



**OACB22**

SPRING CONFERENCE

MAY 19 - 20 • COLUMBUS, OH

**Schedule At-A-Glance: Breakout Sessions**

*Last updated: Tuesday, April 26, 2022*

Conference Day 1: Thursday, May 19, 2022

## Track: Board Leadership

### **Nothing About Us Without Us: County Board Representation (10:30-11:30)**

Learn about a recent effort from the Ohio Advocacy Task Force to increase board appointments of people with developmental disabilities to their local county boards. In this session, recent county board appointees and their superintendents will share how this process occurred in their counties and how other boards can replicate their success across the state.

*Presenters: Michael Richards, Board Member (Highland DD), Deb Bucilla, Superintendent (Highland DD), Nathan Turner, Board Member (Lucas DD), Lori A. Mariucci, Superintendent (Lucas DD) (Pending), and Reneé Wood (Ohio Advocacy Task Force).*

(Hybrid/Virtual Session)

### **Talent Management and Succession Planning (1:00-2:00)**

Organizations today face a multitude of challenges when it comes to effectively managing their talent. In this session, we will explore how to align your human capital processes with organizational strategy to ensure you have the right talent, with the right skills, ready to achieve your organizational goals and objectives. Be empowered with practical tools for developing a talent management strategy with a focus on workforce planning, talent attraction, engagement and retention, succession planning, total rewards and compensation, learning and development, and performance management.

*Presenter: Stacy Pettit, Human Resources Director (Miami DD)*

[Virtual Registration Link](#)

### **Supporting Increased Collaboration Across Counties (2:15-3:15)**

This session will address three highly visible areas that should help simplify services and information and alleviate confusion for people served by county boards and their families, including: waiver transfers, provider supports for multi-county providers, and consistency in Targeted Case Management across county lines.

*Presenters: Lori Stanfa, Chief Policy Officer (OACB), Rick Black Chief Financial Officer (OACB), Kristi Black, CEO (Clermont Residential Homes and 19 Services Inc)*

### **Balancing Current Needs with Long-Term Fiscal Sustainability (3:30-4:30)**

In this session, participants will learn about county board cash balances and have an open discussion on what resources should be kept on hand for long-term planning versus what resources can be used in the status quo to support our system during its current workforce crisis. In addition, participants will discuss the role of reserve accounts, discuss levy revenue projections, and more.

*Presenters: Lori Stanfa, Chief Policy Officer (OACB), Clay Weidner, Budget and Analytics (DODD), Rick Black Chief Financial Officer (OACB)*

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## Track: Early Intervention

### **Transition from C to B: Process, Support and Collaboration (10:30-11:30)**

This session will highlight the strong collaboration occurring between Ohio's lead agencies for Early Intervention (Part C) and Preschool Special Education (Part B) services as children transition from one to the other. Representatives from these agencies will provide updates related to the development of enhanced training and support targeting the Interagency Agreement.

*Presenters: Diane Fox, Assistant Deputy Director (DODD), Shelly Palumbo, EI Program Consultant (DODD), Cathy Kramer, Early Childhood Consultant (OCALI), Jennifer Barnes, Education Program Specialist (ODE), Jody Vice Beall, Assistant Director – 619 Coordinator (ODE)*

### **Please Don't Throw the Tele EI Baby out with the Pandemic Bath Water: Part 2 (1:00-2:00)**

In a follow-up from a previous session on this topic at the 2020 Convention, this presentation will include national research data on what has been learned about technology and early intervention since the original presentation. Participants will hear success stories from providers in Ohio that demonstrate how strategies and procedures that were once revolutionary are now becoming everyday practices. In addition, participants will hear from families' perspectives about technology and how it has impacted their experience in EI.

*Presenter: Megan Schumaker Murphy, Ed.D., Assistant Professor (Salem State University)*

(Hybrid/Virtual Session)

### **Situational and Environmental Awareness (2:15-3:15)**

DD professionals serve people at every stage of their lives. When service providers meet children and families where they are at home, at a relative's house, in a daycare setting, or elsewhere, each location has its own set of unique characteristics and risk factors. In this session, former sheriff's detective Joe Storad, OACB's new First Responder Liaison, will provide insights, tips, and strategies on how to read the environment, how to plan for the unexpected, and how to put in place strategies that keep everyone safe.

*Presenter: Joe Storad, OACB First Responder Liaison (OACB)*

[Virtual Registration Link](#)

### **Charting the Life Course: Early Intervention (3:30-4:30)**

Charting the Life Course (CTLC) framework was created to help people with DD of all ages and abilities develop a vision for a good life and discover what it will take to get there. This session will provide a brief overview of CTLC with specific information about the value of this process for families in early intervention. New information about how EI programs in Ohio are using the tool in their EI program as well as how its application will empower families with a self-generated plan for considering current and future needs of and plans for their child and family will be shared.

*Presenters: Ronni Bowyer, Wellness Coordinator (Newark City Schools), Patrick Kilbane, SSA (Miami DD).*

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## **Track: Health, Safety and Wellness**

### **The Survivor's Journey (10:30-11:30)**

When victims of child abuse, sexual assault, intimate partner violence, or sex trafficking are identified, we know trauma has occurred and internal recovery work from trauma is needed. However, few professionals know how to effectively respond. This workshop will focus on providing information on trauma, triggers, trauma-informed care, and trauma-focused care to help clients heal. Participants will learn the twelve internal and external journeys clients should travel that moves them from victim, to survivor to thriving.

*Presenter: Dr. Celia Williamson, Director, Human Trafficking and Social Justice Institute and Distinguished Professor of Social Work (University of Toledo)*

### **Situational and Environmental Awareness (1:00-2:00)**

DD professionals serve a wide demographic of people throughout their lives. Many positions like EI Specialist, SSAs and Investigative Agents go into homes, businesses and other areas throughout the state that have their own set of unique characteristics and risk factors. A key to reducing risk is awareness and having a safety plan. OACB First Responder Liaison, former sheriff's detective Joe Storad will review how to prepare, plan, evaluate and respond to risk factors that SSAs, IAs and EI specialists may encounter during the course of their jobs. The safety planning and protocols can be used for both personal and work life to enhance your personal safety.

*Presenter: Joe Storad, OACB First Responder Liaison (OACB)*

### **Well-Being in the Palm of Your Hand (2:15-3:15)**

This session will provide an overview of the STAR mobile app as a way to address wellness and mental health with quick, easy, and convenient accessibility. Utilizing research out of the Stress, Trauma, Resilience (STAR) Program at Ohio State University Department of Psychiatry and Behavioral Health. Designed to address stress head on with confidential on-demand tools, exercise and informational resources to help individuals and employees cope, build resilience, and adapt, participants will learn how this app can improve culture within the workplace and equity in mental health care.

*Presenter: Morgan Koth, Founder and CEO (Accentus Health)*

*(Hybrid/Virtual Session)*

### **"RU OK Today?" Key Strategies to Improve Health, Well-Being and Energy (3:30-4:30)**

In this session, participants will learn about the current state of burnout, overall health, and well-being among the health-related professions. Discussion will also focus on the importance of self-care and healthy lifestyles, including key self-care strategies. Dr. Melynk will share evidence-based strategies to reduce burnout, improve resiliency and enhance health and well-being.

*Presenter: Dr. Bernadette Mazurek Melnyk, Vice President for Health Promotion, Chief Wellness Officer, Dean of College of Nursing & Professor of pediatrics & psychiatry at OSU's College of Medicine (Ohio State University)*

[Virtual Registration Link](#)

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## Track: SSA

(Hybrid/Virtual Session)

### **Energy for Extraordinary Living: One Day at a Time (10:30-11:30)**

This one-hour adventure will help you to start your journey to refocus and re-energize your personal and professional life. You will get to focus on you and find your way to be fully engaged and to be your extraordinary best self, at work and at home. Participants will be able to learn how they can get more energy when they are “tired of being tired” and yearn for a better work-life balance.

*Presenter: Brenda C. Buffington, Ed.D., NBC-HWC, EP-C Assistant Professor (Ohio State University College of Nursing)*

[Virtual Registration Link](#)

### **Innovations in Transportation (1:00-2:00)**

Self-Directed Transportation is an exciting new waiver service, and while we all are eagerly awaiting this new service, many counties are continuing to prioritize locally-funded transportation programs that help people get where they want and need to without relying on waiver services. In this session, we will highlight the new Self-Directed Transportation Service as well as innovative programs that Wood DD and Licking DD have developed with local dollars to help people in their counties be more independent and move throughout their community.

*Presenters: Nyoka Craddolph, Medicaid Development and Administration (DODD); Stacey Rife, SSA Manager (Wood DD); Lisa Miller, Transition Specialist Manager (Licking DD), Angie Finck, Director of Provider and Transition Supports (Licking DD)*

### **Forging Ahead with Technology through Collaboration (2:15-3:15)**

Technology influences the lives of nearly everyone in one manner or another. Most of us take technology for granted, not noticing the extent to which our everyday activities are reliant upon technological advancements and/ or have been made significantly easier. In an age where every year we are more integrated into a global digital society, it is imperative that people with intellectual and developmental disabilities be included. Please join a panel discussion on how county boards have maximized their use of technology through partnerships and collaborations. The panel will be led by Stacy Collins, DODD Community Life Engagement Team.

*Presenters: Stacy Collins, Community Life Engagement Team Lead (DODD)*

*Panelists: John Vennetti, Superintendent (Portage DD), Michelle Madden, CEO (Independence of Portage County), Elizabeth Steiger, (Safe in Home), Jan Rogers (OCALI), Connie Jack, AT Specialist (Medina DD)*

### **Advances in Supported Decision-Making (3:30-4:30)**

Several states in the U.S. are changing their laws to ensure supported decision-making occurs in the service planning process. How can county boards help people learn and practice decision-making skills—especially as an alternative to guardianship? In this session, participants will learn about the Supported Decision-Making Project in Ohio that has taken place over the past two years. In addition, participants will receive information about helpful new tools, hear real-life stories, and learn how to keep the momentum going after they return home..

*Presenter: Josh Young, Director (Ohio Network for Innovation)*

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Conference Day 2: Friday, May 20, 2022

## Track: Communications

### **Simple and Inclusive Practices that Support Accessibility in Communications (8:30-9:30)**

In this session, participants will discover simple tools and practices to increase the accessibility of your digital communications content, including documents and social media. We will explore several practices and you will leave with an understanding of the why and how – with strategies to get started right away.

*Presenter: Rachel Schultz, Accessible Educational Materials Specialist (OCALI)*

### **How to Unify a Multigenerational Workforce (9:45-10:45)**

When your workforce includes multiple generations, differences in worldviews can create challenges that can adversely affect an organization's effectiveness and overall culture. Career and life experiences, attitudes about technology, communication preferences, and life aspirations vary among generations and affect how they approach their jobs. In this session, participants will learn how to identify obstacles that often arise and learn the three keys to unifying a multigenerational workforce.

*Presenter: Michael B. Ross, Principal (High Performance, an HBK Company)*

### **Crafting Communications for All Audiences (11:00-12:00)**

Learn about the steps the Ohio DD Council is taking to ensure information is readable and understandable by all audiences so that all can participate. The session will include information on writing in plain language, designing documents to increase accessibility, person-first and identity-first language, and steps the ODDC has taken to ensure the people we serve can participate more effectively in meetings.

*Presenters: Leslie Connelly, Policy Analyst, Reneé Wood, Board Member and Michael Denlinger, Board Chair (Ohio DD Council).*

*(Hybrid/Virtual Session)*

### **Strengthening Internal Communications in Times of Change (1:00-2:00)**

Explore key elements of guiding colleagues and organizations to successfully face changes and challenges – together. In this interactive session, participants will learn about change communication concepts and receive practical tips to help address gaps, engage employees, reduce the effect of silos, and contribute to a healthy workplace culture.

*Presenter: Linda Mills, Manager, Change Management (Cardinal Health)*

[Virtual Registration Link](#)

### **Implementing Successful Social Media Strategies (2:15-3:15)**

Are you ready to take your social media to the next level? Every modern organization needs to maximize the effectiveness of social media. In this session, participants will learn the three key concepts that are crucial for social media success: how to determine and meet your target market, what is worth the investment of your time and money, and what content drives engagement to your organization.

*Presenter: Barb Burgie, Owner (Burgie MediaFusion, LLC)*

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## Track: Family Partnerships

(Hybrid/Virtual Session)

### **Charting the Life Course: Assessment and Planning for Children and Youth (8:30-9:30)**

As children transition from early childhood services and are eligible for county board supports, a tool to guide the conversation with parents is helpful to both assess needs and to learn about their hopes and dreams. Charting the Life Course provides tools designed to prompt key questions as we assist families in planning for the future. In this session, relevant tools will be highlighted and demonstrated.

*Presenter: Laurie Kowalski, Director of Family Support and Adult Engagement (Down Syndrome Association of Northeast Ohio)*

### [Virtual Registration Link](#)

### **Parent, Provider, Professional: Changing Narratives (9:45-10:45)**

In this session, participants will take a deep look at the way that systems are set up to inadvertently add layers of trauma on families and caregivers. Using personal experiences and a trauma-informed lens, we will examine the ways that we often jump to conclusions about families and how we can change our mindset to create a more productive and unified team.

*Presenter: Sarah Millimen, Parent and CEO (Riverview Industries, Inc.)*

### **Responding to the Call for Help: Proactive Support for Early Behavior Challenges (11:00-12:00)**

Behavior challenges can greatly impact a family's quality of life and basic safety. Addressing them early can prevent a family reaching the point of crisis, which often results in the need for placement discussions. This session will highlight one family's journey in reaching out for help for their 8-year-old son, and the county board/community response that made a dramatic positive difference in the everyday life for the family and child.

*Presenters: Amanda Tharp, Director Community Supports (Belmont/Harrison/Noble DD), Katie Kendall, BCBA (Kendall Behavior Solutions LLC), Amanda and Sal DeLuca, parents.*

### **Supporting, Engaging, and Empowering Fathers (1:00-2:00)**

Within the past year, a group of stakeholders gathered to discuss how Ohio is doing in supporting, engaging, and empowering fathers within the DD system. This session will feature a panel to share insights about how we, as a service system, can do better with including and engaging fathers who need the opportunity to network and build community with other dads and families. This effort hopes to support all ages and stages of parenthood, from fathers who are very early in their journey, to those caring for/about adult children with developmental disabilities.

*Presenter: Corey Ferguson, Program Administrator (DODD), Family Outreach and Education, Panel: Gene Harshaw, Mark Butler, Tom Hess*

### **DODD Initiatives Supporting Youth & Families (2:15-3:15)**

This session will cover initiatives that support families keeping their children at home and in their communities. Come learn more about the Multidisciplinary Comprehensive Assessment Teams, Multi-System Youth and Family Regional Coaches, and Intensive Behavioral Support Rate Add-On homes.

*Presenter: Tina Evans, Cross-System Initiatives Manager (DODD)*

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## Track: Human Resources

### **Supervising the Remote Workforce (8:30-9:30)**

While leading remote teams is similar to leading an in-house team, the challenges experienced with managing a remote team can increase significantly, particularly when it comes to trust, communication and collaboration. This course has been designed to educate HR professionals to help supervisors with the interpersonal skills and managerial techniques needed to lead teams who are separated by distance but united with a shared goal.

*Presenters: Sheila Eason, SHRM-SCP, SPHR Founder and CEO (Elevate People Solutions LLC)*

### **New Compensation Strategies to Survive the Great Resignation (9:45-10:45)**

Many organizations are facing major hiring challenges as Ohio transitions out of the pandemic: staff are leaving, wage inflation is high, and as a result, many employers risk falling further and further behind. In addition to hiring challenges, employers are finding it difficult to compensate existing staff due to wage compression, which creates room for internal conflicts, increases turnover, and lowers morale. In this session, participants will learn the philosophical and technical foundations of a long-term strategic pay structure to survive the Great Resignation of 2021 and 2022.

*Presenters: Cherie Lamborn, Director Human Resources (Clark DD); Stacy Pettit, HR and Organizational Development Director (Riverside DD)*

(Hybrid/Virtual Session)

### **Emotional Intelligence: The Power of You! (11:00-12:00)**

*What power do you have? What can you control?* Our credibility, reputation, and ultimately our legacy is built upon how we manage our emotions. We can't control the labels that other people place on us. But we can deliberately make a contribution to how other people perceive us. Emotional intelligence is what differentiates star performers from other managers/employees. In this presentation, participants will learn about emotional intelligence, why it's important, and how to increase our emotional quotient.

*Presenter: Dr. Kitty Brandal, Action-Based Leadership Coach (Corporate Compass Training, LLC)*

[Virtual Registration Link](#)

### **Legal Updates (1:00-2:00)**

In this session, participants will learn about recent changes in personnel-related laws and be able to ask questions from OACB's legal counsel about challenges faced at their county Boards of DD.

*Presenter: Stephen P. Postalakis (Esq. Haynes, Kessler, Myers & Postalakis, Inc)*

### **DODD Accreditation and Human Resources (2:15-3:15)**

A review of the personnel section of the DODD accreditation tool as related to county boards of developmental disabilities.

*Presenters: Lisa Burt, Review Manager (DODD)*

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## Track: State Updates

### **DODD Updates (8:30-9:30)**

Director Kim Hauck and her leadership team will share goals and priorities for 2022. Several important initiatives will be discussed, including Adult Day Blueprint implementation efforts, a Request for Proposals (RFP) for HCBS Waiver redesign, Multi-System Youth efforts, and provider support, including the DSP workforce crisis. Don't miss this opportunity to hear first-hand updates from DODD!

*Presenters: Director Kim Hauck (DODD), Deputy Director Debbie Hoffine (MDA), Steve Beha, Chief Policy Officer, Clay Weidner, Budget and Analytics (DODD)*

### **(Hybrid/Virtual Session)**

### **OhioRISE (9:45-10:45)**

Kelly Smith and Dawn Puster from the Ohio Department of Medicaid (ODM) will share information on the implementation of OhioRISE, the state's new Medicaid Managed Care program. This program is designed for youth with complex behavioral health and multi-system needs and is scheduled to be rolled out in July 2022. They will discuss specific implications for youth and how ODM envisions these services will work in conjunction with our system, including referrals, care coordination and integration.

*Presenters: Kelly Smith, OhioRISE External Affairs Administrator, Dawn Puster, OhioRISE Deputy Director (ODM)*

### **[Virtual Registration Link](#)**

### **Housing: Bricks, Sticks, and Beyond (11:00-12:00)**

From capital to technology, DODD administers a range of programs that support the housing needs of the people we serve. Come and hear from DODD staff about established and new programs that fund different aspects of housing. Discover how a housing organization utilizes these programs in combination with other resources to create safe and affordable housing using technology. In addition, a technology vendor will share how they partner with their county board, housing corporations and others to promote independence.

*Presenters: John Charles, Capital Housing Admin. (DODD), Stacy Collins, Employment and Community Life Lead (DODD), Gina Gehm, CEO (Inclusive Housing Resources), Jennifer Meadows, Director, Office of Medicaid, Contracts & SSA (Hamilton DD), Adam Shoemaker and Jimmy Finley (Total Homecare Solutions)*

### **Navigating Employment in a Workforce Crisis (1:00-2:00pm)**

The workforce crisis has presented people with disabilities an opportunity to get employed and be paid a living wage. In this session, county board employment navigators and SSAs from across the state will participate in a panel discussion on how they work with job-seekers, employers, providers, and each other to help make opportunities happen.

*Presenter: Keith Banner, Community Life Engagement Program Manager (DODD)*

*Panel Members: Michelle Garrett (Montgomery DD), Nathan Beck (Hamilton DD), Scott Brown (Clermont DD), Angela Dean (Warren DD), Beth Risner (Butler DD), Tayler Stroup (Butler DD)*

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### **SELF Direction in Ohio: The Journey Continues (2:15-3:15)**

An Ohio group of professionals and self-advocates are part of the National Center on Advancing Person-Centered Practices and Systems (NCAPPS) Self Direction Learning Collaborative. The group will learn from national experts and from the experience of other states' best practices. This presentation discusses upcoming changes to the Ohio DD Waiver system to allow more self-direction while also sharing the group's goal for more simplified, streamlined, and transparent self directed services in Ohio.

*Presenter: Nyoka Craddolph, Policy Administrator (DODD), Dana Charlton, Executive Director (OSDA), Nancy Richards, Executive Director (Clearwater COG), Nate Turner, Advocate, Tech Ambassador, Board Member (Lucas DD), Steve Oster, Superintendent (Knox/Coshocton DD), Jeanne Stuntz, President (Dynamic Pathways), and Lisa Comes (OACB)*