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## B.R.I.D.G.E.S.

**B**uilding **R**elationships **I**ntentionally to **D**evelop  
**G**rowth and **E**xemplary **S**ervices

{November 2018}

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## FORECAST

**WELCOME!** Thanksgiving is right around the corner. The Holiday season is upon us and we all need to be mindful and respectful of each other. With all the hustle and bustle of the season let's treat each other with kindness and courtesy.

**FYI:** In case of an emergency, Direct Service Providers (**DSPs**) should be ready to support someone they serve who has trouble communicating verbally by explaining their symptoms, when their symptoms began, any related medical history, and what actions were taken before emergency staff arrived.

Be prepared for unscheduled hospitalizations by keeping a list of the person's medications, any allergies, any current medical conditions, insurance information, and contact info of a family member or guardian.

Fully understand discharge orders, such as any referrals to specialists, follow-up appointments, new medications, diets, or treatments.

**RULE UPDATE:** This is a guidance memo from the Ohio Department of Developmental Disabilities. Effective October 2018, applicants not enrolled in Managed Care will no longer receive a monthly fee for service (FFS) Medicaid or Qualified

Medicare Beneficiary (QMB) cards on a monthly basis. The FFS and QMB cards will no longer display dates or Medicare data. The following language will display: "Retain this card. This is your permanent card. You will not receive a new card every month." You will receive a new card only for new approvals, rescind on a denial and approval, reapplication, renewal, disenrollment of Managed Care on current date, or aid code changes from QMB to non-QMB or vice versa.

As a provider, you have access to the Medicaid Information Technology System (MITS) provider portal. Log in to access the people with developmental disabilities whom you serve. Complete this monthly to verify those people have current Medicaid eligibility.

**DID YOU KNOW?** Lucas County has partnered with employers of DD services to establish an Employer Resource Network (**ERN**); now known as EaRNed Success. ERN Member employers partner with local government, non-profits, and private agencies to offer the best resources available in an effort of increasing retention of workplace employees. The program helps employee's thru coaching, accessing services, and training that support employment. The ERN has 2 Success Coaches who work with member employees. Faith McCreary and Sharon Calhoun are doing a great job supporting the provider network in retaining employees. If your organization would like to know more about the ERN for your DD employer organization, you can contact Lisa Poiry, Provider Development Coordinator [lpoiry@lucasdd.org](mailto:lpoiry@lucasdd.org).



## GUIDES

Leah Hafemeister began her career with the Board in 1989. She was a Job Coach for 17 years, and then she transitioned into a Vocational Specialist position for 10 years. Currently, she has been a Provider Support Specialist since 2016. The most rewarding aspect of all the positions she has held is helping individuals and providers gain knowledge, skills, and confidence on their road to success. Outside of work, Leah enjoys being with her daughter, cooking and experimenting with new recipes, and church activities. Leah has plans to retire at the end of January 2019 and is preparing herself for this new chapter of her life.



## LAMPPOST

Just a reminder to providers who have not completed their annual training for 2018 – the end of the year is fast approaching! The LCBDD Provider Support Department will be providing two more annual training days before the end of the year: November 14<sup>th</sup> and December 12<sup>th</sup>. Requirements for annual training can also be completed online at <https://mylearning.dodd.ohio.gov>



## KUDOS

Many providers enjoyed the training on the Employment First Outcome Tracking System. Kelly Schuck, our Community Life Engagement Project Manager, introduced us to Lindsay Terry Stine. Lindsay comes to us from the Ohio Department Of Developmental Disabilities where she is a data analyst.

Lindsay trained us on the rule #5123:2-2-05 that states that providers are required to enter Employment First data. The services that are to be reported are Vocational Habilitation, Group Employment services, Individual Employment services, Competitive Employment and Career Planning.

As Kelly told us in her previous training, providers are required to complete a written progress report at least once a year. In order to write that report providers have to collect the information. That information needs to be submitted to the team and entered into the Employment First Outcome Tracking System. Lindsay gave us detailed information about entering the data into the DODD system. We thank Kelly and Lindsay for the information they presented to us.

You can join us on November 6 from 1:00-3:00, when Kelly will train on Career Planning Services and the Employment First Partnership. To register for this training, follow this link: <http://reg.planetReg.com/E91215261176440>



## TRAINING

Here are the November training offerings:

We are continuing to host the DSPATHS Curriculum. PATHS is an approved curriculum through DODD which allows Direct Support Professionals to qualify for an increase in pay after accumulating 2 years of experience and 60 hours of approved training. The PATHS trainings do not have to be taken in order.

The registration for any PATHS course is through the OADSP website. Each session has its own link to register below:

PATHS #205 “Education, Training, & Self Development” - Monday November 5 (4:00 pm – 7:00 pm)

– held at Friendship Baptist Church (5301 Nebraska Ave.)

<http://events.constantcontact.com/register/event?llr=m5azzxoeab&oeidk=a07efghroqq82f075a7>

PATHS #210 “Advanced Teaching Strategies Part 1” – Tuesday November 13 (9:30 am - 12:30 pm)  
– held at Lucas County Board of DD Training Center  
<http://events.constantcontact.com/register/event?llr=m5azxaeab&oeidk=a07efgho7xh58820734>

PATHS #211 “Advanced Teaching Strategies Part 2” – Tuesday November 13 (1:30 pm – 4:30 pm)  
– held at Lucas County Board of DD Training Center  
<http://events.constantcontact.com/register/event?llr=m5azxaeab&oeidk=a07efgho7xh58820734>

PATHS # 210 “Advanced Teaching Strategies Part 1” – Monday November 19 (4:00 pm – 7:00 pm)  
– held at Friendship Baptist Church (5301 Nebraska Ave.)  
<http://events.constantcontact.com/register/event?llr=m5azxaeab&oeidk=a07efghzj3mf79ae0e5>

### **Special Topic Trainings:**

Tuesday November 6 (1:00pm – 3:00pm) “Career Planning Services & the Employment First Partnership” is a presentation by Kelly Schuck.

**Please register at this link:** <http://reg.planetReg.com/E91215261176440>

This training takes an in depth look at the Career Planning Services as well as the Employment First Partnership. We will discuss the the purpose and intended outcome of career planning services and set forth provider qualifications, requirements for service delivery, documentation, and payment standards for service. We will then take a deeper dive into the nine different components of Career Planning including an in depth look at Career Discovery.

The training will also give an overview of the Employment First Partnership including the details of the partnership, the success of the partnership, and how to become a partner. There will be time left for questions or comments on either topic at the end of the training.

Thursday November 29 (10:00 am - 11:30 am) “BCII Checks: All You Ever Wanted to Know and More” by Julienne Hardman.

During this session, you will learn the basics about what checks are required and how to interpret BCII results that do not come back clean. The training will last for about an hour with time left over for consultation on specific BCIIs/issues brought by providers.

**[This training can be registered for as usual by contacting Sara Gardner at (419) 381-5164 or emailing [sagardner@lucasdd.org](mailto:sagardner@lucasdd.org) .]**

The November training calendar can be downloaded from the following link: [https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/61db871e-762c-4bf8-916f-b406ed51b09a/November\\_2018\\_Training\\_Calendar.pdf](https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/61db871e-762c-4bf8-916f-b406ed51b09a/November_2018_Training_Calendar.pdf)



# FIRST AID STATION

It's that time of year again! We are seeing all of the leaves changing to bright colors, pulling our warm clothing out of storage, and getting ready to drink a tasty pumpkin spice flavored drink. It's also the time of year when we hear about flu season.

The flu, or seasonal influenza, is a viral illness that causes fever, headache, tiredness, cough, sore throat, nasal congestion, and body aches. It is spread by coughing and sneezing. It may cause you to be miserable for one or two weeks, or it could be life threatening. People with developmental disabilities could be at high risk for flu due to other chronic conditions.

Pneumonia is an infection of the lungs which can cause severe illness. Common symptoms can be cough, fever, or trouble breathing. For more information, please see the Health and Safety Alert at <http://www.dodd.ohio.gov>



# PATH TO SUCCESS

## **The use of self-assessment on your path to success**

In social psychology, self-assessment is the process of looking at oneself in order to assess aspects that are important to one's identity. When talking about personal success one should consider completing a self-assessment or even several different types of self-assessments, some of which can be found online (see the sample online assessments we have included with this article).

### Self-assessments:

- Can provide the opportunity to discover where a person's true interests, talents, values and abilities lie;
- Can take place at almost any point in a person's life;
- Can assist us in realizing and learning from past mistakes, determining what course needs to be followed now;
- Can help us to identify our strengths and weaknesses;
- Can assist in determining whether you are meeting personal or professional goals.
- Can help us to determine what factors should be considered surrounding a particular situation.
- Can assist us in creating a priority list, a goal list, an analysis of past performance (in your personal life, at work, in relationships). The list of what you can assess is as endless as you choose it to be.
- Can assist us in assessing thoughts, feelings, actions and behaviors to determine why a certain reaction to a situation occurred and if it was the best way to react.
- Routine self-assessment can also increase one's self-confidence.

With the end of 2018 fast approaching many of us will be considering what changes we would like to make in our lives for the coming year. On the path to success, self-assessment can be key to crossing the bridge and making successful changes in our lives.

Here are links to 2 Self Assessment resources you may want to use:

[https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/9791d216-c2d6-4ebf-a5e7-5d88c0f16022/Personal\\_Assessment\\_Wheel.pdf](https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/9791d216-c2d6-4ebf-a5e7-5d88c0f16022/Personal_Assessment_Wheel.pdf)

[https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/00479161-40d1-4a4b-9eef-412f3b56d977/LIFE\\_BALANCE\\_SELF\\_ASSESSMENT\\_TOOL.01.pdf](https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/00479161-40d1-4a4b-9eef-412f3b56d977/LIFE_BALANCE_SELF_ASSESSMENT_TOOL.01.pdf)



## SHOOTING STAR

A Warm Smile is the Universal Language of Kindness

A smile is a small thing, yet it can be a powerful encourager. A study conducted by the British Dental Health Foundation showed smiling can lift your spirits; it can dramatically improve one's mood especially combined with laughter. Smiling may help to reduce symptoms associated with anxiety. Mark Stibich, PhD, consultant at Columbia University, believes that "If you can slow your breathing down and change your expression, you may be able to turn around the stress cascade within yourself or others. People who smile have a positive effect on their environment and others. A smile can help improve your confidence, self-worth and your relationships. Besides, a smile is contagious.

*Go forward in life with  
a Twinkle in your eye,  
a Smile on your face,  
But with a great  
Purpose in your heart*

Reference: healthfully.com



## RESOURCES

Helpful provider information is always available at the following websites:

DODD: <http://www.dodd.ohio.gov/Pages/default.aspx#>

Lucas CBDD: <http://www.lucas.info/provider-support-2/provider-support/>

