



Conflict-Free Case Management (CFCM) and Person-Centered Planning (PCP)

The Rhode Island Executive Office of Health and Human Services (RI EOHHS) is leading an interagency team to design and implement a statewide system for providing conflict-free case management (CFCM) for Medicaid participants who receive long-term services and supports (LTSS) in a home or community-based setting. BHDDH is part of this effort.

RI EOHHS has three primary goals for CFCM:

Why is CFCM needed?

1. The current service array of **case management and planning services is not financed or delivered in accordance with the CMS's HCBS Final Rule** (42 CFR 441.301); therefore, the State is at risk of losing federal dollars if it does not come into compliance with federal CFCM requirements.
2. **Conflict of interest exists** for select providers including the State's Developmental Disability Organizations (DDOs) and some community providers.
3. The State's HCBS programs continue to function in **administrative silos** where different State agencies maintain separate business processes, instruments, and IT systems for performing case management and planning tasks.
4. The State uses **different reimbursement rates** and units of service (e.g., 15-minute increments v. monthly) for case management services.

Read the new [Conflict Free Case Management Strategic Plan](#).

For more information, [see the EOHHS webpage on Conflict Free Case Management](#).

Happy New Year!



This will be the last newsletter of 2022.
The next newsletter will be on January 13, 2023.

State offices will be closed on
Monday, December 26 and
on Monday, January 2.

Happy Holidays and Have a
Healthy, Happy and Peaceful New Year!

Consent Decree Update

A new Consent Decree court order was issued on December 6, 2022 and is attached at the end of this newsletter. This thoughtful court order serves as guidance for how the State can achieve substantial compliance by June 30, 2024. Please take time to read it. Join DDD at the next Community Forum to learn more. The dates for the quarterly Community Forums will be announced in the next newsletter.

Be Part of an Important Study

Researchers from American Institutes for Research (AIR) are conducting a study to look at ways to improve care by understanding the needs of people receiving HCBS. This study will try to answer questions like:

- “How did you hear about HCBS services?”
- “What was your experience like applying to receive HCBS?”
- “What do you think about your caregiver?”

AIR would like to interview people receiving services about their experiences with HCBS and will include questions about equity issues related to location and race/ethnicity. The interview would take about an hour and can be done over the phone or by video, whatever is preferred. All answers are completely private and won't affect any services or care received. As a thank you, AIR is offering a \$75 gift card for participating in an interview.

If you would like to participate, or know someone who would like to participate, please [click here](#). Questions? Please email HCBSinfo@air.org.

Justice Department Launches New Americans With Disabilities Act (ADA) Website



U.S. Department of Justice recently announced the launch of a new and improved version of its Americans with Disabilities Act website, ada.gov. The website will serve the public more effectively, helping expand access for people with disabilities. It is written in plain language, designed with easy-to-use navigation tools, and is optimized for both desktop and mobile devices.

[More information is available here.](#)

To find out more about the ADA, visit ada.gov or call the Justice Department's toll-free ADA information line at 1-800-514-0301 (voice) or 1-833-610-1264 (TDD).

In A Different Key

The prevalence of autism in the United States has increased dramatically over the last few decades, and that's coincided with a new understanding of just how broad the spectrum is. This is explored in a new documentary called "In A Different Key," which features Don Triplett, the first person diagnosed with autism.

In the film, a mother tracks down the first person ever diagnosed with autism, now an elderly man living in rural Mississippi, to learn if his life story holds promise for her own autistic son. Her journey exposes a startling record of cruelty and kindness alike, framed by forces like race, money and privilege – but leads to hope that more communities are learning to have the backs of people on the spectrum.

Watch "In A Different Key" at <https://www.pbs.org/video/in-a-different-key-ggzmya/>

Read an interview with the film makers [here](#) and find out more about the film, podcast, and book at <https://www.inadifferentkeythemovie.com/>

Affordable Hearing Aids

The Food and Drug Administration (FDA) has approved making hearing aids available over the counter, without a prescription. Hearing aids are now on store shelves across the country for thousands of dollars less than they previously cost.

Under a final rule issued by the FDA, adults with mild-to-moderate hearing loss can buy hearing aids at a store or online without a prescription, exam, or audiologist fitting. FDA estimates this could lower average costs by as much as \$3,000 per pair, a much needed break for the nearly 30 million Americans with hearing loss.

Retailers across the country are now selling over-the-counter hearing aids. Options available today or coming soon include:

- Walgreens is selling hearing aids at stores nationwide and online for \$799 per pair. According to Walgreens, comparable models sold by specialists range from \$2,000 to \$8,000 a pair.
- CVS will start selling over-the-counter hearing aids on CVS.com, with varying options on model and price point. CVS will also offer hearing aids in select CVS Pharmacy locations.
- Walmart will offer an assortment of over-the-counter hearing aids on Walmart.com, SamsClub.com, and in 474 Sam's Club Hearing Aid Center locations. Available products will range in price from \$199 to \$999 per pair, while according to Walmart, comparable prescription hearing aids are priced at \$4,400 to \$5,500 per pair.
- Best Buy will offer nearly 20 different hearing devices online and will offer hearing aids in nearly 300 stores across the country. Devices will range in price between \$200 and \$3,000.

Surge in COVID, Flu, and RSV Cases

Excerpted from [politico.com](https://www.politico.com)

Health officials are encouraging people to get vaccinated before gathering with family over the holidays as Covid-19 cases surge nationwide alongside unseasonably severe waves of flu and respiratory syncytial virus (RSV).

While public health experts say this winter's Covid-19 surge may be more mild, they worry whether hospitals — already dealing with staffing shortages — can handle the increased caseload from Covid on top of the strain they're experiencing with RSV and the flu.

Nationally, nearly 30,000 people currently in the hospital have tested positive for Covid-19, according to the CDC, up 30 percent since Thanksgiving.

A little more than 13 percent of Americans over the age of 5 have gotten their updated booster vaccine since it was released in September — including about a third of seniors, the group most susceptible to hospitalization, according to the CDC. Case counts in nursing homes are also up more than 30 percent since Thanksgiving.

And while the Omicron subvariants currently circulating are less lethal than previous variants, about 426 people are dying, on average, from Covid-19 each day — a nearly 62 percent increase from last week, according to the CDC.

“Most of the population — unfortunately — has forgotten about Covid-19 and moved on. As a result, we’re seeing a rise in cases and a rise in hospitalizations, and that worries me,” said Ali Mokdad, professor of global health at the Institute for Health Metrics and Evaluation at the University of Washington. “Right now with the rise of flu, RSV and Covid, our health professionals are exhausted.”

Health officials believe RSV may have already hit its peak, but flu and Covid continue to pose major challenges to the health care system. Flu hit early, hard and fast in the Southern Hemisphere this year — a trend some experts believe the Northern Hemisphere is likely to follow — but how hard Covid hits this year remains uncertain.

“These curves are getting steeper each week around flu, Covid-19 and other respiratory viruses,” said California Health and Human Services Agency Secretary Mark Ghaly. “Taken separately, these infections are manageable, but when they all come together, the difficulty posed to the system is pretty extreme — and we’re seeing that now.”

While health officials are hoping that the level of immunity in the population from infections and vaccination means this winter's surge won't be as severe, they remain concerned about the virus' impact on elderly and immunocompromised people — particularly given the poor turnout for the bivalent booster shot this fall.

The Biden administration recently announced a six-week campaign to boost Covid-19 vaccination rates before the end of the year, and CDC Director Rochelle Walensky warned Monday that rising case and hospitalization numbers are “worrisome” as people prepare to gather together across multiple generations for the holidays.

“If you’re over 65 or 70 and you have underlying health conditions that increase your risk and you haven’t been vaccinated, you are at great risk and you should take every precaution possible,” said Eric Toner, senior associate with the Johns Hopkins Center for Health Security.

But the problem is bigger than just Covid. Only about 26 percent of adults had gotten vaccinated for flu as of the end of October, according to CDC data.

Rachel Herlihy, Colorado’s state epidemiologist, said hospitalization rates for the flu are “pretty unique, severe and early for us compared to other influenza seasons.”

“It’s not just the challenge of Covid-19, it’s influenza and RSV stacked on top of Covid that’s presenting a challenge to our health care system,” she said.

Public health experts say that while flu poses the greatest risk to urgent care facilities and hospital emergency departments, Covid is still a greater threat to ICUs than flu. With the thinning of the health care workforce over the past two years, they said hospitals wouldn’t have the resources to deal with another serious, Delta-like variant that causes more severe disease.

“The triad of diseases now is terrible — but it’s a better situation compared to the peak surges of Covid,” said Irwin Redlener, director of the Pandemic Resource and Response Initiative at Columbia University. “Compared to the worst of times with Covid, this is probably better. Compared to a typical winter season, this is significantly worse.”

Even with the coming wave, public health officials say their message hasn’t changed: They’re advising people to wash their hands, get vaccinated, stay home when sick and take extra precautions like testing for Covid or masking up around vulnerable family members.

“This is another year that we probably ought to do Zoom birthdays and Christmases,” said Georges Benjamin, executive director of the American Public Health Association. “If you don’t, then get fully vaccinated, and I think you’re fine. There’s a risk, but I think it’s a reasonable risk and a rational risk. But if you have vulnerable family members, be careful.”



Holiday Gift Ideas

No matter what holidays you celebrate in December, here are some gift-giving ideas and resources.

- [Trend-Able Holiday Gift Guide](#)
- [Best Smart Home Devices 2022](#)
- [46 Amazing Gifts for People with Alzheimer's or Dementia](#)



Helpful Apps

For anyone with medical conditions and even for those without, the **ICE (In Case of Emergency) app** is a must have tool for any emergency situation. After storing all your personal and medical information on the app, first responders and others can access your medications and other pertinent information if you are unable to share it directly. You can also set up the app to send direct messages to loved ones and friends when you're in an emergency situation even if your phone dies or you lose service. [Download the free ICE personal safety app here](#)

The **Happify app** aims to shift your mindset to a happier one using a variety of fun games and activities designed by a former successful video game creator. It uses a combination of mindfulness, positive psychology, and cognitive behavioral techniques to give you the tools to help you take control of your thoughts and feelings. After 4 to 6 months, "86% of Happify users reported an increase in overall happiness". [Download Happify for free here.](#)



IFTTT, which stands for "If This Then That," derives its name from the programming statement "if this, then that." Even though the app wasn't specifically designed for people with disabilities, it can be a gamechanger for many since its goal is to simplify everyday tasks by connecting all of your apps together; even social media apps. Various tasks that people with disabilities may struggle with can be automatically done, such as setting one's home thermostat, reading emails aloud, and controlling everything in one's home with voice control and Amazon Alexa or Google Assistant. There are over 600 apps that can be connected to IFTTT, creating various combinations called "applets". Using the app, you create "recipes" that look for a certain trigger and then perform a desired action. You choose from a huge list of "triggers" for the "this" part. For example, you can create a recipe to turn off all of the lights and the coffee maker when you leave your house. [Download IFTTT here.](#)

Contacting DD Staff

See the full Division Contact List attached to this newsletter.

Monday-Friday 8:30-4:00
for questions or support

(401) 462-3421

Para español, llame

(401) 462-3014

Send general questions to the
AskDD email address.

BHDDH.AskDD@bhddh.ri.gov

Please do not email critical issues.

Sign Up for Our Email List

If you aren't receiving email updates
and newsletters from BHDDH, you can
[sign up here](#) or on our website. Go to

<https://bhddh.ri.gov/developmentaldisabilities/events/newsandupdates/> to sign up or to see
past quarterly newsletters and issues of DD News.



SIGN UP FOR THE BHDDH NEWSLETTER

If you are experiencing a mental health crisis, BH Link is here for you

BH Link's mission is to ensure all Rhode Islanders experiencing mental health and substance use crises receive the appropriate services they need as quickly as possible in an environment that supports their recovery. Call 911 if there is risk of immediate danger. Visit the BH Link website at www.bhlink.org or for confidential support and to get connected to care:

CALL (401) 414-LINK (5465) If under 18 CALL: (855) KID(543)-LINK(5465)

Visit the 24-HOUR/7-DAY TRIAGE CENTER at 975 Waterman Avenue, East Providence, RI

For Information on the Consent Decree

For information on the Consent Decree and BHDDH, see <https://bhddh.ri.gov/developmental-disabilities/consent-decree>.

COVID-19 Information

Rhode Island Department of Health COVID-19 Resources

Hotline (401) 222-8022 or 211 after hours;

Email RIDOH.COVID19Questions@health.ri.gov

Website <https://health.ri.gov/covid/>

Includes a link to ASL videos

RI Parent Information Network (RIPIN)

Website <https://ripin.org/covid-19-resources/>

Call Center (401) 270-0101 or email callcenter@ripin.org

Advocates in Action – for videos and easy to read materials

Website <https://www.advocatesinaction.org/>

Website offers BrowseAloud, which will read the website to you

Division of Developmental Disabilities - All Staff Contacts

Main Phone #: (401) 462-3421 **TDD:** (401) 462-3226 **Website:** <https://bhddh.ri.gov/>
Fax: (401) 462-2775 **Spanish Line:** (401) 462-3014 **BH Link:** 401-414-5465

To report abuse/neglect:
(401) 462-2629

Name		Title	Phone	Email
Kevin	Savage	Director	462-0581	Kevin.Savage@bhddh.ri.gov
Heather	Mincey	Assistant Director	462-1218	Heather.Mincey@bhddh.ri.gov
Christine	Botts	Deputy Administrator	462-2766	Christine.Botts@bhddh.ri.gov
Brenda	DuHamel	Associate Director, Admin Services	462-3010	Brenda.DuHamel@bhddh.ri.gov
Cindy	Fusco	Chief Implementation Aide	462-3016	Cynthia.Fusco@bhddh.ri.gov
Melissa	Greenlief	Administrator, Community Services	462-2459	Melissa.Greenlief@bhddh.ri.gov
Susan	Hayward	Administrator, Youth in Transition	462-2519	Susan.Hayward@bhddh.ri.gov
Anne	LeClerc	Associate Director, Program Performance	462-0192	Anne.LeClerc@bhddh.ri.gov
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Gerard (Jay)	MacKay	Associate Administrator, Employment	462-5279	Gerard.Mackay@bhddh.ri.gov
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Jacqueline	Reilly	Programming Services Officer	462-0126	Jacqueline.Reilly@bhddh.ri.gov
Vacant		Administrator, Employment	462-3857	
Case Management Units				
East Providence/Pawtucket/Central Falls region				
Marguerite	Belisle	Casework Supervisor II	462-0714	Marguerite.Belisle@bhddh.ri.gov
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Carl	Desjarlais	Social Caseworker II	462-1555	Carl.Desjarlais@bhddh.ri.gov
Stacey	Perry	Social Caseworker II	462-2418	Stacey.Perry@bhddh.ri.gov
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Northern RI/West Bay/Kent Region				
Janice	Bijesse	Casework Supervisor II	462-4290	Janice.Bijesse@bhddh.ri.gov
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Natalie	Sam	Social Caseworker II	462-2529	Natalie.Sam@bhddh.ri.gov
Erin	Simonelli	Social Caseworker II	462-2502	Erin.Simonelli@bhddh.ri.gov
South County/West Bay/Kent Region				
Meredith	MacDonald	Casework Supervisor II	462-1329	Meredith.Macdonald@bhddh.ri.gov
Marisa	Abbruzzi	Social Caseworker II (RICLAS)	462-6099	Marisa.Abbuzzi@bhddh.ri.gov
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Lena	Sousa	Social Caseworker II	462-1834	Lena.Sousa@bhddh.ri.gov
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Providence/West Bay/Kent Region				
Kelly	Petersen	Casework Supervisor II	462-3402	Kelly.Petersen@bhddh.ri.gov
Lauree	Champagne	Social Caseworker II	462-2728	Lauree.Champagne@bhddh.ri.gov
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Eligibility Unit				
Karen	Lowell	Casework Supervisor II	462-2209	Karen.Lowell@bhddh.ri.gov
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Lori	Lombardi, RN	PASRR	462-0089	Lori.Lombardiburns@bhddh.ri.gov
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SIS Unit				
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Transition Unit				
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Carolee	Leach	Professional Services Coordinator	462-1723	Carolee.Leach@bhddh.ri.gov
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Lori	Vandall	Clerk Typist	462-6086	Lori.Vandall@bhddh.ri.gov

FAMILY EMPLOYMENT AWARENESS TRAINING

ONLINE SERIES USING ZOOM
JANUARY 23, 26, 30, and FEBRUARY 2, 2023
4:00 – 5:30 PM

We invite families, individuals with developmental disabilities, and professionals that support them to attend a **FREE** series about employment in the community for youth (14-22 years of age).

SESSION DETAILS

Families are encouraged to attend all sessions of this four-part series, but it is not required. Each session will be a live, interactive training using Zoom. Sessions will be recorded. However, there will be the opportunity to speak without being recorded.

SESSION 1: JANUARY 23, 2023, 4:00-5:30 PM **BUILDING THE DREAM OF EMPLOYMENT (PART 1)**

- o Introduction to employment in RI
- o Panel of youth successfully employed in RI

SESSION 2: JANUARY 26, 2023, 4:00 -5:30 PM **BUILDING THE DREAM OF EMPLOYMENT (PART 2)**

- o Supported and customized employment
- o Hear more possibilities!

SESSION 3: JANUARY 30, 2023, 4:00 -5:30 PM **PLANING THE TRANSITION TO EMPLOYMENT**

- o Role of the family in planning for employment
- o School role in planning for employment (Transition IEP)

SESSION 4: FEBRUARY 2, 2023, 4:00 -5:30 PM **ACCESSING ADULT SUPPORTS FOR EMPLOYMENT**

- o Office of Rehabilitation and
- o Division of Developmental Disabilities
- o Related supports

ALL PARTICIPANTS RECEIVE:

- o Training materials and resources
- o Opportunity to network with families, employees and entrepreneurs



"FEAT was an eye-opening experience. I wasn't sure my son was employable. But now, I have become very excited about some job ideas for my son."

-Family Member

"I learned that there are many more resources to support my daughter's future employment than I realized."

-Family Member

Register online at <https://bit.ly/featr1>

You may also register by fax or mail by completing the attached registration form, or download a form at www.sherlockcenter.org.

Mailing Address:

Sherlock Center / RI College, 600 Mt. Pleasant Avenue,
Providence, RI 02908 Attn: Elaine Sollecito

Phone: 401-456-2764 | **Fax:** 401-456-8150

TTY via RI Relay: 711 or (800) 745-5555

Spanish via RI Relay: 711 or (866) 355-9214

For questions or requests:

Crystal Cerullo, ccerullo@ric.edu



Language accommodation: If you or someone you know is interested in learning about FEAT and needs information presented in a language other than English, please contact the Sherlock Center.

Family Employment Awareness Training (FEAT)

Registration Form: Series 2023

ONLINE SERIES USING ZOOM

JANUARY 23, 26, 30 and FEBRUARY 2, 2023

4:00 - 5:30 PM

Attendance at all sessions is encouraged but not required. Indicate session/s attending:

_____ Session 1: JAN. 23, 2023, 4:00-5:30 PM _____ Session 2: JAN. 26, 2023, 4:00-5:30 PM

_____ Session 3: JAN. 30, 2023, 4:00-5:30 PM _____ Session 4: FEB. 2, 2023, 4:00-5:30 PM

Please Print Clearly:

COMPLETE ONE REGISTRATION FORM PER ATTENDEE (make copies as needed)

First Name: _____ Last Name: _____

Title (if applicable): _____

Organization (if applicable): _____

Street Address: _____

City/State/Zip Code: _____

Phone: _____ Cell: _____

Email Address: _____

What is your role? (check one): _____ *Professional/Educator* _____ *Employer/Business Professional* _____ *Student*
_____ *Person with a Disability* _____ *Family Member* _____ *Other*

DEMOGRAPHICS (optional): *The Sherlock Center collects demographic data to include in state/federal reports and grant applications.*

RACE: _____ White _____ Black or African American _____ American Indian or Native Alaskan _____ Asian
_____ Native Hawaiian or Other Pacific Island _____ More than one race

ETHNICITY: _____ Hispanic _____ Non-Hispanic

EDUCATION: _____ HS Diploma/GED _____ Associate Degree _____ Bachelor Degree _____ Master Degree or higher _____ Other

AGE: _____ 18 – 24 _____ 25-34 _____ 35-44 _____ 45-54 _____ 55-64 _____ 65+

GENDER: _____ Female _____ Male _____ Other

Note: *Confirmation and webinar link will be sent to the email address provided upon registering. If no email address is provided, the confirmation & webinar link will be mailed to the address provided prior to the first session.*

Question and Reasonable Accommodation/Language Requests, contact Elaine Sollecito esollecito@ric.edu 401-456-2764.

TO REGISTER: You can register by mail, fax, phone, or by using the online registration form. *There is no fee to attend.*

Mail: Sherlock Center/ RI College, 600 Mt. Pleasant Ave., Providence, RI 02908, Attn: Elaine Sollecito

Fax: 401-456-8150

Phone: 401-456-2764

TTY or Spanish via RI Relay: 711

Online: <https://bit.ly/featr>



Search for PLAN RI Coordinator

Personal Lifetime Advocacy Networks of Rhode Island (PLAN RI) is looking for a part-time coordinator (flextime, 6 hours per week) to support this parent-created and family-run non-profit organization in building a good life for their loved ones with disabilities through a network of helpful relationships.

Details of Function:

1. Help recruit new members through active outreach and informational overviews.
2. Help recruit, orient, manage and coordinate network facilitators and their activities.
3. Assist facilitators to create personal support networks for new members and support their caregiving relatives in making plans for the future.
4. Prepare informational products and training programs.
5. Conduct and prepare others to conduct information sessions that are free to our own constituents and to the public.
6. Facilitate personal support networks, as necessary.
7. Maintain and preserve records of the members.
8. Hold annual facilitator luncheon as both in-service and thank you to our vital link with members.

Qualifications:

1. Be a caregiving relative of a person with a disability or have substantial knowledge and experience in supporting families with relatives who have a disability.
2. Have significant experience that provides familiarity with the support system for individuals with disabilities.
3. Have knowledge/skills in interpersonal relations, writing, training, word processing and social media.

If you think your experience aligns with our needs, please send your resume by email to: John Susa, PLAN RI president, at: john.susa@verizon.net. Questions may be directed to him at (401) 785-9541.

Application Deadline: December 22, 2022!

ROLL CALL VIDEOS

STRATEGIES TO BETTER ENGAGE WITH AUTISTIC
PEOPLE AND THEIR CAREGIVERS

Introduction to Autism

**The Autism
Project: First
Responder
Training Series**



Supporting an Autistic Person During a Traffic Stop

**The Autism
Project: First
Responder
Training Series**



Supporting an Autistic Person During an Emergency

**The Autism
Project: First
Responder
Training Series**



Self-Advocate and Family Insights

**The Autism Project:
First Responder
Training Series**



ROLL CALL VIDEOS were created to inform public safety personnel on strategies to better engage with autistic people and their caregivers during emergencies that are often stressful for all.

Each video is short and to the point to inform staff during a ROLL CALL or short meeting.

<https://bit.ly/rollcallvideos>



UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF RHODE ISLAND

UNITED STATES OF AMERICA,
Plaintiff,

v.

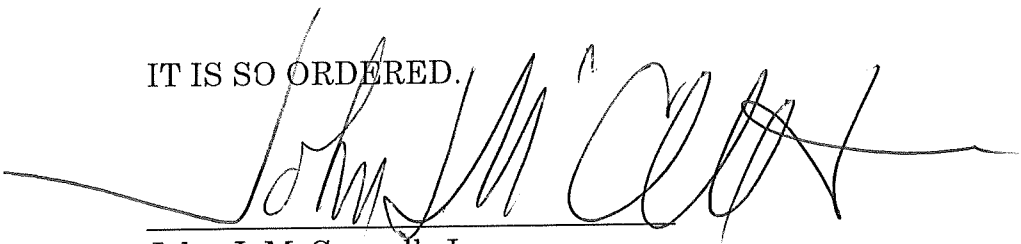
STATE OF RHODE ISLAND,
Defendant.

C.A. No. 13-442-JJM-PAS

ORDER

Upon recommendation of the Court Monitor, after he consulted with all parties, the Court hereby ORDERS the required actions and timelines in the attached document dated November 9, 2022, entitled "Actions to be Completed for the State to be in Substantial Compliance by June 30, 2024."

IT IS SO ORDERED.


John J. McConnell, Jr.
Chief Judge
United States District Court

December 6, 2022

**Actions to be Completed for the State to be in Substantial Compliance By June 30, 2024
December 1, 2022**

The table below is a summary of the essential provisions of the Consent Decree, the July 2020 court order, the October 2021 court-ordered Action Plan, the May 2022 court order and the recommendations from Monitor's Reports that have not been met or are incomplete. The actions specified below will be the basis for monitoring and State accountability.

As has been repeatedly discussed during the past three years, substantial compliance will be assessed at four levels.

- **Statewide Systemic Changes** – criterion: 100% of required administrative, procedural, fiscal changes will be fully implemented by July 1, 2023. State will present clear documentation of implementation.
- **Service Provision** – criterion: adult provider organizations have plans for implementing innovative practices to scale; school districts have plans for increasing the number of youth in transition who are employed and have community connections before exiting school; individuals who self-direct will have increase access to information and employment and community supports.
- **Benchmark Data** – criterion: progressive increase in supported employment placements (State Quarterly Report); progressive increase in point-in-time employment rates, hours worked, wages, diversity of job types (Sherlock Employment and Day Activity Survey Semi-Annual Consent Decree Report); progressive increases in integrated community activity, hours in community and range of activities (Sherlock Employment and Day Activity Survey Semi-Annual Consent Decree Report); progressive increases in number of transition youth who are employed and have community connections prior to school exit (data collected by RIDE from school districts); progressive decrease in staff vacancy and turnover rates (Staff Stability Survey).
- **Changes in Individual Lives** – criterion: two-thirds of random sample of individuals will report a community-based life, achievement of personal goals and satisfaction (independent interviews).

Current Status Sources for Table Below:

- State Quarterly Consent Decree Report – 10/31/2022
- Sherlock Employment and Day Activity Survey – 8/2022
- Monitor's Report – 8/2022
- Staff Stability Survey, Reporting Period January-July, 2022.

Consent Decree Benchmarks	Current Status	Required Actions (<i>and source</i>)	Completion Date
<p>Supported Employment Placements. 100% of Youth Exit Population, 700 individuals in the Sheltered Workshop Population (83% of population in 2014), 950 individuals in the Day Population (50% of population in 2014) will have supported employment placements by January, 2024. (<i>Consent Decree, Section IV</i>)</p> <p>Supported Employment Placement is defined as at or above minimum wage, maximum hours that match the individual, interaction with others, same opportunities as other employees. (<i>Consent Decree, Section V D</i>).</p> <p>Current Employment. All individuals receiving a supported employment placement will work, as “determined by a point in time survey”, an average of 20 hours per week. (<i>Consent Decree, Section V J-K</i>),</p>	289 placements (10/31/2022) for Youth Exit Population – 70% of current population.	Substantially meet the Consent Decree benchmarks for Supported Employment placements and individuals currently employed.	June, 2024
	263 placements (10/31/2022) for Sheltered Workshop Population – 44% of current population.	Substantially meet the Consent Decree benchmarks for hourly wage and hours worked.	June, 2024
	430 placements (10/31/2022) for Day Population – 33% of current population.	<p>Strategy – Increased Employer Outreach and Support Significantly increase outreach to employers and number of employers with employees from the Consent Decree population. (<i>Monitor Reports – 9/2020; 8/2022</i>). Facilitate implementation of practices described in State 10/31/2022 Report in every provider organization.</p> <p>Expand Workforce Accessibility Grants and Real Jobs RI partnerships (<i>10/31/2022 State Report</i>)</p>	Immediate Continuous
		<p>Strategy – Expand and Fund Innovative Practices Provide targeted employment funding (identified in the FY23 budget) to facilitate employment efforts (<i>Monitor 8/2022 Report</i>).</p>	Immediate Continuous
		Round 2 Transformation Projects (<i>Action Plan; 10/2021</i>) have been the stimulus for innovative service delivery and job development models. Facilitate successful projects going to scale either through new rate structure or through continuation funding. (<i>Monitor Reports – 11/2021; 8/2022</i>).	December 1, 2022
	76 individuals in the Youth Exit population (18% of the current population) are employed at an average wage of \$13.37 for an average of 11,28 hours per week.	Distribute technology funds efficiently. (<i>Action Plan 10/2021; Monitor Reports – 11/2021, 8, 2022</i>)	July, 2023
	94 individuals in the Sheltered Workshop population (16% of the current population) are employed at an average hourly wage of \$13.19 for an		Immediate Continuous

<p>Job Search. State shall implement a "...job search process for each individual eligible for a supported employment placement...begins with 10 days of completion of vocational assessment." (<i>Consent Decree, Section VII 9</i>)</p>	<p>average of 11 hours per week.</p> <p>177 individuals in the Day population (14% of the current population) are employed at an average hourly wage of \$13.17 for an average of 8.2 hours per week.</p> <p>197 individuals in the Consent Decree populations who are currently not employed (10% of the current population not employed) are receiving other supported employment services for an average of 5.2 hours per week.</p> <p>69 individuals (3.5% of the not employed population) received job search activities for an average of 1.77 hours per week.</p>	<p>Strategy – Increased Information and Access for Individuals who Self-Direct</p> <p>Provide information re: employment and integrated community activity to individuals who self-direct through implementation of the Self-Direct RFP grantees. (<i>Action Plan, 10/2021; Monitor Reports – 11/2020. 8/2022</i>).</p>	<p>December, 2022 Continuous</p>
<p>Address 16 Administrative Barriers (<i>July, 2020 Court Order</i>)</p>	<p>In response to 7/2020 court order, five work groups made a series of recommendations for removing administrative barriers. Some have been implemented. The items in</p>	<p>Alternatives to the 16 issues listed in the July, 2020 court order will be fully implemented and funded.</p> <p>Simplify the application process. Recognizing that each state/federal agency requires different information, develop an application process and data set that eliminates duplication and decreases the number of different applications individuals need to complete.</p>	<p>July, 2023</p> <p>July, 2023</p>

	the next column are still incomplete.	<p>Develop the process by March 31, 2023 and fully implement the revised application process by July 1, 2023. (7/2020 Court Order and <i>Monitor's Report – August, 2022</i>)</p> <p>Develop and implement the revised process for assessing individual needs, developing individualized budget allocations, independent facilitation of person-centered plans. (<i>Monitor's Report – August, 2022 and Monitor's Review of Rate Recommendations – 10/2022</i>)</p> <p>The Assessment process (i.e., the mechanics of determining need levels and budgets) should consist of three components:</p> <ul style="list-style-type: none"> • If the SIS-A continues to be the base, the re-norming of the SIS provides an opportunity to change the algorithm. The Court has also directed that the State explore alternatives to using the SIS as the base before the end of the Consent Decree – now might be the time. • The supplemental questions triggered by the medical and/or behavioral sections of the SIS-A should provide the basis for additional funding without the need for appeals or additional documentation. • There needs to be a third component that consists of a supplemental questionnaire (currently drafted) and/or other pertinent information that allows individuals to identify unique needs and costs they may have. This will allow individuals/families to identify needs and costs above and beyond the SIS base and the supplemental questions. <p>Individual budgets should have at least two components:</p> <ul style="list-style-type: none"> • The core budget package – i.e., those supports/amounts that are established through SIS/supplemental questions (residential, community 	<p>July, 2023</p> <p>July, 2023</p> <p>July, 2023</p>
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		<p>activity – staffing costs, administration), supports brokerage (i.e., conflict-free case management) and....</p> <ul style="list-style-type: none"> • Those supports/amounts that are supplemental and/or unique to individuals – employment supports, additional transportation needs and costs, professional services. <p>For purposes of the Consent Decree, supports facilitation/brokerage and employment supports should be mandatory.</p> <p>For many individuals and families the crux of person-centeredness is the conflict-free case management (or supports facilitation) process. The components to this process (in sequence) are:</p> <ul style="list-style-type: none"> • Complete first two steps of assessment process – re-normed SIS and supplemental questions • Selection of supports conflict-free case manager/facilitator/broker – there should be a separate budget code for this that adequately compensates for initial assessments, plan development, final stages of budget development, quarterly review/monitoring, administrative tasks (data, report writing, et al) • Plan Development with supports facilitation • Third component of assessment process • Finalized individual budget • Allocation and implementation • Quarterly or semi-annual review of outcomes. <p>Methodology for measuring individual outcomes will be developed and implemented as a component of the annual review.</p> <p>Provide information to all service recipients re: implementation of annual budget allocations.</p>	<p>Model complete January 1, 2023</p> <p>Field Test Spring, 2023</p> <p>Full Implementation July 1, 2023</p> <p>July, 2023</p> <p>January, 2023</p>
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<p>Integrated Day (i.e. Community) Supports will be provided for the time in a 40 hour week not spent in work. (<i>Consent Decree, Section VI B</i>)</p>	<p>173 Individuals in the Youth Exit population (42% of the current population) participate in integrated community activities.</p> <p>388 Individuals in the Sheltered Workshop population (65% of the current population) participate in integrated community activities.</p> <p>872 Individuals in the Day Activities population (67% of the current population) participate in integrated community activities.</p>	<p>Increased access to integrated community activities to align with intent of Consent Decree benchmarks.</p> <p>Strategy – Implementation of conflict-free case management, individualized budget allocations and comprehensive person-centered planning. (<i>described above</i>)</p> <p>Strategy – Expand and Fund Innovative Practices Round 2 Transformation Projects (<i>Action Plan; 10/2021</i>) have been the stimulus for innovative service delivery models for both employment and integrated community activities. Facilitate successful projects going to scale either through new rate structure or through continuation funding. (<i>Monitor Reports – 11/2021; 8/2022</i>).</p> <p>Distribute technology funds efficiently. (<i>Action Plan 10/2021; Monitor Reports – 11/2021, 8, 2022</i>)</p>	<p>June, 2024</p> <p>See administrative timeline above</p> <p>July, 2023</p> <p>Immediate Continuous</p>

	13.6 average weekly hours of integrated community activity.	<p>Strategy – Increased Information and Access for Individuals who Self-Direct Provide information re: employment and integrated community activity to individuals who self-direct through implementation of the Self-Direct RFP grantees. (<i>Action Plan, 10/2021; Monitor Reports – 11/2020. 8/2022</i>).</p> <p>Strategy – through the rate review process and/or other strategies, increase the variety of transportation options and the number of allocated trips. (<i>Action Plan, 10/2021; Monitor Reports – 11/2020. 8/2022</i>).</p>	<p>December, 2022 Continuous</p> <p>July, 2023</p>
Career Development Plans for all individuals in the Consent Decree populations. (<i>Consent Decree, Section VII</i>)	100% of Consent Decree Class have active Career Development Plans.	Revise Career Development Plan to guide individuals from discovery to targeted work trials to job search and job development. (<i>Monitor Report – August, 2022</i>)	July, 2023
<p>All Youth in Transition will have a “person-centered career development plan”. (<i>Consent Decree, Section VIII 7</i>)</p> <p>All Youth in Transition will have “opportunity to experience one or more vocational assessments in integrated settings” (<i>Consent Decree, Section VIII 5</i>)</p> <p>All Youth in Transition will have two trial work experiences, approximately 60 days in duration. (<i>Consent Decree, Section VIII 6</i>)</p>	<p>100% of Youth in Transition have Career Development Plans.</p> <p>RIDE sample of students reports that 58% of students have participated in at least one short term experience, 67% have participated in at least one long term experience, 45% participated in two or more experiences and 9% had a paid work experience.</p> <p>Monitor’s visits to high schools and review of Career Development Plans</p>	<p>Revise Career Development Plan to guide individuals from discovery to targeted work trials to job search and job development. (<i>Monitor Report – August, 2022</i>)</p> <p>Refocus career planning and placements to developing paid employment while still in school with the goal of each student having a paid job before exiting school. (<i>Monitor Report – August, 2022</i>)</p> <p>Include community activity in transition planning with the goal of each student having three or four active community connections before exiting school. (<i>Monitor Report – August, 2022</i>)</p> <p>Develop and implement strategies that will increase the capacity of schools to develop employment and community connections. Increase the presence of DDD, ORS and other transition-related agencies in middle and high schools. Increase the number of ORS vendors linked</p>	<p>July, 2023</p> <p>September, 2023 Continuous</p> <p>September, 2023 Continuous</p> <p>January, 2023 Continuous</p>

	documented the high number of work experiences in which students have participated.	<p>to schools to increase the number of students who are employed before school exit. For students found eligible for DD services (eligibility by 17) provide funding and/or other supports/resources to increase community connections before school exit. (<i>Monitor Report – August, 2022</i>)</p> <p>Increase access and use of Career and Technical Education by youth in transition. (<i>Monitor Report – August, 2022</i>). Report the number of transition-aged students participating in CTE.</p> <p>Incentivize adult service providers to become involved with transition planning at least two years prior to school exit. (<i>Monitor Report – August, 2022</i>)</p> <p>In response to family requests, provide every family with a consistent person to talk to and to serve as a guide through the transition process. Provide every school districts with funding for stipends for family mentors. (<i>Monitor Report – August, 2022</i>)</p> <p>Develop and implement strategies to expand peer-to-peer and family-to-family supports.</p> <p>Develop a strategy for increase access of youth in transition to transportation to employment and community activities. (<i>Monitor Report – August, 2022</i>)</p>	<p>July, 2023</p> <p>July, 2023</p> <p>July, 2023</p> <p>July, 2023</p> <p>July, 2023</p>
State will develop and implement “a competency-based and value-based training program” for all Consent Decree related staff. (<i>Consent Decree, Section IX 1</i>)	There are a variety of quality training activities in existence through the Conversion Institute, RIDE, ORS, BHDDH and other sources. There are several strategies in place for	<p>Through the Statewide Workforce Initiative (described below) develop and implement a training hierarchy for direct support staff. (<i>Monitor Report – August, 2022</i>)</p> <p>Participants in PCSEPP 3 have documented the value of training in discovery and customized employment in developing employment for individuals with IDD. Based</p>	<p>January, 2023</p> <p>January, 2023</p>

<p>The State will ensure that all persons involved in the discovery and assessment process, the preparation and implementation of career development plans, and the provision of Supported Employment and Integrated Day Services and Placements for members of the Target Populations receive training specific to providing services and supports to individuals with I/DD. (<i>Consent Decree, Section IX 3</i>)</p>	<p>achieving ACRE certification. The State's 10/31/2022 Quarterly Report summarizes several of these training initiatives.</p>	<p>on this, develop and implement a customized employment training curriculum for all employment staff. (<i>Monitor Report – August, 2022</i>)</p> <p>Provide training to all providers of self-directed services including DSPs and families, at no cost to the trainee participant or individual receiving services, that includes instruction on person-centered planning, as well as the integrated day and employment services offered under the Consent Decree. Provide these trainings live, in-person and virtually, every six months, with up-to-date training documents continuously available online.</p>	<p>January, 2023</p>
<p>The State will develop an outreach, in-reach, and education program that explains the benefits of supported employment, that addresses concerns of families and perceived obstacles to participating in supported employment programs, and that is designed to encourage individuals with I/DD in Rhode Island to seek Supported Employment Services... and participate in other related initiatives. (<i>Consent Decree, Section X 1</i>)</p>	<p>Individuals and families report uncertainty and lack of information about employment first, the Consent Decree, employment and community activity. (<i>Family Survey, Monitor Report 9/2020</i>)</p> <p>Monitor interviews with families of youth in transition indicate that few families have operational plans for post-school life. Most are overwhelmed by the process and report not having sufficient information or support.</p>	<p>In response to family requests, provide every family with a consistent person to talk to and to serve as a guide through the transition process. Provide every school districts with funding for stipends for family mentors. (<i>Monitor Report – August, 2022</i>)</p> <p>Develop and implement a comprehensive communication plan to ensure that individuals and families understand the new administrative processes and employment and community supports. (<i>Monitor Report – August, 2022</i>)</p> <p>Increased Information and Access for Individuals who Self-Direct. Provide information re: employment and integrated community activity to individuals who self-direct through implementation of the Self-Direct RFP grantees. (<i>Action Plan, 10/2021; Monitor Reports – 11/2020. 8/2022</i>)</p> <p>Create an online hub for resources for individuals who self-direct their services and their staff.</p>	<p>March, 2023 Continuous</p> <p>January 1, 2023</p> <p>December, 2022 Continuous</p> <p>January 31, 2023</p>

		<p>Provide outreach, education and support to any individuals in the Consent Decree populations who are in segregated day settings (Adult Day Centers) to ensure that those individuals have access to the services and supports necessary to make informed decisions about Integrated Day and Supported Employment Services.</p> <p>Develop a professional development curriculum for caseworkers and others to ensure consistent understanding, messaging and implementation of the new administrative processes. (Monitor Report – August, 2022)</p>	<p>January 31, 2023</p> <p>January 31, 2023</p>
<p>The State will ensure that it supports and maintains a sufficient capacity to deliver Supported Employment and Integrated Day Services to individuals in the Consent Decree populations. (<i>Consent Decree, Section XI I</i>)</p>	<p>Staff Stability Survey – data collected for January to July 2022 documented</p> <ul style="list-style-type: none"> • An increase of 106 DSPs during that time period; • Turnover rate of 15.8%; • 693 vacancies • Vacancy rate of 20.4%. <p>Self-Direct Workforce Survey had 178 respondents who indicated 213 vacancies. If that number is representative of the complete self-direct populations, there would be close to 1000 vacancies in the self-direct system.</p> <p>Court ordered (10/2021 Action Plan) wages increases have been implemented.</p>	<p>Fully implement the expectations of the Statewide Workforce Initiative (<i>Action Plan – October, 2021; Court Order – 5/3/2022; Monitor Reports – 11/2021 and 8/2022: Monitor Review – 9/1/2022</i>)</p> <ul style="list-style-type: none"> • Redefining the Position to Reflect Community-Based Responsibilities. • Effective Recruitment – Broadening Recruitment Populations and Demographics, Realistic Job Previews, Broad Public Campaigns, Creating Apprenticeships and Pathways for Secondary and Post-Secondary Students and other strategies referenced (in the report). • Training Requirements based on the various core competency sets listed (in the report) and unique needs of the Rhode Island workforce. • Credentialing Aligned with Training Requirements. • Effective Retention Strategies – Strategies that support personal and career growth including facilitating completion of degree programs, exploration of public service loan forgiveness, supporting staff to develop plans to achieve personal career goals. 	<p>Immediate Continuous</p>

	<p>The Statewide Workforce Initiative has begun and has initiated recruitment and planning efforts. The vendor reports September data – 1015 applications to providers (many of whom were on line hits, 85 applications through the ARC initiative, 29 applications through DLT initiatives....and 146 new hires.</p>	<p>Statewide Workforce Initiative will be implemented and coordinated through a Coordinating Council, as defined in Monitor’s Review 9/1/2022.</p> <p>Statewide Workforce Initiative will meet the benchmarks defined in the 5/3/2022 court order and will include ALL partners public and private in development and implementation of workforce initiatives.</p> <p>Explore the possibility of developing a statewide mechanism for providing health benefits to self-direct support staff. (<i>Monitor Report – August, 2022</i>)</p> <p>Provide competency training for individuals in the Consent Decree populations who self-direct their services and, if applicable, their primary caregivers and guardians, at no cost to the member or caregivers.</p>	<p>Immediate Continuous</p> <p>July, 2023</p> <p>January 31, 2023</p>
<p>The State shall timely fund the services and supports necessary to comply with this Consent Decree. (<i>Consent Decree, Section XIV 3</i>)</p>	<p>Court ordered wage increases have been implemented.</p> <p>Transformation funds ordered in the 10/2021 Action Plan have been awarded.</p> <p>Technology funds and Self-Direct funds ordered in the 10/21 Action Plan are in process.</p>	<p>Implementation and funding of Rate Review recommendations. FY2024 budget request should include adequate funding for rate review recommendations and all other administrative and programmatic initiatives. (<i>Action Plan – October, 2021 Monitor Report – August, 2022</i>)</p> <p>Develop and disseminate a guide that provide guidance re: braiding of funding from ORS, BHDDH, DLT and any other source to increase employment and community outcomes. (<i>Monitor Report – August, 2022</i>)</p> <p>Identify alternate and additional sources of state of public and/or private funding that could support the goals of the Consent Decree. Develop a document that describes how these funding sources can be braided to support the various functions of the Consent Decree.</p>	<p>July, 2023</p> <p>January, 2023</p> <p>July, 2023</p>

		Develop and disseminate a guide for members of the Consent Decree population that describes these additional sources of funding, their purposes, how they can be accessed and used to support the goals of individual person-centered plans. (<i>Monitor Reports – November, 2021 and August, 2022</i>)	
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