

2022 Spring Conference Session Information					
Day, Time & Track	Session # & Title	Session Description	Speaker First Name	Speaker Last Name	Organization
Thurs, May 5th - 9:30am Keynote	Keynote - Session 1 Resilience, Change and Re-visionary Thinking	Can you reach your goals, even if things aren’t going the way you expect? Most people are good at setting goals and making plans, but not very good at revising those plans when things change. But that’s the real work of resilience. Resilience is letting go of the “old way of doing things” and rewriting a script for success that gives you the fastest and best path from where you are to where you want to go. Backed by Courtney’s data-driven research, ReVisionary Thinking offers concrete strategies for blazing a new path when the goalposts move on you.	Courtney	Clark	Courtney Clark and Associates, LLC
Thurs, May 5th - 10:45am Legislative Update	Session 2 State Legislative Updates	Join OPRA Lobbyist Mike Toman for a discussion of all things happening at the Statehouse. Mike will review the state advocacy efforts, give updates on implementation, and review the current hot-button topics taking time on the Senate and House floor. The session will end with a short question and answer session.	Mike	Toman	The Success Group
		Co-Speaker:	Anthony	Aquillo	The Success Group
		Co-Speaker:	Pete	Moore	OPRA
		Co-Speaker:	Christine	Touvelle	OPRA
Thurs, May 5th - 1:00pm Leadership	Session 3 Leader vs. Manager vs. Bosshole	The pandemic has changed a lot about the way we work and our way of life. And perhaps it can have a powerful impact on the way we think about leadership. This session will highlight what it means to be an authentic leader with a keen focus on developing other people and building better organizations. Authentic leaders are the ones that help people grow, keep people engaged, and create a healthy culture where people want to perform. We will look at specific ways to do this.	John	Broer	Real Good Ventures
Thurs, May 5th - 1:00pm Healthcare	Session 4 Medication Administration Compliance	This session will focus on common medication administration citations and incidents related to medication administration. A sharing of pitfalls that agencies need to avoid when it comes to medication administration and how to effectively maintain compliance. This session is intended for nurses to learn and understand medication administration errors in Ohio and to utilize as training tool for unlicensed personnel responsible for both administering medications and the oversight of medication administration.	Deb	Maloy	Tarrytown Expocare Pharmacy
Thurs, May 5th - 1:00pm Residential Waiver	Session 5 Paradigm Shift: Changing our MUI Culture	This session will look at the paradigm shift in MUI investigations and how MUI and providers can partner with one another to address the racial inequity and socio-economic factors that can influence an investigation. We will provide solution based, pro-active approaches that ensure the stability of supports for individuals served while focusing on communication between DPS’s, providers, and MUI.	Randall	Huber	Summit County Board of DD
		Co-Speaker:	Michelle	Madden	Independence of Portage County, Inc.
Thurs, May 5th - 1:00pm Workforce	Session 6 Assessing the Direct Support Professional Workforce: Empowerment for Essential Workers	Direct Support Professionals (DSPs) play a large role in the lives of individuals with disabilities. However, the Direct Support Professional workforce faces significant challenges recruiting and retaining enough personnel to adequately meet their client’s needs. The Ohio Department of Developmental Disabilities (DODD), The Ohio Provider Resource Agency (OPRA) and The Ohio State University Nisonger Center worked together to design a survey to better understand the experiences of current Direct Support Professionals. This presentation will outline the creation of a DSP Policy Brief and present the initial findings from the DSP survey administered in March 2022. Aim/Purpose of Project: The aim/purpose of the project consists of the following: Define the role of the direct support professional and the current state of the DSP workforce. Discuss causes and implications of the DSP workforce crisis. Learn from and to share personal testimony of DSP’s and individuals with disabilities. Provide promising practices for staff recruitment and employee retention. Analyze and share data gathered from the survey with organizations, such as county boards of developmental disabilities, direct support worker organizations, and government agencies to understand experiences of Direct Support Professionals. Methods Used: Literature review of the Direct Support Workforce Crisis, including current news, policy briefs, and research studies. Consultation with the following: Ohio Department of Developmental Disabilities Ohio Provider Resource Association Lucas County Board of Developmental Disabilities Maryland Department of Health, Developmental Disabilities Administration Findings/ Results: The Initial findings of the survey will be shared during the presentation.	David	Ellsworth	Ohio Disability and Health Partnership
		Co-Speaker:	Christine	Brown	OSU NiSonger Center
		Co-Speaker:	Lauren	Shepler	OSU NiSonger Center
		Co-Speaker:	Lauren	Hackenberg	Ohio Disability and Health Partnership
Thurs, May 5th - 1:00pm Sponsored Session	Sponsored Session How Remote Supports Increases HPC Agencies Profitability	In this course HPC Agencies will gain a better understanding of what it means to partner with a Remote Support Vendor. During this session we will equip HPC Agencies with knowledge of what to consider when determining if remote supports is a viable option for their individuals, and how using those services increases HPC efficiencies, lessens workload, and all while improving the agency P&L. Come learn the waiver rules, assessments, common areas of need, consultation and installation processes, response protocols, backup supports, billing, and real-time reporting that would be accessible to the HPC Agency.	James	Finley	THS Remote Support Services
		Co-Speaker:	Dave	Ilg	THS Remote Support Services

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Thurs, May 5th - 2:15pm Leadership	Session 7 Power of a Positive You	In this session, participants will learn the 7 Steps to develop a plan to create a more positive "YOU". The 7 Steps to a more Positive You. 1. Pull out your Telescope: Create your Vision. 2. Know your Why? What is your purpose? 3. Pull out your Microscope: What one action will you take? 4. Feed the Positive Dog: Stay Positive! 5. Neutralize the Energy Vampires. 6. Choose One Word. 7. #LoveServeCare This plan is simple. It's meant to be that way. Simple is powerful. Simple ideas that are acted upon create incredible results.	Adam	Copeland	Muskingum Valley Educational Services Center
Thurs, May 5th - 2:15pm Healthcare	Session 8 OhioRISE: Medicaid’s New MSY Managed Care Initiative	OhioRISE is a new initiative that addresses the unique and complex needs of youth who receive supports from multiple systems of care. Learn about the new Care Management Entities that have been selected to support coordination across plans, providers, and boards of IDD, as well as unique services that have been added to their Medicaid benefit,	Chris	Wolf	I Am Boundless
		Co-Speaker:	Lisa	Clark	I Am Boundless
		Co-Speaker:	Jennifer	Riha	I Am Boundless
Thurs, May 5th - 2:15pm Residential Waiver	Session 9 DBT Skills as a Trauma Informed Intervention for Adults with IDD	Goodwill Columbus Work & Community Services (WCS) provides Vocational and Day Habilitative services for individuals with IDD and comorbid mental health and behavior challenges. Goodwill and Syntero have partnered together to provide person-centered therapeutic interventions. Together, our goal is to increase successes in competitive community employment and in community engagement settings among the IDD population we serve. Dialectical Behavioral Therapy (DBT) is a mindfulness-based skills training intervention that was initially designed to treat individuals with borderline personality disorder and those with intrusive suicidal thoughts. It has since been applied to meet the emotional dysregulation needs of other populations, including adults with IDD. DBT is a considered a person centered, trauma informed intervention. DBT assumes that people are doing the best they can, they want to improve and that they cannot fail in treatment. A trauma-Informed environment recognizes the presence of trauma symptoms and acknowledges the role trauma may play in an individual's life-including service staff. Trauma informed interventions include the principles of safety, transparency, empowerment, collaboration, peer support and a recognition of a person’s cultural and historical makeup. The DBT skills taught in this intervention incorporate the trauma informed principles of safety, transparency, empowerment and collaboration. At WCS we implemented a variety of DBT skills interventions. These trainings evolved over time and led to the current Action Skills training for both staff and clients. The Action Skills training specifically references DBT emotional regulation skills using a psychoeducational model. The Action Skills training is beneficial to both staff and clients. Benefits for clients and staff include improving their ability to manage and cope with high levels of stress they may experience in the workplace. Another key benefit is to address the ability of staff to respond and react to individuals they serve with less stress or triggering responses, which promotes a trauma informed environment.	Tiffany	Martin	Goodwill Columbus
		Co-Speaker:	Timothy	Crabtree, LPCC	Syntero
		Co-Speaker:	Martha	Gordon, LPCC-S	Syntero
Thurs, May 5th - 2:15pm Workforce	Session 10 ABIDEx2 (Acceptance, Belonging, Inclusion, Diversity, Equity, Engagement)	There’s a new normal in the world of workplace engagement. Employees are demanding more autonomy, flexibility, and inclusivity. To stay competitive in the ever-changing job marketplace, employers must develop a compelling employee value proposition and employment strategy to attract, develop, and retain high potential, high performing talent. In this session, participants will learn how to engage with employees in a more meaningful way by advocating on behalf of employees and peers. We will also take a look at the impact of personal and professional relationships, the concept of “additive workplace culture” and how to embody inclusive behaviors.	Lachandra	Baker	Lachandra B Baker EDUtainment, LLC
Thurs, May 5th - 2:15pm Sponsored Session	Sponsored Session The Brittco OhioISP and integrating County Boards and Providers	In this session, participants will learn how county boards and providers are finally being integrated into a common software platform. This includes outcomes and action steps, incident reporting, and the Brittco OhioISP, which will be the dominant ISP in the state. You will also learn (1) how to automatically track that your DSPs have read ISP Plans, (2) how to import your outcomes and action steps directly from the ISP Plan without any manual data entry, (3) how to automate the tracking of all DSP training & HR dates, (4) how easy it can be for DSPs to clock in/out only once for EVV, Medicaid billing, and payroll using a smartphone or tablet, (5) how to quickly and efficiently manage your Medicaid billing process. You will also get a chance to see the Brittco OhioISP. And if you have ICFs, you especially don't want to miss this.	Flowers	Scott	Brittco
Thurs, May 5th - 3:30pm Leadership	Session 11 Building Strategic Relationships	Obviously, as a leader it is important to build relationships with the professionals within your own organization but how much of your time is spent building relationships with the people outside of your organization? This session will focus on the importance of building relationships outside your organization and how leveraging those connections can help you and your organization grow. Adam will share how important it is to have the support and the time to build your network. He will share his 10 ways to connect and you will have the opportunity to work with other session participants as you fill your relationship building tool box. You will walk away with practical tools and strategies that you can use immediately.	Adam	Guinther	Residential Home Association of Marion, Inc. (RHAM)

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Thurs, May 5th - 3:30pm Healthcare	Session 12 Diabetes in People with I/DD	For a variety of reasons, people with intellectual and developmental disabilities are at a higher risk for diabetes. Managing diabetes in people with intellectual and developmental disabilities can be significantly more challenging than managing than same disease in a non-developmentally disabled individual. In this session, attendees will learn: how to differentiate the classification of diabetes, describe the impact of diabetes on elderly clients with developmental disabilities, list criteria for diagnosis of diabetes, and identify complications to watch out for in this specific population.	Nanette	Wrobel, RPh	Tarrytown Expocare Pharmacy
Thurs, May 5th - 3:30pm Residential Waiver	Session 13 Knocking Down the Barriers to Healthcare: Best Practices	Individuals with Intellectual and Developmental Disabilities(I/DD) have historically fallen through the cracks in the healthcare system. According to the National Council of Disability individuals with I/DD commonly have difficulty navigating the health care system which can delay care for up to 50% of adults with I/DD. Another survey done by the National Council of Disability indicates that 91% of Primary Care Physicians have no training on how to serve individuals with I/DD. 92% of Individuals who took the National Core Indicators survey felt their staff did not have proper training to work with them. According to the National Council of Disabilities access to the physical site and transportation is one of the top 4 barriers to individuals with I/DD getting care. How do we knock those barriers down as a community? • Access to proper training for DSP and health care professionals • Assistance navigating the healthcare system • Access to new technology Providing training for health care providers and Direct Service Providers (DSP). With a national provider and DSP shortages having more training and resources available will be a necessity. Circulo’s Director of Training and Development will speak about the importance of training for DSP’s and health care providers. Providing a community network that can provide that support and knowledge to navigate the healthcare system. Circulo Health Services VP will discuss the importance of bringing down the healthcare silos to allow individuals navigate the healthcare system easier. Access to care is one of the biggest barriers for individuals with Intellectual and Developmental Disabilities. Connections to partners is one way to increase this access. Circulo’s Director of strategic partners will speak about how partners can fill gaps in the services your business cannot offer.	Tom	McMahon	Circulo Health
		Co-Speaker:	Sally	Poblete	Circulo Health
		Co-Speaker:	Gillian	Christie	Circulo Health
		Co-Speaker:	Cara	North	Circulo Health
Thurs, May 5th - 3:30pm Workforce	Session 14 Find More DSPs, Keep the Ones You Have, and Transform Your Culture Through the Power of Stories	Marketing and communication plans do not have to be scary or time consuming. It just takes intentionality and consistency. Using the power of story telling is the number one way that you can gain more DSPs, keep the ones you have and transform the culture of your agencies. In this session, you will learn how valuable the use of video and marketing through story telling can be to your agency. You will learn the proven and effective types of content you should be focusing on, where you should be using this content, and how to get the most out of your stories. You will also learn how to easily and consistently make this a part of your recruitment and retention plan. You will leave this session with concrete ways to start implementing these strategies in your business.	John	Silfies	Silfies Media
Fri, May 6th - 9:00am Day & Employment Services	Session 15 Adventure Awaits: Tapping into Excitement and Joy to Encourage Self-direction and Create Community	In this session, participants will learn about LADD's unique Community Connections Program that works to create day adventures throughout the Cincinnati area. This community based model of day programming has been successful in proving the competence of adult with I/DD by creating meaningful connection for nearly 20 years. In this session, Faith will share the creation and development of Community Connections and give practical ideas of how to embark on your own journey of discovery, even in the face of staffing shortages and a world-wide pandemic.	Faith	Maynard	LADD, Inc.
Fri, May 6th - 9:00am Human Resources	Session 16 Individual Coverage HRA's (ICHRA)	In this session we will be discussing a new style of employer-sponsored health insurance- the Individuals Coverage Health Reimbursement Account (ICHRA). This session will go over the basics of ICHRAs, how ICHRAs are different from traditional employer-sponsored health insurance, what provider types may benefit from ICHRAs, and how providers may pursue ICHRAs as they plan for next year. This session is targeted for employee benefit managers, HR Directors, CEOs, and other agency administrators.	Ben	Light	Take Command Health
		Co-Speaker:	Bobby	Zichelli	A. J. Gallagher Insurance
Fri, May 6th - 9:00am ICF	Session 17 Navigating Oversight in the ICF - Part 1	During this session, attorneys from Vorys, Sater, Seymour, and Pease will be reviewing the different legal authorities that give regulatory entities the ability to review certain parts of an ICF’s information and the scope of review each entity has. This session will focus on the authority of the Centers for Medicare and Medicaid Services, Ohio Department of Medicaid, Ohio Department of Health, Auditor of State, Disability Rights Ohio, and the Occupational Safety and Health Administration.	Suzanne	Scrutton	Vorys, Sater, Seymour and Pease, LLP
		Co-Speaker:	Robin	Amicon	Vorys, Sater, Seymour and Pease, LLP
		Co-Speaker:	Ben	Shelper	Vorys, Sater, Seymour and Pease, LLP
Fri, May 6th - 9:00am Hot Topics	Session 18 2022 Compliance Updates	The past two years have indeed been a roller coaster of events and compliance remains critical during these turbulent times. During this session we will review: -Agency Provider Compliance Review tool updates from April 2022 -Top provider citations -Tips for navigating compliance -Discuss compliance from the perspective of a self advocate -Provide a Q&A time	Heida	Hill	Nineteen Services, Inc.
		Co-Speaker:	Michael	Marshall	Nineteen Services, Inc.

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Fri, May 6th - 10:15am Day & Employment Services	Session 19 Shifting Employment Focus Through and Beyond the Pandemic	To discuss what is being done to adapt to employment opportunities available to individuals with disabilities during COVID by engaging with community networks and employers that provide jobs in manufacturing. COVID has provided a very unique situation in that the employment crisis has forced may employers to look differently on how and who they employ, specifically in manufacturing. Positions that in the past would result in multiple qualified applicants, are now going unfilled. The purpose of this session is to inform and educate employment providers how to utilize community resources and employment successes to meet the needs of employers, and give employment opportunities to individuals with disabilities in non-stereotypical employment categories.	Bob	Fratino	Lake County Board of DD
			Co-Speaker: Chris	Trombley	Lake County Board of DD
Fri, May 6th - 10:15am Human Resources	Session 20 Employee Responsibilities for Privacy & Cybersecurity	Everyone across an organization must stand guard as protectors of data security. As the Feds emphasize, small measures can prevent big problems. This session covers simple precautions that apply to all staff members, such as appropriate internet usage and activities to avoid. The focus is on good business practices, in addition to data security policy requirements under the Health Insurance Portability and Accountability Act (HIPAA).	Diane	Evans	MyHIPAA Guide
			Co-Speaker: Michelle	Bermea	MyHIPAA Guide
Fri, May 6th - 10:15am ICF	Session 21 Navigating Oversight in the ICF - Part 2	In this second part, a panel of providers will share their experience of navigating the reviews by the various regulatory entities. The presenters will share their experience being reviewed by each regulatory entity, what providers could expect from any one of these reviews, and best practices providers can implement to prepare for a review by one of these entities. Attendees will be able to ask questions of the panel and share their own experiences with the regulatory entities.	Scott	DeLong	CRSI
			Co-Speaker: Kurt	Miller	Empowering People
Fri, May 6th - 10:15am Hot Topics	Session 22 DODD Updates	Please join representatives from the Ohio Department of Developmental Disabilities for updates on various Department initiatives that impact service providers. Attendees of the session will hear updates on the single Individual Service Plan (ISP), on-site/on-call, monthly rate calculator, multi-system youth, StationMD pilot project, and waiver simplification. Attendees will also have an opportunity to ask questions of DODD’s staff	Jeremiah	Wagner	DODD
			Co-Speaker: TBD		DODD
Fri, May 6th - 11:30am Day & Employment Services	Session 23 Creative Practices for Competitive Integrated Employment	Looking for creative ways to help the people you support find a job? Wanting to create the best plan of success for those you support in CIE? Wanting to hone your job carving skills to create great career fits? Join the team from Capabilities as they walk through some of their new, creative approaches to some of the necessary skills for job coaches and developers. From job searches, task analysis and job carving, attendees will learn about the traditional approaches to employment supports and then learn from the Capabilities team about their fresh and innovative take on these essential employment practices.	Justin	Blumhorst	Capabilities, LLC
			Co-Speaker: Belinda	Bockrath	Capabilities, LLC
Fri, May 6th - 11:30am Human Resources	Session 24 Strategic Planning and Change Management in Times of Uncertainty	This workshop offers a framework for developing and adjusting your strategic plan in times of uncertainty. The workshop begins with the process, big picture questions, priorities, and systems for accountability. We will discuss a shift in mindset that is necessary to remain nimble when responding to the environmental forces. This program will continue with an approach to change management that helps with increasing your change maturity, avoiding saturation, and bringing your entire organization along.	Julia	Haehn	Capabilities, LLC
			Stacy	Soria	Koinonia Homes, Inc.
Fri, May 6th - 11:30am ICF	Session 25 ICF Rate Update	This session will explore the ICF Rate Reimbursement system based on the biennium budget. We will discuss rate calculations for FY ’22 and FY ’23.	Gary	Brown	Brady Ware & Co.
			Co-Speaker: Missy	Behymer	Brady Ware & Co.
Fri, May 6th - 11:30am Hot Topics	Session 26 Financial and Operational Benchmarking Using Automated Data Analytics	Data is everywhere but the challenge is how to combine everything that is out there into an easy to follow format on a frequency that meets the needs of the organization, be that daily, weekly, monthly, quarterly or yearly, while not requiring many hours of manual processing time. When you can compare yourself to high performing peers and also to your expected performance it allows you to react in real time to make changes as needed to ensure the best outcomes. Combining information from multiple disparate sources to allow for efficient benchmarking and analysis is vital to operational success. Various techniques will be explored to illustrate how data can be gathered, analyzed and summarized to give a snap shot of an organizations overall performance while providing details into variances and opportunities for success. Organizations typically are utilizing multiple different systems and the ability to combine information and provide insight into trends and statistics allows leadership the ability to manage operations effectively.	Tony	LaNasa	HW&Co.
			Co-Speaker: Michael	Shoffner	HW&Co.