The Future is Now: Using Technology in I/DD Services

NASDDDS Directors Forum & Mid-Year Conference
June 3-6, 2019 ~ Seattle, Washington
The Future is Now:
Using Technology in I/DD Services

NASDDDS Directors Forum & Mid-Year Conference
June 4-6, 2019
Seattle, Washington
NASDDDS Extends Appreciation to our Sponsors

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PROGRAM SPONSOR
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EXHIBITORS HOURS

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

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

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

EXHIBITORS

AbleLink Smart Living Technologies
Advocare
AE Designs by Lupita and Taurini Designs
Anthem, Inc.
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CapGrow Partners
Direct Care Innovations (DCI)
DirectCourse
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SHERATON GRAND SEATTLE
1400 6th Avenue
Seattle, Washington

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SECTIONS AT A GLANCE...

TUESDAY June 4, 2019

7:30 AM – 8:30 AM Breakfast ............................................................. Metropolitan A
7:30 AM – 4:30 PM REGISTRATION ................................................ Metropolitan A Foyer
8:30 AM – 5:00 PM Directors Forum................................................ Metropolitan A
Open Only to State DD Directors, Proxy, and/or Designated Staff

6:00 PM – 8:30 PM Mary Lee Fay Retirement Reception & Dinner ...Cirrus Ballroom

WEDNESDAY June 5, 2019

7:30 AM – 8:30 AM Breakfast ...................................................... Metropolitan Foyer
7:30 AM – 5:00 PM REGISTRATION .......................................... Metropolitan Foyer
7:30 AM – 6:30 PM EXHIBITS ..................................................... Metropolitan Foyer
8:30 AM – 8:45 AM Welcome and Introductions ..................... Metropolitan Ballroom
8:45 AM – 9:30 AM Keynote ................................................... Metropolitan Ballroom
9:30 AM – 10:30 AM Plenary Panel .......................................... Metropolitan Ballroom
10:30 AM – 10:45 AM Coffee / Tea Break ....................................... Metropolitan Foyer
10:45 AM – 12:15 PM Plenary Panel .......................................... Metropolitan Ballroom
12:15 PM – 1:30 PM Award Luncheon .............................................. Regent Ballroom
1:30 PM – 2:15 PM Plenary Panel................................................ Metropolitan Ballroom
2:15 PM – 3:15 PM Plenary Panel .......................................... Metropolitan Ballroom
3:15 PM – 3:30 PM Break ............................................................ Metropolitan Foyer
3:30 PM – 5:00 PM Plenary Panel .......................................... Metropolitan Ballroom
5:00 PM – 6:30 PM Welcome Reception ..................................... Metropolitan Foyer

THURSDAY June 6, 2019

7:30 AM – 8:30 AM Breakfast ............................................................. Metropolitan Foyer
7:30 AM – 11:00 AM REGISTRATION ........................................ Metropolitan Foyer
7:30 AM – 11:00 AM EXHIBITS ..................................................... Metropolitan Foyer
8:30 AM – 9:30 AM Keynote Address ..................................... Metropolitan Ballroom
9:30 AM – 10:45 AM Plenary Panel .......................................... Metropolitan Ballroom
10:45 AM – 11:15 AM Coffee / Tea Break and Check Out .............. Metropolitan Foyer
11:15 AM – 12:15 PM Plenary Panel .......................................... Metropolitan Ballroom
12:15 PM – 12:30 PM Conference Wrap Up and Conclusion ..... Metropolitan Ballroom
TUESDAY, JUNE 4...

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

LOCATION Metropolitan A

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  Director's 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 – 4:45 PM  Presentation
4:45 PM - 5:00 PM  Business Meeting/Elections
5:00 PM  Adjourn

Retirement Celebration for Mary Lee Fay
Open To All. Prepaid Reservation Required.

LOCATION Cirrus Ballroom

6:00 PM – 8:30 PM Reception and Dinner

Please join us for an evening of celebration in honor of Mary Lee for her outstanding leadership and contributions to the field of intellectual and developmental disabilities.
**WEDNESDAY, JUNE 5...**

**BREAKFAST.................................................................7:30 AM – 8:30 AM**
Metropolitan Foyer

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

**REGISTRATION............................................................7:30 AM – 5:00 PM**
Metropolitan Foyer

**EXHIBITS.................................................................7:30 AM – 6:30 PM**
Metropolitan Foyer

*Please be Sure to Visit our Exhibitors in the Metropolitan Foyer*

**WELCOME, KEYNOTE, and PLENARY PANEL.....................8:30 AM – 10:30 AM**
Metropolitan Ballroom

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

*Mary Lee Fay*
Executive Director
NASDDDS

*Alex Bartolic*
President, NASDDDS Board of Directors
Director, Disability Services Division, Minnesota Department of Human Services

*Cheryl Strange*
Secretary
Washington State Department of Social and Health Services

**KEYNOTE........................................................................8:45 AM – 9:30 AM**
Metropolitan Ballroom

**Artificial Intelligence (AI) & Accessibility: Ethical Considerations**

**INTRODUCTION**

*Mark Thomas*
Member-At-Large, NASDDDS Board of Directors
Assistant Secretary
Office for Citizens with DD
Louisiana Department of Health
KEYNOTE

Meredith Ringel Morris, Ph.D.
Principal Researcher and Research Manager
Microsoft

According to the World Health Organization, more than one billion people worldwide have disabilities. The field of disability studies defines disability through a social lens, which considers people disabled to the extent that society creates accessibility barriers. AI technologies offer the possibility of removing many accessibility barriers. For example, computer vision might give people who are blind a better sense of the visual world, speech recognition and translation technologies might offer real-time captioning for people who are hard of hearing, and new robotic systems might augment the capabilities of people with mobility restrictions. Considering the needs of users with disabilities can help technologists identify high-impact challenges whose solutions can advance the state of AI for all users. At the same time, ethical challenges such as inclusivity, bias, privacy, error, expectation setting, simulated data, and social acceptability must be considered. In this lecture, Dr. Morris will define these seven challenges, provide examples of how they relate to AI for accessibility technologies, and discuss future considerations in this space.

PLENARY PANEL

How Providers are Using Technology

INTRODUCTION
Laura Vegas
NASDDDS
Project Director for MCO Business Acumen

PANELISTS

Marian-Frattarola-Saulino
Co-Founder and Executive Director
Values in Action

Wally Tablit
Vice President
Mission Services
AtWork!
Adam Shoemaker  
Co-Founder  
Total Care Solutions  

Technology is everywhere around us and we are learning new and innovative ways to approach technology considerations both for the people we support and their families as well as how it can be used to improve the technology infrastructure of provider organizations. Presenters on this panel will explore the ways in which they have embraced technology to improve the lives of people being supported, how it has made them more efficient in business and offer considerations for how technology can assist staff within their roles in an organization.

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

*Thank You to Health Management Associates for Sponsoring the Morning Break*

PLENARY PANEL ........................................................................... 10:45 AM – 12:15 PM  
Metropolitan Ballroom

*What It Means To Be Engaged In Employment: Perspectives from Large Companies*

**INTRODUCTION**

*Jordan Scheff*  
Member-at-Large/ NASDDDS Board of Directors  
Commissioner  
Connecticut Department of Developmental Services

**PANELISTS**

*Jeff Casem*  
Manager  
Leaves & Supported Employment and Employee Assistance Programs  
King County Disability Services
Microsoft, Universal Cells, and King County are three large and successful organizations that have embedded technology and hiring people with disabilities as the everyday way of conducting business. These businesses will share how human resource policies, hiring practices and other business practices create a corporate culture that works for everyone.
**WEDNESDAY, JUNE 5...**

**AWARD LUNCHEON** ..........................................................12:15 PM – 1:30 PM  
Metropolitan Ballroom

*Thank You to Pulselight for sponsoring the Award Luncheon*

**Ben Censoni Award for Public Managers**

The Censoni Award is the only award that recognizes public officials who strive to improve the lives of people with developmental disabilities and is named after the late Ben Censoni, former developmental disabilities director for Michigan and chair of the association's Governmental Affairs Committee. Ben's motto was "people are what really matter."

**AWARD WINNER**  
John L. Martin

John was appointed as director of the Ohio Department of Developmental Disabilities (DODD) in 2007 by then, Governor Ted Strickland. He was then reappointed by Governor John Kasich in 2011 and served as director until retiring in December 2018. John served on the NASDDDS board for five years as a member-at-large, secretary/treasurer, and vice president. He was most recently board president until his retirement from DODD.

Prior to coming to the department, John 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.

**PLENARY PANEL** ..........................................................1:30 PM – 2:15 PM  
Metropolitan Ballroom

**A Social Entrepreneurship Model of Employment:**
"Hearts of Glass Vertical Farm Takes Root In Wyoming"

**INTRODUCTION**  
Lee Grossman, MPA  
Developmental Disabilities Section  
Behavioral Health Division  
Wyoming Department of Health
PRESENTERS

Jennifer Tennican
Director/Producer
Hearts of Glass - A Vertical Farm Takes Root in Wyoming

Caroline Croft Estay
Executive Director
CULTIVATE

Ty Warner
Employee/Self-Advocate
Vertical Harvest

Join us for a storytelling session focused on a rural western community’s approach to innovative problem solving around issues of employment, inclusion and food production. Better known as a ski mecca and a gateway to Yellowstone National Park, Jackson Hole seems like an unlikely place for a cutting-edge agricultural venture with a dual mission: providing year-round produce to local restaurants and offering competitive wages and meaningful employment to community members with intellectual and developmental disabilities. However, it is home to Vertical Harvest (VH), an ambitious and creative for-profit vertical greenhouse with a nonprofit soul.

The presentation will feature excerpts from "Hearts of Glass," a recently completed documentary following the first 15 months of the innovative vertical farm’s operation. The film weaves business drama with the personal journeys of five featured employees with disabilities, who represent a spectrum of ages, genders, living situations, educational backgrounds and employment histories.

In addition to viewing scenes from the film, the participants will hear from the film’s director, a VH employee/self-advocate and VH's former human resources director. Through the lens of their personal experiences, panelists will address issues raised in the film – from training and supported employment, to inclusivity, integration and competitive pay.
PLENARY PRESENTATION .............................................................. 2:15 PM – 3:15 PM  
Metropolitan Ballroom

Technology at the Forefront in Washington State

INTRODUCTION
Mary Brogan
Secretary / Treasurer, NASDDDS Board of Directors
Administrator, Hawaii Developmental Disabilities Division

PRESENTERS
Marsha Threlkeld
Consultant
Pivotal Consulting

Paul Clements, MSW
Assistive Technology Consultant
WISE

This panel will describe the vital need for assistive technology in our society, especially in schools: elementary, middle, and high schools. The issue of transition between high school, college and/or employment and how assistive technology will level the employment market and help people with physical and intellectual disabilities to get meaningful jobs. In addition, the panel will describe the technology and training provided in Washington state to individuals with disabilities, employment providers, and residential providers on the use of handheld technology, smart home or environment technology, and accompanying devices and accessories. Importantly, the training provided to staff in organizations in order to give individuals they support the ability to use technology on a daily and regular basis.

COFFEE / TEA BREAK .............................................................. 3:15 PM – 3:30 PM  
Metropolitan Foyer

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

PLENARY PANEL .............................................................. 3:30 PM – 5:00 PM  
Metropolitan Ballroom

State of the States in the Use of Technology

INTRODUCTION
Barbara Brent
Director of State Policy
NASDDDS
WEDNESDAY, JUNE 5...

PANELISTS

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

Marc J. Tassé
Director, Nisonger Center – UCEDD
Professor, Departments of Psychology and Psychiatry
The Ohio State University

Valerie Huhn
Director
Missouri Division of Developmental Disabilities

Mary Brogan
Secretary / Treasurer, NASDDDS Board of Directors
Administrator, Hawaii Developmental Disabilities Division

This panel will describe initiatives across states to advance technology adoption and use for people with intellectual and developmental disabilities and their families, including initiatives guided by results from the State of the States and NASDDDS collaborative technology survey. A guidance statement on benchmarks to become a Technology First state will be introduced to support future investments in the states. The panel will also review statewide technology initiatives in Ohio, Missouri, and Hawaii to include research, training, policy development, infrastructure supports, and outcomes intended to support technology adoption.

RECEPTION ................................................................. 5:00 PM – 6:30 PM
Metropolitan 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

Thank You to Therap Services, LLC for Sponsoring the Reception
THURSDAY, JUNE 6...

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

Thank You to Benchmark Human Services for Sponsoring the Morning Breakfast

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

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

Please be Sure to Visit our Exhibitors in the Metropolitan Foyer

KEYNOTE ........................................................................ 8:30 AM – 9:30 AM
Metropolitan Ballroom

Enhancing Quality of Life with Person-Centered Cognitive Technologies

INTRODUCTION
Alex Bartolic
President, NASDDDS Board of Directors
Director, Disability Services Division, Minnesota Department of Human Services

PRESENTER
Daniel K. Davies
Founder & President
AbleLink Smart Living Technologies

"Increasingly, person-centered cognitive support technologies are being implemented within agencies to increase independence and social connectedness for users with intellectual and developmental disabilities. The goal of these agencies is to enable more self-determined lives for individuals receiving services through the integration of technology programs with existing support services. This session will showcase the innovative and cost-effective ways agencies are using these powerful new technologies to support independent living, enhance community access, utilize public transportation, and enable self-expression — tools which are enabling individuals to meet personal life goals and achieve higher quality of life."
What Does National Core Indicators Tell Us About The Use And Impact Of Assistive Technology?

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

PANELISTS
Valerie Bradley
President Emerita
Human Services Research Institute (HSRI)

Alix Bonardi
NCI Project Director
Human Services Research Institute (HSRI)

With increasing access to and use of technology in I/DD services and in society, public managers need information about the increasing role that assistive technology (AT) can play in supporting people to have good outcomes in all aspects of their lives. Using data from the National Core Indicators (NCI), we will examine characteristics of people who are using AT, including AT for augmentative and alternative communication. We will present opportunities for states to customize their NCI surveys to enrich their understanding of how state-level AT initiatives support people with I/DD. Finally, we will examine how risk management concepts may be applied in the provision of AT to ensure optimal use, and to avoid negative outcomes such as equipment abandonment.
THURSDAY, JUNE 6...

PANELISTS

**Susan Harrel**
Assistant Executive Director
Wise

**Shaun Wood**
Senior Program Manager
Wise

Join Shaun and Susan for a demonstration of assistive technology and applications that enhance performance and independence in competitive employment, and learn how to access resources for purchasing technology. When professionals and funders begin to understand the power of technology, and know some ways in which to utilize Social Security Work Incentives and Medicaid to pay for the appropriate products, individuals win with bigger goals, better performance, and increased earning potential.

**COFFEE / TEA BREAK and CHECK OUT** ............................................ 10:45 AM – 11:15 AM
Metropolitan Foyer

*Thank You to FEI Systems for Sponsoring the Morning Break*

**PLENARY PANEL** ............................................................................. 11:15 AM – 12:15 PM
Metropolitan Ballroom

**Just In Time Employment Supports**

**INTRODUCTION**

**Robin Cooper**
Director of Technical Assistance
NASDDDS

PANELISTS

**Wendy Parent-Johnson, Ph.D.**
Executive Director
Sonoran UCEDD, Center for Excellence in Developmental Disabilities
Professor, Department of Family & Community Medicine
College of Medicine at the University of Arizona
Issues of staff shortages, competencies, time, and costs are well-known problems experienced by employment organizations with particular emphasis for those serving rural areas. The desire to have immediate support when needed in the context in which an issue or question occurs has been expressed as an important need by job coaches. The use of technology provides opportunities to expand the reach of employment and behavioral supports, and create virtual networks that support job coaches to provide quality services that lead to successful employment outcomes. This project, funded by the Kessler Foundation, is a partnership of the University Centers for Excellence in Developmental Disabilities (UCEDDs) in Iowa, Nebraska and South Dakota, who joined together to form the Midwest Disability Employment Consortium. The Consortium has been working to implement model projects across the three states aimed at addressing state-specific concerns through the creative use of virtual technologies to deliver supports for supported workers, their job coaches, and employers. Efforts are focused on determining the efficacy of the approach to evaluate its impact on outcomes, services, staff competencies, and cost effectiveness through multiple data sources and qualitative feedback across stakeholders. This unique project aims to identify sustainable and effective methods for the use of technology focused on supporting job placement and retention in both rural and urban settings. This session will share activities to date, year one outcome data, and lessons learned/recommendations for expanding the use of technology in the delivery of employment services.

CONFERENCE WRAP UP AND CONCLUSION ......................... 12:15 PM – 12:30 PM
Metropolitan Ballroom

Mary P. Sowers
Incoming Executive Director
NASDDDS

See You in November at the
NASDDDS Directors Forum & Annual Conference!
November 12-15, 2019
The Westin Alexandria Hotel ~ Alexandria, Virginia
BIOS...

Welcome, Introductions, and Wrap Up

MARY LEE FAY has more than 35 years of working in the field of intellectual and developmental disabilities. She 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. Prior to her work at NASDDDS, she worked as the Administrators for the state of Oregon Developmental Disabilities Office.

ALEX BARTOLIC is NASDDDS Board President and 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.

MARY SOWERS is the incoming NASDDDS Executive Director. She joined NASDDDS from Mercer Government Human Services Consulting. In this role, she provided consultation and technical assistance to state governments on a wide array of Medicaid-related issues. Prior to joining Mercer in 2011, Mary held senior positions with the federal Centers for Medicare & Medicaid Services (CMS), Disabled and Elderly Health Programs Group within the Center for Medicaid, CHIP and Survey and Certification.

CHERYL STRANGE is the secretary of the Department of Social and Health Services (DSHS). Prior to that, she served as chief executive officer of Western State Hospital since April 2016. Before coming to Western, Ms. Strange was assistant director for the DSHS Mental Health Division, where she managed the state's public mental health system, including the state's three hospitals, and community outpatient mental health services.

Thank You to PCG Human Services for being a Speaker Sponsor

Keynote Speakers

MEREDITH RINGEL MORRIS is a Principal Researcher and Research Manager at Microsoft Research; she is also an affiliate Professor at the University of Washington in The Paul G. Allen School of Computer Science and Engineering and in The Information School. Dr. Morris leads Microsoft Research’s Ability team, which conducts research in HCI and AI with the goal of developing innovative technologies that extend the capabilities of and enhance quality of life for people with disabilities. She is an internationally recognized expert in Human-Computer Interaction, and has conducted foundational research in several areas including gesture design, social search, and accessibility. She has served as Technical Program Chair of the ACM CHI, CSCW, ASSETS, and Interactive Tabletops & Surfaces conferences. Dr. Morris is a member of the TOCHI editorial board, and is a past member of the CHI and CSCW steering committees. She has been recognized as one of Technology Review's "35 under 35" for her work on collaborative web search, and was named an ACM Distinguished Scientist for her contributions to HCI research. She is the author of more than 100 peer-reviewed research articles, many of which have been recognized with best
paper awards; her publications are available at http://aka.ms/merrie. Dr. Morris earned her Sc.B. in computer science from Brown University, and her M.S. and Ph.D. in computer science from Stanford University.

DANIEL K. DAVIES is the Founder and President of AbleLink Smart Living Technologies, LLC based in Colorado Springs, Colorado. He has been actively involved in research and development of technology for individuals with intellectual and cognitive disabilities for more than 25 years. He has been closely associated with issues important to individuals with disabilities and their families, as his oldest brother John lived with severe intellectual and physical disabilities. Mr. Davies has been a leader in the field of cognitive technology and ID/D and has directed over 80 research projects focused on technology and cognitive disabilities. In 2006, he received the Technology Museum of Innovation's prestigious Katherine M. Swanson Equality award for "pioneering information technology for individuals with cognitive disabilities." He has authored more than 100 publications, reports and book chapters related to cognitive technology for individuals with disabilities.

Presenters / Panelists

DEVON ADELMAN is a tireless advocate and accomplished public speaker. When not working at Universal Cells, an Astellas Company, as a Lab/Office Aid, she can be found on TV or chatting with legislators, educating others on issues close to her heart. She is a graduate of Highline College’s Achieve Program and King Counties School to Work Program. The 2018 Special Olympics USA Games brought many opportunities to share her experiences as well as earn a Gold Medal in Stand Up Paddle Boarding. Special Olympics Washington has played a big part in Devon’s confidence and fitness. She is also on the Board of Directors for the Down Syndrome Community of Puget Sound and the Expansion Board for Best Buddies Washington, working to create opportunities for others to become their best. She works hard to take the opportunities when given to show others that disability rights are human rights and that community means to celebrate each other as we all have value.

VALERIE BRADLEY is the President Emerita 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.

ALIXE BONARDI is the NCI Project Director for Human Services Research Institute (HSRI). She is a clinical assistant professor at the University of Massachusetts Medical School (UMMS) and is a faculty member in the Maternal and Child Health Bureau-funded Leadership Education in Neurodevelopmental Disability (LEND) program at the UMMS EK Shriver Center. Until 2014, she directed the Center for Developmental Disabilities Evaluation and Research (CDDER) at the Shriver Center where she developed quality improvement projects to support state developmental disabilities systems. Alixe is a licensed occupational therapist, completed a LEND policy fellowship at the EK Shriver Center and a Fulbright fellowship, developing risk management and supports policies for people with intellectual disability in New Zealand. She has served as principal investigator for the Agency Health Care Research and Quality (AHRQ)-funded projects examining a falls prevention intervention specific to people with intellectual disability, and Center for Disease Control-funded health surveillance studies. Her research interests include...
the promotion of health and wellness in people with intellectual disability, health surveillance, and support systems that promote good outcomes for people with intellectual and developmental disability.

**MARY BROGAN** is the Administrator for the Hawaii Department of Health, Developmental Disabilities Division. She has over two decades of experience in public health, having worked on health care policy issues in the Governor's office before joining the Department of Health's Child and Adolescent Mental Health Division and then the Office of Program Improvement and Excellence. Ms. Brogan is a national expert in the areas of building accountability and performance management systems, as well as in advancing practice development. She has consulted on large-scale systems change in Washington, D.C., Los Angeles County, Arizona, New Mexico, Utah, Indiana, and in the Rosie D. system improvements in Massachusetts.

**JEFF CASEM** currently manages the Disability Services, Leaves & Supported Employment and Employee Assistance Programs within King County, leading a multi-disciplinary team of professionals providing a variety of employee focused services to all King County employees. He joined King County in 2005 having worked as a Human Resources Analyst and Sr. Human Resources Analyst providing return-to-work and reasonable accommodation services, consultation and interpretation on relevant disability and employment laws and policy, advising and training managers and staff across multiple departments on a variety of disability and employment related issues, and providing expert testimony in various employment litigation.

Prior to joining King County, Jeff provided employment and training services for individuals with disabilities for over three years as a Vocational Rehabilitation Counselor (VRC) with the State of Washington Division of Vocational Rehabilitation. During his experience as a VRC, Jeff worked with adults with physical, neurological, and psychological disabilities and provided services to his clients to achieve their employment goals. In his last job prior to King County, he specialized in the coordination of vocational rehabilitation services of High School Transition students with learning and behavioral disabilities as well as individuals with Developmental Disabilities.

Jeff has a master's degree in rehabilitation counseling and is also a certified rehabilitation counselor (CRC) and professional in human resources (PHR).

**JULIE CHRISTENSEN**, LMSW, PhD, is the Director of Policy and Advocacy at the Association of People Supporting Employment First (APSE). For the past 20 years, Dr. Christensen's career has centered around improving quality of life outcomes for at-risk youth, including youth with intellectual and development disabilities, through promoting employment and access to leisure and recreation opportunities in inclusive settings. She has considerable experience developing, administering, and evaluating federal, state, and local grant-funded projects with an emphasis on cross-systems collaboration and systems change. Her research is in the areas of employment, quality of life, and leisure and recreation participation of adolescents and young adults with I/DD.

Prior to joining APSE, Dr. Christensen served as the Director of Iowa's University Center for Excellence in Developmental Disabilities (UCEDD), the Center for Disabilities and Development (CDD) at the University of Iowa. In that role, Dr. Christensen held a research faculty appointment in the Carver College of Medicine, Department of Psychiatry, and adjunct appointments in the Department of Pediatrics and the University of Iowa School of Social Work. Dr. Christensen is a member of Iowa's Employment First team and the Iowa Coalition for Integration and Employment (ICIE).
PAUL CLEMENTS is an Assistive Technology Consultant for WISE. His other areas of skills besides assistive technology are advocacy, and advising businesses and agencies on the ADA law in order to bolster them into full compliance. Paul has degrees in both clinical Psychology and a master of Social Work. As far as assistive technology goes, he is living it.

Assistive technology is a newly forming field, and Mr. Clements has working knowledge of it. Embedded within this field are the empowerment model and counseling skills. The model of empowerment comes is when you guide someone to a correct solution that enables them to raise their quality of life either through communicating with other people and/or being employable with the aid of assistive technology. This set of counseling skills are useful in finding what device is suitable, not just for work, but the whole garments of living.

Paul has partially assessed Eastern Washington University campus, DDA, Spokane office and assisted in assessing an employment agency with Kathy Coster from CORD, as an assistive technology consultant for Easter Seal Washington.

BRIAN COLLINS is based in Redmond, Washington. Brian is responsible for leading Microsoft's Workplace Employee Engagement, Supported Employment and Change Management Programs which helps staff prepare and adapt to the new workspaces at the corporate headquarters.

Brian joined Microsoft 1996 as the Facilities Manager for the Dublin campus, and in his previous roles with Microsoft he was responsible for The Global Workplace Strategies Group; defining and driving the 'Workplace Advantage (WPA)' program; including Workplace research, knowledge management, change management project consulting across Microsoft's global portfolio. He was also Area Portfolio Manager for RE&F in Central & Eastern Europe, and Facilities Manager for EMEA (Europe Middle East & Africa) where he coordinated facilities activities over 160 locations in 50+ countries.

CHRISTINA DAVIDSON manages the Supported Employment Program at King County, which recruits job candidates with developmental disabilities to positions within County government agencies. Christina joined King County in 2015 to increase internal expertise in order to provide training as well as develop structure and grow the program. Currently, King County has 54 employees in the Supported Employment Program, this is a 20% increase over the last four years. Since 2015, twenty-one supported employees have been hired into County positions. This is the largest increase of new supported employment positions since the late 1990s.

Christina graduated from the University of Washington with a Bachelor of Science degree in psychology. She started her career in supported employment at PROVAIL Employment Services as an Employment Consultant providing job coaching support to individuals with developmental disabilities. Later, Christina spent five years as a program manager assisting with recruitment, training, and contract monitoring as well as managing a team of 11 employment consultants. Over the course of 10 years at PROVAIL, she promoted supported employment and assisted the agency to become one of the leading employment agencies in the nation based on quality service and employment outcomes. Christina is passionate about promoting and creating employment opportunities with high hours and wages for individuals with developmental disabilities.

SHELLEY DILLON, Universal Cells Sr. Human Resources Manager / Operations has many years in various fields, Shelley now brings her HR and business acumen to the BioTech world. A NW native,
Shelley graduated with a business degree from Seattle University. Her commitment to Supported Employment is fueled by a strong focus on inclusion and diversity in the workplace. She lives with her family on Vashon Island and commutes to Seattle's Belltown neighborhood.

CAROLINE CROFT ESTAY has dedicated her career to pursuing advocacy and empowerment for people with disabilities. For the past 20 years, she has worked as an independent Medicaid Waiver Provider and Case Manager in Jackson, Wyoming. Caroline is a co-founder of Vertical Harvest, a three-story hydroponic farm that provides meaningful and inclusive employment for people with disabilities. For two years, Caroline served as the Director of Human Resources at Vertical Harvest. During that time, she developed the Grow Well Employment Model. Currently, she is the Executive Director of CULTIVATE a non-profit that evolved from the employment model's success. In her free time, Caroline enjoys spontaneous adventures with her family in the Tetons.

SUSAN HARRELL has worked with and on behalf of people with disabilities through direct service, service agency management, and governmental and agency consulting for more than 30 years, with a specific focus on employment as essential to assuring community integration, financial stability, and quality of life. Susan specializes in the following consultation and training topics: large employer hiring initiatives; job development; job coaching; social security and medical benefits and associated work incentives; individual resource development; person-centered planning; and policies and regulations related to employment and the self-sufficiency of individuals with disabilities. Susan holds a Certificate in Advanced Professional Development for Assistive Technology Applications from California State University, Northridge, and has consulted with states on employment outcomes as a subject matter expert with the Employment First State Leadership Mentoring Program (EFSLMP).

VALERIE HUHN was selected as the Director of the Division of Developmental Disabilities for the MO 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.

DR. WENDY PARENT-JOHNSON is the Executive Director of the Sonoran UCEDD, a Center for Excellence in Developmental Disabilities and Professor, Department of Family & Community Medicine, College of Medicine at the University of Arizona. Dr. Parent-Johnson has 36 years of experience in the areas of supported and customized employment, transition from school to work, and Employment First policy and practice. Additionally, her research, teaching, and grant development has focused on health care transition, health disparities, interdisciplinary health science education, and the integration of health and employment. Dr. Parent-Johnson has conducted presentations and trainings; produced journal articles, book chapters, and other written products; and developed practical tools related to enhancing inclusion, healthcare access, and employment outcomes. She is editor of the Journal of Rehabilitation and a member of the Editorial Board of the Journal of Vocational Rehabilitation.

AUSTIN LANDON is the Project Coordinator for Microsoft Real Estate and Facilities Supported Employment Program. He began his career when he was hired as a cart attendant at Target. After graduating from the Highline College ACHIEVE program, he was hired by CBRE as a Common Area Reset Technician on the Microsoft Campus. In 2018, he was promoted to Project Coordinator where he helps run
the Microsoft Supported Employment Program. An avid public speaker and self-advocate, Austin represents the program at community events and conferences.

**GILLIAN MAGUIRE** is the program manager of Microsoft RE&F's Supported Employment Program, whose mission is to partner with Microsoft vendors and local job coaching agencies to create real job opportunities for persons with intellectual/developmental disabilities. Gillian joined CBRE in 2017, bringing experience in management at a statewide disability rights organization. In previous roles she worked closely with people with disabilities and disability community organization leaders, as well as legal and professional staff. She created and managed an advocacy team responsible for provision of high quality services to people with disabilities in Washington state.

**MARIAN FRATTAROLA-SAULINO** has worked for over 20 years in partnership with people with disabilities to co-produce sustainable support systems that are designed, delivered and evaluated at the direction of people themselves, along with their families, and allies.

Her career has included experiences as a direct service worker, supports broker, residential service director, service coordinator and executive director of a traditional service provider. She is a leader in the movement to enhance self-directed support options, including the development of the first microboards, and the first Supports Brokerage in Pennsylvania.

She co-founded Values Into Action in 2005 with Paul Saulino, her husband. Together with trusted colleagues, and people with disabilities who believed in them, they grew an organization that offers direct and indirect services led by the people using services, exclusively in their own homes and communities. Now a growing network of nonprofit organizations, Values Into Action currently provides services in New Jersey and Pennsylvania. As a faculty member of the National Leadership Consortium on Developmental Disabilities' Leadership Institutes, Marian provides consultation on organizational change and development and self-directed service systems.

Marian graduated Magna Cum Laude from Temple University, School of Social Administration with a master’s degree in social work with a concentration in administration and planning.

**ADAM SHOEMAKER** began his career in the healthcare field when he accepted a recruiter position with Maxim Healthcare in Durham, North Carolina. Throughout various moves and promotions that would see him eventually become the regional director of the commonwealth of Pennsylvania with Maxim, Adam made the difficult decision to return to Cincinnati with the ultimate goal of creating his own company. In 2007, Adam and co-founder Nick Alexander opened Total Homecare Solutions, and began serving Individuals with developmental disabilities in the greater Cincinnati community.

Since its inception, Total Homecare Solutions, or "THS", has endeavored to adhere to its ongoing mission: *enhancing lives* of those Individuals that it serves. This mission, accompanied by the hard work of hundreds of employees and caregivers alike, has seen THS grow to become one of the largest supported-living agencies in Southwestern Ohio. In 2016, after recognizing how the growth of new technological advancements could help aid Individuals with disabilities in a financially constrained industry, THS launched its Remote Supports division. In just a short period, THS Remote Supports has since become one of the leading Remote Supports agencies in the State of Ohio, remotely supporting over one-hundred Individuals on a daily basis.
WALLY TABLIT is the current Vice President of Mission Services with AtWork! in Washington state, where he oversees Individualized Employment and Community Inclusion services in four counties. Wally is a recognized leader in the field of Supported Employment with over 22 years' experience working with people with disabilities. He is known as a strong collaborator and colleague among employment providers, is a trainer and consultant both statewide and nationally, and is involved with many key projects to help successfully implement the Employment First movement.

Wally currently serves as co-president of the WA APSE (Association of People Supporting Employment First) Board, and was elected to the National Board of APSE in 2017.

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 sources. His publications include more than 130 articles in peer-reviewed journals, book chapters, and books in the area of intellectual and developmental disabilities. He has co-authored several published standardized tests, including scales assessing adaptive behavior, problem behavior/psychopathology, and support needs. He is the senior author of the Diagnostic Adaptive Behavior Scale, which was published in 2017 by the American Association on Intellectual and Developmental Disabilities. He has given 250+ scientific and professional presentations related to ID, ASD, and related neurodevelopmental disorders. Marc was elected Fellow of the American Association on Intellectual and Developmental Disabilities, American Psychological Association, and International Association for the Scientific Study of Intellectual and Developmental Disabilities. Recently, he has been working on a technology project examining the use and possible expansion of remote supports and other forms of technology support to promote independent living in adults with developmental disabilities. Marc is a Past-President of the American Association on Intellectual and Developmental Disabilities (2012-2013).

JENNIFER TENNICAN - Director/Producer, Hearts of Glass - A Vertical Farm Takes Root in Wyoming. Ms. Tennican began her documentary career in the late 1990s working on NOVA science programs for WGBH with independent producers in the Boston area. Since moving to Wyoming in 2002, she has focused on
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local projects and storytelling. Her films explore identity, inclusion and community, and although they are rooted in Jackson Hole, they resonate far beyond the mountain west. Ms. Tennican's award-winning work, including *The Stagecoach Bar: An American Crossroads* and *Far Afield: A Conservation Love Story* has been featured in numerous film festivals and distributed nationally on PBS.

MARSHA THRELKELD is a consultant and trainer working in School-to-Work, Employment First, Person Centered Career Planning, and Assistive Technology (AT) to include general AT, handheld smart devices, and Smart Environments. She facilitates Technology Learning Cohorts for employment and residential providers, educators, and government. With funding from the Washington state Developmental Disabilities Administration, Marsha has worked through the Arc of Washington state and the Washington Developmental Disabilities Council to pilot Assistive Tech projects to help people obtain and learn about equipment, as well as provide training to their family and staff. She uses a Person Centered Planning approach to discover what technology works for people, what those around them are using, and what they are most interested in technology doing for them. With Employment First efforts through the U.S. Department of Labor, Office of Disability Employment Policy, Marsha acts as a subject matter expert providing information on Technology, Employment First, and School-to-Work. She currently works as a trainer in the Partnerships for Employment Project in Utah. Marsha worked with the Washington Initiative for Supported Employment (WISE) for 18 years before moving to her own consultancy business: Pivotal Consulting & Training LLC. She is a subject matter expert for Employment First projects through the U.S. Department of Labor, Office of Disability Employment Policy, focusing on School-to-Work and Assistive Technology.

TY WARNER was born and raised in Jackson, Wyoming, where he attended public school. Since leaving high school, he has held various jobs, but Vertical Harvest (VH) is his favorite so far. Ty works 25 hours a week as a Tomato Assistant and has been with the business since its start in 2016. His paycheck from the greenhouse helps him pay his mortgage on the affordable townhome he owns with his friend Collin. In addition to his work at VH, Ty does the recycling for his homeowners' association. He loves the nickname given to him by his friends – Ty Guy.

SHAUN WOOD is a community developer who is passionate about social justice and equality of opportunity, and has worked to support people with disabilities since 2002. Since then, he continues to work in schools, people's homes, and job sites helping to build inclusive communities. Shaun is a Board Certified Behavior Analyst (BCBA) and a certified Employment Specialist. He served in the United States Peace Corps in Bulgaria and surrounding countries, and has both his M.Ed. in Applied Behavior Analysis and his B.A. in political science and human rights from the University of Washington. Shaun is particularly interested in using ABA, emerging technology, reflective processes, and mentorship to drive employment outcomes. When he isn't working, he enjoys tending to his garden, drinking black coffee, staring at his topical fish tank, and jogging circles around his small hometown of Burien, Washington.

Thank You to Alvarez and Marsal for Sponsoring the Program
Cover Art "Seattle Skyline"
by Kristy Yawman

Hi, My name is Kristy Yawman. I have Down Syndrome and I had open heart surgery. I also have a pacemaker.

I like to travel and I like to collect seashells. I am also a coffee drinker and an intellectual. I like to party but I am also artistic. I am an artist. I like to create and sell my art. My inspiration comes from my heart and my dreams and my sister, Stacy, who believes in me.

I want to expand my art so the world can see it. I have an art room in my house that is peaceful and calming.

I use sharpie markers on art paper to make my art. I draw whatever comes into my head to create my artwork. I also love to listen to music while I make my art. It helps me to focus on my work.

My art rules are that I never do art when I’m tired, hungry or haven’t had my coffee.

My art manager helps my art business by organizing and printing my art. We print my designs on greeting cards, journals, luggage tags and clothing.

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