

# Hamilton County Developmental Disabilities Services



2011 Annual Report

# From the Superintendent

*Times change, and we change with them*

*William Harrison*



*Alice Pavey  
Superintendent*

Many changes and challenges defined this year, but what did not change and what will not change is the agency's focus on what is most important to people with disabilities and their families.

One significant leadership change occurred when Cheryl Phipps retired after more than 40 years of service in Ohio to people with disabilities and their families, and I was chosen as the new Superintendent.

I plan to continue the strong reputation of caring about individuals with disabilities and their families that exists at Hamilton County DD Services. Stories that show the strengths of this reputation are spread throughout this annual report.

The coming year will be one of continuing transition. We've started addressing some serious funding deficits that came our way due to a "perfect storm" of state, federal, and local reductions in funding. However, our service delivery system will remain true to its strong reputation of caring and quality throughout the coming year and beyond.

We have exciting times ahead and I am ready to work with each of you to get on with them!

A handwritten signature in black ink that reads "Alice Pavey".



*Four Superintendents have served at Hamilton County DD Services since 1967.*

*Seated is the first Superintendent Margaret B. Rost who served from 1967 to 1983.*

*Standing, left to right, Cheryl Phipps (2000-2011); Alice Pavey (current);  
and Tom Kidd (1983-2001)*

# New emphasis on family, employee and diversity development



*Kristee Griffith*

Kristee Griffith, with the agency since 2007 as a Service Facilitator and then supervisor, was promoted to the newly-created position of Manager of Family, Employee and Diversity Development.

Her new role was the first step in Hamilton County DD Services' long-term commitment to embrace suggestions that arose out of a diversity audit conducted by Hicks Carter Hicks, St. Louis/Cincinnati, in the spring. One of Kristee's immediate duties was to plan and develop a diversity council.

Kristee's education includes a master's in organizational leadership from the College of Mount St. Joseph, and a bachelor's in psychology from Fisk University in Nashville, Tenn. Past work experiences have been as a supervisor at Ohio Valley Goodwill Industries, a team leader at the Community Action Agency, and recruiting manager at Nurses Calling.

## Meet Johnathan

While most people do well to hold down one job, Johnathan Hillman has two. About six years ago, Johnathan was working part-time for five years at the Cincinnati Zoo as a dishwasher, but decided he wanted a full-time job.

Through the Great Oaks follow-along program, he found a full-time job at LaRosa's in Western Hills.

When the zoo heard they were going to lose him, they worked around his schedule at LaRosa's to keep him on.

Johnathan now loves working six days a week. He is very popular and his bosses praise him for his work ethic and punctuality.

On days off, Johnathan shops, relaxes, works out, visits his nieces and nephews and goes to movies. His favorite movies are action, especially the Transformer movies. He takes the bus everywhere. He is also working on moving out of his mom's house into his own apartment.

Johnathan thinks his Service Facilitator, Sara Nordlum, is great and has helped him achieve what is important to him.



# Board President completes service, new president chosen, new members join

Shelley Goering left the Board after serving for 12 years, the maximum amount allowable. She was president for several of those years.

In her honor, the Board created an annual award named the Shelley F. Goering Family Advocacy Award. The first recipient of Shelley's award at the agency's 10th Annual Banquet in 2011 was Adam Maes, brother of DJ Maes, a well-known Hamilton County advocate who passed away in 2010.

Following in Shelley's footsteps as president was Marty Miller, who has been a member of the agency's board since 2005. New members Nestor Melnyk and Jill Meyer joined the Board.



*Marty Miller*

## Hamilton County DD Services Board of Directors

**Marty Miller**  
*President*

**Greg Webb**  
*Vice President*

**Robert Hall**  
*Secretary*

**Lamont Taylor**

**Nestor Melnyk**

**Jill Meyer**

**Cindi Andrews**  
(replaced by Betsy Baugh at the  
end of the year)

## Mentoring program for young adults celebrates second year

The Cincinnati Human Relations Commission (CHRC) honored individuals who took part in the high-risk mentoring program in its second year of partnership between CHRC and HCDDS.



Several individuals in the program made great progress in completing first-time goals, including earning a GED, maintaining a job and attending college.



# Meet Gabriel



Gabriel was born nine weeks early and weighed three pounds, eight ounces. He had several feeding and breathing problems.

He received Early Intervention services right away, and now, having just turned two, he has developed very well, talking, running, and playing. Developmental Specialists Barb and Jennifer visited him and his grandparents every other week originally, sometimes every week, if his grandmother, Sandy, had questions.

“They have been so great with us,” Sandy said. “Definitely above and beyond. I can call whenever I need them.”

Jennifer and Barb worked with Gabriel to help increase muscle tone, develop speech and gave Sandy tips on how to help Gabriel develop.

Last August, Gabriel was diagnosed with Noonan’s Syndrome, a genetic disorder.

“The diagnosis explained so much,” said Sandy. “Jennifer read up on it and incorporated what she learned into new suggestions for Gabriel.”

Sandy says that Jennifer is Gabriel’s best friend and he always looks forward to her visits. She even accompanied them to Gabriel’s echocardiogram, where he was so comfortable that they were able to perform the test with ease.

Gabriel is a very social, friendly and outgoing little boy. He’s never met a stranger and is always very busy playing or running around. He loves to watch Elmo, loves play-doh and coloring and is very interested in cameras, cell phones and pushing buttons. Sandy predicts someday he’ll work as a photographer.

“Gabriel would not be where he is without Early Intervention,” said Sandy.

“They are always there for extra tips and help. They are great.”

## Early Intervention team learns, implements best practice

The Early Intervention (EI) Team implemented a new approach to working with families. Training and support on evidence-based best practices was provided by Dr. Rush and Dr. Shelden. These practices include a Primary Service Provider (PSP) approach and visiting families in their natural environment.

The PSP meets families in the child’s natural environment (home, park, etc.) Using this coaching model helps parents build their confidence and competence. EI families see one person more frequently instead of having up to four different staff rotating in and out of their homes and lives.

This person has the support of a team (occupational, physical, speech therapists; developmental and behavior specialists; multiple service coordinators) that meets weekly to coach and support each other and families who wish to attend either in person or by phone. In addition, family outcomes are no longer written based on an evaluation tool alone.

# New adapted playground at Rost School

A new playground for children with disabilities who attend Margaret B. Rost School in Green Township (one of two schools operated by the agency) officially opened September 28.

Rost School's Parent Teacher Association, in cooperation with staff, made the playground possible by fundraising more than \$20,000 for equipment and construction costs.

The equipment is designed to sustain all kinds of weather and be accessible for children with disabilities who use wheelchairs or have limited movements. It is also highly specialized for children who have sensory needs.

## Meet the Stolz family

Five boys in the Stolz family attend Margaret B. Rost School.

Matt, 21, is one of the family's biological sons, and the four others, Jake, 12, Joey, 11, Martin, 7, and Deyan, 6, are adopted from Eastern Europe.

The family worked through an international adoption ministry agency to get the boys. They started the process in 2003, but didn't come home with their first boy, Joey, until 2007.

"We really just wanted to try to give them a better life," said Mary Stolz, their mother. "Some of the boys had very traumatic pasts."

Martin and Deyan, the most recent to be adopted, arrived in December 2011.

"We definitely wanted them to attend Rost," said Mary. "We love the staff, and they have the unique ability to adapt to the different needs of each child."

Matt is graduating this year, and will be headed to Starfire U.

"Matt had some behavioral problems prior to attending Rost," said Mary. "A week after starting there, he was doing errands around school! His problems were gone."

Joey's behavior has also improved, reports Mary. He loves to talk to people and is a great listener, too.

"I just feel like the staff will love and help my kids no matter what," said Mary.



Note: The cover photo features Joey and Matt Stolz.

# Local officials support changes in language



Advocacy Leadership Network founding member and co-chair Diana Mairose took on a new mission – removing the word handicapped. Her goal was to convince elected officials and others to use the word accessible instead, and/or the universal symbol of a person in a wheelchair.

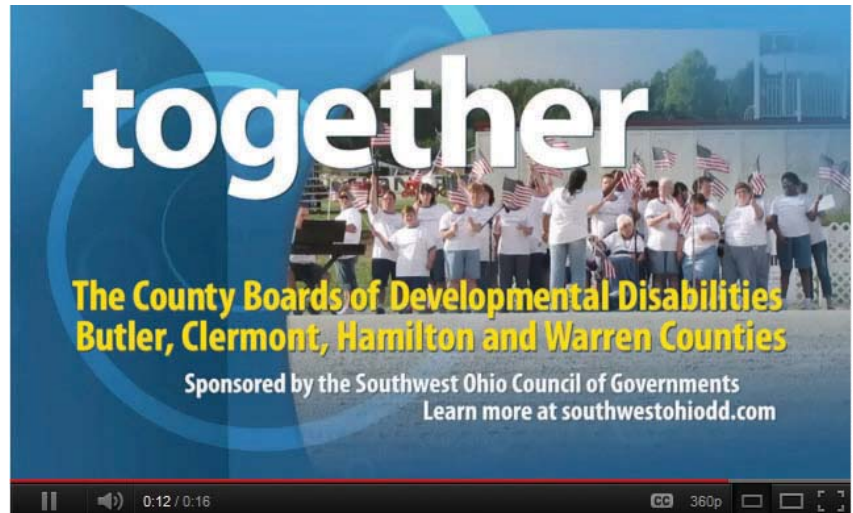
During a chance meeting with Hamilton County Commissioner Todd Portune, Diana talked about her mission, which led to the Commissioners adopting a resolution to eliminate the word from all new signs on county projects.

Following the Commissioner’s lead, the City of Cincinnati’s Advisory Board on Accessibility (CABA) led a similar charge at City Hall. In addition, Dr. Karen Edwards, LEND and Training Director in Developmental and Behavioral Pediatrics at Cincinnati Children’s Hospital, started processes to change the hospital’s signs. Another Advocacy Leadership Network member, Brady Sellet, works with Dr. Edwards at Children’s.

## Promoting respect for all

Narrated by Cincinnati’s Q102 Radio Host Jenn Jordan, “Respect for All” is a video production featuring individuals and families served by the Boards of DD in Butler, Clermont, Hamilton and Warren Counties. The video was produced by the Southwest Ohio Council of Governments (SWCOG).

The COG is a joint effort between county boards of developmental disabilities in Butler, Clermont, Hamilton and Warren Counties that began in 2009. By pooling resources and coordinating services regionally wherever possible, COG members increase efficiencies while maintaining focus on quality services targeted to each individual’s unique needs.



# North Star continues to guide behavior support

To increase positive relationships between staff and people served, each year since 2008 the North Star Advantage Program has offered extensive training in the use of positive behavior support to groups of provider partners. This year, a fourth group of partners started the training. This group consists of three partners who provide transportation.

A combined group of participants from the years of 2008 to 2010 continued meeting quarterly to share resources, ideas, and progress, and investigated models of trauma-informed care. The 2011 group will join their colleagues in the combined group next year.

North Star curriculum was offered to several provider partner agencies through a train the trainer model. Behavior support specialists hosted sessions to train the identified agency behavior support point people on “Tips for Success” and “Developing Positive Relationships”.

Four additional units of a curriculum to build skill levels of staff in presenting activities to adults with disabilities were implemented. The “Now I Get” curriculum now includes eight total units. The curriculum was presented at state and national conferences of NADD (an association for people with disabilities and mental illness) and TASH (an international association of advocacy for people with disabilities.)





# Individuals Served

## Children's Services

Early Intervention	1701
EPAT	1064
Agency Operated Schools	225
<i>Fairfax</i>	86
<i>Rost</i>	91
<i>Satellites</i>	48
Itinerant Support Team	17
Transition	868
CITE (school based)	91
CITE (home based)	208
The Kelly O'Leary Center	51

## Adult Services

Adult Centers	711
<i>Beckman</i>	193
<i>Franks</i>	174
<i>Jackson</i>	151
<i>Kidd</i>	193

## Community Services

Service Facilitation	5395
Supported Living	151
Supported Services	1140
Waivers	2632
ICF/MR	106
Contracted Day Services	2225

*Note: Some individuals receive more than one service, and therefore could be counted more than once across categories*

# Fiscal Information

Wise use of taxpayer funds is taken seriously at Hamilton County DD Services.

Funds received from the tax levy are regularly monitored. State and federal officials review services for compliance in program and fiscal areas. The County Auditor, County Budget Department and County Commissioners oversee the budget process.

Individuals and families take part in quality reviews and satisfaction surveys.

The strategic plan process involves many families, individuals, staff and providers who provide feedback about services for continuous improvement.

## Revenue

<i>Tax Levy Funds</i>	\$77,736,060.45
<i>Federal Funds</i>	15,878,474.80
<i>State Funds</i>	7,456,768.74
<i>Misc. Funds</i>	8,574,359.91
<b>TOTAL</b>	<b>\$109,645,663.90</b>

## Expenses

<i>Administration</i>	\$9,880,152.54
<i>Adult Services</i>	34,681,697.16
<i>Children's Services</i>	20,131,459.10
<i>Community Resources</i>	39,809,852.12
<i>&amp; Residential</i>	
<b>TOTAL</b>	<b>104,503,160.92</b>

# Agency Leadership



**Alice Pavey**  
*Superintendent*

**Peggy Kurz**  
*Director of Community Services*

**Kim Hauck**  
*Director of Program Services*

**Craig Landers**  
*Director of Business Services*

**Shawn Garver**  
*Director of Human Resources*

**Laurie Haskell**  
*Director of Information Technology*

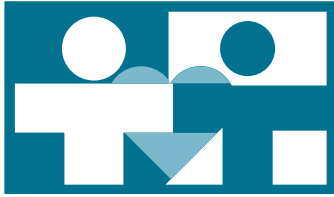
**Jenny Dexter**  
*Director of Community Relations*

**John Romer**  
*Director of Advocacy*

**Kristee Griffith**  
*Manager of Family, Employee and  
Diversity Development*







# Hamilton County Developmental Disabilities Services

1520 Madison Road  
Cincinnati, Ohio 45206  
(513) 794-3300  
www.hamiltondds.org

## *Community Services*

**Intake**  
(513) 794-3300

**Service Facilitation**  
(513) 794-3300

## *Children's Services*

***Early Intervention***  
Help Me Grow  
(513) 281-4769

***Schools***  
**Bobbie B. Fairfax School**  
4999 Kingsley Drive, 45227  
(513) 271-2313

**Margaret B. Rost School**  
5858 Bridgetown Road, 45248  
(513) 574-2372

## *Adult Services*

**General Assembly, Inc**  
4210 Dane St. 45223  
(513) 541-2904

***Adult Centers***  
**Elmer P. Beckman Adult Center**  
2600 Civic Center Drive, 45230  
(513) 742-1576

**Robert W. Franks Adult Center**  
5884 Bridgetown Road, 45248  
(513) 598-2965

**E. Roger Jackson Adult Center**  
5093 Kingsley Drive, 45227  
(513) 272-4326

**Thomas H. Kidd Adult Center**  
9910 Reading Road, 45241  
(513) 563-2500

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