



AADD ALASKA

December/January 2022

From AADD: Thank you so much for your hard work and leadership in this rugged time. The message below from Laurie Wolfe, at Foraker, struck a deep chord for me. I found her New's Years resolution *Listen to Lead* an inspiring "leadership footprint". I hope this article provides support for your leadership. Lizette

From Laurie Wolfe, CEO of Foraker (reprinted with permission)

A favorite question I've posed to nonprofit board and staff members during the last two years: "Looking back on this time, what do you want your leadership footprint to be?"

A leadership footprint combines how we each show up to our work from a place of deep beliefs and core values mixed with the positive actions we take that are bigger than ourselves. It is about the future. It is about impact. It is about the conscious choices we make every day that we hope will have a lasting impact on the world we care about.

Throughout 2020 and 2021, the responses to how both seasoned leaders and those new to nonprofit work see their footprint has been inspiring, thought provoking, and the source for wonderfully collaborative conversations. As we enter into the New Year, I am adding a twist to this question. I'm asking: "What will your leadership footprint be in 2022, and how will you instill the milestones of those efforts in your memory?"

What makes a memory stick is up to you, but the idea is to make it sticky and weighty enough to take up welcomed time and space – and by doing so, to infuse energy into your day, week, month, and year. We have spoken so much about the exhaustion of this time and the endlessness of this space. This sense combined with the amazing but challenging habit in our nonprofit culture of just putting our heads down and getting the work done could be the very recipe for missing the purposeful memories of our leadership journey. Truly, in a time of all this "doing behavior," we could easily experience fewer emotions and feelings – the very things that help us remember.

What would it take instead to make our intentions more conscious? What would it take to turn all the doing into more being and more remembering? Maybe this will require an artistic expression of your aspirations in pictures or in a song, dance, or poem. Maybe this means you will take time to share it verbally with others and engage in some supportive activities with your peers or team to create a process of accountability and reflection. Maybe it will look like journaling, prayer, or meditation as a more integrated part of your practice. There is no prescription – no perfect response. Just an act of making your intentions visible, connected, and infused with positive emotion.

Typically each year, I have picked a guiding word as my "footprint." And that word has truly been an anchor for me, and I hope also for my team, and maybe for you, too. For 2022, I am moving away from a single word to a footprint that looks like this...*listen to lead*.

For the remainder of the article scroll down the Foraker Blog to "Listen to lead with purpose" at <https://www.forakergroup.org/blog/>

SDS Update

- ◆ SDS submitted their revised 10% FMAP plan to CMS on December 16th. They are waiting to from CMS. The plan includes the workforce career ladder but also provide direct support for providers through grants for workforce support in a variety of forms such as recruitment bonus's, hazard pay, etc.
- ◆ SDS has received confirmation of the delay for Employment staff certification until the end of Public Health Emergency, currently in place until March 18, 2022 with further possible extensions.
- ◆ Residential Service changes are moving slowly deliberately. The state is not focused on this issue. They will do more research.
- ◆ Gems is not back on line. Notice on how to submit quarterly reports will go out shortly.
- ◆ SDS helped link AADD with Public Health and a COOP (Continuity Of Operations Plan) template. An AADD group is working on developing a plan for Alaska to operate as a Crisis Standards of Care for HCBS.

Numbers:

- ◆ 718 individuals on the Registry
- ◆ 2,050 individuals on or offered a spot on the I/DD waiver
- ◆ 564 individuals on or offered a spot on the ISW waiver
- ◆ 343 active on the ISW
- ◆ 44 people drawn - IDD waiver (FY22)
- ◆ 66 people drawn for the ISW (FY22)

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."
Martin Luther

NCI Staff Stability Survey = Opportunity to share workforce story

This February, every provider certified to provide IDD and ISW waiver services (except care coordinators) will receive a survey link for the NCI Staff Stability Survey. Providers will be asked for information ranging from turnover rates to wages to benefits offered. All information is based on 2021 data. This same survey was conducted in 2019 (based on 2018 data).

This is the opportunity to use data to tell the workforce story! What has happened in the past three years to the DSP workforce?

Every provider will be strongly encouraged (with lots of nudging and follow-up) to complete this survey. The 2018 survey results have been repeatedly shared to inform decision-making and planning; this year's data will be compared and further describe what is occurring. Watch for this opportunity coming soon!

BUILD BACK BETTER ACT -

The Build Back Better Act was passed by the House. Currently the Senate is working on voting rights and ANCOR remains hopeful it will move again in this session .

TPL—THIRD PARTY LIABILITY

SDS has released and withdrawn public comment for Third Party Liability or TPL. CMS requires that Medicaid is paid after other insurances have been billed. SDS is working on multiple ways to mitigate the hardship this would be for providers including requesting an exemption from CMS, which was granted to Indiana, as well as other methods to ease the burden if it is required.

PERMANENT FLEXIBILITIES AND EMPLOMENT SERVICES

SDS has asked for public comment in regulations that will extend some of the Appendix K flexibilities permanently. They will allow: first aid/CPR online classes certification, electronic signatures ,distance delivery of day hab (10% only), distance delivery of employment (limited circumstances), care coordination remote visits with just two annual visits in person and respite care can be used when parents are working.

AADD is commenting on Employment Services COPS recommending a new "Job Coach" position requiring some training but not the full 40 hours for National Certification.

CALENDAR

January 24—31, 2022—Lizette at Family Reunion
February 8, 2022—Care Coordination Group 10:30—11:30
February 9, 2022 - COVID Group on COOP 11 to 12
February 10, 2022 - Monthly AADD meeting—11 to 12
February 17, 2022—Compliance & CFO meetings

VACCINE MANDATES UPDATE

OSHA Emergency Temporary Standard: (ETS) The Supreme Court ruled the OSHA mandate was too broad and may not be implemented. For companies with more than 100 employees this is a relief. ANCOR states that state OSHA officials will not contradict the Supreme Court ruling.

CMS Interim Final Rule: The Supreme Court upheld the CMS ruling requires that workers in most Health Care settings must be vaccinated by January 24th. The Rule specifically exempts HCBS services. It does include limited Community Health Centers and therapy services.

REBASE THE RATES FOR HCBS

AADD send a letter to Commissioner Crum and key legislators pointing out that the Department has not met it's 4 year regulatory requirement to rebase HCBS and PCA rates since 2011. We have requested that 5% be added to 2018 rates plus any annual rate increases not offered. The 5% is linked to the stop loss, not allowing rates to change more than 5% contained in the regulations.

AADD has hired Effective Health Design to draft a report documenting the history of rates for HCBS, regulations and make recommendation by January 31, 2022.

"LIFE'S MOST PERSISTENT AND URGENT QUESTION IS, 'WHAT ARE YOU DOING FOR OTHERS?'"
MARTIN LUTHER KING JR.

Mental Health Trust update

Steve Williams has been selected as the new CEO of the Alaska Mental Health Trust. Steve has both the experience and the expertise to guide the Trust forward. AADD welcomes his appointment and his many years of supporting beneficiaries.

The Care Coordination Study has been funded and is well under way with focus groups held in Fairbanks, Anchorage, Mat-Su and Kenai the week of January 10 –14. A survey of all care coordinators will come out in early February. The Care Coordination Study Report is due June 30, 2022.

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