



MINUTES
STATE REHABILITATION COUNCIL
January 9, 2014
Holiday Inn, 2200 Elm Hill Pike, Nashville, TN

SRC Members Present:

Rozann Downing, Marianne Dale, Michael McGrath, Samantha Moreno, Sharon Bryant, Tricia Griggs, Norris Branick, Thomas DePauw, John Harris, Derek Flake

SRC Members Absent:

Steve Sparks, Jean Saulsberry, Robert Leonard, Yolanda Shields, Mary Little

DSU Present:

Yvoncha Lewis Brown, Sam Cole (VR Liaison)

Guests:

Connie Phillips, Marion Mingle, 3 interpreters and 1 personal attendant

Welcome/Introductions:

The Rehabilitation Council (SRC) meeting was called to order by the SRC Chair, Rozann Downing. Around the table introductions were made by all in attendance.

Review and Approval of Minutes:

The Minutes of the October 3, 2013 meeting were presented to the SRC. There were two misspellings and adding an attachment of the bylaws changes were suggested. John Harris made a motion to accept the minutes with these changes. Tom DePauw made the second to the motion. The motion carried.

Report on DRS Lou Provider's Meetings:

Connie Phillips gave a report about the new LOA, which used to be known as the LOU. They formed a committee with people from all over the state to look at what changes needed to be made with the current LOU's.

There are many existing vendors. They have received many creative proposals for services. The deadline was extended until December 31st. They have about 120 LOA's and the list is posted on the website. The list will be updated on the 10th and they are expecting more service providers to be listed. They have reached their goal for this year and next year will be just renewing.

There will be a Vendor and Staff Training next Wednesday in Jackson. One thing learned was that we need to put a time limit on offenses. We made the LOA's compliant in all areas and will have a Middle, East, and West Tennessee person working with vendors emphasizing the responsibilities and make sure counselors pay the correct rate which will be posted on TRIMS.

The LOA,s have a goal of 58.8% success rate for successful employment. The major changes are with job placements. There is a higher payment rate for PC1 and PC2. Most are at or above median with a bonus for jobs at a higher pay level.

Public Comments:

During the public comment section, discussion was made about the low number of public comments. It was suggested that SRC members make an effort to talk to people and to bring at least one written public comment to the next meeting in April.

Resource Plan:

Rozann reported on several changes made to the resource plan by DRS.

- The June Training/Retreat (pg. 4 of the resource plan), we will now combine the retreat with one regular SRC meeting. June 18th will be for training and June 19th will be the regular SRC meeting in Murfreesboro. The August SRC meeting in Knoxville will be cancelled. April 3rd will be in Knoxville instead.
- The Liaison salary has been taken out but they said they would provide for that. We countered with it will be ok to have "0" in the amount but we want to leave the liaison in as a category.
- Under Focus/Forums/Hearings they want a schedule with the reasons for the meetings. We are allowed 3 focus groups, one for each grand region. This will include location costs, travel for SRC members, and interpreters. Sam will get details and costs for these items. The needs assessment is every 3 years with the customer satisfaction survey ongoing.
- They took out 2 SRC members going to the National Conference. SRC justification for two people going is that:
 - We need to send one experienced member and one new member
 - They have break-out groups so one can go to one session and the other go to another session and bring back more knowledge to the council
 - We also had allowed for attendant fees, which the SRC recommends increasing the amount paid to the attendant. Sam suggested we talk to Cherrell to revisit the attendant fee suggestion.
- Brochures - There was much discussion about the justification for the brochures. DRS said that the brochures will be printed by the state printing department and therefore no dollar figure would be put into the resource plan for brochures. We would like to leave it in the resource plan as a line item even though the amount will be "0".
- Other activities - will put dollar amounts and a list of printing supplies, paper, etc.
- Video Production - leave in or take out with no dollar amount. They have assured us this will be done by the media department.

Committee Updates and Annual Report:

Rozann suggested that an asterisk be by the Chair of each committee's name on the membership printout for easy identification.

Tricia said that according to the bylaws, the committee chairs should be included in the executive committee meetings.

John said it is time to re-look at the committees. Do they reflect the function now? The council and the people have changed. Rozann suggested we look at restructuring the committees and would like to have that on the agenda for the next meeting.

- OPRA - Michael McGrath, Chair reports that the tn.gov website now has a turnaround of 24 to 48 hours for updates so we will use their website for now. They also now allow social media and basically anything we want to add.

NCSRC Report:

Rozann Downing and Marianne Dale attended the NCSRC Conference in November, held in Denver Colorado. Marianne reported that there are various ways the SRC's operate. Some are non-profit, some are basically like ours is now, and some work through a grant that is overseen by another entity.

We were able to meet and have pictures made with the new Commissioner of RSA, Janet LeBrock, which will surely wind up in next year's annual report.

We learned about how other states participate in the needs assessment, customer satisfaction surveys, and the annual report.

Working Lunch

The SRC members participated in an online training from the Center for Distance Learning through the Interwork Institute from San Diego State University. The Training (Series 2, Module 0) Quiz was taken and we received a score of 100%.

SRC Membership Report:

DSU Liaison Sam Cole presented the membership report which is attached to these minutes. He reported that two members will be rolling off the council soon. He has several applications from middle and east Tennessee and recommends that we look for candidates from west Tennessee.

He suggested assignments for the SRC members, along with all members bringing written public comments, for the members to talk to people about applying and get their applications to him, and to be thinking about the new committee structures.

VR Success Stories:

VR Director Yovancha Lewis-Brown reported several success stories. One was about a Region 6 (Columbia Area) client named Charlene Cobbs. Charlene's primary disability is Traumatic Brain Injury. With the assistance of her VR counselor, Charlene went to Smyrna TRC, and then went 4 years at MTSU. She needed a spinal fusion surgery that VR provided. After restoration of her health and completion of her education, Charlene is now a successful Certified Professional Coder.

Rozann suggested that success stories be emailed to Michael every quarter for inclusion in the annual report.

DRS Report:

Assistant Commissioner Cherrell Campbell-Street was not able to make the meeting. VR Director Yovanha Lewis-Brown gave the DRS report in her place. The report is attached to these minutes.

DRS/SRC Financial Report:

No financial report was given.

Report on Consumer Satisfaction Survey Status:

C-SNAC Chair was not present. No report given.

New Business and Wrap Up:

There was no new business to discuss. Motion to adjourn was made by Michael McGrath and the second was made by John Harris. The motion passed. Meeting adjourned.

These minutes respectfully submitted by Marianne Dale, SRC Secretary.

Marianne Dale

SRC MEMBERSHIP REPORT

January 9, 2014

Upcoming vacancies for which nominations will be needed: (within 4 mos.):

- NONE

Nominations pending:

Nominations pending in Governor's office:

Tracy Smith (09/30/12-09/30/15) Disability Advocacy

Nominations pending in Commissioner's office:

- NONE

Nominations pending on Denise's desk:

- NONE

Appointments made since last Council meeting (or within last 4 mos):

- NONE

DRS Report - January 9

Discussion of Federal Initiatives that the Tennessee Vocational Rehabilitation Program is currently involved in:

- Tennessee Works- The collaborative is focused on obtaining equal access to employment for individuals with intellectual and developmental disabilities. Tennessee is one of many states that have received this grant from IDD.
<http://vkc.mc.vanderbilt.edu/tennesseeworks/>

From the Tennessee Works Collaborative a group called the Parent Coalition has been formed. There are currently two in the state, One in Memphis and one in Nashville. VR has been represented at these meetings.

- Employment First- a grant from ODEP to promote employment first polices. As a part of this group Governor Haslam has signed an executive order. The executive order has formed a taskforce that charged with identifying and removing barriers in the employment of persons with disabilities.
 - <http://www.dol.gov/odep/topics/EmploymentFirst.htm>
 - <http://www.dol.gov/odep/media/newsroom/employmentfirststates.htm>

Cherrell Campbell –Street and Jordan Allen (Deputy Commissioner DIDD) are the Co-Chairs for the Employment First taskforce. Yovancha Lewis-Brown, Amy Gonzalez (Director of Day Services for DIDD) and Wanda Willis make up the leadership team.

There are two National/International programs that are evidence based programs that Tennessee Vocational Rehabilitation is currently having pilot projects around:

- Project Search- There is a pilot program being started in Middle Tennessee with collaboration with the Governor's Council on Development Disabilities. This project provides internship opportunities for students/clients to work in the community. There is also a pilot in Knoxville it is concentrating on the Adult population. That is a partnership with Knoxville Area Employment Consortium.
<http://www.projectsearch.us/>
- IPS (Individual Placement and Support) Model of Supported Employment- This evidence based model of supported employment has been proven as an effective way to place individuals with severe and persistent mental illness into employment. Tennessee is participating in a pilot with the Department of Mental Health and Substance Abuse Services in East Tennessee and Nashville.
 - <http://sites.dartmouth.edu/ips/>

Every Regional Supervisor is leading an Initiatives Team around the policies and SPDs. The Initiatives are:

- Post Secondary
- Financial Participation
- Transportation
- Self-Employment
- Secretary Duties
- Standardized Case documentation
- SMART Goal Development
- Internal Case Reviews

The LEAN Event that was held around the time it takes to process an application was very successful. We are implanting some of the suggested changes.

There are trainings scheduled for staff throughout the year. The Vocational Rehabilitation Program will become a Learning Environment.

Diedra Sawyer is the Assistant Vocational Rehabilitation Program Director.

2013 Federal Fiscal Year performance indicators – Unofficial results (RSA gives official results) Passed all indicators except 1.5 (wages) and 2.1 Minority Service rate (see attached)

Thanks.

Yovancha H. Lewis-Brown

STATE OF TENNESSEE, DIVISION OF VOCATIONAL REHABILITATION

Report Date: 09/30/2013

Minimum Wage: \$7.25

State Average: \$20.85

FFY:

STATEWIDE

PERFORMANCE
LEVEL

DATA

S1		PERFORMANCE LEVEL	DATA
1.1	The number of individuals exiting the VR program who achieved an employment outcome during the current performance period compared to the number of individuals who exit the VR program after achieving an employment outcome during the previous performance period.	Equal or exceed previous performance period	28 CURRENT = 1,968 28 PRIOR FFY = 1,968 ----- FY 28's same period as last year = 1,968
1.2	Of all individuals who exit the VR program after receiving services, the percentage who are determined to have achieved an employment outcome.	55.80%	28 = 1,968 28 + 28 = 3,314
1.3	Of all individuals determined to have achieved an employment outcome, the percentage who exit the VR program in competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage.	72.60%	28 = 1,968 Employment Status 1, 3, 4, 7 w/ min wage = 1,948
1.4	Of all individuals who exit the VR program in competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage, the percentage who are individuals with significant disabilities.	62.40%	Employment Status 1, 3, 4, 7 w/ min wage = 1,948 SH Employment Status 1, 3, 4, 7 w/ min wage = 1,768
1.5	The average hourly earnings of all individuals who exit the VR program competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage as a ratio to the State's average hourly earnings for all individuals in the State who are employed (as derived from the Bureau of Labor Statistics report "State Average Annual Pay" for the most recent available year).	.52 (ratio)	28 w/ Employment Status 1, 3, 4, 7 w/ min wage: State Average Annual Pay = \$20.85 Hours = 2,080
1.6	Of all individuals who exit the VR program in competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage, the difference between the percentage who report their own income as the largest single source of economic support at the time they exit the VR program and the percentage who report their own income as the largest single source of support at the time they apply for VR services.	53.0 (Math Difference)	28 w/ Employment Status 1, 3, 4, 7 w/ min wage: Own Income at Application = 10.00% Own Income at Closure = 65.40%
2.1	The service rate for all individuals with disabilities from minority backgrounds as a ratio to the service rate for all non-minority individuals with disabilities	.80 (ratio)	Non - minority = Non minority 28, 28 = Minority = Minority 28, 28 =