



SEPTEMBER 22-24, 2019
NORFOLK SHERATON WATERFRONT HOTEL

Program Narrative

Sunday, September 22, 2019

1:00 – 7:00 pm	Conference Registration Desk Open
1:00 – 5:00 pm	Exhibit Set-Up
1:00 – 2:00 pm	VA-APSE Membership Meeting
1:00 – 2:00 pm	VRCEA Membership Meeting
2:00 – 5:00 pm	<u>Pre-Conference Training Sessions</u>

DD Waiver and Other DBHDS Updates

Speaker: Heather Norton, Assistant Commissioner, Developmental Disabilities, Department of Behavioral Health and Developmental Disabilities

Ethical Issues in DD and Mental Health Services

This highly interactive session will provide attendees with an opportunity to discuss a variety of ethical issues related to providing services to individuals with developmental disabilities and psychiatric disorders. Case studies will cover topics such as balancing the demands of a variety of provider agencies, families and individuals served. We will consider the ethical implications of individual choice, the demands of school systems and satisfying payer expectations. Attendees will examine the ethics of individual choice, person-centered planning and pragmatic organizational demands and investigate the relationship between capacity and the dignity of risk. The session will provide an ethical framework for adjudicating disagreements among individuals, their family members and providers.

Speaker: Michael Gillette, Ph.D., Bioethical Services of Virginia, Inc

5:30 – 7:00 pm	Exhibitor Welcome Reception <i>Ballroom Foyer</i> <i>Hosted by Sponsors & Exhibitors</i>
8:00 – 11:00 pm	Hospitality Suite <i>RiverWalk</i> <i>Hosted by the Collaborations Steering Committee</i>
8:00 pm – 9:00 pm	Trivia Games & Prizes
9:00 pm – 11:00 pm	DJ Music & Dancing

Monday, September 23, 2019

7:30 – 5:00 pm **Conference Registration Open
Exhibits Open**

7:30 – 8:30 am **Breakfast
*Ballroom Foyer***

8:30 – 10:15 am **Opening General Session**

The Impact of Personal Values on Serving Individuals with Developmental Disabilities and Individuals with Psychiatric Disorders

Michael Gillette, Ph.D., Bioethical Services of Virginia, Inc

This interactive keynote presentation will explore ethical issues that emerge when the personal values of providers come into conflict with the needs and desires of individuals served. Don't miss this high energy general session!

10:15 – 10:30 am **Break**

10:30 – 12:00 pm **Concurrent Sessions**

Partnering for Progress – Braiding Funding for Employment Outcomes

DARS and DBHDS have been working closely together for several years to enhance employment outcomes. In the past two years, DARS and DBHDS created a Memorandum of Understanding that detailed expectations around accessing employment supports, services, and funding. Come learn how to utilize supports and services through DARS and the Waiver to maximize employment outcomes for people with disabilities. An interactive session around what can and cannot be done for whom and also the opportunity to discuss some of your cases to learn what is possible.

Speakers: Heather Norton, Assistant Commissioner, Developmental Services, DBHDS and Donna Bonessi, Deputy Director, Employment Services & Special Programs, DARS

Ethics: Return on Investment and the Ethical Use of Data

This presentation will 1) apply the CRC Code of Ethics to contemporary data collection and information sharing practices, 2) discuss the impact of some current events and issues in information sharing, and 3) will highlight considerations relative to describing data trends and presenting research results. The following topics will be covered using a combination of small group discussion, lecture and question and answer approaches: Application of the CRC Code to data issues/considerations; Current events relating to privacy issues and data collection; Ethics consultation and topical areas within various agencies and among others that require ethical consultation; CRC data related Advisory Opinions; Research findings and data trend presentations.

Speaker: Maureen McGuire-Kuletz, Ed.D, CRC, Co-Director/Associate Professor, The George Washington Center for Rehabilitation Counseling Research & Education, Graduate School of Education and Human Development (GSEHD), The George Washington University

Customized Employment from a Participant's Perspective

Join us for a panel-style conversation with Spencer Jack, a job seeker who recently experienced Customized Employment facilitated by Justin Sheets and Zachary Sisisky of The Choice Group. Customized Employment is an employment service stemming from Virginia's Employment First Initiative which raises expectations, implements best practices, and aligns systems to promote competitive integrated employment for all persons.

Speakers: Justin Sheets, MS, CRC, Autism Spectrum Disorder Services Manager, The Choice Group;

Zachary Sisisky, M.Ed., BCBA, LBA, Behavioral Services Manager, The Choice Group; Richard Kriner, Autism Services and Customized Employment Program Coordinator, DARS and Martin Kurylowski, M.A. CRC, Employment Services Program Specialist, DARS

Fragile: Handle with Care - Economic Fragility and Financial Empowerment

This session will focus on understanding poverty as a cultural competency and how this affects the decision-making process of the clients we serve. The notion of financial fragility and how it plays into our work will also be discussed as it relates to the employment of people with disabilities and the choices made related to earnings and goal development. The distinction between financial capabilities, financial literacy and financial empowerment will be reviewed with an emphasis on direct service providers involvement. Participants will leave this session with a greater understanding of the collateral consequences of poverty as it relates to persons with disabilities. Learning objectives include defining Financial Fragility including 1) discussing Economic Empowerment as a holistic approach to futures planning; 2) Understanding poverty as a barrier to take into consideration; and, 3) How does our service delivery system fit in?

Speaker: David Leon, Deputy Director, Workforce Programs, DARS and Jonathan May, DARS

Work It: Assistive Technology for Employment

DARS Assistive Technology Specialists will review the "latest and greatest" in assistive technology to help our clients meet their employment goals. Case studies will be used to highlight successful applications of assistive technology, and the AT Specialist/job coach partnership. A special treat will be examples of custom fabricated solutions from DARS Rehab Engineers.

Speakers: Barclay Shepard, Manager, Virginia Assistive Technology System (VATS) and DARS Rehabilitation Technology Services (RTS); Pat Burns, Assistive Technology Specialist, DARS; and, Carrie Clawson, Assistive Technology Specialist – Northern Va, DARS

10:00 – 2:00 pm Assistive Technology Fair Montpelier Room

The Virginia Assistive Technology System (VATS) will host a “hands-on”, give it a good ole' try, show and tell Assistive Technology Room. Conference participants will be able to “drop-in” to the Technology Room and personally try out some of the latest and greatest assistive technology (AT) devices and gadgets available to accommodate individuals with disabilities at home, work or play! VATS staff and disability service agency professionals will provide 1:1 training and demonstrations to increase participants' knowledge, skills, and competencies regarding AT as well as help individuals make informed decisions regarding appropriate and affordable solutions. Conference participants will be able to come and go as their interest and schedule permits and interact directly with the presenters and the technology. This is an excellent opportunity for everyone to learn the benefits and resources available for AT in a fun and un-intimidating setting!

Host: - Barclay Shepard and the representatives from the Virginia Assistive Technology System (VATS), Virginia Department for Aging and Rehabilitative Services (DARS);

12:00 – 1:45 pm Lunch on Your Own

12:00 – 1:45 pm VRA General Membership Meeting Monticello

2:00 – 3:00 pm Concurrent Sessions

WTF (Where's the Follow Up): The Power of the F Word to Reduce Risk and Enhance Services

This session will explore the power of the F word (follow up) and the significance it has regarding outcomes. Too often organizations experience a lack of follow up, assume follow up, or don't give themselves credit for follow up. This workshop will look at how the lack of "F word" fosters unclear and unmet expectations which can foster systematic challenges, repeat problems, and minimize success. Discussions to maximize proper "F word" use at work will be explored because the bottom line is: we need more "F word" to embrace the value based future.

Speaker: Kevin Paluszak, MA, CEO, ECCO Consulting Services

Project E3 (Education-Empower-Employ) Targeted Communities Project in Virginia: An Overview

Project E3 is the vocational rehabilitation technical assistance center for targeted communities. This project works with state vocational rehabilitation agencies and their community partners across the U.S. to help people with disabilities from underserved communities achieve their independent living and employment goals. This panel will discuss two communities served by this project in Virginia (Martinsville and Hampton Roads) and discuss lessons learned from the project's activities as well as promising practices that might benefit other communities in the Commonwealth.

Speakers: Yohance Goodrich MS, CRC, VR Counselor II – So Hampton Roads/Eastern Shore, DARS; Donna T. Martin, MS, Manager, Martinsville Office, DARS; Margie Millner, Manager, Hampton & Williamsburg Offices, DARS; and, Maureen McGuire-Kuletz, Ed.D., CRC, Co-Director/Associate Professor, The George Washington University, Center for Rehabilitation Counseling Research & Education

Substance Use in the Commonwealth: Trends, Challenges and Progress Thus Far

This session will look at trends related to the use of substances within the Commonwealth of Virginia. As part of this presentation treatment services, funding sources, challenges in our system, and areas of progress will be addressed. Participants will develop an understanding of the referral process, limitations within the system, and opportunities for growth. Future trends and risks factors will also be addressed.

Speaker: Margaret Steele, LPC, Director of Adult Community Behavioral Health, DBHDS

Everything You Need to Know About CARF Changes But Were Afraid to Ask

The Aspire to Excellence Standards are applicable to all accredited organizations, and last two years there have been changes in both Workforce Development (old Human Resources section) and Technology. Learn from two surveyors the implications of the changes and how you can get ready for your next survey. Topics will include competencies, competency-based training, most cited standards and more. Come with your questions.

Speakers: Shirley Lyons, Program Manager, Henrico MH/DS and Hermitage Enterprises and Robin Metcalf, President, The Choice Group

Get Out Stay Out (GOSO) – Reducing Recidivism, Preventing Justice Involvement and Re-Shaping Futures

Getting Out and Staying Out (GOSO) is one of the most effective reentry programs in the NYC area for young men who are involved in the criminal justice system. GOSO empowers these young adults to avoid further involvement in the criminal justice system by reshaping their futures through educational achievement, meaningful employment, and financial independence. GOSO focuses on the individuals' capacities and strengths, as well as developmental needs and emotional well-being. The program's aim is to promote personal, professional, and intellectual growth through goal-oriented programming and

comprehensive social support services. Fewer than 15% of GOSO participants return to jail, as compared to a national average of 67% for the age group. What sets GOSO apart is the agency's commitment to radically reshaping young men's lives through their holistic approach to reentry, job readiness, and youth development. GOSO's clinically trained staff provide individual and group counseling, as well as coaching and advocacy to inspire our participants and assist them in changing the trajectory of their lives. The Co-Founder, Mark Goldsmith, will discuss how the program was developed and why it's been so successful.

Speaker: Mark L Goldsmith, Founder, President and CEO, Get Out Stay Out (GOSO)

3:00 – 3:15 pm Break

3:15 – 4:45 pm Concurrent Sessions

Fostering Healthy Relationships and Preventing Abuse through LEAP Training: Leadership for Empowerment and Abuse Prevention

People with disabilities experience high rates of abuse and sexual assault. Leadership for Empowerment and Abuse Prevention (LEAP) teaches people with IDD how to foster healthy relationships and how to identify and respond to unhealthy relationships. This session will discuss how to recognize and respond to the red flags of abuse and review the core concepts of LEAP training.

Speaker: Molly Dellinger-Wray, Positive Behavior Support Project, The Partnership for People with Disabilities, University Center for Excellence in Developmental Disabilities, Virginia Commonwealth University

Virginia Pre-Employment Transition Services for Virginia's Students with Disabilities – Updates, Successes and Vendorships

Come learn about the evolution of Virginia DARS' Pre-ETS program! Hear Pre-ETS successes, approaches to overcoming challenges related to Pre-ETS and learn about the Pre-ETS vendorship process. This interactive session will include a DARS counselor and vendor perspective of Pre-ETS service delivery and fun activities that exemplify.

Speakers: Jessica Stehle, MA, CRC, is the Pre-Employment Program Coordinator, DARS; Bret Hart, MA, CRC, Pre-Employment Counselor, DARS; and Lauren Goldschmidt, MS, Director of Community Services, ServiceSource

Making It Matter: Intentional Engagement of Youth in Foster Care

Disengaged youth, including students, with disabilities typically have needs that require support from many sources and systems. These individuals, and their families, may be cautious about receiving job seeking assistance, thus challenging us to create options and processes to build and maintain trust. Additionally, locating these youth if they are out of school and/or are involved in the juvenile justice and/or foster care systems or are experiencing homelessness can be a large task for the VR and education professional. Making the link to systems and supports which can meet their vocational needs is critical to their success. This session will discuss statistics on youth in foster care, what services and systems exist to support them, and how professionals can work collaboratively to connect, serve, and support youth seeking employment. Attendees will 1) Learn about evidence-based practices to connect youth to school, employment and the community; 2) Feel confident in their knowledge regarding youth with disabilities in foster care; and, 3) Be able to identify how to connect youth with disabilities to resources that address their needs.

Speaker: Kim Osmani, Extension Associate, Cornell University's Yang-Tan Institute serving as a Technical Assistance Liaison on the Vocational Rehabilitation (VR) Youth Technical Assistance Center (Y-TAC).

Relational Leadership: How to Grow Yourself and Others

This interactive session will draw from the models of social intelligence, appreciative inquiry and leadership...exploring the magic of relationship and how we grow together. Research indicates that a key to job satisfaction and engagement is the nature of the relationship between leadership and employees. Leadership characteristics do matter, however, the essence of flourishing in life and work is in our relational and interactional abilities and competencies. Regardless of a title, we can develop high quality relationships and work in partnership with colleagues to become our best.

Speaker: Amy J. Armstrong, Ph.D., Associate Professor & Chair, Department of Rehabilitation Counseling, College of Health Professions, Virginia Commonwealth University

Abil/IT – Meeting the Growing Demand for Careers in the Technology Field for Persons with Differing Abilities

Melwood's newest program, *abil/IT*, is designed as a case study to assist individuals and veterans of differing abilities to meet the growing employer demand for skilled workers in the field of technology. In partnership with Cybrary, this training program consists of soft skills along with technical instruction followed by job search assistance, placement and on-the-job coaching. The program is designed to ensure that participants are equipped with both the technical knowledge and soft skills necessary to join and succeed on any project team. Upon completion, participants will have gained the skills to compete for entry-level technology positions. Come learn all about this new cutting-edge program developed by an employment services organization providing services in Maryland, D.C. and Virginia.

Speakers: Elizabeth Foster, Director of Career Exploration and Development, Melwood, Inc.; Patrick Finley QMHR, *abil/IT* Program Coordinator, Melwood, Inc. and Joshua Nelson, *abil/IT* Participant

6:00 – 6:30 pm	Cash Bar and Awards Dinner Seating
6:30 – 8:30 pm	Awards Dinner – <i>Celebrating Staff, Employers and Virginians with Disabilities</i>
8:30 – 8:45 pm	Awardee Formal Pictures
9:00 – 11:00 pm	Hospitality Suite Riverwalk <i>Hosted by the Collaborations Steering Committee</i>
	9:00 pm – 11:00 pm – <i>DJ Music & Dancing</i>

Tuesday, September 24, 2019

7:30 – 1:15 pm	Conference Registration Open
7:30 – 1:15 pm	Exhibits Open
7:30 – 8:30 am	Breakfast
8:30 – 9:30 am	<u>Concurrent Sessions</u>

Knowledge is Power!! - Myth Busting – SSA Version

It's a myth - an individual can only work 20 hours or they will lose their benefits? Like Sasquatch - NOT REAL! _Do you have clients that are scared to work, work full time, or accept a promotion because of the perceived impact of income on SSA benefits and Medicaid (waiver) services? Clients often stop working or reduce work hours when that dreaded SSA letter arrives. Real life case studies demonstrate missed, underutilized, and even hidden work incentives that can bring down the countable earned income that SSA and Medicaid considers. IRWEs, 1619B, Subsidies and Special Conditions and other supported employment situations and waiver services as a work incentive will be discussed. Don't miss this workshop about how benefits counseling, work incentives, and ABLE accounts can benefit you as a provider, as well as the individuals and families that you serve. Come Myth Bust -SSA Version!!!

Speakers: Marilyn Morrison, Project Director and Senior CWIC, vaACCSES WIPA Project and Sarah Storck, Job Placement Counselor, DARS

Strategies in Helping Re-Entry Candidates Find Employment: A look at Goodwill's Past, Present & Future Practices in Workforce Development for the Re-Entry Population

For years, Goodwill has helped returning citizens with workforce development services from digital and financial literacy and soft-skills development to job development and success coaching. Throughout that time Goodwill has evolved its services to meet the needs of the re-entry population in alignment with its core values and competencies. This session will take a look at how Goodwill's services have evolved resulting in the implementation of a successful 2nd chance policy in hiring internally and placing and supporting more than 300 returning citizens annually in community employment. Interested in serving this population? Come learn how a successful program can be implemented and duplicated.

Speaker: Shawn L. Smith, Director of Workforce Development for Goodwill of Central and Coastal Virginia

DMAS Current Initiatives and Departmental Updates

Speaker: Ann Bevan, Director, Division of Developmental Disabilities & Behavioral Health, DMAS

What Do You Mean I Can Call Off!

The Department of Defense encourages service members to seek mental health services if they need it, but does the chain of command? What happens when they do, or if they do not? When that service member separates from the military and that structure and discipline are gone, what happens to them then? Walk along with Don in his journey of recovery, from soldier to civilian, through mental health, substance use, suicidality, the justice system, and treatment. This workshop will be useful to those who work with and care for veterans or would like to better understand some specific challenges faced by veterans.
(don@vocalvirginia.org)

Speaker: Don Johnson, Certified Peer Recovery Specialist, WRAP© Facilitator, and a Peer Support Whole Health and Resiliency Facilitator, VOCAL

9:30 – 9:45 am **Break**

9:45 – 11:15 pm **Concurrent Sessions**

From Locking Horns to Unlocking Potential in our Relationships

Conflict "starts with us" as an inevitable part of any healthy relationship. The key is not to avoid conflict but to resolve it in a way that unlocks the potential in our relationships with co-workers, individuals with disabilities, their families and community partners. According to one study, workplace conflict costs up to \$359 billion in paid hours, equivalent to the total price of the 2.8 hours per week U.S. employees spend dealing with conflict. When handled effectively, conflict can result in a greater appreciation of differences, better solutions, new ideas and stronger relationships with colleagues, stakeholders and clients. Through dialogue, case scenarios and exercises, participants can 1) identify their preferred conflict resolution style; 2) determine which conflict style to use in different situations; and, 3) identify skills and strategies to move from conflict to collaboration.

Speaker: Lynne Dailey, HR Talent Development Manager, DARS

Trauma-Informed Care and Trauma Sensitive Support

This training will provide an overview of Trauma-Informed (Trauma-Sensitive) Care and the rationale for its adoption by human service professionals regardless of practice setting. Participants, considering their current work role, will learn about the importance of trauma recognition and early intervention. Practical trauma-informed intervention strategies will be reviewed with a specific emphasis on both systemic and individual approaches. Content will include 1) What it means to be trauma-informed: A new lens; 2) *Point of View* and *Problems of Concern* Exercises; 3) Introduction to the Adverse Childhood Experiences (ACEs) study; 4) What do we mean by “trauma” and “traumatic events?”; 5) Trauma Quiz; 6) Features of Trauma-Informed Care and application in workplace settings; 7) What research is telling us about trauma and neurobiology; and, 8) What are we really focusing on?

Speakers: Patrick Slifka, LCSW, Certified Family Trauma Profession (CFTP), Senior Clinical Director, National Counseling Group

CMS Home and Community Based Services (HCBS) Settings Requirements and Updates – Next Step is Phase II - What Providers Need to Know to be Compliant

This session will review the Home and Community Based Services (HCBS) settings requirements and the state’s process to transition to full compliance. The Phase I Organizational Review process is almost complete and Phase II regarding review and verification of the provider setting is about to begin. How will Phase II be implemented? What will reviewers look for when on site? What will it take for a waiver provider to be compliant? What will happen to providers that are not compliant and what is the timeline?

Speaker: Teri Morgan, DD Program Manager, DMA

Creating Safer Spaces for LGBTQ+ Peers

Do you want to know more about how to be an ally to LGBTQ+ individuals, including ways to create more inclusive environments in your agency or support groups? Statistically, we know that bullying, health disparities, stigma, and discrimination create both stress and barriers to care. In this interactive workshop we will answer your questions, explore the language we use, and consider our inherited ideas about gender and sexuality.

Speaker: Malaina Poore, Network Program Director, VOCAL

Brain Injury Basics: Causes, Consequences and Care

Many professionals working in human services fields received little if any training on brain injury while in college. A recent study reported only 7% of general education teachers learned anything about brain injury in training, yet the schools are the single largest providers of services to children with brain injury. The pervasiveness of brain injury is unknown by most people and requires at least some familiarity with its challenges and treatment. This session will provide an in-depth overview of mild TBI as well as moderate to severe brain injuries and provide attendees with resources to better serve this population. Participants will be able to 1) better understand brain anatomy and the pathophysiology of brain injury; 2) identify at least three common sequela of brain injury; 3) recognize brain injury and mental health co-morbidities; and, 4) learn at least 3 communication, behavior or treatment intervention strategies.

Speaker: Lauren Carter Smith, OTR/L, CBIS, Occupational Therapist at Bon Secours Mercy Health in Richmond, VA

11:15 – 11:30 am Break

11:30 – 12:30 pm Closing Session
“*Climbing the Educational Mountain*”
Jason Todd Morris, National Self-Advocate

12:25 pm

Final Cash Drawing (\$100) & Exhibitor Prizes *(Must be Present to Win)*

12:30 pm

Conference Adjourns