis Ballroom EFG

**Support for People with Co-Occurring I/DD and Mental Illness: The Intersection of Positive Behavior Support, Treatment, and Mental Wellness**

**INTRODUCTION**  
**Barbara Brent**  
NASDDDS Director of State Policy

**PRESENDER**  
**Dan Baker, Ph.D.**  
Minnesota Department of Human Services  
Internal Reviewer and Positive Support Lead  
Jensen/Olmstead Quality Assurance and Compliance Office

Direct support professionals working with persons that have co-occurring I/DD and mental illness often struggle to bring together the different ways of understanding the reasons behind a person's behavior. This presentation will describe how positive behavior support, mental health treatment, and mental wellness can be used to support people who have co-occurring conditions. To most effectively provide support, these three approaches must be brought together to provide a more unified and comprehensive approach, but support systems often are arrayed in a manner which impedes this. Strategies that cover these considerations, can assist care providers in understanding the true nature of complex patterns of behavior, and guide proper selection of interventions.
FRIDAY, JUNE 9

CONFERENCE WRAP UP AND CONCLUSION .......................... 12:00 PM – 12:15 PM
Minneapolis Ballroom EFG

Mary Lee Fay
Executive Director
NASDDDS

Thank You to Anthem and Mediware for Sponsoring Our Speakers

Please Grab a Box Lunch in Foyer EFG before Heading Out!

See You in November at the
NASDDDS
Directors Forum & Annual Conference!
November 8 – 10, 2017

THE WESTIN
CRYSTAL CITY

The Westin Crystal City
Crystal City, Virginia
Bios...

Welcome and Introductions

MARY LEE FAY became the NASDDDS Executive Director in August 2015. She joined NASDDDS in 2012 as the Director of National Core Indicators and the NASDDDS Coordinator for the Community of Practice project on Supporting Families. Her main focus is working with states to create sustainable systems that will fully engage people with intellectual/developmental disabilities in their communities and honor the families and relationships that support those outcomes.

Mary Lee has more than 35 years of working in the field of intellectual and developmental disabilities. She worked for the state of Oregon Developmental Disabilities Office from 1987 to 2012 and was the state administrator for the program from 2001 until 2012, supporting 22,000 children and adults with I/DD and their families. Highlights of her work in Oregon include closure of all private and public ICF/IDs, implementation of a self-directed waiver using independent brokerages, and re-design of services to focus on person-centered thinking.

BERNARD (BERNIE) SIMONS has been the Deputy Secretary of the Developmental Disabilities Administration (DDA) for the Maryland Department of Health and Mental Hygiene since April 2014. In this position, he is responsible for a DDA supports and services including all federally and state funded programs, oversight of all community provider agencies, four Regional Offices, two Developmental Centers and DDA’s budget. He has worked in the field for 40 years. Prior to this role, Bernie served for eight years as the Director of Missouri's Division of Developmental Disabilities under the Department of Mental Health and Developmental Disabilities with similar responsibilities as in his current position. He started his career at a direct support professional working in a center for people with intellectual and developmental disabilities. His prior experience includes being a Regional Director, Assistant Regional Director, Superintendent and direct support staff. He also worked as a consultant with numerous states on the Centers for Medicare and Medicaid and U.S. Department of Justice issues.

Currently Bernie serves as President on the Board of Directors for the National Association of State Directors of Developmental Disabilities Services (NASDDDS). He has served on the NASDDDS board since 2011.

ALEX BARTOLIC is the Director of Disability Services at the Minnesota Department of Human Services. She has extensive experience at the state and local level with home and community based services. After beginning her career in special education, she moved to develop supports for families, and community services for people with disabilities. Alex has been recognized as an innovator, and fostering new approaches that have enabled people with disabilities to live and work in their communities. She is currently leading a reform of Minnesota's home and community-based system to better respond to the expectations and future needs of Minnesotans with disabilities.

KURT RUTZEN lives in Minneapolis, Minnesota and is currently employed with The Arc Minnesota as a Public Policy Associate and Skol Inc. with Guest Relations at the Minnesota Vikings Stadium. Kurt was previously employed at the University of Minnesota Institute on Community Integration and now serves on the Board of Directors for The Arc United States and Bethesda Lutheran Services. Kurt is passionate about advocating for rights of persons with disabilities and for their services and supports.
Bios...

Keynote Speakers Bios

KARYN HARVEY has worked as a clinician in the field of intellectual disabilities for over 30 years. She has a master's degree in clinical psychology and a Ph.D. in applied developmental psychology from the University of Maryland. She has published articles about therapeutic interventions with individuals with intellectual and developmental disabilities (I/DD), workbooks for individuals with I/DD and two books. Her first book, *Positive Identity Development* was published in 2009 and presents both theory and guidance for clinicians doing therapy with individuals with ID. Her second book, *Trauma – Informed Behavioral Interventions* was published in 2011 and presents a trauma-informed care approach to working with individuals with ID both programmatically and clinically. She is currently the Assistant Executive Director of Clinical Services for the Arc Baltimore. She also consults with various state and individual agencies as well as trains staff, administrators and clinicians on trauma-informed care throughout the country.

DAVID PITONYAK is interested in positive approaches to difficult behaviors. He believes that difficult behaviors are “messages” which can tell us important things about a person and his or her surroundings. Understanding the “meaning” of an individual's difficult behaviors is the first step in supporting the person (and the person's supporters) to change. David also believes (to paraphrase Jean Clark), that a “person's needs are best met by people whose needs are met.” Supporting a person with difficult behaviors begins with an honest assessment of the needs of the person's supporters. Creating more responsive human services is possible only when we take responsibility for problems of the workplace culture. A healthy organization is an organization that invites all of its members to take an active role in decision-making, provides support to each member as defined by the member, and evaluates its success by the degree to which it lives up to its promises.

David has consulted with families and professionals throughout the United States, Canada, England, the Republic of Ireland, Northern Ireland, and the Netherlands. He lives in Blacksburg, Virginia with his wife Cyndi. They have two sons, Joe and Sam.

Presenter Bios

JON ALEXANDER is the Chief Executive Officer of Kaposia, Inc. in St. Paul, Minnesota. Kaposia was one of the first organizations in the country to convert its services from center-based to community-based. Under Jon's direction, Kaposia has seen significant growth in new employment for job seekers as well as new customers for Kaposia. Jon is one of the founding members of the Minnesota Employment First Coalition. He is a former president of the national board of directors of APSE: The Network on Employment and currently serves as co-president of the Minnesota chapter of APSE.

DAN BAKER, Ph.D. is with the Minnesota Department of Human Services, where he serves as the Internal Reviewer and Positive Support Lead with the Jensen / Olmstead Quality Assurance and Compliance Office. Dr. Baker is involved with the design, development, and monitoring of treatment programs to align with the positive supports and a person-centered culture. Dr. Baker's clinical focus is on positive behavior support, models of community and educational support, transition services, and mental health services for persons with disabilities.
VALERIE BRADLEY is the president of the Human Services Research Institute (HSRI). She and HSRI were there at the inception of National Core Indicators (NCI) in 1997 and have been partners with NASDDDS in this endeavor ever since. Ms. Bradley was part of the National Quality Enterprise for 12 years and provided technical assistance to states regarding waiver quality assurance. She is currently working with the states of Georgia and Florida to support statewide quality councils composed of a wide-range of stakeholders including self-advocates and families.

JEFF CROSS serves as President of Public Solutions for Benchmark Human Services, a national leader in delivering services for persons with intellectual and developmental disabilities (I/DD). Cross has held numerous executive positions with national disability and behavioral health providers. He joined Benchmark in 2010 to help expand the company's model of services and expertise to new programs and geographic areas. Since that time, the company has expanded its services to Georgia, New Jersey, Maryland, South Dakota, Montana, and Virginia.

Prior to joining Benchmark, Cross served as Senior Vice President of The Columbus Organization, a national consulting and professional staffing firm; as regional vice president of Keystone Education and Youth a multi-state provider of behavioral health services for children with forensic backgrounds; and as the president of ResCare's Division for Persons with Disabilities where he directed the integration of more than 50 acquisitions and managed service delivery for 17,000 people in 28 states.

Cross routinely works with state agency directors and government officials across the country. He is a frequent presenter at national conferences and a specialist in cost-effective options to serve intensive need Medicaid populations. Cross received an MBA from Vanderbilt University and bachelor's and master's degrees in health science from Western Kentucky University.

LEIGH ANN DAVIS is Director, Criminal Justice Initiatives at The Arc of the United States and directs The Arc's National Center on Criminal Justice and Disability®. With over 20 years of experience in the intellectual/developmental disability (I/DD) and criminal justice fields, Ms. Davis has worked with both disability and criminal justice professionals and agencies, as well as people with disabilities, to build stronger lines of open communication and understanding between these two worlds to ensure that people with I/DD have access to accommodations in the criminal justice system, whether suspect, offender, victim or witness. She has authored numerous publications, including curricula, scholarly articles, and other publications on a broad array of criminal justice topics and provides presentations and training at state, national and international conferences to enlighten others about the unique issues faced by people with I/DD in the criminal justice system.

Ms. Davis serves as a consultant for The Office for Victims of Crime (OVC) Training and Technical Assistance Center and Vera Institute of Justice. As an incest survivor, she intuitively understands the complexities inherent in the criminal justice system for both victims and suspect/offenders, and is compelled to educate society about how common violence is among people with disabilities and how it impacts their daily lives. She holds a BSW (Bachelor of Science in Social Work), MSSW (Master of Science in Social Work), and MPA (Master of Public Administration) from the University of Texas at Arlington.

JASON FLINT has worked in the disability services field since 1997, beginning as a direct support professional. Most of his career has been in private for-profit and not-for-profit service provider organizations in various supervisory and managerial roles. Jason first joined the Minnesota Disability
BIOS...

Services Division (DHS) in 2007 as a policy staff for waiver quality management. After a brief period back in the private sector, he rejoined DHS in 2014 as a supervisor. Jason's team has responsibility for community capacity building, and promoting positive supports and person-centered practices.

**CHERYL L. FRAZINE, M.A.** is the Chief of the Bureau of Behavioral Supports (BBS) of the Developmental Disabilities Supports Division (DDSD) in New Mexico. She oversees the behavioral supports staff, the crisis response team, and the provider agencies that provide positive behavioral supports, crisis supports, and sexuality services to persons with intellectual/developmental disabilities on the DD waiver in New Mexico. Cheryl received her B.A. from the University of Michigan, M.A. in clinical psychology from Michigan State University, and completed a pre-doctoral internship at Children's National Medical Center in Washington, D.C. Her current interests include the development of rational systems of support that serve persons with co-occurring disorders in the community.

**RACHEL FREEMAN** is the Director of State Initiatives for the Institute on Community Integration at the University of Minnesota. Dr. Freeman has been actively involved in positive behavior support (PBS), statewide technical assistance systems for evidence-based practices, evaluation design and implementation, and person-centered practices for over 25 years. She conducts research and provides consultation and technical assistance at the state, regional, and local levels to teams implementing PBS and other practices within I/DD organizations, education, juvenile justice, and mental health systems. Dr. Freeman has served as a member of the board of directors for the Association for Positive Behavior Support for over ten years and as president for three years. Her research interests include implementation factors associated with research to practice, PBS, physiological and biochemical factors related to problem behavior, online instructional systems, and interagency systems change.

**JANET GEORGE, Ed.D.** has been a provider of an array of human services throughout her career. She has held the position, as Undersecretary of Human Services at Executive Office of Health and Human Services, has been the assistant commissioner for Policy, Planning and Children's Services for 2 decades and previously a provider of an array of community service for children and adults. Her responsibilities include policy development, oversight of major programmatic initiatives including eligibility, assessment and prioritization for DDS services, programs for both children and adults with intellectual and developmental disabilities, home and community-based waiver program policy, clinical issues, and design and implementation of positive behavior supports. Dr. George is a licensed psychologist and a licensed social worker in the commonwealth of Massachusetts.

**ESMÉ GRANT GREWAL** is ANCOR's Senior Director of Government Relations. In this role, she works with the Government Relations Committee and ANCOR GR team on all legislative and policy priorities and leads the organization's relationships with Congress and the administration. Prior to this role, Esmé served as the Director of Public Policy for the National Association of Councils on Developmental Disabilities (NACDD), where she worked with all State Councils on Developmental Disabilities on federal advocacy and policy priorities for individuals with intellectual and developmental disabilities. She has past appointments with the American Bar Association's Commission on Mental and Physical Disability Law and as Chair of the American Branch of International Law Association's Disability Committee. Esmé is Co-Chair of both the Developmental Disabilities, Autism and Family Support Task Force and International Task Force for the Consortium of Citizens with Disabilities, a coalition of over 100 leading national disability organizations based in Washington, D.C. Prior to joining NACDD, Esmé led the Disability Rights Program for the U.S.
International Council on Disabilities and worked extensively with former Congressman and Majority Whip, Tony Coelho. Esmé has served the San Francisco Mayor's Office on Disability where she had the opportunity to participate in implementation of the city's ADA Transition Plan. As an attorney and member of the California Bar Association, she has published multiple law reviews on various topics of disability law. She is a past board member of Quality Trust. She is a proud sibling to a brother and sister with developmental disabilities.

DOROTHY HIERSTEINER serves as the Project Coordinator for the National Core Indicators (NCI), an effort that began in 1997 to develop indicators and benchmarks of performance across state developmental disabilities service systems. In this role, Dorothy manages the NCI Staff Stability Survey, a survey administered in participating states used to assess the stability of the Direct Support Professional workforce. Her work with NCI includes data management and data analysis, report writing and editing, and communications. She has contributed to numerous technical reports, data briefs, manuscripts, and training/TA materials. She holds a master's degree in public policy from the Heller School of Social Policy and Management at Brandeis.

RANDY LOSS is a Vocational Rehabilitation Specialist at the Pennsylvania Office of Vocational Rehabilitation. He has 25 years of experience in vocational rehabilitation. His previous positions such as: ID case management, staff at a sheltered workshop, a job coach, and a field operations manager with older job seekers provide him the ability to work with diverse disability populations. Currently he has statewide responsibility for a variety of VR projects including criminal justice services. He is the agency liaison for state agencies that deal with mental health, substance abuse, criminal justice, brain injury and assistive living. Randall is a sitting committee member of the Pennsylvania Commission on Crime and Delinquency and was a sitting council member on the Pennsylvania Developmental Disabilities Council representing the Pennsylvania Department of Labor & Industry. In both positions, he promotes focusing state resources towards the employment of those with criminal records and who have intellectual disabilities. He is involved in a project to develop certified peer specialists for dual diagnosed individuals.

JOHN MARTIN was appointed as Director to the Ohio Department of Developmental Disabilities (DODD) in 2007, by then, Governor Strickland then reappointed by Governor John Kasich in 2011. Prior to coming to the department, Martin was the executive director of a large diverse provider organization, a live-in house parent in a group home, a direct care worker with medically involved children, a special education teacher, and the president of a software company. He is also the parent of three children, one of whom has significant disabilities. Martin received a bachelor's degree in special education from Illinois State University and a master's degree in community psychology from Temple University.

JULIE PETTY works at Partners for Inclusive Communities at the University of Arkansas and has worked in the violence prevention and intervention field for nine years. She has been a national leader in the self-advocacy movement having served for two years (2006-2008) as Chair of Self Advocates Becoming Empowered, a national organization that works to ensure that people with disabilities are treated as equals and develop self-advocacy skills. From 1998 until 2006, she was the state coordinator of Arkansas People First. She has also been utilized as a national trainer by many organizations and entities. In 2011, she was appointed to the President's Committee on People with Intellectual Disabilities, and then appointed Chairperson in 2013 to 2016. She is active in the self-advocacy movement nationally and contributes a passion for the civil rights of people with disabilities.
ROBERTA SICK is employed by Partners for Inclusive Communities, University of Arkansas. She is the Project Director for Partners "Initiatives on Access and Justice." This includes the Crime Victims with Disabilities Project, the Safety and Sexual Violence Prevention Project, Southwest ADA Center – Arkansas Affiliate and a Transitional Housing effort. Since 1998, she has directed Partners violence prevention and intervention efforts. She provides direct services to victims with disabilities through co-advocacy with domestic violence, sexual assault and law enforcement based victim advocates. She has been involved in training efforts both in the state and nationally, addressing the critical issues of preventing violence in the lives of people with disabilities and providing access to victims' services. Ms. Sick is a co-chair of the National Council on Independent Living's Subcommittee on Violence and Abuse. She is a licensed professional counselor.
Born on July 6, 1993 in St. Paul, Minnesota and creating art since 2009, Reagan is significantly influenced by van Gogh, Picasso, Mid-Century artists and Expressionism. Reagan has a passion for color, texture and the simplicity of an image. His work is expressive and inventive while innocent and sophisticated at the same time. The sumptuous, unexpected array of color in Reagan’s work, suggests the artist’s relationship to synesthesia. Bright, electric color infuse his images as do short lines he defines as ‘tick marks’. Reagan’s favorite subjects are portraits – both people and animals. The subjects of Reagan’s portraiture often depict a clear, sometimes striking, direct gaze. Eye contact is an interesting and reoccurring theme. Diagnosed with complex autism at age 2 1/2, Reagan’s work offers him a means to illustrate his perspective of the world. Reagan is a true outsider artist, as he has no formal training. However, art is in his blood as he is the great nephew of acclaimed New York artist George Schneeman. Reagan is also internationally recognized.