

# TN Council on Developmental Disabilities Meeting Minutes

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**September 16, 2016**

**Members Present:** Amy Allen, Roddey Coe, Jennifer Coleman, Evan Espey, Tatum Fowler, Dawn Fry, Serina Gilbert, Lesley Guilaran, Doug Hall, Clancey Hopper, Lisa Johnson, Jean-Marie Lawrence, Tommy Lee Kidd, William Lovell, Deborah McBride, Tecia Pryor, Steve Sheegog, Karen West.

**Members Absent:** Jody Cheek, Stephanie Brewer Cook, Rick Davis.

**Agency Representatives Present:** Jackie Bruce (Commission on Aging and Disability), Yovancha Lewis-Brown (Vocational Rehabilitation), Mandy Johnson (TennCare), Richard Kennedy (Commission on Children and Youth), Jeremy Norden-Paul (Dept. of Intellectual and Developmental Disabilities), Lisa Primm (Disability Rights TN), Megan Hart (Vanderbilt Kennedy Center), Bruce Keisling (UT Memphis Boling Center), Bettie Teasley (TN Housing Development Agency).

**Agency Representatives Absent:** Alison Gauld (Dept. of Education), Jacqueline Johnson (Dept. of Health/Maternal Child Health), Katie Lee (Dept. of Mental Health)

**Staff Present:** Alicia Cone, JoEllen Fowler, Lauren Pearcy, Lynette Porter, Emma Shouse, Ned Andrew Solomon, Mildred Sparkman, Wanda Willis.

**Visitors:** Renée Lopez, Roy West (ABLE TN), Laura Vegas (BlueCare TN), Rachel Turner, Karey Sanders and Rachel Heller (Amerigroup).

9:00 A.M.	OPENING AND INTRODUCTIONS
<p>Council Chair, Tommy Lee Kidd, opened the meeting at 9:00 a.m. Mr. Kidd welcomed everyone, introduced new Council members and facilitated introductions. Everyone introduced themselves and gave one or two sentences about their connection to disability.</p> <p>Mr. Kidd also recognized new Executive Committee members, Ms. Tecia Puckett Pryor and Ms. Lisa Johnson.</p>	

### **Approval of May 6 Minutes and Agenda Review**

The May 6, 2016 Council meeting minutes were emailed to all the Council members prior to the September 16, 2016 Council meeting to give members an opportunity to review before the meeting. Mr. Kidd called for a motion to accept the minutes as written from the members present at the last meeting. ***Ms. Serina Gilbert moved to accept the May 6, 2016 minutes as written and Mr. Evan Espey seconded the motion. There was no discussion and the motion carried unanimously.***

Mr. Kidd reviewed the agenda for the Council meeting.

### **Executive Director Report**

Ms. Wanda Willis presented the Executive Director's report. From the staff report included in folders, she mentioned the following activities:

- Ms. Willis reminded everyone that the proposal from Michael Smull (person-centered thinking subject matter expert) and Support Development Associates (SDA) is a "person-centered organization" initiative for Managed Care Organizations (MCOs) implementing the new Employment & Community First CHOICES program. This is a 10-month intensive training for staff of the MCOs (Amerigroup & BlueCare) and TennCare. Since the last Council meeting, TennCare decided to fund the project and has a contract in place with SDA. The Council will receive a proposal from SDA to certify people with developmental disabilities to train their peers on how to actively participate in developing their own service plans (People Planning Together).
- Council staff are very excited to welcome Ms. Lauren Percy as the new Public Policy Director. Prior to joining the Council, she served as Director of the Employment and Community First CHOICES program at TennCare and worked as a policy analyst in Workforce Development at the National Governors Association (NGA) for six years where she was the project manager for the NGA Chair's Initiative to increase employment of people with disabilities, and producing the landmark publication, *A Better Bottom Line: Employing People with Disabilities*. The publication is nationally recognized as launching the Employment First initiative across the country. Ms. Percy's first day in the office will be October 3<sup>rd</sup> so we are delighted she could join us today.
- The Comptroller requires that Council members sign the Conflict of Interest form annually so members read, signed and dated the form during the meeting. We will ask all members to complete a new form each September.

### **Budget/Administrative Report**

Ms. Lynette Porter, Deputy Director, gave a federal budget update. The current planning budget balance is \$252,940. The Council has until September 30, 2017 to obligate the funds and an additional year to spend them. We anticipate that the federal budget for FY2017 will not be passed by October 1<sup>st</sup>, 2016. We expect a Continuing Resolution will be passed and in place until after the November elections.

Ms. Porter gave an administrative update. As previously reported, Governor Haslam signed Executive Order 50 which establishes the Tennessee Council on Developmental Disabilities as a free-standing agency in state

government. This became operationally effective July 1, 2016. All major Council operations are affected, including:

- Human Resources
- Information Technology
- Budget processes
- Fiscal/Accounting processes
- Procurement/contract services

In the previous three quarters, the Executive and Deputy Directors conducted a series of strategic operational meetings to drive the transition process. There will be additional meetings next quarter with:

- State Comptroller's office
- Human Rights Commission
- Contract monitoring division
- State branding division
- Centralized Accounting

There are many positive outcomes for the Council as a result of this transition. The Executive Order aligns us with requirements of the Developmental Disabilities Act, allows for greater exposure for the Council both in State government and in the public, allows access to more relevant and timely fiscal reporting tailored to meet the Council's information needs, and provides an opportunity to evaluate all operational processes.

### **Executive Committee Report**

Mr. Kidd reported that the Executive Committee met on Thursday, September 15<sup>th</sup>. They held a New Executive Committee Member Orientation and discussed roles of the Committee members and Council member participation on social media. Mr. Kidd stressed the importance of avoiding the appearance of being political on social media platforms while serving on the Council because it can damage our credibility with policymakers.

***Mr. Kidd brought a motion from the Executive Committee to send the name of Serina Gilbert to the Governor as a recommendation for the Vice Chair position on the Council. There was no need for a second. There was no discussion and the motion passed unanimously.***

10:15 A.M.

DISABILITY LEADERSHIP ACADEMY BY WANDA WILLIS, EXECUTIVE DIRECTOR AND ALICIA CONE, PH.D., GRANT PROGRAM DIRECTOR

Ms. Willis introduced the Tennessee Leadership Academy for Excellence in Disability Services to the Council members. The Academy is a leadership training program that grounds participants in a set of shared values, best practices and trends, and it is a Department of Human Resources (DOHR) sponsored Leadership Academy. This Academy is geared toward employees in departments that manage disability programs or public services that impact the lives of Tennesseans with disabilities or their families, and focuses on collective impact. She described the Council's role in developing the concept for the Academy and facilitating the initial partnership with DOHR-Strategic Learning Solutions (SLS).

Ms. Willis described why the Council developed the Academy. The State has significant funds invested in programs that have a direct impact on Tennesseans with disabilities and their families. There are an estimated 103,490 Tennesseans with a developmental disability, including people with an intellectual disability, and when looking at "disability" more broadly, it is estimated that over 1,000,000 Tennesseans experience disability.

Tennessee has 20 state agencies operating over 73 programs that directly impact the lives of these citizens with disabilities. Ms. Willis shared a video in which Governor Haslam speaks about the value of the Academy.

Alicia Cone shared the Business Case for the Academy. This program serves to embed key values across the disability service system including self-determination, a lifespan perspective, home- and community-based supports, community integration and person-centered practices. It creates a shared set of values and goals for all state agencies that directly impact the lives of Tennesseans with disabilities; creates an aligned customer-focused approach for serving Tennesseans with disabilities based on a foundation of up-to-date best practices and trends; prepares emerging leaders to move into future leadership positions within the disability service system in state government; and takes a 'collective impact' approach that provides a structure for cross-agency leaders to forge a common agenda for solving individual and systemic problems.

Dr. Cone shared a handout that described the 11 competencies of the Academy and described the program structure, which includes an Orientation session, 6 Summits, and a Graduation ceremony over the course of 12 months. The 1<sup>st</sup> pilot year had 29 students enrolled from seven departments, and the training was being done by SLS trainers, leadership experts and disability subject matter experts. Small group projects and small group team teaching of the book "The 21 Irrefutable Laws of Leadership" were also components of the Academy. Dr. Cone provided some anecdotes from the two Summits that have already occurred.

10:45 A.M.	BREAK & CHECK OUT
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11:15 A.M.	PROPOSED COUNCIL & CENTERS FOR INDEPENDENT LIVING (CIL) YOUTH LEADERSHIP FORUMS PARTNERSHIP BY WANDA WILLIS & NED ANDREW SOLOMON, LEADERSHIP INSTITUTE DIRECTOR
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Ms. Willis and Mr. Solomon gave a presentation on a new youth engagement program, which will be a collaboration between the Council and the state's six regional Centers for Independent Living. The long-term goal is to host six 3-4 day trainings for high school students with disabilities over the next three years, in each of the areas represented by the six CILs, in an effort to get students thinking about life after high school. The hope is to set youth on a positive life trajectory towards meaningful community engagement, competitive and integrated employment options, post-secondary education and training, and more developed independent living and leadership skills.

Trainings will be co-facilitated by Council and CIL staff, with both entities working on participant criteria and selection, as well as delivery of the training. An effort will be made to also include representatives from disability agencies in each area for volunteer help, and to help students know what resources are available in their area of the state. Next steps are selecting two of the CILs to host the first two trainings in the Summer of 2017.

11:45 A.M.	STATE PLAN UPDATE, BY ALICIA CONE, PH.D., GRANT PROGRAM DIRECTOR
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Dr. Cone presented an update on the new Council State Plan. The Council submitted our State Plan on August 15<sup>th</sup>, despite all Councils receiving an extension until August 22<sup>nd</sup>. She shared that the state plan is the Council's strategic planning document and tool to assist in our systems change and advocacy efforts. The Council writes a new plan every five years and in the off years, staff updates the plan. Dr. Cone described the components of the state plan. Five year goals are fairly big in scope. Objectives are shorter in duration and more specific in nature, describing something measurable with a timeframe. The annual key activities are the small steps set each year to accomplish the objectives.

Dr. Cone addressed DD Act requirements around goals and objectives. The DD Act requires the Council to have a self-advocacy goal every year of the state plan. There are two new Administration on Intellectual and Developmental Disabilities (AIDD) state plan requirements: targeted disparity and DD Network Collaboration. Targeted disparity focuses on service disparities among unserved and underserved groups of people with developmental disabilities and strategies to address those service disparities. DD Network Collaboration has always been a requirement of the DD Act; however, now AIDD would like to see more “planful” activities happening to demonstrate what collaborations are happening where the entire DD Network is involved, what collaborations are happening among various members, and what collaborations are happening between the DD Network and other entities.

Dr. Cone reviewed each goal and its objectives, describing projects and staff activities within each goal area. Dr. Cone concluded by describing challenges that had been navigated as part of the state plan development process. Specifically, she mentioned the new Performance Measures from AIDD and that the Council served on the work group that developed the new performance measures, piloted the new performance measures, and helped train other Councils on the new performance measures. She described staff activities with regard to reviewing and developing the new state plan template, and the Council staff’s role in beta testing the new Federal Reporting System and providing feedback.

12 NOON	NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH: HIRE MY STRENGTHS SOCIAL MEDIA CAMPAIGN BY EMMA SHOUSE, COMMUNICATIONS DIRECTOR
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Ms. Emma Shouse presented about an upcoming social media awareness campaign in Tennessee to celebrate October as National Disability Employment Awareness Month. This campaign, which is called “Hire My Strengths”, is led by the Tennessee Works collaborative and the Employment First Task Force, which are both statewide groups that the Council is active in focused on promoting competitive integrated employment opportunities for Tennesseans with disabilities.

Hire My Strengths seeks to use photos of individuals with and without disabilities sharing a strength, talent or skill they have to offer to employers to celebrate National Disability Employment Awareness Month. The Hire My Strengths campaign shares these positive photos through various social media platforms used by the partner agencies but also asks people to share their own Hire My Strengths photo(s) during October on their own social media accounts. The Council invites members to visit [www.hiremystrengths.org](http://www.hiremystrengths.org) before or during Oct., print out the “Hire My Strengths” sign and write down a strength or skill you have, and post it on whatever social media accounts you use, along with the hashtag #HireMyStrengths – as long as people use the “hashtag”, that allows the Council’s Facebook to find and re-share that image or content with our followers.

12:15 P.M.	LUNCH & RECOGNITION OF RETIRING MEMBERS
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Mr. Kidd recognized Ms. Renée Lopez who retired from her seat on the Council on June 30, 2016 and presented her with a gift. Ms. Lopez served on the Council from 2010-2016 with her last year as a member of the Executive Committee.

1:15 P.M.	EMPLOYMENT AND COMMUNITY FIRST (ECF) CHOICES PROGRAM LAUNCH AND STATUS UPDATE BY MANDY JOHNSON, ASSISTANT DEPUTY, LONG-TERM SERVICES & SUPPORTS QUALITY & ADMINISTRATION, BUREAU OF TENNCARE; LAURA VEGAS, DIRECTOR, ECF AND SELECT COMMUNITY,
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BLUECARE TENNESSEE; AND RACHEL TURNER, DIRECTOR, LONG-TERM SERVICES & SUPPORTS, KAREY SANDERS AND RACHEL HELLER, SUPPORT COORDINATORS, AMERIGROUP

The Employment and Community First CHOICES program launched July 1, 2016 with a target goal of enrolling 1,700 Tennesseans with intellectual disabilities and other types of developmental disabilities (ID/DD). Ms. Mandy Johnson of TennCare gave an update on enrollment numbers:

- **Essential Family Supports** (for families caring for a child under 21 with ID/DD who need support to plan and prepare for transition into employment and integrated, independent living; adults 21 and older living at home): **52 enrolled**
- **Essential Supports for Employment and Independent Living (IL)** (for adults 21 and over with ID/DD who need support to plan for and achieve employment and IL goals) **103 enrolled**
- **Comprehensive Supports for Employment and Community Living** (for adults 21 and older with ID/DD who need more intensive services and supports to achieve employment and community living goals) **5 enrolled**

Ms. Laura Vegas reported that 120 people had enrolled through BlueCare (50 East; 50 Middle; and 20 West).

Amerigroup representatives shared stories of new members in the program.

Responding to questions from Council members, Ms. Johnson and the representatives from Amerigroup and BlueCare explained:

- The differences between CHOICES and ECF CHOICES
- How one applies for ECF supports and services
- What documents are needed to apply
- How the program is funded
- Ages of eligibility for the program
- Financial requirements

Follow this link find the self-referral form for the new program: <https://tcreq.tn.gov/tmtrack/ecf/index.htm>  
The form can also be found through [www.tn.gov/tenncare](http://www.tn.gov/tenncare) or [www.tn.gov/didd](http://www.tn.gov/didd).

2:00 P.M.

WRAP UP

Mr. Kidd encouraged members to turn in their travel claims, Council meeting evaluations and Conflict of Interest forms. ***A motion for adjournment was made by Ms. Lisa Primm and seconded by Mr. Steve Sheegog. The motion carried and the Council meeting was adjourned at 2:00 p.m.*** The Council's Annual Planning Retreat will take place at the Embassy Suites Nashville Airport November 3 & 4, 2016.

#### 2016 & 2017 COUNCIL MEETING DATES

**Annual Planning Retreat** - Location: Embassy Suites Nashville Airport

- Thursday & Friday, November 3 & 4, 2016

**2017 Council Meetings** - Location: Embassy Suites Nashville Airport

- Friday, February 17, 2017
- Friday, April 28, 2017
- Friday, September 15, 2017
- Council Retreat: Thursday & Friday, November 2 & 3, 2017

Respectfully submitted by:



JoEllen Fowler, Administrative Assistant

Approved by:



Wanda Willis, Executive Director