

40 YEARS OF MACDDS



# MACDDS CONFERENCE 2019

HONORING THE PAST • SHAPING THE FUTURE



50 YEARS OF SB40

**OCTOBER 17 & 18, 2019**

HOLIDAY INN EXECUTIVE CENTER • COLUMBIA, MO

# ATTEND THE 2019 MACDDS ANNUAL CONFERENCE ON OCTOBER 17 & 18

MACDDS, an organization of Senate Bill 40 Boards, affiliated public agencies and related private organizations serving persons with developmental disabilities, is hosting its 2019 Annual Conference on October 17 & 18 at the Holiday Inn Executive Center in Columbia.

MACDDS was formed in 1979 to bring together directors of “Senate Bill 40” agencies to share ideas and information. Senate Bill 40 refers to legislation that allows counties to levy a tax to be used for persons with developmental disabilities. This year marks the 50th anniversary of the passing of SB40 and the 40th anniversary of MACDDS.

MACDDS’ Annual Conference offers up-to-date information to increase your knowledge of developmental disabilities and help you do a better job, whether you are a direct support professional, a supervisor, a support/service coordinator, an administrator, or a board member.

Join us at the Holiday Inn Executive Center for celebrations, learning opportunities, and fun! The conference will feature interactive workshops, drawings for prizes, and exhibits. We look forward to seeing you there!

# 2019 MACDDS EDUCATION & TRAINING COMMITTEE

MACDDS wishes to thank the members of the 2019 MACDDS Conference Committee for their work in producing this year's event.

- **Andrea Swope**, Chair, Christian County
- **Pete Breting**, Pike County
- **Jim Casey**, Cole County
- **Denise Cross**, Platte County
- **Beth Eiberger**, DeKalb County
- **Kevin Gaeddert**
- **Pam Greenwood**, Cooper County
- **Nancy Hayes**, Miller County
- **Wendy Hays**, Macon County
- **Stacey Ismail**, Jefferson County
- **Robyn Kaufman**, Boone County
- **Cindy Langford**, Jasper County
- **Teresa Lawson**
- **Jorgi McNamara**
- **Nancy Pennington**, Adair County

# GENERAL INFORMATION

## LOCATION

### **Holiday Inn Executive Center**

2200 Interstate 70 Dr SW  
Columbia, Missouri

**Phone:** (573) 203-8178

## HOTEL ACCOMMODATIONS

For hotel reservations, please contact the Holiday Inn Executive Center at **(573) 203-8178** and make sure to request the MACDDS room block. Reservations are \$99.95 per night, plus tax. All rooms require a guarantee by credit card or advance deposit. To arrange for direct billing of the room charges, or to make accessibility arrangements, please notify the reservation clerk when making your reservations.

Reservations can also be made online at <https://tinyurl.com/y29ftkjj>. Enter in your arrival and departure dates and then click “check availability.” Click “Select Room” from those still available in the room block and then proceed with the remaining steps to finish the reservation.

## CONFERENCE REGISTRATION FEES

MACDDS is offering members an early bird special! This advanced registration will save you and your agency money. The special rates are \$130 for members and \$150 for non-members. Registration with payment must be received prior to Friday, September 21, to receive discounted rates.

Fees may be paid by check, cash or by using your Visa, MasterCard, or Discover. Applications will not be processed without payment. The early registration discounts will not be provided unless payment accompanies the registration form. If registering on-site, payment must be made before you will be allowed to

attend any session. If paying by credit card, please visit the MACDDS website at [www.macdds.org](http://www.macdds.org) to complete the transaction or fax completed registration form to (573) 635-2858. Please note that credit cards will not be accepted over the phone. On-site registration is also available for an increased fee.

## ACCOMMODATIONS

Please check the appropriate box on the registration form if you need special accommodations.

## MEALS

The cost of lunch on Friday, October 18, is included in the conference registration fee. Meal tickets will be sold on-site to late registrants on an available basis. If you have dietary restrictions and require a special meal, please indicate such on the registration form.

## REFUNDS

Full refunds, minus a \$20 processing fee will be made if written notice of cancellation is received by **Friday, October 4, 2019**. After this date, half of the registration fee, minus the processing fee, will be refunded. NO refunds will be made unless written notification of cancellation is received prior to the date of the conference. Written cancellation notice may be sent to [ann@c2cpro.solutions](mailto:ann@c2cpro.solutions). Please note that cancellations will not be received by phone.

## CALLS

Emergency calls during the conference can be made by calling **(573) 203-8178** and asking for the MACDDS registration desk.

# SCHEDULE OF EVENTS

## WEDNESDAY, OCTOBER 16, 2019

- 12:00 p.m. - 5:00 p.m. Participant Registration
- 1:00 p.m. - 4:30 p.m. Pre-Conference Session (free to members!)
- 3:00 p.m. - 5:00 p.m. Exhibitor Set-Up

## THURSDAY, OCTOBER 17, 2019

- 8:00 a.m. - 5:00 p.m. Participant Registration
- 8:00 a.m. - 8:30 a.m. Exhibitor Set-Up
- 8:30 a.m. - 1:00 p.m. Visit Exhibits
- 9:00 a.m. - 10:00 a.m. Concurrent Sessions (1-5)  
Session 6 (9:00 a.m. - 11:15 a.m.)
- 10:00 a.m. - 10:15 a.m. Break
- 10:15 a.m. - 11:15 a.m. Concurrent Sessions (7-11)
- 11:15 a.m. - 1:00 p.m. Lunch on Your Own/Visit Exhibits
- 1:00 p.m. - 2:15 p.m. Keynote Address: Rachel Simon
- 2:15 p.m. - 3:15 p.m. Concurrent Session (12-17)
- 2:15 p.m. - 5:00 p.m. Visit Exhibits
- 3:15 p.m. - 3:30 p.m. Break
- 3:30 p.m. - 4:30 p.m. Concurrent Sessions (18-23)
- 4:45 p.m. - 6:00 p.m. Movie Screening: *Intelligent Lives*
- 6:00 p.m. - 9:00 p.m. Dinner on your Own/Exhibit Hall Closes for Conference
- 9:00 p.m. - Midnight Reception/Hospitality Suite

## FRIDAY, OCTOBER 18, 2019

- 7:45 a.m. - 9:00 a.m. Light Breakfast and Coffee Served in Exhibit Area
- 9:00 a.m. - 10:00 a.m. Brag and Steal Sessions (24-28)  
Session 29 (9:00 a.m. - 11:15 a.m.)
- 10:00 a.m. - 10:15 a.m. Break
- 10:15 a.m. - 11:15 a.m. Concurrent Sessions (30-34)
- 11:30 a.m. - 1:00 p.m. Lunch, Awards & Prize Drawings

# PRE-CONFERENCE SESSION

**WEDNESDAY, OCTOBER 16, 1:00 P.M. TO 4:30 P.M.**

**TARGETED ATTENDEES: EXECUTIVE DIRECTORS AND BOARD MEMBERS**

## **Where Do We Start?**

### **A Moderated Discussion on the Transition to Managed Care**

*Moderator: Laura Vegas, Director of National Core Indicators and MCO Business Acumen, NASDDDS*

As Missouri begins the transition to Managed Care, there are many unanswered questions, but with those questions come the opportunity to shape what value-based purchasing will look like in our state. Join Laura Vegas and fellow executive directors to discuss the Managed Care Program Lifecycle and begin setting a vision and goals for the transition. Group participation will be encouraged during this interactive session as we discuss best practices for stakeholder engagement, data collection and develop manageable next steps for implementing a new program.

#### **About the Moderator:**

Laura Vegas has more than 24 years of experience working in the field of intellectual and developmental disabilities (I/DD). Laura began her career working for a private, nonprofit community-based provider as a program coordinator. While working there, she was part of a team that lead the effort to close the sheltered workshop and connect people to their community through person centered planning and practices and witnessed the positive change in the lives of people who were affected by the transition. With that background, Laura has spent her career working for people, families and with organizations to promote systems change that will better support quality of life for people so that they may realize their dreams and personal goals.

Prior to joining NASDDDS, Laura was the Director of Employment and Community First CHOICES and Select Community for BlueCross/BlueShield of Tennessee. Employment and Community First CHOICES is Tennessee's new Managed Long-Term Services and Supports HCBS program for people with I/DD that went live July 1, 2016. She also provided training and technical assistance to other states and community organizations regarding improving quality and person-centered planning using the CQL accreditation process.

# KEYNOTE SESSION

**THURSDAY, OCTOBER 17, FROM 1:00 TO 2:15 P.M.**

## **From Darkness to Light: Helping The Beautiful Girls Lead Beautiful Lives by Rachel Simon**

How do we help people with intellectual and developmental disabilities live lives with meaning, dignity, and respect, fulfilling their innate potential? How can we ensure that all people live in freedom, rather than hidden from the world? Rachel Simon's novel, *The Story of Beautiful Girl*, illustrates these themes. Using original artwork, family photos, and archival photos, Rachel will discuss our shared history, her personal history, and how we can all make a difference. This talk touches on many issues familiar to those in the disability community: the abuse and dehumanizing conditions in the institution, the advent of deinstitutionalization, and the value of dedicated Direct Support Professionals, who work to enhance the lives of people with disabilities. Rachel also weaves in issues such as the right to community living, romance, self-expression, spirituality, and independence.

### **About the Keynote Speaker**

Rachel Simon is the award-winning author of six books and a nationally-recognized public speaker on issues related to diversity and disability. Her titles include the bestsellers *The Story of Beautiful Girl* and *Riding The Bus With My Sister*. Both books are frequent selections of book clubs and school reading programs around the country. Rachel's work has been adapted for theater, NPR, the Lifetime Channel, and Hallmark Hall of Fame, whose adaptation of *Riding The Bus With My Sister* starred Rosie O' Donnell and Andie McDowell, and was directed by Anjelica Huston.

Rachel Simon's awards include The American Book Award from the Before Columbus Foundation and the U.S Department of Health and Human Services Tommy G. Thompson Recognition Award for Contributions to the Field of Disability. She has also received numerous creative writing fellowships. Rachel Simon writes full-time and lives in Wilmington, Delaware.

# SESSION

## DESCRIPTIONS

### 1. DIFFICULT CONVERSATIONS WITH EMPLOYEES

**Ann Graff, Center for Human Services**

Difficult conversations require managers and supervisors to invest considerable emotional energy. You don't want to expend that kind of emotional capital needlessly; you might sorely need it someplace else at a later time. This session will provide practical tips and techniques for those times when a difficult conversation is necessary.

### 2. RETIREMENT READINESS! BEST PRACTICES FOR 403(B) RETIREMENT PROGRAMS

**Ken Mergen & Jill Woods, Retirement Plan Advisors**

Retirement Plan Advisors (RPA) specializes in providing employer retirement programs and full-service employee retirement planning exclusively to public sector and non-profit organizations. Our presentation will cover current industry trends and best practices for plan design as well as timely and interesting ideas to help employees save!

### 3. EXPECTATIONS FOR YOUTH = EMPLOYMENT RESULTS

**Kim Buckman & Melissa Johns, County Connections**

Youth need opportunities to learn skills, set expectations, and be leaders in their own lives. This session will share efforts focused on transition age youth to create expectations for employment results. Hear how we as professionals and advocates have an opportunity to impact employment results through Opportunities, Partnerships, & Expectations.

### 4. IMPLEMENTING REMOTE SUPPORTS AS A PREFERRED SERVICE MODEL

**Tim Dygon, The Arc of the Ozarks, Terry Combs, Chariton Valley Association, and Scott Shephard, Community Choice Inc.**

This session will highlight success stories related to implementing remote supports, challenges related to the service model, and tips for providers and families. The presentation will include discussion about the 'future' of remote supports and how they are likely to play a more prominent role in service provision. The presentation will include lecture and a panel discussion of family members and individuals who have utilized remote supports.

### 5. TREATING AUTISM FROM A TRAUMA-INFORMED PERSPECTIVE: IMPROVING RESEARCH-BASED OUTCOMES

**Robert Cox, MA, LPC, NCC, Life Recovery Consulting, LLC**

Based on my book "The Life Recovery Method: Autism Treatment From A Trauma Perspective" with additional research done since, we look at how autism affects the brain structure and how we can direct supports and interventions to improve outcomes based on this model. Case studies are included to deepen understanding of the interventions used.



# SESSION

## DESCRIPTIONS CONTINUED

### 6. AN INTRODUCTION TO GENTLE TEACHING-CREATING A CULTURE OF GENTLENESS

**Sarah Vallandingham, Shanna Rooney & Tracy Mauk, Developmental Disability Services of Jackson County-eitas**

In this 2 Hour training you will learn the basic principles of Gentle Teaching, where the central purpose of our presence in the lives of others is to nurture, teach, and sustain the experience of connectedness, companionship and community. Gentle Teaching is an effective approach to create a trauma informed community.

### 7. BECOME DATA-DRIVEN TO HELP YOUR ORGANIZATION EXCEL, EFFECTIVELY TRACK ORGANIZATIONAL OUTCOMES, INCREASE EMPLOYEE ENGAGEMENT, AND SATISFY STAKEHOLDER NEEDS

**Preston Finkle & David Lindell, SETWorks**

Participants will learn about what an advanced data-driven agency looks like and discuss specific steps any agency can take to become more data-driven to help further organizational excellence and achieve organizational outcomes.

### 8. REACHING THE ALL THROUGH COMMUNITY OUTREACH

**Kayla McCollum & Heather Hanson, DDRBJC/Connections Abilities Resources**

Join us as we share innovative approaches in supporting individuals without Medicaid. Included: training to link families to Medicaid and SSI/SSDI benefits, resource development, and examples of documentation. Learn how a non-Medicaid funded program can lead to an overall increase in funding for your agency and trust among persons served and staff.

### 9. DISPELLING BENEFIT-TO-WORK MYTHS - A MISSOURI TIERED APPROACH

**Duane Shumate & Sandy Keyser, MO Department of Mental Health**

Here is your chance to be sure the advice you give people about employment is correct! This training provides a basic overview of the Missouri tiered approach to benefits education and the two primary disability benefits people get from Social Security and how work affects them, as well as the medical benefits that accompany them.

### 10. AT FOR PEOPLE WITH INTELLECTUAL DISABILITIES

**Brenda Whitlock, Missouri Assistive Technology**

This session is an overview of various types of assistive technology (AT) available for people with intellectual disabilities - both tried and true, and fun and new equipment. AT is a tool to eliminate barriers. The first half of the session will be lecture with resources, and the second half each attendee will be required to try out a few devices. Attendees will leave with new ideas to implement AT for themselves or individuals they serve.

### 11. PERSON CENTERED PROGRAM DESIGN - USING DESIGN THINKING TO DEVELOP INNOVATIVE SERVICES

**Jake Jacobs & Amanda George, eitas**

This session describes eitas' Person Centered Program Design Project - a partnership with 15 local providers, eitas and UMKC Center for Nonprofit Leadership. Pilot programs were developed in 2019 based on issues and needs identified from collecting stories from 150 Jackson County residents with IDD.

# SESSION

## DESCRIPTIONS CONTINUED

### 12. LOCAL INITIATIVES TO ACHIEVE QUALITY OUTCOMES

**Nancy Pennington, Kim Baker & Melissa Cline,  
Adair County SB40 DD Board**

We will share how our local SB40 Board has tackled tough issues facing the field including, but not limited to, transportation, assistive technology, life skills, employment, training, and more, in easily replicable ways. We will share sample tools and policies.

### 13. SYNERGY, THE POWER OF COLLABORATION

**Kat Cunningham, Moresource, Inc. &  
Jessica Mahon, ACT**

Businesses typically prefer a single point of contact. We also know businesses are approached regularly by many people trying to get them to “buy!” Participants of this session will learn strategies to promote “low risk” provider collaboration, leading to better business engagement. Hear a story of collaboration resulting in employment initiatives.

### 14. ONE PERSON AT A TIME - A STORY OF TRANSFORMATION

**Kim Anderson & Ann Graff,  
Center for Human Services**

Tired of hearing people talk about how transitioning people out of sheltered workshops is better but walking away with no road map or examples of how they did it? Why they did it? What factors were considered, etc? This session is for you. Having started as the first sheltered workshop in the state of Missouri and being one of the first to officially close its doors on June 30, 2018, this session will walk you through how the transition occurred with concise examples of how it was accomplished. Hopefully you'll walk away with some clear examples of things to think about and people who you can call for advice.

### 15. DIY SMART HOME AUTOMATION FOR PEOPLE WITH DISABILITIES

**Brenda Whitlock,  
Missouri Assistive Technology**

What can voice assistants like the Amazon Echo, Google Home or Apple's HomePod do and how can they help someone overcome barriers? People call on their voice assistants daily and still may not be aware of all that they can do. Some people may still have their voice assistants sitting in a box and this session will show how to set them up. Many features of these devices in addition to the connected smart home automation devices can benefit people with disabilities in their independence, safety, and quality of life. They can also add a little fun in the day! This lecture with resources followed by hands on interaction with voice assistants will enhance your “smart” life. Each attendee will leave with the resources to set up their own devices and perform three tasks including producing a smile (or laugh) as a result of a voice assistant prompt/task/skill.

### 16. CHARTING THE LIFECOURSE - BUCKETS OF INSPIRATION!

**Colette Canchola,  
Progressive Community Services**

Charting the LifeCourse builds capacity in Self-Advocates, Family Members, Support Coordinators, and Direct Support Professionals. Hear stories of how life trajectories have changed and learn a number of ways to help people lead more self-determined, colorful and fulfilling lives.

# SESSION

## DESCRIPTIONS CONTINUED

### 17. MEDICARE MADE CLEAR

**Melissa Sterner, United Healthcare**

We will discuss the Medicare system: who qualifies, how to get signed up, how does Medicaid status work with the Dual Special Needs product, how to help someone who qualifies take advantage of their benefits, and a question and answer session.

### 18. BOARD DEVELOPMENT 101

**Connie Cunningham, Executive Director, MACDDS**

This session will cover the cycle of board development from recruiting board members, orientation, training and succession planning. It will discuss the stages of board development and life stages of an organization. Strategies and tips to support a strong, effective board in its decision making will be included in the session.

### 19. MISSOURI LIVING WELL: COLLABORATING FOR ENHANCED COMMUNITY MONITORING AND CAPACITY BUILDING

**Jennifer Turner & Michelle Reynolds, UMKC Institute for Human Development**

UMKC IHD, in collaboration with MACDDS and other partners, is supporting county boards to identify local issues and enhance local communities with a community monitoring and capacity building model. Presenters will share and gather feedback on the proposed model, as well as share next steps for continued development, testing, and implementation.

### 20. CULTIVATING NATURAL SUPPORTS FOR THE WORK PLACE

**Renee Carter & Margo Hodge, Boone County Family Resources**

We will cover the principles of cultivating natural supports:

1. Integrated Team: Developing an integrated team approach that emphasizes seamless communication and well-defined roles for all team members.
2. Job Development: Searching for jobs focused on getting to know the job seeker, pinpointing job sites through informational interviewing, and developing reasonable accommodations and supports through strategically planned disclosure.
3. Job Placements: Job placements are focused on career preferences, site assessments, and employer investment.
4. Job supports: Job supports are focused on a variety of natural supports, strategically planned follow along, and effective job support communication.

# SESSION

## DESCRIPTIONS CONTINUED

### 21. VIRTUAL REALITY TRAINING RESEARCH: PROVIDING SAFE TRAINING ENVIRONMENTS

**Casey Clay, PHD, BCBA-D, Assistant Professor, University of Missouri Thompson Center**

Effective training procedures include Behavioral Skills Training (BST) involving written and verbal instructions, modeling of the target skill, rehearsal of the target skill, and feedback on the performance. This training typically involves hours of in vivo experience in which trainees and students with ASD are exposed to risk (e.g., behavioral issues such as aggression, errors in teaching performance). Including BST in a virtual reality (VR) context involving virtual individuals with ASD characteristics and behaviors may be an effective training method that reduces risk. The purpose of this study was to examine if training students to do functional communication training (FCT) in a VR environment is effective. We trained 13 college students to implement FCT for attention and escape functions using a virtual reality environment. Preliminary results show that VR BST was effective at increasing correct steps performed of FCT to mastery criterion levels with all participants. Future researchers should examine generalization and maintenance of these procedures.

### 22. COOKING WITH THE COLOR-CODED CHEF

**Terri Jordan, Mom on a Mission**

Join us to make dessert and salads using brightly colored measuring cups and spoons that coordinate with recipe instructions. We emphasize visual communication and remove the barriers of fractions from cooking. Participants will be able to try their creations and share with others in the class. *Allergy alert: Nuts will be present.*

### 23. MAKING THE MOST OF SELF-DIRECTED SUPPORTS; A TOOL KIT THAT PROVIDES STRUCTURE FOR INDIVIDUAL ASSESSMENT, GOAL SETTING, MEASUREMENT, AND REPORTING

**Lynn Neidigh, CC Links**

Introducing a resource for families and individuals who are taking advantage of Self-Directed Supports. This 'tool kit' will provide structure by providing a simple assessment tool for goal development, sample goals with learning benchmarks for easy measurement, and tips for teaching independence in the community.

### SESSIONS 24-28.

#### BRAG AND STEAL SESSIONS

Back due to popular demand, the conference schedule will include Brag and Steal Sessions on Friday, October 18, from 9:00 a.m. to 10:00 a.m. Attendees are asked to bring ideas to share and can expect to leave with lots of new ideas to incorporate into their own agency's practices. Specific areas for this year's Brag and Steal Sessions include: Targeted Case Management; Providers; Executive Directors; and Human Resources. These sessions show up as session #24-28 on the conference grid.

# SESSION

## DESCRIPTIONS CONTINUED

### **29.INSPIRING CREATIVE ABILITIES IN PEOPLE WITH DISABILITIES**

**Caren Talbert-Cho, Miller County Board for Services for the Developmentally Disabled**

Join us for an interactive art experience designed to help you encourage creativity in your clients. Art is a great way to promote personal expression, self-esteem, and self-worth in individuals with disabilities. In this 2 hour session, we will explore different art activities and techniques that you can specifically use with your clients. We will also be making a lot of art!

### **30.MISSOURI POLITICS: WHAT IS YOUR ROLE?**

**Erika Leonard, MARF**

Learn the landscape of Missouri politics, how to get engaged, and play a meaningful role to produce better outcomes for people with disabilities.

### **31. MISSOURI'S SUPPORT COORDINATION ENHANCEMENT INITIATIVE**

**Jennifer Turner, UMKC Institute for Human Development and a panel comprised of members of the MO Support Coordinator Capacity Building Workgroup**

MO is "leading the way," as the first state to develop Support Coordinator Core Competencies. This session will provide a brief overview of the Core Competencies before the panel will focus on examples of how the competencies are being utilized as a foundation for a statewide initiative to enhance support coordination.

### **32.CONNECTING THE DOTS: OVERCOMING BARRIERS TO COMMUNITY-BASED WORK PLACEMENT**

**Rob Russell & John Gulick, University of Missouri-Extension**

Placing clients into successful community-based work settings presents many difficulties. Some of the impediments to placement gathered from service providers during our May 22nd "inventory" of issues includes a lack of appropriate transportation; limited employment opportunities with receptive employers; the fear of losing benefits by clients and/or parents; and a lack of staff time to facilitate relationships with employers. As a result of these challenges, many clients with intellectual and/or developmental disabilities lack meaningful employment opportunities, and, more importantly, fulfilling careers. Through this session, we hope to provide service providers with concrete ways they can overcome the challenges identified during our "inventory" that can be implemented in local communities to assist with community-based work placement.

# SESSION

## DESCRIPTIONS CONTINUED

### **33. TRANSFORMING DAY SERVICES: SUPPORTING REAL COMMUNITY RELATIONSHIPS**

**Stacey Ismail, Developmental Disability  
Advocates & Kyla Mundwiller, MO Department of  
Mental Health**

How do we move people with developmental disabilities from just being IN the community to being PART OF the community? Strategies and resources will be shared that will support the goal of individuals leading a self-determined, meaningful community life instead of a “Service Life” or “Good Paid Life”. The focus will be on building relationships in the community with people who are not paid by utilizing the Charting the Life Course Tools, the Community Specialist Service, relationship & community mapping, and specialized curriculum(s). Participants will walk away from this session with ideas they can start implementing as soon as they’re back at work! This session will be highly interactive lecture with video examples. Participation and questions will be strongly encouraged.

### **34. WHAT’S IN IT FOR ME: EMPOWERING YOUR FINANCES & PRESERVING YOUR BENEFITS**

**Casie Stephens & Heather Allen, Midwest  
Special Needs Trust**

This will be an interactive presentation where we will define both Special Needs Trusts and ABLE accounts and discuss how these valuable financial planning tools benefit individuals living with a disability. We will explain parameters, like eligibility requirements, and give audience members a basic framework to understand who may benefit.