



ATHENS COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES

2015 Annual Report



athenscbdd.org

A Message from the Superintendent

“The miracle isn’t that I finished. The miracle is that I had the courage to start.” ~ John Bingham



In October of 2015, I was fortunate enough to be named the new superintendent for the Athens County Board of Developmental Disabilities (ACBDD). This is a tremendous honor for me personally and it is not something that I take lightly. Being a public servant that leads such an impactful and valued public agency is not without challenges, but it is an extremely rewarding position. I can commit to Athens County that during my time here, the ACBDD will continually strive to provide the highest level of services and supports possible to individuals with disabilities and their families.

The Athens County Board of DD members also experienced change last year. Beginning this year, 2016, there are four new members out of the seven required for the Board, including a new president and vice-president. This change in leadership, both at the superintendent position and

with the Board, is exciting as the ACBDD moves forward.

There are also many outside forces affecting change on the ACBDD (such as conflict-free case management, community integration, Employment First initiative, and the uncertain future of adult services as it has been known to exist) and because of this we do know that there will be challenges as our programs transition to meet requirements.

What we can also say with certainty is that we are well positioned to meet these challenges. The ACBDD is in a position to meet these challenges and changes head on with full confidence that we will come out better equipped to meet the needs of individuals and families we serve.

I know we are well positioned because of the following things:

Our Board – our Board is made up of talented, dedicated, knowledgeable, and caring individuals who volunteer their time to ensure that our programs are nimble, effective, and responsive.

Our staff – the staff are some of the most caring, professional, and hard-working individuals I have ever had the pleasure of working alongside. The work they do on a daily basis is truly amazing. Their dedication, flexibility, and vision will assist us in meeting our upcoming challenges head-on and well-prepared.

Our programs – the wide array of programs offered by the board is unique and serves individuals and families from birth to throughout life. The wide-ranging set

of programs allows the board to adapt and be responsive to any outside drivers of change, while still providing quality services.

Our community partners – we are fortunate to have a very diverse set of community partners who support the work of the Athens County Board of Developmental Disabilities.

The individuals and families we serve – most importantly, this group of people has us well positioned for success. Their passion, creativity, and desire for quality services keep our programs continually moving forward.

As we move through these next few years, it will be critical for all of the above listed groups to remain focused on our core principle of serving individuals with disabilities. If we all commit to doing this, we are confident that we will be successful as we navigate the future challenges we are sure to encounter.

We wish to offer our sincere thanks and gratitude to Athens County. Athens County has a long history of supporting individuals with developmental disabilities and their families. This continued support from our local community has made it possible to serve the nearly 600 individuals throughout Athens County who receive some level of assistance from the ACBDD.

Please enjoy our 2015 Annual Report. Thank you Athens County,

Kevin Davis

Our Board



PAM BOND - Secretary, REBECCA MILLER, MARGARET DEMKO - Board President, JEN DEFOREST, MARGARET HUTZEL - Vice President, LEONARD ALLEN, JASON JOLLEY, KEVIN DAVIS - Superintendent

Our Mission

The Mission of the Athens County Board of Developmental Disabilities is to enhance the quality of life for individuals with developmental disabilities through an array of individualized services and supports.

Our Vision

To provide experienced leadership so all individuals with developmental disabilities may achieve their dreams.

Our Core Values

We believe in the potential of all individuals served.

We believe our organization must be responsible and flexible.

We believe in being fiscally responsible.

We believe in Person Centered Planning and Self-Determination.

We believe in providing safe and secure environments for individuals to be served.

We believe in valuing employees and partners.

We believe in visionary leaders and innovation.

Service & Support Administration



The Service and Support Administration is the initial point of contact for individuals seeking services with the ACBDD. The SSA Department provided services to 427 individuals in 2015. The Service and Support Specialists collaborate with agencies and independent providers to provide the supports people need to live, work, and recreate in their preferred community setting.

We continue to focus on what is important to the person and balance that with what is important for the person's health, safety and welfare. These themes are the central themes of a person's Individual Service Plan, which should describe not only what is important to and important for the individual but also address known and likely risks, the individual's place on the path to community employment, and what is working and what is not working in the individual's life. We learn these things through a process of discovery by speaking with the individual and their circle of support. The discovery process should consider the supports that promote the person's rights; their choices, opportunities, and self-advocacy; their physical well-being including routine and preventative health care and daily living skills; their emotional well-being including their self-esteem, satisfaction with life; their material well-being including employment, money, education, and housing; their personal development including achievement, success and personal competence; and their interpersonal relationships including social contacts, relationships and emotional supports; and social inclusion including participating in their community and social supports.

Our person-centered thinking approach is a deliberate method to view the whole

person, and not just focus on a medical or functional model of "fixing what is wrong" with the person. It utilizes a set of tools that convey the core belief that all people have gifts to share that add value to others. It is a way to discover, describe and assure the desired life of the person who is supported, and not the life desired or expected by the agency or others.

Through our change in how we do business as the SSA Dept. we have seen significant changes in people, for example one person usually answered questions with "yes" and "no" responses now he talks during his team meetings and shares what his wants and wishes are. We have had people ask to have pictures placed in their Individual Service Plans identifying that particular section of their plan. People are beginning to feel more in control of their planning process, in fact some have even led their planning meetings.

The Centers for Medicare and Medicaid Services (CMS) have issued new Medicaid rules that govern how states are to do business if they want to continue to receive Medicaid funding. CMS has identified several characteristics required for settings where Home and Community-Based Services (HCBS) are provided. A significant component of this CMS rule applies to residential and non-residential settings, including workshops and day programs, funded through HCBS waivers. (1) This means that the setting is integrated in and supports individual's full access to the greater community; including opportunities to work in integrated settings, engage in community life, and receive services in the community to the same degree of access as a person not enrolled in HCBS waivers. (2) The person selects the setting from among non-disability specific settings. (3) These settings should ensure the individual's rights of privacy, dignity and respect, and freedom from coercion. (4) The setting should optimize the individual's initiative, autonomy, and independence in making life choices. (5) The setting should facilitate the individual's choice regarding services and sup-

ports and who provides those services and supports.

This definition is designed to be outcome-oriented and experiential meaning that a determination about whether or not a setting meets these characteristics is based on the needs of the people receiving services there, as reflected in their person-centered plans. It is not based on the physical location, the size of the setting or a prescribed duration or number of community-based activities.

People are beginning to develop relationships with others in the community and are doing things in the community with new friends. During this past year we have established a Family, Allies, and Neighbors network that promotes interested people with or without disabilities to form relationships with people with similar interests and doing things together. One of the purposes of the FANS network is to help create greater awareness of what is available in the community and to foster new relationships. One comment about FANS was that a person made a connection with another individual that enjoys reading mystery novels. Another comment was, "The FANS represent all that is good in the Athens Community, caring, sharing and bonding to help us all become integrated, whole and active to make this a more inclusive community for all." The FANS network was able to generate the raising of donations to help purchase the materials for a ramp for a woman who moved back into her home after spending time in a rehab center. She now is using a wheelchair and the ramp made it possible for her to access her home. Thanks to all who made this possible. FANS is on Facebook and if you are interested in more information please connect with FANS - Athens County on Facebook.

The SSA Department is helping people have the kind of lives they wish to have and expand relationships to include more people from the community. People are living more fulfilling lives because of this new focus on person-centered thinking.

Educational Services

Beacon School

Beacon School is an integral partner with the schools in our region, providing specialized education and life skills training for age 3 through 21 year old special students with severe cognitive delays, severe autism and physical disabilities. We work in tandem with our five local districts to ensure that their students are provided with an array of experiences and therapies that enhance their educational, personal and future skills. Examples include gardening, adaptive physical education and aquatics instruction to develop and improve physical and motor fitness; multiple therapies, such as occupational therapy services to improve the students' fine motor, sensory processing and self-help skills; physical therapy services, to improve functional skills and mobility; music therapy, to promote wellness, express feelings, enhance memory and support enhanced moods; and speech and language pathology services, including assistive technology, such as the LAMP device and i-Pads, to help students achieve their highest level of communicative ability. During 2015, we served 50 students from our local districts.

Our educational curriculum is the Unique Learning Curriculum, and is combined with other scaffolded learning components that prepare students for the Alternative Assessment and life skills attainment. We emphasize reading and have a Book Fair each year. We also added a library to our school, to provide more options for children. At age 14, an Individualized Transition Plan is developed with parent and school input to assist our students in obtaining focused skills needed to live, work, and recreate in their communities after graduation.

Teachers and instructor assistants at Beacon School participate in a variety of professional development opportunities through our Ohio Department of Education Region 16 School Support Team and the Athens Meigs Educational Service Center. This local support ensures that our faculty is included in learning the latest information and expectations

from the Ohio Department of Education. Our staff also gains valuable learning opportunities through our Developmental Disability network. Our teachers continue to provide technology-rich learning environments with iPads and interactive eBeams. We balance this approach with the ongoing basics to promote skills that transfer to different environments. Beacon School was the recipient of The Elks Grant which was used to purchase equipment and supplies for our students. Beacon School was also the recipient of the VSA Ohio Adaptation, Integration, and the Arts Grant for the 2015-2016 school year. This grant brings together an artist, the classroom teachers, and students with disabilities for the unique opportunity of experiencing the power of the arts to support student achievement, creativity, innovation, and effective learning. This is the fourth school year that Beacon received this wonderful grant opportunity. Our students were able to expand their experiences with visual arts. Beacon School continued to be a collaborating member and host to the 2015 Summer Fun for Special Kids Day Camp for the eighth consecutive year. Beacon School was the first place winner of the Recycling Challenge Champions of all the schools in Athens County. We are yearly participants in Special Olympics.

We collaborate with Ohio University to extend our options in music therapy, and as a learning center for future Intervention Specialists. Faculty and students in the Ohio University College of Health Sciences and Professions (nursing, medical, music therapy, physical therapy, speech-language pathology, social work, and nutrition) have worked to screen, assess, and perform some supervised intervention with our young adult students. Beacon prides itself on contributing back to our community. Beacon School participated in the Athens Veteran's Day parade, honoring our community Veterans.

Many of our students require sensory diets in order to meet their sensory needs. Because of this, we continued the transformation of two rooms to meet our students' proprioceptive, vestib-



ular, tactile, auditory, visual, and olfactory needs. We have one calming room and one room for gross motor needs, as well as resources for students with limited mobility.

Preschool

Our Integrated Preschool Program served eleven special needs students and three typical students during 2015. New accreditation standards are being implemented in preschools, so our team worked to update curriculum, lessons, and processes to align with the Step Up to Quality standards. We have nearly doubled the size of the Preschool classroom and added extensive instructional and enrichment options.

Early Intervention

During 2015, Early Intervention (EI) served 75 children, age birth through 2 years old. This is an increase of 35 children in one year! Our Early Intervention Specialists are certified trainers in Responsive Teaching and continue the process for the Play and Language for Autistic Youngsters (P.L.A.Y.) Project. Both programs are evidence-based child development programs and provide training and support to families of young children. The EI staff continues to partner with the Help Me Grow eligibility evaluation/redetermination team. During this past year, we added services from a speech-language pathologist and behavior specialist. The Developmental Specialists continued to attend PLAY Project trainings, Advanced PLAY Project trainings and trainings to assist us with infants and toddlers who are blind or visually impaired.

Atco Adult Services

In 2015 Atco served 54 individuals who attend full or part-time schedules as they choose through their ISP process. Individuals at Atco are offered an array of choices that include community integration opportunities, life skills classes, art exploration, sensory integration, vocational and habilitation training, recreation, personal care assistance, gardening, music therapy, community choir, exercise and healthy living services, nursing needs, pet therapy, exploration of new interests, and much more.

Atco has been striving to operate as a community center welcoming everyone with and without a disability in to join activities. Through numerous partnerships such as Ohio University Music Therapy, volunteer partnering with Good Works, Athens Community Choir, FANS of Athens, The Laurels, Dance Therapy, Athens Community Center, Athens Sen-

ior Center, Hocking College Equine Education, Friends of the Shelter, Community Gardeners, local musicians, artists, and friends of Atco we are able to offer a multitude of integrated opportunities to those we serve. These partnerships are the beginning of authentic relationships that will develop bonds and relationships that will shape our lives and the community we live in with each step forward.

Due to a federal mandate known as "Conflict Free Case Management " Atco is required to transition services to other private day hab providers and to find ways to essentially re-home or change the services it provides. This process will involve Atco Inc. to no longer operate and for other agencies or services in the community to take on this role. We have begun a three year endeavor to begin mapping out this process. This process involves open forums, stakeholder input and developing a web page. As this process unfolds we assure you the individuals we serve are our top priority, with a strong interest of finding new and exciting opportunities for our community to get even more involved with those we serve.



PersonnelPlus

Since 1983, PersonnelPlus Employment Services has demonstrated to be a proven leader in providing quality staffing services for area employers. PersonnelPlus has found its niche in the employment and staffing market by connecting the skills and abilities of workers with disabilities with the needs of Athens County businesses. PersonnelPlus does not approach businesses from a charitable position but rather one focused on skills, abilities and the dedication of candidates that love their jobs.

PersonnelPlus is committed to excellence in customer service. We want to know what we did right, and what we could do better next time - if you're an employer, a job seeker, or a temporary employee,

your experience with PersonnelPlus is very important to us!

In 2016 we are committed to improving our service delivery to provide the best results for all of our customers. PersonnelPlus works closely with Opportunities For Ohioans With Disabilities (OOD) by assuring the best employment training and employment supports for Job Seekers. PersonnelPlus reached out to approximately 100 business while assisting well over 100 job seekers. PersonnelPlus provided permanent, temporary and seasonal employment for its customers.

PersonnelPlus prides itself on a very basic tenant and that is to help people become more successful and make their lives a little easier.



Passion Works Studio

Passion Works Studio continues to delight the Athens Community through ongoing collaborations throughout the town. During the past year, Passion Works artists have partnered with the Athens News, decorating seven newspaper distribution boxes with vibrant themes and designs to highlight the location where each is placed. Keep a look out around town for some amazing street art.

Passion Works Studio, Keep Southeast Ohio Beautiful and the City of Athens teamed up to clean up and beautify the community we love. Passion Works artists hand decorated 52 cigarette disposal boxes to help eliminate the problem of cigarette litter while adding another pop of beauty at convenient spots throughout Uptown Athens. Passion Works is known for recognizing opportunity and is ready to use their unique gifts to pitch in with unique and exciting solutions. These boxes are a great example of what beautiful functional art can be. Each box is hand painted and features a unique design created by Passion Works artists. Grant money was provided to compensate each artist for their artistic works of art. Connecting with the creative spirit of the Athens community is a huge part of the Passion Works Studio experience. We were honored to be part of such a beautiful project.

Passion Works Studio teamed up with Ohio Brew Week to design four commem-

orative pint glasses. Each glass featured an original design by our Passion Works artists. The pints were on-sale throughout Brew Week and proceeds went to continued art programming at Passion Works.

Passion Works Studio continues to add color and style throughout the town in local businesses like Fluff Bakery & Catering (Check out our ongoing display while enjoying some delicious baked goods) and many other area businesses. It's great to see the Passion Works touch in so many supportive businesses all around Athens.

Passion Works Studio participated in Ohio University Credit Union's first-ever Give and Grow membership drive to raise money for important local non-profits. New members who opened a checking or savings account had the option to donate \$25 to the charity of their choice. They raised over \$10,000 for select area nonprofits and Passion Works was one of them. Thanks to the Ohio University Credit Union and all its members for making an impact on our community.

Passion Works participated in the Ohio University Homecoming parade. This year's theme was "Same Bricks, Different Stories." Passion Works Studio artist created an amazing float that was the highlight of the parade and won 1st place recognition for the 4th year, delighting the crowd and winning a cash award of \$500



for the Studio. Our artists love being part of the Ohio University community.

Passion Works Studio provided original artwork for the Ohio University Credit Union 2016 Wall Calendar. These calendars were given to new credit union members. There was a calendar release party that featured our artists mingling and signing calendars. The original artwork was also on display. We look forward to more partnerships with Ohio University Credit Union in the near future.

We are so fortunate to live and work in a town that embraces our mission of inclusion, enrichment and opportunity for our talented artists!

Transportation

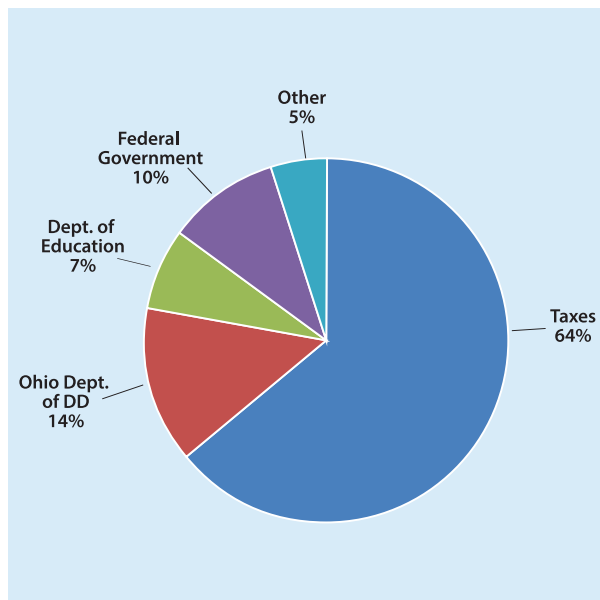


The ACBDD transportation department operates five bus routes and two van routes throughout 500,000 square miles of Athens County. Our fleet consists of 7 buses, 10 vans, and 4 cars, which travelled a total of approximately 224,327 miles in 2015. The total mileage can be broken down to include: 8,856 miles for Community Inclusion, 60,240 miles for Community Employment, and 14,183 miles for Service and Support Administration, 14,000 miles for Facility Transportation Supervision. 127,048 miles of bus and van transportation was delivered to transport 53 adults and 32 school age individuals

from all over Athens County to Beacon School, ATCO, Passion Works and Personnel Plus or to area job sites, allowing them to maintain successful employment within our community.

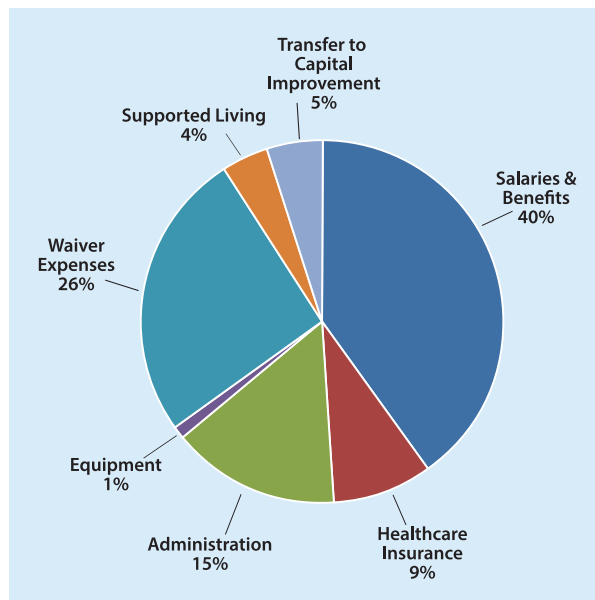
ACBDD continues to partner with Hocking, Athens, Perry Community Action Program (HAPCAP) and Ohio DD Council to provide transportation through Athens On Demand Transit (AODT). AODT provided 3,792 rides to the DD population and a total of 8,971 rides to individuals in Athens County in 2015.

Revenue Sources 2015



Taxes	6,763,402
Ohio Dept of DD	1,457,404
Dept of Education	771,240
Federal Government	1,107,747
Other	484,022
Total Revenue = 10,583,815	

Expenditures for 2015



Salaries & Benefits	4,007,658
Healthcare Insurance	918,521
Administration	1,457,109
Equipment	120,306
Waiver Expenses	2,588,830
Supported Living	407,416
Capital Improvement	500,000

Total Expenditures = 9,999,840

Programs and services offered by ACBDD

SERVICE	2010	2011	2012	2013	2014	EST. 2015
Persons Served Total	331	355	493	539	558	568
SSA	301	333	377	399	415	427
Early Intervention	85	88	76	60	40	75
Beacon Pre-School	7 IEP 4 Peers	11 IEP 3 Peers	10 IEP 3 Peers	11 IEP 3 Peers	10 IEP 3 Peers	11 IEP 3 Peers
Beacon School	51	54	54	56	49	50
Family Support Services	161	157	117	142	114	126
ATCO	196	181	65	64	62	54
Passion Works	50	50	55	60	39	39
PersonnelPlus	123	122	101	128	118	119
Residential Services	136	158	178	195	187	207
Facility Transportation	115 Adults 41 Students	110 Adults 41 Students	65 Adults 38 Students	60 Adults 41 Students	57 Adults 37 Students	53 Adults 32 Students

The Athens County Board of Developmental Disabilities was able to achieve a surplus of revenues over expenditures of \$583,975 for the calendar year 2015. This was accomplished through a combination of increased levy funds and our continued cost containment. With this positive cash flow, the Board intends to increase the number of individuals served by waivers in the Athens County area. Our commitment to the community remains the same - assuring the health and safety of those individuals with disabilities while maximizing the funding provided by local tax dollars.

