



ATHENS COUNTY BOARD OF
DEVELOPMENTAL DISABILITIES

2016 Annual Report



athenscbdd.org

A Message from the Superintendent



2016 was a year filled with change for the Athens County Board of Developmental Disabilities. The highlights of the past year included:

- A comprehensive three year plan was announced to comply with conflict free case management which included:
- The ATCO transition plan
- The Passion Works transition plan
- Conducted multiple open public forums
- Formed a working group to help plan for the transition and challenges

The Board took the historic step of no longer paying sub-minimum wage for individuals with disabilities.

The Board approved a three year strategic plan and a new logo/mission statement.

Several new key managers were brought on board including:

- ATCO Transition Manager
- PersonnelPlus Director
- Beacon School Principal
- Human Resources Manager
- Service and Support Administration Director and Manger

The Board created an Employment Options Division – which includes Personnel Plus.

The Board began discussions with Ohio University's Kids on Campus to conduct a 2017 summer camp at Beacon School.

The Board announced that Personnel Plus would be moving to the Market on State to help with employment options and visibility.

The Board announced that the Service and Support Administration department would be moving to Harper Street in The Plains.

The Board began work for our new entryway and additional parking at Beacon School and the Administration Office.

The Board made significant improvements to the Beacon Playground.

The Board successfully negotiated two new bargaining unit contracts.

The Board held a wonderfully attended PersonnelPlus Gala in October to honor individuals with disabilities and their employment successes.

As 2017 begins, we know there will continue to be many outside forces affecting change on the Board (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). Because of theses outside forces, we know that there will continue to be challenges as our programs transition to meet these requirements.

What we can also say with certainty is that we are well positioned to meet these challenges because of the quality of our programs. The wide array of programs offered by the Board is unique and serves individuals and families from birth to throughout life. The quality of our programs allows the Board to adapt and be responsive to any outside drivers of change, while still providing excellent services. This is in large part due to the dedication, passion, and commitment to excellence displayed by the Board's staff members.

As we move through these next few years, it will be critical for the Board 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 which 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 Athens County Board of Developmental Disabilities.

Please enjoy our 2016 Annual Report.

Thank you Athens County,

Kevin Davis

Our Board



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

Our Mission

The Mission of the Athens County Board of Developmental Disabilities is to enhance the quality of life for individuals by encouraging integration and independence, fostering partnerships, and advocating for individual rights.

Our Mission

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.



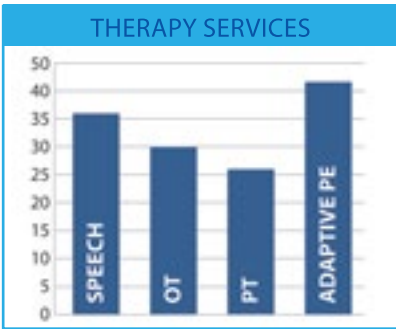
Educational Services



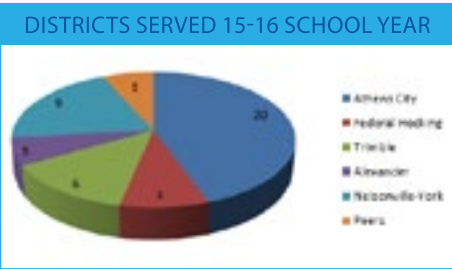
Beacon School

Beacon School works in cooperation with the five Athens County school districts to provide specialized services to children and adults ages 3-21 with developmental disabilities, or those with a medical diagnosis such as Autism, Down's syndrome, Cerebral Palsy or Multiple Disabilities. Students who qualify are referred from their local districts. During the 2015-16 school year, enrolment totalled 45 students. Including 42 students with disabilities and 3 students in preschool serving as peer models.

We offer a variety of specialized services and therapies to enhance student educational experiences and develop functional daily living skills. Beacon School utilizes the services of a Behavior Support Specialist, Speech Language Therapist, Occupational Therapist and Physical Therapist. We also offer an Adapted Physical Education teacher dedicated to promoting strength and agility through specially designed activities, as well as providing therapeutic and recreational swimming in the indoor pool. Beacon School is fortunate to have one full time and one part time nurse who collaborate with the child's medical professional to provide important medications to students throughout the day and



tend to any medical issues that may occur through a normal operating day. Our educational curriculum is the Unique Learning Curriculum which is aligned with Ohio's Extended Learning



Standards. The curriculum provides our students with multiple ways to learn and demonstrate knowledge. All students at the appropriate grade level participate in Ohio's Alternate Assessment testing. Students in the Intermediate II and Young Adult classrooms are provided additional services of a Transition Coordinator to develop the functional and social skills necessary to be successful in the community and on the job as they enter the workforce. Teachers and Instructional Assistants participate in a variety of professional development activities through the State Support Team Region 16 and the Ohio Department of Education to keep abreast of new or changing requirements. This year, two of our teachers attended the Ohio Center for Autism and Low Incidence (OCALI) Conference in Columbus and shared information with other staff through presentations when they returned.

Beacon School collaborates with a number of agencies who provide specialty services to our students. Ohio University students provide music therapy to engage students in singing, dancing and drumming. In return, our school is a placement for practicing Music Therapists and Intervention Specialists attending the university. We were fortunate to be awarded the VSA Ohio & Ohio Arts Council Grant for the 16-17 school year. This grant provides the school with a Resident Artist who works with our students to express themselves through projects and illustrations and to expose them to different art mediums. All of our classrooms also participate in preparing and cooking healthy meals through the Live Healthy Appalachia grant. And finally, we have our own Beacon Singers who practice on a weekly basis with the purpose of providing concerts twice a year to students,



updated the staff lunch area by painting and adding a new counter top with sink, cabinets and furniture, complete with two paintings from Passion Works. We held a dedication ceremony on November 29th to celebrate the new Young Adult playground equipment that was donated by the estate of Yvonne Emerson in the name of Marjorie K. Sherow. The students launched blue and white balloons, played with the new musical instruments that were dedicated and had cake and punch with the donors. We are so thankful to the family for these wonderful additions to our playground. Lastly, we have been working to modernize the model apartment which has not been updated for many years. We painted the rooms, purchased all new living room and dining room furniture, vertical blinds and added a bedroom complete with a bed, night stand and lamp. These improvements along with the existing full kitchen allow the students to practice functional life skills and employment skills.

Beacon School has a devoted Administrators, Teachers, Teacher Assistants and Paraprofessionals who truly love what they do! Working in collaboration with our families, we strive to provide the best educational experience for children and adults who require an adapted curriculum and specialized instruction, thus enhancing their quality of life.



as well as the use of adaptive equipment and technology to enhance the student educational programs and to

parents and members of the community. Throughout this school year we have made several improvements to Beacon School. In August we

help them experience success in the classroom and in the community. Our program uses The Creative Curriculum as a guide for instruction and to address the Ohio State Standards for Preschool. We have worked diligently to update processes to align with Ohio's new tiered rating system, Step Up To Quality. Our program expects to be rated prior to the beginning of the 2017-18 school year.

Early Intervention



During 2016, the Early Intervention (EI) Program provided services to 68 children, age birth through 2 years old. In collaboration with Hopewell Health Early Childhood Program & Early Intervention a multidisciplinary team was formed which includes Service Coordinators, Developmental Specialists, a Physical Therapist, an Occupational Therapist, a Speech Language Pathologist, a nurse and early childhood mental health professionals. The Developmental Specialists are certified in both Responsive Teaching and Play and Language for Autistic Youngsters (PLAY). They have continued to refine their skills and have completed trainings in Advanced PLAY, Autism Spectrum Disorder: Current Information & Best Practice, Facilitating Development through Daily Routines, Writing Functional Outcomes, Functional Assessments, Supporting Families Experiencing Difficult Circumstances, Cerebral Palsy and Traumatic Stress who are blind or visually impaired.



Service & Support Administration



SSA Mary Howell helps to support Myriah!

SSA David McNelly and Carrie's team enjoy a group meeting!

The Service and Support Administration Department of the Athens County Board of DD quietly goes about the business of helping individuals with developmental disabilities to build a life that is meaningful to them. This is done by taking a person-centered approach, as the Department works with individuals and their families to discover what is important to the person.

Each individual and their team of support develop a plan that is unique to that individual and focused on how to help them achieve their personalized goals and dreams while assuring that they stay safe and healthy.

The SSA Dept. is the initial point of contact for individuals seeking services with the ACBDD. Referrals for service begin with a determination of eligibility and once determined eligible, an individual may be assigned a Service and Support Specialist. In 2016, the SSA Department was serving 375 individuals including preschool, school aged, adults and seniors with developmental disabilities. The Department received 55 requests for determination of eligibility and found 36 to be newly eligible for Board services.

Among the services provided by the SSA Department is the development of specialized strategies to support individuals with intense behavioral needs. These strategies are focused on keeping the individual and the community safe. Staff that work with the individuals receive specialized training to ensure the best possible outcome for the individual.

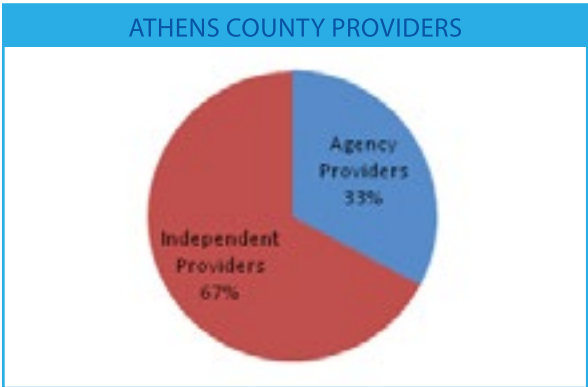
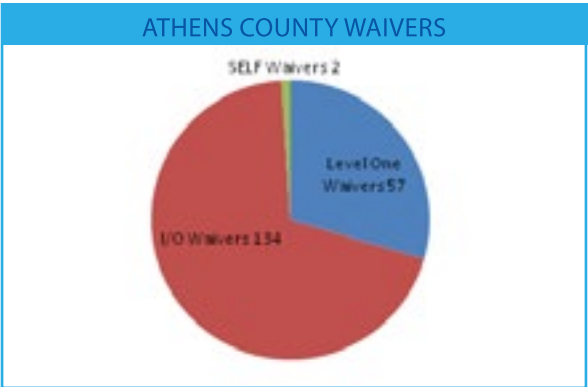
At the end of 2016, the SSA Department supported 193 individuals receiving services through Medicaid waivers to obtain supports in the community and allow them to live outside of an institution. This is a key support and allows county board levy dollars to be combined with Medicaid funds to increase the number of individuals served.

Through the use of a Medicaid waiver, individuals have the opportunity to access the services and supports necessary to allow them to be successful. Waivers help pay providers to assist with transportation, help with daily living tasks like cooking, cleaning, personal hygiene, access to community resources for doctor's appointments, shopping, and recreation. The waiver can also be used to access day programs. It is a vital tool for supporting individuals to be fully participating members of the community!

The SSA Department also helps to support individuals through the use of local funds to provide specialized supports and assistance with emergency situations. Through collaboration with other human service organizations they assure that the needs of the individuals are being met while providing good stewardship of local tax dollars.

The SSA Department is proud to support individuals and their families. We are grateful for the generous support of the Athens County community.

Service & Support Administration Continued



Individuals Receiving SSA Services	375
Eligibility Referrals CY 2016	55
# Determined Eligible CY 2016	36
Waiver Enrollments CY 2016 (IOW)	9
Waiver Enrollments CY 2016 (LVIW)	2
Waiver Enrollments CY 2016 (SELF)	0
Total Enrolled on 12/31/2016 (L1W)	57
Total Enrolled on 12/31/2016(I/O)	134
Total Enrolled on 12/31/2016 (SELF)	2
# Agency providers	21
# Independent Providers	43

Facilities Department



The Facilities Department for the ACBDD operates and maintains 62,316 square feet of buildings plus grounds. The largest facility is Beacon School which was constructed in 1979 and contains 30,000 square feet of space. The second largest facility is ATCO which was constructed in the 60's and renovated for the ATCO workshop in the late 70's and encompasses 19,000 square feet. The current Bus Garage was constructed in 2001 and altered to include the SSA Department in 2003 and contains 6,200 square feet. The Personnel Plus office comprises of 4,416 square feet and our Passion Works location contains 2,700 square feet (which is leased).

As well as operations and maintenance of the facilities, we maintain the grounds at each location as well. This involves clearing snow and ice from the sidewalks and parking lots along with grooming the lawns around these facilities. Not only do we provide for the physical needs of the facilities, we are also responsible to provide security lock-down capabilities for each location as well.

We have a huge task of securing our facilities. We serve many individuals that use mobility devices. The use of these devices slows the lock down process and makes evacuation very challenging. We are working very diligently to develop safety procedures to aid in this task. As mentioned above, we have five locations to secure and provide security for. We have developed safety lock down procedures and are starting to perform drills in all facilities. The evacuation procedure is more complex given the individuals we serve. As you know we have installed video surveillance and two remote-operated doors at Beacon, ATCO and the Bus Garage\SSA, but even with these improvements our task of securing these facilities is very challenging. We are confident we will keep our clients and staff safe as we continue to evaluate and improve our systems and procedures

PersonnelPlus

The Employment Service of the Athens County Board of DD

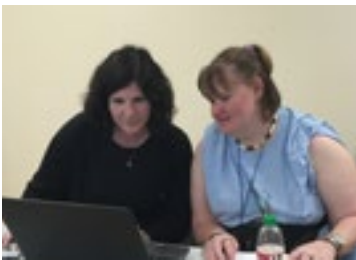
33 Years of Building Business Partnerships

PersonnelPlus staff focused on reconnecting and developing new business partnerships. On October 26, 2016, The Athens County Board of DD/PersonnelPlus held their 2016 Employer/Employee Recognition Gala at Ohio University, Nelson Commons. The event was designed to celebrate the business partnerships that PersonnelPlus has developed for over 30 years as well as the qualified and reliable workers that meet the business's needs.

This year's theme, "Taking Care of Business", saluted PersonnelPlus and its contributions for over the last 33 years. Approximately 350 businesses, employees, families, community members and State employment staff attended the event that featured videos and presentations that highlighted Athens County employer/employee successes.



Mike Carpenter and Associates employee, Fred Cremeans and Mike walk together to accept the business recognition award.



Job seeker receiving job development services from a local job developer.

New Employment Options Division Established

For years the Athens County Board of DD has been a leader in supportive employment services in much of the state. The Board's employment service, PersonnelPlus has played an integral part in advancing employment and career options in Athens County for individuals with disabilities by matching their skills and abilities with the employment needs of area businesses for well over 30 years. In 2016, the Board and our superintendent continued to advance employment options by establishing the Athens County Board of DD's Employment Options Division. The Employment Options Division serves as the single point of contact for the coordination of employment services. The Employment Options Division is responsible for having

oversight on all employment related activities administered by the County Board. The Employment Options Division specializes in knowledge about specific employment-related supports and services such as Opportunities for Ohioans with Disabilities (OOD), transition with school districts, benefits analysis, day program/vocational-habilitation services, connections to Ohio Means Jobs and much more.

Twenty-Two In 2016



Shawn was hired in 2016. He works at a OU Dining Hall.



David was hired in 2016. He works at Kroger.



Kaitlyn was hired in 2016. She works at Beacon School.



Sara was hired in 2016 at Shawna Stump State Farm Insurance.

On December 22, 2016, the Athens County Board of DD/PersonnelPlus finished out the year supporting, training and assisting twenty-two job seekers in gaining employment in a variety of businesses in Athens County with the support of our partner, Opportunities for Ohioans with Disabilities (OOD).

- 57 Employment Assessments
- 35 Job Try-outs
- 22 Hired
- 17 First Time Hires
- 50% under Age 29
- 91% Retention Rate

PersonnelPlus Continued

Summer Youth Employment



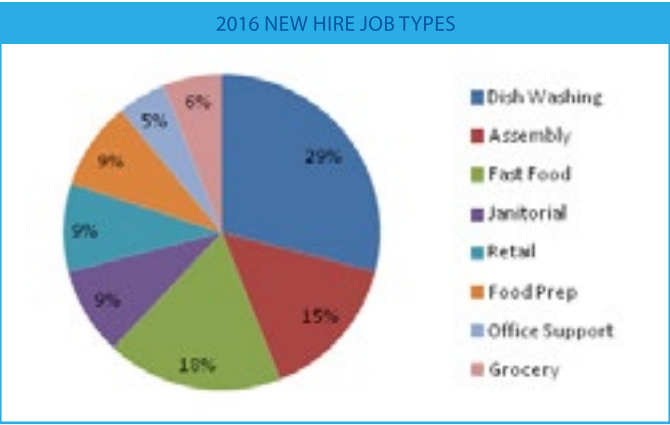
Summer Youth Career Exploration Participants on set of Gridiron Glory at WOUB Center for Public Media.



Summer Youth Career Exploration Participants learn about owning a business at Hair Studio 1 in Athens.

In 2016, the Athens County Board of DD's Employment Service, PersonnelPlus in conjunction with the Athens office of Opportunities for Ohioans with Disabilities (OOD), provided Summer Youth Work Experience to 23 students between June and August at a variety of area business partners. These work sites included Sweet Arts Bakery, Taylor Honda, Athens High School, Stroud's Run State Park, the Holiday Inn Express, Sandlot and Elm Golf Course. These employment experiences allowed job trainees to work each day learning new skills as well as workplace etiquette while earning a pay check. Supervisors were on hand to provide job coaching instruction and support as needed.

An additional program supported by OOD is Career Exploration. Career Exploration is provided to youth, typically ages 14-15 years old, which are just getting started on their path to employment. Participants visit businesses that are of interest to them and observe, ask questions, take tours and talk with staff. The participants would prepare ahead of time by developing questions for each business. While the participants do not earn a salary for this program, it helps prepare them for the next step which typically is participating in the Work Experience program.



Transportation Department



The ACBDD Transportation Department operates five regular bus routes and two van routes throughout the 500,000 square miles of Athens County. Our fleet, which travelled a total of approximately 210,409 miles in 2016, consists of seven buses, 10 vans, four cars, and a pickup. The total mileage can be broken down to include: 8,972 miles for Community Inclusion; 46,746 miles for Community Employment; 15,402 miles for Service and Support Administration; and 15,000 miles for Facility/Transportation Supervision. A total of 124,289 miles of bus and van transportation were delivered to transport 57 adults and 30 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 3,176 rides to the DD population in Athens County in 2016. Athens On Demand Transit provided a total of 12,103 rides to individuals in Athens County in 2016.

ATCO Adult Services

ACBDD and ATCO Ends Sub-Minimum Wages



On June 28th, 2016 The Athens County Board of DD approved a motion to no longer hold a sub-minimum wage certificate, guaranteeing that all employment for people with disabilities provided would be at a rate of minimum wage or above.



Community Partners

The ATCO staff are working with the longtime community partnerships they have developed to prepare them to continue to serve Athens County by partnering with individuals, day hubs, and residential providers. Community Partners include many community organizations, such as Team Heart and

Sole, Athens County Community Singers, OU Music Therapy, Live Healthy Appalachia, Community Food Initiatives, FANS, Parade of The Hills Senior Day Events, local 4-H clubs, Local Musicians, Paul Richard and Journey to Be Still Yoga, Kim Rios-Zumba Instructor, Aphio Sorority, Tuesday Night Community Rec at the Roller Bowl, and many more. Plans are being developed to support these activities, groups, and events as well as develop new ones.

Passion Works Studio



The Passion Works Art Studio is preparing for transition into the future by requesting proposals for potential new management to take over the leadership and operations of the studio as a private day hab that will continue to provide art programming, employment opportunities, and a space that is open to our community to develop collaborative art.

Individuals who attend Passion Works have the opportunity to create art, sell their work, and to partner with other artists with and without disabilities to collaborate on pieces that are later sold in the store or online. Highlights of the year include working with OU Credit Union to provide an art event for Big Brothers Big Sisters of Athens, winning the 2016 OU homecoming parade float and window decorating contest. A successful Fall Fling was held with an open house setting for artists to showcase their work and to meet and greet with the community. Shows were held at Purple Chopstix, The Wells Library, Athens Public Library, Casa Nueva, Jackie O's Brewery, as well as three Artists being selected to showcase their pieces at the governor's art show for people with disabilities. Scott Brooks, Anna, Alexis Rhinehart, and Derek Boals were selected.



ATCOinc.org



passionworks.org

ATCO Idol at Stuart's Opera House



A special thanks to the ATCO Leaders and Leslie Perry, together they included other day hubs in being able to participate. The team travelled to other day hubs teaching others about performance and stage presence. The event was a huge success. Stuart's Opera House was a great host for our event and hopefully a new community partner.

ATCO Three Year Transition Plan

A federal rule (by Center for Medicaid-CMS) calls for conflict-free case management for all county boards in the state. This mandate is in effect because there is an inherent conflict of interest for any county board that provides the services, monitors the services, and then receives funding for these services. To resolve this conflict, the ACBDD is required to transition away from providing Medicaid-funded services such as the direct services at ATCO.

The ACBDD and ATCO announced February 10, 2016 the beginning of the process of complying with the federally mandated order from the Center for Medicare and Medicaid Services (CMS) regarding county boards of DD and conflict free case management.

We are beginning the second year of transitions, with an end goal of all individuals being transitioned to our local partner providers by January 2019. At that time, January 2019, ATCO will cease operations.

ATCO Transition Process

A Transition Manager has been hired to develop and oversee the process of all individuals currently served at ATCO are being supported in understanding the change, learning all available opportunities they may choose including employment exploration, volunteer opportunities, as well as visiting and experiencing all potential day hab providers. A Transition Portfolio has been developed to track the process and empower individuals to take a leadership role

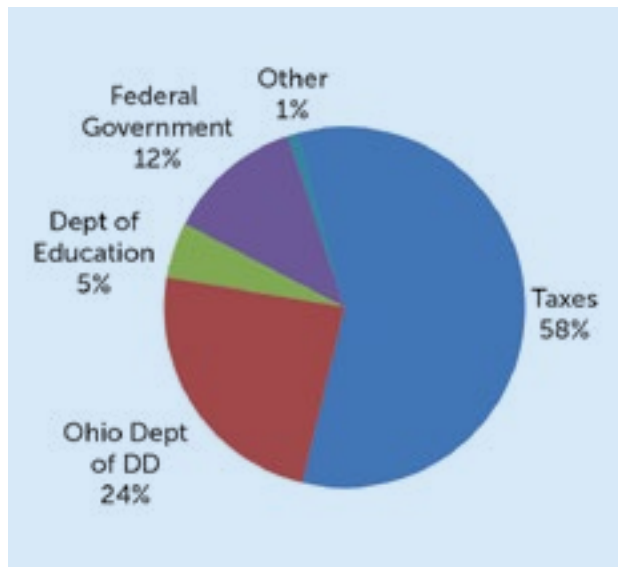
in their own transition. The process will be individualizes and accomplished through the ISP meeting process. The ATCO staff and the Transition Manager have been assisting individuals in learning about the transition, as well as identify their wants and needs. The SSA's assist each individual in finalizing choices and ensuring the transition process is finalized and documented. Providing choice, education, as well as new opportunities.

The Future of Services for Adults with Disabilities

The priority for Ohio's future adult day services is to continue to promote person-centered planning, community access, and community employment options. Meaning, we must work hard to ensure people with developmental disabilities have access and supports in all aspects of their lives. We do this as an agency with the support of our community:

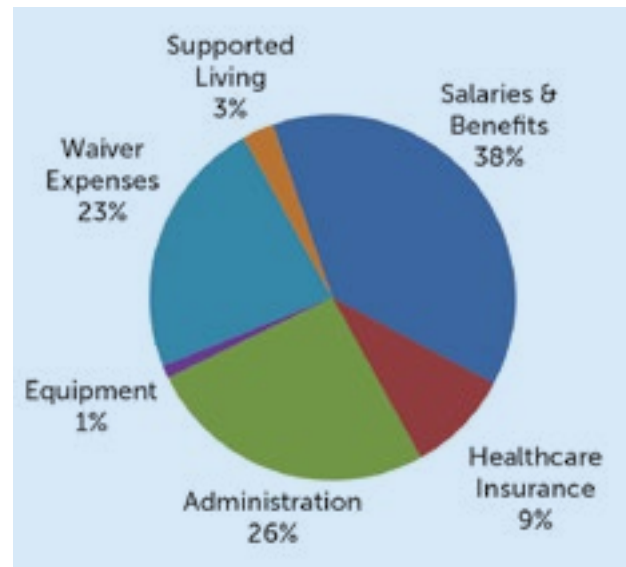
- Creating opportunities to develop an individual's abilities
- Making stronger community connections
- Improving job opportunities, earnings, and employment benefits
- Improving overall health and well being
- Enhancing a person's quality of life
- Increasing self-esteem
- As well as expanding natural supports(Friendships, neighbors, and volunteers)

Revenue Sources 2016



Total Revenue = 11,884,695

Expenditures for 2016



Total Expenditures = 10,940,847

Programs and services offered by ACBDD

The Board continues to increase the number of individuals served by waivers in the Athens County area. At the same time, we are carefully managing our resources as we move forward with the transition of our service model in compliance with statutory requirements. We have several capital expenditures planned for the upcoming year which include the completion of the new entrance to Beacon school as well as the purchase of a new school bus. 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.

SERVICE	2010	2011	2012	2013	2014	2015	2016
Persons Served Total	331	355	493	539	558	565	575
SSA	301	333	377	399	415	373	375
Early Intervention	85	88	76	60	40	64	57
Beacon Pre-School	7 IEP 4 Peers	11 3	10 3	11 3	10 3	10 3	11 3
Beacon School	51	54	54	56	49	45	42
Family Support Services	161	157	117	142	114	126	112
ATCO	196	181	65	64	62	56	54
Passion Works	50	50	55	60	39	39	34
Personnel Plus	123	122	101	128	118	119	97
Residential Services	136	158	178	195	187	207	208
Facility Transportation	115 Adults 41 Students	110 41	65 38	60 41	57 37	52 31	57 30

