



AADD ALASKA

APRIL — 2018

From the AADD Board

AADD at ANCOR Conference

AADD is very actively involved with ANCOR. Their Conference in New Orleans this year offered many valuable sessions and insights.

A pre-conference session on EVV (Electronic Verification of Visits) highlighted :

EVV Technology Options: Mobile tablets , Telephone, Biometric, Electronic Random Number Match Device (Key FOB)

Five Main EVV Models:

State Choice,

Provider Choice

Managed Care Organization (MCO) Choice

Open Vendor

State Developed (One system/Sole Source)

Louisiana presenter, MITC, Therap, Medisked, & DCI all recommend very strongly to have a Vendor Certified list for provider agencies to choose from when implementing an EVV system and not a sole source.

Workforce Resources: The University of Minnesota has developed resources for Frontline Supervisors including:

- Frontline Supervisor Assessment (FLS Competencies) at <https://rtc.umn.edu/docs/FLSCompAssessment.pdf>
- Resource of Frontline Supervisor Structured Behavioral Interview Questions at <https://rtc.umn.edu/docs/FLSCompQuestions.pdf>

National FLS competencies are very useful when providing critical feedback to FLS's.

Check out <http://wehaveastake.org/>

The Ancor Foundation is sponsoring an Included, Supported Empowered Campaign of all the things we do RIGHT. It is designed to showcase successes of people with I/DD and providers.

The Coleman Institute at the University of Colorado publishes the State of the state for IDD. Want to know numbers served and costs? Go to :<http://stateofthestates.org/index.php/view-state-profiles> and click on Alaska.



An Organizational Journey Toward Person-Centeredness was presented at ANCOR by Amanda Faulkner, Kim Champney and Lizette Stiehr. The session began at 8:30am and the audience doubled the projected 30 attendees. The session was geared to be inspirational, informative and interactive; addressing the history of IDD services in Alaska and the evolution toward our Shared Vision embedded in SB174. The audience response technology with the “clickers” had participants rate their degree of person-directed practices.

Lizette spoke to the evolution of DD services. Kim introduced the clickers and Kotter's 8 Step process to change. Amanda recapped Frontier Community Services culture shift towards a more person directed paradigm and their many learning moments. Participants rated the session with 5 stars (out of 5).

Senior and Disabilities Services UPDATE

- Enabling technology includes medication administration, assistive technology and home monitoring. The SILC (Statewide Independent Living Council) will be the fiscal agent for mini grants from \$200,000 from the Mental Health Trust award. Grants will be available soon.
- EVV Community forums have taken place in many communities.
- Harmony (automated system for Plans of Care) is active within SDS. Care Coordinators may access in May.
- Provider grantees have been asked to send written notice to families that grant services will be terminated June 30, 2018. Families can be referred to STAR programs for potential resources.
- Stone Soup Star program has been awarded the \$450,000 funding for those not eligible for ISW waiver.
- Regulations from Program Integrity requiring notes to be contemporaneous, meaning within 72 hours of the services are in the Department of Law. They will hopefully leave Department of Law April 20th for the Lt. Governor's office.
- DHSS has requested 41 additional position in Division of Public Assistance to process Medicaid eligibilities and re-authorizations.

People resist change because they focus on what they have to give up instead of what they have to gain. asmysideuplife.com

DD Shared Vision

Alaskans share a vision ... and we are working on making it real!

This past month the focus has been community outreach in preparation for developing a plan for Year Two. 171 people participated in the online survey and another 51 people attended community focus groups held in five communities: Kodiak, Kenai, Wasilla, Anchorage and Juneau.

The input has been insightful and informative. Kim Champney will be compiling the information into a report that will be made available widely. Some preliminary trends include:

- Many comments about the DSP workforce – especially wages and training
- Importance of guardians (especially Office of Public Advocacy) understanding the Vision
- School system, (special education teachers) are a key stakeholder
- Challenge of being person-directed within the Medicaid/waiver system. For example, the plan of care needs to justify services so currently focuses on deficits and activities of daily living versus more meaningful life goals.

One quote that speaks to the “Make It Real” motto the DD Vision movement has embraced this year: *“I applaud the effort and hope it can be implemented effectively so it’s not just lip services.”*

For more information or to get involved contact Kim Champney, kim@champneyconsulting.com.

Code of Ethics

AADD’s Hot Topics call April 26th focused on Codes of Ethics. Assets, Inc, Access Alaska and Hope Community Resources discussed their organization wide Codes of Ethics including how they were developed, incorporated and reinforced in the organization for all staff.

The Work Force group of the Shared Vision, has asked AADD to support member organizations adopting the NADSP Code of Ethics for Direct Support Professionals (DSPs). Several Alaska organizations shared their experience of adopting the NADSP Code including Crossroads, the Arc, Frontier, Cindy ‘n Vics, MSSCA and Tides. That code is on the NADSP website at <https://nadsp.org/code-of-ethics/>. There was a general consensus that the code helped clarify expectations and are incorporated into some performance review. AADD is wanting to be thoughtful about their adoption and assure their incorporation.

Upcoming Events

- May 10—AADD teleconference 11—12
- May 17—Compliance Group Call—8:30—9:30
- May 17—CFO Teleconference 10—11
- May 16—19, 2018 -- Be the Change leadership event
- May 24—Hot Topics—Code of Ethics
- May 25—June 11th—Lizette on vacation



Mark Your Calendars!

July 21 is Alaska's first Disability Pride Alaska day. Celebrations are being planned in Anchorage, Kenai, Fairbanks and Juneau. Disability Pride celebrations are held across the country to mark the passing of the Americans with Disabilities Act. The goal of this event is to increase community awareness of the strengths and abilities of people with disabilities as well as to unify people across disability groups. The hope is to expand this event each year to include more communities and more people. Like us on Facebook: Disability Pride Alaska.

Work Force Report from National Core Indicators

The direct support workforce is vital to assisting people with disabilities to live fully within their communities, but this workforce faces crisis-level shortages and other pervasive challenges.

In January, National Core Indicators released [its latest report on employment and working conditions](#) for the direct support professionals (DSPs) who work with adults with intellectual and developmental disabilities.

Fascinating data: Statewide turnover rates for DSP's ranges from 68.7% in Utah down to 24% in DC. (Page 23 or the report).



Alaska was well represented at the ANCOR Conference. Senator Lisa Murkowski helped to open the conference through a video taped welcome.

Twelve Alaskans (counting spouses) were in New Orleans for the ANCOR Conference this year working hard and playing a little. Pictured at the formal reception are: Emily Ennis, Kim Champney, Lizette Stiehr, Amanda Faulkner, Bess Clark and Larry Ennis. Also attending were Roy Scheller, Susan Garner and Nikki Nelson with their spouses

I can't change the direction of the wind, but I can adjust my sails to always reach my destination. Jimmy Dean

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