Mission, Association Goal, Guiding Principles, and Strategic Plan

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

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

Guiding Principles
State service systems should be based on the following principles that people with developmental disabilities have a right to:

- be treated with respect and dignity;
- be independent and make individual choices;
- participate in family, community, and work life;
- have opportunities to maximize their full potential; and
- receive outcome-based services and supports.

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

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

It is an election year and obviously this brings in a new administration. New appointments in leadership roles will define public policy that may affect individuals with intellectual / developmental disabilities if the current rules are rescinded and new rules are created. During the transition period of a new administration, our association is very fortunate to have staff who are successful in building new relationships with our federal partners as they have proven to do so in previous administrations.

NASDDDS members elected a new board member at our mid-year conference. Congratulations to Barbara Ramsey from Colorado!

This year has brought two very experienced and talented staff to us. Mary Lou Bourne was hired as the Director of NCI and Quality Assurance and Adam H. Sass as the Director of Community Life Engagement (please go to NASDDDS website to see their bios).

Our staff also monitored the status of the CMS Settings Rule Transition Plans this year. They provided an excellent analysis for us to learn how CMS was approaching state Transition Plan reviews and approvals. We look forward to continuing to provide updates to our membership.

Federal legislation that passed this year included the ABLE Act. As states move to enact their own ABLE Act, this will empower individuals with intellectual/developmental disabilities to save money and move away from poverty.

This year, 2016, was also the 10th anniversary of SELN. Congratulations to ICI UMass Boston and our association for having the foresight to begin and develop partnerships with the federal and private sector providers to advance these Employment First initiatives. In 2016, we also saw the expansion of the Supporting Families Community of Practice to 11 additional states. I believe our mid-year conference with this theme was truly successful in Kansas City (please see the NASDDDS website for the conference presentations).

NCI continues as a joint venture between HRSI and NASDDDS. The data gleaned from surveys enables states to make informed decisions about changes for the future from the participant feedback. Next year, 2017, marks the 20th anniversary for NCI.

Lastly, the Board of Directors is pleased to provide you with this annual report of our accomplishments and continued fiscal soundness.

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Letter from Mary Lee Fay
Executive Director, NASDDDS

National and state elections always bring a time of change for state policy makers. With a new federal administration, and in many states, new state legislative and executive branch administrations, we anticipate a review of policies and budgets for long-term care services. But the ground work for setting future expectations of community supports across the country has been laid the past several years from a robust set of federal policy changes, including CMS (HCBS, Managed Care Regulations), Department of Labor (WIOA, Home Care Worker, and Exempt Worker status), and Department of Justice (expanded Olmstead and ADA litigation to include non-residential settings).

NASDDDS staff have been actively engaged in all of these policies, representing the needs of the I/DD service system to our federal partners. Through newsletters, conferences, organized calls with groups of states, and individual state technical assistance calls, we have strived to keep the Association members informed while sharing developing practices in the states.

We are committed to continuing this effort and look forward to ongoing opportunities to share information and learn from each other.
NASDDDS Staff

Mary Lee Fay
Executive Director

Robin E. Cooper
Director of Technical Assistance

katherine karol snyder
Director of Administrative Services

Dan Berland
Director of Federal Policy

Rie Kennedy-Lizotte
Director of Employment Policy and Practice

Barbara Brent
Director of State Policy

NASDDDS Board of Directors

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<tr>
<th>Name</th>
<th>Position</th>
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<tr>
<td>Bernie Simons</td>
<td>President</td>
<td>June 2016 – November 2018</td>
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<tr>
<td>John Martin</td>
<td>Vice President/President Elect</td>
<td>June 2016 – November 2018</td>
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<td>Beverly Buscemi</td>
<td>Secretary/Treasurer</td>
<td>June 2016 – November 2018</td>
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<td>Alex Bartolic</td>
<td>Member-at-Large</td>
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<td>Courtney Tarver</td>
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<td>Dan Lusk</td>
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<td>Barbara Ramsey</td>
<td>Member-at-Large</td>
<td>June 2016 – June 2019</td>
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Alumni Association
Contact information and links to the current alumni association members are available on the NASDDDS website (www.nasddds.org/alumni/)

Cathy Anderson  Peter Bisbecos  Laura Brackin  Max Chmura  Steven Cook  Catherine Crabtree  Jim DeBeauprime  Roger Deshaies  Kathryn Du Pree  Steven Eidelman  Jodi Fenner  Olivia Garland  Sharon Jacksi  Julia Kenny  Gerry Morrissey  James Nicholson  Laura Nuss  Peter O'Meara  Kenneth Ritchey  Hugh Sage  Wanda Seiler  Shirley York  Ric Zaharia
Influencing National Policy

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

Federal Regulations: HCBS Rule

NASDDDS continues to provide leadership on the implementation of the HCBS rule, representing state DD agencies' perspectives on implementation opportunities and challenges. The association meets on a bi-weekly basis with the Centers for Medicare & Medicaid Services (CMS) officials to work on issues such as transition plan guidance, emerging themes in approvals, challenges experienced by states, and collaborative solutions. Proposed language from NASDDDS to allow states to implement their transition process using a "tiered" approach was included in a CMS FAQ, allowing states to set up a tiered system using current settings that are compliant with the "floor" set by the federal regulation and require a higher set of qualifications/standards for future settings. These arrangements may extend beyond 2019 thereby creating a system that will permit some settings at minimal requirements while moving the system toward newer and more innovative models. NASDDDS has also worked directly with states as CMS has responded to their Statewide Transition Plans. In September, NASDDDS hosted a series of conference calls with the membership on the status and their experiences with securing CMS approval for the plans. Membership concerns were brought forward in three bi-weekly calls NASDDDS and the other associations has with CMS.

PACE-Like Demonstration

As CMS has considered implementing a demonstration of PACE for individuals with disabilities under 55, NASDDDS has worked closely with disability advocates to develop a "PACE protocol" to ensure that any such program accommodates the support needs of possible participants and reflects the values of the disability community. The association and a coalition of advocates presented the protocol to CMS.

Federal Regulations: ABLE Act

NASDDDS works closely as part of a consortium on implementation of Achieving a Better Life Experience Act (ABLE). NASDDDS has joined the CCD Financial Security Task Force, which is where the bulk of policy work will now occur.
Federal Legislation: Transition to Independence Act
NASDDDS continues to actively support this legislation, which seeks to give ten Medicaid Buy-In states an opportunity to receive bonus payments for meeting benchmarks tied to expanding individual integrated employment and reducing subminimum wage work, congregate setting work, or facility-based day habilitation placement for people with disabilities who receive Medicaid-funded HCBS.

Federal Legislation: Workforce Innovation and Opportunity Act
NASDDDS staff participated in framing testimony presented to the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities, on behalf of the Partnerships in Employment Grantee States, from their system change work to improve employment and higher education outcomes for youth and young adults. The Advisory Committee is a key component of the Workforce Innovation and Opportunity Act. NASDDDS staff in collaboration with APSE (a national organization with an exclusive focus on integrated employment and career advancement opportunities for individuals with disabilities) provided comment and recommendations for regulations in the implementation of the Workforce Act and the potential impact on people with intellectual and developmental disabilities.

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

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

Technical Assistance
One of the association’s primary functions is to provide technical assistance to state agencies. Technical assistance, as a standard membership service, includes responding to telephone and email inquiries, reviewing and commenting on draft proposals or plans upon request, support on approaches to serve people with significant support needs, financing strategies, providing resources, and linking members to other states and organizations that can be of assistance.
NASDDDS staff respond to state agency representatives daily to offer specialized technical assistance.

**Major TA Projects for FY 2015-2016 Included:**

**DELAWARE**
Provided technical support to develop targeted case management, develop family networks, and develop a new supports waiver. This technical assistance is ongoing as Delaware moves toward submission to CMS and implementation.

**GEORGIA**
Provided technical assistance to improve the state's case management and quality management system. Additional work will be continuing on the Georgia Quality Management system.

**ILLINOIS**
Assisting state with significant systems change initiative – Life Choices. Focus this year has been on the development of independent service coordination role in person centered planning and in the monitoring of service plans. Additional support was provided through training and technical assistance specific to home and community-based (HCBS) Medicaid authorities and how to successfully transition out of an active treatment model of support.

**MARYLAND**
Continue to support the state in a number of key projects related to their HCBS waiver program, their targeted case management structure and their efforts around supporting families. NASDDDS has provided technical support on matters related to tiered standards, support waiver alternatives and other focus areas of the state.

**NEW JERSEY**
Provided consultation required by the *DRNJ v. Vellez* settlement agreement, transitioning individuals with I/DD from developmental centers to the community.

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

**OREGON**
Oregon requested a review of their case management service, with particular attention on county case management and support broker changes since the introduction of the 1915(k) plan. NASDDDS provided an overview of HCBS case management expectations and then a discussion among executives from all case management agencies was facilitated. Final results included an
agreement to address five key areas. The Office of Developmental Disabilities Services discussion in late August resulted in specific recommendations on changes needed.

**Federal Technical Assistance Projects**

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

**Research Triangle Institute (RTI)**

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

**CMS Technical Assistance Project for HCBS (New Editions)**

Robin Cooper, Barbara Brent, Adam Sass, Mary Lou Bourne, and Mary Sowers are now contributing to this effort. Assistance to more than 25 states has been provided on topics ranging from developing applications for new Medicaid HCBS authorities such as 1915(i) and (k), conflict of interest in case management, person centered plan regulations, quality management, waiver analysis and managed care. Staff are also assisting in the development of a website for CMS (hosted by New Editions) covering topics such as managed long-term care, employment, and case management. We will be entering into a new contract for 2016-2017 in October 2016.

**Publications / Papers**

**NASDDDS Published:**

- **Federal News Briefs** on a weekly basis;
- **State News Briefs** on a biweekly basis;
- **Federal Perspectives** on a monthly basis;
- **Community Services Reporter** (news about states' developments) on a monthly basis.
- Mary Sowers, Henry Claypool, and Mary Beth Musumeci collaborated on **Streamlining Medicaid Home and Community-Based Services: Key Policy Questions**.
Teleconferences / Webinars

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

- A NASDDDS webinar was held on August 26, 2015; Cultural Shifts: Strategies to Reduce the use of Restraints and Psychotropic Medications with close to 200 participants.
- HUD hosted a webinar for NASDDDS members on December 7, 2015; Basics of Section 232 for States and Providers.
- A NASDDDS webinar was held on January 19, 2016; Using National Data at a State Level.
- The American Network of Community Options and Resources (ANCOR) Presented a Webinar to NASDDDS Members on February 9, 2016; Raising the Overtime Threshold for Exempt Employees: The Impact of the DOL Proposed Rule.
- A NASDDDS webinar was held on February 11, 2016; Data Collection for the National Residential Information Systems Project (RISP) and Supporting Individuals and Families Systems Project (FISP) Survey.
- A NASDDDS webinar was held on February 22, 2016; NCI and HCBS: State Level Monitoring of Compliance.
- New Editions provided a webinar for NASDDDS Members on May 17, 2016; Basics of HUD’s Sec 811 PRA Housing Program.

Membership Services, Meetings, and Conferences

**Membership Services:**

**Website Upgrades**

NASDDDS staff has done considerable work on changing the association's website, working with the website design company Steady Vision to add highlighted featured items and state and federal news, expand the resource library, and add a new search tagging feature that directs those looking for information on a certain subject to all articles and resources tagged as related to that subject. All of these upgrades have been done with the sole purpose of improving the look and feel of our members first impressions and ease of use when they enter our site and to keep the site up-to-date and relevant.
Meetings and Conferences

2015 National Core Indicators Annual Meeting
August 12, 2015
Costa Mesa, California
The previous day there was a California NCI Symposium for the 22 Regions plus state staff.

2015 Supporting Families Community of Practice Annual Meeting
May 27-29, 2015
Kansas City, Missouri

2015 SELN Annual Conference
Inclusion and Employment: Fitting the Pieces Together
October 5-7, 2015
Alexandria, Virginia

2015 Annual Conference & Directors Forum
National Vision for Strong Communities
November 18 – 20, 2015
Alexandria, Virginia

2016 Mid-Year Conference & Directors Forum
Reframing Policies and Practices to Support Families and People with I/DD
June 8-10, 2016
Kansas City, Missouri

Projects

National Core Indicators

Data-Based Decision Making: NASDDDS promotes the use of data in policy-making and program performance measurement.

The National Core Indicators (NCI) program has documented the outcomes of state developmental disabilities agencies’ systems since 1997. The NASDDDS-HSRI partnership, in collaboration with participating state agencies, gathers in-depth information on key system performance indicators and individual outcomes essential for effective policy planning, program operations, and systems development. NCI data also allow states to benchmark, monitor the impact of initiatives and policy changes and compare outcomes with those of other states.
During 2015-2016, NCI entered the final year of expansion to new states through a contract with the (AIDD). The contract with AIDD ends with the close of the federal fiscal year, and has successfully exceeded all of the goals for supporting additional states in their development of new processes to gather and enter valid data into the NCI data system. To date, 21 states have entered into NCI through the technical assistance and financial support made possible by this contract.

Four new states joined NCI in 2015-2016, bringing the total to 46 states plus the District of Columbia, or 47 state agencies. NCI-AD has continued to grow through the efforts of NASUAD and HSRI. Eleven states now use NCI-AD to track outcomes for their aging and physical disability service systems. The NCI-AD website launched in May of 2016. The staff stability survey engaged more than 2,500 provider agencies in 17 states this year. The final report, which will be available in November 2016, will provide states with data on the wages, benefits and retention rates of their direct support professional workforce.

NASDDDS and HSRI staff provided technical assistance and training to new and continuing states. All participating states received an annual report on state performance, as well consumer-friendly reports. National summary and At-A-Glance reports are available for all to review, and are distributed widely throughout the disability network. All reports are available for download from the NCI website. Individuals can also make their own charts and summaries at the online chart generator at www.nationalcoreindicators.org/charts.

2015-2016 NCI Data Briefs and Reports (NASDDDS/HSRI)

www.nationalcoreindicators.org/resources/data-briefs/

- 2015 What NCI Data Reveal About Service Delivery and the Respect Given to the Rights of People with I/DD.
2015-2016 NCI Webinars (NASDDDS/HSRI)

- July 10, 2015
  *What NCI Tells Us About Rights and Responsibilities.* Along with NCI data, the webinar also featured a presentation on *Supportive Decision Making* by Jonathon Martinis, Quality Trust.

- February 22, 2016
  NCI and HCBS Webinar: *State Level Monitoring of Compliance*

- March 10, 2016
  Sarah Taub NCI Webinar Series: National Core Indicators and Autism Spectrum Disorder: *Putting the Data in Context.*

- May 25, 2016
  *Supporting Individuals and Families to Have Full and Meaningful Lives as Members of Their Communities.*

- June 29, 2016

Map of National Core Indicators State Participation as of July 2016
National Residential Information Systems Project (RISP)

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

Supporting Individuals and Families Systems Project (FISP)

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

Community Life Engagement (Integrated Day)

Over the years, as states have continued developed their systems of supports to align with federal regulation, most notably the new HCBS regulations, NASDDDS has seen an increase on the emphasis and importance of ensuring that not only are individuals with I/DD given the opportunity to live and work in the community, but that individuals should also be afforded the same access to the community during the course of an average day while they are not at work. In response NASDDDS instituted a new focus area of our work, and created the position of Director of Community Engagement.
What is "Community Life Engagement"

The term "Community Life Engagement" can refer to either a service or the outcome of a service.

Community Life Engagement…

- Refers to all the ways that people with intellectual and developmental disabilities access and participate in their communities outside of employment.
- Includes volunteer work; postsecondary, adult, or continuing education; accessing community facilities such as the library, gym, or recreation center; any activities that people with and without disabilities do in their spare time.
- Sometimes is referred to as community-based day or community-based non-work.
- May support career exploration, wrap around work time, or serve as a retirement option.

Community Life Engagement activities are meaningful, nonpaid community activities, accomplished during normal periods of activity, including day, evening, and weekends when a person is not working.

NASDDDS will focus on providing state directors of developmental disability services with the best information and guidance on emerging practices being developed to increase opportunities for integrated day activities. We are currently engaged with our partners at UMass Boston in developing a pilot project to work with states which are members of the State Employment Leadership Network. The pilot is scheduled to begin in the fall of 2016. NASDDDS and UMass Boston staff will work with state DD agencies and local providers in testing a "Community Life Engagement Toolkit" which has been developed around the four guideposts identified by the UMass Boston team. When the pilot is complete NASDDDS hopes to share the tested toolkit with states to assist in creating systems which support individuals with I/DD to have full access to benefits of community living and the opportunity to receive supports in the most integrated setting.
Barbara Brent and Jeanine Zlockie wrote a website article on supporting families as a kick-off to the mid-year conference:

Supporting Families, a Focus on Systems Change

Families are the core unit in our society and states are looking at new ways to support them. For people with intellectual and developmental disabilities (I/DD), the role of family is often central in providing support as well as care across the lifespan.

Family support has traditionally been perceived as a "program or a service," while supporting families is a framework that looks at policies and practices through the lens of family engagement and requires a comprehensive and coordinated set of strategies. Providers or state staff that are not yet refocused on supporting families may try to add services to the existing person-centered planning process without changing their approaches.

Changing approaches include:

- building trust,
- making changes to the intake process,
- altering person centered planning processes,
- changing service definitions, or;
- realigning the skill set for support coordinators and in home support providers.

This has all been evolving through the Supporting Families Community of Practice in which five states and a mentor state, soon to expand to eleven more states, have employed several of these approaches to create change in their states.
Supporting Families through the Life Span Community of Practice

Taking a life course perspective becomes very important as it offers a more holistic approach to planning and a good life for both individuals with disabilities and their families; increasing early expectations, and promoting ongoing learning and support along the way.

Supporting Families Webinars

**October 2015**
Technology and Strategies for Supporting Families: How is technology benefiting both individuals with disabilities as well as their caregivers?

**January 2016**
LifeCourse Tools in Action: Implementation at All Levels in Missouri

**March 2016**
LifeCourse in Action: Reaching the "All" in Tennessee

The Community of Practice for Supporting Families entered its fourth year of a five-year grant from the Administration on Intellectual and Developmental Disabilities (AIDD). The six states in this Community of Practice are pursuing the development and implementation of policies and practices that support families of individuals with I/DD.

The overarching goal of the project is to build capacity through a community of practice across and within these states to create policies, practices and systems to better support families so that they can continue to support their family member to be fully engaged in the community-and have "a trajectory to a good life."

The Community of Practice (CoP) is co-led by NASDDDS and the University of Missouri-Kansas City Missouri – Institute on Human Development. The Human Services Research Institute is conducting the evaluation. NASDDDS, along with the University of Missouri Kansas City Institute for Human Development, UCEDD (UMKC-IHD), have partnered to support states, work to impact national policies, develop products and tools, and provide technical assistance.
The Community of Practice states are:

- Connecticut
- District of Columbia
- Oklahoma
- Tennessee
- Washington
- Missouri (collaborates as a mentor state)

Participating states have changed the front door into the system, increased information to a broader number of families both within and not involved in the formal I/DD system, improved cultural considerations in supporting families, guided and influenced policymakers and helped shape waivers and other Medicaid authorities to focus on supporting families and individuals throughout the lifespan. The last formal project year will focus on sustainability, growth, refining the CoP and innovation workgroups on family networks, policy, the front door of services, employment, and support coordination.

**Supporting Families Through the Lifespan Community of Practice Expansion**

Other NASDDDS member states inquired about expanding access into the Community of Practice and the NASDDDS board voted to move forward with the expansion as an optional membership benefit for other states and to provide project sustainability for this successful initiative.

The NASDDDS board’s commitment to supporting families and the success of the project, they endorsed the proposal to expand the Community of Practice (CoP) to additional states. Each new CoP state team will complete a self-assessment and develop a three-year work plan with technical assistance from the project staff. Based on the three-year plan, states will develop policies that support family networks, change the front door, provide family-centered support coordination, expand services available in the home, both formal and supports available in the community, and strengthen the role of families in all models of services. The states will join the original CoP states on innovation webinars and workgroups.

The National CoP is proud to announce and recognize the following eleven states that have expressed their commitment to enhancing supports to families and will be participating in the expansion:

- Alabama
- Delaware
- Hawaii
- Indiana
- Kansas
- Kentucky
- Maryland
- Pennsylvania
- Ohio
- Oregon
- South Dakota

Updates on the project are posted on the Supporting Families website (supportstofamilies.org).
State Employment Leadership Network: Keeping Employment at the Forefront

The State Employment Leadership Network (SELN) is a joint initiative of the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Institute for Community Inclusion (ICI) at the University of Massachusetts Boston. Fiscal Year 2015-2016 marked the tenth anniversary of the SELN, a membership-based learning community committed to improving the outcome of competitive integrated employment with or without supports for people with intellectual and developmental disabilities through states service delivery.

As a benchmark of the 10 years, NASDDDS commissioned Limelight Analytics, an evaluation and measurement firm recently formed by Dr. Mindy Hightower King along with Dr. David Mank and Dr. Teresa Grossi from the Indiana Institute on Disability and Community, to assure the continued relevance of the SELN and how it might evolve in order to best meet member needs in coming years. During March and April 2016, the review team conducted interviews with core teams from each state. The final report was shared with the NASDDDS board for discussion and recommendations for next steps.

The SELN provides a forum for states to:

- Discuss common questions and challenges
- Use data to guide daily system management and improvements
- Share effective strategies taking in culture and economic uniqueness of each state
- Inform federal policy

The SELN membership is proud of the data trend showing an increased number of individuals in integrated employment services from (2007-2014) within states. This trend showed a change for states with complete data that were members in at least 2012 and 2014.

Twenty-six state DD agencies participated in the SELN during the 2015-2016 membership year.

The SELN also introduced the SELNHub this year, which is a closed online community affording users from SELN member states an opportunity to dialogue candidly with others and within the...
relationships established through their state’s membership. The hub grew out of discussions with SELN members on the need to expand beyond the more traditional website approach to information-sharing, using enhanced tools for relationship-building, sharing knowledge and highlighting timely and relevant discussions across the country. Topical questions, shared publications and resources, and noteworthy news are featured. The hub can be accessed at www.selnhub.org.

The SELN project team also considers how to:

- synthesize topically-focused conversations with individual states in to hub activity for the full user base’s access.
- strategize on how to best incorporate and highlight topically-focused conversations that are occurring with individual states on the hub so that all members can benefit from this knowledge sharing and exchange of ideas.

Read the SELN Accomplishments Report Membership Year 2015-2016.

**Employment Special Projects**

**Florida**

NASDDDS staff participate as a subcontractor with ICI UMass Boston in a contact with Florida DD Council. This Florida EmployMe 1st project continues to support the implementation of Florida’s Interagency Agreement disseminating information to grassroots groups, enhance and maintain Employment First Florida website, and expand the local level interagency collaborative teams to bring to scale strategies for the integration of local issues and successes into state, local and organizational operations.

**Rehabilitation Research and Training Center on Employment**

NASDDDS is part of the ICI UMass Boston’s new Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities, serving as both in advisory capacity and developing policy papers.
NASDDDS, through a subcontract with ICI, is writing one police white paper each year on employment topics. The NASDDDS Research Committee assisted in determining the topics for the first two papers. The first paper is currently in review.

Employment Projects of National Significance

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

Partnerships in Employment Project

2015-2016 marked the fifth of the Partnerships in Employment Project, a five-year systems change initiative to increase employment and post-secondary outcomes for youth and young adults with intellectual and developmental disabilities.

Partnerships in Employment is a national transition systems change project whose purpose is to identify, develop, and promote policies and practices to improve transition, post-secondary and competitive employment outcomes for individuals with intellectual and developmental disabilities.

Eight states: Alaska, California, Iowa, Mississippi, Missouri, New York, Tennessee, and Wisconsin are involved in the partnerships initiative.

Eight states: Alaska, California, Iowa, Mississippi, Missouri, New York, Tennessee, and Wisconsin are involved in the partnerships initiative.
The Institute for Community Inclusion (ICI) and the National Association of State Directors of Developmental Disabilities Services (NASDDDS) are partners in operating the Technical Assistance Center for the Partnerships Project. Technical assistance is guided by the High Performing States Framework, which is drawn from over 20 years of research conducted by ICI on state systems change. The elements of this framework include: interagency collaboration, leadership, values, operating policy and goals, financing, training and technical assistance, and service innovations.

Information on each state’s activities and progress can be found at Partnerships in Employment.

Employment Learning Community

NASDDDS staff participate on the technical assistance team to support states engaged in the Employment Learning Community (ELC). The ELC provides technical assistance to states implementing employment first policy and practices; encouraging innovative practices and facilitating their implementation at both the workforce system and individual levels, which includes providing technical assistance and training to workforce-related entities.

Participating states are: District of Columbia, Idaho, Kentucky, Maryland, Minnesota, Nevada, and North Dakota.

Collaborating to Achieve Our Missions

National Leadership Consortium on Developmental Disabilities

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

Collaboration to Promote Self-Determination

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

The Consortium for Citizens with Disabilities (CCD)

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

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

Quality Mall

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

Reinventing Quality Conference

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

Recognizing Outstanding Achievement

Ben Censoni Award for Excellence in Public Service

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."

2015 Recipient of the Ben Censoni Award

Jane Gallivan
Former Director
Delaware Division of Developmental Disabilities Services

Jane started her career in developmental disabilities (DD) as a direct support professional. This experience allowed her to interact directly with individuals with DD. This involvement and her belief that all people are valued, have many talents and have the right to participate and be integrated into their local communities began Jane's wonderful journey in this field. When Jane began her tenure as director in Delaware, she brought her vision to that state. She has implemented a plan that will allow a gradual transition toward community-based employment; even before the CMS Community Settings Rule were published. Jane also shared her passion and commitment while serving on the NASDDDS Board. These same leadership qualities helped to guide the association to balance the needs of varied member states while maintaining a clear voice true to our core mission and values. Jane is truly a pioneer. We are all grateful for her years to service in our field and her tireless dedication to her work and service on the NASDDDS board.
Laura has more than 30 years of experience supporting people to achieve valued personal outcomes and employment from her work in Pennsylvania spending 15 years in the private sector, followed by public service in North Carolina, Connecticut, and the District of Columbia. As the former director of the D.C. Department on Disability Services, she spearheaded transformative systems change in both the I/DD and VR service delivery systems helping to establish D.C. as a leader in person-centered thinking, E1st, HCBS best practice in I/DD services and early implementation of WIOA. Laura was the first leader of I/DD services in the District to stay on the job beyond 10 months, and over eight plus years guided the agency through a progression of organizational and systems change efforts to establish robust performance management and quality assurance and improvement systems, HCBS waiver reforms and legislation to reform the I/DD service delivery system and set the stage to end the 40-year-old class action litigation now known as Evans v. Bowser.

Gary Smith Scholarship to the National Leadership Consortium on Developmental Disabilities

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

January 2016 Recipient

Mr. Jason Flint
Supervisor
Community Supports & Consumer Safeguards
Minnesota Department of Human Services Disability Services Division
Members Who Serve…

**Board of Directors**

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bernie Simons</td>
<td>Maryland</td>
<td>President</td>
</tr>
<tr>
<td>John Martin</td>
<td>Ohio</td>
<td>Vice President / President Elect</td>
</tr>
<tr>
<td>Beverly Buscemi</td>
<td>South Carolina</td>
<td>Secretary/Treasurer</td>
</tr>
<tr>
<td>Alex Bartolic</td>
<td>Minnesota</td>
<td>Member-at-Large</td>
</tr>
<tr>
<td>Courtney Tarver</td>
<td>Alabama</td>
<td>Member-at-Large</td>
</tr>
<tr>
<td>Dan Lusk</td>
<td>South Dakota</td>
<td>Member-at-Large</td>
</tr>
<tr>
<td>Barbara Ramsey</td>
<td>Colorado</td>
<td>Member-at-Large</td>
</tr>
</tbody>
</table>

**Research Committee**

**Association Members**

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
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</thead>
<tbody>
<tr>
<td>Beverly Buscemi (Chair)</td>
<td>South Carolina</td>
</tr>
<tr>
<td>John Martin</td>
<td>Ohio</td>
</tr>
<tr>
<td>Bernie Simons</td>
<td>Maryland</td>
</tr>
<tr>
<td>Lilia Teninty</td>
<td>Oregon</td>
</tr>
<tr>
<td>Mary Brogan</td>
<td>Hawaii</td>
</tr>
<tr>
<td>Terrence Macy</td>
<td>Delaware</td>
</tr>
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**Non-Association Members**

<table>
<thead>
<tr>
<th>Name</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amy Hewitt, Ph.D.</td>
<td>Univ Minnesota</td>
</tr>
<tr>
<td>John Butterworth, Ph.D.</td>
<td>UMass Boston</td>
</tr>
<tr>
<td>Val Bradley</td>
<td>HSRI</td>
</tr>
<tr>
<td>Rick Hemp</td>
<td>Univ Colorado</td>
</tr>
</tbody>
</table>

**National Policy Work Group**

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
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<tbody>
<tr>
<td>Alex Bartolic (Chair)</td>
<td>Minnesota</td>
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<tr>
<td>Courtney Tarver</td>
<td>Alabama</td>
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<tr>
<td>Barb Ramsey</td>
<td>Colorado</td>
</tr>
<tr>
<td>Dawn Apgar</td>
<td>New Jersey</td>
</tr>
<tr>
<td>Cathy Stevenson</td>
<td>New Mexico</td>
</tr>
<tr>
<td>Kerry Delaney</td>
<td>New York</td>
</tr>
<tr>
<td>Dan Lusk</td>
<td>South Dakota</td>
</tr>
<tr>
<td>State</td>
<td>Name</td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>ALABAMA</td>
<td>Courtney Tarver, J.D.</td>
</tr>
<tr>
<td>ALASKA</td>
<td>Duane Mayes</td>
</tr>
<tr>
<td>ARIZONA</td>
<td>Laura L. Love, Ph.D.</td>
</tr>
<tr>
<td>ARKANSAS</td>
<td>Melissa Stone</td>
</tr>
<tr>
<td>CALIFORNIA</td>
<td>Nancy Bargmann</td>
</tr>
<tr>
<td>COLORADO</td>
<td>Barbara D. Ramsey</td>
</tr>
<tr>
<td>CONNECTICUT</td>
<td>Morna A. Murray, J.D.</td>
</tr>
<tr>
<td>DELAWARE</td>
<td>Jill Rogers</td>
</tr>
<tr>
<td>DISTRICT OF COLUMBIA</td>
<td>Thomas (Jared) Morris, Esq.</td>
</tr>
<tr>
<td>FLORIDA</td>
<td>Barbara Palmer</td>
</tr>
<tr>
<td>GEORGIA</td>
<td>Dan Howell</td>
</tr>
<tr>
<td>HAWAII</td>
<td>Mary Brogan</td>
</tr>
<tr>
<td>IDAHO</td>
<td>Cameron Gilliland</td>
</tr>
<tr>
<td>ILLINOIS</td>
<td>Gregg A. Fenton</td>
</tr>
<tr>
<td>INDIANA</td>
<td>Kylee Hope</td>
</tr>
<tr>
<td>IOWA</td>
<td>Rick Shults</td>
</tr>
</tbody>
</table>
KANSAS
Tim Keck
Secretary
Department for Aging and Disability Services

MISSOURI
Valerie Huhn
Director
Division of Developmental Disabilities

KENTUCKY
Wendy Morris
Commissioner
Department of BHDID

MONTANA
Novelene Martin
Bureau Chief
Developmental Disabilities Program

LOUISIANA
Mark Thomas
Assistant Secretary
Office for Citizens with Developmental Disabilities

NEBRASKA
Courtney Miller
Director
Division of Developmental Disabilities

MAINE
Gary Walcott
Director
Office of Aging and Disability Services

NEVADA
Eddie Ableser
Administrator
Aging and Disability Services Division

MARYLAND
Bernard Simons
Deputy Secretary
Developmental Disabilities Administration

NEW HAMPSHIRE
Lorene Reagan
Bureau Chief
Bureau of Developmental Services

MASSACHUSETTS
Elin Howe
Commissioner
Department of Developmental Services

NEW JERSEY
Elizabeth Shea
Assistant Commissioner
Division of Developmental Disabilities

MICHIGAN
Lynda Zeller
Deputy Director
Behavioral Health & DD Administration

NEW MEXICO
Cathy Stevenson
Director
Developmental Disabilities Supports Division

MINNESOTA
Alex Bartolic
Director
Disability Services Division

NEW YORK
Kerry A. Delaney
Acting Commissioner
Office for People with Developmental Disabilities

MISSISSIPPI
Renee Brett
Director
Bureau of Intellectual and Developmental Disabilities

NORTH CAROLINA
Dr. Jason Vogler
Acting Director
Mental Health, Developmental Disabilities, and Substance Abuse Services
NORTH DAKOTA
Tina Bay
Director
Developmental Disabilities Division

OHIO
John Martin
Director
Department of Developmental Disabilities

OKLAHOMA
Marie Moore
Interim Director
Developmental Disabilities Services

OREGON
Lilia Teninty
Director
Developmental Disability Services

PENNSYLVANIA
Nancy Thaler
Deputy Secretary
Office of Developmental Programs

RHODE ISLAND
Rebecca Boss
Acting Director
Behavioral Healthcare, DD and Hospitals

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

SOUTH DAKOTA
Dan Lusk
Director
Division of Developmental Disabilities

TEXAS
Sonja Gaines
Associate Commissioner
IDD and Behavioral Health Services

UTAH
Angella Pinna
Director
Division of Services for People with Disabilities

VERMONT
Roy Gerstenberger
Director
Developmental Disabilities Services Division

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

WASHINGTON
Evelyn Perez
Assistant Secretary
Developmental Disabilities Administration

WEST VIRGINIA
Beth J. Morrison
Office Director / Programs
Bureau for Behavioral Health and Health Facilities

WISCONSIN
Curtis Cunningham
Deputy Administrator
Developmental Disabilities Services

WYOMING
Chris Newman
Senior Administrator
Behavioral Health Division

TENNESSEE
Debbie Payne
Commissioner
Intellectual and Developmental Disabilities
# NASDDDS Financials

## For the Year End June 30, 2016

### ASSETS

**CURRENT ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$393,955</td>
</tr>
<tr>
<td>Investments</td>
<td>$1,459,547</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>$919,847</td>
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<tr>
<td>Prepaid Expenses</td>
<td>$26,532</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$2,799,881</strong></td>
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**FIXED ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture &amp; Equipment - Net</td>
<td>$66,441</td>
</tr>
<tr>
<td>Building - Net</td>
<td>$204,873</td>
</tr>
<tr>
<td><strong>Total Net Fixed Assets</strong></td>
<td><strong>$271,315</strong></td>
</tr>
<tr>
<td>Security Deposit</td>
<td>$10,000</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$3,081,196</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES & NET ASSETS

**LIABILITIES**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$224,726</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>$339,214</td>
</tr>
<tr>
<td>Accrued Vacation</td>
<td>$122,692</td>
</tr>
<tr>
<td>Deferred Dues</td>
<td>$744,936</td>
</tr>
<tr>
<td>Deferred Grants</td>
<td>$138,339</td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$1,569,907</strong></td>
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</table>

**NET ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$1,605,266</td>
</tr>
<tr>
<td>YTD Income</td>
<td>$(93,977)</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>$1,511,289</strong></td>
</tr>
</tbody>
</table>

**TOTAL LIABILITIES & NET ASSETS**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$3,081,196</strong></td>
</tr>
</tbody>
</table>
### Sources of Revenue

#### FY 15-16: Sources of Revenue

**Total $4,352,977**

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>REVENUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>(1%) $48,513</td>
</tr>
<tr>
<td>Publication</td>
<td>(2%) $94,924</td>
</tr>
<tr>
<td>Membership</td>
<td>(27%) $1,180,604</td>
</tr>
<tr>
<td>Technical Assistance</td>
<td>(12%) $509,986</td>
</tr>
<tr>
<td>National Core Indicators</td>
<td>(26%) $1,144,945</td>
</tr>
<tr>
<td>SELN &amp; Employment</td>
<td>(24%) $1,031,323</td>
</tr>
<tr>
<td>Family Support</td>
<td>(8%) $342,683</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$4,352,977</strong></td>
</tr>
</tbody>
</table>
Kristina began with the Heart Gallery in January 2014 and is a member of our Tuesday night class. She is an enthusiastic artist, always willing to try new techniques and combine her ideas with the instructors’ suggestions. Since Kristina lives on a farm, she often chooses to paint farm animals, and her "Cool Cow" watercolor won 1st place in the 2014 statewide Universal Language contest. Kristina is very proud of her artwork and loves to share her completed paintings with her family!