



2010 Annual Report



Hamilton County Developmental Disabilities Services

www.hamiltondds.org

It is all about relationships

Advocacy Leadership Network (ALN) Co-Chair Diana Mairose reminds us often of the phrase "It's All About Relationships." Building and developing relationships to support what matters most for individuals with disabilities and their families certainly has been a key factor this year in every major accomplishment at Hamilton County DD Services.

After advocates, families, professionals, and public officials successfully removed the offensive "r" word from official references in late 2009, we quickly and easily adapted to the first full year of operation under the new name of Hamilton County Developmental Disabilities Services (HCDDS.)

This long-advocated and much-celebrated name change sparked new energy within our agency that transferred into a string of public recognitions for a variety of efforts and people.

First, the National Association of Counties (NACo) honored three initiatives involving dozens of staff representing several departments in our agency and other community organizations. The Co-Occurring Resource Group, the Greater Cincinnati Emergency Preparedness Initiative, and Vision 2014 received awards of excellence from NACo.

NACo is a national education and advocacy association for county government entities. The Hamilton County Commissioners are members, and they recognized those who were part of these initiatives at one of their regular meetings. Our agency received three out of the total of six awards given to Hamilton County agencies.

The Co-Occurring Resource Group is working together to improve services across the region for individuals with intellectual disabilities who also have a mental illness. Representatives are from various program areas within our agency as well as Hamilton County Job & Family Services, Legal Aid, Hamilton County Schools, Juvenile Court, Mental Health & Recovery Services, and Ohio's

Coordinating Center for Excellence in Dual Diagnosis (supported by the Ohio Department of Mental Health, Wright State University, and Ohio State University.)



Cheryl Phipps, Superintendent

The Emergency Preparedness Initiative pooled the resources of law enforcement, emergency management agencies, and other community organizations to comprehensively plan a regionwide efficient response for a disaster of monumental proportions. Our agency wholeheartedly attached to this effort that, among a whole host of considerations, targeted appropriate and immediate response to those whom we serve who would be most vulnerable in a natural or manmade disaster.

Vision 2014 is the group of agency and contract provider staff who oversee implementation of the Strategic Plan that was developed in 2008 with comprehensive involvement of individuals and families.

Recognitions this year did not just focus on our agency's excellence in service delivery. We also enjoyed being named one of Greater Cincinnati's top places to work through anonymously conducted staff satisfaction surveys by The Business Courier and The Cincinnati Enquirer. Our agency was in competition with other large organizations in Greater Cincinnati such as hospitals and financial institutions.

ENQUIRER MEDIA



Then came a flurry of honors and awards for individual advocates and staff.

Advocates Brady Sellet and Diana Mairose received recognition through various state and national organizations. Brady was honored by Ohio Public Images as a top advocate in Ohio, and then with the ESDY Award through the Ohio Self Determination Association.



Diana travelled to St. Louis for the Self Advocates Becoming Empowered conference and was surprised with the national Roland Johnson award bestowed upon her in

front of hundreds of advocates from all over the country. Closer to home, advocates Linda Kunnick and Robert Shuemak were appointed to the Ohio Developmental Disabilities Council.

Julie Everett, Nurse at Jackson Adult Center, received The Florence Nightingale Award for excellence in nursing from the University of Cincinnati. Carolyn Hill, Production Supervisor at Franks Adult Center, was honored by Cincy

Magazine with its Unsung Heroes award.

Each of these well-deserved collective and individual

recognitions are demonstrations of the positive impact of good people working together toward the common goal of supporting individuals and families to achieve what is important to them. It is a pleasure to present highlights of some of their powerful work from the past year on the following pages of this annual report.

As we look forward to 2011 and beyond, our collective support of individuals with disabilities and their families will long remain to be, as my wise friend Diana Mairose reminds us, "all about relationships!"



Brady Sellet

A handwritten signature in blue ink that reads "Cheryl".



What Matters Most

In 2008, the agency completed a comprehensive five-year strategic plan that was developed over several months with face-to-face input from hundreds of people with disabilities and their families and those who support them. Five themes emerged from this plan that will guide the agency's planning and service delivery through 2014, known as "What Matters Most." Highlights of the agency's progress in 2010 toward fulfilling the strategic plan are organized as follows by the five themes.



Experiencing Respect and Participating in Community Life



Throughout 2010, the eight members of the Advocacy Leadership Network (ALN) led several initiatives to positively support changes in public attitudes, laws and other barriers that can hinder people with disabilities from fully participating in their lives and communities. While ALN and the larger advocacy group Leaders in Action (LIA) had vital roles, other HCDDS activities supported other individuals in participating in community life.

In partnership with advocates from other counties, the ALN held a regional conference at Wright State University called "ADA: What's next." Immediately after the conference, they produced an event in partnership with several community agencies to celebrate the 25th anniversary of the Americans with Disabilities Act. The event was called "Accessibility For All" and was held on Fountain Square in downtown Cincinnati, featuring media and state and local officials as hosts and guest speakers.

Brady Sellet and Diana Mairose, two ALN members, received state and national awards. Diana also led successful efforts to convince city and county elected officials to change use of the term "handicapped" to "accessible" on new signs in public buildings.

Members of ALN and LIA joined different community art and neighborhood boards and associations, as well as the Ohio DD Council. They also partnered with Fernside Center, LADD, Starfire U, and agency Adult Centers to provide grief support groups.

Advocates conducted training on a wide variety of topics in public and private schools and universities, for agency and provider staff, and through the Academy of Direct Support Professionals and the Learning for Life series. They were featured speakers at several state and national conferences, and participated in more than 25 community events.

In other areas of the agency, the Community Services Department continued a partnership with the Cincinnati Human Relations Commission (CHRC) for a mentoring program for high risk young adults. Trained mentors from the CHRC worked with five individuals served by HCDDS who are considered at high risk of involvement with law enforcement. Five other individuals successfully completed the pilot mentoring program in 2009.



Activity Supervisors in Adult Centers identified goals, plans, and training for individuals at the centers with significant disabilities to develop deeper community connections. Members of Fifth Third Bank's Community Engagement Team and the Bailey Wellness Team visited centers, as well as students from St. Xavier, Elder, St. Ursula Academy and St. Ignatius. Individuals at Adult Centers travelled to Mt. Auburn Community Center, Ronald McDonald House, and YMCA's for various activities. In cooperation with Permorganics, individuals volunteered with inner city students for gardening projects.

A project began to link individuals in Adult Centers with interested community members for lunch and to community volunteer opportunities to foster development of meaningful social relationships. Also In the agency's four Adult Centers, aging individuals participated in "drum circles," and "Clavinova" musical groups at the centers and at Colerain and Anderson Senior Centers.

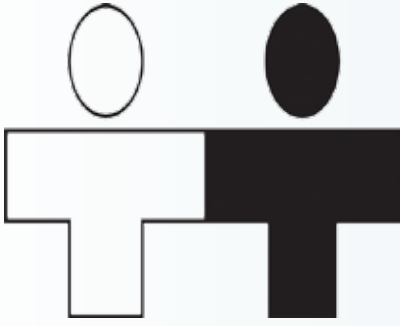
Promoting positive community connections for students with disabilities also was ongoing, especially for those planning their adult lives after graduation, and for those educated in public school classrooms.

Best practice training for public school staff about transitioning into adulthood was held at Purcell Marian, Forest Hills, Sycamore, and Northwest Schools, as well as in Columbus. A Hamilton County Task Force of local agencies addressed transition issues to make the process easier for students and families. A resource book for instructors in agency schools with informal and formal assessments was developed to help staff fully support students in planning for their adult lives.

A new junior high satellite classroom operated by HCDDS in cooperation with public school districts opened in the Southwest District. A primary-age satellite classroom opened in the Princeton School District. The agency now operates nine satellite classrooms in public school districts in the county.



Enjoying Positive Relationships with Friends and Family



To limit isolation of people with disabilities and encourage positive relationships with friends, family, and staff, several initiatives either were started or expanded. These initiatives were in partnership with non-profit providers of services that are contracted by the agency, as well as with other community agencies.

Staff in Early Intervention (EI) began using a new tool with babies and families called Routine Based Interviewing (RBI) that helps them connect well with families from the start and discover their concerns and priorities. RBI focuses on a child's natural environment with the people, places and things that are most important and familiar to the child. EI Coordinator Debbie Ashley received extensive training on RBI and gained expertise that she shared widely with staff at HCDDS, as well as with staff of other local agencies and around the state.

Two EI events in Winton Terrace and Northside connected seven families and 12 children with each other. Several play groups formed in neighborhood parks and other places in the Southwest Region. Some extended family members attended groups, and other regions planned gatherings for families.

An ongoing initiative at the agency called North Star Advantage completed its second full year of promoting positive behavior support within the agency and partner agencies through creative approaches and relationship building.



Part of North Star's work included development of a curriculum called "Try This." This curriculum includes at least 10 additional positive approaches to behavior support, and was widely shared with North Star participants.

North Star participant agencies in 2010 were GMR Exceptional Care, Cincinnati's Optimum Residential Environments (CORE), Living Arrangements for the Developmentally Disabled (LADD), The AMT Group, Empowering People and Premier Providers.



Agencies that completed North Star in previous years (and continue to be involved) were Jewish Vocational Service, Starfire Council of Greater Cincinnati, Resident Home Corporation, Total Homecare Solutions, Support Care, Visionaries and Voices, Goodwill, Talbert House and Ohio Valley Residential Services.

Also as part of the North Star Initiative, four units of 30-minute trainings for direct support professionals were implemented to develop skills in and understanding of a positive support culture. The units use video and clips from commercials to lead staff through a discovery of good teaching techniques. More units of this training are planned in 2011.

For public school district staff, behavior support resources were provided, including an introduction to the North Star Initiative and training about developing goals and visual supports, as well as handbooks and tip sheets.

To educate those who support individuals with both an intellectual disability and a mental illness, the agency's Co-Occurring Resource Group (CRG) held a regional conference called "Coming Together." Hundreds of professionals, families, and other interested people attended the conference.

The CRG is a cross-disciplinary team of professionals from multiple agencies that formed in 2009 to strengthen the ability of local staff to effectively support people who have a co-occurring diagnosis. In 2010, the team also contracted with a psychiatrist for consultation with staff, families, and individuals, and to build partnerships with hospitals and other organizations.

In addition, the Quality Improvement Team at HCDDS trained providers who work with those who have co-occurring diagnoses about Individual rights, Major Unusual Incidents, and medication administration.



Getting Where I Want To Go



Responsive and flexible transportation for people with disabilities in Hamilton County is a necessary support for their achievement of what matters most. Finding creative options for transportation in cooperation with existing community agencies is an ongoing, critical, challenging necessity.

One promising initiative began with a taxi voucher program through Community Yellow Cab. Advocates used the vouchers and provided feedback for improvement. Staff in the Business Services Department provided administrative support and helped obtain funding.

A gathering on transportation hosted by the Southwest Ohio Regional Transit Authority (SORTA) was attended by advocates of the agency. Advocates also hosted a "Getting Where I Want To Go" transportation presentation from John Schneider of the Pro Transit Committee.

Making A House My Home



To encourage individuals with disabilities in wisely choosing where, how, and with whom they live, the agency supported a variety of information-sharing activities about neighborhoods and making positive connections with others.

A partnership with Xavier University provided home modifications for individuals with disabilities who wish to remain in their homes longer. In addition, a research study was proposed to Xavier's Ethics Committee that will provide valuable information for further development of appropriate support for individuals in this group.

The agency's Asset Based Community Development (ABCD) Team made 30 new connections between individuals and community activities that fit each individual's interests and gifts. The team participated in 20 neighborhood and community development activities, and connected with 55 new groups and associations.

The ABCD team also spearheaded a series of events to introduce individuals to neighborhoods in Hamilton County called "Treasures of..." Events were held in Glendale, Oakley, Madisonville, Northside, and Westwood.

Within the Community Services Department, a housing team was formed to gather and share information with staff about housing resources to make sure they have up-to-date information for those they support. This team also organized an open house event to provide an opportunity for potential roommates to meet each other.

**Treasures of Cincinnati
Community Conversations**

This will be a time for us to come together and join in conversations about the many gifts people in our community possess and how they have created change by following their passion.

Treasures of Cincinnati, Community Conversations: Northside
Tuesday, November 16, 2010
6:30 - 8:00 PM
Prairie, Inc.
4035 Hamilton Avenue
Cincinnati, Ohio 45223

Keith Banner is a social worker and a cofounder of Visibilities & Voices and Thunder-Sky, Inc. two non-profit arts organizations in Northside. Thunder-Sky, Inc. is an art gallery maintaining the legacy of unconventional artist Raymond Thunder-Sky, through community-based programs and exhibits. A published author, Keith also teaches creative writing at Miami University.

Bertin Ondjia immigrated to the United States from Cameroon in 2004. A University of Cincinnati DAAP graduate, he is now a Community Development Specialist for the Center for Great Neighborhoods of Covington. A Northside resident, Bertin is committed to policy issues such as civil and human rights, immigration, housing and urban development, and poverty, as well as building social capital that empowers people and advances society.

MIMI Chamberlin-Daly is Executive Director of Churches Active in Northside (CAIN) - a nonprofit collaborative ministry of neighborhood churches that provides help and hope by feeding bodies and souls, caring for children and building community. CAIN is a model for other food pantries, locally and statewide, and has received state and national recognition for the quality of its services.

Marty Weldshofer is a College Hill resident and business owner. Along with his wife, Katie, he owns Marty's Hope & Vision, which opened last winter. Marty served his community as the Director of Community Development for the College Hill Community Urban Redevelopment Corporation (CHCUTC). He has worked with and led the efforts of a multitude of volunteers in the ongoing renaissance of College Hill.

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Building and Supporting Our Infrastructure

The theme of “What Matters Most” not only drives the agency’s direct service delivery for individuals with disabilities, but also drives all work within departments that support staff who are most closely serving individuals and families.

A partnership between HCDDS and county boards in Butler, Clermont, and Warren called the Southwest Ohio Council of Governments (SWOCOG) completed its first full year of organization and planning. The SWOCOG’s purpose is to pool common resources to reduce individual board costs and increase efficiency of services.

Also to increase efficiencies, an internal performance improvement committee of staff from several departments reviewed contracts, housing, the service facilitator role, records retention, building maintenance, and internal communication to plan and implement changes where needed.

In the Business Services Department, staff continued their watch over resources and developed contingency plans for a potential decrease in state funding. Financial reports were presented monthly to the Board of HCDDS.

Staff in the Information Technology (IT) Department addressed performance and enhancement issues in the agency’s primary software application, Gatekeeper. Gatekeeper was successfully updated to a newer version.

Redesign of the agency’s intranet site began with analysis sessions with staff to determine their needs and wants, followed by development of a site map. The new site allows for more staff collaboration and document sharing as well as content updating by departmental staff. The intranet is set to launch in early 2011. After the new intranet is live, the plan is to create an area that providers and families can access with information pertinent to them.

Community Ambassadors Resource Alliance (CARA) hosted two fundraising events, and promoted individual provider partner events. Nearly \$6,000 was distributed to 52 individuals for life-enriching items and activities. CARA is a non-profit organization of representatives from several contract partners who have joined forces to educate the public about people with disabilities and raise funds to fulfill individual financial requests that enhance a person’s life.

The Advocacy in Media (AIM) Committee that is part of CARA completed a People First Language StyleGuide publication, started a Facebook page, and hosted a media day through the Greater Cincinnati Chapter of the Public Relations Society of America.



Individuals Served

Children's Services



Early Intervention (EI)	1421
EPAT	999
Agency Operated Schools	236
Fairfax	95
Rost	104
Satellites	53
Itinerant Support Team	22
Transition	791
CITE (school based)	97
CITE (home based)	172
The Kelly O'Leary Center	53

Adult Services

Adult Centers	726
Beckman	191
Franks	176
Jackson	164
Kidd	195



Community Services



Service Facilitation	4803
Supported Living	145
Support Services	997
I/O Waivers	1745
Level 1 Waivers	891
Martin Waivers	111
ICF/MR	106
Contracted Day Services	2128

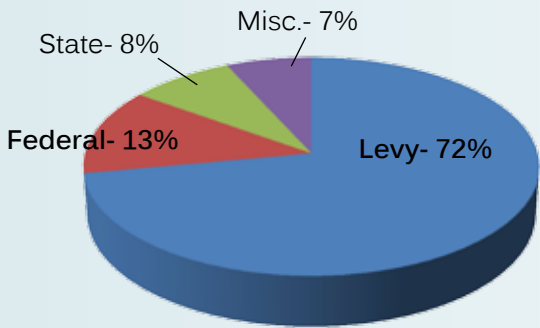
Note: Some individuals receive more than one service, and therefore could be counted more than once across categories

Fiscal Information

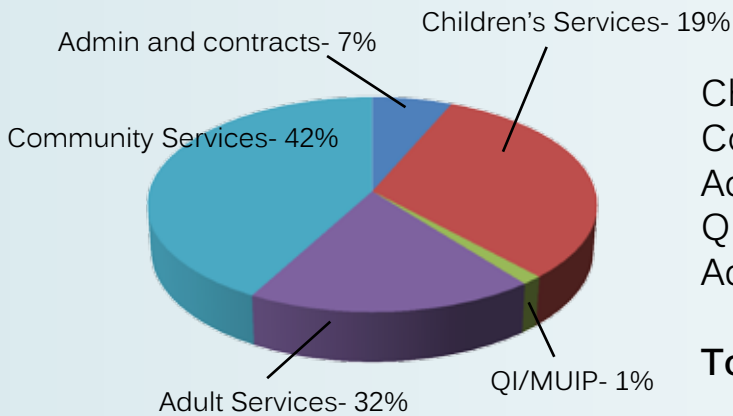
Wise use of taxpayer funds is taken seriously at Hamilton County DD Services.

Funds received from the tax levy are regularly monitored. State and federal officials review services for compliance in program and fiscal areas. The County Auditor, County Budget Department and County Commissioners oversee the budget process.

Individuals and families take part in quality reviews and satisfaction surveys. The strategic plan process involves many families, individuals, staff and providers who provide feedback about services for continuous improvement.



Revenue	
Levy	\$78,561,970.28
Federal	\$13,946,768.55
State	\$9,024,646.40
Miscellaneous	\$7,441,539.20
Total	\$108,974,924.43



Expenses	
Children's Services	\$19,486,761.17
Community Services	\$44,162,360.19
Adult Services	\$33,238,395.45
QI/MUIP	\$1,384,114.88
Admin and Contracts	\$6,807,545.51
Total	\$105,079,177.20



Hamilton County Developmental Disabilities Services

Community Services

Intake (513) 794-3300
1520 Madison Road, 45206

Service Facilitation
Northeast Resource Room (513) 559-6773
Northwest Resource Room (513) 559-6882
Central Resource Room (513) 559-6806
Southeast Resource Room (513) 559-6751
Southwest Resource Room (513) 706-9278

Adult Services

General Assembly, Inc (513) 541-2904
4210 Dane Street, 45223

Adult Centers
Elmer P. Beckman Center (513) 742-1576
2600 Civic Center Drive, 45231
Robert W. Franks Center (513) 598-2965
5884 Bridgetown Road, 45248
E. Roger Jackson Center (513) 272-4326
5093 Kingsley Drive, 45227
Thomas H. Kidd Center (513) 563-2500
9910 Reading Road, 45241

Children's Services

Schools
Bobbie B. Fairfax School (513) 271-2313
4999 Kingsley Drive, 45227
Margaret B. Rost School (513) 574-2372
5858 Bridgetown Road, 45248

Community Locations

Early Intervention
Central (513) 729-0490
Fair Lane (513) 561-0410
Kemper Heights (513) 851-9270
Grace Lutheran (513) 559-6692
Rex Ralph (513) 728-0490

Satellite Classrooms
Amity Elementary (513) 891-5995
Miamitown Elementary (513) 353-1416
Reading Hilltop Elementary (513) 842-5301
Deer Park High (513) 936-4661
Rees E. Price Primary (513) 363-6011
Harrison Junior High (513) 367-4831
Woodlawn Elementary (513) 864-2900



Hamilton County Developmental Disabilities Services

1520 Madison Road, Cincinnati, Ohio 45206

(513) 794-3300

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