Building Capacity: Setting a Strategic Direction for Systems Change

NASDDDS Directors Forum & Mid-Year Conference
June 6-8, 2018 / Columbus, Ohio
Conference Program

Building Capacity: Setting a Strategic Direction for Systems Change

NASDDDS Directors Forum & Mid-Year Conference
June 6-8, 2018 · Columbus, Ohio
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WEDNESDAY DIRECTORS FORUM WELCOME RECEPTION
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PCG Human Services

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EXHIBITORS HOURS

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

Thursday Reception in the Exhibitor Area
5:00 PM – 6:30 PM

Please Plan to Visit the Exhibitors in the Easton Foyer
(see 'Exhibitors List' insert in the folder packet for descriptions)

EXHIBITORS

Acumen Fiscal Agent
Advocare
Anthem, Inc
Benchmark Human Services
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CapGrow Partners
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Health Risk Screening
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Liberty Healthcare Corporation
MediSked, LLC
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Molina Healthcare
Premier Healthcare Services
Rest Assured
RSM US LLP
Scioto Properties
Therap Services, LLC
LOCATIONS

Columbus Foyer .......................................................... REGISTRATION (Wednesday)
Columbus Ballroom ..................................................... Directors Forum (Wednesday)
Easton Foyer ............................................................. REGISTRATION (Thursday-Friday)
Easton Foyer ............................................................. Exhibits (Thursday-Friday)
Easton Foyer .............................................................. Breakfast and Breaks (Thursday-Friday)
Easton Foyer ............................................................. RECEPTION (Thursday
Easton Grand Ballroom A&B ............... All Keynotes & Plenary Panels (Thursday-Friday)

FUNCTION

The Hilton Columbus at Easton
3900 Chagrin Drive
Columbus, Ohio
**SESSIONS AT A GLANCE...**

**WEDNESDAY June 6, 2018**

7:30 AM – 8:30 AM  Breakfast .......................................................... Columbus Foyer
7:30 AM – 4:30 PM  REGISTRATION..................................................... Columbus Foyer
8:30 AM – 5:00 PM  Directors Forum.................................................. Columbus Ballroom

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

5:45 PM  Depart to Directors Welcome Reception

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

*Thank You to Therap Services, LLC for Sponsoring the Directors Forum Welcome Reception*

**THURSDAY June 7, 2018**

7:30 AM – 8:30 AM  Breakfast .......................................................... Easton Foyer
7:30 AM – 5:00 PM  REGISTRATION..................................................... Easton Foyer
7:30 AM – 6:30 PM  EXHIBITS.............................................................. Easton Foyer
8:30 AM – 8:45 AM  Welcome and Introductions ...................... Easton Grand Ballroom A&B
8:45 AM – 10:30 AM  Opening Plenary Panel ............................... Easton Grand Ballroom A&B
10:30 AM – 10:45 AM  Coffee / Tea Break ........................................ Easton Foyer
10:45 AM – 12:00 PM  Plenary Panel .............................................. Easton Grand Ballroom A&B
12:00 PM – 1:00 PM  Luncheon............................................................. Regent Ballroom
1:00 PM – 2:00 PM  Plenary Panel .............................................. Easton Grand Ballroom A&B
2:00 PM – 3:00 PM  Plenary Panel .............................................. Easton Grand Ballroom A&B
3:00 PM – 3:15 PM  Break.............................................................. Easton Foyer
3:15 PM – 4:15 PM  Plenary Panel .............................................. Easton Grand Ballroom A&B
4:15 PM – 5:00 PM  Plenary Panel .............................................. Easton Grand Ballroom A&B
5:00 PM – 6:30 PM  Welcome Reception ........................................ Easton Foyer

**FRIDAY June 8, 2018**

7:30 AM – 8:30 AM  Breakfast .......................................................... Easton Foyer
7:30 AM – 11:00 AM  REGISTRATION.................................................. Easton Foyer
7:30 AM – 11:00 AM  EXHIBITS.............................................................. Easton Foyer
8:30 AM – 9:45 AM  Keynote Address ........................................ Easton Grand Ballroom A&B
9:45 AM – 10:45 AM  Plenary Panel .............................................. Easton Grand Ballroom A&B
10:45 AM – 11:00 AM  Coffee / Tea Break and Check Out .............. Easton Foyer
11:00 AM – 12:00 PM  Plenary Panel .............................................. Easton Grand Ballroom A&B
12:00 PM – 12:15 PM  Conference Wrap Up / Conclusion .............. Easton Grand Ballroom A&B
DIRECTORS FORUM
Open Only to State DD Directors, Proxy, and/or Designated Staff
Columbus Ballroom

7:30 AM – 4:30 PM REGISTRATION
7:30 AM – 8:30 AM Breakfast
8:30 AM – 8:45 AM Welcome, Member Introductions
8:45 AM – 10:30 AM Presentation and Discussion
10:30 AM – 10:45 AM Coffee / Tea Break
10:45 AM – 12:00 PM Directors Round Table
12:00 PM – 1:00 PM Lunch (provided)
1:00 PM – 1:30 PM Presentation
1:30 PM – 2:45 PM NASDDDS Updates
2:45 PM – 3:00 PM Coffee / Tea Break
3:00 PM – 4:00 PM Presentation
4:00 PM – 4:45 PM Business Meeting / Elections
5:00 PM Adjourn
THURSDAY, JUNE 7...

BREAKFAST .......................................................... 7:30 AM – 8:30 AM
Easton Foyer

*Thank You to Anthem, Inc. for Sponsoring the Morning Breakfast*

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

EXHIBITS ............................................................................. 7:30 AM – 6:30 PM
Easton Foyer

*Please be Sure to Visit our Exhibitors in the Easton Foyer During the Break*

WELCOME and OPENING PLENARY PANEL .................. 8:30 AM – 10:30 AM
Easton Grand Ballroom A&B

WELCOME ........................................................................ 8:30 AM – 8:45 AM

Mary Lee Fay
Executive Director
NASDDDS

Bernard Simons
President, NASDDDS Board of Directors
Deputy Secretary, Developmental Disabilities Administration
Maryland Department of Health and Mental Hygiene

John Martin
Vice President, NASDDDS Board of Directors
Director, Ohio Department of Developmental Disabilities

OPENING PLENARY PANEL ........................................... 8:45 AM – 10:30 AM
Easton Grand Ballroom A&B

*Consider Technology First; Explore the Possibilities*

INTRODUCTION
John Martin
Vice President, NASDDDS Board of Directors
Director, Ohio Department of Developmental Disabilities
THURSDAY, JUNE 7...

OPENING PLENARY PANEL SPEAKERS

Marc J. Tassé
Director
Ohio State University Nisonger Center

Kyle Corbin
Ohio Technology Project Manager
Ohio Department of Developmental Disabilities

Emily Shea Tanis, Ph.D.
Associate Director
Coleman Institute for Cognitive Disabilities
University of Colorado
Assistant Professor, Department of Psychiatry
University of Colorado Anschutz Medical Campus

Evelyn Perez
Assistant Secretary
Developmental Disabilities Administration
Washington State DSHS

The Consider Technology First; Explore The Possibilities panel will describe promising practices across the states to advance technology adoption and use for people with intellectual and developmental disabilities and their families. Statewide initiatives in Ohio and Washington state will be described including need assessments, research, training, policy development, and outcomes intended to support technology adoption. Preliminary results from the collaborative NASDDDS and Coleman Institute for Cognitive Disabilities technology survey will be presented to provide a snapshot of statewide applications to access technology supports and guide future activities.

COFFEE / TEA BREAK........................................................................................................10:30 AM – 10:45 AM
Easton Foyer

Thank You to the Columbus Group for Sponsoring the Morning Break

PLENARY PANEL..................................................................................................................10:45 AM –12:00 PM
Easton Grand Ballroom A&B
Building Capacity within State I/DD Systems

INTRODUCTION
Mark Thomas
Member-at-Large, NASDDDS Board of Directors
Assistant Secretary, Office for Citizens with Developmental Disabilities
Louisiana Department of Health

PRESENTERS

John Martin
Vice President, NASDDDS Board of Directors
Director, Ohio Department of Developmental Disabilities

Lee Grossman, MPA
Administrator
Developmental Disabilities Section
Behavioral Health Division
Wyoming Department of Health

As publically funded agencies approach major change and redesign to develop and implement improved systems, multiple variables must be taken into consideration. While some of these variables are from the business world, state I/DD systems require unique approaches and considerations. Learn from this expert panel on three approaches to building I/DD system capacity:

- The concept of building capacity through functional design, in which stakeholders and "developers" work in partnership on each change aspect, asking key questions of what is to be done in an integrated manner.
- How one of the large I/DD states in the country is moving to a new service delivery model; the planning, what implementation takes and tips for others.
- Building capacity from a new perspective. A new I/DD director will share experiences when first entering a new public I/DD system, with observations, building on strengths and learning opportunities with a team.

LUNCHEON ........................................................................................................12:00 PM – 1:00 PM
Regent Ballroom

PLENARY PRESENTATION ..............................................................................1:00 PM – 2:00 PM
Easton Grand Ballroom A&B

Capacity Building in Self-Direction and Managed Care

INTRODUCTION
Mary Sowers
NASDDDS Director of Special Projects
This session will include key components to consider when designing your self-direction program for scalable and sustainable capacity of information and assistance, financial management services and the direct service provider workforce. Presenters will also discuss strategies on building network capacity across multiple provider types in home and community-based services in a managed care environment, with an eye toward building networks based on current and future desired outcomes.

PLENARY PANEL.................................................................2:00 PM – 3:00 PM
Easton Grand Ballroom A&B

Building Community Capacity – What it Takes From the Provider Perspective

INTRODUCTION
Bernard Simons
Deputy Secretary, Developmental Disabilities Administration
Maryland Department of Health and Mental Hygiene

PANELLISTS

Dan Lusk
Vice President Business Development
Bethesda Lutheran Communities, Inc.

Beverly Buscemi, Ph.D.
Director of Clinical Services
Community Options, Inc.

Becky Hansen
Corporate Director
Quality and Performance Enhancement
Bethesda Lutheran Communities, Inc.
This presentation will focus on the ever-changing environment of home and community-based services. The panelists will explore how quality is driven by the demand of an engaged demographic of people with intellectual and developmental disabilities and their families. The bar is continually being raised in relation to expectations of innovative options for integrated community living, active community membership, and opportunities for competitive employment. The presenters will discuss building community capacity to meet this demand including the importance of partnerships and collaboration with stakeholders including people with I/DD, their families, state DD agencies, and community organizations. Measuring outcomes and the effectiveness of the business model including financial sustainability play an important role in this community capacity conversation.

COFFEE / TEA BREAK.................................................................3:00 PM – 3:15 PM
Easton Foyer

Please be Sure to Visit our Exhibitors in the Easton Foyer During the Break

PLENARY PANEL.................................................................3:15 PM – 4:15 PM
Easton Grand Ballroom A&B

Building Capacity by Addressing Workforce Challenges

INTRODUCTION
John Martin
Vice President, NASDDDS Board of Directors
Director, Ohio Department of Developmental Disabilities

PANELISTS

Amy Hewett
Director
MNLEND Program, MNADDM and the RTCCL
University of Minnesota

Stephen MacDonald
Impact Manager
Lucas County Family Council

James Vander Hulst
Chief Disruptive Officer, ERN USA
President & CEO, Michigan ERN
Demand for direct support professionals (DSPs) is expected to grow by nearly a million positions in the next few years, while at the same time, turnover and vacancy rates remain at remarkably high levels. This session will explore the results of recent data collection, which can provide insight into the fundamental challenges states are facing as they expand system capacity. Presenters will discuss possible factors contributing to both recruitment and retention along with research available. Presenters will also describe how employer resource networks (ERNs) unite business and public partners to provide job retention services, work supports, and training opportunities for low-wage workers. An Ohio community-based organization will describe their success in using ERNs with other community initiatives to improve stability, job retention, and advancement for DSPs.

PLENARY PANEL ................................................................. 4:15 PM – 5:00 PM
Easton Grand Ballroom A&B

Lessons from the Disability Business Acumen Resource Center Learning Collaborative

INTRODUCTION
Mary Brogan
Member-at-Large, NASDDDS Board of Directors
Chief, Hawaii Developmental Disabilities Division

PANELISTS

Laura Vegas
Project Director for MCO Business Acumen
NASDDDS

Erica Lindquist
Senior Director
Disability Network Business Acumen Center
National Association of States United for Aging and Disabilities (NASUAD)

Kim Opsahl
Director of State Partnerships and Special Projects
American Network of Community Options and Resources (ANCOR)
In the last year, the Disability Business Acumen Resource Center has facilitated a learning collaborative focused on increasing the capacity community-based organizations (CBOs) to develop and implement sustainable business practices, as well as to be build and implement integrated care approaches. Of the five state learning collaborative teams, three — Missouri, New Hampshire, and New York — are focused on applying these lessons to CBOs serving individual with intellectual and developmental disabilities. Join us to learn about their experiences and more importantly, how they can inform your organizations efforts to build relationships with integrated health care entities; develop and structure community-based networks; engage in strategic business planning to respond to performance-based payment methodologies; and to develop systems and processes to efficiently use resources and demonstrate value.

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

Join Us at the Reception!
Open to all conference attendees and offers a great opportunity to meet people and network.
Cash Bar
Complimentary Hors d'Oeuvres

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Plan Now to JOIN US in
SEATTLE
for the 2019 Mid-Year Conference
June 5-7
FRIDAY, JUNE 8...

BREAKFAST ........................................................................................................7:30 AM – 8:30 AM
Easton Foyer

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

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

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

*Please be Sure to Visit our Exhibitors in the Atrium / Foyer*

KEYNOTE ............................................................................................................ 8:30 AM – 9:45 AM
Easton Grand Ballroom A&B

*State of the Art – The Art of the State*

INTRODUCTION
Alex Bartolic
Secretary/Treasurer, NASDDDS Board of Directors
Director
Minnesota Disability Services Division

PRESENTER
Cesilee Coulson
Executive Director
WISE

With the continual change occurring across our communities, now more than ever, it is crucial for States to consider how to invest in evolving service provider business models, leadership development and innovation. Building capacity to deliver individualized, decentralized services is an art. It requires a culture that continually challenges the status quo, expects quality outcomes, and is nurtured to provide creative and dynamic community practices.

As we enter into this session together let's consider a few core questions to guide our thinking around our desired culture and state of the art services:
What strategies are needed when and where will the resources come from?
How do you support and encourage new ideas?
What is the role of training and technical assistance? How do you invest in it?
What is needed to maintain and grow thriving community-based services?

Ms. Coulson will take a bit of time to dive into the art of building this culture and explore some of the strategies that have been used for this goal.
PLENARY PANEL .................................................................9:45 AM – 10:45 AM
Easton Grand Ballroom A&B

Nurturing Quality Employment Supports: Describing Employment Supports and Building a Systemic Approach to Performance Coaching and Organizational Transformation

INTRODUCTION
Rie Kennedy-Lizotte
Director of Employment
NASDDDS

PANELISTS

John Butterworth, Ph.D.
Institute for Community Inclusion
University of Massachusetts Boston

Cindy Thomas
Associate Director
Institute for Community Inclusion
University of Massachusetts Boston

Alberto Migliore
Research Associate
Institute for Community Inclusion
University of Massachusetts Boston

When providing employment services, how much time do we spend with job seekers in community settings versus in our offices? To which extent do we involve family members? How much time is spent searching want ads vs. negotiating job opportunities with employers? How do we design effective organizations for employment and community life engagement? This panel will share what they have learned from more than 150 employment consultants in the past two years, and from their work with employment providers who are transforming their organizations.

COFFEE / TEA BREAK and CHECK OUT ........................................10:45 AM – 11:00 AM
Easton Foyer

Thank You to Deloitte for Sponsoring the Morning Break
PLENARY PANEL .......................................................... 11:00 AM – 12:00 PM
Easton Grand Ballroom A&B

Working as a Team: The Rhode Island Experience

INTRODUCTION
Robin Cooper
Director of Technical Assistance
NASDDDS

PANELISTS

Cindy Thomas
Associate Director
Institute for Community Inclusion
University of Massachusetts Boston

Kerri Zanchi
Director
Division of Developmental Disabilities
Rhode Island DBHDDH

Donna Martin
Executive Director
Community Provider Network of Rhode Island

Tom Kane
President and CEO
AccessPoint, RI

This panel made up of Rhode Island partners will provide a summary of the state's developmental disabilities service delivery systems journey, including the history and overview of the contributing factors leading to the 2014 Interim Settlement Agreement and Consent Decree with Department of Justice regarding transition, day, and employment services. The panel will further describe the state’s current plan for moving forward with multiple system transformation efforts that are underway, along with a discussion of barriers, problem-solving approaches, and solutions found along the way.

Thank You to Alvarez and Marsal for being a General Conference Sponsor
CONFERENCE WRAP UP AND CONCLUSION 12:00 PM – 12:15 PM
Easton Grand Ballroom A&B

Mary Lee Fay
Executive Director
NASDDDS
**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 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 redesign 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. Bernie 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 & Medicaid Services and U.S. Department of Justice issues. Currently Bernie serves as president of the NASDDDS board of directors and has served board since 2011.

**JOHN L. MARTIN** was appointed as director in 2007, by then, Governor Strickland to the Ohio Department of Developmental Disabilities (DODD) 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.

**Keynote Speaker**

**CESILEE COULSON**, Wise Executive Director, brings 25 years of experience in training, technical assistance, and leadership development in the field of competitive integrated employment (CIE). While her work has primarily focused on building statewide capacity for CIE in Washington and Oregon, Cesilee has
also served as a national subject matter expert for the Office of Disability and Employment Policy (ODEP) for the last five years as part of the Employment First State Leadership Mentoring Project (EFSLMP). She was appointed by the Secretary of Labor to serve on the Advisory Committee on Increasing Competitive Integrated Employment for People with Disabilities in 2016 and has consulted internationally in Canada and Ireland.

Thank You to PCG Human Services for Being Speaker Sponsors

Presenters/Panelists

BEVERLY BUSCEMI is the Director of Clinical Services for Community Options Inc. Community Options, Inc. is a nationally based nonprofit (IRS 501(c)(3) certified) organization and provides housing and employment opportunities for people with disabilities. Community Options serves thousands of individuals with disabilities throughout 11 states.

Prior to her recent transition to the private provider community, Dr. Buscemi served as South Carolina's Director of the Department of Disabilities and Special Needs (SCDDSN) for eight years. The agency serves more than 40,000 people with intellectual disabilities, related disabilities, autism, traumatic brain injury and spinal cord injuries. SCDDSN is responsible for the direct operation of several home and community-based waivers, including the Pervasive Developmental Disabilities Waiver.

Dr. Buscemi has a B.S. from the College of Charleston, an M.A. from the College of William & Mary and a Ph.D. from Saint Louis University.

JOHN BUTTERWORTH has more than 35 years of experience in research, training, employment support and the management and development of employment services. He manages projects on employment support and state systems change including Access to Integrated Employment, a 30-year national data collection project on day and employment services and outcomes for people with intellectual and developmental disabilities, the Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities, and the State Employment Leadership Network, a membership network of 25 state developmental disability agencies committed to improving employment outcomes. John's interests include systems and organizational change, data-based management and planning, state policy and strategy, employment outcomes, organizational development and transformation, improving employment supports, natural supports, and person-centered planning.

KYLE CORBIN's extensive background in almost every aspect of service delivery in the developmental disabilities field offers him a unique perspective when discussing technology solutions with providers and county boards of developmental disabilities.

Beginning with his role as a qualified intellectual disabilities professional of Sharonview Nursing Home, an intermediate care facility in Clark County, Corbin's diverse experience also includes serving as director of a large provider agency, a Major Unusual Incident and quality assurance manager with the Clark County Board of Developmental Disabilities, and program director for Montgomery Developmental Center.

As Ohio Technology Project manager for the Ohio Department of Developmental Disabilities, Corbin works directly with county boards of developmental disabilities, service providers, and people accessing services
to promote technology as the first consideration in solving service delivery issues while supporting people with developmental disabilities who want more independence. Originally from the Dayton area, Corbin received a bachelor’s degree in psychology and a master’s degree in public administration from Wright State University.

**LEE GROSSMAN** has served as the Developmental Disabilities Administrator for the Wyoming Department of Health since January 2017. In this capacity, he directs Wyoming’s Medicaid waiver programs serving individuals with developmental and intellectual disabilities. Lee has previously managed Wyoming’s home and community-based services targeting aging and physically disabled populations. He has six years of experience working in Medicaid delivery system design, Medicaid policy management and Medicaid home and community-based services. Lee is a University of Nebraska graduate with a B.A. in political science and earned a master’s degree in public administration from the University of Wyoming.

**BECKY HANSEN** is the Senior Director of Quality and Performance Enhancement at Bethesda. In this role, she oversees the implementation of quality assurance and quality enhancement systems across multiple service lines within 13 states. Prior to joining Bethesda, Becky served as the Vice President for Accreditation and Training at CQL | The Council on Quality and Leadership. In this role, she served as a member of the executive leadership team and provided oversight to both national and international accreditation and training departments. Hansen has also worked in a variety of positions within community-based provider organizations throughout the state of South Dakota. Positions included direct support, case management, positive behavior support and executive leadership. Becky is passionate about continuous quality improvement and customizing supports to produce meaningful outcomes.

Hansen holds a B.S. degree in sociology from Northern State University in Aberdeen, South Dakota and a M.S. degree in counseling and human resource development from South Dakota State University in Brookings, South Dakota.

**AMY HEWITT,** Ph.D. has an extensive background and work history in the field of intellectual and developmental disabilities and has worked in various positions over the past 30+ years to improve community inclusion and quality of life for children and adults with disabilities and their families. At the University of Minnesota, she is the director of the MNLEND program, MNADDM and the Research and Training Center on Community Living. She directs several federal and state research, evaluation and demonstration projects in the area of community long-term services and supports for children and adults with intellectual and developmental disabilities, including autism. She currently has research projects that focus on community living, autism, outcome measurement, direct support workforce development, person centered planning/thinking and positive behavior support. She has authored and co-authored numerous journal articles, curriculum, technical reports, and she co-authored a book titled, *Staff Recruitment, Retention and Training* and a soon to be published book called, *Community for All: Community Living and Participation for Individuals with Intellectual and Developmental Disabilities.* Dr. Hewitt is on the editorial board of Inclusion and an associate editor of Intellectual and Developmental Disabilities both journals of the AAIDD. She is a past president of the American Association on Intellectual and Developmental Disabilities (AAIDD) and is the treasurer of the board of directors for the Association of University Centers on Disabilities, and she is a board member of Arc Minnesota. Dr. Hewitt earned a B.S. in political science and psychology at Indiana University; a master’s degree in social work at Indiana University; and a Ph.D. in social work at the University of Minnesota.
Bios...

VALERIE HUHN was selected as the Director of the Division of Developmental Disabilities for the Missouri Department of Mental Health effective September 1, 2014. Ms. Huhn began her tenure in 2000 with the Office of Administration, Division of Budget and Planning as a budget and planning analyst. She then moved to the Department of Health and Senior Services (DHSS) where she became chief of the Office of Governmental Policy. In 2005, she returned to the state's Division of Budget and Planning to serve as the section manager for Health and Human Services before becoming the division's assistant budget director.

JAMES VANDER HULST is a social entrepreneur whose roots are in both the corporate and nonprofit sectors. As a business executive for many years, he gained extensive experience in human resources, strategic alliances and acquisitions for food processing and information technology firms operating in the U.S. and Southeast Asia.

James founded the Employer Resource Network® an innovative workforce development model in 2007 and has replicated ERNs regionally and across the United States. James is a resident of Oceana County, Michigan and is a member of the National Skills Coalition and Business Leaders United, and speaks on social enterprise and forming public / private partnerships nationally.

TOM KANE is a charismatic and progressive leader who assumed the CEO position at AccessPoint RI in 2001 after devoting more than 20 years at the James L. Maher Center in diverse leadership roles. A co-founder of The Keystone Group in Rhode Island, his commitment to human rights and dignity spans most of his life, and Tom brings a unique blend of experience, integrity, strategic thinking and creativity to his endeavors.

Tom is the thrice-elected leader of the Community Provider Network of Rhode Island and has been honored by its members for his contributions and tireless support. An engaging and dynamic speaker, Tom has addressed and advised many organizations, political leaders and government agencies on human service system improvements. He has been appointed to state legislative committees focusing on a variety of issues in statewide human service delivery. Most recently, he has presented testimony before the U.S. Department of Labor, Office of Disability Employment policy and served on the transition team for the current Rhode Island governor. Tom holds a bachelor of science in elementary and special education from Salve Regina University in Newport, Rhode Island.

ERICA LINDQUIST is the Senior Director of Business Acumen at the National Association of States United for Aging and Disabilities (NASUAD). In that role, she manages the HCBS Business Acumen Center which is focused on providing resources to sustain disability organizations. Prior to joining NASUAD, Erica worked at the National Committee for Quality Assurance (NCQA) where she was responsible for project management and research related to quality measure development for LTSS and person-driven care. There she was instrumental in the development of accreditation standards for LTSS. Before joining NCQA, she spent seven years in managed care operations at a FIDE-SNP in Wisconsin which offered full acute, primary and long-term care services to frail elders and those with physical and/or intellectual or developmental disabilities. Erica received her master's degree in gerontology from Bethel University and her bachelor's degree in psychology from the University of Wisconsin - Stout.

DAN LUSK serves as Vice President of Business Development at Bethesda. His work involves the development and growth of integrated, person-centered supports that meet the demand of people supported by Bethesda and their families. Dan also works with state agencies and other stakeholders to
build provider capacity to support the growing demand for integrated community supports that promote active community involvement, competitive employment, and social capital. Prior to joining Bethesda, Lusk spent 25 years with the state of South Dakota and influenced disability policy while serving seven years as the state director of Developmental Disabilities Services. He served on the NASDDDS board of directors and was a member of their National Policy Workgroup. He also serves on the Governing board of directors and is a member of the ethics committee for Avera St. Mary's Hospital in Pierre, South Dakota. Lusk holds a bachelor's degree in business administration and management from the University of South Dakota.

STEPHEN MACDONALD is the Impact Manager at the Lucas County Family Council in Toledo, Ohio. In this role, he works with the Impact Coalition to engage and equip people and sectors of the community in building sustainable resources that create stability for all. Stephen supervises the implementation of Bridges Out of Poverty training in Northwest Ohio, works with ERN-USA to develop Employer Resource Networks® (ERN-OH), and initiated the first Employer Sponsored Small Dollar Loan (ESSDL) program in Ohio. Stephen is the president of the national nonprofit Emerge Solutions, whose mission is to promote advancements in closing the economic gap and building community sustainability at the local, regional, and national levels.

DONNA MARTIN has worked in the field of providing supports and services to people with developmental disabilities for more than 30 years. During that time, she has held positions at every level of service provision in the field. Most recently, Donna has been serving as the executive director of Community Provider Network of Rhode Island (CPNRi) for the past 13 years. CPNRi is an association of 22 member agencies that provide supports and services to children and adults with developmental disabilities and collectively represents 3500 people receiving services, over 4000 employees with more than $200 million in state and federal funding. The mission of the association is in enhancing best practices and quality outcomes in service provision, lobbying and grassroots legislative advocacy, influencing state policy agendas relating to disability services, and building a statewide network of information and support for members.

ALBERTO MIGLIORE is a research associate at the Institute for Community Inclusion (ICI), University of Massachusetts Boston since 2006. He is interested in effective support practices to assist job seekers with intellectual disabilities in getting paid individual jobs. His work includes descriptive, correlation, intervention, and secondary data analysis. In Italy, where he grew up, he co-founded a social cooperative supporting adults with intellectual disabilities in community work.

MOLLIE MURPHY has nationally recognized expertise in financial management services (FMS) in self-direction. With more than 14 years of experience in FMS, Ms. Murphy has assisted state and federal agencies to design and implement self-direction programs with high performing and compliant FMS. Ms. Murphy has led FMS technical assistance at the National Resource Center for Participant-Directed Services and Applied Self-Direction since 2008 and has designed and carried out the only national FMS Conference since 2009. She has worked with states to develop FMS programs from their inception and to improve services and processes in existing FMS programs. Ms. Murphy serves on an interagency workgroup with the Internal Revenue Service to support tax policy development for FMS.

Ms. Murphy is regularly a presenter at national conferences and has authored several issue briefs for the SCAN Foundation and others. Ms. Murphy started and continues to lead membership programs for states, FMS entities and other stakeholders in self-direction.
Ms. Murphy is a junior fellow with the Annenberg Public Policy Center at the University of Pennsylvania's National Academy of Political and Social Science and graduated summa cum laude with highest honors in economics from Clark University.

**KIM OPSAHL** is ANCOR's Director of State Partnerships and Special Projects. In this role, she serves as the liaison to ANCOR's state association members and leads special projects, like ANCOR'S ACL Business Acumen grant-related activities. She brings over 20 years' experience working with state government and advocating on behalf of programs and services for Hoosiers with disabilities. Prior to working with ANCOR, she served as the president/CEO for the Indiana Association of Rehabilitation Facilities (INARF). In that role, she was responsible for developing and directing the association's resources in order to meet the needs of Indiana's disability service provider industry.

**EVELYN PEREZ** has served as the Assistant Secretary for the Developmental Disabilities Administration (DDA) since May 2013. She is responsible to oversee DDA supports and services provided under state and federally funded programs for over 33,000 adults and children in the state of Washington. Ms. Perez is dedicated to advancing DDA's mission to improve the lives of DDA's clients and their families by providing the right services to the right people at the right time, She is devoted to leading DDA on behalf of individuals with developmental disabilities to develop and implement public policies that will promote individual worth, self-respect, and dignity, so that each individual is valued as a contributing member of their community. After earning her Bachelor of Science degree in sociology from Black Hill State University in Spearfish, South Dakota, Ms. Perez began her career with the Washington state Department of Social and Health Services (DSHS). Over the past 32 years at DSHS she has worked as a direct care professional, a case manager, a field administrator, and a regional administrator. Ms. Perez's deep and varied background working on behalf of individuals with developmental disabilities and their families gives her a unique perspective on the issues they face every day.

**EMILY SHEA TANIS,** Ph.D., is the Acting Executive Director of the Coleman Institute for Cognitive Disabilities and Assistant Professor in the Department of Psychiatry, Anschutz Medical Campus at the University of Colorado. The Coleman Institute for Cognitive Disabilities "works to catalyze and integrate advances in technology that promote the quality of life of people with cognitive disabilities and their families." Dr. Tanis has worked in the field of intellectual and developmental disabilities (I/DD) for nearly two decades, beginning her career as a direct service professional and bringing her life experience as a sibling of a man with intellectual disabilities to her research, education, and practice. Dr. Tanis has published articles and investigated the definition of intellectual disability, the measurement of adaptive behavior and support needs, family supports, the construct of self-determination, and self-directed employment. She serves as the Co-PI on the State of the States in Intellectual and Developmental Project of National Significance investigating the determinants of public spending for I/DD services across the U.S. Most recently, Dr. Tanis has been nationally recognized for her expertise in applied cognitive technology supports, cognitive accessibility, and advancing the rights of people with cognitive disabilities to technology and information access.

**MARC J. TASSÉ,** Ph.D. is a professor in the Departments of Psychology and Psychiatry and is also the Director of Nisonger Center, a University Center for Excellence in Developmental Disabilities, at The Ohio State University. He is a licensed psychologist. Marc has more than 30 years of experience in conducting research and providing clinical services in the field of intellectual disability (ID), autism spectrum disorder (ASD), and other related developmental disabilities (DD). He has been a principal investigator (PI)/co-PI on more than a dozen grant-funded projects, including funding from federal, state, foundations and other
Bios...

Marc is a past president of the American Association on Intellectual and Developmental Disabilities (2012-2013).

CINDY THOMAS is the Associate Director at the Institute for Community Inclusion, UMass Boston. She has over 25 years’ experience providing employment services, training and technical assistance and directing projects focused on employment and services for individuals with disabilities. She has extensive experience working with state agencies serving individuals with intellectual and developmental disabilities, the vocational rehabilitation system, community rehabilitation providers and the workforce development system. She has presented locally and nationally on employment issues and community inclusion.

Currently she works on initiatives in the areas of state level systems change, and provider capacity building and transformation including work in MA supporting implementation of the MA Blueprint for Success and as a member of ICI's State Employment Leadership Network team. Prior to joining ICI Cindy worked in several direct service roles. In her community, she has been on the board of directors for several nonprofit organizations, served two terms as an elected member of the School Committee and is currently a member of her town's finance committee. She is a certified rehabilitation counselor and a certified employment support professional.

LAURA VEGAS has more than 24 years of experience working in the field of intellectual and developmental disabilities (I/DD). Laura began her career working for a private, nonprofit community-based provider as a program coordinator. While working there, she was part of a team that led the effort to close the sheltered workshop and connect people to their community through person-centered planning and practices and witnessed the positive change in people’s lives who were affected by the transition. With that background, Laura has spent her career working for people, families and with organizations to promote systems change that will better support quality of life for people so that they may realize their dreams and personal goals.

Prior to joining NASDDDS, Laura was the Director of Employment and Community First CHOICES and Select Community for BlueCross/BlueShield of Tennessee. Employment and Community First CHOICES is Tennessee's new Managed Long Term Services and Supports HCBS program for people with I/DD that went live July 1, 2016. As part of a statewide leadership team composed of Tennessee Department of Intellectual and Developmental Disabilities (DIDD), TennCare (Tennessee’s state Medicaid agency), other MCOs and community providers she was involved in the development of the program and the implementation and the launch of Employment and Community First CHOICES.
**Bios...**

**SHERRI WINCE** is a Deputy Assistant Director of the Division of Developmental Disabilities at the Arizona Department of Economic Security who partners with members, community stakeholders, advocates, and other governmental agencies to ensure that people with developmental disabilities who qualify receive timely services to reach their potential. Sherri has worked in the field for more than 20 years and has focused on improving opportunities for people with developmental disabilities to achieve greater independence, access quality services and supports, achieve economic self-sufficiency, and experience equality and inclusion in all facets of community life.

**KERRI ZANCHI** joined the Rhode Island Department of Behavioral Healthcare, Developmental Disabilities, and Hospitals as the Director of the Division of Developmental Disabilities in January 2017. With her commitment to community partnerships, quality, and person-centered services for adults with developmental disabilities, Ms. Zanchi is leading the system transformation necessary for the resolution of findings the state of Rhode Island violated the Americans with Disabilities Act (ADA) and the Supreme Court’s decision in *Olmstead* v. *L.C.* With 4 years into a 10-year Consent Decree with the United States Department of Justice, the state is advancing its employment outcomes ahead of national averages and achieving compliance with key benchmarks related to the provision of integrated day and employment services.

Ms. Zanchi earned her master’s degree in social work from Rhode Island College with a concentration in health, disabilities, and aging. After earning her degree in 1999, Ms. Zanchi joined United Cerebral Palsy of MetroBostons where she served as the Director of Residential Services, Director of Quality Assurance, and Director of Individual Supports before joining the Massachusetts Rehabilitation Commission in 2012. First as the Acquired Brain Injury Waiver Program Manager and then as the Assistant Commissioner of the Community Living Division, she worked collaboratively with the Office of Medicaid, the Department of Developmental Services, the University of Massachusetts and with the provider network to develop innovative community-based services for members of the federal class action lawsuit, *Hutchinson v. Patrick*. To enhance access to quality services that promote independence and community integration, Ms. Zanchi contributed to cross agency and secretariat initiatives including Money Follows the Person Demonstration, the Balancing Incentive Program, Aging and Disability Resource Consortia, and the transition plan for compliance with the CMS Community Rule.

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See You in November at the NASDDDS Directors Forum & Annual Conference! **November 7-9, 2018**

The Westin Alexandria Hotel
Alexandria, Virginia
Cover Art by Wallace Peck

'Blue Ostrich' — 'Eggbert' — 'Crocagator'

“I've been drawing my whole life. I like to make painted pictures so that people can look at my pictures and feel happy, feel good. I want to paint people… People I knows, peoples I trust. That's why I come here (Open Door Art Studio).

“I feel happy when people buy my pictures. I'm very proud of myself. So I want to paint, that's what I want to do.”

Wallace Peck was born in 1963 and spent most of his childhood with his family in Franklinton, Ohio. It was there that he discovered Gladden Community House, a community settlement facility with a friendly staff that always welcomed him. Wallace spent a great deal of time there and they provided him with drawing materials and gave him a space to sit and create for hours. The Gladden family later introduced Wallace to Columbus Center for Human Services which provided him with a wonderful place to live and with the opportunity to expand his artistic skills at Open Door Art Studio. As soon as he picked up a paintbrush it was apparent that Wallace possessed a unique skill, and his artwork has been gaining a fan base that has increased exponentially each year. He has had so many amazing exhibition opportunities including the Columbus Arts Festival, Lindsay Gallery, and the Ohio Governor's Residence. We look forward to see what the future holds for this amazing artist.

Open Door Art Studio is dedicated to providing art services to adults with physical and developmental disabilities. We act simultaneously as a creative space and as a gallery for innovative art happenings.