NASDDDS
ANNUAL REPORT
National Association of State Directors of Developmental Disabilities Services

For Fiscal Year 2016-2017
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 Bernard Simons
President, NASDDDS Board of Directors

It has been one year since our 2016 Presidential election. New appointments in leadership roles include Health and Human Services Secretary Thomas Price and CMS Administrator Seema Verma. They issued a letter to the nation's governors on March 14 affirming the commitment to partner with states on the Medicaid program. Promoting community integration remains a priority as more states receive approval on their statewide transition plan and move toward compliance with the community settings rule. In May, CMS announced an extension to March 2022 to achieve full compliance. Our association is very fortunate to have staff who are successfully building new relationships with our federal partners as they have proven to do so in previous administrations.

Our staff continue to monitor the status of the CMS Settings Rule Statewide Transition Plans. They provided an excellent analysis for states when engaging with CMS on Final reviews and approvals. We look forward to continuing to provide updates to our membership.

NASDDDS members elected a new board member at our mid-year conference. Congratulations to Mark Thomas from Louisiana! This year has also brought a very experienced and talented staff member to the association. Laura Vegas was hired as the Project Director for MCO Business Acumen. Laura's most recent experience is working for a health plan in Tennessee, and she brings many years of state I/DD experience. In addition to her work on the MCO Business Acumen project, Laura also works on NCI and the Supporting Families Community of Practice. (Please see the NASDDDS website for her bio.)

As our website shows, "NASDDDS projects are multi-state endeavors to improve services and supports through a learning collaborative model. State I/DD agencies have always been the laboratory for new ideas including person-centered practices, family support services, supported employment services, and self-determination. To take new ideas to scale however, states must often redesign policies, develop new practices, and implement system-wide change initiatives". NCI, SELN, and the Supporting Families Community of Practice model have all received positive accolades from participating states. These communities of practice have played an important role in assisting states to think through implementation of the Community Settings Rule, and will continue to lend support as states forge ahead toward full compliance.
In the coming year, NASDDDS will continue to provide a key linkage to our federal partners, and will keep our members abreast of all policy developments affecting services and supports for individuals with I/DD nationally.

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

Letter from Mary Lee Fay  
Executive Director, NASDDDS

2017 marks the 20th year for the National Core Indicators (NCI) program. A report from NASDDDS to the state directors in 1998 described NCI (then called Core Indicators Program) as a "tool intended to assist participating State I/DD agencies to answer two fundamental questions. First, how well does our system perform relative to others? Second, is our system's performance improving?" For 20 years, it has been doing just that. This long collaboration between states, NASDDDS and the Human Services Research Institute (HSRI) has allowed states to review, benchmark, and measure how publicly funded supports have impacted the lives of people with intellectual and developmental disabilities. With 46 states plus the District of Columbia now participating, there are many uses the states are making of NCI including:

- Informing legislative sessions,
- Developing budget justifications,
- Informing strategic planning activities,
- Providing advocates a view of the full system, and
- Determining and reporting on progress or changes after major initiative

As discussions of Medicaid reform moved to the congressional front burner this year, it is more important than ever to be able to point to data that measures not only costs and demographics, but also the outcomes people are getting.

At NASDDDS, we strive to keep members informed of best practices and strategies that can benefit all states. NCI is just one of many examples we use to do that. We are committed to supporting states in all their efforts to support people with intellectual and developmental disabilities having quality lives in their communities. We look forward to ongoing opportunities to share information and learn from each other.
NASDDDS Staff

Mary Lee Fay
Executive Director

Dan Berland
Director of Federal Policy

Robin E. Cooper
Director of Technical Assistance

Rie Kennedy-Lizotte
Director of Employment Policy and Practice

Katherine karol snyder
Director of Administrative Services

Barbara Brent
Director of State Policy

NASDDDS Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Term Dates</th>
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<tr>
<td>Bernard Simons</td>
<td>President</td>
<td>April 2016 – November 2018</td>
</tr>
<tr>
<td>John Martin</td>
<td>Vice President/President Elect</td>
<td>June 2016 – November 2018</td>
</tr>
<tr>
<td>Beverly Buscemi</td>
<td>Secretary/Treasurer</td>
<td>June 2016 – November 2018</td>
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<tr>
<td>Alex Bartolic</td>
<td>Member-at-Large</td>
<td>November 2015 – November 2018</td>
</tr>
<tr>
<td>Courtney Tarver</td>
<td>Member-at-Large</td>
<td>November 2014 – November 2017</td>
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<td>Mark Thomas</td>
<td>Member-at-Large</td>
<td>June 2017 – November 2019</td>
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NASDDDS 2016-2017 Annual Report
www.nasddds.org
NASDDDS Staff

Jeanine Zlockie
Director of Communications & Educational Programs

Adam H. Sass
Director of Community Life Engagement

Mary P. Sowers
Director of Special Projects

Megan Rose Sierra
Office Manager

Mary Lou Bourne
Director of NCI and Quality Assurance

Nicole Orellana
Office Associate

Laura Vegas
Director of Business Acumen

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
Jane Gruner  Jim DeBeauprène  Roger Deshaies  Kathryn Du Pree
Steven Eidelman  Jodi Fenner  Elin Howell  Sharon Jacksi
Dan Lusk  Gerry Morrissey  James Nicholson  Laura Nuss
Peter O'Meara  Kenneth Ritchey  Wanda Seiler  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.

Congressional Action on the Affordable Care Act and Medicaid
The spring of 2017 marked a time of great Congressional debate related to the basic tenets of healthcare in this country. The House of Representatives passed the American Health Care Act (AHCA) on May 4, 2017. This legislation contained far-reaching provisions impacting not only the Affordable Care Act, but also the basic financing structure of Medicaid. This legislation was estimated to cut Medicaid by approximately $880 billion. Given that most I/DD systems are built upon a Medicaid service system, NASDDDS was actively engaged on the Hill to educate lawmakers about potential impacts on states and individuals with disabilities.

After passage in the House, the Senate took up its own legislation, which contained similar Medicaid provisions. This action failed to pass the Senate in the summer of 2017.

NASDDDS, representing all 50 states and the District of Columbia, does not typically take positions on legislation, and instead, aims to provide factual information to inform deliberations on issues affecting individuals with disabilities.

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 and has recently begun to meet in a dedicated workgroup to assist CMS to identify areas requiring additional guidance, providing input and advice on the content and approach. NASDDDS is fortunate to have a number of member states participate in this group (Michigan, Maryland, Wisconsin, Pennsylvania, and South Carolina). The state representatives provide invaluable perspective on policy and operational feasibility of proposed courses of action. Specifically, this workgroup is tackling issues related to settings presumed institutional and the heightened scrutiny process.

Federal Regulations: ABLE Act
NASDDDS has joined the Consortium for Citizens with Disabilities Financial Security Task Force, which is where the bulk of policy work occurs for Achieving a Better Life Experience Act (ABLE). In September 2017, CMS issued some eligibility-based
guidance to the ABLE act regarding the treatment of funds, contributions, distributions and post-eligibility treatment of income. Several states have active ABLE programs up and running.

**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 work settings, 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.

**NASDDDS Issued Statement Opposing Proposed Medicaid Cuts**

In the days before the Senate voted down the Healthcare Freedom Act, seemingly ending the process of attempting to pass an Affordable Care Act (ACA) repeal and restructure Medicaid through the budget reconciliation process, the National Association of State Directors of Developmental Disabilities Services (NASDDDS) issued the following statement, opposing steep cuts to Medicaid as envisioned in several of the bills that were under consideration:

"Medicaid is our nation’s largest payer of long-term services and supports (LTSS), which includes home and community-based services (HCBS) and institutional services such as nursing facilities and institutions for individuals with intellectual disabilities (ICF/IID). These services maintain the health, function, independence, and well-being of millions of people with intellectual and developmental disabilities, elderly people, and individuals with physical disabilities, behavioral health diagnoses, spinal cord or traumatic brain injuries, and/or disabling chronic conditions. Total Medicaid LTSS expenditures were $158 billion in FY 2015 — nearly a third of all Medicaid spending for the year."
NASDDDS strongly believes that as a nation we must have a clear and honest conversation about how best to address and fund the LTSS needs of the people we support. This conversation must be thoughtful and deliberate, bipartisan, and informed by accurate data. The process Congress has engaged in this year to develop health care reform to meet reconciliation instructions in the 2017 congressional budget resolution has included significant alterations to Medicaid without meeting any of these criteria. Of greatest concern to state I/DD agency directors are provisions included in the House-passed American Health Care Act (AHCA) and in the main Senate bill, the Better Care Reconciliation Act (BCRA), which would dramatically reduce funding for Medicaid and for our nation’s LTSS system.

The provisions in those bills cut approximately $800 billion from Medicaid over the next ten years, followed by even deeper cuts after 2027. These cuts would undermine the ability of states to meet the LTSS needs of individuals with developmental disabilities. While it is unclear exactly what legislation the Senate may finally vote on this week, NASDDDS firmly opposes any legislative package that includes Medicaid cuts similar to those in the AHCA and BCRA. Should the Senate pass a bill this week that leads to a conference committee, we strongly oppose the inclusion of similar Medicaid provisions in legislation coming out of that committee.

NASDDDS and its members are prepared and willing to participate in thoughtful and deliberate discussions that would consider sustainable funding of LTSS. We urge Congress to halt the rush to massive cuts in LTSS funding and engage in a process that takes a broad and inclusive look at LTSS in the United States, acknowledges Medicaid’s current role as the de facto LTSS system in our nation, and seeks real bipartisan solutions to meeting the support needs of our elderly and individuals with disabilities across the nation.”

The statement was approved by the association’s National Policy Work Group (NPWG) and the NASDDDS Board of Directors.

**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 (TA), as a standard membership service, includes responding to

NASDDDS staff provided more than 4,000 hours of member services and technical assistance to states in FY 2016-2017.
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 Technical Assistance Projects for FY 2015-2016**

**DELAWARE**
NASDDDS staff continued a technical assistance partnership with Delaware that culminated in the approval of the state’s LifeSpan amendment. This amendment to the state’s 1915(c) waiver will provide the state the opportunity to support more individuals in their own homes and their family homes.

**ILLINOIS**
NASDDDS continued its partnership with the Illinois Council on Developmental Disabilities (ICDD) and the state to provide technical assistance on many facets of system changes, including Medicaid options and opportunities, person-centered planning strategies, infrastructure considerations, and other issues related to a robust HCBS service system.

**MARYLAND**
NASDDDS has continued to provide support to Maryland as they embark on a significant system transformation, including the development of two new waivers to expand capacity within the state to serve individuals and support families.

**DISTRICT OF COLUMBIA**
The District of Columbia has engaged NASDDDS and key partners on efforts related to the District’s No Wrong Door System and its Partnerships in Employment efforts. This work complements the initiatives afoot in the District to enhance opportunities for self-direction and supporting families (where NASDDDS is also providing assistance through the HCBS technical assistance efforts noted above).

In addition to the previously listed engagements, NASDDDS has provided short-term targeted technical assistance to many members throughout the year.

**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.

**GEORGETOWN UNIVERSITY’S DIVERSITY COMMUNITY OF PRACTICE**
NASDDDS is pleased to partner with Georgetown University on their efforts related to a Diversity Community of Practice, furthering system capacity to support people in a
culturally competent fashion. This CoP brings together state teams, including NASDDDS members, to identify strengths and opportunities within their own systems of supports.

RESEARCH TRIANGLE INSTITUTE (RTI)
Mary Sowers and Mary Lee Fay continued work with Mission Analytics on their review of the impact of the Department of Labor regulations on the delivery of HCBS. In addition, NASDDDS is finalizing the effort on the Balancing Incentive Program, an evaluation led by Research Triangle International under contract with the Assistant Secretary for Planning and Evaluation.

CMS TECHNICAL ASSISTANCE PROJECT FOR HCBS (NEW EDITIONS)
Robin Cooper, Barbara Brent, Adam Sass, Mary Lou Bourne, Laura Vegas, Jeanine Zlockie, Mary Lee Fay, and Mary Sowers are now contributing to this effort. Assistance to more than 36 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 have entered into a new contract for 2017-2018 starting October 2017. In FY 2017, NASDDDS provided technical assistance to Alaska, Rhode Island, New Hampshire, North Dakota, South Dakota, Kansas, Maryland, Pennsylvania, Mississippi and the District of Columbia under this contract.

In addition, Mary Sowers provides technical assistance and Mary Lou Bourne provided person-centered planning training to Money Follows the Person grantees through a separate contract with New Editions.

Publications / Papers

NASDDDS Published

✦ Director’s Alert Bulletin: Summary of Senate Medicaid Changes
✦ 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.
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 January 19, 2017, "Data Collection for the National Residential Information Systems Project (RISP) - 2016 Survey"
- A NASDDDS webinar was held on January 19, 2017, "The National Core Indicators™ 2015 Staff Stability Survey Report"
- A NASDDDS webinar was held on May 2, 2017, for "New Directors"
- A NASDDDS webinar was held on May 31, 2017, "New and Updated Waiver 101"

Membership Services, Meetings, and Conferences

NASDDDS Hosts Two ListSers

- ListServ for state intellectual/ developmental disabilities (I/DD) services directors and their staff
- ListServ for state I/DD attorneys

Meetings and Conferences

2016 National Core Indicators Annual Meeting
August 3, 2016
Baltimore, Maryland

2016 SELN Annual Meeting
"What is Employment, Really?"
October 4-6, 2016
Alexandria, Virginia

2016 Directors Forum & Annual Conference
"Moving From Plans to Practice"
November 9 – 11, 2016
Alexandria, Virginia

2017 Supporting Families Community of Practice Annual Meeting
May 16, 2017
Kansas City, Missouri
Projects

National Core Indicators

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

For the past 20 years, the National Core Indicators (NCI) has documented the outcomes of state developmental disabilities agencies' systems. The NASDDDS-HSRI partnership collaborates with participating state agencies to gather 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. In the past year, at the suggestion of some of NCI's strongest advocates, the national team decided to change the name of the flagship survey previously called the Adult Consumer Survey, to the In-Person Survey. This change will be seen in survey documents and reports beginning in July 2017. The success of NCI is clearly indicated by the steady growth of participation over its 20-year history, and the growth in the size of the survey sample within NCI's database.

During 2016-2017, the Administration on Community Living approved five year funding for NCI to "...support the work necessary to ensure that the results of the instrument are regularly and appropriately used by state and federal programs in both quality monitoring and in developing evidence based quality improvement approaches in home and community-based services." During this first year of the project, NCI national team initiated the
work of expanding and developing indicators of person-centered planning, and
an assessment and description of the psychometric testing, validity and reliability
studies completed on NCI to date. For the person-centered planning question
expansion, three states (Virginia, Pennsylvania, and Minnesota) held focus
groups to provide key reporter insight about the types of questions which would be most
useful and feasible to the field. The final goal of this work is to submit Person Reported Outcome (PRO) Performance Measures (PMs) to the National Quality Forum for endorsement.

By the Numbers — Forty-six states plus the District of Columbia participated in NCI
between July 1, 2016, and June 30, 2017. At the close of the data cycle, a total of
44,430 surveys were entered into the NCI database. Of those, 22,817 In-Person
Surveys, 21,613 surveys of families with an adult family member, (FGS: 9890 AFS: 11,723) and 3,177 Child/family surveys. Twenty-one states participated in the staff
stability survey, engaging more than 4,000 provider agencies, with over 3,000 valid
surveys received... The staff stability survey results have garnered much attention, with
presentations to the Presidents Committee on Intellectual/Developmental Disabilities,
and presentations with at ANCOR, AAIDD, and AUCD conferences. The 2016 Staff
Stability Survey report will again provide states with data on the wages, benefits and
retention rates of their direct support professional workforce, and will be available in
early December 2017. Sixteen states took part in the NCI Annual Meeting in Baltimore,
Maryland on August 2, 2016, during which time states had an opportunity to showcase
how they use their NCI data.

The Sarah Taub/NCI Webinar Series presented the much-anticipated topic: "Friendship
and Life Outcomes for Adults with Intellectual and Developmental Disabilities." All
webinars are recorded and made available to NCI member states for future reference.
NCI national team presented to five national audiences at the annual conferences held
by AAIDD, AUCD, NADSP, APHA (American Public Health Association) and both the
HCBS and Reinventing Quality conferences. Internationally, NASDDDS Executive
Director Mary Lee Fay co-presented with Val Bradley on "Using National Core
Indicators to measure the implementation of new federal rules on inclusive service
settings in the United States" — at the International Association for the Scientific Study
of Intellectual and Developmental Disabilities 15th Word Congress. While there, they
met with representatives from the Australian government regarding quality measures
and similarities between NCI and the Australian outcome measurements.

All participating states received an annual report on their unique state performance, for
each survey instrument used in 2015-2016. Consumer friendly reports were developed
for states, and focus groups were held in three locations (Maryland, Washington, D.C.,
and California) seeking input from self-advocates on the redesign of the 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. During the past year, NCI staff have worked with a contractor to update the chart generator to improve the usability of the charts and the data. The online chart generator continues to be available at www.nationalcoreindicators.org/charts.

Examining the Experience of Population Sub-Groups Who Have Certain Characteristics Across States  Mary Lou Bourne

The following is an excerpt of an article which first appeared on the NASDDDS website on July 5, 2017. The full article is available at www.nasddds.org/news/new-article-national-core-indicators-provides-insight-to-i-dd-system-perfor/.

Examining the experience of population sub-groups who have certain characteristics across states allows for systems to learn and better understand their needs and experiences. People who need extensive behavior supports, for example, are a costly and complex group of people to support. As states wrestle with discussions about the contributors to costs and balanced with the most effective service delivery, NCI can provide crucial data to inform the conversations through the experience of people who receive those supports. Traditionally, people who need some or extensive support for behavioral challenges have also demonstrated high costs for services. State agency management staff likely hear many stories about individuals who have high support needs, or who may have a reputation based on a long history of incidents. Reliable, aggregate data can provide verification that the individual stories warrant decisions. The same data can also contribute to the decision-making process.

Medication Use for Those with MH Diagnosis or Need Behavior Support. There are several data points in NCI that could help in these discussions, including those who need some or extensive support for aggressive or self-injurious behaviors.

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<tr>
<th></th>
<th>Currently takes at least one medication for.....</th>
<th>State Range</th>
<th>Of those who take meds for this reason, % respondents reported to be taking 3 or more medications for....</th>
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<tr>
<td>Mood, anxiety and or psychotic disorders</td>
<td>50%</td>
<td>18%-67%</td>
<td>31%</td>
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<tr>
<td>Behavior challenges</td>
<td>26%</td>
<td>13%-47%</td>
<td>22%</td>
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Of those who are reported to take at least one medication for behavior challenges, 38% are not reported to have a behavior plan.
2016-2017 NCI Data Briefs and Reports (NASDDDS/HSRI)
www.nationalcoreindicators.org/resources/data-briefs/

- Staff Stability 2016: Webinar for Providers
- 2016 Case Studies: Using NCI for Quality Improvement
- 2017 NCI at 20
- 2017 What Do NCI Data Show About Respondents Who Need Support for Self-Injurious Behavior?

2016-2017 NCI Webinars (NASDDDS/HSRI)
February 14, 2017 ANCOR Webinar: NCI 2015 Staff Stability Survey Report

National Residential Information Systems Project (RISP) and Supporting Individuals and Families Systems Project (FISP)

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. NASDDDS and the University of Minnesota continued this partnership, bringing together the RISP and FISP efforts to ensure strong complementary efforts, allowing states to leverage the strengths of both projects. NASDDDS continues to serve as a liaison between the university and states to inform the survey and related process and to provide technical assistance in completion of state data submissions.

risp.umn.edu / fisp.umn.edu

Business Acumen

In the late summer of 2016, the Administration on Community Living (ACL) awarded a grant to the National Association of States United for Aging and Disability (NASUAD) for the purposes of supporting disability community-based organizations (CBOs) in developing the business acumen needed to carve out a new role for themselves in a managed long-term services and supports (MLTSS) environment. Because this work is so important to state DD agencies and other disability networks, NASDDDS is a partner in this work along with ANCOR, NCIL, and other national organizations. This three-year grant that began October 1, 2016, will support training, technical assistance,
development of a virtual resource center, and a learning collaborative for disability organizations that want to cement their role in a changing long-term services and supports delivery system.

This project will:
- Develop baseline knowledge about current disability community-based organizations involvement and ongoing needs to engage in development and implementation of integrated care systems;
- Provide training and technical assistance for the disability networks to build their capacity for operating effectively in integrated care systems;
- Convene and provide targeted technical assistance to 10-15 state teams using a learning collaborative model; and
- Engage with integrated care organizations, managed care plans, and other health care entities about the needs of consumers and the role of community-based organizations.

NASDDDS has been instrumental in the initiation and completion of many of the first year grant activities including:
- Conducted an environmental scan and needs assessment survey to determine the business acumen needs of disability community-based organizations across the country
- Established a monthly webinar series (5 webinars archived)
- Designed a toolkit to guide community-based organizations to increase their business acumen to be published in the fall of 2017 (version 1.0)
- Commenced the 2017 Learning Collaborative with Five States

The Learning Collaborative — Texas, New Hampshire, Missouri, New York, and Maryland are the five states participating in the first Business Acumen Learning Collaborative. The specific outcomes each state hopes to accomplish by participating in the Learning Collaboratives vary in nature. However, the overarching key themes for all states are to:
- Increase CBO Capacity to Develop and Implement Sustainable Business Practices, and;
- Promote Disability Provider Organizations to be Successful in Building and Implementing Integrated Care Approaches.

States participating in the Learning Collaborative will participate in monthly technical assistance calls with ANCOR, NASDDDS, and NASUAD along with quarterly national calls involving all five states. In addition, the states will practice using applicable pieces of the toolkit to support them in building business acumen and to provide feedback regarding the usefulness of the tool kit. The Learning Collaborative for these five states will continue for nine months.
Supporting Families: What are the three buckets of support strategies?

*This is the second article designed to provide the core concepts of the CoP for Supporting Families by Barbara Brent and Jeanine Zlockie.*

Supporting families is defined as a set of strategies targeting the family unit but that ultimately benefit the individual with I/DD. Using the LifeCourse Framework as a basis for the strategies, states can assist family members who have a key role in supporting their family member with I/DD. These strategies focus on addressing the emotional, physical and material well-being of the entire family and should be flexible, comprehensive, and coordinated. This is achieved by initiating changes that facilitate collaboration and use of community assets.

What are the Three Buckets of Support Strategies?

There are three core strategies in supporting families that emphasize collaboration along with the current assets the family and community possess. These strategies are: discovery and navigation; connecting and networking; and goods and services, often called the “Three Buckets of Supporting Families.” Many times as professionals who work directly with families, we focus only on actual goods and services even though we know that families need more or different kinds of support. Sometimes families need information about a disability diagnosis or about a particular therapy or program. Sometimes, they need opportunities to connect with others who have been in their shoes.

Discovery and Navigation: Information, education, and training on best practices within and outside of disability services, accessing and coordinating community supports, and advocacy and leadership skills. Some examples may include information on disability. Information about options and possibilities for employment, community living, relationships, and recreation; knowledge about best practices and values; and skills to navigate and access services.

Connecting and Networking: Connecting a family with other families, including parents with disabilities, self-advocates and siblings, grandparents and other guardians for mutual support. Examples might include parent-to-parent support, self-advocacy organizations, family organizations, sib-shops, support groups, professional counseling, and non-disability community support.

Services and Goods: Services that are specific to the daily support and/or care-giving role for the person with I/DD, such as planning for current and future needs, respite, crisis prevention and intervention, systems navigation, home modifications, and health/
wellness management. Other examples may include transportation, adaptive equipment, financial assistance, caregiver supports and training.

**Supporting Families through the LifeCourse Community of Practice**

Taking a lifecourse 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**

**JULY 2016**  
LifeCourse Tools in Action: A "Good Life" For All in Oklahoma

**SEPTEMBER 2016**  
LifeCourse in Action: Scaling Up Life Course at Every Stage in Connecticut

**OCTOBER 2016**  
LifeCourse in Action: Vision for Supporting Families in D.C.

**NOVEMBER 2016**  
Supporting Families Kick Off in South Dakota

**JANUARY 2017**  
LifeCourse in Action: Informing Families in Washington State

The **Community of Practice for Supporting Families** entered its fifth year of a five-year grant from the Administration on Intellectual and Developmental Disabilities (AIDD). The six states in this Community of Practice pursued 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-Institute on Human Development (UMKC-IHD). Together, this national
project team has partnered to support states, worked to impact national policies, developed products and tools, and provided technical assistance.

The AIDD 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 project has held a number of webinars and several products and materials have been developed. The webinars, products, materials and videos are made widely available through the project’s websites (supportstofamilies.org and lifecoursetools.com), national presentations, workshops and state site visits. The last formal project year has focused on sustainability, growth, refining the CoP and innovation workgroups centered on family networks, policies, 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.

Eleven states expressed their commitment to enhancing their supports to families through the three-year expansion community of practice using the LifeCourse Framework for supporting families:
- Alabama
- Delaware
- Hawaii
- Indiana
- Kansas
- Maryland
- Pennsylvania
- Ohio
- Oregon
- South Dakota

The first year of the expansion was composed of technical assistance within and across states, on-site technical assistance and kick off events, learning webinars and workgroups, "ambassadors” training, in which state CoP representatives learn specialized skills on the LifeCourse Framework, tools and practices workgroups, and development of state plans.
Supporting Families Through the Lifespan Community of Practice-
Sustainability and Continuity

The original AIDD-funded CoP states, building on their successes, were offered the option to continue the CoP through an optional program providing access to webinars, innovation workgroups, the ambassador series, materials, and targeted technical assistance. Four of the six original CoP states are participating in the continuing program.

Updates on the project are posted on the Supporting Families website (supportstofamilies.org).

State Employment Leadership Network:
Prioritizing Employment and Community Life Engagement

The State Employment Leadership Network (SELN) is a joint project of the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Institute for Community Inclusion UMass Boston.

The SELN is a network of state intellectual and developmental disability agencies working together to improve employment outcomes for individuals.

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 into account the culture and economic uniqueness of each state
• Inform federal policy and develop strategies for implementing policy and knowledge in practice

Supporting individuals to become fully engage in their communities while keeping employment as a priority has been a major area of attention this year. Recognizing that prioritizing employment also means supporting individuals to be more active community participants during those times they are not working. Several member states participated in a pilot project which engaged their provider networks in using tools to build direct staff competency in supporting individuals to become more active community participants while continuing to prioritize employment as an outcome for individuals.
Members continue to work on building strong cross system collaboration, which has been highlighted through the implementation of the Workforce Innovation and Opportunity Act and Home and Community-Based Rules.

**SELN Hub** — 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 SELN Hub is a closed online community hosted for member states and their partners. Hub users have the chance to talk candidly with each other in this environment, building their relationships and strengthening the network overall.

Over the past membership year, the Hub has evolved as the access point for promoting and sharing information about SELN projects, topical working groups, monthly network meetings, and other activities. Whether you are asking questions or searching the resource database, the Hub offers 24/7 access to centralized, relevant information.

This year, group spaces were introduced within the larger Hub community to help users engage in more targeted conversations.

Read the SELN Accomplishments Reports - [www.selnhub.org/accomplishments](http://www.selnhub.org/accomplishments).

**Community Life Engagement (Integrated Day)**

Community Life Engagement (CLE) activities are meaningful, nonpaid community activities, accomplished during normal periods of activity, including day, evening, and weekends when a person is not working. In 2017, NASDDDS continued its new initiative to help states meet the HCBS rules around providing people with the opportunity to a meaningful day which includes 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.

NASDDDS completed two major activities his year, both in collaboration with our partners at UMASS-Boston Institute for Community Inclusion. First, a pilot study of the UMASS Community Life Engagement Toolkit and secondly, a web-based working group series with states to operationalize the guide posts identified by researchers, and develop strategies to implement and support community engagement activities.

**CLE Toolkit Pilot**

In the pilot study, NASDDDS and UMass staff provided technical assistance to Washington, D.C. and New Mexico DD state agency staff, as well as directly to three providers in each state who were selected to receive this enhanced technical assistance (TA). The TA focused on supporting the implementation and application of the practices identified in the main guideposts of Community Life engagement.

Four Guideposts for Community Life Engagement:

1. **Individualize supports for each person.** To be individualized, supports must show understanding of personal preferences, goals, interests, and skills; emphasize person-centered planning and discovery; and consider creative grouping, staffing, and scheduling approaches.

2. **Promote community membership and contribution.** Supports should start with inclusive settings and activities; ensure staff presence does not limit connections with other community members; place value on not just presence, but membership in the community; and always consider the individual's preferences.

3. **Use human and social capital to decrease dependence on paid supports.** Individuals should be actively engaged in the community with the minimal supports that meet their needs. Supports must use social capital (connections with other community members) to create natural supports, and teach skills to build human capital (individual skills for employment and community living).

4. **Ensure that supports are outcome-oriented and regularly monitored.** Supports must be oriented toward measurable outcomes related to life satisfaction, community membership and contribution, and decreased dependence on paid supports. States and providers should emphasize goals rather than processes; hold CLE supports to clear state and federal expectations; and ensure that CLE always leads to or complements employment.

During the pilot NASDDDS and ICI staff convened two site visits with each state and provider in the study, one introduction and one exit review to determine the
effectiveness of the suggested practices. NASDDDS and ICI conducted monthly webinars with the states and providers as a group. These webinars offered the pilot states and providers and opportunity to discuss issues and successes they were having around CLE. Each webinar also included subject matter experts providing additional guidance. Additionally, each state and provider had a one–on-one monthly TA call with project staff.

**Online Workgroup Webinar Series for CLE**

When the opportunity to participate in the pilot was announced to the SELN states, a number of applications were received. Unfortunately, the pilot model could only accommodate two states. Due to the level of interest from states around Community Life Engagement, a series of quarterly webinars was developed for states not in the pilot. The webinars focused on the CLE guideposts and offered insights identified by the pilot. Additionally, the SELN online community "The Hub" was also used to continue discussions started in the webinars. The Hub also offered a space where documents and resources about CLE could be shared by all states.

One main topic identified and discussed extensively during the pilot group was the connection between work and community life engagement. States were realizing that integrated day and employment were not two separate competing service choices, but rather two components of a meaningful day by:

* Leading to employment through career exploration & networking
  - Career exploration: assessing of interests through volunteer experiences, internships, or situational assessments
  - Testing" full array of techniques that maximize independence: accommodations, assistive technology, natural cues, etc. to use at work
  - Individuals have opportunities to explore and try activities they previously have not had the opportunity to participate in, using skills needed in the workplace

* Wrapping around employment to fill gaps in time, experience, social connection
  - Minimize, if not eliminate, the need for individuals to come to the agency building.
  - Design services that allow individuals to meet up with staff in prescribed locations in their home communities and participate in activities when not working

* Supporting people in retirement in integrated ways
  - Driven by individual goals and preferences
  - Deliberate and purposeful activity
The success of the series was demonstrated by the participating states requesting a continuation of the working group this membership year. This second series will also be offered to all states in the SELN.

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.

NASDDDS staff also participated as a subcontractor with ICI UMass Boston in a secondary contract with Florida Developmental Disabilities Council on a project to identify and analyze funding policies and rate models. These funding policies and rate models were implemented in State's outside Florida to develop a gap analysis between national best practice and Florida's current rates, and assist Florida in determining an effective model that is customized to Florida's structure and employment first goals.

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 policy white paper each year on employment topics. The topic of this year's policy white paper is System Collaboration to support employment outcomes.

Employment Projects of National Significance

NASDDDS subcontracts with the Institute for Community Inclusion, UMass Boston as partner in a Projects of National Significance funded by the Administration on Intellectual and Developmental Disabilities (AIDD) to improve employment outcomes.
EMPLOYMENT LEARNING COMMUNITY

NASDDDS staff participate on the technical assistance team to support states engaged in the fifth and final year of 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: District of Columbia, Idaho, Kentucky, Maryland, Minnesota, Nevada, North Dakota, and West Virginia.

To learn more about the ELC Project go to www.thinkwork.org/elc.

Collaborating to Achieve Our Missions

National Leadership Consortium on Developmental Disabilities
The National Leadership Consortium on Developmental Disabilities (NLCDD) convenes weeklong Leadership Institutes twice a year. Jeanine Zlockie holds a session on Demographics and Trends Impacting State I/DD Systems. 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 the nation's largest disability stakeholder's coalition and 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 develops 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. NADD works on public policies on supporting people with co-occurring support needs. (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](http://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](http://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.”

**2016**
**Gail Grossman, M.S.S.A.**
In November 2016, Gail Grossman, M.S.S.A., former Assistant, Commissioner for Quality Management for the Massachusetts Department of Developmental Services. Pictured: Robin Cooper, NASDDDS Director of Technical Assistance (far left), Bernard Simons, NASDDDS Board President, (second from left), Award Recipient, Gail Grossman, (third from left), Mary Lee Fay, NASDDDS Executive Director, (third from right), Rie Kennedy-Lizotte, NASDDDS Director of Employment Policy, (second from right), Dr. William Kiernan, Ph.D. Dean, Professor, School of Global Inclusion, Director of Social Development, Institute for Community Inclusion, University of Massachusetts, Boston.

Ms. Grossman is the former Assistant Commissioner for Quality Management for the Massachusetts Department of Developmental Services. In this role, she was responsible for the creation of a quality management and improvement system considered by many to be a national model. She oversaw the licensure and certification system for over 190 public and private providers, the statewide risk management system, the health and dental services system, as well as the oversight of 8 out of the state's 10 home and community-based services waiver programs. Her career spans over 40 years beginning with her role as the assistant executive director of the Arc/Massachusetts where she oversaw all governmental affairs operations and was...
instrumental in incorporating the requirement for a community plan into the consent decrees at the state developmental centers.

The Robert M. Gettings (RMG) Compass Award

The Robert M. Gettings (RMG) Compass Award recognizes the achievements of individuals who, while working in the private sector, have made significant contributions to the development of publicly funded state service systems for people with developmental disabilities through research, the design of new service models, training, technical assistance, and consultation.

2016

Dr. William Kiernan, Ph.D.

November 2016, Dr. William Kiernan, Ph.D. Dean, Professor, School of Global Inclusion, Director of Social Development, Institute for Community Inclusion, University of Massachusetts, Boston. Pictured: Robin Cooper, NASDDDS Director of Technical Assistance (far left), Bernard Simons, NASDDDS Board President, (second from left), Gail Grossman, (third from left), Mary Lee Fay, NASDDDS Executive Director, (third from right), Rie Kennedy-Lizotte, NASDDDS Director of Employment Policy, (second from right), Dr. William Kiernan, Ph.D. Dean, Professor, School of Global Inclusion, Director of Social Development, Institute for Community Inclusion, University of Massachusetts, Boston. (award recipient, far right). Dr. Kiernan received this award at the 2016 Annual Conference in Alexandria, Virginia.

Dr. Kiernan is the dean and professor, of the School of Global Inclusion and the social development director for the Institute for Community Inclusion at the University of Massachusetts, Boston. Dr. Kiernan has served as a content expert for state, federal and international governments in the areas of employment policy and practice for persons with disabilities. He has more than 130 publications in employment, school inclusion and transition from school to adult life for persons with disabilities and been the director on over $120 million in grants addressing research in employment policies, procedures and practices, training in rehabilitation counseling and vision rehabilitation. He has served on numerous national and international panels addressing systemic change in the employment of persons with disabilities. Dr. Kiernan has been a member of several national boards serving as president of the American Association on Intellectual and Developmental Disabilities (AAIDD) as well as president of the Association of University Centers on Disabilities (AUCD).
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.

2016 Scholarship Recipients:

**Jennifer K. Fales, LSW, MSW**
Initiative Manager
Office of Aging & Disability Services
Maine Department of Health and Human Services (DHHS)
Ms. Fales has a bachelor's degree in psychology and master's in social work. She currently works for state of Maine Office of Aging & Disability Services as the initiative manager in charge of clinical reviews, system & policy reform in one of Maine's largest waiver programs for adults with intellectual disabilities and autism. She has more than 10 years of experience within DHHS in both child protection and adult services and spent two and half years in Australia working for the Department of Child & Family services before returning to Maine in 2013 and resuming work with DHHS in her current role.

**Jennifer Fraker**
Supports Coordination and Oversight Unit Director
Office of Developmental Programs
Pennsylvania Department of Human Services
Ms. Fraker has been with the Office of Developmental Programs (ODP) for eight years. Within her time at ODP, her hard work has advanced her to the current position of Supports Coordination and Oversight Unit Director. As unit director, Ms. Fraker is responsible for a kaleidoscope of projects ranging from oversight of county programs, providers and supports coordination organizations to transition planning and even contract management of Pennsylvania’s statewide needs assessment. Ms. Fraker's dedication to helping individuals with intellectual disabilities is evidenced by her 20+ years in the field at varying levels.
2017 Scholarship Recipient

Curtis Cunningham
Assistant Administrator of Long Term Care Benefits and Programs
Division of Medicaid Services
Wisconsin Department of Health Services

Mr. Cunningham is responsible for the provision of long-term supports and services for the elderly and people with disabilities. Curtis administers and oversees the family care managed care program, IRIS self-directed long-term care program, several community-based Medicaid waiver programs, and support services for children with disabilities. Curtis has worked in Medicaid policy, finance, and eligibility for more than 15 years.

Members Who Serve…

Board of Directors

Bernard Simons  Maryland  President
John Martin  Ohio  Vice President / President Elect
Beverly Buscemi  South Carolina  Secretary / Treasurer
Alex Bartolic  Minnesota  Member-at-Large
Courtney Tarver  Alabama  Member-at-Large
Mark Thomas  Louisiana  Member-at-Large

Research Committee

ASSOCIATION MEMBERS
Beverly Buscemi (Chair)  South Carolina
John Martin  Ohio
Bernard Simons  Maryland
Lilia Teninty  Oregon
Mary Brogan  Hawaii
Terrence Macy  Delaware

NON-ASSOCIATION MEMBERS
Amy Hewitt, Ph.D.  Univ Minnesota
John Butterworth, Ph.D.  UMass Boston
Val Bradley  HSRI
Rick Hemp  Univ Colorado

National Policy Work Group

Alex Bartolic (Chair)  Minnesota  Cathy Stevenson  New Mexico
Courtney Tarver  Alabama  Kerry Delaney  New York
Barb Ramsey  Colorado  Dan Lusk  South Dakota
Dawn Apgar  New Jersey
## NASDDDS Members (October 16, 2016)

Contact information and links to the state agencies are available on the NASDDDS website (www.nasddds.org/state-agencies/)

<table>
<thead>
<tr>
<th>State</th>
<th>Name</th>
<th>Title</th>
<th>Agency/Medicaid</th>
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<tbody>
<tr>
<td>ALABAMA</td>
<td>Courtney Tarver, J.D.</td>
<td>Associate Commissioner</td>
<td>Division of Developmental Disabilities</td>
</tr>
<tr>
<td>ALASKA</td>
<td>Duane Mayes</td>
<td>Director</td>
<td>Senior and Disabilities Services</td>
</tr>
<tr>
<td>ARIZONA</td>
<td>Maureen Casey</td>
<td>Assistant Director</td>
<td>Division of Developmental Disabilities</td>
</tr>
<tr>
<td>ARKANSAS</td>
<td>Melissa Stone</td>
<td>Director</td>
<td>Division of Developmental Disabilities Services</td>
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<tr>
<td>CALIFORNIA</td>
<td>Nancy Bargmann</td>
<td>Director</td>
<td>Department of Developmental Services</td>
</tr>
<tr>
<td>COLORADO</td>
<td>Gretchen Hammer</td>
<td>Medicaid Director</td>
<td>Health Care Policy &amp; Financing</td>
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<tr>
<td>CONNECTICUT</td>
<td>Jordan Scheff</td>
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<td>Department of Developmental Services</td>
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<tr>
<td>DELAWARE</td>
<td>Rick Kosmalski</td>
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<td>Division of Developmental Disabilities Services</td>
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<tr>
<td>DISTRICT OF COLUMBIA</td>
<td>Thomas (Jared) Morris, Esq.</td>
<td>Director</td>
<td>Department on Disability Services</td>
</tr>
<tr>
<td>FLORIDA</td>
<td>Barbara Palmer</td>
<td>Director</td>
<td>Agency for Persons with Disabilities</td>
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<tr>
<td>GEORGIA</td>
<td>Ronald Wakefield</td>
<td>Director</td>
<td>Department of Developmental Disabilities</td>
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<tr>
<td>HAWAII</td>
<td>Mary Brogan</td>
<td>Chief</td>
<td>Developmental Disabilities Division</td>
</tr>
<tr>
<td>IDAHO</td>
<td>Cameron Gilliland</td>
<td>Deputy Administrator</td>
<td>Developmental Disabilities Program</td>
</tr>
<tr>
<td>ILLINOIS</td>
<td>Gregg A. Fenton</td>
<td>Director</td>
<td>Division of Developmental Disabilities</td>
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<tr>
<td>INDIANA</td>
<td>Kylee Hope</td>
<td>Director</td>
<td>Disability &amp; Rehabilitative Services</td>
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<tr>
<td>IOWA</td>
<td>Rick Shults</td>
<td>Division Administrator</td>
<td>Division of Mental Health and Disability Services</td>
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<td>KANSAS</td>
<td>Tim Keck</td>
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<td>Department for Aging and Disability Services</td>
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<td>KENTUCKY</td>
<td>Claudia J. Johnson</td>
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<td>Louisiana</td>
<td>Mark Thomas</td>
<td>Assistant Secretary</td>
<td>Office for Citizens with Developmental Disabilities</td>
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<tr>
<td>Maine</td>
<td>Daniel Sylvester</td>
<td>Director</td>
<td>Office of Aging &amp; Disability Services</td>
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<td>Bernard Simons</td>
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<td>Massachusetts</td>
<td>Jane Ryder</td>
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<td>Lynda Zeller</td>
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<td>Alex Bartolic</td>
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<td>Mississippi</td>
<td>Renee Brett</td>
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<td>Valerie Huhn</td>
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<td>Montana</td>
<td>Novelene Martin</td>
<td>Bureau Chief</td>
<td>Developmental Disabilities Program</td>
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<tr>
<td>Nebraska</td>
<td>Courtney Miller</td>
<td>Director</td>
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<td>Nevada</td>
<td>Dena Schmidt</td>
<td>Administrator</td>
<td>Aging and Disability Services Division</td>
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<td>New Hampshire</td>
<td>Christine Santaniello</td>
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<td>New Jersey</td>
<td>Elizabeth Shea</td>
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<td>New Mexico</td>
<td>Jim Copeland</td>
<td>Director</td>
<td>Developmental Disabilities Supports Division</td>
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<td>New York</td>
<td>Kerry A. Delaney</td>
<td>Acting Commissioner</td>
<td>Office for People with Developmental Disabilities</td>
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<td>North Carolina</td>
<td>Dr. Jason Vogler</td>
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<td>Mental Health, DD, and Substance Abuse Services</td>
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<td>North Dakota</td>
<td>Tina Bay</td>
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<td>John Martin</td>
<td>Director</td>
<td>Department of Developmental Disabilities</td>
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<tr>
<td>Oklahoma</td>
<td>Marie Moore</td>
<td>Interim Director</td>
<td>Developmental Disabilities Services</td>
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<td>Oregon</td>
<td>Lila Teninty</td>
<td>Director</td>
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</tbody>
</table>
PENNSYLVANIA
Nancy Thaler
Deputy Secretary
Office of Developmental Programs

RHODE ISLAND
Kerri Zanchi
Director
Division of Developmental Disabilities

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

SOUTH DAKOTA
Darryl Millner
Director
Division of Developmental Disabilities

TENNESSEE
Debbie Payne
Commissioner
Intellectual and Developmental Disabilities

TEXAS
Sonja Gaines
Associate Commissioner
IDD and Behavioral Health Services

UTAH
Angella Pinna
Director
Division of Services for People with Disabilities

VERMONT
Clare McFadden
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
Lee Grossman
Administrator
Developmental Disabilities Section
NASDDDS Financials

**ASSETS As of June 30, 2017**

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<td>Building - Net</td>
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<tr>
<td><strong>Total Net Fixed Assets</strong></td>
<td><strong>251,157</strong></td>
</tr>
</tbody>
</table>

| Security Deposit        | 10,000  |

**TOTAL ASSETS**

| $3,551,165 |

**LIABILITIES & NET ASSETS**

**LIABILITIES**

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$224,344</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>536,851</td>
</tr>
<tr>
<td>Accrued Vacation</td>
<td>131,038</td>
</tr>
<tr>
<td>Other Employee Payable</td>
<td>7,077</td>
</tr>
<tr>
<td>Deferred Dues</td>
<td>954,332</td>
</tr>
<tr>
<td>Deferred Grant</td>
<td>95,753</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$1,949,395</strong></td>
</tr>
</tbody>
</table>

**NET ASSETS**

| Unrestricted               | 1,511,289 |
| YTD Income                 | 90,481    |
| **TOTAL NET ASSETS**       | **$1,601,771** |

**TOTAL LIABILITIES & NET ASSETS**

| $3,551,165 |
Sources of Revenue

**FY 16-17: Sources of Revenue**

Total $4,399,010

<table>
<thead>
<tr>
<th>Program</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration $41,987 (1%)</td>
<td>41,987</td>
</tr>
<tr>
<td>Publication $74,197 (2%)</td>
<td>74,197</td>
</tr>
<tr>
<td>Membership $1,221,110 (28%)</td>
<td>1,221,110</td>
</tr>
<tr>
<td>Technical Assistance $650,825 (15%)</td>
<td>650,825</td>
</tr>
<tr>
<td>NCI $982,842 (22%)</td>
<td>982,842</td>
</tr>
<tr>
<td>SELN &amp; Employment $902,754 (21%)</td>
<td>902,754</td>
</tr>
<tr>
<td>CoP Expansion $303,500 (7%)</td>
<td>303,500</td>
</tr>
<tr>
<td>Family Support $221,796 (5%)</td>
<td>221,796</td>
</tr>
</tbody>
</table>

4,399,010
Jack Martin Brandt was born in the Shenandoah Valley of Virginia in 1979. He started exploring art when he was 2 and began working in oils at age 14. Currently, Jack resides in Richmond, Virginia where he continues working in oil while exploring other artistic endeavors. Most recently, Jack has begun to paint on silk and to create other wearable art.

Jack weaves his social understanding into the rich colors and textures of his oil canvases. He uses various techniques and tools to translate his understanding of the concept of “different” to canvas by using brushes, tin foil, hands, sponges and even jars. Jack paints nature images of his native Shenandoah Valley, including mountain views and flowers.

Jack’s work has been displayed in solo shows in Charlottesville and Harrisonburg, Virginia, Boston, Massachusetts, Chicago, Illinois, and Vero Beach, Florida. His art has also been shown in multiple group shows throughout Virginia. In 2012, Jack displayed his work at Arts in the Park in Richmond, Virginia. He works in the disability field and holds various appointments on the state and federal levels. Jack lives with a disability and he inter-weaves his life into his artwork.