



# All in the Family

## National Disability Employment Awareness Month highlights Increasing Access and Opportunity

Observed annually in October, this year is the nation's 75th observance of NDEAM, which is administered by the Department's Office of Disability Employment Policy (ODEP). The observance culminates the Department's commemoration of the 30th anniversary of the Americans with Disabilities Act (ADA).

In a press release issued from the U.S. Department of Labor, U.S. Secretary of Labor Eugene Scalia said: "Ensuring that America's workplaces continue to include and accommodate people with disabilities will be an important part of our economic rebound. Looking

ahead, the Department will remain focused on the policies that led to a strong economy and record-low unemployment rates for persons with disabilities prior to the pandemic."

Locally, we celebrated by telling the stories of adults working in our community, and how Stark DD, business owners and community providers, are empowering them to achieve their career goals.

Know Me...Know My Story...Know Stark DD  
Read their stories, along with others, on our website at [StarkDD.org/OurStories](http://StarkDD.org/OurStories).



**Matt** cafeteria staff,  
Perry High School

**Dominique** Box Maintenance,  
Walmart

**Whitley**, Stocker,  
Walmart

**Jeff**, Stocker,  
PetSmart

**Heather**, Dishwasher,  
AVI-Aultman Hospital

### What's Inside

**2 Strategic Direction**  
Steering committee guides new 2021-2023 plan

**4 Early Intervention**  
Teams relocate to Whipple-DaleCentre

**6 Stark DD Special Olympics**  
Softball intramurals a home run



Mission:  
Supporting people with disabilities and their families.

Superintendent's Message:  
Strategic Planning is essential to organization growth

Essential to the long-term growth and evolution of any major organization is a strategic plan that establishes a vision for the future and a set of measurable goals and objectives to help guide decisions on our investments and priorities. As the Stark County Board of Developmental Disabilities looks ahead to the next decade, we are developing such a vision – one that builds on the success of our previous strategic plans that date back to 2011, 2014, and 2017. The new vision will establish a set of commitments that align with our mission and values and clearly articulate our aspirations as **we support people with disabilities and their families, not only for the next three years, but will lay the ground work for the decade.**

We have established our next strategic planning committee and ensured that it is made up of our primary stakeholders of people served, family members, and the provider community. We are relying on not only their input, but the feedback we received from those who completed our strategic plan survey that was opened on August 10, 2020, and closed on October 16, 2020. Within the survey, we solicited interest in anyone who wanted to participate on our Steering Committee. **Although we could not accommodate everyone who volunteered, we focused on people served, family members, and those from our provider community.**

The critical issues that this plan must address as identified by our stakeholders are:

1. Funding and sustainability
2. Provider support made up of recruitment, retention, and training
3. COVID-19 response
4. Providing people funding for services and supports through home and community based services waivers
5. Ongoing education of people served and families on services and supports available
6. Community outreach and education
7. Provider oversight and monitoring

Strategic Plan Steering Committee

Facilitating the strategic plan process is **Amy Renkert**, principal with Greyledge Consulting. She will be supported by **Bill Green**, Superintendent and **Lisa Parramore**, Communications Manager.



The full steering committee includes: **Jodi Broom**, co-founder of Sharing Solutions and family member; **Tiffany Daniels**, parent, independent provider; **Jan Dougherty**, parent; **Amanda Haga**, SCEPTA labor EI representative, Developmental Specialist; **Allen Hansen**, person served and self-advocate; **Beth Humbert**, provider and parent; **Audra Martin** and/or **Haydee Thomas**, gold star collaborative provider; **Gayle Miller**, SCEPTA labor School representative, Intervention Specialist; **Tom Rickels**, gold star collaborative provider, president of Ohio Waiver Network; **Marc Risaliti**, person served and self-advocate; **Dan Sutter**, board member and parent; **Terryl Swejk**, Education Consultant, State Support Team Region 9; **Amy Troyer**, faith coordinator, parent; **Danette Zane**, person served and self-advocate

**The Strategic Planning Steering Committee is charged with developing a vision and set of actionable priorities for the next three years.** It is my hope that the Task Force will complete the plan by the end of November. Once the Steering Committee draft plan is complete, it will be circulated to our entire stakeholder community for additional feedback and questions. Based upon the feedback and what could be added if necessary, the plan will be sent for ratification by the Board in January 2021.

I would like to thank, in advance, the members of the steering committee for their service. I likewise want to thank you for your active involvement and voice in this important conversation by your completion of the strategic plan survey as we embark on this effort and work to guide the Stark County Board of Developmental Disabilities to new levels of excellence.

In the words of Simon Sinek, leadership guru, *“take care of yourself and take care of others.”*

*William Green*



Brrrr...it is  
COLD!

When weather conditions or other emergency conditions (mechanical, electrical, health) necessitate the Board programs be delayed, dismissed early, or closed, we will make one of the announcements listed below.

**Two hour delay**  
Transportation routes for school age programs will operate two hours later than regular pick-up times. Return home times will remain the same. Early Intervention services scheduled after 10:00 am will continue. All preschool classes (Eastgate and Taft) will be canceled. School age (RSSS and Avondale) programs will begin two hours later than regularly scheduled.

**Code One** means that preschool (Eastgate and Taft)

**Find out fast!**  
Visit our website  
[www.starkdd.org](http://www.starkdd.org)  
for Stark DD Alerts.

and School Age programs (RSSS and Avondale) are closed for students; Early Intervention services are canceled; Administrative and Early Intervention staff report as normal.

**Code Two** means that all program services are closed for the day for all students and staff.

**Early Dismissal** Managers will follow procedures for parent notification prior to any individual dismissal. Children will only be sent home if staff can confirm an approved caregiver will be at the drop off point.

NOTIFY ME 101

Families, caregivers, and staff are reminded that there are several ways to receive information when inclement weather may affect services for the day.

Please use one of the following sources for retrieving site closing information:

**Stark DD Notification System:** All Stakeholders receive alerts by phone, e-mail and text message. Families may update their information by contacting their SSA, or school administrator.

**Call our main number** at 330-477-5200 to hear the automated message.

**On the web** at [www.starkdd.org](http://www.starkdd.org)

**Facebook:** [www.facebook.com/StarkDD](https://www.facebook.com/StarkDD)

**Radio:** WHBC AM (1480) 94.1 FM

**Television:** WEWS Channel 5 Cleveland



TWi's Philip DuBose honored as DSP of the Year



As a culmination to this year's DSP All Star Program, Stark DD awarded DSP of the Year Phip DuBose, a Direct Support Professional for The Workshops, Inc. (TWI) -The Causeway. Philip was honored on September 10, at his place of employment, with administrative staff, and TWI participants on hand to celebrate.

In addition to the DSP of the Year, three other exceptional achievement awards were awarded to Direct Support Professionals (DSPs) in our community: Leadership – Christina Seich, Quality Comfort Living; Resourcefulness – Megan Gaines, CLW; and Energy – Connie Carafelli, First Christian Day Services.





# Helping the youngest

For more information, visit our website at <https://starkdd.org/services/early-intervention/>



## Stark Early Intervention teams relocate to Stark DD's Whipple-Dale Centre

In July, the Early Intervention team, consisting of 10 Service Coordinators and 18 Stark DD Early Intervention employees, relocated to offices at the Whipple-Dale Centre. Previously the 28 staff had been housed at Eastgate Early Childhood and Family Center in Louisville.

The new offices used 5,358 sq ft. of the empty contract floor, and was part of a joint renovation project with the Stark County Veterans Services Commission, a tenant in the Whipple-Dale building.

*"Helping children and families wherever they choose to live, play, and spend their day"*

### The Early Intervention Process: from referral to real help

1. Do you have concerns about your child's development? Ohio has a central intake point of contact for families. Anyone can make a referral. If you have a concern, call 1-800-755-4769 or complete a simple, online referral at <https://ohioearlyintervention.org/>.

2. A referral is then sent to the county's specific Early Intervention program. Locally, the Service Coordination team is employed by the Stark County Educational Service Center (ESC) but maintains offices in the Stark DD Whipple-Dale Center. Service coordination is federally mandated, and serves as the point of contact for families of children birth through two years of age.

3. Referred children are assigned a Service Coordinator and the Service Coordinator begins the "Welcome to the EI Team" process. The child is then evaluated for eligibility of services. If a child is found eligible, the EI Team, which includes the family, develops the plan for services based on the child/family needs.

### Who provides the services on a team?

Early Intervention teams are comprised of multiple disciplines, from both Stark DD Early Intervention staff, as well as additional community specialists. A team averages a case load of 125-150 families at one time.

From that team, one person will take the lead and serve as the Primary Service Provider (PSP), for the family. This person not only represents the entire team, but also ensures that one, consistent message is coming to a family. At any time additional specialists from the team can be added to services as needs of the child shift.

## What is Ohio Early Intervention?

Source: <https://ohioearlyintervention.org/>

Early Intervention (EI) is a statewide system that provides coordinated early intervention services to parents of eligible children under the age of three with developmental delays or disabilities in Ohio. EI is grounded in the philosophy that young children learn best from familiar people in familiar settings. Every family served in EI will have a local EI team that consists of a service coordinator, service providers, and their family. A team works with children and parents in their home or other places the family spends time to develop a coordinated plan called an Individualized Family Service Plan (IFSP). Together families and team members will work through the IFSP plan to use existing supports and resources—and build upon them—to learn to enhance the child's learning and development.

## Virtual EI services get positive responses

When the COVID-19 pandemic cancelled in-person visits, Stark DD EI teams quickly transitioned to tele visits using Webex technology.

*Despite initially low expectations, I've been thoroughly impressed by the Tele EI visits and while I cannot speak for every child mine has responded very well to them. I've found them just as positive in her development as my expectations for home visits were."*

Ray Stauffer

*"Our daughter wouldn't have progressed to where she is without it and we are very glad/thankful we were able to continue our sessions through tele visits!"*

Lauren Graves

*"Our family is grateful that we have been able to maintain our biweekly sessions throughout the pandemic. Amanda and the rest of the Stark DD team have made every effort to continue providing excellent care remotely. The team has been cognizant of our family's health concerns regarding the pandemic and have stayed proactive in their efforts to provide activities for our daughter, monitor her progress, problem solve through video, as well as communicate frequently with various therapists at our main hospitals. We are thankful for Amanda's commitment to providing a high level of support and service to prevent our daughter from falling behind in her continued development."*

Rachel Kidder





# Special Olympics • Stark DD Batter Up!

Follow Stark DD Special Olympics at [www.facebook.com/StarkDDSpecialOlympics](https://www.facebook.com/StarkDDSpecialOlympics)



## Calendar

Find more events [www.starkdd.org/calendar](https://www.starkdd.org/calendar)



## Following return to play guidelines Stark DD Special Olympics fields intramural softball

Submitted by  
Paula Gardner,  
Special Olympics Coordinator

The 2020 softball season wrapped up a unique season in September. With COVID-19 return to play guidelines, we were challenged to be creative in order to play safely. Not only did we except this challenge, we knocked it out of the park!

Four intramural teams were created. There were 45 athletes, 8 coaches, and 3 volunteers who participated. Each team consisted of athletes of all skill levels making the teams as even as possible. Each team practiced once a week through July and August. In September

the teams played one another and ended up with a final round to determine 1st, 2nd, 3rd, and 4th place.

The result was amazing! Athletes that have had limited opportunities to play in a real game situation in the past got to play and grow. The athletes that have played competitively were given the opportunity to mentor others as they played. Great sportsmanship among the athletes, coaches, volunteers, and spectators were on full display.

The games were fun and very competitive. The Green Sliders ended up with the title of first place. However, all that participated came out Champions!

### Education

#### Sharing Solutions IDD Support Group for Families, Caregivers and Professionals

Tuesday, November 17 at 6 pm. DODD Director Jeff Davis will join via Zoom for some Q/A. Registration: <https://us02web.zoom.us/j/64409123456>. For questions contact [Jodi Broom](mailto:jodi.broom@starkdd.org) or call 330-546-2001.

#### New Guardian Training

All Guardian Trainings have been postponed until further notice. For assistance, call 330-437-3720 or e-mail [volunteerguardians@gmail.com](mailto:volunteerguardians@gmail.com)

### Recreation

#### Special Olympics

In place of traditional basketball and swim seasons, Special Olympics will hold conditioning practices November through January. To sign up, contact Special Olympics coordinator Paula Gardner at [gardnerp@starkdd.org](mailto:gardnerp@starkdd.org). Watch for updates on [facebook.com/StarkDDSpecialOlympics](https://www.facebook.com/StarkDDSpecialOlympics)

### Social

#### Virtual Toddler Playgroup

Each Tuesday 10:00 am – 11:00 am. Please email [Chris Ehmer](mailto:chris.ehmer@starkdd.org) to get weekly updates for playgroups.

#### Adult Social Night

Social Nights are cancelled until further notice in this time of social distancing. We will announce when they can resume.

#### When Pumpkins turn into Turkeys



When COVID-19 forced the cancellation of the 2020 Great Pumpkin Race, we decided to Gather our Flock and team up with America's Turkey Trot to help feed the hungry locally and raise money for Stark DD Special Olympic athletes.

America's Turkey Trot Virtual Run is the family-friendly Thanksgiving Day event you've been looking for. Lace up those running shoes and choose one of our 4 distances you want to run or walk. You'll receive our award-winning kit shipped right to you.

Can't run on Thanksgiving Day? That's okay—choose the fall date that works best for you. Gather your family and friends near and far and join us as we run in support of Feeding America's mission to end hunger.

#### Be a part of our Flock!

Register at [americasturkeytrot.enmotive.com/events/register/2020-americas-turkey-trot/](https://americasturkeytrot.enmotive.com/events/register/2020-americas-turkey-trot/). Look for "Stark County Board of DD Special Olympics" when registering to be a part of our flock.



### Community

#### Monthly Board Meeting

Stark County Board of Developmental Disabilities; December 15, 6:00 pm at 2950 Whipple Ave. NW, Canton. Watch live at [www.facebook.com/StarkDD](https://www.facebook.com/StarkDD). Watch a recording on the [Stark County Board of Developmental Disabilities website](https://www.starkdd.org/disabilities).

## All in the Family

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Developmental Disabilities**

Whipple-Dale Centre  
2950 Whipple Ave. N.W.  
Canton, OH 44708  
Phone: 330-477-5200  
E-mail: [info@starkdd.org](mailto:info@starkdd.org)  
Fax: 330-477-2545

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The Stark County Board of Developmental Disabilities  
• Accredited by NAEYC, DODD  
• Equal Opportunity in Employment, Access and Services. M/F/H.  
• Ohio Self Determination Association member (OSDA)

EMPLOYMENT  
FIRST



**Stark County Board of  
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Stark County Board of  
Developmental Disabilities

# All in the Family



**Dominique** - Box Maintenance,  
Walmart  
3.5 years of service

**Whitley** - Stocking, Walmart  
5 months of service

Disability Employment  
Awareness Month  
page 1

### Mission:

Supporting people with disabilities and their families.