



**Idaho Council on Developmental Disabilities  
SUMMER QUARTERLY COUNCIL MEETING  
JRW Building, 700 W. State Street, East Conference Room  
July 25, 2019 APPROVED Meeting Minutes**

**July 25, 2019**

Council Members:		
Art Evans	Emily Petersen	Kevin Bittner - absent
Carly Saxe	Holly Giglio	Korynne Donehey
Charlie Silva - absent	Ian Bott, VICE CHAIR	Kristie Oakes - absent
Claudia Suastegui	Jacob Head	Nanna Hanchett
Colleen Sisk	Jacqueline Watson - absent	Natali Pellens
Dina Flores-Brewer	James Steed, CHAIR	Valerie Hurst
Danielle Terry Reff (DR)	Julie Fodor - absent	
Staff Members:		
Christine Pisani	Melissa Morales - absent	Tracy Warren
Laurie Lowe	Toni Brinegar	Trisha Hammond
Marieke Edwards		
Guests:		
Beth Graybeal (for Dina Brewer)		Jamie Newton
Richelle Tierney (for Julie Fodor)	Celest Ortiz	Stephanie Perry
Jill Mathews (for Charlie Silva)	Cortland Rammell	Kimberlee Hall

**Welcome, Introductions, Ground Rules, and Perfection of Agenda**

James Steed, Council Chair, called the meeting to order at 8:33am. Ground rules were read. Open public meeting law and the format of the agenda was explained. When members were asked if there were any additions or corrections to the agenda, none were noted. Absences were announced.

James introduced Kimberlee Hall, the Idaho Department of Health and Welfare Human Resources staff that is our new HR representative for the Council.

**Chair Report**

James Steed, Council Chair, reported on his Chair duties over the last quarter. Activities included: attending the Community Care Advisory Council meeting; developing the Community NOW! Education Tour training and providing a presentation on rights; provided the welcome for the Julie Brown Trauma Informed Care training for mental health clinicians; participated on the Mental Health and Developmental Disabilities National Center Advisory Committee meeting; and

attended a training on conflict resolution that James feels would be a good training for all future Council chairs to attend.

### **Consent Agenda**

The Council discussed the consent agenda, reviewing draft Spring quarterly meeting minutes and the Executive Director report.

### **ACTION: Approve Consent Agenda**

- Danielle Reff “DR” moved to accept the consent agenda as presented.
- Carly Saxe seconded.
- Motion passed.

### **Financial Report**

Council staff, Trisha Hammond, presented the quarter three financial report to members. Questions – where does the Idaho Living Well grant money go if we don’t spend all our annual budget. Answer – the carryover from the previous year is applied to the current year’s activities.

### **ACTION: Accept Financial Report**

- Art Evans moved to accept the financial report as presented.
- Valerie Hurst seconded.
- Motion passed.

### **FY2020 Work Plan and Budget Meeting**

Christine Pisani, Council Director, explained about changes that will be developed to the Fiscal Year (FY)2020 annual plan and the development of a budget for those plan activities. We will schedule a phone meeting with members in September to review, discuss and approve the work plan and budget. The proposed plan changes and proposed annual budget will be sent out for review and email will go out to members about the meeting.

Christine also explained that we will be able to roll our FY2018 federal funds into our 2020 budget. NACDD is working to get permission in writing from the federal Office of Grants Management (OGM) to allow Councils to roll-over funds.

#### *Questions:*

Do we also have to spend federal funds in a way that we have match to those dollars with non-federal funds? Yes, and we do not have any trouble making the match. Christine explained that it is difficult to get meaningful work done with contractors over the two-year time frame. Council staff are at capacity for being able to do work to get the money spent.

Are we able to hire temporary employees? Yes, that is a consideration.

The Senate (Congress) has not approved our federal budget at this point. To many Councils who have been discussing this issue it doesn't make sense that Council's ask for an increase in funding to Congress when we are having trouble spending our current allocation in the two-year timeframe.

If we are unable to get permission to move the money forward will it go back to the federal government? Yes. We have \$50,000 in our 2018 budget that we need to spend by September 30 or get permission from OGM to roll forward or the funds will go back to the federal government.

Trisha said that if members have ideas about ways to spend the \$50,000 according to our 5-year Strategic Plan please contact her.

### **Proposed Council Meeting Dates**

The dates for upcoming Council meeting were reviewed and members were asked if they had conflicts for the proposed meeting dates.

#### **ACTION: Accept Meeting Dates**

- Jacob Head moved to accept the Council meeting dates as presented.
- Danielle Reff "DR" seconded.
- Motion passed.

### **Learning Highlights from the NACDD National Conference – Council Member Reports**

Council members Ian Bott, Art Evans, Jacob Head, Valerie Hurst, Natali Pellens, Danielle (DR) Reff, and Colleen Sisk reported about their experiences at the conference.

All of the members talked about the challenge and adventure of dealing with the hurricane that was moving into New Orleans during their visit. DR said that she learned resilience (walking through water to get there) and an understanding of what DD Councils go through across the nation. She heard that one DD Council member joined her Council at age 15. DR suggested our Council considers more outreach to younger people. She noted that many DD Council members from other states had their own business cards.

Ian said he learned about employment and ways to start your own business. Councils have dealt with transportation challenges in different ways that have been successful.

Jacob said that the conference was eye-opening for him. He suggested that the Council may want to set up more public events to build awareness about people with intellectual/developmental disabilities (I/DD) and that they want a life just like

everyone else. He saw a video, called *"Invaluable,"* about direct support professionals and highlighted the nationwide direct support professional (DSP) workforce shortage. It featured a number of DSP's speaking about their passion for the work, but that the long hours, low wages, and lack of benefits make staying in the profession long term difficult. He would like our Council to consider addressing this issue. He will do more investigation about what can be done about that issue.

Valerie said that she attended the employment session and there was a self-advocate that spoke about his experience getting a job and not using services. There was a discussion about disability disclosure within the hiring process. She feels one issue is employer lack of knowledge of the capacity of people with I/DD. Not just in hiring but in promotion within a company/business. She would like to see the Council address employment in its upcoming strategic plan.

Related to Valerie's desire for work on employment, Nanna Hanchett mentioned that in Idaho we fund both integrated employment and non-integrated employment. An opportunity to advocate on employment issues would be for the Council to educate policymakers about where we want employment to be focused. She mentioned that the Idaho Division of Vocational Rehabilitation has statute (draft state law) coming up in the next legislative session to reform the non-integrated employment service currently funded under the Extended Employment Services (EES) program into a short-term service.

Art reported that he learned to not eat beignets in the wind. The pastry was covered in powdered sugar and when the wind picked up everyone around the table was covered in powdered sugar. It was the first time in his life that he did a presentation while soaking wet and barefoot. He said he felt the presentation by the Idaho team about our Community NOW! initiative was received very well. He attended a session about service provider training that was informative.

Colleen attended conference sessions on how some states worked to eliminate waitlists for services. She also attended a session on building provider capacity which included helping agencies improve their person-centered planning. The film *"Invaluable"* about direct support professionals was very good.

Natali said that she was impressed with the time spent in recognizing self-advocates at the Champions of Inclusion Award luncheon.

Emily reported that it was an incredible adventure and she appreciates the resilience of the Idaho team through extreme weather conditions. She was impressed with a presenter who wrote a book about not being afraid to stand up and speak out. Hearing Kristyn Hebert's experience of her life has given Emily encouragement for her daughter. She feels very fortunate about Idaho leadership

and their passion for people with I/DD and improving service systems. She learned about LifeCourse Tools – a planning system developed by family members and self-advocates and special education volunteer advocates in New Jersey and involving the family in transition planning.

Christine said she collected information materials from exhibit tables at the conference to share with members. She reported that Idaho had nominated Kristyn Herbert for the Champions of Inclusion Award and although she did not win the award, she was recognized at the conference and inducted into the National Circle of Leadership. Christine is working to get a copy of the video *“The Invaluable.”* She learned about an Arizona organization called Vera to help victims of violence and assault.

### **Improving Health by Teaching Advocacy**

Council member, Valerie Hurst presented her report from a university class project. The full written report is included in the meeting packet. Question: How will Valerie, or someone else, follow-up in the future to ensure that recommendations in the report move forward. Valerie said she would like to have more impact in the nursing profession to have them be more active in policy work.

### **Announcement of Election of the Council Vice-Chair**

The Council Chair announced that an election for Council Vice-Chair will be held this afternoon. If you have any additional nominations, please give them to Toni Brinegar before 2:00pm today.

### **Quarterly Progress Report**

Council staff presented updates on work plan activities over the last quarter. The written report is included in the meeting packet. Christine and Marieke provided a graphic report on data collected from the 599 people who attended the Community NOW! Statewide Education Tour. During the statewide education tour Art Evans presented on presumed competence during the training and reported that Idaho Medicaid is getting rid of the age equivalency designation for people with disabilities who are assessed for service needs. Ian Bott shared his personal experience with describing a person by a certain age equivalency and encouraged all to expand awareness of people-first and respectful language.

People who attended the Education Tour trainings shared personal stories. The video portions of the training will be posted on the My Choice Matters website at <http://www.mychoicematters.idaho.gov/> .

Art Evans talked about the National Center for the Advancement of Person-Centered Planning and Practice in Systems (NCAPPS) grant and that person-centered planning (PCP) will be Department-wide – not just with the Developmental Disabilities Bureau. Matt Wimmer, Idaho Medicaid Director, is leading the charge to have PCP go system-wide across all programs and NCAPPS technical assistance will be in Idaho on August 1<sup>st</sup> to facilitate a meeting with leaders in a variety of IDHW programs.

Council staff reported about several months of work by a collaborative stakeholder group to improve Long Term Employment Services. Nanna Hanchett (VR) and Art Evans (DD Bureau/Medicaid) talked about the purpose and outcomes of the group's work. A Medicaid supported employment services provider rate increase will be requested by Medicaid in the coming legislative session.

Participant surveys from six Advanced Partners in Policymaking (PIP) Workshops held around Idaho are still coming in. Ian shared that he felt having past Partners graduates over many years share what they learned from PIP helped people find common ground in ways to work together. Laurie agreed that it was good to get different perspectives from the different years.

Toni reported that PIP will not be implemented this year (2019-2020) and that it will be postponed until fall 2020.

Question about why we limit PIP participation to self-advocates and parents of young children. Answer: It is the underlying, evidence-based philosophy of PIP nationally. It allows parents of young children to see what is possible and learn from the lived experience of self-advocates.

Christine provided highlights from the "*Blessings of Liberty*" film events hosted in different Idaho communities. The goal is to get policymakers in the room with people who receive Medicaid's Home and Community based services. The next events are scheduled for Idaho Falls and Coeur d'Alene. These events are also an effort to help reach our five-year goal of building a statewide advocacy coalition. Emily shared about the Twin Falls event and connections she has made with policymakers in that area about Medicaid services and preventing block grants.

Christine shared work done by staff over the last quarter in response to new state travel policies that are impacting how the Council supports individuals with I/DD and family members to participate in Council activities. A summary of the issue is that if a person is paid related to Council meetings or other activities (examples – support staff for members, trainer fees/stipends for self-advocate and parent trainers) the Council cannot also pay their travel expenses up front. The individual being paid must pay for their own travel expenses then submit for reimbursement after the activity/event. Most individuals we work with are not able to pay for their travel

expenses up front and wait to be reimbursed. Staff are working with the related state agency staff to find a way to move forward. The next meeting is with the Governor's office. DD Councils exist to elevate the voice of individuals with disabilities and family members and supporting their participation is an integral part of that.

### **Recognition of Staff Member - Toni Brinegar**

The Council honored Toni Brinegar for all the work she has done for the Council over these past years. Toni has resigned her position as Program Specialist staff and her last day will be October 1<sup>st</sup>.

### **Walk and Talk**

Members were paired together in an exercise intended for them to learn more about each other. The Walk and Talk question at this meeting was "What is the best piece of advice you have ever received whether you followed it or not?"

Members returned to the meeting and shared out what they learned from each other.

### **Update on Southwest Idaho Treatment Center (SWITC)**

Jamie Newton, SWITC Director and Stephanie Perry, IDHW Family and Community Services (FACS), presented an update on changes that have happened at SWITC since the DisAbility Rights Idaho investigation/report and the Office of Performance Evaluation report. A SWITC Advisory Board has been created by the Governor and the IDHW Director. A variety of stakeholders are represented on the Board and their tasks include reviewing and recommending a treatment model, who should operate/manage the services, how service locations should be licensed, and how Community Crisis Services fit in. IDHW is trying to involve people at very early steps in the decision-making process.

The population of focus has been determined to be individuals with complex needs – people who have an intellectual or developmental disability plus and a mental health diagnosis, no functional communication, demonstrate physical aggression and/or self-injurious behaviors, plus more... (a PowerPoint presentation with more detail is part of the meeting packet). In Idaho right now that is about 30 people out of 5,000 folks served. Looking at the treatment needs of the individuals currently at SWITC, the facility is providing a lot of psychiatric care in addition to the type of licensing SWITC is under also requires they provide help with daily living needs.

Question - Has there been a review of folks at SWITC as to who may have received or should have been served by Optum for behavioral health care? Answer: The Department has learned from many folks that they were not accessing mental health services prior to being in a crisis situation. They have learned that mental

health providers do not have the capacity to serve people who have I/DD. Many people come into the facility who are in a crisis situation (unstable) and are placed with folks who have previously been stabilized – which can affect that balance. Many of these folks have not been successfully supported in community settings/services. It is challenging to meet all the varying needs in one place.

The current treatment model was described. 75% of the 600 people who access Crisis Team services do not need to access additional support. About 60 people per year are committed to the Department. About 40 people access crisis beds in designated transitional crisis beds around the state (contracted with providers to have beds available). About 60% of those folks are recurring – but that may happen after many years. The contract for these crisis beds includes provisions for facility requirements and staffing competency. Additional oversight is provided by the Crisis Team. The average stay in a crisis bed placement is about 40 days.

Average length of stay at SWITC is 4-5 years (skewed by very long-term clients), but median stay is 1-2 years. Some people leave and are placed in the community but return if crisis occurs again. Question – What is missing in the community placement/support to help ensure success? Answer: a variety of situations including lack of mental health services, committing crimes, the challenge of being in a supported living home with roommates, housing, and the nature of the complexity of the individual needs. Licensing rules tie the hands of service providers in what they are able to provide and some providers do not want to take on the challenge of serving complex individuals.

Question – Is staff retention part of the problem? Answer: It is a challenge for providers to maintain staff with this population.

Some folks get used to congregate living at SWITC – 4-5 individuals in a pod. The move to a community setting with fewer people may be a challenging transition for some people.

The proposed treatment model was described. Board has recommended a capacity model. For example, the development of an adult autism service in the community and creation of Specialized Skilled Nursing. Components of new treatment model are in the PowerPoint presentation.

Question - Will this new treatment model change the licensing of SWITC? Answer: Yes. It would transition from what it is now to the components listed on slide. Instead of congregate care – a “subdivision” of small houses with one or two people is being considered. This would enable residents to build the skills and gain confidence in moving to the community. The Department would be able to support



people with more individualized treatment plans. Example: one person's restriction is not affecting other individuals' ability to participate in various activities.

IDHW is looking at different licensing types now to see what might fit this model. Where this "subdivision" is located has yet to be determined. It depends if the state runs this part of the model or a private provider. It will take at least two or more years to transition to new model. Moving as quickly as they can and IDHW has legislative support at this time.

We are learning that it is important to build capacity for mental health treatment with private providers in the community and increase direct support staff skills in this area.

Next steps are to: identify potential funding/licensing opportunities for assessment/observation and step-down treatment; explore pros and cons of state or private provider management/operation of services. Request For Information is out and responses are due back on August 12<sup>th</sup>.

Question - What has happened with plans for the secure treatment facility?

Answer: The secure treatment facility is not in operation at SWITC and it is not included in the proposed model. It is recommended that there will be an element of security but not clear what that will entail at this point.

Jaime Newton presented about changes and improvements at SWITC and priority areas that have been identified: Part of efforts to address staff and client safety has been: the development of sensory rooms that are smaller in size and closer to each unit; created a safety workgroup made up of staff in all areas of facility; increased training in trauma informed services; and moving toward national certification of all support staff as Registered Behavior Technicians.

Exploring additional improvements – several visits to Idaho and other state facility types to see what they are doing.

Changes to professional development include a new Quality Management Program, hiring a Recreational Specialist, increasing the number of staff at the facility who are Board Certified Behavior Analysts (BCBA), and hiring a full-time investigator with a background in adult protection. There was discussion about the Recreational Specialist and exciting new recreational therapies under development. Idaho currently has just under 40 BCBA and SWITC will have 5 soon.

One prospective improvement being explored is implementing a Rule of 80 for direct care staff at state hospitals. Rule of 80 enables a state employee to retire with full benefits when their age plus their years of service equal 80 years. The proposal may go to legislature and could use support if it does.

Question – Could you add the perspective of past SWITC residents into review of potential changes? Answer: That is a good idea.

Question - How have these changes been paid for? Answer: IDHW/FACS had \$100,000 allocated for a project that did not happen and has used those funds for some of these changes.

Question – Are there teenagers served at SWITC and/or what happens with that age group? Answer: The state tries not to serve adolescents at SWITC and teams work together to find the best community placement.

### **Council Vice-Chair Election**

Council members were presented nominations of individuals seeking the Council Vice-Chair position. Candidates Ian Bott and Danielle “DR” Reff both presented why they feel they would be a good Vice-Chair.

DR has done a lot of leadership trainings and she shared other experiences that she feels qualify her for serving in a leadership position. Including starting clubs in college and years of volunteer service for the ASATVC and currently serves on that board. She has been involved in many Council activities in the community and is active in advocacy. She feels she is very devoted, honest, and trustworthy.

Ian shared that he has served as Vice-Chair for two years and attended three national conferences representing the Council. He described additional leadership experiences. He is passionate about the Council and very devoted to advocating for people with disabilities. He works to foster additional and stronger relationships with other Council members.

### **ACTION: Vice Chair Election**

- Council members voted for their chosen candidate by paper ballot.
- The elected Council Vice-Chair for the 2019-2020 year will be Danielle “DR” Reff.

### **Executive Session**

James Steed asked for a motion for Council members to move into Executive Session to discuss research regarding staff salaries (Idaho Code Section 74-206).

### **ACTION: Enter Executive Session**

- Jacob Head moved for the Council to move into Executive Session to discuss staff salary research.
- Danielle “DR” Reff seconded.
- Motion passed.

### **ACTION: Close Executive Session**

- Valerie Hurst moved to for the Council to come out of Executive Session.
- Carly Saxe seconded.
- Motion passed.

### **ACTION: Direct Research**

- Jacob Head made a motion for the Council to move forward with research on staff salaries.
- Ian Bott seconded.
- Motion passed.

### **Summer Council Meeting Evaluation**

Council staff, Marieke Edwards, provided meeting participants with an evaluation survey of meeting proceedings.

### **ACTION: Adjourn Meeting**

- Danielle “DR” Reff moved for the Council to adjourn the meeting at 4:44pm.
- Valerie Hurst seconded.
- Motion passed.