



**Fairfield County Board of DD
Leadership Team Report
February 21, 2023**

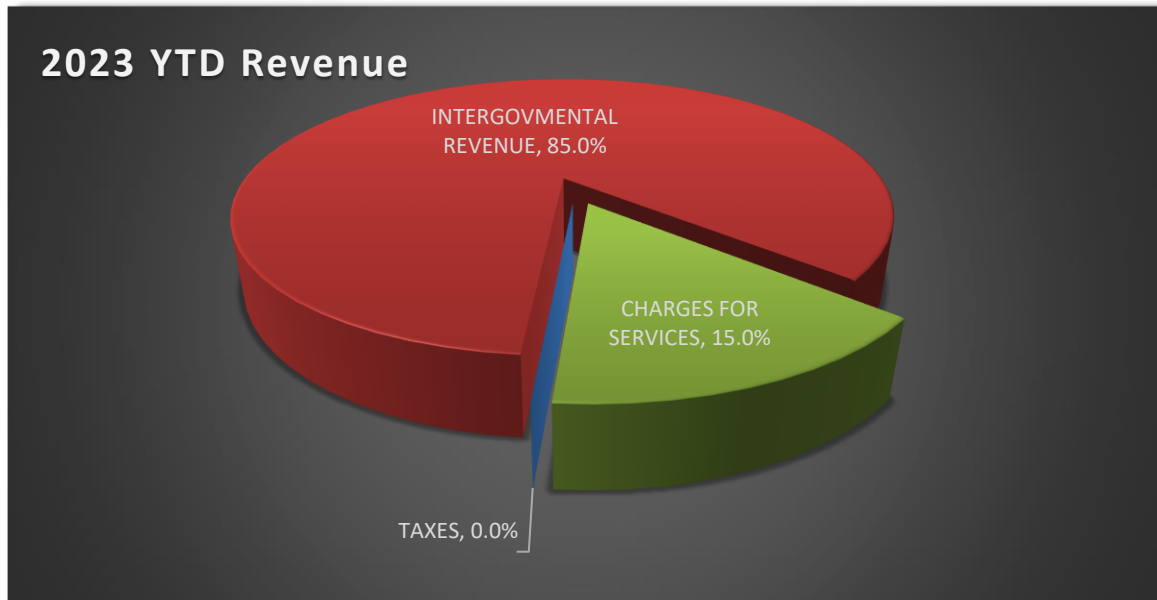
Finance

Beth Seifert

Revenues:

Revenues were approximately \$400,700 over projections.

Medicaid (TCM)	\$ 392,800
ODE	\$ 8,600
Dept of Ed Federal Grants	\$ -6,600
OOD	\$ -15,600
Reimbursement for Educational Aides	\$ 16,500

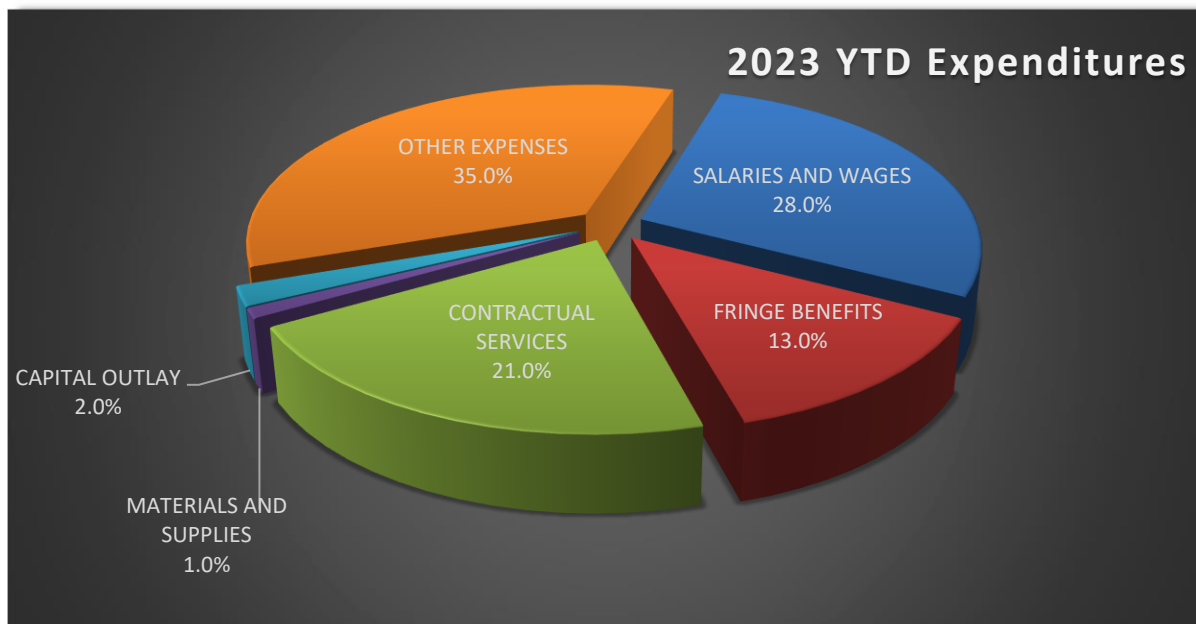


Expenditures:

Expenditures were approximately \$314,200 under projections.

- Salary and Benefits were below projections by \$131,000.
 - Salaries were \$32,700 under budget.

- There were 12 vacancies in the month of January.
 - Forest Rose School (7), We have two Instructors, four Educational Aides and a PT Nurse vacancy.
 - Provider/Community Resources (2), We have vacancies for one Employment Support Specialist and a MUI Coordinator.
 - Operations (1), The new position for an IT Help Desk staff member was budgeted but has not yet been created.
 - SSA (2), We currently have openings for an ISC and a Behavior Support Coordinator.
- Insurance premiums were \$21,300 below projections.
- The worker's compensation expense was \$75,300 under budget.
- Non-wage expenditures were \$183,200 below projections.
 - Contract Services were \$60,700 below projections.
 - Therapy Services \$15,300
 - Purchased Property Services \$14,400
 - Purchased Provider/Transportation Services \$121,000
 - The supply account was under budget \$28,900 and the capital account was under budget by \$17,500.
 - Waiver Match and Administrative Fees were under budget by \$67,700.



Provider and Community Resources

Kyle Miller

The new year has started off with numerous changes. As discussed last month we have invested heavily in identifying how to provide resources to the provider network. At our first provider meeting, the subject matter expert outlined the historic events that have had major impact on the system. This offered understanding on why providers and county boards exist and an invitation to work together for a better future.

Six provider staff, one ISC and Aaron Johnson from the Fairfield Center for disAbilities met two days with the Starfire Council staff. The Starfire team provided a person-centered practices workshop to give us a foundation to support providers as we have future planning discussions to emphasize human connection and community involvement. Starfire will be providing training at the provider meeting in February. Starfire transitioned from a day program serving 150 people daily in 1993 to work with one person at a time to create a more inclusive community by decreasing the social isolation felt by people with disabilities. Their experience and insight at the workshop was very exciting and will surely have a similar impact at the provider meeting.

Our Community Resource and Training Specialist had initial meetings with three of our provider partners to discuss their vision and how it aligns with helping people connect and grow outside of the service system. This new process has been developed for provider staff to assist interested providers to develop goals and processes to further their vision for their organizations.

The Fairfield Center for disAbilities has been partnering with numerous provider staff to reimagine the services they provide. This has included both organizational and individual planning for people who attend. Three people have experienced new community experiences aligned with their outcomes and there is a new energy throughout the entire agency.

One of our MUI Coordinators submitted her resignation in December. After the Quality Assurance and Community Support Specialist interviewed for the open position, Leslie Dancho and I reviewed the current position description because it seemed very likely that it could be revised, and we could combine the positions. After discussion with Cindy and Jamie, we made the revisions and included in this month's board packet. This also required us to change the current MUI Coordinator position description so the MUI responsibilities would align, and the areas of expertise would be clearly separated and understood.

Another month of record-breaking sales at Art & Clay/Square 7. Best January sales ever, exceeding previous best by 36%. Flight Nights and Wheel Throwing classes continue to sell out and now planning "Try it Tuesday" wheel classes for March. The General Manager has been working exhaustively to increase accessibility in the business. We have purchased the materials for a new paint bar and continue to

investigate equipment and layout to make the experience inclusive for everyone. The employee retention tax credit to encourage small businesses to retain employees during the pandemic has allowed us to make these improvements without any negative impact on the business.

Human Resources

Cindy Hillberry

For the month of January, we posted two positions to seek replacement staff in Educational Aide and Individual Support Coordinator roles.

We had five new hires start during the month of January:

Forest Rose School:

Angel Webb is an Educational Aide

Kristen Dalton is a Floating Aide

Macie Funk is a Floating Aide

Services & Supports:

Chelsea Roan is an Individual Support Coordinator on Lois' team

Mallory Womax is an Individual Support Coordinator on Dawn's team

We've had the following staff changes and additions:

Forest Rose School:

Macie Funk changed roles from a Floating Aide to an Intermittent Educational Aide

We also have the following positions posted or unfilled at this time:

Services & Supports:

Individual Support Coordinator

Behavior Support Coordinator

Provider and Community Resources:

MUI Coordinator

Forest Rose School:

Supervisor of Student Services

School Age Instructor (2 positions)

Substitutes

Two staff members left the organization in the month of December:

Services & Supports:

Natalie Tarantino resigned her role as an ISC on January 13, 2023.

Forest Rose School:

Catherina Briedenbaugh resigned her role as an Educational Aide on January 17, 2023.

Amanda Scheidegger, Human Resources Generalist, and I attended the annual training conference for OHPELRA (Ohio Public Employer Labor Relations Association) on February 6 & 7, 2023. It was full of good HR information and refreshing to network with other HR professionals. We also plan to attend the NPELRA (National Public Employer Labor Relations Association) conference in April in Louisville, Kentucky.

Forest Rose School

Cindy Hillberry

We have had a lot of bugs going around at the school – stomach, upper respiratory and a little bit of COVID, but only with staff (thank heavens). Staff do an amazing job of pulling together and covering for each other. In our staff meetings, every other Wednesday, I ask staff to report on “Great Things.” There is never a shortage of inspiring stories staff bring up including topics like kids sharing with other kids for the first time, kids successfully using their communication devices to express their needs and wants and kids who are now moving about the school independently. All of these incredible situations we get to be a part of are helping children on their educational journey and towards a life of independence. Sharing the stories helps all of us remember our “why” and how our work connects to the mission.

Our Physical Therapist, Amy Patterson, gave a great presentation at a recent staff meeting on the “Importance of Positioning.” She gave a lot of great information and really helped staff understand why we move and position some of our kids the way we do and what can happen if we are not diligent in our efforts.

Spring is a time for planning meetings and IEP meetings along with progress updates. We are also holding parent-teacher conferences and have an incredible response from parents wanting to attend.

I can’t say enough great things about our culture of engagement committee at the school, FRS Connection. We are holding a “beach” volleyball tournament, just finished Secret Valentines, and are having a chili cook-off to name a few. They are always coming up with new ideas to keep staff engaged, having fun, and working on team-building skills.

Great things are happening here every day!

Early Intervention & Birth to Three:

Jenna Trager

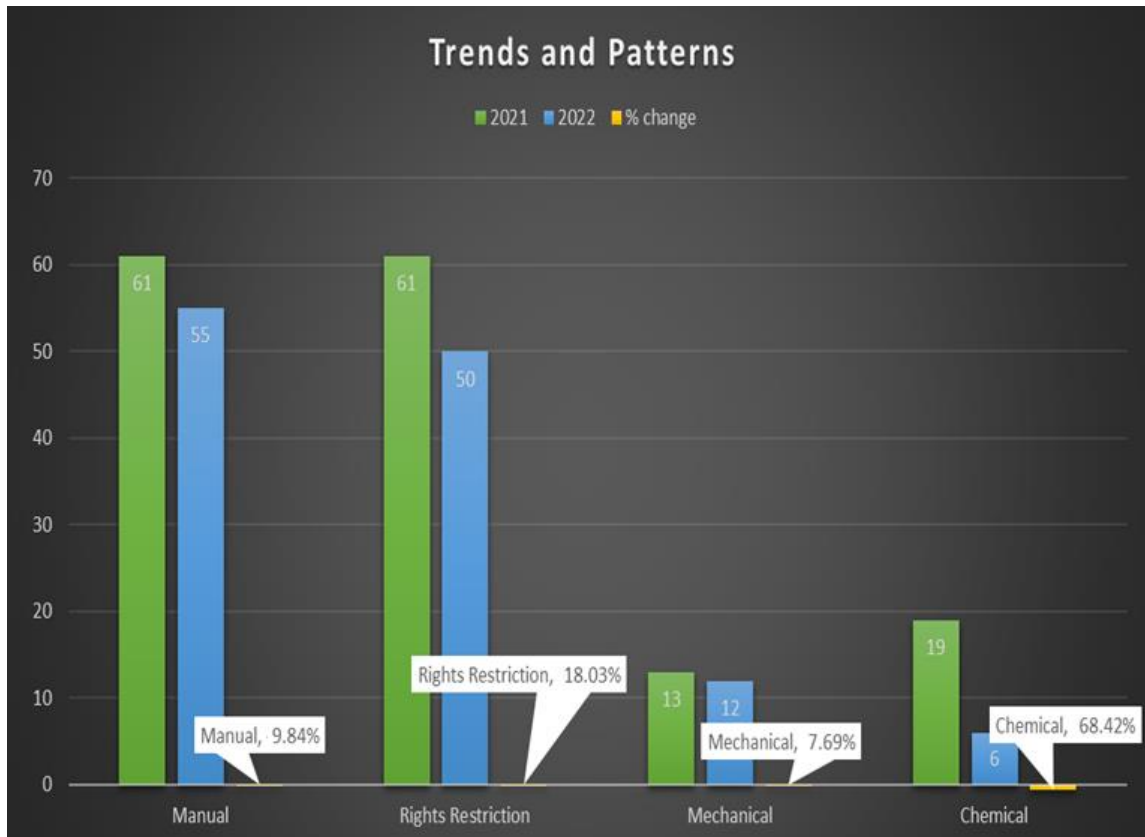
Early Intervention is currently providing services to **196** families in Fairfield County. In January we received **39** new referrals from Help Me Grow and **19** children transitioned out of our program.

Services and Supports

David Baum

We have several different stories of our compass of values for the month of February. One such activity is related to the innovative and collaborative efforts of our behavior support team around a healthy & safe relationship series in partnership with Learning Never Ends. This class is focused on looking at different types of relationships, personal space, conversations, navigating one's community, and becoming more confident in decision-making around relationships. The series has 8 participants who review specific lesson material, go over real-life scenarios based on the lessons, and have corresponding follow up assignments to work on throughout the week. Participants have the opportunity to work with a mentor with the ultimate goal of having peer mentors that will lead or facilitate aspects of this series.

Another great example of how individuals in Fairfield County are moving to being more independent is through decrease in restrictive measures. To give some context, in 2020 there were 28 individuals who had restrictive measures. 2021, 27 individuals had restrictive measures, and 2022 had 22 people with restrictive measures in their ISPs. As of this month, only 19 people have restrictive measures. Overall, we have seen decreases in the types of restrictive measures implemented from 2021 to 2022 (see below, the percentages represent the amount decreased from 2021 to 2022). The biggest reason for this decrease is because of the behavior support team's approach in building sustainable, respectable, and resiliency in positive strategies built around person centeredness.



An individual who moved out of the county, recently moved back to Fairfield with the hopes of finding a home to meet his needs. What he found in addition to his new home was the opportunity to expand his independence and inclusion in his community. A very important piece of this individual's life is to attend a local church. The home, located close to downtown Lancaster, enables this individual to walk to his newfound church down the street. This individual has long been connected and desires to go to church weekly and become an integral part of a new bible study group.

We had several instances of collaborations with multi-system youth with several agencies including Nationwide, Child Protective Services, FACFC (Family, Adult, Children First Council), and many others. ISC Kathleen had worked with the Inspire shelter in Logan to help a child served and his mother with finding housing due to recent homelessness. There was also a collaboration for another young man to find an ICF placement due to not being able to return to his home. Due to the hard work of Susan B., Cesalie, and An'Gelica, this young man had a successful transition to his new living arrangements.

On 1/30, we welcomed Mallory Womax as our newest Individual Support Coordinator at our Pickerington office. She will be taking on Dawn Buser's, ISC Supervisor, former caseload. Mallory comes to us with a degree in Social Work and internship experiences with local agencies such as Fairfield County 211 and Pickerington Local School District.

Resource Management

Michelle Dexter

Program Enrollment

Total Enrollment for the Program (this does include **12 preschool students that are active and attend FRS who are not served**)

Individuals have an Individual Support Coordinator (ISC)

Adults supported by ISC

Kids/Transition Age supported by ISC

Comparisons here
since last month

1546	-15
1203	-11
563	-5
640	-6

Communications and Outreach

Anne Mikan

To promote communication across the agency with many new faces in the last few years, we have compiled a directory of staff at Fairfield DD with updated pictures, contact information and a small overview of their role. In addition, we have worked with HR and have a new, updated table of organization. Both will be distributed Wednesday February 22 electronically and will have printed copies available as well. All new staff will receive a copy moving forward.

Updates from our new superintendent:

We have sent a letter to all families and providers introducing our new superintendent and working to open the lines of communication. Additionally, you can listen to a short podcast of his goals and commitments for 2023 for our agency on the home page of our website or on WLOH.

March is Developmental Disabilities month in the United States:

At Fairfield DD, we want to promote understanding and independence all year round, but we do have some things planned for March.

- February 28th - Superintendent Uhl will be representing our agency to receive a proclamation from the Fairfield County Commissioners.
- March 1 through 31 - Ask Us Campaign - Asking questions is one way we learn, and this month we invite staff, families, and people who receive services and the community to "Ask Us" anything! Staff and experts in the field will answer these submissions and they will be shared on our website, social media channels, newsletter and others. This is promoted on WLOH and through our sponsorship on Innerphase Video.
- March 17 or 24 TBD @ 11:30am – Dedication - Fairfield DD lost Wendy Ricker, SSA Director during the pandemic and restrictions made it difficult to honor her. We will be coming together to dedicate the Large Conference Room at the SSA Building in her name.

- March 28th @ 9:00am - Superintendent Uhl will be doing a "Listen and Learn" for the Fairfield County Commissioners.
- March 28th @ 10:00-11:30am - The Fairfield DD Leadership Team will be at Art and Clay/Square 7 Coffee House to be guest baristas and be available to answer any questions that coffee drinkers may have about our agency and mission.
- March 31st @ 8:00am-3:30pm - The Fairfield DD buildings will be closed as staff come together for our "Spring All Staff Training Day". We will be focusing on the ideas of communication and understanding as we work to further our mission.

Training Initiatives:

Staff will begin their 2023 annual topic trainings this month and continue to attend training for CEUs for certification areas. Jennifer Adkinson is going to be a new CPR trainer for our agency. Fairfield DD has begun the process to become Heart-Safe accredited through Fairfield Medical Center and hopes to have that concluded this spring. We are also working with the Safety Committee and the Operations Team to plan more security training for new hires and current staff.

Operations

Todd McCullough

Earlier this past month, we completed our transition to T-Mobile for our wireless devices. Overall, the transition went smoothly with very few technical problems. This is due in large part to most users utilizing the instructions we created to back up their devices and remove any unneeded data ahead of time. The IT team is thankful for everyone's cooperation in ensuring a successful rollout.

Another exciting change we have begun here at Fairfield DD is the conversion to Microsoft OneDrive. Fairfield DD was selected to be the first county agency to complete this transition. While many here were already utilizing OneDrive for file storage, this conversion will make it so all profiles are stored on the cloud automatically rather than being dependent on a local server. The first conversion took place February 15th at the Pickerington Regional Office. The conversion was successful with a few lingering issues to be resolved before we move on to the rest of our agency. We anticipate having the full agency moved to the cloud in the first half of 2023.

Also happening this month, the Mini-Split HVAC units are being installed in IT rooms at PRO and Forest Rose School. The facilities team is completing all the preparation work to make sure the installation goes smoothly. By completing a large part of this work in house, we are able to help keep the project costs down. This work will help ensure a proper environment can be maintained for our critical technology infrastructure.

Assistive Technology

Lori Ferbrache

4 new referrals for assessment, consultation, or training were received in January or early February, including the first referral for assistance in supporting a family utilizing Early Intervention services. A procedure and application for dispersing assistive

technology funds that were established in the 2023 budget to assist individuals in obtaining necessary items when all other avenues have been explored and exhausted are currently in process. There are currently 10 individuals utilizing remote supports, with another individual in the process of exploring Remote Support vendors to establish this service and enhance INDEPENDENCE.

Therapy:

Karen Wideman, SLP for Early Intervention reached out to me a couple of weeks ago seeking enabling technology assistance. She is helping a family whose 2 year old son is beginning to explore use of an AAC device. This child has a significant communication delay and requires alternative means to communicate, but does not have a diagnosis, so justifying and obtaining an AAC device through insurance would not be possible. Additional avenues such as FSS funding were explored, but not available for this family. Karen reached out to see what other options exist for this family. I was able to provide Karen with an SC Tablet (iPad with communication app and robust speaker so that the child's voice can be heard") for Karen to trial with the family to help in the assessment process. Additionally, this family is becoming the first individual/family who will benefit from the local Assistive Technology fund, to aid in purchasing devices to enhance independence. The family has expressed gratitude for this assistance as they now can afford to pay the approximately \$500.00 out of pocket portion of a \$1,500.00 expense, which they would not otherwise have been able to pay to obtain a much-needed communication system for their son. This has been a wonderful COLLABORATION between Karen, SLP, the family, and AT, to enhance this little boy's INDEPENDENCE with communication.