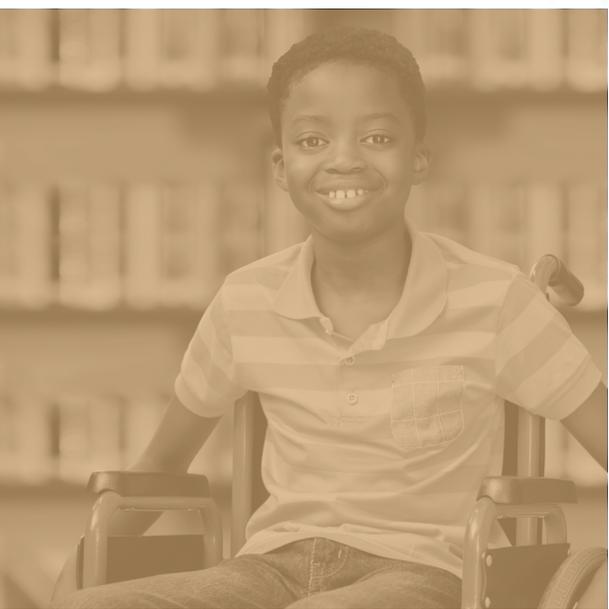
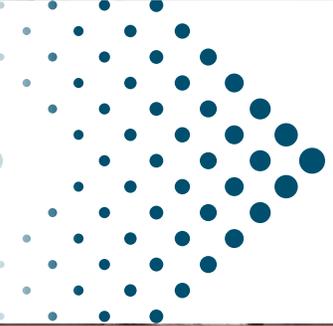




**2019-2020  
Annual Impact Report**



**Forging Ahead:  
Leading In A Changing World**



**NASDDDS**  
National Association of State Directors  
of  
Developmental Disabilities Services



# Mission, Association Goal, Guiding Principles, and Strategic Plan

## Mission Statement

The mission of the National Association of State Directors of Developmental Disabilities Services (NASDDDS) is to assist member state agencies in building person-centered systems of services and supports for people with intellectual and developmental disabilities (I/DD) 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 intellectual and developmental disabilities have the same rights as every community member which includes 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**
- 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.



## Reflections from Mark A. Thomas President, NASDDDS Board of Directors

It is difficult to reflect on the past year as it has included so many changes – both expected and unexpected. For the National Association of State Directors of Developmental Disabilities Services (NASDDDS), FY 2019-2020 was far from typical. We welcomed a new Executive Director in July 2019 as well as two new colleagues to round out the stellar team of professionals serving our collective membership. On January 1, 2020, I began my tenure as President of NASDDDS after bidding farewell and congratulations to our beloved colleague, Alex Bartolic, who retired from an esteemed career as the Minnesota Director of Disability Services. As I took the helm, I could not have predicted what the future would hold.



As I reflect on the year, I really consider it in two parts: pre-COVID and COVID response.

In the pre-COVID 2019-2020 fiscal year, NASDDDS began a process of innovation, building on our collective strengths, focusing on the following areas:

- Membership Value
- Communications
- Organizational Modernization
- Policy and Thought Leadership
- Relationship Building and Education



The board and staff made tremendous strides in these areas in the first eight months of the year, affirming NASDDDS' position on the national policy stage with key federal partners--improving communications and modernizing our offerings to meet the evolving needs of our members.

In the period beginning in March 2020, NASDDDS built upon this foundation to bring right-on-time information and guidance related to COVID-19 to our members, and to facilitate critical state-to-state interactions allowing deployment of strong practices for our field in these uncharted waters.



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We pivoted to a virtual world, including our Mid-Year conference, and strived to anticipate the dynamic landscape to get members the tools necessary to succeed in keeping people healthy and safe, as the disparities oft hidden in our nation's health and long-term care infrastructure were laid bare.

Importantly, June brought yet another watershed moment for our country – and for our organization. The NASDDDS Board of Directors set forth a commitment to racial and social justice in the work of the association. With the high intersection of disability, communities of color, poverty, and health care disparities, we can no longer strive for “the same degree as others” since, for so many, equal treatment under the law does not exist. Individuals with disabilities and the men and women who have chosen a career of service to support them deserve better and NASDDDS fully commits to listening, learning, and – most importantly – acting.

COVID-19 will have lasting impacts on our service delivery system. Perhaps more profoundly, however, our collective work to ensure that our systems of support for all individuals with intellectual and developmental disabilities are truly reflective of the fabric of our country will chart the course for a more just and inclusive community.





# NASDDDS Board of Directors



Mark Thomas	President	November 2018 – November 2022
Mary Brogan	Vice President/President Elect	November 2018 – November 2020
Jordan Scheff	Secretary/Treasurer	November 2018 – November 2020
Bernie Simons	Immediate Past President	November 2018 – November 2020
Valerie Huhn	Member-at-Large	November 2017 – November 2020
Lee Grossman	Member-at-Large	November 2018 – November 2021
Lilia Teninty	Member-at-Large	November 2019 – November 2022
Kylee Hope	Member-at-Large	June 2019 – June 2022



Left to right: Bernie Simons, Lee Grossman, Jordan Scheff, Mary Brogan, Alex Bartolic, Nancy Thaler, Lilia Teninty, and Mark A. Thomas



## Welcoming New Officers and New Board Members

**Mark A. Thomas** of Louisiana began serving as the association's President of the Board of Directors in January 2020 upon the retirement of Alex Bartolic as Board President and Director of Minnesota Disability Services Division. Mr. Thomas is currently the Deputy Secretary of the Louisiana Department of Health. In his previous role, Mr. Thomas served as the Assistant Secretary, Office for Citizens with Developmental Disabilities and has more than 25 years of experience in the field of developmental disabilities.



**Mary Brogan**, Administrator of the Hawaii Developmental Disabilities Division assumed the position of Vice President/President-Elect having served as Secretary/Treasurer. Ms. Brogan has served on the Board of Directors since 2017 and with the Hawaii DDD since 2014. Mary has more than 25 years of experience in public health, having worked on health care policy issues in the governor's office before joining the Department of Health's Child and Adolescent Mental Health Division, where she was part of the team that led service delivery transformation during the Felix Consent Decree. She joined the Department of Health's Office of Program Improvement and Excellence in 2011, where she worked on policy initiatives, process alignment, and introduction of best practices in clinical systems for individuals with co-occurring treatment issues. Mary is a national expert in the areas of building accountability and performance management systems, as well as in advancing practice development in service systems.



**Jordan Scheff** moved to fill the position of Secretary/Treasurer. Jordan began serving on the board as a Member-at-Large in June 2018. Mr. Scheff was appointed Commissioner of the state of Connecticut's Department of Developmental Services (DDS) and had previously served as Acting Commissioner beginning in January 2017 and Deputy Commissioner as of February 2015, after working as the north regional director for DDS since April 2012. A lifelong advocate, Jordan has served the intellectual and developmental disability community in both private and public operations for nearly 25 years, beginning in direct service.



**Valerie Huhn**, Director of the Division of Developmental Disabilities for the Missouri Department of Mental Health, was appointed as the newest NASDDDS Board Member-at-Large at the NASDDDS board meeting in early April. Ms. Huhn began her tenure in Missouri state government in 2000 with the Office of Administration, Division of Budget and Planning as a budget and planning analyst. She then, moved to the Department of Health and Senior Services (DHSS) where she became chief of the Office of Governmental Policy. In 2005, she returned to the state's Division of Budget and Planning to serve as the section manager for Health and Human Services before becoming the division's assistant budget director. Valerie Huhn was selected as the Director of the Division of Developmental Disabilities for the Missouri Department of Mental Health effective September 2014.





## 2020 Alumni Association

The NASDDDS Alumni Association is open to individuals who have served as the director of a state program for people with developmental disabilities.

Cathy Anderson

Alex Bartolic

Peter Bisbecos

Laura Brackin

Stan Butkus

Jim DeBeaugrine

Roger Deshaies

Kathryn Du Pree

Steven Eidelman

David Evans

Mary Lee Fay

Jodi Fenner

Jane Gallivan

Roy Gerstenberger

Jane Gruner

Sharon Jacksi

Julia Kenny

Dan Lusk

Gerry Morrissey

James Nicholson

Peter O'Meara

Barbara Ramsey

Kenneth Ritchey

Wanda Seiler

Ric Zaharia

“ Being a member of the NASDDDS alumni group has enabled me to stay connected with the support system critical to me when I was a State Director. I continue to rely on this network and the incredible resources (State News Briefs, Community Services Reporter, Federal News Brief) that are an invaluable benefit of the alumni membership.

-Wanda Seiler, Alumni Association



# NASDDDS Statement on Racial Inequities and Pledge to Action

Issued on June 8, 2020

The National Association of State Directors of Developmental Disabilities Services (NASDDDS) condemns the murder of George Floyd and the many other Black Americans who have lost their lives in similar circumstances. We stand in solidarity with others across our great land who are giving voice to our collective need to address – finally and thoroughly – the institutional biases and racism that plagues our country. We stand with the black community and all communities of color in demanding a universal resolve to live up to the values of our nation that all people are created equal, with certain unalienable rights, and that among these are life, liberty, and the pursuit of happiness.

As an organization, NASDDDS has long been committed to making sure that individuals with disabilities have the same opportunities for a good life as any other person. As we reflect on the events of the past few months and, most acutely, since Memorial Day, we recognize now that this goal is simply NOT GOOD ENOUGH. With the high intersection of disability, communities of color, poverty, and health care disparities, we can no longer strive for “the same degree as others” since, for so many, equal treatment under the law does not exist. Individuals with disabilities and the men and women who have chosen a career of service to support them deserve better and NASDDDS fully commits to listening, learning, and – most importantly – acting. In the coming days, the NASDDDS Board of Directors will help us chart our course to acting, as an organization – both internal and external to NASDDDS – to address the disparities that exist in our systems, based on race or ethnicity, as experienced by the people we support and their families, as well as those who support them. We cannot do this alone and will need to draw heavily from our members and from the many communities they touch to help us navigate these waters.

The institutions that have stymied true equality for individuals with disabilities are not just bricks and mortar. They also manifest in the continued unjust and discriminatory mistreatment and implicit and explicit biases that riddle daily life for so many in our nation. Before our shift in content due to COVID, our conference theme for this year was built around the Maya Angelou quote: “Do the best you can until you know better. Then when you know better, do better.” If we are honest with ourselves, we know that our country has known better for far too long without doing better – This must end today and we must all unite in ending racial injustices once and for all.



## Reflections from Mary P. Sowers Executive Director, NASDDDS

This past year has been one of significant changes, both expected and unexpected. As we began the year in July of 2019, the association set a course to both herald and honor our history and past leadership while positioning ourselves for the coming decade. Our association and all of our members have led the nation for decades in providing meaningful community engagement for individuals with intellectual and developmental disabilities and the association seeks to ensure that it is poised to support our members for the next generation.



We embarked on efforts to both modernize our engagements with states and to support them in the development of promising strategies to truly serve individuals and families in a manner that reflects the inherent complexity of the human condition. Our systems are based on relationships and the understanding that individuals are not monolithic, in either their interests or needs. To be successful, our systems of support must recognize these truths. Our efforts included the intentional development of partnerships and collaborations that could enhance our capabilities to support our members and to ensure that our collective voice was heard in all corners of federal policy making. The amazing professionals comprising NASDDDS' staff leaned into the work to both anticipate and respond to member needs and pressing issues.

Then came March...

Within a week, our national priorities shifted almost exclusively to keeping people healthy in the time of COVID-19 and maintaining an already fragile HCBS infrastructure. This dramatically shifted the manner in which states could deliver services and it required unprecedented cooperation between states and their partners-- and between states and the federal government. This pivot required a nimble response and states rose to the challenge. We have seen innovations emerge during these times that promise to form foundations for the future of service delivery.

These times also revealed, unfortunately, that we have much more work to do. NASDDDS joined with other organizations nationally to address disparities in health care access and needed accommodations for individuals with disabilities. In addition, in June, NASDDDS Board of Directors, along with staff, committed to an ongoing effort to identify and address the systemic racial and cultural inequities in our service delivery systems.

While our country slowly resumes more typical activities, our lives and our actions will be indelibly changed by the past twelve months. We must seize this time to make meaningful and lasting change for all individuals with disabilities and their families - and NASDDDS commits to having these priorities as a rudder for the coming years.

“ We embarked on efforts to both modernize our engagements with states and to support them in the development of promising strategies to truly serve individuals and families in a manner that reflects the inherent complexity of the human condition. Our systems are based on relationships and the understanding that individuals are not monolithic, in either their interests or needs. To be successful, our systems of support must recognize these truths. ”



# NASDDDS Staff



**Mary P. Sowers**  
Executive Director  
msowers@nasdds.org



**Katherine Karol Snyder**  
Director of  
Administrative Services  
ksnyder@nasdds.org



**Megan Rose Sierra**  
Office Manager  
mrose@nasdds.org



**Jeanine Zlockie**  
Director of  
Special Projects  
jzlockie@nasdds.org



**Barbara Brent**  
Director of State Policy  
bbrent@nasdds.org



**Laura Vegas**  
Director of  
National Core Indicators  
lvegas@nasdds.org



**Rie Kennedy-Lizotte**  
Director of  
Employment Policy  
rklizotte@nasdds.org



**Mary Lou Bourne**  
Chief Quality and  
Innovation Officer (CQIO)  
mlbourne@nasdds.org



**Teja Stokes**  
Director of Contracts  
and Strategic Partnerships  
tstokes@nasdds.org



**Carrie McGraw**  
Director of Communications  
and Events  
cmcgraw@nasdds.org



**Dan Berland**  
Director of  
Federal Policy  
dberland@nasdds.org



## Influencing National Policy

NASDDDS is the voice of the states in the nation's capital, ensuring that members' perspectives are heard. NASDDDS works closely with executive branch agencies; educates federal lawmakers; and provides member states with timely analysis of federal statutory and regulatory policies.

## NASDDDS Leads Efforts To Shape Federal Policy Response To The COVID-19 Pandemic

As the possible scope of the pandemic became clear, NASDDDS quickly engaged federal partners and legislative leaders. The association collaborated with partners and spearheaded efforts to ensure our membership had their voices heard and received the most current guidance from our federal partners.

### Administration

**Emergency waivers** The Association worked closely with the Centers for Medicare & Medicaid Services (CMS) as they developed templates for, and policy regarding, vehicles for flexibility in Medicaid such as 1135 and 1115 waivers and especially 1915(c) Appendix Ks. NASDDDS provided particular expertise to inform CMS in regard to policy related to Appendix Ks—what can be approved, best practices, and the length of time Appendix Ks can stay in effect. Many of NASDDDS recommendations were adopted by CMS.

**Retainer Payments** NASDDDS provided input and technical expertise to CMS regarding the use of retainer payments, advocating for new CMS policy that would allow for extended use of retainer payments to keep HCBS provider networks afloat during an unprecedented pandemic. NASDDDS provided historical information that proved instrumental in the use of retainers during the pandemic.

**Provider Relief Fund** NASDDDS, on our own and with fellow state Associations, including the National Association of Medicaid Directors (NAMD), engaged closely with the US Department of Health and Human Services to describe obstacles preventing HCBS providers from accessing Provider Relief funds. The Association sent several letters detailing issues with the application process, resulting in several improvements implemented by the Health Resources and Services Administration (HRSA).

**Non-discrimination in Medical Care** NASDDDS also sent letters to the Administration on two important issues regarding the rights of people with developmental disabilities to nondiscrimination in medical care. One letter urged the Administration to ensure that any protocols for determining use of scarce medical resources, such as ventilators, during the pandemic did not discriminate against individuals with disabilities. The other called on the Administration to recognize individuals with developmental disabilities and their direct service providers as high priority recipients for a COVID-19 vaccine.

## Legislation

**HCBS in Hospitals** NASDDDS saw the passage of a significant pre-COVID legislative priority in the second major COVID-19 relief package. The CARES Act included a provision allowing a state option to pay for Direct Service Professionals to serve 1915(c) waiver recipients during short-term hospital stays.

**Coronavirus Relief Packages** NASDDDS staff were heavily engaged in educating Members of Congress regarding the challenges faced by State I/DD agencies and HCBS provider networks, and how the pandemic relief legislation could best address these challenges.

## NASDDDS Continues to Fight to Extend and Reauthorize Money Follows the Person

NASDDDS has continued to work with partners on Capitol Hill and with the advocacy community to extend and reauthorize the Money Follows the Person Demonstration Program (MFP).

## Electronic Visit Verification

NASDDDS works to ensure member input is given to CMS on implementation of the Electronic Visit Verification requirements in the 21st Century CURES Act, and working in coalition with other state associations, and with providers and advocates, to seek solutions to EVV implementation challenges from both the executive and the legislative branches.

## Federal Regulations

NASDDDS continues to provide leadership on the implementation of the HCBS rule, representing state DD agencies' perspectives on implementation opportunities and challenges. NASDDDS also submitted comments on several new regulations proposed by the Administration, including the Medicaid Fiscal Accountability Regulation (MFAR) and revisions to the Preadmission Screening and Resident Review (PASRR) program, to which NASDDDS led a coordinated multi-state and multi-organization response.

## Coalition Leadership

Dan Berland is a member of the board of the Consortium for Citizens with Disabilities (CCD), the nation's largest coalition advocating for the rights and services for people with all disabilities, and serves as the Co-Chair of CCD's Long-Term Supports and Services Task Force. Rie Kennedy-Lizotte serves as a Co-Chair of CCD's Employment and Training Task Force. Both also play a leading role in NASDDDS' participation in the Collaboration for the Promotion of Self-Determination (CPSD). The Association's leadership roles in these organizations help ensure that the federal policy priorities of these effective disability stakeholder coalitions are fully informed by the knowledge and perspective of the state I/DD agencies.

# Member Highlight

## Allison V. Stark

Director  
Division of Developmental Disabilities  
Illinois Department of Human Services



NASDDDS has been a phenomenal resource and support during my first year as the Director of Developmental Disabilities in Illinois. The Division has sought NASDDDS' guidance on many topics including COVID-19 related support, best practices for community day services, as well as providing a new lens on our waiver eligibility process to make it more equitable. I truly appreciate the community that NASDDDS fosters, not only for myself, but also for my staff.





## 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. NASDDDS achieves this mission in a variety of ways including formal technical assistance; one on one support; educational opportunities; and networking events.

### 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 telephone and email inquiries from members. NASDDDS technical assistance may also require more in depth engagements with states that could include reviewing and commenting on draft proposals or plans; supporting the state in devising approaches to serve people with significant support needs; identifying effective financing strategies; 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 2019-2020

#### Arizona

NASDDDS is engaged in a subcontract with Burns and Associates, working with HSRI, for the state of Arizona's Division of Developmental Disabilities. The purpose of the project is to assist the state in assessing its current contract design; make recommendations for contract structural and administrative changes; provide examples of strong practices to enhance integrated service models and supports; and gain stakeholder feedback on priorities for the new contract/vendor cycle. NASDDDS provides recommendations on service definitions; strong practices in managed care contracting; service design; and state system collaboration. Current efforts are focused on stakeholder engagement.

#### Illinois

NASDDDS continued its partnership with the Illinois Council on Developmental Disabilities (ICDD) and the state Division of Developmental Disabilities, by providing technical assistance on many facets of the systemic redesign underway, including Medicaid options and opportunities, eligibility, person-centered planning strategies, infrastructure considerations, and other issues related to a robust HCBS service system. This contract also includes participation in the State Employment Leadership Network (SELN) assisting Illinois in efforts to improve integrated employment outcomes.

## Minnesota

NASDDDS, as a subcontractor to HSRI, is supporting Minnesota's initiative to assume aggregate budget management at the state level. Consultation by the NASDDDS team informs the budget methodology development and analytics; recommendations for policy and operations changes to implement individual budgets; and the creation of thorough project guidance and deliverables.

## New York

PCG has entered into a contract with the New York State Department of Health to provide TA for the Person-Centered Planning and Comprehensive Systems Transformation Statewide Training Initiative. NASDDDS is a sub-contractor to PCG for this engagement. The first phase of work completed was the development of a Person Centered Planning Resource Library of materials categorized by topic area. The next phase of TA will focus on building the curriculum for the learning institute as well as the development and implementation of sustainability plans.

NASDDDS, as a subcontractor to Airam Actuarial Consulting and Deloitte, is also supporting an initiative by the New York Department of Health and Office of People with Developmental Disabilities. The state is revising certain provider payment rate methodologies. NASDDDS' consultation provides national policy perspective and strategies to ensure that financial structures support the state's overall strategies to increase independence and autonomy for individuals with I/DD and their families. This work may also include efforts to incentivize outcomes through the use of alternative payment models.

## Virginia

NASDDDS, as a subcontractor to IBM Watson Health, is supporting the Virginia Departments of Medical Assistance Services and Behavioral Health and Developmental Services to develop and implement a process to review 400 provider settings for compliance with the Home and Community Based Services (HCBS) Final Rule. Technical assistance supports the state agencies' teams to conduct the settings reviews and provide remediation and technical support to providers to assure person-centered practices and full community engagement for individuals served in Virginia's HCBS developmental disabilities programs. NASDDDS led the development of a project strategic plan and worked with the contract team to develop the tools and protocols state staff use to conduct the provider reviews.

NASDDDS also supports the expansion of No Wrong Door Virginia to include person-centered principles in the business practices and technology tools for the virtual No Wrong Door system and Direct Connect portal. NASDDDS supports quarterly facilitation of a stakeholder advisory council and a work group focused on home and community-based services integration, as well as work to develop return on investment calculators funded through a grant by the Administration for Community Living.



## 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 Diversity Community of Practice**

NASDDDS is pleased to partner with Georgetown University on their efforts related to a Diversity Community of Practice (CoP), 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.

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

NASDDDS continues to provide CMS-funded technical assistance to states through a subcontract with New Editions. Over nearly a decade, 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, state plan behavioral health services, quality management, waiver analysis, and managed care. NASDDDS provided more than 600 hours of technical assistance.

NASDDDS staff prepared and presented three national CMS webinars:

- Employment Opportunities
- Innovative Services in HCBS

### **CMS Innovation Accelerator Program in Partnership with IBM Watson**

NASDDDS collaborated with IBM Watson to work with a number of states regarding efforts aimed at structuring outcome-based payment efforts. This engagement followed a comprehensive research effort to provide an environmental landscape of day services in home and community-based services nationally.

### **National Center on Advancing Person-Centered Practices and Systems (NCAPPS) in Partnership with Human Services Research Institute (HSRI)**

HSRI has a contract with ACL to organize technical assistance to states on person-centered planning. National Center on Advancing Person-Centered Practices and Systems (NCAPPS). NASDDDS is a subcontractor to HSRI to assist with promotion and dissemination of contract work to state I/DD operating agencies. NASDDDS has designed a self-assessment for states to use at the initiation of their projects, which leads directly to a work plan for expanding person-centered practices. The self-assessment tool and TA is applicable to all long-term, HCBS service systems, and NASDDDS provides TA as directed by HSRI for states electing to focus TA on I/DD population.

# Member Highlight

## Bernard Simons

Deputy Secretary  
Developmental Disabilities Administration  
Maryland Department of Health



“ I have had the opportunity to benefit greatly from NASDDDS while serving as a state director since 2006. NASDDDS has been a guide to myself and my state colleagues as we collectively (all states) moved the DD system forward through technical assistance, publications, the listserv, and the semiannual national conferences. Being able to engage in the Directors Forums has truly been a beacon as we return to our states to meet the needs of the people we support. As director, I have actively participated in the NCI, SELN, and Supporting Families projects which have had a tremendous impact on DD systems. “



# Facing the Crisis

## NASDDDS COVID-19 Response

### “Then came March. . . .”

NASDDDS provided directors an early environmental scan of resources via email on **February 27, 2020** regarding the potential impact of the coronavirus on I/DD systems and reviewed federal guidance on mitigating risk.

NASDDDS convened our first COVID-19 related Director’s Call on **March 11** which included guest speakers from CMS and the Louisiana Health Department addressing COVID-19 responses to date. We continued to update membership on CMS activities.

NASDDDS developed a webpage on **March 12** curating federal and state responses to the pandemic. NASDDDS also created a webpage to offer links to association created materials.

On **March 18** NASDDDS held a joint call for Directors with ADvancing States and NAMD to discuss the landscape of possibilities for the members of each association to consider moving forward in response to the pandemic.

#### Member Calls and Webinars Addressing COVID-19:

- **March 11**  
*COVID-Directors Call*
- **March 16**  
*Joint Call*
- **March 25**  
*COVID-19 Directors Call*
- **April 22**  
*Case Manager Call*
- **April 30**  
*Medical Director Call*
- **May 5**  
*Reopening Work Group*
- **May 6**  
*Waiver Reporting Webinar*
- **June 2-4**  
*NASDDDS Directors Forum and Mid-Year Conference*

Beginning **March 16**, NASDDDS began issuing daily COVID-19 informational updates via the emailed “Daily Digest” at least during the week, but often on the weekends to ensure members were able to access curated, timely, and factual information to assist in their response. NASDDDS continued the daily cadence for over a month until information slowed.

In all, between March 16th and present date NASDDDS sent over 40 Daily Digests of pertinent information for state leaders to use immediately in addressing the pandemic. The Daily Digests were in addition to Federal News Briefs and other member alerts.

Recognizing this was a time not only of incredible stress on our communities, it was also a time of historic significance, NASDDDS began an initiative to capture the voices of state I/DD directors through a podcast series entitled State Spotlight launched in April of 2020. The goal of the series was not only to educate members on state issues, but also to provide lasting pieces of oral history during an unprecedented time in our country and our world.

The NASDDDS Podcast series can be found on our SoundCloud channel at: <https://soundcloud.com/user-27965428-561770656>



# Facing the Crisis

## NASDDDS COVID-19 Response



**Staff  
Hours:  
1500 plus  
dedicated  
hours**

**Daily  
Digests:  
Over 40**

**Topic  
Briefs:  
11**

**Podcasts:  
7**





# Advancing the Field



## List Serv

NASDDDS hosts a ListServ for state intellectual and developmental disabilities services directors and their staff. The List Serv reaches over 800 key decision makers in the field facilitating networking, peer support, and national coordination.

## Conferences and Meetings

### 2019 State Employment Leadership Network Annual Meeting

*Transforming While Performing*

October, 2019

Alexandria, Virginia

### 2019 Directors Forum and Annual Conference

*Linking Technology and Quality through Innovation in Statewide Systems*

November 13-15, 2019

Alexandria, Virginia

### 2020 Directors Forum and Mid-Year Conference

*Beacon in the Storm: Innovation in the Midst of Crisis*

June 2-4, 2020

Virtual

### Annual All State CoP Meeting

April 28, May 12, and June 9

Virtual



Over 94% of directors surveyed indicate NASDDDS annual conferences are valuable or very valuable to their work.

-Voice of the Customer Member Survey



## NASDDDS Publications

### Federal News Briefs

*on a weekly basis*

Writer and Editor  
Dan Berland

### State News Briefs

*on a biweekly basis*

Writer and Editor  
Carrie McGraw

### Community Services Reporter

*on a monthly basis*

Writer and Editor  
Carrie McGraw

### Federal Perspectives

*on a monthly basis*

Writer and Editor  
Dan Berland



## NASDDDS Topical Briefs and Paper Highlights

### **Technology for People With Intellectual and Developmental Disabilities and Their Families**

This paper was a summary of the discussions, promising practices, and considerations by NASDDDS' National Policy Workgroup Subcommittee on technology for state I/DD agencies. The brief was authored by Barbara Brent, NASDDDS Director of State Policy and Emily Shea Tanis, Ph.D., Director of Policy and Advocacy, Coleman Institute for Cognitive Disabilities at the University of Colorado.

Available at: <https://custom.cvent.com/440385a26d4140e383714c52736b20b1/files/event/cf15ad485f8744a1b5b3e754d2cbe071/252bd7c2dd76411386002bcfea05eaa4.pdf>

### **The Employment Journey: A Focus on Informed Choice**

This brief was authored by Jeanine Zlockie and provided an in-depth analysis on the concept of informed choice and how making informed choices can contribute to improved employment outcomes.

Available at: [https://www.thinkwork.org/sites/default/files/files/ISSUE21\\_F.pdf](https://www.thinkwork.org/sites/default/files/files/ISSUE21_F.pdf)

### **The Future of Self-Determination – Four Visions**

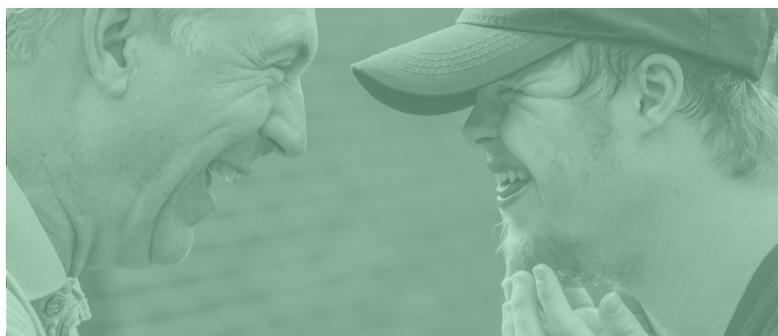
Jeanine Zlockie published an article in the Impact Feature Issue on Self-Determination and Supported Decision-Making for People with Intellectual, Developmental, and Other Disabilities. The author shared her personal perspectives on where we've been and where we're going in this country when it comes to the exercise of self-determination by people with IDD.

Available at: <https://publications.ici.umn.edu/impact/32-1/the-future-of-self-determination-four-visions>

### **What Do NCI Data Tell Us About the Characteristics and Outcomes of Older Adults with IDD?**

This brief was authored in conjunction with HSRI by Valerie J. Bradley; Dorothy Hiersteiner; Henan Li; Alexandra Bonardi; and Laura Vegas and was published in the Developmental Disabilities Network Journal.

Available at: <https://digitalcommons.usu.edu/ddnj/vol1/iss1/6>



## Webinars and Teleconferences

NASDDDS holds webinars and teleconferences for member state agencies on topic areas of interest. Following the declaration of the public health emergency, NASDDDS pivoted much of our offerings to meet the immediate need of our membership while maintaining an eye toward longer term goals. Webinars and teleconferences not pandemic related included:

October 31	SRT Overview for State Directors and Key Staff
January 30	Looking Ahead: 2020 HCBS Regulation Status and Updates
February 26	Informed Choice
February 27	New Directors call
June 17	Staff Stability Survey: Understanding the Direct Care Experience (Facebook Live)

## Social Media

NASDDDS joined the world of social media in June of 2020 by launching the association's first Facebook account. The focus of the account is to connect our members and partners in the virtual world and provide information to the public on I/DD support priorities and educational opportunities. NASDDDS held our first Facebook Live event on June 17 with a focus on the Staff Stability Survey and an aim to educate the public on the efforts undertaken to use data to reinforce this important workforce.

Find NASDDDS on Facebook @NasdddsUS



# Member Highlight

## Kristin Ahrens

Deputy Secretary  
Pennsylvania Office of Developmental Programs



Particularly as a new state director, NASDDDS has been an invaluable resource for the challenges before me, whether those are the historic systemic issues and driving change, or responding to the crisis of the pandemic. NASDDDS is supremely responsive to the needs of states, representing our interests on a national level, convening directors and peers to tackle specific topics, supporting national initiatives that drive our services systems forward, connecting us to whatever expertise we need, and providing immediate consultation through their talented team.





# Focusing Efforts: NASDDDS Projects



## Culture of Quality

NASDDDS is pleased with the continued efforts around the Culture of Quality Initiative. Four states currently participate in this project, with three in the second year of participation (TN, MN, and CT) and one new state (IN). States have adapted the discussions on quality to their needs, with some focused on Model for Improvement activities or state data identification of priorities through data collection and reporting. States worked on building partnerships through provider networks, family and advocacy networks and Medicaid office partners through the CoQ projects. Future efforts will include expanded use of the Model for Improvement and formal performance excellence frameworks such as Baldrige. Overall efforts aim to infuse a culture of quality into each aspect of service system design and operation.

## National Core Indicators (NCI)®

### Data-Based Decision-Making

*NASDDDS promotes the use of data in policy-making and program performance measurement.*

For the more than 20 years, National Core Indicators (NCI)® has documented the outcomes of state developmental disabilities agencies' service delivery systems. The NASDDDS-HSRI partnership collaborates with participating state agencies to gather in-depth information on key system performance indicators and outcomes essential for effective policy planning, program operations, and system development. NCI data informs state agencies on the experience of people most directly impacted by the extensive system of services and supports available. NCI continues to provide member states with annual comparative reports inclusive of the results from all states participating in data collection through in-person surveys, family surveys and the instrument for collecting workforce and staff stability data. All reports are available for download from the National Core Indicators.

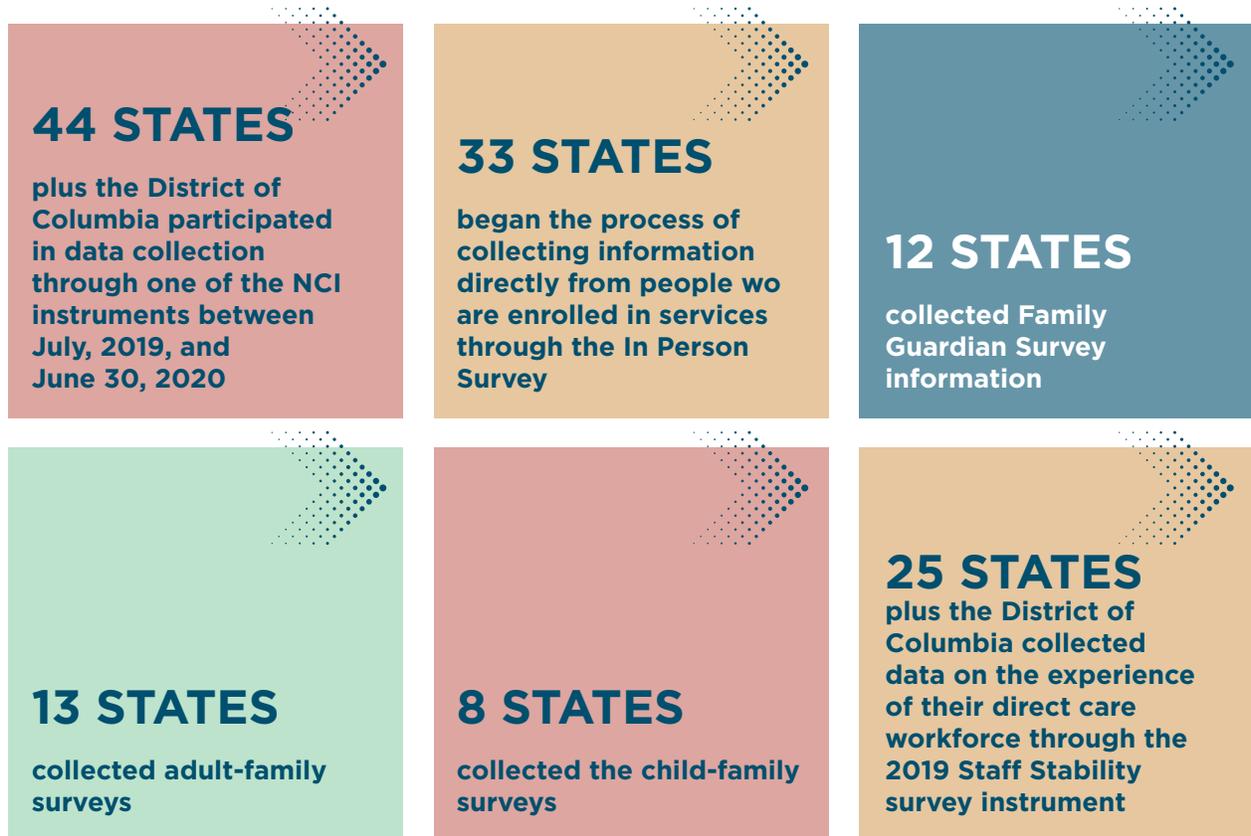
In January of 2020, The American Association on Intellectual and Developmental Disabilities (AAIDD) announced NCI® was to receive their annual policy award. Each year, AAIDD honors selected individuals or groups who have made outstanding contributions to the field.

In the fall of 2019, NCI partnered with the state of Alaska to conduct a pilot for remote video surveying for the NCI In-Person Survey (IPS). This pilot was expanded to 7 other states in the spring of 2020. The pilot was completed on June 30, 2020 and initial results point to states having the option of conducting IPS either face to face or via HIPAA compliant video technology platforms. The NCI team continues to work with state coordinators to revise and strengthen protocols developed to ensure the fidelity of IPS results.

## NCI Data Briefs

- NCI Data Brief: What Do NCI Data Tell Us about the Characteristics and Outcomes of Older Adults with IDD
- What Do NCI Data Reveal About People Who Are Dual Diagnosed with ID and Mental Illness?

## NCI By the Numbers



## NCI Supporting States

The staff stability survey results from 2018 were published in a final report in early 2020. The COVID-19 pandemic impacted many state processes for collecting data for the In Person Survey and the Staff Stability Survey. Generally, the family survey response numbers do not appear to be negatively impacted by the pandemic. Prioritized measures were identified for submission to the National Quality Forum for endorsement and processing of the actual submission continues throughout 2020. Through the project, technical assistance was provided to states on the implementation of quality management procedures using NCI data.

The NCI team continued to support NCI participant education through the Sarah Taub NCI Webinar Series which explored what NCI data reveals about people who are dually diagnosed with I/DD and mental illness among other topic areas.

## NCI Data Highlights

Data highlights are published quick-reads which spotlight a specific data point; discuss why that point is important; and explore how states can further examine the issue. Each data-highlight shares further resources for people interested in learning more about a specific issue. Partner organizations can access the highlights to distribute further throughout the I/DD network via newsletters, websites, or other platforms. Highlights produced during 2019-2020 included:

- 4 bulletins using NCI data to assist in managing through a pandemic:
  - » Racial Disparities
  - » Family Experiences
  - » Social Isolation and Life Disruption
  - » Isolation and Loneliness
- Voting

The Centers for Medicaid and CHIP Services (CMCS) announced the inclusion of National Core Indicators (NCI) in the 2020 updates to the Medicaid Adult Core Measures Set. The Core Sets are tools states can use to monitor and improve the quality of health care provided to Medicaid beneficiaries. The goals for the reporting of the Adult Core Set are to encourage national reporting by states on a uniform set of measures and to support states in using these measures to drive quality improvement. The Social Security Act (Section 1139B) requires the Secretary of Health and Human Services to identify and publish a core set of health care quality measures for adult Medicaid enrollees. NCI is among the first Adult Core Measures to address long-term services and supports (LTSS). The 2020 updates to the Core Set will take effect in the FFY 2020 reporting cycle, which will begin in the early fall of 2020.

## Supporting Families Community of Practice Across the Lifespan

The Community of Practice for Supporting Families Across the LifeSpan (CoP), based on the principles of Charting the LifeCourse, exists to facilitate a national community of practice designed to build capacity within and across states to drive policy, practice, and systems change to better support people with intellectual and developmental disabilities (I/DD) within the context of their families and their communities across the lifespan. The CoP is a partnership of NASDDDS and the University of Missouri, Kansas City.

The CoP provides a national structure for active engagement of state CoP members to:

- Model mutual support and accountability between the system and grassroots (families and self-advocates), rather than an “us vs them” mentality;
- Connect and share learning about best and promising practices, innovations, and implementation strategies for person- and family-centered practices and policy enhancement;
- Learn from families of people who have disabilities about the way that systems need to change to support them better across the lifespan; and,
- Cultivate partnerships to enable systems to have growth and connectivity to effectuate culture change for systems innovation.

### State Activities and Outcomes

#### 19 MEMBER STATES

ALABAMA ✦ CONNECTICUT

DISTRICT OF COLUMBIA

DELAWARE ✦ HAWAII

INDIANA ✦ KANSAS

MARYLAND ✦ MASSACHUSETTES

MICHIGAN ✦ MINNESOTA

MISSOURI ✦ NEW JERSEY

OHIO ✦ OKLAHOMA ✦ OREGON

PENNSYLVANIA ✦ SOUTH DAKOTA

VIRGINIA

JOINING  
JULY 2020

MAINE

JOINING  
2020/2021

NEW HAMPSHIRE

*There are different levels of membership with concomitant increased technical assistance associated with full membership.*

## CoP Supporting States

CoP states engage with their individual state teams to implement, evaluate, and fine-tune plans developed in concert with stakeholders and based on these priorities, innovations, and achieved outcomes. This year's CoP National Project Team shifted its technical assistance focus from how to use the LifeSpan framework and principles to a focus on furthering systems change to increase the quality of services and supports for people with I/DD in the context of their families, balancing this work with needed training and awareness. The CoP is learning this is best achieved by weaving the work of the state CoP into the everyday business of state agencies rather than have it as a stand-alone initiative.

With COVID-19, the annual CoP meeting was held virtually composed of large group and breakout sessions for sharing, learning and exploring the CoP practice at a deeper level.

CoP states provided substantial contributions to states, families, providers, support coordinators and self-advocates since the COVID-19 pandemic began directly related to how to have a good life during quarantine and disrupted routines. Multiple resources were provided to state websites by CoP member states and teams, from how to have a meaningful day, using the LifeCourse principles tools such as the Integrated Supports Star, video interviews with ideas, and curated resources for virtual supports, mental health, relaxation and more. Ohio and Indiana are two such states.

States have centered their efforts into four primary areas 1) increasing and redesigning family and self-advocacy networks 2) retooling individual support plans and support coordination 3) exploring how the CoP's work based on Charting the LifeCourse can influence rewriting HCBS waivers or other waiver authorities and 4) leveraging the efforts of the CoP to bring together stakeholders for systems change policy ideas for employment, community integration and



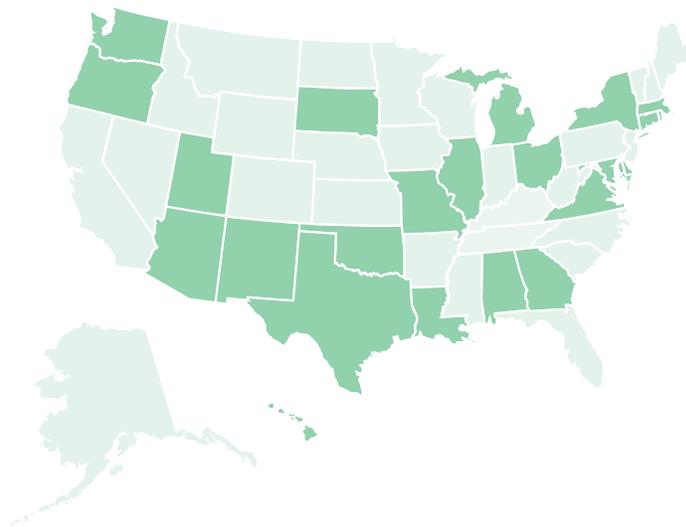
other priority initiatives. Cultural competency was added this project year and is a major focus for July 2020 forward.

## State Employment Leadership Network

### *Prioritizing Employment Services to Support Competitive Integrated Employment*

The SELN is a membership-based network of state intellectual and developmental disabilities (I/DD) agencies committed to making changes in their service systems and improving integrated employment outcomes.

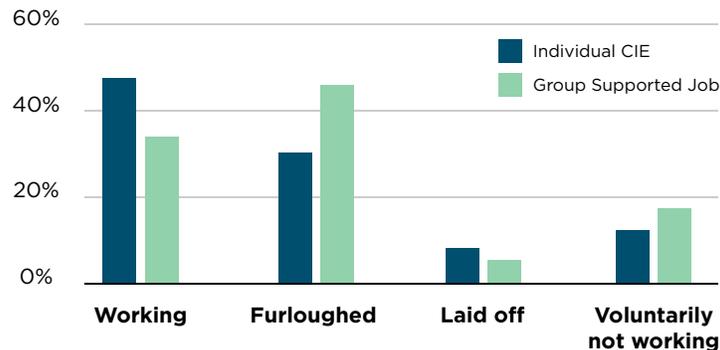
NASDDDS and The Institute for Community Inclusion UMass Boston (ICI UMass Boston) in partnership jointly support this learning community. During the 2019-2020 membership year, the project staff supported 25 state intellectual and developmental disability agencies and their partners in system improvement.



The theme of the October 2019 annual meeting was, “Transforming While Performing” with a focus on policy and practices changes to address the Home and Community Based Settings Rules and the Workforce Innovation and Opportunity Act. This focus became acutely important in the last quarter of the year as the COVID 19 pandemic and disruption of all sectors of service delivery responded; reinforcing the value of individual competitive

### **Percent of People with I/DD Who Continued Working After March 1**

Collected late May to June 2020



Data from 7 state SELN member states  
Individual CIE n=10,420  
Group SE n+2,780

integrated employment as a preferred employment outcome.

Guided by the Higher Performing States Model, sharing knowledge and actively collaborating across states and state agencies SELN states are having a collective impact in access and improvement of employment services.

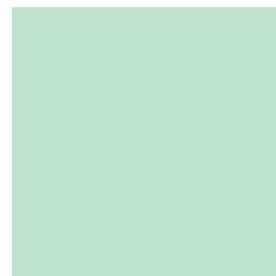
For more information on the SELN read the SELN accomplishments reports: [www.selnhub.org/accomplishments](http://www.selnhub.org/accomplishments).

## Employment Special Projects

### Florida

NASDDDS, under subcontract with Institute for Community Inclusion UMass Boston, continues to participate in an advisory capacity and in providing support and technical assistance for the Florida Employment First Interagency Collaborative through contact with the Florida Developmental Disabilities Council.

This project disseminates “best practice” information to grassroots groups; maintains the Employment First Florida website, and supports 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.





## Partnership on Non-NASDDDS Projects

### 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 Residential Information Systems Project (RISP), funded under a grant from the Administration on Intellectual and Developmental Disabilities. NASDDDS' Research Committee meets regularly with RISP researchers to discuss evolving data requirements and information of importance to all I/DD system stakeholders. Navigating the complex and varied components of each state's long term service and support structures for people with I/DD requires a deep understanding of how the components interface. In 2019-20, NASDDDS continued to contribute to the important task of interpreting nationwide terminology and accurately describing each data element to facilitate each state's reporting. NASDDDS and RISP's many years of collaboration results in efforts to assure the data collection procedures are feasible for state agencies, and that the resulting data reports offer meaningful and useful information. NASDDDS staff continue to serve as a liaison between the university and states to inform the survey and related data collection, analysis and reporting procedures. More information on RISP can be found here: <https://risp.umn.edu/>

### Other Projects

In addition to work with UMN among others, NASDDDS contributes to myriad national efforts and projects of national significance. We are a proud partner supporting several efforts, including:

- Georgetown University's Community of Practice for Cultural and Linguistic Competency
- The Ohio State University's Nisonger Center RRTC on Health Function for Individuals with I/DD
- National Center on Advancing Person-Centered Practices and Systems (NCAPPS)
- Living Well - Model Approaches for Enhancing Quality, Effectiveness and Monitoring (selected states)
- Virginia Commonwealth University Cost and Outcomes Project



## Member Highlight

# Evelyn Perez

Assistant Secretary

Washington State Developmental Disabilities Administration



NASDDDS has long been an important partner of the Washington State Developmental Disabilities Administration. Technical assistance and advocacy with our federal partners have been particularly helpful in recent years. We are also grateful for the support provided in networking with other states to learn new and innovative ways to deliver services as well as sharing Washington state's innovations with others. Our mission of supporting people to live the lives they want is well supported by NASDDDS.





## Recognizing Outstanding Achievement

### 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.

### 2019 Nancy Thaler

Ms. Thaler's career began in 1971 serving people with intellectual and developmental disabilities both in the private sector and in the public sector. She began working in Pennsylvania provider agencies in the early years of community services as a direct care worker, a houseparent and in a range of supervisory positions. In 1987, Ms. Thaler joined Pennsylvania state government and served until 2003, for the last ten of those years as the Deputy Secretary of what is now the Office of Developmental Programs. She returned to the position and served again from 2015 through 2018. Between her two stints as Pennsylvania's state director, Ms. Thaler served as the Director of Quality Improvement for the U.S. Department of Health and Human Services' Center for Medicare & Medicaid Services (CMS) from 2003-2006 and was responsible for developing federal waiver application and oversight of state-operated Medicaid home and community-based services waiver programs. From 2007-2016 she served as the Executive Director of the National Association of State Directors of Developmental Disabilities Services (NASDDDS). Nancy is currently working as a Special Assistant to the Secretary of Pennsylvania's Department of Human Services to expand and develop services for children with complex medical care needs so they can live at home with family.



Nancy Thaler is a proven leader in the I/DD field who graciously contributes to the advancement of her colleagues in every role she has held. Her ability to contextualize supports from the policy level to where it impacts the individual is a gift to her field and continues to push systems to keep the priority squarely on supporting individuals with disabilities to have good lives in their homes and communities.

- Mary Sowers, Executive Director NASDDDS



## 2020 Robin Cooper

On June 30, 2020, Robin Cooper retired from NASDDDS following decades of service. During her time at NASDDDS, Robin made countless contributions to the field of developmental disabilities and to our nation's Medicaid home and community based service delivery system. Along the way, she mentored hundreds of eager state staff to understand the anachronisms and complexity of Title XIX of the Social Security Act, enabling informed, creative policy-making to support individuals in having good lives in their communities. To this day, Robin's primary commitment remains to amplify the voices of individuals with lived experience, ensuring that policy is informed by - not dictated to - individuals with disabilities and their families.

In addition to nurturing a generation of leaders in our field, Robin Cooper's fingerprints can be identified on almost every advancement in the federal HCBS program since the mid-1980s. Robin's penchant for the particulars of Medicaid, coupled with her unparalleled kindness and relationship skills, made her a trusted colleague and resource to Federal and State Medicaid officials alike. Robin Cooper has led the "who's who" in Medicaid HCBS in modern times, providing education and testimony which has influenced power brokers from the halls of Congress to the Hubert Humphrey Building.

Our nation's long term services and supports system has been indelibly shaped by the brilliance of Robin Cooper and our field of developmental disabilities is far better for it - just as a reminder, systems serving individuals with I/DD were largely "balanced" by 1995 with the rest of the country following suit in 2013. This timeline is in many ways attributed to the visionary leadership of Robin and others who showed states the power of HCBS in meeting the needs of individuals with I/DD, while enabling a full, enriching community life.



Robin not only taught the nuts and bolts of Medicaid and HCBS – she taught that Medicaid can be a beautiful and powerful tool to enable freedom and autonomy, and that understanding its intricacies enables thoughtful policy making on behalf of millions of Americans.

- Mary Sowers  
NASDDDS Executive Director



## The Gary Smith Scholarship for Public Managers

The Gary Smith scholarship supports the participation of professionals working in state government I/DD agencies in the University of Delaware Leadership Institute. The National Leadership Consortium on Developmental Disabilities (NLCDD) convenes weeklong Leadership Institutes typically twice a year. Jeanine Zlockie holds a session on “Demographics and Trends Impacting State I/DD Systems.” The NASDDDS board of director’s awards two scholarships annually to employees of member state agencies. The Spring 2020 institute was delayed due to the pandemic; therefore, only one scholarship was awarded in 2019-2020.

### January 2020 Scholarship Recipient

## Tracey Cunningham-Martins

Tracey Cunningham-Martins was the 2020 recipient of the Gary Smith Scholarship. Ms. Cunningham-Martins has spent 30 years in the field of supported employment for individuals served by multiple state departments to include the Division of Developmental Disabilities, the Department of Veterans Affairs, state Vocational Rehabilitation agencies, and Ticket to Work. She has been the Director of Employment and Community Based Day Services, successfully assisting organizations in transformation projects and building successful employment teams, in multiple states until settling in Rhode Island as the Associate Director of Employment with the state. Other roles have included Essential Lifestyle Planning Coordinator, Transitional Services Coordinator, Grant Writer, Job Developer and Job Coach. Recently completing her master’s degree in Rehabilitation Counseling, Martins is CESP certified; a former Advisory Board President at the Department of Transitional Assistance; member of the Greater Boston Employment Collaborative; and former board member of New Bedford Arc and Yonkers Private Industry Council.



# Member Highlight

## Mary Brogan

Administrator  
Developmental Disabilities Division  
Hawaii Department of Health



NASDDDS has been an invaluable and responsive resource for Hawaii throughout the years, and especially during these times of the COVID-19 pandemic. The organization has served as a guiding star in assisting our service system to improve supports for the people we serve to have a good life in the community. We have clearly benefited from NASDDDS being a conduit for communications with CMS, and consistently representing the experience of the states.



# NASDDDS Membership



## Members Who Serve

NASDDDS is appreciative of the input and participation of all our members. We extend a special thank you to our Board of Directors and members of the below workgroups who provide specialized expertise in areas of specific interest to the association and its members.

### **Medical and Clinical Director Workgroup**

Dr. Gregory Cherpes, MD                      Pennsylvania-Chair

Dr. Debra Pinals, MD                           Michigan-Chair

### **National Policy Work Group**

Lee Grossman (Chair)                           Wyoming

Barbara Palmer                                   Florida

Julie Foster Hagan                               Louisiana

Theodore Kastner                               New York

Jeff Davis    Ohio

Beth Scrutchins                                  Oklahoma

Curtis Cunningham                              Wisconsin



Left to right: Alex Bartolic, Nancy Thaler, and Robin Cooper



# NASDDDS Membership



## Members Who Serve

### Research Committee

#### Association Members

Mary Brogan (Chair)	Hawaii
Lilia Teninty	Oregon
Bernard Simons	Maryland
Kylee Hope	Indiana
Andrew Reese	District of Columbia
Evelyn Perez	Washington
Kristin Ahrens	Pennsylvania

#### Non-Association Members

Amy Hewitt, Ph.D.	University of Minnesota
Valerie Bradley	HSRI
John Butterworth, Ph.D.	U Mass Boston
Emily Shea Tanis, Ph.D.	University of Colorado

## Staff Who Serve

### Dan Berland

Dan Berland is a member of the board of the Consortium for Citizens with Disabilities (CCD), the nation’s largest coalition advocating for the rights and services for people with all disabilities, and serves as the Co-Chair of CCD’s Long-Term Supports and Services Task Force. Rie Kennedy-Lizotte serves as a Co-Chair of CCD’s Employment and Training Task Force. Both also play a leading role in NASDDDS’ participation in the Collaboration for the Promotion of Self-Determination (CPSD). The Association’s leadership roles in these organizations help ensure that the federal policy priorities of these effective disability stakeholder coalitions are fully informed by the knowledge and perspective of the state I/DD agencies.





# NASDDDS State Members

Contact information and links to the state agencies are available on the NASDDDS website at [www.nasdds.org/state-agencies/](http://www.nasdds.org/state-agencies/)

## **ALABAMA**

Terry Pezent  
Associate Commissioner  
Division of Developmental  
Disabilities

## **ALASKA**

John Lee  
Director  
Senior and Disabilities Services

## **ARIZONA**

Zane Garcia Ramadan  
Assistant Director  
Division of Developmental  
Disabilities

## **ARKANSAS**

Melissa Stone  
Director  
Division of Developmental  
Disabilities Services

## **CALIFORNIA**

Nancy Bargmann  
Director  
Department of Developmental  
Services

## **COLORADO**

Bonnie Silva  
Director  
Office of Community Living

## **CONNECTICUT**

Jordan Scheff  
Commissioner  
Department of Developmental  
Services

## **DELAWARE**

Marissa Catalon  
Director  
Division of Developmental  
Disabilities Services

## **DISTRICT OF COLUMBIA**

Andrew Reese  
Director  
Department on Disability Services

## **FLORIDA**

Barbara Palmer  
Director  
Florida Agency for Persons with  
Disabilities

## **GEORGIA**

Ronald Wakefield  
Director  
Division of Developmental  
Disabilities

## **HAWAII**

Mary Brogan  
Administrator  
Developmental Disabilities  
Division

## **IDAHO**

Cameron Gilliland  
Deputy Administrator  
Family and Community Services

## **ILLINOIS**

Allison Stark  
Director  
Division of Developmental  
Disabilities

## **INDIANA**

Kylee Hope  
Director  
Disability and Rehabilitative  
Services

## **IOWA**

Marissa Eyanson  
Administrator  
Division of Mental Health and  
Disability Services

## **KANSAS**

Laura Howard  
Secretary  
Department for Aging and  
Disability Services

## **KENTUCKY**

Claudia Johnson  
Director  
Division of Developmental and  
Intellectual Disabilities

## **LOUISIANA**

Mark Thomas  
Deputy Secretary  
Department of Health

## **LOUISIANA**

Julie Foster Hagan  
Assistant Secretary  
Office for Citizens with  
Developmental Disabilities

## **MAINE**

Elizabeth Hopkins  
Director  
Office of Aging and Disability  
Services

## **MARYLAND**

Bernard Simons  
Deputy Secretary  
Developmental Disabilities  
Administration

## **MASSACHUSETTS**

Jane Ryder  
Commissioner  
Department of Developmental  
Services

## **MICHIGAN**

Allen Jansen  
Senior Deputy Director  
Behavioral Health and DD  
Administration

## **MINNESOTA**

Natasha Merz  
Director  
Disability Services Division

## **MISSISSIPPI**

Craig Kittrell  
Director  
Bureau of Intellectual Disabilities

## **MISSOURI**

Valerie Huhn  
Director  
Division of Developmental  
Disabilities

**MONTANA**

Lindsey Carter  
Bureau Chief  
Developmental Disabilities  
Program

**OKLAHOMA**

Beth Scrutchins  
Director  
Developmental Disabilities  
Services

**VIRGINIA**

Heather Norton  
Acting Deputy Commissioner  
Division of Developmental  
Services

**NEBRASKA**

Tony Green  
Interim Director  
Division of Developmental  
Disabilities

**OREGON**

Lilia Teninty  
Director  
Office of Developmental  
Disabilities Services

**WASHINGTON**

Evelyn Perez  
Assistant Secretary  
Developmental Disabilities  
Administration

**NEVADA**

Dena Schmidt  
Administrator  
Aging and Disability Services  
Division

**PENNSYLVANIA**

Kristin Ahrens  
Deputy Secretary  
Office of Developmental  
Programs

**WEST VIRGINIA**

Pat S. Nisbet  
Director of Home & Community  
Based Services  
Department of Health and Human  
Resources

**NEW HAMPSHIRE**

Deborah Scheetz  
Director  
Division of Long Term Supports  
and Services

**RHODE ISLAND**

Kevin Savage  
Acting Director  
Division of Developmental  
Disabilities

**WISCONSIN**

Curtis Cunningham  
Deputy Administrator  
Division of Long Term Care

**NEW JERSEY**

Jonathan Seifried  
Assistant Commissioner  
Division of Developmental  
Disabilities

**SOUTH CAROLINA**

Mary Poole  
Director  
South Carolina DDSN

**WYOMING**

Lee Grossman  
Administrator  
Developmental Disabilities  
Section

**NEW MEXICO**

Scott Doan  
Deputy Director / Interim Division  
Director  
Developmental Disabilities  
Supports Division

**SOUTH DAKOTA**

Darryl Millner  
Director  
Division of Developmental  
Disabilities

**NEW YORK**

Theodore Kastner, MD, MS  
Acting Commissioner  
Office for People with  
Developmental Disabilities

**TENNESSEE**

Brad Turner  
Commissioner  
Department of Intellectual &  
Developmental Disabilities

**TEXAS**

Sonja Gaines  
Deputy Executive Commissioner  
IDD and Behavioral Health  
Services

**NORTH CAROLINA**

Kody Kinsley  
Interim Director  
DMH/DD/SAS

**UTAH**

Angella Pinna  
Director  
Division of Services for People  
with Disabilities

**NORTH DAKOTA**

Tina Bay  
Director  
Developmental Disabilities  
Division

**VERMONT**

Selina Hickman  
Director  
Developmental Disabilities  
Services Division

**OHIO**

Jeff Davis  
Director  
Department of Developmental  
Disabilities



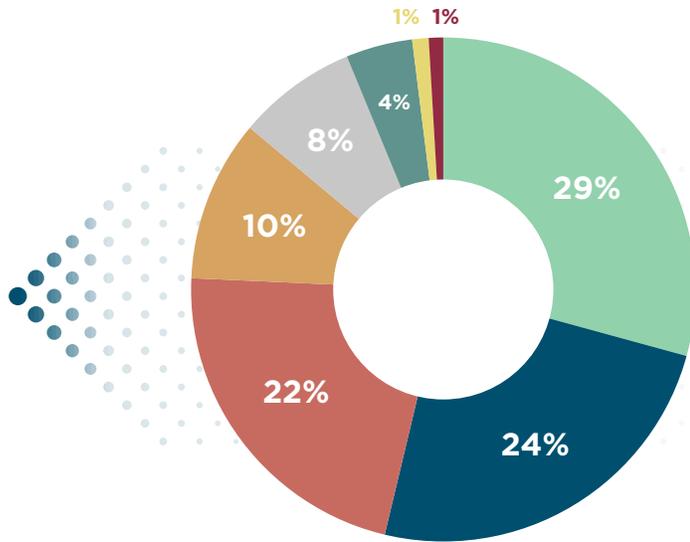
# NASDDDS Financials

NASDDDS, INC.  
Income Statement  
Summary of All Units  
For the Year Ended June 30, 2020

	Annual Budget	Current Month Actual	Year To Date Actual	Variance YTD Actual vs Annual Budget	% of Annual Budget
<b>REVENUE</b>					
Membership Dues	1,111,059	85,962	1,099,523	(11,536)	99%
Project Fees	2,639,993	75,816	2,666,526	26,533	101%
Grant/ Contract Income	683,842	53,098	571,712	(112,130)	84%
Investment Income	35,000	9,173	63,012	28,012	180%
Realized Gain/(Loss)		(23,159)	(23,159)	(23,159)	0%
Other Income	6,300	862	6,562	262	104%
Registrations	301,307	41,038	236,222	(65,085)	78%
Publication Sales	500	17	284	(216)	57%
<b>TOTAL REVENUE</b>	<b>4,778,001</b>	<b>242,807</b>	<b>4,620,682</b>	<b>(157,319)</b>	<b>97%</b>
<b>EXPENSES</b>					
Salary	1,620,680	199,847	1,706,137	85,457	105%
Payroll Taxes	123,982	13,356	117,602	(6,380)	95%
Health & Dental Insurance	118,550	6,991	81,807	(36,743)	69%
Life & Disability Insurance	22,632	3,299	20,207	(2,425)	89%
Retirement Benefits	85,240	9,885	97,376	12,136	114%
Workers Comp	5,140	387	4,365	(775)	85%
Benefit Allocation	0	0	0	0	0%
Sub-Total Personnel	1,976,224	233,765	2,027,495	51,271	103%
Contractual Services	1,840,038	115,655	1,832,770	(7,268)	100%
Accounting Services	98,950	6,273	97,330	(1,620)	98%
Audit Fees	20,600		19,763	(837)	96%
Payroll Services - ADP Fees	4,400	254	3,624	(776)	82%
Legal	2,500		2,085	(415)	83%
IT support	24,190	1,370	29,836	5,646	123%
Sub-Total Services	1,990,678	123,552	1,985,408	(5,270)	100%
Hotel Expenses	187,000	(10,000)	107,223	(79,777)	57%
Speaker/ Consult Fees (Honoraria)	3,500		(3,500)	(3,500)	0%
AV Rental & Other	41,200		20,385	(20,815)	49%
Staff Travel	113,560	188	108,526	(5,034)	96%
Board/ Committee Travel	62,245		30,552	(31,693)	49%
Speaker / Consult Travel	4,000		1,863	(2,137)	47%
Business Sponsored Meals	4,200		2,408	(1,792)	57%
Sub-Total Travel & Meeting	415,705	(9,812)	270,958	(144,747)	65%
Office Supplies	7,000	445	10,231	3,231	146%
Small Equipment	9,200		1,304	(7,896)	14%
Equipment Maintenance	100		(100)	(100)	0%
Server & Web Maintenance	66,529	695	4,748	(61,781)	7%
Printing	6,300		4,741	(1,559)	75%
Postage	1,600	23	867	(733)	54%
Equipment Rental	3,156	263	2,945	(211)	93%
Depreciation	22,128	1,922	21,456	(672)	97%
Internet Fees	4,654	684	4,528	(126)	97%
Telephone	19,138	1,462	13,371	(5,767)	70%
Conference Calls	4,000	2,196	7,877	3,877	197%
Bank Fees	30,257	2,233	28,717	(1,540)	95%
Dues, Fees & Registrations	41,748	7,121	64,880	23,132	155%
Subscription and Publications	1,000		12	(988)	1%
Hazard Insurance	14,673	1,012	13,799	(874)	94%
Rent	93,901	7,825	92,533	(1,368)	99%
Parking	12,448	1,055	12,462	14	100%
Cleaning/Maintenance	2,676		2,592	(84)	97%
Taxes- Real Estate & Property	1,597	18,117	20,112	18,515	1259%
Miscellaneous Expenses	1,000		2,161	1,161	216%
Bad Debt Expense			176	176	0%
Sub-Total Other	343,105	45,053	309,511	(33,594)	90%
<b>TOTAL EXPENSES</b>	<b>4,725,712</b>	<b>392,558</b>	<b>4,593,372</b>	<b>(132,340)</b>	<b>97%</b>
<b>NET INCOME FROM OPERATIONS</b>	<b>52,289</b>	<b>(149,751)</b>	<b>27,310</b>	<b>(24,979)</b>	<b>52%</b>
Unrealized Gain/(Loss)		45,037	4,363	4,363	0%
<b>EXCESS REVENUE OVER EXPENSES</b>	<b>52,289</b>	<b>(104,714)</b>	<b>31,674</b>	<b>(20,615)</b>	<b>61%</b>

## FY 19–20: Sources of Revenue

Membership	\$1,335,745
SELN & Employment	\$1,118,523
NCI	\$1,020,701
Technical Assistance	\$472,447
CoP Expansion	\$376,132
Culture of Quality	\$184,000
Administration	\$68,478
Publications	\$67,025
<b>TOTAL</b>	<b>\$4,643,051</b>



## FY 19–20: Employee Hours

Administration	6,512
Membership	4,451
Technical Assistance	3,608
Federal Policy	2,167
SELN & Employment	2,088
NCI	1,439
Publications	1,278
Culture of Quality	1,134
CoP Expansion	738
<b>TOTAL</b>	<b>23,415</b>

