



AADD ALASKA

February 2022

Address from your President, Amanda Faulkner

As we transition back to “normal” after 24 months of living through a global health pandemic it’s evident that flipping the switch back to “normal” is not the same for everyone. We lived through the same experience but we each processed the event differently. COVID-19 was more than an infectious disease, it was a prolonged traumatic event. As we move into a post-COVID environment, an essential competency for IDD providers is how to use a trauma-informed approach in their leadership and service delivery.

Dave Tweedy defines trauma-informed leadership as “an appreciation for the emotional world of personal and professional experiences that rumble beneath the surface”. Trauma is like an iceberg. What you see on the surface may not indicate the depth of the problems. Understanding COVID as trauma and the disability workforce as trauma victims helps to explain the anger, negativity, and outsized emotional reactions to situations that we see today.

Trauma-informed leadership recognizes and honors the emotional scars that people have. When emotional responses are triggered in the workplace, each person responds according to the extent of their emotional scars, traumas, and emotional strengths.

SAMHSA (the US Substance Abuse and Mental Health Services Administration) defines a trauma-informed approach as developing interventions explicitly designed to address the consequences of trauma and facilitate healing. https://www.samhsa.gov/sites/default/files/programs_campaigns/childrens_mental_health/atc-whitepaper-040616.pdf

There is no expectation that IDD leaders become behavioral health experts but understanding the impact of trauma on mental health is essential. How IDD leaders respond in the months ahead to this potential mental health crisis in the workforce will be crucial. Closing the door on this traumatic experience and getting back to business as usual will not suffice.

Educate yourself about trauma. Aside from this being the right thing to do, there is also a strong business case. Recent Gallup data indicate that the number 1 factor that Millennials and Generation Z now look for in new employers is concern about their mental health and well-being.

This is a call for help that we must pay attention to. Let us not add to the trauma. Let us seek to be a part of the solution/healing.



HOT TOPICS on DSP Certification

Dan Hermreck, the Director of Certification and Accreditation with the National Alliance for Direct Support Professionals (NADSP) presented their national model for certification of DSP's using a badge system of approved hours of training. Their approval requires an Accredited Training organization to offer the training content. Currently Open Futures Learning and Relias are accredited. The Alaska Training Cooperative (ATC) is looking into becoming accredited so that they could offer training in the content areas required. SDS is coordinating with ATC toward the utilization of the 10% FMAP funds dedicated to developing a career path for DSP's. This may develop the more advanced DSP training that we have been needing. A link to the NADSP presentation is:

https://docs.google.com/presentation/d/1TEHPWSS_HNTUIB0T7urRzWqIwc0AS0AG2P7AfudShfQ/edit?usp=sharing

Hot Topics on COVID.

A modified, Alaskan friendly document to provide a Continuity of Operations Plan (COOP) is available on our website at: <http://www.aaddalaska.org/continuity-of-operations-plan-coop/> The group is currently working on what needs to be waived in an emergency (regulations, funding) and a definition for "emergency". We are developing recommendations to discuss with SDS.

Proposed Changes Provider Certification

There are new regulations that propose to extend the standard certification period to four years for providers demonstrating competency upon renewal, rather than the every two years now in place. <https://aws.state.ak.us/OnlinePublicNotices/Notices/View.aspx?id=205258>

Third Party Liability (TPL) Update

Third Party Liability, the requirement to bill insurance before Medicaid was substantially changed based on public comment. Thank you Care Coordinators. At this time the only HCBS services that must bill Insurance are Intensive Active Treatment and Specialized Private Duty nursing. "All other home and community based services are exempt from this process at this time." This is from the SDS Questions and Responses attached to their March 10th E-Alert for implementation July 1, 2022.

CALENDAR

March 29 & 30, 2022	AADD Spring Virtual Face2Face
April 5, 2022	Care Coordination Group—10:30
April 11—13, 2022	ANCOR Conference in Miami
April 13—15, 2022	Full Lives
April 21, 2022	Compliance Group— 8:30 to 9:30
April 21, 2022	CFO Group—10 to 11
April 29—30, 2022	Peer Power

SDS Update

- ◆ Please complete the NCI Staff Survey. It's very important for us to have pre and post pandemic staff information.
- ◆ SDS is meeting daily on the 10% FMAP plan to make the process as burden free for providers as possible. There will be a substantial update at the virtual Face2Face meeting March 29th. For the DSP Career Path portion of the funding SDS is partnering with the Alaska Training Cooperative. And the data base for Critical Incident reporting has been approved by CMS and will be phased in over the next two years.
- ◆ SDS is assured 6 months notice before the federal Public Health Emergency (PHE) expires. As no such notice has been given the PHE is likely to be extended again.
- ◆ Care Coordination pilot project position, funded at SDS by the Trust, has been posted and closes March 15th. Key initiatives include responsibilities to increase the number of CC's, particularly in rural areas, help with Harmony and timeliness of plan submissions and work on a channel to get individuals operational as CC's. The position will report to Caroline Hogan.
- ◆ The Commissioner is dedicated to re-basing IDD and PCA rates. He recognizes that the rates are overdue for re-basing. There are frequent dialogues with legislators on this topic.
- ◆ SDS is meeting weekly on Person Centered Services and monthly with stakeholders.

The numbers:

- ◆ 523 individuals on the Registry
- ◆ 253 of whom are active on ISW
- ◆ 2,071 individuals on or offered a spot on the I/DD waiver
- ◆ 558 individuals on or offered a spot on the ISW waiver
- ◆ FY22 drawn 72 individuals for IDD waiver
- ◆ All but 5 of the 72 have identified care coordinators
- ◆ FY22 drawn 91 individuals for ISW waiver

Case for Inclusion from ANCOR

ANCOR has released their Case of Inclusion with with following statistics from 2020:

- ◇ National average DSP turnover - 43.6% (1% increase)
- ◇ Vacancy rates for full time DSP's -12.3% (45% increase)
- ◇ 77 % of providers are not accepting new referrals
- ◇ 58% of providers are discontinuing programs/services
- ◇ 84% of providers are delaying any new programs
- ◇ 81% struggle with quality (like our Shared Vision)

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