The Excellence Network

Fostering Collaborative Leadership To Drive Agency Excellence in Licking County

Meeting Minutes

5/20/22

- **Old Business/Updates**
    - **Current County Board Provider support offerings:**
        - LCBDD Provider Staffing Assistance – CB staff helping fill DSP hrs.
        - LCBDD pay DSP wages to take 60hr. training to qualify for rate add-on; lend iPads
        - Med Admin training – offering initial certification & online re-certifications
        - CPR/First aid training
        - All required DODD training
        - EVV training and assistance
        - Financial assistance for training, business associations, strategic planning etc.
        - DSP Employee Assistance Program
        - Referral bonus for CB staff who refer DSPs to provider agencies

- **New Business**
    - **T.E.N. Tidbits-** quick, mobile-friendly **"**grab & go" trainings that can be shared with your staff

Video- Your brain is wired for negative thoughts. Here is how to change it
https://www.youtube.com/watch?v=3ThUrVXz9j0 (4 minutes 2 seconds)
Key Takeaways- Even the worst news is more digestible when presented positively; once you put negative out there it is very hard to replace it with positivity
Activity Type- Conversation- How do you get out of negative ways of thinking?
Key Points from T.E.N. Meeting Conversation:

- Be Your Own Best Friend-Don't forget to take "me" time to recharge- pamper yourself, do something good for you (like taking a nap)
- Embrace things that bring a smile to your face whether it be a silly song, funny meme, or picture of a favorite memory
- Get out of your own head
    - Read, take a walk, stand up to work, go talk to someone else and get to know them color/draw- IE change your surroundings
    - Let the "worst case scenario" play through your head to see how realistic that "big bad monster" really is, maybe it's actually a cute kitten in a scary costume
- Have Daily Negative Thought Time (by yourself to purge them from your mind- it isn't about stopping your brain from having them, it is about getting them out so they cannot hide and figuring out solutions or ways to frame them differently)
- Write- Instead of letting all of the negative thoughts build up in your head until they fall out of your mouth, write them down to cleanse your mind- then throw them away or if you can do it safely… burn them.

        - Also, if you are one that is inclined to fire off an angry email, type it out, send it to yourself, give it some space, and then re-read what you wrote…What do you think of yourself, re there things you would change or reword?
    - Listen to yourself talk- Do you use the word "you" when explaining things to others? The word "you" can be damaging, derogatory, and disrespectful. Find ways to replace "you" with "we" to show that both of you are on this journey together. Also when talking about problems, things done incorrectly, or things that you just might like to see done differently- frame these positively by using the word "opportunity/opportunities" as this demonstrates no matter where we have been that we can still end positively on a journey together (creates buy in and fosters a safe environment because if staff do not feel safe then they typically will not share feedback or be engaged staff)
    - Find your person- Someone that you can go talk to verbally, send a text to, cc on those angry emails to yourself- this lets someone else know you aren't okay in the moment and gives them a chance to be there with you to guide you back to positivity (What's the Catch? You need to be there for them when they need you too!)
    - Remember that change doesn't always have to be bad- Sometimes as kids growing up our bones hurt as we grew, well you can get professional growing pains too. No, they will not make you taller in height, but they will give you the confidence to stand tall knowing that you are approaching the journey from a good place

Have Feedback or Suggestions? Please share with us https://forms.gle/nCZTc9bKzg9Qsc6DA

- **OhioISP (OISP) –coming NOW!** Starting July 1st, a limited number of SC staff to begin testing. Planning for all SCs to begin using the OISP for annual plans on August 1st.
    - The "official" new ISP will not have any funding details in it. Would your agency be willing to sign the ISP without the funding piece? Would you be agreeable to signing a funding document that references the ISP, or if the funding info. is included in the same document?
        - Providers said they would be fine with signing as long as the ISP and funding docs. came together as a "package." They uniformly sad they could not sign an ISP without the funding info.
    - The teams involved in the July 1st testing will be notified as those people are identified.

- **Timely review of ISPs**- what are the barriers, and how can we fix them? (Per 2019 agreement between TEN participants & SC staff, Providers have 7 business days to review & sign off.)
    - ***Providers asked if this could be extended, due to the hiring crises and management staff pulling DSP shifts. David will propose this to SC management.***
    - Related- Brittco signature requests: access to sign expires in 48 hours.
        - Providers asked if the 48 hrs. could be extended to 7 days.
        - Providers receiving signature requests with no ISP. SC Director addressed this with SC Team Leaders.
    - Providers at the meeting asked if the cover letter with the completed ISP could specify what agencies have signed. (Previous req. to say who didn't was declined. Provider's intent is to save searching back through emails.)

- **DSPs & masking**- per DODD current CDC guidance re: healthcare settings only applies to ICFs; DOES NOT apply to waiver settings.

        - Masking is best practice in waiver settings, but is up to agency policy or individual request of person served.

    - **Brunch & Learn, June 22nd 9:00-12:00!** Your staff who post job openings will learn to use Ohio Means Jobs FREE hiring system. OMJ staff will walk us through how to get the most out of it. And have brunch to boot! RSVP to: https://www.signupgenius.com/go/60B044BA5A823A3F85-omjjob Call David or Brandi for more info.

- **Miscellaneous**
    - **Updates re: new DODD training requirements:**
        - The DODD-released Annual DSP Training is only **5 hours** of the 8 hours required by rule. Providers are responsible to obtain the other **3 hours**. The idea is that the additional 3 hours will be specific to people DSPs work with.
        - Licensed waiver sites, per DODD, can follow DODD training requirements
        - 2 Empathy-based Care trainings- 1st one is the general one from DODD, the 2nd trng. at 30 days is intended to be more specific to what & who the DSP will be doing/working with.
    - **DODD Certification Renewal Dates Adjusted-** in preparation for Provider Network Management (PNM) go-live in the fall, all certifications with renewal dates on or after August 1, 2022, have been extended by 180 days.
    - **Waiver comparison chart**- changes to waivers coming July 1st!
        - Adding Participant-Directed Goods & Services to Level 1, Home-delivered meals to L1 & SELF, and Self-Directed Transportation to IO, L1, & SELF
    - **Assistive Tech./Remote Support staff invited to August mtg**- invitation to Amanda Brehm to talk about how her new role can help teams looking to use technology to promote more independence!

Next Mtg: 10:00, Friday, June 17th at LCBDD office