

ANCOR



2016 ANNUAL CONFERENCE

GET SMART! GET INSPIRED! GET IT DONE!

MAY 1-3, 2016 ● CHICAGO MARRIOTT DOWNTOWN



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VISIT
THE EXHIBIT
EXPO
MAY 1-2

DSP
LEADERSHIP
ACADEMY
MAY 1-3

WELCOME TO CHICAGO! IT'S OUR KIND OF TOWN!

FOR THOSE OF YOU ATTENDING THE DSP LEADERSHIP ACADEMY, welcome to *two full days* of tools, training, professional development, networking, and powerful sessions that will challenge you to think deeper about your work and prepare you to be leaders in your organizations. We hope you'll embrace this opportunity to enhance your knowledge and skills, meet colleagues from across the country and gain insight and inspiration from those who share your passion in your work.

NOTE: By participating in the 2016 ANCOR Annual Conference *Get Smart! Get Inspired! Get It Done!* and the *DSP Leadership Academy*, you are authorizing employees and agents of ANCOR to use your name, photograph, voice or other likeness for purposes related to the mission of ANCOR, including but not limited to publicity, marketing, websites, other electronic forms or media and promotion of ANCOR and its various programs.

This year, we've stationed our conference in the midst of our members – so many of you hail from the Midwest, we decided to come and spend the early days of spring with you in your time zone. So, a huge thank you to our Illinois state association IARF for being such good hosts – you'll see sessions on effective advocacy and the *Ligas* case and its implications for ICFs led by IARF staff and consultants among our offerings.

We also want to thank our exhibitors as well as the sponsors whose generosity helps to bring the amazing lineup of 2016 plenary speakers to you: award-winning journalist Dan Barry! The Honorable Tony Coelho! Dr. Peter Blanck! Frank Pastizzo! Thank you Dungarvin, FREE, Keystone Human Services, Mosaic and VOA! And of course, a huge thank you to Relias, our Platinum partner, who has underwritten our DSP Recognition Awards for the 2nd year in a row.

You'll recognize some names in this year's conference schedule – we've brought back several highly-rated favorites like Tom Pomeranz and Allan Bergman to help us *Get Smart! Get Inspired! Get It Done!* We've also recruited some folks you may not have seen before, at least not in their new roles.

We're so glad you're here with us this week. We have just one request: ask the hard questions – of our speakers, your colleagues, yourselves – what will it take to support people with intellectual and developmental disabilities to fully participate in their communities and how can we get there? Together.

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LEADERSHIP MEETINGS

April 29

O'Hare/10th floor 1:30 pm - 5:30pm ANCOR Foundation Board Meeting

April 30

Avenue Ballroom/4th floor 9:30am - 12:00pm Government Relations Committee Meeting
O'Hare/10th floor 12:30pm - 6:00 pm Board of Directors Meeting

May 1

O'Hare/10th floor 8:00am - 10:00am Board of Directors Meeting (continued)
Denver/5th floor 10:30am - 12:00pm Board of Representatives
O'Hare/10th floor 1:00pm - 4:00pm State Association Executives Meeting

May 2

TBA 11:45am - 1:00pm ANCOR Leadership Development Committee Lunch Meeting

Our sincere appreciation to the ANCOR Professional and Organizational Development (POD) committee for their assistance in planning the 2016 Conference, with special thanks to co-chairs, Jennifer May and Mayra Ramos, and Tyler Burke from the ANCOR Foundation. Also to the following POD members: Jim Aberg, Katie Arnold, Bonnie-Jean Brooks, Craig Cloud, Scott DeLong, Meg Dexter, Tom Fish, Peg Gould, Diana Hernandez, Mark Keeley, Peter Kowalski, Lori Kress, Heidi Mansir, John Rose, Barry Simon, Tony Thomas, Larry Weishaar

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A life of possibilities for people with intellectual disabilities.

CONFERENCE TRACKS

- **GET SMART!** Presentations will focus on the latest updates and upcoming changes to legislation and regulations
- **GET INSPIRED!** Presentations will focus on new approaches and pilot programs to demonstrate possible new ways of tackling old problems
- **GET IT DONE!** Presentations will highlight models, approaches, and programs that have a proven track record of success and can be replicated by sharing best practices, toolkits, and other tips / tricks that conference attendees can take home for implementation

SUGGESTED KNOWLEDGE LEVEL FOR EACH SESSION:

Foundational:

Presentation is suitable for audience members with cursory or no prior exposure to the topic. Presentation will provide overview and offer resources for further examination of the subject matter.

Intermediate:

Presentation is suitable for audience members with firm understanding of the big picture. Presentation will offer details to expose complexities for consideration.

Expert:

Presentation is suitable for audience members who have extensive understanding of the topic (e.g., through years of direct practical application or in-depth study of the subject matter). Presentation is highly technical and/or complex, and designed to drill down into specifics and nuances of the subject matter.

*Tweeting from the Conference?
Don't forget to add #ANCOR2016 to your posts.*

9:00am – 6:30pm

Chicago Ballroom Foyer/5th floor
Registration

8:00am – 12:00pm *Addison/4th floor*

ANCOR-ODEP Virtual Provider Transformation Technical Assistance (TA) Series

(Limited to pre-registered series participants)

1:00pm – 4:00pm *Clark/4th floor*

Pre-Conference #1

(pre-registration required, \$125 registration fee, space is limited)

Responding to the Department of Labor Overtime Exemption Threshold Rule

John Gilliland, II, Senior Counsel, Gilliland, Maguire, and Harper, PC

Eileen Maguire, Gilliland, Maguire, and Harper, PC

Katherine Berland, Director of Public Policy, ANCOR

As the current administration wraps up, the Department of Labor has issued several significant regulations and guidance, including the proposed rule that seeks to more than double the threshold for overtime exemptions available for front-line supervisors and other employees of provider agencies. The clock is ticking for providers to assess the impact and make changes to comply, and the rule is expected as early as the spring of 2016!

Join this informative session that will bring together

top wage and hour experts to provide a comprehensive overview of current law, proposed changes, their impact, as well as put them in the broader context of other significant guidance on joint employment, independent contractors, and the home care rule. Additionally, session participants will do a deep dive into the work that ANCOR has spearheaded on the S.O.S. (Save Our Services): Funding the Future of Disability Services Campaign, and take away tools to use to advocate for the long-term funding of disability supports.

1:00pm – 4:00pm *Addison/4th floor*

Pre-Conference #2

(pre-registration required, \$125 registration fee, space is limited)

First Provider Transformation -- Getting Ahead of the Curve

Rachel Pollock, COO, Job Path Inc.

Sara Genevieve "Genni" Sasnett, Consultant, Institute for Community Inclusion (ICI) at the University of Massachusetts Boston

Dale Verstegen, Senior Research Associate, TransCen, Inc.

Moderator: Richard Davis, Policy Advisor, Office of Disability Employment Policy (ODEP), U.S. Department of Labor

In light of recent developments in Federal public policy and the civil rights legal framework opportunity we are in, provider transformation is a critical element in systems-change. For organizations interested in diversifying their services to provide expanded

community-based options for individuals with significant disabilities, this session is for you! Come learn about investments of the Office of Disability Employment Policy to provide community rehabilitation providers access to high-quality technical assistance, training and ongoing coaching from executives who understand the level of complexity involved and effective strategies for model conversion from facility-based work or day habilitation centers.

The pre-conference session is intended to provide highly interactive technical assistance and informational resources to ANCOR members who are looking to accelerate their own organization's transformation efforts, and offer strategies for how providers can engage in productive ways with state-led Employment First initiatives and implementation of various recent Federal policy regulations.

The presentation will include an overview of recent developments in Federal policy, trends in state Employment First initiatives, and ODEP's Employment First State Leadership Mentoring Program (EFSLMP) will be shared. Then, the majority of the session will involve a highly-interactive, hands-on coaching session and breakout discussions with three national subject matter experts in the area of provider transformation. Participants will learn about new strategies related to funding diversification; organizational mapping and benchmarking; mission alignment and executive/leadership development; staff modeling, professional development in effective practices, and incentives; forecasting, budget modeling, and performance measurement. After discussing some key strategies for each of these areas of provider transformation, the subject matter experts will facilitate an interactive group exercise led by provider leaders who have received technical assistance under the EFSLMP or who are providing TA to other providers under EFSLMP to ignite organizational change.

1:00pm – 4:00pm Belmont/4th floor **Pre-Conference #3**

(pre-registration required, \$125 registration fee. However, if emerging leader, free. Space is limited)

ANCOR Foundation Renee Pietrangelo Leadership Forum: Leadership Strategies - Shifting the Paradigm

Thomas E. Pomeranz, Ed.D., President and CEO,
Universal LifeStiles, LLC

Sponsored by:



People tend to resist management but are inspired by leadership. Thus, the ability of managers to minimize the use of positional authority and exercise personal power to create unity and solidify collegial relationships is critical.

Back by popular demand, with an extended time slot, Tom Pomeranz will focus on the critical need for agency leaders to utilize their skills of personal power to facilitate the major changes that provider agencies are facing in light of today's regulatory climate, technological advances, and cultural shifts. He will detail specific suggestions regarding how managers/supervisors and clinicians can enhance their personal power and increase their effectiveness in implementing change.

If you lead an organization, or hope to, there is no better time for this session. Attendees will walk away with better understanding of: the qualities of a good leader; how change can help one achieve goals; and how to recognize conflict, resolve it and work as a member of a team.

3:30pm – 4:30pm **Chicago Ballroom E/5th floor** **Exhibits Open**

Exhibits are open Sunday and Monday. Don't miss your chance to meet with this terrific lineup of vendors offering products and services that your agency needs!

4:30pm – 5:00pm

Chicago Ballroom A-D/5th floor



Welcome and State of ANCOR Address

Chris Sparks, President, ANCOR

ANCOR Board President Chris Sparks welcomes attendees and offers an overview of ANCOR happenings, including the National S.O.S. Campaign: Funding the Future of Disability Services and ANCOR's Strategic Priorities for 2016-2018.

Sports Writing. He has twice been a finalist for the Pulitzer Prize, and was part of an investigative team for the *Providence Journal* that won the Pulitzer in 1994.

Sponsored by: **Dungarvin, FREE, Keystone Human Services Mosaic, VOA**

6:00pm – 6:30pm

Chicago Ballroom A-D/5th floor

ANCOR Foundation: Legacy Leader Awards

Chris Stevenson, President, ANCOR Foundation

Bonnie-Jean Brooks, Director, ANCOR Foundation



The ANCOR Foundation Legacy Leaders Circle recognizes the accomplishments of ANCOR members who made significant contributions to ANCOR during his/her tenure as a member. The program also raises funds to support the Foundation's Leadership recognition and development activities to build the capacity to train and develop future and current leaders. Join us as the 2016 members are inducted to the Legacy Leaders Circle. This year's honorees are Regis Champ, Maureen Corcoran, Tim Kral, Marty Lampner, Dan Rosen, Karin Stockwell and Janet Stover.

6:30pm – 7:30pm

Chicago Ballroom E/5th Floor

Welcome Reception with Exhibitors

Sponsored in part by:



This is a great chance to mingle with exhibitors and other conference attendees.

***Tweeting from the Conference?**
Don't forget to add #ANCOR2016
to your posts.*



5:00pm – 6:00pm

Chicago Ballroom A-D/5th floor

Keynote

Dan Barry, National Columnist and Reporter for *The New York Times*

Dan Barry is a national columnist and reporter for *The New York Times* and the author of four

books, including the forthcoming ***The Boys in the Bunkhouse: Servitude and Salvation in the Heartland***. Set to be released in May 2016, the book tells the story of dozens of men with intellectual disabilities who spent decades working at an Iowa turkey-processing plant, living in an old schoolhouse, and enduring exploitation and abuse — before finding justice and achieving freedom.

Barry is currently the "This Land" columnist for the *Times*, and has reported extensively on many topics, including the World Trade Center disaster and its aftermath and the damage to the Gulf Coast in the wake of Hurricane Katrina. He has also been the City Hall bureau chief, the Long Island bureau chief, a sportswriter, a general assignment reporter, and, for three years, the "About New York" columnist — all for the *Times*.

Barry has also written *Pull Me Up: A Memoir*, *City Lights: Stories About New York*, a collection of his "About New York" columns; and *Bottom of the 33rd: Hope, Redemption, and Baseball's Longest Game*, which received the 2012 PEN/ESPN Award for Literary

7:30am – 5:30pm

Chicago Ballroom Foyer/5th floor
Registration

8:00am – 9:00am

Chicago Ballroom E/5th floor
Continental Breakfast with Exhibitors

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9:00am – 9:30am

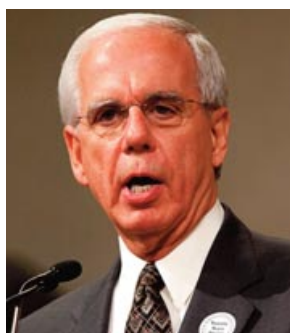
Chicago Ballroom A-D/5th floor
ANCOR Today – Stronger Than Ever
Barbara Merrill, CEO, ANCOR



Just as your organization is changing and evolving in preparation for the future, your national association is as well. Join ANCOR CEO Barbara Merrill to hear how ANCOR is uniquely positioned to continue to shape the future of services and supports for the people we serve.

9:30am – 10:15am

Chicago Ballroom A-D/5th floor
Keynote
The Honorable Tony Coelho



Former Congressman and Majority Whip Tony Coelho is renowned for being the primary sponsor of the Americans with Disabilities Act. In recent years, he led the U.S. ratification of the international disability treaty, the Convention on the Rights of Persons with Disabilities.

Following his time in Congress, Coelho led major disability boards, including the American Association of People with Disabilities, Epilepsy Foundation, and the United States International Council on Disabilities. Coelho continues to be an integral part of disability policy in Washington, DC and plays a major role in presidential campaigns ensuring that disability services and policy are a key part of future administrations.

Sponsored by: **Dungarvin, FREE, Keystone Human Services, Mosaic, VOA**

10:15am – 10:45am

Chicago Ballroom E/5th floor
Networking Break with Exhibitors
Sponsored by:



10:45am – 11:45am

Chicago Ballroom A-D/5th floor
HCBS Plenary
Michael Nardone, Director, Disabled and Elderly Health Programs Group, CMS

Michael Nardone recently joined the Centers for Medicare and Medicaid Services (CMS) as their Director for the Disabled and Elderly Health Program Group. In this capacity, he will drive policy from within CMS for disability service providers, including the implementation of the HCBS rule as it enters its third year of transition. Director Nardone will share the latest updates on CMS implementation of the rule, what providers can be doing now, and key goals for the Disabled and Elderly Health Program Group before the Obama Administration comes to a close.

11:45am – 1:00pm

Lunch – on your own

8:15am – 8:45am, Denver/5th Floor, Morning Meet-and-Greet

For first-time attendees, grab breakfast then join some conference veterans to get a jumpstart on your networking; tips on navigating the conference (e.g., exhibit hall, conference app); or find out about informal networking opportunities (e.g., dinner groups).

BREAKOUT SESSIONS

1:00pm – 2:00pm

Chicago Ballroom A-D/5th floor

Medicaid Power Panel

Suzanne Scrutton, Partner, VORYS and Vice Chair of Publications, American Health Lawyers

Dan Berland, Director of Federal Policy, National Association of Directors of Developmental Services

Rodney L. Whitlock, PhD, Vice President, Health Policy, ML Strategies, LLC

Are you curious about how Medicaid is functioning in other states? Are there successful pilots that are making their way to you? What will the Medicaid program look like in 10 years? Join the discussion with experts from the Medicaid Power Panel to find out more.

The Medicaid program is constantly evolving both at the state and federal level. Join legal, state, and federal experts to discuss what changes are coming down the pike, how states are handling present changes, and thoughts about what the program will look like in the future. Panelists will also share how policies geared towards access to community services have impacted Medicaid law and how to use this information in your state to ensure individuals are getting access to quality community services. Don't miss out on the power of the Medicaid power panel!

Conference Track: Get Smart!

Suggested Knowledge Level: Intermediate

1:00pm – 2:00pm *Clark/4th floor*

Litigation in the Land of Lincoln: Implications for ICF-ID Services Nationwide?

Josh Evans, VP of Public Policy, Illinois Association of Rehabilitation Facilities

Roxolana Kozyckyj, Policy Analyst, Illinois Association of Rehabilitation Facilities

After an unusually turbulent legal process (and that's a high bar!), five years ago a federal court approved a consent decree that required the state of Illinois to assess and offer every person receiving services in an

ICF-ID to be offered a waiver slot in the community. Join Josh Evans, VP of Public Policy, and Roxolana Kozyckyj, Policy Analyst, Illinois Association of Rehabilitation Facilities, for an insider's perspective on why the Ligas case at one point was even "decertified" as a class action suit, what the parties and intervenors eventually agreed to, and how the decree has impacted services. Given recent whisperings of ICF-ID litigation in at least one other state, the lessons learned from the Illinois case are particularly relevant.

Conference Track: Get Smart!

Suggested Knowledge Level: Intermediate

1:00pm – 2:00pm *Addison/4th floor*

The Power of Collaboration to Build Quality and Sustain a Skilled Workforce

Peg Gould, Director of Special Projects, UCP of NYC and The VISIONS Center for Creative Management

Evelyn Alvarez-Richards, Vice President, HeartShare Human Services

Working together, four organizations built and achieved accreditation for a training series that focuses on quality outcomes. The trainings enable direct support supervisors to train and mentor their Direct Support Professional (DSP) staff with the aim of enhancing quality outcomes for individuals. The series is based on national core competencies and incorporates CQL and CMS quality standards. The Collaborative, which earned a 2015 Moving Mountains award for its ground-breaking work, includes opportunities for emerging leaders to devise quality innovations and to interact with decision makers to build long term capacity for the agencies.

The learning objectives of this session are to share how a powerful collaboration can be formed; share the importance of developing direct support supervisors as a component of developing and training quality DSPs; and offer ideas of how to develop emerging leaders for your organization.

Conference Track: Get Inspired!

Suggested Knowledge Level: Intermediate

1:00pm – 2:00pm *Denver/5th floor*
Grassroots 2.0: Recruiting Advocates and Maximizing Local Impact

Mike Grady, Owner/Principal – Strategic Advocacy Group

Not-for-profit organizations have numerous tools at their disposal to affect policy. Accessing and developing those tools takes organization and collaboration. Grassroots 2.0 aims to help attendees identify and develop these tools, maximize collaboration, and establish a systemized and structured (top down and bottom up) statewide advocacy approach that incorporates both traditional (e.g., executives, staff, individuals and families) and non-traditional partners (e.g., schools, faith based groups and small businesses).

This session, brought to you by IARF, will share how to maximize local media resources to enhance their grassroots advocacy; acquire the skills necessary to engage new community members to join their grassroots networks; and become familiar with the electoral process and the ways in which elected officials can be held accountable.

Conference Track: Get it Done!

Suggested Knowledge Level: Intermediate

1:00pm – 2:00pm *Los Angeles/5th floor*
Using Outcome-Based Data for Improving Service Quality and Monitoring

Mary Kay Rizzolo, President & CEO, The Council on Quality and Leadership (CQL)

Trina Sieling, Director of Staff Development, Trinity

In its latest iteration, the Personal Outcome Measures (POMs)® is broken out into three primary categories: My Self, My World, and My Dreams. Under these three categories are a total of 21 indicators linked to key personalized outcomes for individuals with I/DD accessing publically-funded services and supports. Although quality and outcomes are highly individualized, the POM has established an interview tool and protocol that has been found to be a valid and reliable way to measure achieved outcomes.

The purpose of this presentation is to introduce the audience to the POMs tool, review the past 20 years

of POMs data, offer insights into potential changes over that time period, and introduce new data to identify relationships between outcomes and key demographic information such as decision-making authority, residential placement, funding type, etc. The presentation will also highlight the personal outcomes screening tool (POST) and give examples of how outcomes data can promote systems change at the provider level.

Conference Track: Get It Done!

Suggested Knowledge Level: Foundational

2:00pm – 2:30pm

Chicago Ballroom E/5th floor

Networking Break with Exhibitors

Sponsored by:



2:30pm – 3:30pm

Chicago Ballroom A-D/5th floor

House of Rates: Getting to Know Rate Setting Inside Out

Stephen Pawlowski, Vice President ,
Burns & Associates, Inc.

Shane Spotts, Principal, Health Management Associates

Moderator: Ken Lovan, Senior Vice President
of Government Relations, ResCare

These days, it seems like solutions to how to improve our sector all point to rate setting and how providers are reimbursed for the quality services they strive to provide. ANCOR has committed as one of its top priorities in 2016 to spotlight how payer utilization of service assessment tools for resource allocation is impacting services and sharing positive strategies to improve existing practices. This panel continues ANCOR's commitment to real conversations and solutions around rate setting methodologies, tools, and practices. Top advisors from consultant firms Health Management Associates and Burns & Associates will share how they interface with states on rate setting models and give insight into these complex partnerships.

Conference Track: Get Smart!

Suggested Knowledge Level: Expert

2:30pm – 3:30pm Addison/4th floor **Shared Living: Operational and Legal Considerations**

Bob Baker, Vice President of Operations, Keystone Human Services

Dave Toeniskoetter, President and CEO, Dungarvin, Inc.

Back by popular demand! ANCOR members walk participants through the legal and practical ramifications and considerations in developing, maintaining and growing shared living opportunities for people with intellectual and developmental disabilities and autism.

Conference Track: Get It Done!

Suggested Knowledge Level: Intermediate

2:30pm – 3:30pm Los Angeles/5th floor **Transitioning from Sheltered Workshops: The Elephant in the Room, “Culture Change”**

Allan I. Bergman, CEO, HIGH IMPACT Mission-based Consulting & Training

Many states are exploring ways to close the front door to sheltered workshops and sub-minimum wage as the HCBS Settings rule, the Workforce Innovation and Opportunity Act (WIOA) and Olmstead settlements require systems change. You and your board of directors are developing strategic plans for community integrated services and supports; however, you will not succeed without managing these significant transitions for each of your employees during a time of high stress and ambiguity. In this session, Allan Bergman will provide a framework for managing the transitions successfully.

Participants will be able to learn the concerns of your staff in systems change strategy; create an environment that appreciates anxiety, fear and ambiguity; recognize the symptoms of a culture that is resisting the change; and develop proactive strategies to address the concerns. You will also recognize the stages of the “culture change” process and admit

that you do not have all of the answers. Many more useful hints to develop an organizational transition plan with adequate resources to support it will be discussed.

Conference Track: Get It Done!

Suggested Knowledge Level: Expert

2:30pm – 3:30pm Clark/4th floor **Keep Calm and Manage Care On!**

Shelly Chandler, Executive Director, Iowa Association of Community Providers

Lori Feldkamp, CEO Big Lakes Developmental Center

Richard Hernandez, Director of Government Relations & Business Development, ResCare Residential Services - Central & Southwest Regions

Moderator: Diane McComb, ANCOR Liaison with State Associations

Is your state moving at the speed of light to re-configure the way it funds Medicaid services? Are you primed to respond to changes with agility? Are you a leader in your state’s discussions about the opportunities under the implementation of the Affordable Care Act (ACA)? Are our valued guiding principles for person-centeredness and self-direction at risk in a managed care framework?

Medicaid programs across the country are under attack by state legislatures and Congress. States are compelled to re-design the way they support Medicaid beneficiaries to provide the right services in the amount and duration needed, for the lowest cost -- including supports critical to people with disabilities. This session will provide participants with an understanding of what states are implementing with regard to funding vehicles for long term services and supports for people with disabilities.

Join ANCOR members from Kansas, Iowa, and Texas for a look at what managed long term supports and services look like as they are rolled out in these three states using very different approaches.

Conference Track: Get It Done!

Suggested Knowledge Level: Intermediate

2:30pm – 3:30pm *Denver/5th floor*
**Leveling the Playing Field: Improving
Technology Access and Design for
People with Intellectual Disabilities**

Susan Axelrod, *Founding Chair, Citizens United for Research in Epilepsy and President's Committee for People with Intellectual Disabilities (PCPID) Citizen Member Appointee*

Lisa Pugh, *Public Policy Director, Disability Rights Wisconsin and PCPID Citizen Member Appointee*

Mike Strautmanis, *Vice President of Civic Engagement, The Barack Obama Foundation and PCPID Citizen Member Appointee*

The President's Committee for People with Intellectual Disabilities (PCPID) serves in an advisory capacity to the President of the United States of America and the Secretary of Health and Human Services on matters relating to individuals with intellectual disabilities (ID). In 2015, they offered a report to the President with a two-fold goal: to increase the cognitive accessibility of technology that is part of the fabric of everyday lives and strengthen federal policies to ensure that people with ID have equal access to everyday technology, and to increase the availability, quality, and affordability of cognitive support technologies through policies, practices, development, and research.

Hear directly from members of PCPID about the report, its findings and recommendations, and how they see a new generation of technologies continue to redefine how we all live, grow, and excel.

Conference Track: Get Smart

Suggested Knowledge Level: Foundational

3:30pm – 4:00pm
Chicago Ballroom E/5th floor
Networking Break with Exhibitors
Sponsored by:



4:00pm – 5:00pm
Chicago Ballroom A-D/5th floor
**Conversations at the Edge
of the Envelope**

Join your colleagues for informal, small group discussions to explore some of the provocative issues facing our provider community today. We envision these conversations to be a safe space for exploratory and respectful discourse on hot topics, with a goal of cultivating greater awareness; clarifying ideas and facts; and becoming better-informed on the nuances of each issue. This year's conversations will include:

- 1) DSP Credentialing Program: Do We Do It Before Someone Mandates It For Us?
- 2) Anti-Wandering Devices: Safety v. Privacy?
- 3) Spotlight on TERI's Campus of Life: Segregated or Self-Authored?
- 4) In the Weed: How is Marijuana Legalization Impacting Agency Operations?
- 5) Special Olympics: Empowerment or Segregation?

5:00 – 6:30 pm *Halsted/4th floor*
**ANCOR Foundation
Auction & Reception**



Join the ANCOR Foundation for networking, and fundraising at its auction featuring donated items from colleagues around the country. Proceeds will be used to further the Foundation's goals and initiatives related to leadership development and recognition activities. This won't be a completely 'silent' auction but a fun and lively time!



7:30am – 4:15pm

Chicago Ballroom Foyer/5th floor
Registration

7:30am – 8:00am

Chicago Ballroom Foyer/5th floor
Continental Breakfast

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8:00am – 9:15am

Chicago Ballroom A-D/5th floor
Keynote



Peter Blanck, Ph.D., J.D.; author;
*Chairman of the Burton Blatt
Institute at Syracuse University*

Dr. Blanck has authored many articles and books on the Americans with Disabilities Act (ADA) and related laws. His books include *Disability Civil Rights Law and Policy* and *Race, Ethnicity, and*

Disability: Veterans and Benefits in Post-Civil War America. In his most recent book which he will discuss today, ***eQuality: The Struggle for Web Accessibility by Persons with Cognitive Disabilities*** (Cambridge University Press, 2014), Blanck examines the rights of individuals with cognitive and other disabilities to equal access to web content protected under law. He will contend that a legal right to web accessibility is necessary for people with cognitive and other disabilities to fully partake in the information age.

Blanck is the Chairman of the Burton Blatt Institute (BBI) at Syracuse University, which works to advance economic, civic, and social participation of people with disabilities in a global society. He is also Chairman of the Global Universal Design Commission; President of Raising the Floor USA; and Honorary Professor, Centre for Disability Law & Policy, at the National University of Ireland, Galway. Prior to his appointment at Syracuse, Blanck was Kierscht Professor of Law and director of the Law, Health Policy, and Disability Center at the University of Iowa.

Blanck received a Juris Doctorate from Stanford University and a Ph.D. in Social Psychology from Harvard University. He is a former member of the President's Committee on Employment of People with Disabilities.

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9:15am – 9:30am

Chicago Ballroom A-D/5th floor
ANCOR Foundation Update

Chris Stevenson,

President, ANCOR Foundation



ANCOR Foundation President Chris Stevenson will share highlights from the Foundation—what we've accomplished and what we are planning for the future.

9:30am – 9:45am

Break

9:45am – 11:00am

Chicago Ballroom A-D/5th floor
**Direct Support Professional
Recognition Awards**



We will present the national and state recipients of ANCOR's 2016 *Direct Support Professional Recognition Awards*. Join us in honoring these individuals whose dedication, creativity and generosity have made them the best in their field.

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11:15am – 12:15pm

Chicago Ballroom A-D/5th floor
Lunch (hosted by ANCOR)

Join your colleagues for lunch and networking.

Lunch will also feature a short special announcement and sneak preview of interest to you!

12:30pm – 1:30pm

Chicago Ballroom A-D/5th floor

Health Outcomes Matter: Cutting Through the Rhetoric to Examine Costs, Access and Community Based Health Promotion

Glenn Fujiura, Professor, Institute on Disability and Human Development (IDHD), University of Illinois at Chicago (UIC)

Beth Marks, Research Associate Professor, IDHD, UIC

Tamar Heller, Distinguished Professor, IDHD, UIC

Organizations providing long-term supports and services (LTSS) to people with I/DD have long understood the value of stable housing, employment, and the opportunity to build lasting social connections. At the same time, the correlations between these quality of life measures and good health outcomes are often understated. ANCOR members provide services and supports that are key to achieving successful health-care outcomes, including involvement with managed care and in development and implementation of health promotion programs in their organizations. This expert panel will explore national data on health care access, discuss implications of managed care to health outcomes, and present evidence-based practices in health promotion.

Glenn Fujiura will present national data describing the cost of addressing the poor health outcomes of people with I/DD; where the funding to do so is derived; how healthcare expenses are covered; and how a more synergistic funding approach could benefit people with IDD.

Tamar Heller will discuss lessons learned from an evaluation of managed care and from examination of national experiences in managed care for people with I/DD and their implications for LTSS.

Beth Marks will showcase HealthMatters, an innovative program designed to address the poor health outcomes of people with I/DD that agencies can implement in their communities.

1:30pm – 1:45pm
Break

BREAKOUT SESSIONS

1:45pm – 2:45pm *Los Angeles/5th floor*
**Creating Shared Living Services:
Looking at it from a State Perspective**

Mary Lee Fay, Executive Director, NASDDDS

Mary Lee Fay, Executive Director of NASDDDS will provide an overview of shared living and other “relationship-based” services and report on strategies that states are using to begin or expand these options. Participants will learn about shared living, supported living and supports in the family home and how states are working to begin or increase these service options.

Conference Track: Get Smart!

Suggested Knowledge Level: Foundational

1:45pm – 2:45pm *Denver/5th floor*
**The CMS HCBS Settings Rule:
A Toolkit for Service Providers**

Laura Brackin, President, CEO, Brackin & Associates, LLC

Service providers continue to struggle to understand the impact of the Home and Community-Based (HCBS) Settings Rule on existing models of service delivery. This session will discuss the choice, integration, rights, and person-centered planning components of the rule.

This session will focus on four important components of the rule: (1) the rights of persons to privacy, dignity, respect and freedom from coercion; (2) the need for optimization of individual initiative, autonomy, and independence in making life choices; (3) the criteria that settings are integrated in and support access to the greater community; and (4) the person-centered planning mandate.

Participants will gain insight into how to conduct a policy crosswalk; learn best practices for ensuring choice and community integration; see examples of how individual rights can be unintentionally violated; and learn strategies for supporting the person-centered planning process. Tools and checklists that providers can use to assess program compliance and identify needed changes will be shared.

Conference Track: Get It Done!

Suggested Knowledge Level: Intermediate

1:45pm – 2:45pm *Clark/4th floor* **Moving from a Service-Based to Outcome-Based Approach: Managed Long-Term Care**

Jessie Smathers, NC Innovations Technical Director,
Smoky Mountain Center

Chris Wolf Member Manager/Owner, TIL Consulting

There is a national movement towards a healthcare system that pays for value instead of volume for the Managed Long Term Supports and Services (MLTSS) of the disabled long-term care (LTC) population. The volume-driven Fee-for-Service payment system is being replaced with pay-for-performance and care management initiatives, including performance-based contracting to providers and MCO's. The ability to track and analyze outcomes is critical to the success of these initiatives. Join us to learn more about using basic data analytics to improve outcomes. Speakers include practitioners with years of experience in outcome-based managed care, Medicaid waiver programs, and analytic tools in use today.

Audience will gain a deeper insight into focusing on outcomes in a person-centered model of managed care; shifting from current practices to using outcomes - how it changes staff perspective, actions and care plan goals; and reducing costs through outcome analytics.

Conference Track: Get It Done!
Suggested Knowledge Level: Expert

1:45pm – 2:45pm *Chicago Ballroom A-D/5th floor* **PACE Pilots: An Update**

Peter Fitzgerald, EVP, Policy and Strategy, National PACE Association

Angela King, President and CEO, Volunteers of America of Texas

The Program of All-Inclusive Care for the Elderly (PACE) offers a model for integrating support and care that, through a proposed pilot, could soon be adapted to serve people with intellectual and developmental disabilities. If the pilot's coordination, delivery system and payment models are well designed,

it offers great promise to support independence, enhance quality of life and improved quality of care.

The audience can expect to learn: What is the status of the potential for a PACE pilot to serve people with intellectual and developmental disabilities? How would supports, services and care be delivered and coordinated in the model? How would the pilots support consumer choice and independence? What quality measures are being developed for the pilot? What payment options are being considered for the pilot? What are the next steps for the pilot?

Conference Track: Get Inspired!
Suggested Knowledge Level: Intermediate

2:45pm – 3:00pm **Break**

3:00pm – 4:00pm *Los Angeles/5th floor* **Integrated Quality Management Approach: Make HCBS Rule Work for You!**

Caitlin Bailey, Research Director, National Leadership Consortium on Developmental Disabilities

Dr. Julie Bershadsky, Senior Research Specialist,
Human Services Research Institute

Marian Frattarola-Saulino, CEO, PM Resources

A new and inclusive approach to eliciting, organizing, measuring, analyzing and aligning individual outcomes to organizational practices and to state and national regulations and standards from the perspective of people most affected by measurement.

As a result of attending this session, participants will be able to explain the IQMA process and how it can be facilitated in organizations; and discuss needs, barriers and opportunities for outcome development and measurement. Also ideas about measuring provider level outcomes and approaches to ensure those outcomes are meaningful to people most affected by them, person centered as well as aligned with regulatory requirements will be discussed.

Additionally, audience will have a acquired tools to begin to assess the alignment between their organization's mission, policies, practices, state and federal regulatory requirements (particularly around the

HCBS rule), measurement practices and outcomes to understand the processes and practices that lead to differences between vision/ regulations and outcomes. Audience will have a better understanding of the policies, practices, supports and measurement strategies that not only ensure compliance with state and federal regulations but more importantly meet the wants and needs of people using supports.

Conference Track: Get Inspired!

Suggested Knowledge Level: Intermediate

3:00pm – 4:00pm *Denver/5th floor*
National Core Indicators' (NCI) 2014 Staff Stability Survey: DSP Workforce Stability and Quality

Dorothy Hiersteiner, *Research Associate and NCI Project Coordinator, Human Services Research Institute*

NCI has long provided policy-makers with valid and reliable data that can serve to improve the quality of services and supports. To that end, NCI developed and implemented the new NCI Staff Stability Survey to assess state-by-state DSP workforce staffing levels, stability, wages, benefits and recruitment/retention strategies.



The DSP workforce experiences high rates of instability including high turnover and vacancy rates. The quality of life of individuals with ID/DD in the service system is inextricably linked to the quality and stability of those who are paid to support them. Although some states have taken strides to address the instability of the DSP workforce, there is a lack of reliable, comprehensive data to aid in these efforts. To address this need for data, National Core Indicators developed a Staff Stability Survey to help states collect critical information on the DSP workforce.

This presentation will look at the National Core Indicators Staff Stability Survey 2014, specifically development of the survey tool and how the survey tool works (who is surveyed, what information is collected). Selected results from the 2014 Survey Cycle and how the information can inform policy and program development will also be discussed.

Conference Track: Get Smart!

Suggested Knowledge Level: Intermediate

3:00pm – 4:00pm *Chicago Ballroom A-D/5th floor*
Risk, Regulation and Legal Ramifications: What You Need to Know to Protect Your Mission

John Rose, *Vice-President, SEFCU Insurance Agency*
Chris Lyons, *Senior Director and Counsel, AIM Services, Inc.*

We live in a very litigious society, replete with regulatory oversight particularly in the field of I/DD. Provider organizations are continually challenged with ensuring compliance while pursuing their missions. Mandates sans Coverture continue to burden organizations financially, yet being the chameleons that provider organizations tend to be, they adapt to the ever-changing environment in order to provide quality outcomes for the people that they support.

This session will provide the audience with information and tools they need to ensure that their organization will be able to successfully address potential risk due to operational deficiencies, environmental disasters, regulatory compliance like "reportable incidents" and supporting individual

choice, as well as properly defending potential lawsuits as a result of negligence.

Implementing "The Rule of 7 (Preservation Practices)", organizations will be able to identify and implement measures to improve their organizational effectiveness while mitigating risk potential. Topics of discussion will include elements of Crisis Management, Risk Management, Liability Management, Incident Management and Organizational Management.

Conference Track: Get It Done!

Suggested Knowledge Level: Intermediate

3:00pm – 4:00pm *Clark/4th floor*
**ANCOR Government Relations
Committee Update: What's
Happening in Washington, DC?**

Esmé Grant Grewal, Senior Director of Government Relations, ANCOR

Katherine Berland, Director of Public Policy, ANCOR

Doris Parfaite-Claude, Government Relations Manager, ANCOR

Al Guida, Guide Consulting

This is an open meeting to discuss the priorities, objectives, and achievements of ANCOR's Government

Relations team and Committee as well as look at a comprehensive overview of federal policy priorities, challenges, and opportunities.

Join ANCOR's Government Relations team as well as ANCOR's external federal lobbyist to take a dive into the major federal policies that impact community providers of disability services. This session will provide a fun and helpful review of all of the current issues you need to know direct from Washington, DC in key policy areas like Medicaid, Social Security, housing, and labor. The session's goal is to arm you with the information and strategies you need to continue to provide quality and consistent services to people with disabilities. This session is open to everyone whether or not you are a member of the Government Relations Committee.

Conference Track: Get Smart!

Suggested Knowledge Level: Intermediate

4:00pm – 4:15pm
Chicago Ballroom A-D/5th floor
Closing Session

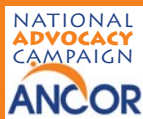
Barbara Merrill, ANCOR CEO

Join ANCOR's CEO for a quick wrap-up!



SUNDAY, MAY 1

DSP LEADERSHIP ACADEMY



Welcome to the ANCOR 2016 DSP Leadership Academy. We are glad you're here! All DSP registrants are invited to the ANCOR Conference *Get Smart! Get Inspired! Get It Done!* events beginning Sunday.

This DSP Leadership Academy schedule was carefully designed to meet your DSP career development needs. We hope you enjoy the amazing line-up of presentations!

9:00am – 6:30pm

Chicago Ballroom Foyer/5th floor

Registration

3:30pm – 4:30pm

Chicago Ballroom E/5th floor

Exhibits Open

Exhibits are open Sunday and Monday. Don't miss your chance to meet with this terrific lineup of vendors offering products and services that your agency needs!

4:30pm – 5:00pm

Chicago Ballroom A-D/5th floor

Welcome and State of ANCOR Address

Chris Sparks, President, ANCOR

ANCOR Board President Chris Sparks welcomes attendees and offers an overview of ANCOR happenings, including the National S.O.S. Campaign: Funding the Future of Disability Services and ANCOR's Strategic Priorities for 2016-2018.

5:00pm – 6:00pm

Chicago Ballroom A-D/5th floor

Keynote

Dan Barry, National Columnist and Reporter for *The New York Times*

Dan Barry is a national columnist and reporter for *The New York Times* and the author of four books, including the forthcoming ***The Boys in the Bunkhouse: Servitude and Salvation in the Heartland***. Set to be released in May 2016, the book tells the story of dozens of men with intellectual disability who spent decades working at an Iowa turkey-processing plant, living in an old schoolhouse, and enduring exploitation and abuse — before finding justice and achieving freedom.

Barry is currently the "This Land" columnist for the *Times*, and has reported extensively on many topics, including the World Trade Center disaster and its aftermath and the damage to the Gulf Coast in the wake of Hurricane Katrina. He has also been the City Hall bureau chief, the Long Island bureau chief, a sportswriter, a general assignment reporter, and, for three years, the "About New York" columnist — all for the *Times*.

Barry has also written *Pull Me Up: A Memoir*, *City Lights: Stories About New York*, a collection of his "About New York" columns; and *Bottom of the 33rd: Hope, Redemption, and Baseball's Longest Game*, which received the 2012 PEN/ESPN Award for Literary Sports Writing. He has twice been a finalist for the Pulitzer Prize, and was part of an investigative team for the *Providence Journal* that won the Pulitzer in 1994.

6:00pm – 6:30pm

Chicago Ballroom A-D/5th floor

ANCOR Foundation:

Legacy Leader Awards

Chris Stevenson, President, ANCOR Foundation

Bonnie-Jean Brooks, Director, ANCOR Foundation

The ANCOR Foundation Legacy Leaders Circle recognizes the accomplishments of ANCOR members who made significant contributions to ANCOR during his/her tenure as a member. The program also raises funds to support the Foundation's Leadership recognition and development activities to build the capacity to train and develop future and current leaders. Join us as the 2016 members are inducted to the Legacy Leaders Circle. This year's honorees are Regis Champ, Maureen Corcoran, Tim Kral, Marty Lampner, Dan Rosen, Karin Stockwell, and Janet Stover.

6:30pm – 7:30pm

Chicago Ballroom E/5th floor

Welcome Reception with Exhibitors

This is a great chance to mingle with exhibitors and other conference attendees.

7:30am – 5:30pm

Chicago Ballroom Foyer/5th floor
Registration

8:00am – 9:00am

Chicago Ballroom E/5th floor
Continental Breakfast with Exhibitors

9:00am – 9:30am

Chicago Ballroom A-D/5th floor
ANCOR CEO Remarks
ANCOR Today – Stronger Than Ever
Barbara Merrill, CEO, ANCOR

Just as your organization is changing and evolving in preparation for the future, your national association is as well. Join ANCOR CEO Barbara Merrill to hear how ANCOR is uniquely positioned to continue to shape the future of services and supports for the people we serve.

9:30am – 10:15am

Chicago Ballroom A-D/5th floor
Keynote

The Honorable Tony Coelho

Former Congressman and Majority Whip Tony Coelho is renowned for being the primary sponsor of the Americans with Disabilities Act. In recent years, he led the U.S. ratification of the international disability treaty, the Convention on the Rights of Persons with Disabilities.

Following his time in Congress, Coelho led major disability boards, including the American Association of People with Disabilities, Epilepsy Foundation, and the United States International Council on Disabilities. Coelho continues to be an integral part of disability policy in Washington, DC and plays a major role in presidential campaigns ensuring that disability services and policy are a key part of future administrations.

10:15am – 10:30am

Chicago Ballroom E/5th floor
Networking Break with Exhibitors

10:30am – 11:45am

Avenue/4th floor

DSP Keynote

Frank Pastizzo, Founder & CEO
Frank Pastizzo Presentations
Warm Up The Workplace, Inc.



Seeing the workplace as an extension of our lives and where we spend the majority of our time, Frank Pastizzo, Founder and CEO of Frank Pastizzo presentations – Warm Up the Workplace, Inc., inspires us to bring the qualities we hold most ideal in our family lives into our organizations.

Through an electric mix of music, comedy and poignant storytelling, Mr. Pastizzo guides audience members to evaluating those common practices that most positively and negatively can impact performance and readiness.

In the past 12 years he has addressed audiences in healthcare, education, business and the US military worldwide.

Sponsored by: **Dungarvin, FREE, Keystone Human Services, Mosaic, VOA**

11:45am – 1:00pm

Lunch – on your own

1:00pm – 2:00pm *Avenue/4th floor*

The Role of the DSP as a Medical Escort

Rick Rader MD, Director of Habilitation Center,
Orange Grove Center

The Direct Support Professional (DSP) serves as the lynchpin for ensuring a successful medical appointment. As a DSP, you need the knowledge, skills and

8:15am – 8:45am, Denver/5thFloor, Morning Meet-and-Greet

For first-time attendees, grab breakfast then join some conference veterans to get a jumpstart on your networking; tips on navigating the conference (e.g., exhibit hall, conference app); or find out about informal networking opportunities (e.g., dinner groups).

advocacy approach in presenting the individual you support to the healthcare provider in order to achieve the best possible outcomes. How do you become a successful and respected Medical Appointment Escort?

You may find yourself with the responsibility to "escort" an individual to a healthcare provider's appointment (e.g., for new concerns, follow-up, diagnostics, treatments or procedures) so it's helpful to hone specific skills to organize and present the requisite patient information to assist the physician, nurse practitioner or physician's assistant. The difference is often the key to a successful medical encounter (especially in the current environment of reduced time for appointments).

In this session, we share the skills, techniques, pitfalls, obstacles and insights in training to best represent the individual's healthcare needs to healthcare professionals. Use of role playing, checklists, medical fact finding, chronological observations, past experiences, sensory challenges, time management and follow-up action plans are demonstrated and shared.

2:30pm – 3:30pm Avenue/4th floor **Drive Your Own Career Development as a DSP: Practical Ways to Grow Your Career**

Natasha Fisher, Sr. Product Manager, Relias Learning
Maria Samot, Instructional Design Manager, Relias Learning

When working as a Direct Support Professional, (DSP) it can be hard to find career paths and opportunities for professional development that are clearly defined. This session will cover several avenues that a DSP can take to continue to develop as a professional in the industry in which they work.



This session will focus on how you can define your career and professional development in the field of I/DD as a Direct Support Professional. This session will discuss strategies for the development of leadership and management skills as well as developing yourself as an expert in several different areas of I/DD services. You will learn how to identify your core passions in the field and direct passion that towards certification and expertise to help create your own career ladder as a Direct Support Professional.

3:30pm – 4:00pm **Chicago Ballroom E/5th floor** **Networking Break with Exhibitors**

4:00pm – 5:00pm **Chicago Ballroom E/5th floor** **Conversations at the Edge of the Envelope**

Join your colleagues for informal, small group discussions to explore some of the provocative issues facing our provider community today. We envision these conversations to be a safe space for exploratory and respectful discourse on hot topics, with a goal of cultivating greater awareness; clarifying ideas and facts; and becoming better informed on the nuances of each issue. This year's conversations will include:

- 1) DSP Credentialing Program: Do we do it before someone mandates it for us?
- 2) Anti-Wandering Devices: Safety v. Privacy?
- 3) Spotlight on TERI'S Campus of Life: Segregated or Self-Authored?
- 4) In the Weed: How is Marijuana Legalization Impacting Agency Operations?
- 5) Special Olympics: Empowerment or Segregation?

5:00 – 6:30 pm Halsted/4th floor **ANCOR Foundation Auction & Reception**

Join the ANCOR Foundation for networking, and fundraising at its auction featuring donated items from colleagues around the country. Proceeds will be used to further the Foundation's goals and initiatives related to leadership development and recognition activities. This won't be a completely 'silent' auction but a fun and lively time!

7:30am – 4:15pm

Chicago Ballroom A-D/5th floor

Registration

7:30am – 8:00am

Continental Breakfast

8:00am – 9:15am

Chicago Ballroom A-D/5th floor

Keynote

Peter Blanck, Ph.D., J.D.; author; Chairman of the Burton Blatt Institute at Syracuse University

Dr. Blanck has authored many articles and books on the Americans with Disabilities Act (ADA) and related laws. His books include *Disability Civil Rights Law and Policy and Race, Ethnicity, and Disability: Veterans and Benefits in Post-Civil War America*. In his most recent book which he will discuss today, *eQuality: The Struggle for Web Accessibility by Persons with Cognitive Disabilities* (Cambridge University Press, 2014), Blanck examines the rights of individuals with cognitive and other disabilities to equal access to web content protected under law. He will contend that a legal right to web accessibility is necessary for people with cognitive and other disabilities to fully partake in the information age.

Blanck is the Chairman of the Burton Blatt Institute (BBI) at Syracuse University, which works to advance economic, civic, and social participation of people with disabilities in a global society. He is also Chairman of the Global Universal Design Commission; President of Raising the Floor USA; and Honorary Professor, Centre for Disability Law & Policy, at the National University of Ireland, Galway. Prior to his appointment at Syracuse, Blanck was Kierscht Professor of Law and director of the Law, Health Policy, and Disability Center at the University of Iowa.

Blanck received a Juris Doctorate from Stanford University and a Ph.D. in Social Psychology from Harvard University. He is a former member of the President's Committee on Employment of People with Disabilities. Sponsored by: **Dungarvin, FREE, Keystone Human Services, Mosaic, VOA**

9:15am – 9:30am

Chicago Ballroom A-D/5th floor

ANCOR Foundation Update

Chris Stevenson, President, ANCOR Foundation

ANCOR Foundation President Chris Stevenson will share highlights from the Foundation—what we've accomplished and what we are planning for the future.

9:30am – 9:45am

Break

9:45am – 11:00am

Chicago Ballroom A-D/5th floor

Direct Support Professional Recognition Awards



We will present the national and state recipients of ANCOR's 2016 Direct Support Professional Recognition Awards. Join us in honoring these individuals whose dedication, creativity and generosity have made them the best in their field.

Underwritten by:

RELIA^{AS} LEARNING

11:15am – 12:15pm

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Lunch (hosted by ANCOR)

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Chicago Ballroom A-D/5th floor

Health Outcomes Matter: Cutting Through the Rhetoric to Examine Costs, Access and Community Based Health Promotion

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Tamar Heller will discuss lessons learned from an evaluation of managed care and from examination of national experiences in managed care for people with I/DD and their implications for LTSS.

Beth Marks will showcase HealthMatters, an innovative program designed to address the poor health outcomes of people with I/DD that agencies can implement in their communities.

1:30pm – 1:45pm Break

1:45pm – 2:45pm *Avenue/4th floor* **CMS Community Rule & Informed Decision-Making: The Emerging Roles and Expectations of the Direct Support Workforce**

Joseph M. Macbeth, *Executive Director, National Alliance for Direct Support Professionals*

This session offers a chance to reflect on the evolving role and expectations of Direct Support Professionals. Many of these changes are driven by the Centers for Medicare & Medicaid Services (CMS) and its Federal Home and Community-Based Services Community Rule. This is a radical departure from which we are accustomed and will ultimately create

an emphasis on 'personal autonomy', greater access to 'integrated settings' and helping people to make 'informed choices'.

The focus of this session addresses one important piece of the CMS Rule and answers important questions like: how do we support people with disabilities to make informed decisions? What is the direct support professional's role in this process? What are the workforce demographics and projections to fulfill these? Lastly, we will share some of the tools, resources and skills to uphold this new responsibility.

2:45pm – 3:00pm Break

3:00pm – 4:00pm *Avenue/4th floor* **Inspiring Creative Minds: A Hands-On Application of Declaration Principles**

Connie Melvin, *Director of Innovation & Future Works, Black Hills Works*

Richard Harrington, *Assistive Technology Technician, Black Hills Works*

Tammy Murner, *Assistive Technology Technician, Black Hills Works*

Participate in a session that promotes a hands-on and practical approach to technology which supports core principles outlined in the Declaration of The Rights of People with Cognitive Disabilities to Technology and Information Access! Learn about how systems and processes in our proven assistive technology program can help the people you support to achieve their dreams, experience full inclusion, and increase outcomes. Session participants can expect the following takeaways: ideas for providing education and exposure to technology; concepts for obtaining buy-in to acquire and use technology; ideas for financing and purchasing; suggestions for new and existing accessible universal designs; experience with using inexpensive and readily available products; tips for promoting and celebrating successes; and exposure to a successful assistive technology program.

4:00pm – 4:15pm *Chicago Ballroom A-D/5th floor* **Closing Session**

Barbara Merrill, *ANCOR CEO*

Join ANCOR's CEO for a quick wrap-up!

Advocates for Human Potential Inc.**Darrell Berman**

Senior Director of Healthcare Marketing
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41 State Street
Albany, NY 12207
www.ahpnet.com

Advocates for Human Potential, Inc. (AHP) provides effective technical assistance and training, research and evaluation, and professional consultation focused on improving health and business systems that help people live full and productive lives. For 35 years, AHP has realized its mission—to develop “real-world solutions for systems change”—through a focus on vulnerable populations.

Aglet Solutions**Amber Good**

Business Manager
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www.aglet-solutions.com

Aglet Solutions is a management consulting firm specializing in providing billing services as well as financial consultation to Medicaid Waiver Providers. Through industry best standards and years of experience, Aglet consultants provide real-time solutions for everyday tasks faced by agencies. Let our experts help your agency in finding ways to better your business practices.

Altus Dynamics**Special Partner****Melissa Alvares**

Director of Marketing and Communications
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Altus Dynamics software helps your employees be more productive and helps you schedule them effectively. Manage payroll automatically, streamline HR processes such as onboarding and certification tracking, and encourage employee self-serve HR requests and expenses. Our system also gives you access to the critical information you need to ensure the highest quality of client care and program delivery.

American Association on Intellectual and Developmental Disabilities (AAIDD)**Michael Winfield**

Publications Coordinator
202.387.1968, Ext. 224
mwinfield@aaidd.org
501 Third St. NW
Washington, DC 20001
www.aaidd.org

AAIDD is the definitive membership organization and the authoritative source of information for those in the intellectual disability profession. Our membership is over 5,000 professionals strong, in over 55 countries around the world. AAIDD provides a variety of member benefits, including professional publications, webinars, online courses, and the Supports Intensity Scale, a state-of-the-art assessment tool.

ao Strategies**Ann Cameron Williams, Ph.D.****Founder**

202.330.2265
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ao Strategies - with former ANCOR CEO Renee Pietrangelo, Ph.D. - helps disability nonprofits renew and sustain through world class consulting on organizational strengthening and transformation, including alignment with CMS Final Rule. We specialize in organizations that serve people with intellectual and developmental disabilities at local, state, and national levels.

Association of Professional Developmental Disabilities Administrators (APDDA)**Scott Umbreit**

APDDA Conference Coordinator
480.326.8183
dsumbreit@yahoo.com
930 E. Goldenrod Street
Phoenix, AZ 85048
www.apdda.org

The Association of Professional Developmental Disabilities Administrators (APDDA) is a professional association focusing specifically on the unique issues of public and private ICF/MR administrators and their staffs. The Association supports the continuous improvement of a comprehensive array of individual and accessible services designed to enhance the quality of life for persons with intellectual and other developmental disabilities.

Benefits Consulting Group

Jeff Ramsey

President

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2648 FM407 E, Suite 200

Bartonville, TX 76226

<http://www.funeralexpensesolution.com>

Benefits Consulting Group is an independent insurance group that offers your residents a solution of asset protection related to Medicaid compliance. States limit what is considered an allowable funeral expense asset for Medicaid eligibility. This program can allow the resident additional funds to set aside to pay for a dignified funeral.

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Cory Bexfield

Regional Sales Manager

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CapGrow Partners

Gold Partners

Alexis Budge

Director of Business Development

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Chicago, IL 60654

www.capgrowpartners.com

CapGrow Partners can help organizations provide safe and appropriate housing for the individuals they serve. By assuming all of the real estate-related responsibilities and financial risk associated with acquiring community-based homes, we enable organizations to focus greater time and energy on continuing to improve the lives of those they support.

CareDirector

Richard Wells

Senior Account Manager

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CareDirector® is a case management and time and attendance system that allows providers to easily manage care plans, bill for a wide range of services, document work activities and process payroll. A flexible solution, CareDirector® is web based, provides mobile access and allows organizations to easily configure the system to satisfy both current and future business processes.

CARF International

Special Partner

Pete Hathaway

Managing Director: Employment and Community Service

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CQL/The Council on Quality and Leadership

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www.c-q-l.org

CQL | The Council on Quality and Leadership, is dedicated to the definition, measurement and improvement of personal quality of life for people receiving human services and supports. CQL offers training, accreditation, consultation and certification services to organizations and systems that share our vision of dignity, opportunity and community.



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National Leadership Consortium on Developmental Disabilities

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The National Leadership Consortium on Developmental Disabilities at the University of Delaware is a partnership of eleven national developmental disabilities organizations. The Consortium offers intensive week-long leadership institutes designed to meet the specific needs of disability organizations. The goal of NLCDD is to assure the quality and commitment of the next generation of leaders serving people with developmental disabilities.

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The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes. Our national programs support people with I/DD in the areas of advocacy, employment, healthcare, criminal justice, future planning and education.

The Braff Group

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The Braff Group, ranked #1 by Thomson Reuters (2007-2015), is the leading M&A advisory firm with a team focused exclusively on behavioral healthcare. We provide sell-side only transaction services to the mental health, autism, I/DD, and ABI provider communities. Founded in 1998, the firm has completed more than 270 transactions.

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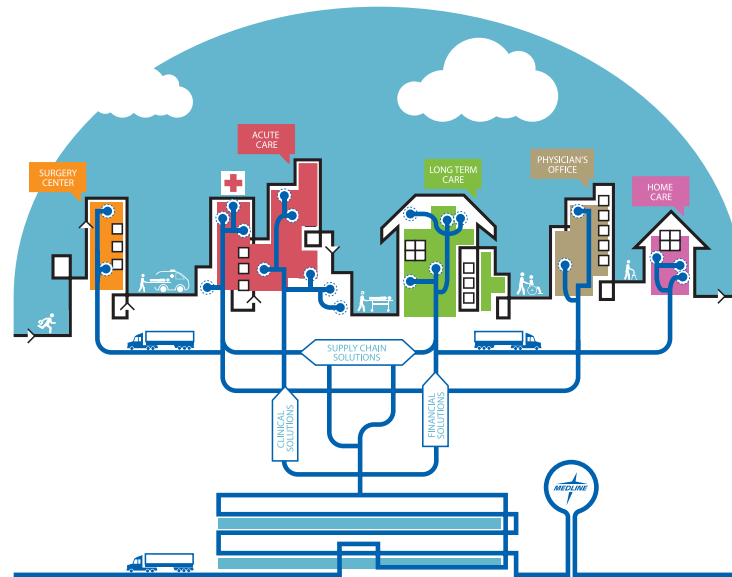
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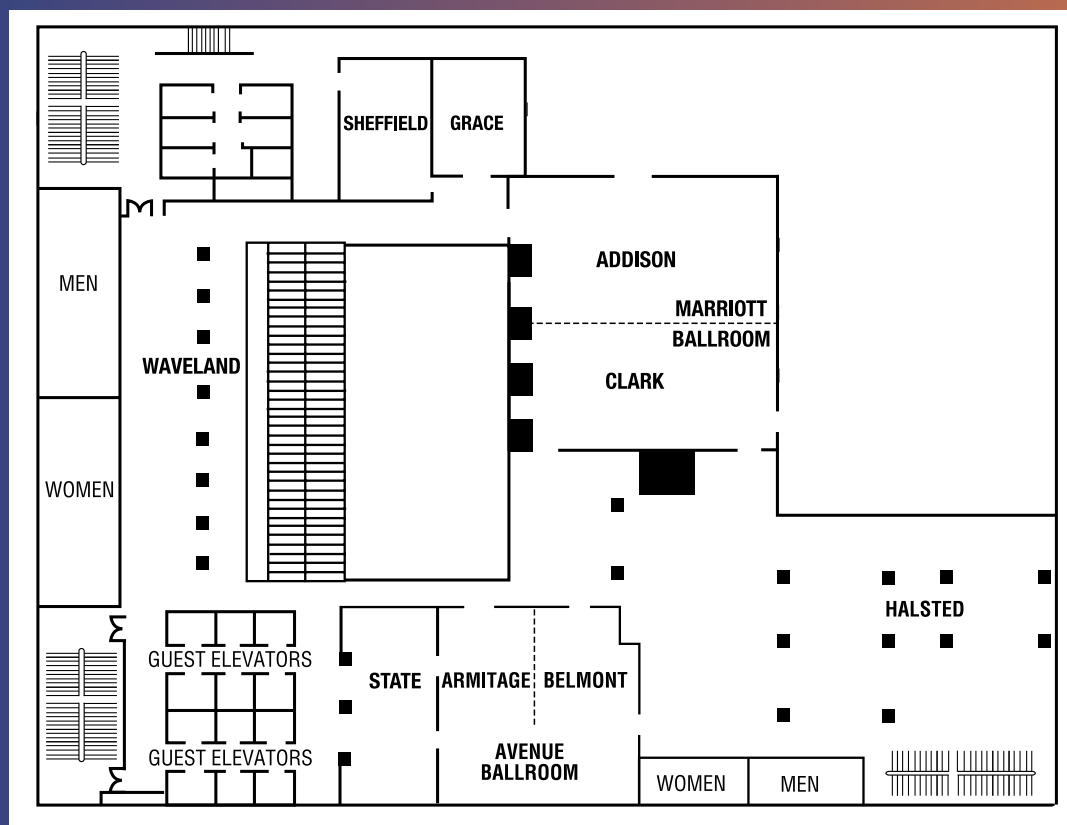
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