

THE EXCELLENCE NETWORK

**OUR PURPOSE:
IGNITING AND FUELING A PASSION FOR LIVING
LIFE TO THE FULLEST THROUGH LEARNING,
INNOVATION AND COLLABORATION**



Meeting Minutes

8/16/18

Licking County Aging Program

• Old Business/Updates

- Paying wages while providing Vocational Habilitation or Adult Day Services: be sure to refer to DODD's recent guidance on Voc. Hab. & ADS, and to info. in recent LCB newsletter re: paying minimum wage when providing Voc. Hab. Please contact David with any questions.

• New Business

- Non-Medical Transportation proposal- A committee of stakeholders has worked for the last several months on a proposal that has now been sent to DODD. DODD is using it as a starting point to formulate new rates and payment methodology. The attached info. is only a proposal. The final rule may look different.
- Organizational Culture – what's yours like? Does it help people stay, or chase them away?
 - Culture is your competitive edge in retaining great staff.
 - Culture combines with DSP's core competencies, ethics, and intrinsic motivation to equal high quality services for people.
- Front Line Supervisors – how are you recruiting, and then supporting, these crucial staff?
 - Most supervisors are promoted from DSP positions, but may not have all the skills to be great supervisors
 - How are you helping them get these skills?
 - Poor Front Line supervision contributes to high staff turnover, which leads to low quality services.
- Employee Assistance Network – what sorts of things would help your DSPs?
 - CB looking to expand supports for DSPs and help connect them to existing services and resources
- How is each of your agencies using Learning Logs?
 - LICCO staff report that at recent DODD Compliance Review, reviewers focused intensely on Outcomes, services provided towards the Outcome, and documentation of progress towards the goal. This is the 2nd report by Licking Co. providers that this is the main focus of DODD's

reviews. Please take a GOOD look at your processes in these areas. Contact David if you have questions.

- **Miscellaneous**

- DSPaths trainings for the Competency/Longevity add-on are being held locally, and are FREE! Schedule is attached.
- Reminder that staff should obey the law while driving people in their own or company vehicles. (Citizen report of a tan van (w/ LCBDD sticker) speeding on Rt. 79 and running a red light.)
- Cannot buy \$2 public transit tickets and give to folks, then bill medicaid for the ride. (This may be occurring in other counties.)
- If a person is using public transit, they will need to call in their schedule and rides themselves, rather than staff doing it. (Staff can assist the person in learning how.) If the person needs more help, the team may need to consider additional services.

Next Mtg:

10:00, Friday, 9/21/18

at Midwest Health Services