

BOARD OF VOCATIONAL REHABILITATION
September 28-29th, 2011
Governor's Inn, Pierre, SD

Members present: Brett Glirbas, Leo Hallan, Joe Rehurek, Craig Eschenbaum, Darla McGuire, Elaine Roberts, Lyle Cook, Melissa Flor, Barb Storbeck, Kathy Hassebrook, Matt Cain, Robert Kean and Grady Kickul. **Members absent:** Carol Kirchgessler and Nikki Darland. **Others present:** Rich Eschenbaum, Bernie Grimme, Ronda Williams, Cindy Koupal, Faith Ellis, Angela Crockett, and Colette Wagoner.

WELCOME AND INTRODUCTIONS: Elaine Roberts, Chairperson, called the meeting to order. She welcomed new members and old members alike to Pierre. She asked everyone to introduce themselves and share something they like about this time of the year. Elaine moved to the approval of the meeting agenda and she asked to move the Employer Resource Network agenda item to the first afternoon. Hearing no other changes **MOTION MADE (M) TO APPROVE THE AGENDA AS MODIFIED, SECONDED (S) AND CARRIED (C).** The Chair moved onto the approval of the June 14/15 meeting minutes and noted one change. Upon hearing no other additions or corrections, **MOTION MADE TO APPROVE THE JUNE 14-15 MEETING MINUTES AS CHANGED, SC. MOTION TO APPROVE THE EXECUTIVE COMMITTEE MEETING MINUTES FROM THE SEPTEMBER 8TH MEETING, SC.**

PUBLIC COMMENT: Elaine handed out copies of South Dakota Parent Connection's newsletter the Circuit. Bernie Grimme provided a few handouts. The first handout outlined training opportunities offered by the Transition Services Liaison Project (TSLP) e.g., regional transition forums, Catch the Wave post-secondary experiences and information related to the Youth Leadership Forum (YLF). The second item was the Fall Conference Brochure. Bernie explained the Fall Conference is being held in conjunction with the Transition Conference this year and encouraged members to attend. The third item was an article from the Brookings Register about two vocational rehabilitation consumers starting a business in the Brookings area. Kathy Hassebrook thanked the Board for allowing her agenda item (Employer Resource Network) to be moved. She also thanked the Board for the book "Creativity Unleashed", a copy was purchased for each member as a result of action taken at the last meeting. Grady asked staff to purchase copies for Barb and Darla. Elaine spoke to the Dare to Dream Conference and the planning of it. It will be held

June 10-12, 2012 in Spearfish and she will keep members apprised of the planning. She also announced that the Autism Conference will be held June 6 (pre-conference activities) and the 7th and 8th (regular conference) in Sioux Falls. The focus of the conference will be pre-transition and transition.

DIVISION DIRECTOR'S REPORT: DIRECTOR'S COMMENTS: Grady congratulated seven members on their reappointment: Kathy, Elaine, Robert, Joe, Craig, Leo and Carol. He also offered congratulations to Barbara Storbeck and Darla McGuire on being appointed. He encouraged new members to relax, enjoy their time, and ask questions. He explained that members can attend events such as the ones mentioned earlier with expenses paid by the Board. This includes mileage, registration fees and such. Robert also encouraged new members to ask questions of fellow members. Grady explained National Disability Employment Awareness Month activities begin October 1st. A proclamation was signed by the Governor and a press release was issued. He reviewed the eleven different communities, dates of events, and provided examples of activities. Members were encouraged to attend events in their communities, and if attending, let staff know to ensure registration is taken care of. LEGISLATIVE SUMMER STUDY: Grady explained two studies were conducted this summer. A Sales Tax Exemption Reform Study was conducted. This group is currently in the process of looking at all the different sales tax exemptions and making recommendations on which ones to do away with to raise more revenue. The second study, it was decided to examine the Department of Human Services. The Legislature studies the departments in state government, and it was DHS's turn, being one of the last departments to be reviewed. The first meeting was held August 30 consisting of a detailed presentation by DHS staff. Since the study was ordered, DHS underwent reorganization as directed by an executive order signed by Governor Daugaard. Prior to the Executive Order, DHS had seven divisions: Division of Mental Health, Division of Drug and Alcohol, Division of Developmental Disabilities, Division of Rehabilitation Services, Division of Service to the Blind and Visually Impaired, and two institutions (Human Services Center in Yankton and Developmental Center in Redfield). As a result of the reorganization, the Divisions of Mental Health, Drug and Alcohol Abuse and the Human Services Center) were transferred to the Department of Social Services and now fall under the Division of Behavioral Health, effective April 14th. The summer study is examining the remaining divisions under DHS. The second meeting is scheduled for September 29th, on-site at the Developmental Center. This meeting will consist of a tour of the facility and taking public comment. The

third meeting is September 30th in Pierre at the Capitol, with scheduled presentations from three community support providers and one provider of independent living services. It was explained that during the Executive Committee, several members offered to provide comment, one as chair of the Board and two as previous recipients of vocational rehabilitation services. An invitation was extended to others to attend, watch, listen, and/or provide comment. Grady reported that during the re-organization, a new secretary was appointed to DHS; Laurie Gill took her position effective June 10th. She has met with several offices and their staff at this point and plans for meeting with other offices will continue. She is interested in meeting with Board of Vocational Rehabilitation and Statewide Independent Living Council members in the future. She will be in attendance at the Fall Conference, October 25th in Sioux Falls. Laurie Gill is also Pierre's Mayor and she will be kicking off the Ft. Pierre event on October 3rd. A question was asked about the Department responding to questions during the September 30th meeting, and whether the Division received any. Grady responded that there was a question regarding fund balances/income received pertaining to the Social Security Reimbursement Program funds.

COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT (CSPD):

Before Bernie started, it was explained that Cindy Koupal was attending this afternoon and when she arrives the agenda would be suspended. Bernie provided copies of his PowerPoint presentation (see attached). He outlined staff at the state agency, number of district supervisors, vocational rehabilitation counselors, counselor aides and secretaries statewide and their qualifications. He outlined changes of staffing over time looking at the last twenty years: female vs. male, number of clerical support, counselors and supervisors. Programs added over those years included: Independent living program, supported employment, transition, Activities of Daily Living Services, Telecommunication Relay Services, and Telecommunications and Assistive Devices. He spoke to the wide variety of training offered to staff through different mediums. He spoke to the wage rate of staff, average years of service, and the number and reasons for each classification leaving the vocational rehabilitation agency. He ended by talking about the Future's Initiative Project which was designed to develop leaders within the system for succession planning. Members thanked Bernie for the information and complimented the Division for planning ahead, and for the personal development and growth that is offered to all staff.

BREAK

EMPLOYER RESOURCE NETWORK (ERN): Kathy Hassebrook provided a brief overview of ERN describing it as a project created to bring together vocational rehabilitation staff, employers, and representatives of SHRM (Society of Human Resource Managers). She explained some of the items which Aberdeen has done over time i.e., creating diversity sheets and writing up resumes of individuals who happen to have a disability and sharing these at monthly meetings. She spoke about the educational efforts for employers. She talked about the sustainability of the network, how to make it work, and the need to build relationships. A meeting is being planned for October 19th and Kathy has 9 interested volunteers attending to “brainstorm” ideas to make this a diversified statewide initiative. She would like to create a package for SHRM chapter diversity chairpersons to utilize. The package would have different levels or choices, which if the chapters utilize they would be eligible for funds to conduct additional activities in their communities. Kathy reported that she is working with Dan Rounds (Freedom to Work staff) on this project. Grady stated that the Division will have a financial stake in this endeavor as things progress and more information is available and he looks forward to seeing a proposal.

STATE WORKFORCE DEVELOPMENT COUNCIL: Grady explained the relationship of the Board, Division, and Department as it fits under the Workforce Investment Act (WIA). The Rehabilitation Act is one title of WIA (Title IV) which is the federal regulatory piece for the vocational rehabilitation delivery system as well as the job training programs under the Department of Labor (DOL). This requires collaboration and communication with DOL. Grady serves on the State Workforce Development Council in his capacity as Director of Rehabilitation Services. The last meeting of the Council was July 18th and Grady presented the State Plans for both rehabilitation agencies (Divisions of Rehabilitation Services and Service to the Blind and Visually Impaired) for approval prior to submitting to Rehabilitation Services Administration. He noted that Division of SBVI has received approval on September 2nd on their State Plan however, DRS is still waiting. Grady explained that DRS and SBVI are scheduled for an on-site review this upcoming fiscal year. November was originally proposed, however the spring might be better. The last on-site review was held six years ago. Grady reported on the Senate Help Committee which is suggesting language in the reauthorization of WIA for incorporating language regarding sub-minimal wage. There has been talk of removing Title

IV of the WIA to make it less controversial. Rehabilitation Services would not support this language and will be monitoring this. The next meeting of the Council is on October 6th at the Kneip Building in Pierre. Grady announced that the State of South Dakota is one of 7 states to receive funding under the Disability Employment Initiative to improve education, training, and employment opportunities and outcomes for youth and adults who are unemployed, under-employed, and/or receiving Social Security disability benefits.

DISABILITY DETERMINATION SERVICES (DDS): Grady provided a brief overview of the Disability Determination Services unit, housed in Sioux Falls. He described this as a federal program administered by the Division. DDS staff make SSI and SSDI eligibility determinations for the entire state. Individuals apply through a social security office, telephone or on-line. Over 10,000 applications are determined each year by claims specialists utilizing federal rules to determine a person's eligibility. There are 31 specialists on staff and 17 physicians are contact consultants. South Dakota has one of the highest approval rates in the country with an average of 5,800 cases denied. Grady encouraged members that if questions arise regarding this program, to please ask.

Agenda was suspended at this time.

RECOGNITION OF OUTGOING MEMBER: The Chair recognized Cindy Koupal at this time and explained that Cindy termed off the Board this summer. Cindy was asked to share her story with the Board and she explained that she was involved in an accident and as a result, was unemployable at the time. She sought out services through vocational rehabilitation and received schooling, technology, and ultimately, her independence. She has worked for state government over 10 years and is now an administrative law judge. Her opportunities have been great and she is very thankful for the services she received. She stated she enjoyed her time on the Board and learned a lot. Elaine presented Cindy with a plaque and stated she is an inspiration to people and thanked her for her time, talent and service to the Board.

DISABILITY DETERMINATION SERVICES (DDS) CONTINUED: Grady stated that DDS seen an increase in applications by 20% this last year because of the downturn in economy. He also shared that there are 5 claims' positions vacant and they are unable to hire because of the federal freeze.

FREEDOM TO WORK UPDATE - SUSTAINABILITY: Grady reported that the federal grant for the Medicaid Infrastructure Grant was ending the end of December 2011. This grant addressed work disincentives for people with disabilities. It was a grant in the amount of \$550,000 for a ten year period. There were a number of positive outcomes as a result of the grant to include the Medicaid for Workers with Disabilities (MAWD) program. This allowed individuals with significant disabilities to work and maintain health insurance through an amendment to the Medicaid State Plan six years ago. Grant funding created the five benefit specialists positions in the state, allowed for the business/employment initiatives, and the Mike Walling training sessions held across the state. The Division has been looking at the Social Security Reimbursement System and how best to recuperate funds from individuals with disabilities entering into employment. This has been labor intensive with tracking the 1000's of individuals each quarter but now the Division is realizing over \$380,000 annually. Grady will be meeting with DHS's Secretary and proposing the utilization of reimbursement funds to continue some of the successful activities of this grant. This speaks to South Dakota being the number one state in the nation for individuals with work related disabilities in employment.

MEETING WAS ADJOURNED FOR THE EVENING.

(Consumer Services Committee met which involved Elaine, Brett, Darla, Barb, Bernie, Ronda, and Colette).

MEETING RECONVENED AT 8:30 AM. Elaine Roberts, Chairperson called the meeting to order. She invited everyone to introduce themselves. She followed by reading a piece from Margaret Wheatley's book *Perseverance*.

PROJECT SKILLS UPDATE: Bernie shared that Beth and Dillon Haug presented at the Special Education Advisory Council meeting last week on Project Skills and Youth Leadership Forum (Beth a former Board member and Dillon a former vocational rehabilitation consumer/YLF/Project Skills participant). The Project Skills video was shared at this time. Bernie talked about Project Skills starting in 1994/95 and it offers paid work experience for students with disabilities in high school. The Division serves over 400 students across the state participating in Project Skills and it has and contracts in place with school districts and educational cooperatives. Project Skills provides

students the opportunity to learn different skills in a variety of job placements to include soft skills. It is a very flexible program and not dependent upon where a student is living. It has proven to be successful in rural areas. Melissa shared that students who experience Project Skills are more likely to go onto post-secondary education and/or employment. A question was asked about the program being in jeopardy due to budget cuts, and the response was that it is more of a staffing issue vs. a funding issue. More families are learning about the program and including it in the development of either the student's IEP or 504 plan. IDEA – INDICATOR 14: Melissa talked about No Child Left Behind and addressing accountability. There are 20 indicators in Special Education and Indicator 14 addresses competitive employment and improvement activities. The federal review is checking to see if a difference is being made in the child's student life. Melissa provided two handouts "Indicator 14 Competitive Employment Improvement Activities" and "In-School Predictors by Post-School Outcome Area" (see attached). Melissa explained that the Office of Special Education picked certain activities to be examined by a post high school study to determine if the activities had an impact on the student. Sixteen predictors had an impact on education, employment and independent living: self-advocacy, self-care, social skills, interagency collaboration, parental involvement, student support, transition program, career awareness, occupational courses, paid employment/work experience, vocational education, work study, community experiences, exit exam requirements, inclusion in general education and program of study. SDMYLIFE was explained as a career technical website offered through the Department of Labor. All 8th graders are required to take a career inventory through this site. It also allows students to create resumes, search different careers, and explore businesses across the state. An update on SDMYLIFE was suggested for a future meeting agenda item. Melissa talked about the study conducted by Black Hills State University and Dr. Greg Cooch's involvement and how findings depict that if students are engaged in activities such as YLF, Project Skills, or Catch the Wave, the more likely they are to go onto post-secondary education or employment following high school. A question was asked - how does an individual find out about vocational rehabilitation services if they are involved with an accident or injury later in life. The response involved marketing and providing information through doctors and other medical professionals, teachers, families, etc. Grady replied Division staff are available to provide presentations.

BOARD OF VOCATIONAL REHABILITATION: Consumer Services Committee Update: Brett reported that the committee met last night and

Approved Minutes (December 5, 2011)

reviewed a draft brochure targeting employers. The committee had several recommendations that were passed along to Bernie and Ronda. This raised questions of the committee whether there is anything on the Division's website that targets employers. One individual noted that this might become a future activity for a Future's Initiative project. The committee also reviewed a case file review report summary and had discussion regarding the findings. It was explained that over 300 case files were reviewed by sixteen staff from across the state. The review helped identify areas needing improvement, training needs, strengths, and helps to improve consistency between offices and ultimately assures compliance with federal and state policies. This process and the findings can also be utilized as a tool for professional development. Overall, the findings reflected that the Division is doing very well. State Plan: Bernie provided a handout "RSA Recommendations to SDDRS On FY 2012 State Plan" (see attached). The handout explained what RSA's concern or suggestion consisted of and the Division's response to such recommendation. Subsequently, the State Plan Attachments were updated and resubmitted for approval. Some of the noted items were formatting problems with RSA's on-line reporting system, and the information having to be resubmitted in a different style (i.e., bullets, columns). Public Meetings: Elaine talked about the public meetings and the different groups that the Board has hosted in the past. She reported that the committee brainstormed ideas the evening before which included: Special Education Advisory Panel, Business Resource Network; work with a disability coordinator at a post-secondary education institution and host students and faculty. Lyle shared that he visited with staff about the possibility of hosting a meeting similar to what was held in Eagle Butte in April 2009. He suggested hosting a meeting with one of the other Native American 121 Projects. Lyle was going to be in contact with Jon Eagle, Standing Rock Native American Project and then put him in contact with Board staff. Joe suggested hosting something with DOL, DSS or NAMI as other possibilities. Elaine talked about peer support groups and Robert mentioned specialized conferences and inquiring about available time for obtaining feedback. The Mental Health Conference in Yankton was also a suggestion. The suggestion was made that if members are comfortable meeting with specific groups or during a conference they could do so, questions that were utilized from previous gatherings could be used. The NDEAM events could also be outlets for talking with individuals about vocational rehabilitation services. The Consumer Services Committee was asked to develop a plan and bring it to the next meeting for the Board's consideration. It was suggested that dependent upon where the next board meeting is planned, the BRN could be approached about

the possibility of coordinating a meeting with them. Governor's Awards Ceremony: Grady spoke about the ceremony initially scheduled for June 8th being re-scheduled for July 26th due to the flooding situation. Grady talked about acquainting the new administration with this event, which the Governor attended and presented the awards. All seven recipients were in attendance. Comments received were very positive about the event being held in the Rotunda of the State Capitol and having the Governor available for the ceremony and photographs. A luncheon was held following the ceremony at the Casey Tibbs SD Rodeo Center in Ft. Pierre. Members who were able to attend shared their comments about the ceremony all which were highly complementary of the location, ceremony and the luncheon. National Disability Employment Awareness Month: Staff provided a handout of items which included a copy of the Executive Proclamation signed by the Governor, copy of the NDEAM poster, and a listing of the events by community. Members identified themselves and which events they wanted to attend and staff was asked to let the community planners know who would be attending. Members were reminded that mileage or registration fees could be reimbursable. Lyle also spoke to the event being planned in Eagle Butte to help raise awareness in their community.

STATEWIDE INDEPENDENT LIVING COUNCIL (SILC): Grady reported that the SILC would be meeting this afternoon and extended an invitation to members if they were interested in attending. The State Plan for Independent Living was approved by Rehabilitation Services Administration. Grady explained that the approval process was a step by step process. One issue that is being dealt with is that Grady has served on the SILC as the Director of the Vocational Rehabilitation/Independent Living Services Programs. Now the agency is being told by RSA that this position along with a few other state agency representatives must also meet the term limits of the Rehabilitation Act (no more than two consecutive, three year terms). The Division is working with the Governor's Office on making new appointments. Grady invited Matt to talk about ILC (Independent Living Choices) one of the three independent living centers in the state. ILC recently merged with Opportunities for Independent Living (Aberdeen area) approval received by RSA in June. ILC now serves 49 counties in the state, which is mostly the eastern half of the state. The two remaining centers are Western Resources for Independent Living (Rapid City) which serves the western half of the state and the Native American Advocacy Program (Winner) which serves the nine Native American Indian Reservations. Matt spoke about some of the programs offered:

Activities of Daily Living Services Program which offers up to 42 hours a week of personal attendant care in the person's home. The four core services (individual/systems advocacy, information and referral, peer support, and independent living skills training). He reported that last year ILC served 1116 individuals and now the average is 2000-2200 people served. They also offer peer support groups, youth and young adult programs and one-on-one peer support. Independent living is another service that few people know about. ILC offers a Summer Transition course to youth in the summer in Sioux Falls, Mitchell and Yankton and will try to expand this to other communities next summer. He spoke about the Home Modifications and Assistive Devices (HMAD) and the Telecommunications and Assistive Devices (TAD) Programs. Matt mentioned the new ILC video and showing it at the December meeting, which members thought would be helpful. Grady spoke to the public meeting held in Aberdeen in regard to the merger and how several members of the OIL Board are now serving on ILC's Board of Directors. Lyle mentioned that he was recently appointed to serve on the Statewide Independent Living Council.

TECHNOLOGY: Grady reported that Bernie has looked into policies that other states have developed in terms of technology. Bernie shared that he didn't make much progress this summer due to the DHS review. Bernie talked about archiving training events and making it available on the website to staff. He mentioned two states utilizing Facebook (Nebraska and Delaware) to post events, trainings and job openings. He was looking at social media policies of other states. He stated that during the Fall Conference the ethics session will highlight "Social Networking". Bernie talked about the work entailed with the Bureau of Information and Technology and the administrative approval that is needed to post a video for staff training. There is a trend currently being seen in state government i.e., Governor's home page has Facebook and Twitter, and perhaps this will set the tone for other agencies. Melissa mentioned that the Office of Special Education has a Facebook account for internal staff usage only. Public information was mentioned as a means for education and awareness of available programs. One example offered was providing a webinar on what a PASS plan is on YouTube. Grady mentioned the Georgia Council on Developmental Disabilities created videos and the site can be forwarded to members to view. It was mentioned that during the recent South Dakota Advocates for Change conference, video was taken to develop an ad on self-advocacy. Members talked about this topic and the need to keep it as a standing agenda item.

OTHER BUSINESS: There was none.

CLOSING ACTIONS: Future Agenda Items: ILC Video; Ticket to Work presentation that Bernie created; and Fiscal Year End report. Scheduling Next Meeting. Members elected to meet December 5th and 6th in Sioux Falls and to host the new member orientation in conjunction with this meeting. The suggestion was made about meeting in Sioux Falls next, to ask about meeting with the Business Resource Network as a possibility. A comment was made about seeing if it would work to have a presentation on SDMYLIFE during the next meeting. **MOTION TO ADJOURN, SECONDED, AND CARRIED.** (Meeting concluded at 11:40 AM).