

# Employment First Statewide Stakeholder Policy Meeting

Wednesday November 2, 2016

**1:00-3:00pm**

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 29251(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

	Agenda	Document	Time	Owner	Discussion/Decision
X	Introductions		5	Acacia	Discussion
X	Review Agenda		2	Trina	Discussion
X	Review last month's meeting minutes	Copy of last month's notes	2	Trina	Discussion
X	Review of the IEP and new color system	Copy of Goals - updated	20	Acacia	Discussion
	Best way to track		15	Acacia	Discussion
X	Ed Metrics		40	Mitch	Discussion
X	Innovation Grant Update		15	Acacia	Discussion
X	Next meeting agenda items/wrap up		5	All	Discussion

Minutes taken by: Cassy McCartney

Facilitated by: Lilia Teninty/Trina Lee

## Discussion:

No changes to last month's meeting notes.

## Integrated Employment Plan – Goals - Acacia

Electronic copies were sent out through email, document was also displayed in the room and on GoTo Meeting

Acacia reviewed the colors associated with the items. Yellow means ongoing, something that will always be going on. Red is something that needs attention. Acacia also reviewed the items coded green on the first page. Trina clarified that yellow means that items are on track, if they weren't on track they would be coded red.

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Trina applauded the group on the accomplishments that have been done so far, at first glance there isn't a lot of red. Mitch added that it is a great accomplishment considering how far away we were two years ago, especially at the state level to have three agencies working together so quickly. Paul also added at the local level, they celebrated this last summer how much they have accomplished with the re-energized efforts.

Page 8, creating an MOU with the Oregon Commission of the Blind (OCB). This is flagged as red, Acacia has reached out to the OCB and they agree this is something that still needs to be done, she will continue to report on this. Acacia also reviewed the other items flagged as red, some of these colors need to be updated, there are some items that OCB is already doing. The items that are still in red will be addressed in an MOU.

Acacia asked the group if this was a good way to present these items. Paul agrees this works, the colors work. Acacia is hoping the colors will help prioritize items this group needs to address and not review the entire document at every meeting. Acacia asked the group if that makes sense to everyone. Group consensus – yes it works. Michelle asked on GoTo if this was a spreadsheet and if we could sort and have red items listed at the top of the report. Yes, this is possible.

Trina asked about the red item on page 28, 6.1 – D – work on corporate and public strategies. This has been started, but the team wanted it flagged because it is something that is important for 2017. Trina mentioned two positions they are hiring for, Policy Analyst 2's, they will report to Keith Ozols. There are also two positions for in the field. Acacia also mentioned the positions ODDS/EF is hiring for employer engagement. Trina asked if there were any items that are at risk of going red. Acacia said no, there are items that could go yellow. Tim Rocak asked if the School for the Deaf is included anywhere – Mitch said yes they are. The school for the blind has closed. There are regular meetings with the state and the School for the Deaf. Acacia asked the group if there is a way for individuals to have interpreters. There might be a way to include this in EOS and if families and individuals are looking for that, they can see which providers provide that. Mitch has also had conversations about having interpreters present at education meetings. Acacia asked Tim, as the only provider in the room, if he would have any concerns. He doesn't have any but has a staff person who wants to become an ASL interpreter, he had an overwhelmingly positive response on starting this. There is also a program at Western

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University as an internship. Acacia would like to talk more with them to figure out how to make this more of a possibility.

Paul asked about the OCB and VR, they serve the same function but for slightly different populations. Are there any efforts that can be shared? Trina added that they have conversations on a continual basis so their efforts are shared regularly. They are already headed down this path and other things in the works. Andre asked if he would be able to access their data through the ORCA system. Trina talked about the different system that OCB uses and being a totally separate agency so it makes it hard. However, Trina has been thinking about this and would like to make it happen somehow down the road.

## Metrics – Mitch

The IEP metrics were shared on GoTo and projected in the room.

These metrics were created long ago, before the settlement. When the IEP was developed, some of these metrics seemed feasible then, but now, three years later, Mitch wanted to bring these back to the group. Some of them have been completed and wondering how to track these. Metric #12 – increase the number of partnerships with local education agencies. (LEA) This is something that has happened and is happening. The Transition Network Facilitators (TNF's) and the Parent Transition – PTI do these things. The difficulty with this one is picking a baseline or a target, there are a lot of people to track. There is no way to track it, it is being done and is ongoing, but creating data for the IEP is not possible. #13 – Parent and Student Advocacy training opportunities. This has the same challenge, we know this has been accomplished and is getting done, but don't know how to track it. Trina asked about the contract with PTI, is there a report with them that talks about what they are doing. There are quarterly reports submitted to the TNF's, but Mitch added there are several other programs that are doing this. These items aren't really required anywhere either, this was something the department created because it was important, but there isn't really a way to track it in practice. Greg asked if he knew about every training that is going on, Mitch knows about them, but not all of them, especially specific to this kind of training, specific to parent and student advocacy. Roberta talked about her contract with ODE, they have a requirement to give a certain amount of trainings relating to parent student advocacy. With the partnerships talked about in #12, all of the programs like hers

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have been doing this, but there is no way to get a 'hard' number to track this. Roberta talked about her concern in a family/parent role that this still gets tracked somehow, it's important to keep families informed. These metrics do a really good job showing that the three agencies are working together. What about the EF teams having trainings with family participants. Acacia wouldn't mind this as a goal, but as a metric maybe not. The EF groups are independent and can have technical support from the state, but are self-initiated. Bill pointed out that 12 and 13 are processes that they are doing, and 14 and 15 are things that need to be done, with hard numbers.

Trina asked if there is anything that we can tease out of these at a high level to make them quantifiable. Paul noted that these are not 1:1 items that can be compared. Paul asked about a survey that could ask families these questions. Mitch has reservations about this with lack of capacity to create something new. Roberta and Mitch talked about a way to track if the students are increasing their engagement in the community in training and advocacy. Roberta would be curious to see if the other side of this would be in increase in complaints, if we create more engaged parent and families, there might be in increase in these numbers as well. Trina talked about a new brochure for parents with the WIOA regulations, this was not required before. She talked about the number of complaints that were escalated and there is small number. Mitch talked about the education complaints, most of those complaints are handled at a local level. Roberta talked about the data she has on the amount of phone calls they get, or how many students attend their trainings, so there is data that FACT can report on.

Roberta wants to make sure we keep the impact on families, she would love to have a question to people who have attended a FACT event: do they feel more empowered to work. But that's not a 'hard' number or a good way to track. Acacia pointed out that this doesn't have to be a metric to track it. If Roberta can track it, she can bring back that data and share with the group that these things are working. Acacia doesn't want to lose the discussion, but also wants to keep it included. Roberta wants the metrics to be solid, valuable ways to measure things. Laurie doesn't want to lose track of the value of qualitative data in trying to find the perfect metric. She suggested something simple, for example, do the students feel like their voice has been heard, do they feel valued. Mitch agrees, but if we are talking about creating something new, he is still concerned about the capacity at ODE. Laurie added this may not be the right venue to track this, but doesn't want this to be de-valued. Ann added that there are two indicators for success life at the national level – a job before you graduate and positive family involvement. She volunteered and would like to know how the national level is measuring this. She will look for that and report back. Mitch asked how the group would like to move forward with these. Bill suggested

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putting this in the methodology or the strategies for how to get to these metrics. Keep the two metrics that measure the numbers, but add the other two to be the strategy on how to get to those numbers.

Acacia summarized that #12 and 13 are how we are going to look at early engagement with VR and DD. Her suggestion would be to add this to the outreach section in the goals. Gordon is concerned about losing any information that could have been gained. #13 sounds like there are other ways to gather this, but he feels like there must be a way to get a hard number and quantifiable data. Mitch clarified that 12 and 13 are how you measure these items with early engagement. We already have ways to measure these in other ways, so the metrics are not needed. Roberta agrees, she is most passionate about #13, but #12 at the local level has already been shown to be completed in the spreadsheet with community partnerships. Acacia added this plan includes all three major agencies, so if FACT reports on these numbers, FACT is just one family organization in the state. There is a concern to show us a good representation of trainings that are happening around the state.

Tim believes the intent of 12 is to make sure there is an improved relationship with the families and organizations involved. Sometimes all you can do it report on the activity, not the numbers or data, this also incites engagement for the groups. Gordon asked if there is a repository for these groups and these activities. No there isn't, there has never been a reason for this before.

Mitch clarified again, that #12 and 13 will be added to the goals section and updated annually, #14 and 15 will be left as metrics.

#16 when the report for the federal grants have been done after the first of the year, these numbers will be generated. The report to the federal government will be submitted in February, so these numbers will be populated after that. Gordon asked what the time frame was on these metrics, Mitch responded that these are based in the school year, so we are in school year 16-17. These are different then the state fiscal years that are being used for the other metrics, so this will need to be updated as well. The baseline numbers will be based on the 15-16 school year. The data is collected between June and September 2016.

Roberta added, wearing her mom hat, this will be a notable measurement.

Acacia asked the group what they would like to do next. Gordon would like to go through the metrics in another meeting more in depth. Acacia is concerned about getting through all of these

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metrics in one meeting. There are some specific metrics that the group could focus on at another meeting. Group conversation about metric number #3, this is a rule in the OAR's. Acacia doesn't know if this will tell us anything, if it's something that has to be done in rule. Tim believes it's something that we can celebrate as a 100%. Roberta believes it is also something that could show our journey, we put it in rule and it has been completed, more of a documentary. Ellen added that this is to show the large amount of work that the same group has created the IEP and are now included in the settlement, all of this work has been done. Most of these items require endless amount of hours of consultation and investigation, so there isn't a lot of time to track this information and fill out the 'TBD's. Ellen would like to take out some of these things to reduce the amount of things to keep up on. Roberta asked if there was a parallel document along with the IEP for the settlement. The is another way to track the items in the settlement, there are also the metrics in the Executive Order that go along with the settlement items that require a lot of work. Roberta asked if this is the stakeholder group that champions the IEP, who champions the parallel document? The plaintiffs and their attorneys. Trina added that this group had a lot of input on the settlement, this group plays an important role. Roberta asked if there is a need to have another conversation about the work to move EF forward. Ellen would like to peel away the things that have rule change, so the energy from the state aren't diverted away from the efforts of the Lane case. Reviewing the IEP was a way to compact some of these measures and create fewer things to track. Mitch clarified that Ellen is pointing out that it takes more work to go in and update this metrics and actually do the work. Roberta is concerned about her role as a stakeholder and what she has been tasked with as a stakeholder to keep her eyes on, letting this go would be a bit of a concern. She would want to know what's happening with this metric (#3). Acacia also pointed out that there isn't time to go through all of these metrics one by one, but that's why this group reviews the data report, because those are items that are required to be tracked in the settlement. Some of the metrics in the data report are in the settlement, metric 9-11 in the IEP are also in the settlement.

Tim assumes that most of this work has been done that the data is already coming in, that it wouldn't create more work just adding another line to the report. Acacia clarified yes, this is being done and may not seem like a lot to keep track of, but it does take a lot to track, maintain and report on one more metric. Acacia asked if the group would like to go through these metrics one by one and how they compare to the data report and the settlement. Roberts and Tim would like to see where there is overlap. Andre pointed out that the methodology and definitions are slightly different in the different between the settlement and the IEP, so the numbers will look different. Michelle also like the ideas of cross walking the settlement agreement metrics with the metrics in the IEP.

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### **Innovation Grant updates – Acacia**

Acacia has been working with contracts here at DHS and working with Angela on how to communicate this. This process is moving quickly, so there might not be time for advertisement before it is released. There is hope that this will be done December 1<sup>st</sup> and posted for 3 months. The requirements are listed in the application, for example there needs to be at least two partners and needs to impact the local region and grow capacity, there will be some examples provided. Every grant application will require a proposal and may or may not require more than one deliverable depending on amount requested. The max amount is \$8000 per grant, up to \$800,000. This money has to be allocated by June 1<sup>st</sup>. Paul asked if there are any limitations. Acacia needs everything to be matchable, some things that can't be matchable - a provider can't hire staff. If it helps people improve services the state can usually get a match. These are described in the application.

### **Data report - Acacia**

In September we went over the data report, there is an amended report now because there is a requirement in the settlement agreement to report on the number of people who now have jobs, but also needs to be broken out by class – sheltered workshop workers, transition students or general ODDS service recipients.

Andre talked about the appendix changes, these are the biggest changes. On page 26 and 28 now have additional tables for transition youth and sheltered workers. Appendix A, page 18 now separates self-employment at the request of the plaintiffs. On page 23, the list of sheltered providers, there were two providers showing incorrect information – Tualatin Valley (TVW) and Opportunity Foundation. Opportunity Foundation shut down their facilities but were showing individuals and TVW was matched the wrong worker count, that has been updated now. Acacia pointed out that this wasn't bad data, it was a matching error in Excel and didn't change the overall numbers at all.

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Roberta asked if this data at this level with DD, ODE and VR if it would look the same to each agency. Has the language been streamlined enough to be understood the same at each level. Statewide Employment First macro level data. Andre believes we have reached a stable point, many things have changed, but things are starting to slow down. As long as we don't have any more major changes, he can continue to do this. There is conversation about making these documents more manageable and more user friendly. Acacia added the way the state is talking about things, it is aligned. WIOA, DOL and the federal level are coming together and this helps get everything aligned. Acacia talked about the SELN conference she went to last month, the first day was dedicated to how to define services or defining sheltered workshop. It was exciting for her to be able to go and say what this group has already done. Mitch added ODE definitions are also beginning to be the same across agencies.

Tim asked if we will have data on where people are going when leaving sheltered workshops. Acacia added that we are working on it, it probably won't be December, but targeting for 2017.

Next month:

VR – WIOA requirement for sub min wage and career counseling information referral

Innovation grant update

Crosswalk between IEP metrics and settlement metrics

IEP

Mitch report back on converting metric 12 and 13 into goals in the IEP, and methodology for 16

January will continue the conversation about tracking people in sheltered workshops.

Roberta asked if she isn't able to attend if she can send someone in her place. Acacia is fine with this, just let us know ahead of time so we can include them on the invited list and name tags.

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<b>Membership:</b>			
	<b>Seth Johnson</b> Opportunity Foundation of Central Oregon – Service Provider	G	<b>Sarah Jane Owens</b> Association of Oregon Community Mental Health Programs - Counties
	<b>Cynthia Owens</b> Oregon Council on Developmental Disabilities – Advocacy	X	<b>Paul Partridge</b> Yamhill County Developmental Disability Program - Counties
	<b>Chris Burnett</b> Oregon Rehabilitation Association (ORA) – Providers	X	<b>Bill Uhlman</b> Eastern Oregon Support Services Brokerage – Support Services
G	<b>Heather Hopkins - Slechta</b> Full Access Brokerage High Desert – Support Services Brokerages	G	<b>Michelle Markle</b> Portland Public Schools - Education
	<b>Senator Sara Gelser</b> Oregon Senate – Legislature	X	<b>Trina Lee</b> DHS – Vocational Rehabilitation
	<b>Morgan Rincon</b> Oregon Commission for the Blind – Vocational Rehabilitation		<b>Liz Fox</b> Oregon State Rehabilitation Council – Vocational Rehabilitation
	<b>Ross Ryan</b> Oregon Self Advocacy Coalition – Self Advocates		<b>Laurie Kash</b> Rainer School District – Education
	<b>Jaime Daignault</b> Oregon Council on Developmental Disabilities – Advocacy		<b>Jessica Leitner</b> Edwards Center – Providers
	<b>Marcia Ingledue</b> The ARC Oregon – Advocacy Organization – Self Advocacy		<b>Sydney Shook</b> Families Connected – Families
	<b>Sarah Drinkwater</b> Department of Education – Education	X	<b>Roberta Dunn</b> Family and Community Together – Family Members

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	<b>Lilia Teninty</b> DHS – Office of Developmental Disabilities (ODDS)		<b>Senator Lee Beyer</b> Oregon Senate – Legislature
	<b>Jordan Ohlde</b> Oregon Self Advocacy Coalition – Self Advocate	X	<b>Justin Connolly</b> Oregon Self Advocacy Coalition – Self Advocate
	<b>Jordana Barclay</b> Oregon Workforce Partnership – Workforce		
	<b>Invited Guests</b>		
	Robert Costello - VR		Julie Sobel – ORA
	Angela Yeager – Employment First		Corey Jeppersen - ORA
X	Andre Harboe – Employment First		Danielle Vander Linden - ORA
	Tim Acker – Employment First		Julie Huber - ODDS
X	Ann Balzell - VR	X	Mitch Kruska - ODE
G	Allison Enriquez - ODDS	G	Brean Arnold – Employment First
	Ryley Newport - OCDD	X	Tim Rocak – Garten
X	Acacia McGuire Anderson – EF/ODDS	X	Howard Fulk – ODDS Employment Specialist
	Heather Lindsey - ODE		Gordon Magella – DRO
	Stephanie Roncal - ODDS		Bob Joondeph - DRO
X	Amy Potter – PA/Justin’s support	X	Josh Stogsdill - ODDS
	Erica Drake – ODDS Employment Specialist	X	Ellen Mendoza - DOJ

Future Agenda Items	Owner	Discussion/Decision
<b>Update on maximizing hours</b>	Acacia	Discussion
<b>Update on SW Forum</b>	Acacia	Discussion
<b>Update on ODDS rule</b>	Acacia	Discussion
<b>Capacity</b> <i>Sheltered Workshops</i>	All	Discussion (April)
<b>VR Data</b> <i>To show the several different</i>	Trina/VR	Discussion

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<i>disabilities that are being tracked compared to individuals with I/DD and what those trends are, specifically to areas of the state where there isn't any access to employment services. (Bill Uhlman)</i>		
<b>PSO Data</b> <i>Specifically around transition students who no longer have access to sheltered workshops and did not choose ongoing ODDS supports</i>	Education	Discussion (July)
<b>Data</b> <i>From sheltered workshops that have closed and what people are doing now</i>	Andre	Discussion (March)
<b>Program/Workstream Updates</b>	Executive/ Workstream leads	Discussion
<b>Employment Department Reporting</b> <i>Pros and Cons list to recommend to the department (Added 8/5/15)</i>		
<b>Self-Employment</b> <i>Enhance the experience to promote (added 8/5/15 and again 2/3/16)</i>	All	Discussion
<b>How do we reach employers successfully?</b>	All/Angela	Discussion
<b>Family to Family Networks</b>	All	Discussion
<b>Definition of what an integrated setting is – ongoing</b>	All	Discussion

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<b>Outstanding Action Items</b>			
<b>Complete</b>	<b>Items for follow-up action</b>	<b>Due</b>	<b>Assigned</b>

<b>Completed Action Items – To be removed when no longer relevant and added to tracker.</b>			
<input checked="" type="checkbox"/>			

<b>Decisions</b>	
<b>Date</b>	<i>To be removed when no longer relevant and added to tracker</i>