

**KENTUCKY COMMISSION ON SERVICES AND SUPPORTS FOR
INDIVIDUALS WITH INTELLECTUAL
AND OTHER DEVELOPMENTAL DISABILITIES**

**A G E N D A
December 13, 2024
1:00 – 3:00 p.m.**

OPENING REMARKS	Carrie Banahan, Deputy Secretary Cabinet for Health & Family Services
REVIEW MINUTES	Carrie Banahan, Deputy Secretary Cabinet for Health & Family Services
STATUS OF RECOMMENDATIONS	Carrie Banahan, Deputy Secretary Cabinet for Health & Family Services
NATIONAL CORE INDICATORS	Laura Butler Human Development Institute
DEPARTMENT FOR BEHAVIORAL HEALTH, DEVELOPMENTAL & INTELLECTUAL DISABILITIES UPDATES	Dr. Katie Marks, Commissioner Department for Behavioral Health, Developmental & Intellectual Disabilities
DMS UPDATES	Leslie Hoffman, Deputy Commissioner Alisha Clark, Assistant Director Department for Medicaid Services
COMMONWEALTH COUNCIL ON DEVELOPMENTAL DISABILITIES UPDATES	Johnny Callebs, Executive Director Commonwealth Council on Developmental Disabilities (CCDD)
HDI UPDATES	Johnny Collett, Deputy Director Human Development Institute (HDI)
OFFICE OF VOCATIONAL REHABILITATION UPDATES	Nanci Howard, Administrator Office of Vocational Rehabilitation
PUBLIC COMMENTS	As time permits
2025 MEETING DATES	March 7, 2025 June 6, 2025 September 5, 2025 December 5, 2025

**KENTUCKY COMMISSION ON SERVICES AND SUPPORTS FOR INDIVIDUALS
WITH INTELLECTUAL AND OTHER DEVELOPMENTAL DISABILITIES
DECEMBER 8, 2023
SUMMARY NOTES**

MEMBERS PRESENT

Carrie Banahan
Dr. Katie Marks
Pam Smith
Cora McNabb
Johnny Collett for Dr. Kathy Sheppard-Jones
Johnny Callebs
Kim King, Representative
Steve Shannon
Julie Sweets
Catherine Buncher
Kim Zeigler
Clayton Carroll
Kellie Smith

MEMBERS ABSENT

Gretta Hylton
Tina Bojanowski, Representative
Julie Raque-Adams, Senator
Brandon Griffith
Robert Napolilli
Graham Maupin
Annette Jett
Karen Herdina

OPENING REMARKS

Deputy Secretary Carrie Banahan welcomed all members and other meeting participants. Expressions of condolences were offered to Commission Member Karen Herdina in the passing of her husband.

INTRODUCTION OF COMMISSIONER OF DEPARTMENT FOR BEHAVIORAL HEALTH, DEVELOPMENTAL & INTELLECTUAL DISABILITIES

Dr. Katie Marks, Commissioner of the Department for Behavioral Health, Developmental and Intellectual Disabilities provided a brief self-introduction and expressed her enthusiasm in working with the Commission to support individuals with intellectual and other developmental disabilities.

REVIEW OF MINUTES

Minutes were approved from June & September quarterly meetings with no amendments.

STATUS OF NEW MEMBERS

The Cabinet is still awaiting the announcement of new appointments from the Governor's Office of Boards and Commissions. Appreciation was expressed to all those who continue to actively serve and participate in the Commission's work.

STATUS OF RECOMMENDATIONS

Two (2) recommendations were submitted by the Community Education and Outreach Committee at the September quarterly meeting. Due to a lack of quorum, the recommendations were deferred and were considered during Committee Updates.

DEPARTMENT FOR MEDICAID SERVICES UPDATES

Pam Smith provided updates related to the Department for Medicaid Services.

ALLOCATIONS and WAITLISTS

Cathy Lerza, Clinical Services Program Manager and Crystal Adams, Assistant Director of the Division of Developmental and Intellectual Disabilities presented on the Supports for Community Living and Michelle P Waiver waitlists. A copy of the slides are contained in the December Meeting Packet.

HUMAN DEVELOPMENT INSTITUTE UPDATES

Johnny Collett provided updates on initiatives/projects underway at HDI on behalf of Dr. Kathy Sheppard-Jones.

COMMITTEE UPDATES

Community Education and Outreach Committee.

Barb Locker was designated by the Committee Chair to provide updates and present recommendations in place of Karen Herdina. Four (4) recommendations were considered and approved without amendments. The recommendations will be forwarded to the appropriate agencies within the Cabinet for Health and Family Services for consideration and response at the March 2024 Quarterly Meeting.

Health/Wellness Committee

The Health/Wellness Committee did not meet during the Quarter. No updates were available.

Employment Committee.

Johnny Collett presented in place of Dr. Kathy Sheppard-Jones. The Committee met one time during the quarter but did not present recommendations for consideration.

PUBLIC COMMENT PERIOD

Members of the public did not wish to comment.

COMMISSION MEETING REMINDERS / ADJOURN MEETING

The next quarterly meeting will be March 15th, 2024, beginning at 1:00 p.m. Eastern Time. Meeting was adjourned.

**KENTUCKY COMMISSION ON SERVICES AND SUPPORTS FOR INDIVIDUALS
WITH INTELLECTUAL AND OTHER DEVELOPMENTAL DISABILITIES
MARCH 15, 2024
SUMMARY NOTES**

MEMBERS PRESENT

Carrie Banahan
Dr. Katie Marks
Alisha Clark
Nanci Howard
Dr. Kathy Sheppard-Jones
Johnny Callebs
Karen Herdina
Julie Sweets
Catherine Buncher
Clayton Carroll

MEMBERS ABSENT

Gretta Hylton
Tina Bojanowski, Representative
Julie Raque-Adams, Senator
Brandon Griffith
Robert Napolilli
Graham Maupin
Annette Jett
Steve Shannon
Kim Zeigler
Kellie Smith
Kim King, Representative

OPENING REMARKS

Deputy Secretary Carrie Banahan welcomed all members and other meeting participants.

REVIEW OF MINUTES

Minutes from the December meeting were deferred for approval for lack of quorum.

STATUS OF NEW MEMBERS

The Cabinet is still awaiting the announcement of new appointments from the Governor's Office of Boards and Commissions. Appreciation was expressed to all those who continue to actively serve and participate in the Commission's work.

STATUS OF RECOMMENDATIONS

Four recommendations from the Community Education and Outreach Committee approved at the December quarterly meeting. The Cabinet has responded to those recommendations. The responses are contained in the meeting packet and have been returned to the Community Education and Outreach Committee for their review.

NATIONAL CORE INDICATORS

Laura Butler from the Human Development Institute provided results from the National Core Indicators Data and recommendations from the Quality Improvement Committee.

After the presentation, Committees were reminded that the data and recommendations should guide their ongoing work and discussions.

DEPARTMENT FOR MEDICAID SERVICES UPDATES

Alisha Clark provided updates related to the Department for Medicaid Services.

The 1915c waivers have been submitted to Centers for Medicare and Medicaid Services (CMS). It is anticipated they will be approved by May 1, 2024.

Cathy Lerza provided information related to the waiver waiting lists. A graph was provided in the meeting packet.

COMMONWEALTH COUNCIL ON DEVELOPMENTAL DISABILITIES (CCDD)

Johnny Callebs, Executive Director provided an update on Council activities. The primary item of interest was the Governor's signing of a proclamation declaring March as Developmental Disabilities Awareness Month.

HDI UPDATES

Dr. Kathy Sheppard-Jones of the Human Development Institute at the University of Kentucky to provided updates on initiatives/projects underway at HDI. These include:

- Early Childhood Awareness Seminar on March 22 from 1-3pm. Seminar registration is available at: <https://uky.zoom.us/meeting/register/tZMvde6srT8pEtYUf7jPGuylwmgW3saVbEmX#/>
- HDI is hosting a drop in Art Exhibit from March 26-29.
- KY LEND program is aimed at training people to improve health care for people with disabilities. For more information, please contact: Rachel Womack at rachel.womack@uky.edu or visit the KY LEND website: <https://hdi.uky.edu/kylend>.

COMMITTEE UPDATES

The following updates were provided by Committee chairpersons:

- **Community Education and Outreach Committee.**
Karen Herdina, Committee Chair noted the committee met in January and February and continues to review transportation data. It is the committee's intent to offer meaningful recommendations related to transportation services in the future.
- **Health/Wellness Committee**
The Committee did not meet during the quarter.

- **Employment Committee.**

Dr. Kathy Sheppard-Jones, Committee Chair provided two links to a video related to the Committee's efforts of marketing the abilities of individuals with intellectual and other developmental disabilities in communities across Kentucky.

- Vimeo: <https://vimeo.com/922008192?share=copy>
- YouTube: https://youtu.be/pju_hzzaak8

PUBLIC COMMENT PERIOD

Members of the public did not wish to comment.

COMMISSION MEETING REMINDERS / ADJOURN MEETING

The next quarterly meeting will be June 14th, 2024, beginning at 1:00 p.m. Eastern Time. Meeting was adjourned.

**KENTUCKY COMMISSION ON SERVICES AND SUPPORTS FOR INDIVIDUALS
WITH INTELLECTUAL AND OTHER DEVELOPMENTAL DISABILITIES
SEPTEMBER 13, 2024
SUMMARY NOTES**

MEMBERS PRESENT

Carrie Banahan
Cathy Lerza for Dr. Katie Marks
Alisha Clark
Nanci Howard
Johnny Collett
Johnny Callebs
Karen Herdina
Julie Sweets
Catherine Buncher
Kim Zeigler
Clayton Carroll
Kellie Smith

MEMBERS ABSENT

Gretta Hylton
Tina Bojanowski, Representative
Julie Raque-Adams, Senator
Kim King, Representative
Brandon Griffith
Graham Maupin
Annette Jett

OPENING REMARKS and ANNOUNCEMENTS

Deputy Secretary Carrie Banahan welcomed all members and other meeting participants.

The Commission recognized Dr. Kathy Sheppard-Jones. Dr. Sheppard-Jones had stepped down from her position as Executive Director of the Human Development Institute. While she may have stepped down as the Executive Director, she did not leave HDI but has moved into other roles within the Institute. The Commission expressed sincere appreciation for all her expertise and advocacy efforts while serving on the Commission and look forward to working with her in a different capacity in the future. Dr. Beth Potter has been appointed Acting Executive Director in the interim.

Johnny Collett has been designated to serve on the Commission while a national search is being conducted to fill Dr. Sheppard-Jones' position. Johnny is the current Deputy Director at HDI and has attended Commission meetings in the past representing HDI.

REVIEW OF MINUTES

Members received an advanced copy of the draft minutes for the December and March Quarterly Meetings. The Commission did not meet in June. There was not a quorum. Approval of minutes was deferred to December.

STATUS OF RECOMMENDATIONS

There were no outstanding recommendations for status updates.

MEMBER TERMS

New appointments from the Governor's Office of Boards and Commissions which were submitted in May 2023 for terms that expired in July 2023 have not been announced. Members who continue to actively serve and participate on the Commission were thanked for their continued service.

Several members have term expirations in November. These include:

Cathy Buncher
Kim Zeigler
Graham Maupin
Karen Herdina
Annette Jett
Kellie Smith

Current members with expiring terms were encouraged to reach out to DDID staff if they wished to reapply for another term. All members were encouraged to continue holding the December Quarterly Meeting on their calendars since new appointments are moving slowly through the Governor's Office of Boards and Commissions.

ANNUAL REPORT

The Commission's Annual Report for Fiscal Year 2024 was reviewed. No changes or amendments to the report were requested. The Division of Developmental and Intellectual Disabilities (DDID) will continue with the process to file the report with the Governor's Office and the Legislative Research Commission by December 1 in accordance with statute.

DEPARTMENT OF MEDICAID SERVICES UPDATES

Alisha Clark, Assistant Director of the Division of Long Term Supports, provided updates related to the Home and Community Based Medicaid waivers. During the 2024 Legislative Sessions, additional slots were funded in the Home and Community Based Medicaid waivers, including Michelle P (MP) and Supports for Community Living (SCL) waivers. It should always be remembered when reviewing waiting lists numbers, that many of the individuals are on multiple waiting lists. For example, of 2,230 on the MP wait list 315 of the individuals already receive services in the SCL waiver but want to remain on the MP wait lists just in case.

As the Department continues the Public Health Emergency Unwinding, individuals are encouraged to visit the below website for information:

<https://khbe.ky.gov/Enrollment/Pages/PHEUnwinding.aspx>

COMMONWEALTH COUNCIL ON DEVELOPMENTAL DISABILITIES (CCDD)

Johnny Callebs, Executive Director of CCDD provided updates. He introduced Justin Jeter, Legislative Liaison with CCDD who provided updates related to federal and state legislation that impact programs for individuals with disabilities. He also presented updates on the CCDD's

efforts to advocate, and effect change at the legislative level, for people with disabilities. A copy of his presentation was included in the meeting material.

HUMAN DEVELOPMENT INSTITUTE (HDI) UPDATES

Johnny Collett, Deputy Director of the Human Development Institute at the University of Kentucky provided updates on initiatives/projects underway at HDI. For all initiatives, please visit: <https://hdi.uky.edu/>.

OFFICE OF VOCATIONAL REHABILITATION (OVR) UPDATES

Nanci Howard of the Office of Vocational Rehabilitation provided updates with a focus on the Employment First Council. The Council's Employer Education and Engagement had a three-part webinar series with 150+ registered attendees. Employment First site where you will find the series information.

<https://kcc.ky.gov/Vocational-Rehabilitation/boards-and-councils/Employment-First/Pages/default.aspx>

COMMITTEE UPDATES

The Committees did not meet during the quarter. It was proposed and approved that the three (3) Committees would be on a short-term hiatus for the next quarter. In December the Commission should be receiving updated information on the National Core Indicators for Kentucky along with recommendation from the NCI Quality Improvement Committee. This information, per statutory requirement, should be driving the work of the Commission. An agenda item will be added to the December HB 144 Commission Quarterly Meeting Agenda to discuss ways to move forward with the Commission's work.

988 – CRISIS SERVICES FOR ALL KENTUCKIANS

At the request of the Community Education and Outreach Committee, it was arranged for a representative from the Department of Behavioral Health, Developmental & Intellectual Disabilities to provide an overview of the 988-crisis program. Angela Roberts, Program Administrator for the 988 Crisis Services presented an overview of the program and provided links to resources for the Commission members to share with others. A copy of Ms. Roberts' presentation was contained in the meeting materials. The below link provides information on an online training for 988 Suicide & Crisis Lifeline screeners/counselors to provide improved support and assistance to people with intellectual/developmental disabilities (including Autism Spectrum Disorder, ASD) and mental health needs who contact the Lifeline seeking help.

Angela.roberts@ky.gov

<https://centerforstartservices.org/988>

PUBLIC COMMENT PERIOD

Members of the public did not wish to address the Commission.

COMMISSION MEETING REMINDERS / ADJOURN MEETING

The next quarterly meeting will be December 13th, 2024, beginning at 1:00 p.m. Eastern Time via Zoom.

Meeting adjourned.

DRAFT

Kentucky National Core Indicators Data and Quality Improvement

Laura N. Butler, MRC, MA



1

National Core Indicators (NCI)

- Started in 1997
- 48 states
- “NCI-IDD is the largest collection of information on the outcomes of public IDD systems internationally.”



2

National Core Indicators

- In-Person Survey- adults receiving at least one service from the state
 - Largest, most used survey
- Family Survey- questionnaires to family members, mailed or emailed
 - Adult Family
 - Family/Guardian
- State of the Workforce- online survey of provider agencies

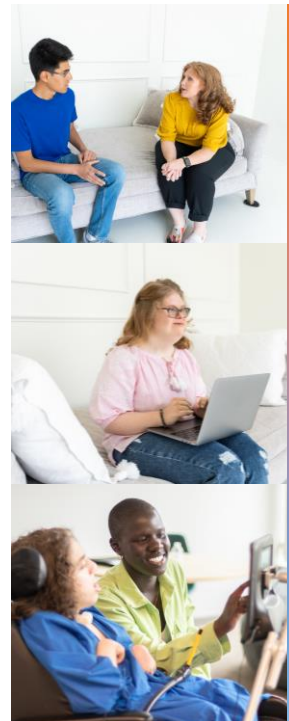
National Core Indicators- Aging and Disability



3

NCI-IDD Survey

- Each state surveys at least 400 people each cycle
- Surveyors receive training
- In-person or video conference
- State are able to add questions
- Current domains:
 - Self-determination
 - Service Coordination
 - Relationships and Community Inclusion
 - Rights, Choice, and Decision-Making
 - Employment Status and Goals
 - Health, Welfare, and Safety



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In-Person Survey- 2022/2023

Total Completed- 439 Total Sample- 800



SCL total completed- 301

- Total Completed by Zoom- 146
- Total Completed in-Person- 155
- Refusal by parent/guardian- 11
- Refusal by individual- 0
- Contact information is incorrect- 3
- Technology related barriers- 0
- Person not receiving services- 4
- Deceased- 6
- Contact information correct/could not be reached- 4
- Person cancelled/no show- 13
- Other- 14

MPW total completed- 138

- Total Completed by Zoom- 110
- Total Completed in-Person- 28
- Refusal by parent/guardian- 33
- Refusal by individual- 10
- Contact information is incorrect - 7
- Technology related barriers- 0
- Person not receiving services-12
- Contact information correct/could not be reached- 33
- Person cancelled/no show- 9
- Deceased- 1
- Other- 8

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New Look!



Employment



The committee made a total of five recommendations in the area of employment—three for providers and two for organizational partners. The recommendations are designed to not only increase the number of people who are engaged in paid community employment, but also improve meaningful work opportunities that represent a variety of career pathways.

For Providers

1. Case managers engage waiver participants and their teams in discussing community involvement and employment services and ensure that the person-centered service plan accurately reflects the person's aspirations.
2. For individuals who express a desire to work, ensure that a plan to provide employment services is included in their person-centered plan.
3. Ensure practices align with Kentucky Employment First policy as codified in Senate Bill 104, now KRS 19B.211-214.

For Organizational Partners

1. The Kentucky Division of Developmental and Intellectual Disabilities (DDID), University of Kentucky Human Development Institute (HDI), and other partners as appropriate develop an outline of items to include in the employment and community involvement informational sessions, tips for including employment goals in person-centered services plans, and information regarding transportation.

NCI Quality Improvement Recommendations Report 12

Rights & Respect Resources for Implementation

Home and Community-Based Services Final Regulations
medicaid.gov/medicaid/home-community-based-services/guidance/home-community-based-services-final-regulation/index.html

HCBS Settings Rule from ACL
acl.gov/programs/hcbs-settings-rule

Kentucky Memo regarding Final Settings Rule
cfr.ky.gov/agencies/dms/ProviderLetters/19B214a%20letter.pdf



NCI-100

questions used to measure outcomes



- Does this person have a key to the home?
- Can this person stay at home if others go somewhere (if not living alone)?
- Do people tell the person how before entering the bedroom?
- Has this person participated in a self-advocacy event?
- Has this person ever voted in a local, state, and/or national election?

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Website Update

Kentucky National Core Indicators

Community Quality oversees Kentucky's **National Core Indicators®** (NCI), an endeavor aimed at positively impacting the lives of Kentuckians' with developmental disabilities through research efforts. Nationally developed consumer and family satisfaction measures are used to examine outcomes and performance of state agency service providers. The NCI project seeks to develop and improve upon performance indicators of services for individuals with developmental disabilities.

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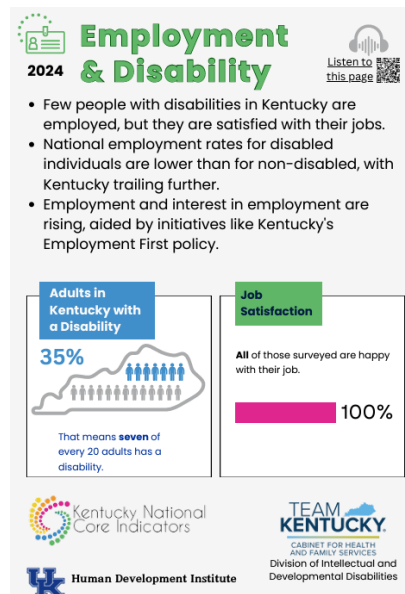
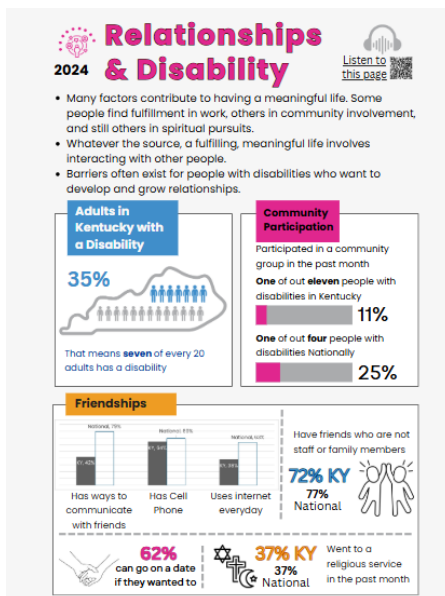
Our Work

- ✓ The estimated number of people with developmental disabilities in Kentucky is as high as 75,000.
- ✓ The potential influence of this project is vast.
- ✓ This effort is sponsored by the [Kentucky Division of Developmental and Intellectual Disabilities](#).



KentuckyCQ.org

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One-pagers

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2023 Committee Recommendation Areas



Employment



Health & Wellness



Relationships & Community Inclusion



Medication



Rights and Respect

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Employment

For Providers:

1. Case managers engage waiver participants and their teams in discussing community involvement and employment services and ensure that the person-centered service plan accurately reflects the person's aspirations.
2. For individuals who express a desire to work, ensure that a plan to provide employment services is included in their person-centered plan.
3. Ensure practices align with Kentucky Employment First policy as codified in Senate Bill 104 now KRS 151B.211-214.

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Employment

For Organizational Partners:

1. The Kentucky Division of Developmental and Intellectual Disabilities (DDID), University of Kentucky Human Development Institute (HDI), and other partners as appropriate develop an outline of items to include in the employment and community involvement informational sessions, tips for including employment goals in person-centered services plans, and information regarding transportation options.
2. University of Kentucky Human Development Institute will provide information about the possibilities of employment for people with disabilities, including how to access help to find and keep a good job and the overall benefits to employment for people with disabilities as part of the Kentucky National Core Indicators contract.

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Health & Wellness

For Providers:

1. Determine and implement activities aimed at increasing the percentage of people who report their overall health as “good” or better.
2. Determine and implement activities aimed at increasing the percentage of people who report they can do healthy things (exercising, sports, gardening, eating healthy food, etc.).
3. Determine and implement activities to increase the number of people who follow the physical activity guidelines as recommended by the Office of Disease Prevention and Health Promotion and the National Institutes of Health.
4. Increase collaboration with organizations invested in improving community health (e.g., local health departments, cooperative extension service, recreational programs) in order to leverage existing local health and wellness programs to improve the overall health and well-being of people with I/DD and their direct support staff.

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Health & Wellness

For Organizational Partners:

1. DDID and partners seek opportunities to collaborate on mental health initiatives aimed at increasing quality mental health services and resources.
2. Use the state training initiative Merge that aims to increase and improve the application of person-centered services and referral systems.

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Relationships & Community Inclusion

For Providers:

1. Increase involvement in community groups by ensuring that individuals receiving waiver services get information and support to explore existing organizations (e.g., volunteer opportunities, faith communities), other groups, clubs that relate to their interests, registering to vote, as well as information about transportation options.
2. Ensure practices align with the Medicaid Home and Community Based Services Settings Rule.

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Relationships & Community Inclusion

For Organizational Partners:

1. Encourage the Kentucky Division of Adult Guardianship to evaluate all state guardianship clients to determine if restoration of voting and/or other rights is suitable. Encourage the Kentucky Developmental Disabilities Network to set voting as a “priority”.

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Medication Usage

For Providers:

1. Ensure that medication information is kept up to date in HRST
2. Ensure that the purpose of their medication is explained to each person
3. Ensure that medication review is done during each person’s annual physical
4. Ensure that each prescribing physician is provided a listing of all of a person’s medications at each appointment

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Medication Usage

For Organizational Partners:

1. DDID to continue to review Medicaid and HRST data in order to:

- a. Seek to reduce polypharmacy for individuals with numerous psychotropic medications a
- b. Provide technical assistance to providers regarding conversations with prescribers

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Rights and Respect

For Providers:

1. Increase the percentage of people who have access to their home (key, code for a keypad lock, app to unlock door, etc.) to their home.
2. Increase the percentage of people who are able to stay at home when others in the home leave.
3. Decrease the number of people who have others enter their bedrooms without permission.

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Rights and Respect

For Providers:

4. Increase the number of people who participate in or have access to self-advocacy events and activities.
5. Increase the number of people who vote in local, state, and/or national elections, in part by providing information and access to early voting and absentee voting options.
6. Ensure practices align with the Medicaid Home and Community Based Services Settings Rule.

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Follow-Up

- Distribute report
- Easy-read documents
- Organizational recommendations resources
- Recruit new QIC members

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Contact

Laura Butler

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<https://www.kentuckycq.org/>



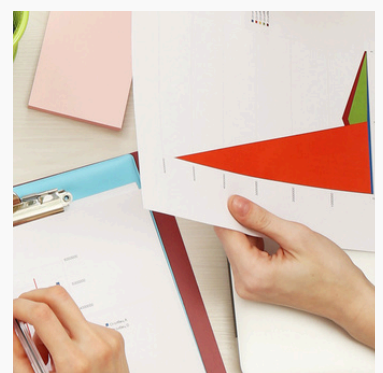
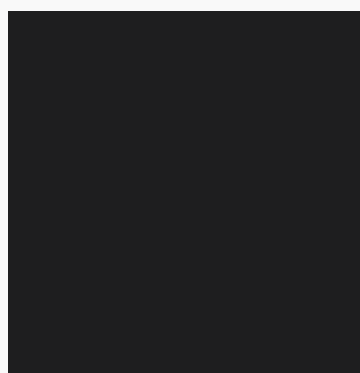
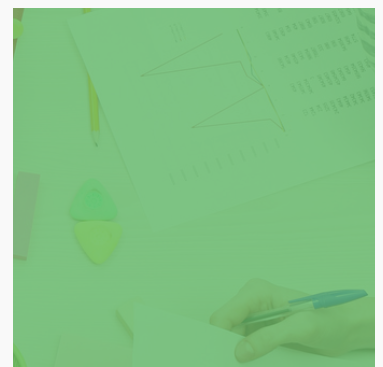
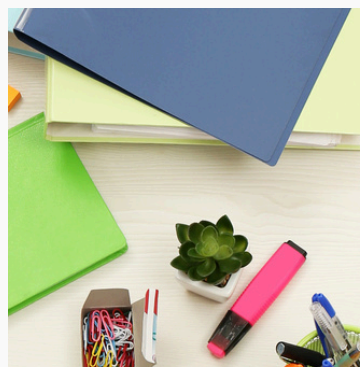
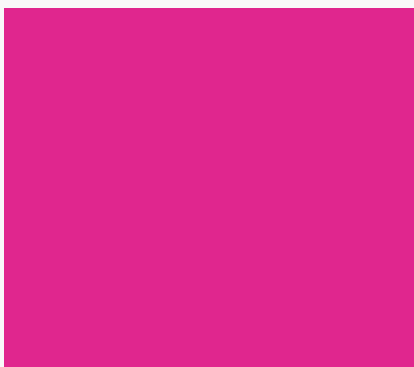
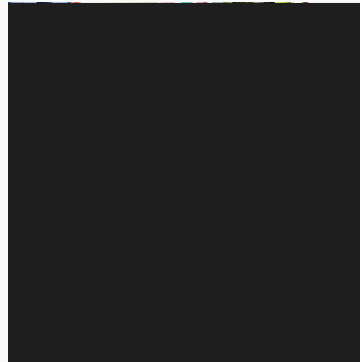
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Kentucky National Core Indicators Recommendations Report

Submitted by the NCI
Quality Improvement
Committee



20
24



2024 Quality Improvement Committee Recommendations

The committee made recommendations in five main areas:

- employment
- health and wellness
- relationships and community inclusion
- psychotropic medication usage
- rights and respect

Rights and respect

- The area of rights and respect was added last year by the committee after reviewing the related items in the full 2022-2023 data report as well as preliminary Kentucky data from the 2023-2024 survey cycle.

Providers vs. partners

- Most recommendation areas include separate recommendations for providers and organizational partners.
- The recommendations for providers are meant to promote individual-level change and the organizational partners' recommendations are meant to promote systems-level change.

Resources

- The committee also suggested resources to assist individuals and organizations who implement changes based on the recommendations.
- This report details each recommendation and accompanying resources as well as items from the In-Person Survey that will be used to measure changes in each of the areas.

Data

- The data used to inform the committee's recommendations can be found in Appendix B.

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Background

In an effort to better understand life outcomes and improve the quality of services for people with intellectual and other developmental disabilities (I/DD) in Kentucky, the National Core Indicators Quality Improvement Committee (QIC) reviews National Indicators and other data annually. The Kentucky QIC was first convened in 2010 at the request of the Division of Developmental and Intellectual Disabilities (DDID). The committee was established to review available data and provide guidance regarding the quality assurance and improvement elements and activities within Kentucky's waivers. The QIC's broad-based group produces key recommendations to assist the DDID and other organizations in addressing a variety of issues related to quality.

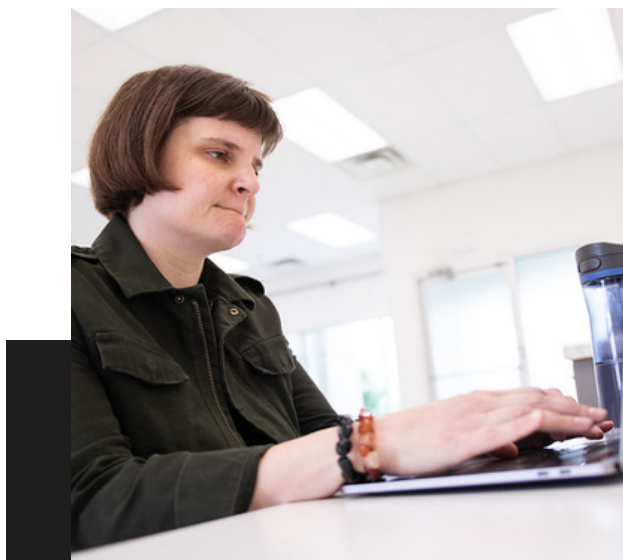
The Kentucky National Core Indicators (NCI) data being reviewed here represent only people on two Kentucky Medicaid waivers—Supports for Community Living and Michele P.—therefore should be interpreted with care as responses cannot be generalized to all Kentuckians with intellectual and other developmental disabilities. Committee recommendations are shared with the DDID, the Kentucky HB144 committee, service provider organizations, and other groups and are used for quality improvement initiatives in all programming and service delivery for adults with I/DD. Regulations require that providers utilize NCI data in their quality improvement plans.



Art by Morgan
Crawford



Employment



The committee made a total of five recommendations in the area of employment—three for providers and two for organizational partners. The recommendations are designed to not only increase the number of people who are engaged in paid community employment, but also improve meaningful work opportunities that represent a variety of career pathways.

For Providers

1. Case managers engage waiver participants and their teams in discussing community involvement and employment services and ensure that the person-centered service plan accurately reflects the person's aspirations.
2. For individuals who express a desire to work, ensure that a plan to provide employment services is included in their person-centered plan.
3. Ensure practices align with Kentucky Employment First policy as codified in Senate Bill 104 now KRS 151B.211-214.

For Organizational Partners

1. The Kentucky Division of Developmental and Intellectual Disabilities (DDID), University of Kentucky Human Development Institute (HDI), and other partners as appropriate develop an outline of items to include in the employment and community involvement informational sessions, tips for including employment goals in person-centered services plans, and information regarding transportation options.
2. University of Kentucky Human Development Institute will provide information about the possibilities of employment for people with disabilities, including how to access help to find and keep a good job and the overall benefits to employment for people with disabilities as part of the Kentucky National Core Indicators contract.

Employment Resources for Implementation

Disability Benefits 101 kydb101.org

Kentucky APSE kyapse.org

Kentucky Employment First Council kcc.ky.gov

Kentucky Supported Employment Training Project
<https://hdi.uky.edu/setp/>

Human Development Institute Employment Resources hdi.uky.edu/category/priority-area/employment/

Customized Employment in Kentucky video
hdi-l.com/2c

Kentucky Office of Vocational Rehabilitation Videos:
An Overview of Supported Employment and Pre-Employment Transition Services hdi-l.com/2d

Employment and Disability data and other resources One Pager kentuckycq.org/employment/

Transportation Initiative transportation.hdiuky.org/



NCI-IDD
questions used
to measure
outcomes



- Do you do any type of job training?
- Person has a paid individual job in a community-based setting. [A person working at an individual job in a local business alongside peers who do not have disabilities. Job is part of the typical labor market (e.g., competitive employment).]
- Is community employment a goal in this person's service plan (also known as an Individual Service Plan, or ISP)]?
- Do you have a paid job in the community?
- *If No*, ask: Do you want a paid job in the community?
- *If no job*, ask: What is keeping you from working? (Check all that apply)
- *If working*: Do you want to work more hours?
- *If not working*: Does case manager has talk to you about finding a job?



Health & Wellness

The QIC recognizes that there are many factors that contribute to a person's overall health and wellness. Research has demonstrated that for people with intellectual and other developmental disabilities, physical exercise can improve general quality of life (Vogt, Schneider, Abeln, Anneken, & Studer, 2012).

- In addition, mental health concerns impact many people with I/DD in Kentucky. Outcomes for people with I/DD and mental health concerns are poor, with NCI analyses finding respondents more likely to feel lonely, more likely to want additional support to maintain relationships, and less likely to be employed (Bradley, 2019).
- A lack of education in mental health fields has led to students and new professionals feeling ill-prepared to diagnose or work with people with mental health and I/DD (MHIDD) (Bean & Hedgpeth, 2014; Dykens, 2016; Graesser, 2014).
- Direct service providers cite a lack of training that contributes to service gaps for people with MHIDD, which are even more pronounced in rural areas (Kreitzer, et al., 2015). Individuals with MHIDD and their families also report feeling uninformed and frustrated with service providers (Venville, et al., 2015).
- To address these issues, the QIC makes four provider recommendations and two for organizational partners that address a person's overall well-being.

For Providers

1. Determine and implement activities aimed at increasing the percentage of people who report their overall health as "good" or better.
2. Determine and implement activities aimed at increasing the percentage of people who report they can do healthy things (exercising, sports, gardening, eating healthy food, etc.).
3. Determine and implement activities to increase the number of people who follow the physical activity guidelines as recommended by the Office of Disease Prevention and Health Promotion and the National Institutes of Health.
4. Increase collaboration with organizations invested in improving community health (e.g., local health

departments, cooperative extension service, recreational programs) in order to leverage existing local health and wellness programs to improve the overall health and well-being of people with I/DD and their direct support staff.

For Organizational Partners

1. DDID and partners seek opportunities to collaborate on mental health initiatives aimed at increasing quality mental health services and resources.
2. Use the state training initiative Merge that aims to increase and improve the application of person-centered services and referral systems.



Health & Wellness Resources for Implementation

Office of Disease Prevention and Health Promotion Nutrition and Physical Activity Guidelines odphp.health.gov/our-work/nutrition-physical-activity

Centers for Disease Control and Prevention (CDC) Physical Activity
cdc.gov/physical-activity-basics/guidelines/adults.html

American Heart Association Recommendations for Physical Activity
heart.org

Kentucky Inclusive Health Collaborative wellness4ky.org/

Health and Disability data and resources one-pager
kentuckycq.org/health-wellness/

Connect providers with local resources (e.g., Extension offices, Parks and Recreation, County Health departments) that are providing health and wellness programs.

Cooperative Extension offices that are providing health and wellness programs extension.ca.uky.edu/

Project MERGE hdi.uky.edu/merge/



NCI-IDD questions used to measure outcomes



- Overall, how would you describe your health?
- How many times a week do you do physical activities for at least 10 minutes at a time? Things like running, stretching, golf, gardening, or walking for exercise.
- How many times a week do you do exercise that makes your muscles work hard? Things like lifting weights, pushups, sit-ups, physical therapy?
- Do you get to do the type of healthy things you like to do?
- Do you get to do those healthy things as often you like?
- Do your doctors talk to you about your healthcare and medicine in a way that is easy for you to understand?



Relationships & Community Inclusion



The general goal of the recommendations around relationships and community inclusion is to increase the quality and frequency of people's interactions within their community. Themes contributing to having a "good life" have been described as relationships, community participation, independence, and hopefulness (Scott, Foley, Bourke, Leonard, & Girdler, 2014). All of these themes could be addressed by the committee's two provider recommendations and one organizational partners recommendation.

For Providers

1. Increase involvement in community groups by ensuring that individuals receiving waiver services get information and support to explore existing organizations (e.g., volunteer opportunities, faith communities), other groups, clubs that relate to their interests, registering to vote, as well as information about transportation options.
2. Ensure practices align with the Medicaid Home and Community Based Services Settings Rule.

For Organizational Partners

1. Encourage the Kentucky Division of Adult Guardianship to evaluate all state guardianship clients to determine if restoration of voting and/or other rights is suitable. Encourage the Kentucky Developmental Disabilities Network to set voting as a "priority".



Relationships and Community Inclusion Resources for Implementation

Supported Decision Making

National Resource Center on Supported Decision-Making supporteddecisionmaking.org

Center on Youth Voice/Youth Choice youth-voice.org/

My Choice Kentucky mychoiceky.org

Transportation Initiative transportation.hdiuky.org

National Community of Practice on Supporting Families supportstofamilies.org

Institute on Community Integration- Friends resource ici.umn.edu/products/579

KY Protection & Advocacy, Your Voice, Your Vote booklet nebula.wsimg.com/cece2f4996acf728fc0cc9e04d059aa0



NCI-IDD questions used to measure outcomes



- What activities does the person typically do at least once a week? Where possible, please include the name of the place where this person does each activity.
- Does things in the community with paid support
- Volunteers
- How many times did you go out to a religious service or spiritual practice in the past month? (Examples: church, synagogue, study, or other place of worship).
- Are you a part of any groups, organizations, or communities? This can be done in-person or virtually.
- Do you want to be a part of more groups in your community?
- Do people in [the groups, organizations, or communities the person takes part in] include you in activities and events?
- Have you ever voted in a local, state, or federal election?



Psychotropic Medication Use



Despite ongoing recommendations to decrease psychotropic medication use, little progress has been made in this area. Therefore, it is prudent to find other ways to further examine this issue. Until that is solution is found, the Committee would like to bring awareness to the issue and suggests heightened attention to record keeping and awareness of medication usage among providers, health care professionals, and waiver participants.

For Providers

1. Ensure that medication information is kept up to date in HRST
2. Ensure that the purpose of their medication is explained to each person
3. Ensure that medication review is done during each person's annual physical
4. Ensure that each prescribing physician is provided a listing of all of a person's medications at each appointment

For Organizational Partners

1. DDID to continue to review Medicaid and HRST data in order to:
 - a. Seek to reduce polypharmacy for individuals with numerous psychotropic medications
 - b. Provide technical assistance to providers regarding conversations with prescribers

Psychotropic Medication Use



NCI-IDD
questions used to
measure
outcomes



- Does this person currently take medications to treat mood disorders, anxiety, and/or psychotic disorders?
- If yes, how many medications to treat mood disorders, anxiety, and/or psychotic disorders does this person take?
- Does this person currently take medications for behavioral challenges?
- If yes, how many medications to treat behavioral challenges does this person take?
- If you take medication, do you know what it's for/why you take it?



Rights & Respect



The Committee added this focus area, in part, to measure the degree to which HCBS “final rule” is being implemented. The setting rule is designed to provide waiver participants with access to the community, guarantee privacy and independence, and increase choice and control. According to the NCI data Kentucky is performing well below average in several of these areas.

For Providers

1. Increase the percentage of people who have access to their home (key, code for a keypad lock, app to unlock door, etc.) to their home.
2. Increase the percentage of people who are able to stay at home when others in the home leave.
3. Decrease the number of people who have others enter their bedrooms without permission.
4. Increase the number of people who participate in or have access to self-advocacy events and activities.
5. Increase the number of people who vote in local, state, and/or national elections, in part by providing information and access to early voting and absentee voting options.
6. Ensure practices align with the Medicaid Home and Community Based Services Settings Rule.



Rights & Respect Resources for Implementation

Home and Community Based Services Final Regulations
[medicaid.gov/medicaid/home-community-based-services/guidance/home-community-based-services-final-regulation/index.html](https://www.medicaid.gov/medicaid/home-community-based-services/guidance/home-community-based-services-final-regulation/index.html)

HCBS Settings Rule from ACL acl.gov/programs/hcbs-settings-rule

Kentucky Memo regarding Final Settings Rule
chfs.ky.gov/agencies/dms/ProviderLetters/1915cFinalRuleReminder.pdf



NCI-IDD
questions used to
measure
outcomes



- Does this person have a key to the home?
- Can this person stay at home if others go somewhere (if not living alone)?
- Do people let the person know before entering the bedroom?
- Has this person participated in a self-advocacy event?
- Has this person ever voted in a local, state, and/or national elections?

Next Steps

- The Quality Improvement Committee will work throughout the upcoming year to distribute the recommendations report to all interested parties. The information from data cycles will provide important information about pandemic recovery efforts. These data will be scrutinized by the QIC and others to evaluate the response to services changes that were required during the pandemic. This information could help to inform plans for future emergencies or other unanticipated situations.



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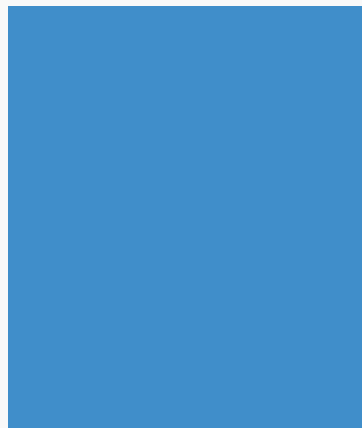
Vogt, T., Schneider, S., Abeln, V., Anneden, V., & Studer, H. (2012). Exercise, mood and cognitive performance in intellectual disability- a neurophysiological approach. *Behavioral Brain Research*, 226(2), 473-480. doi: 10.1016/j.bbr.2011.10.015

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Appendix A

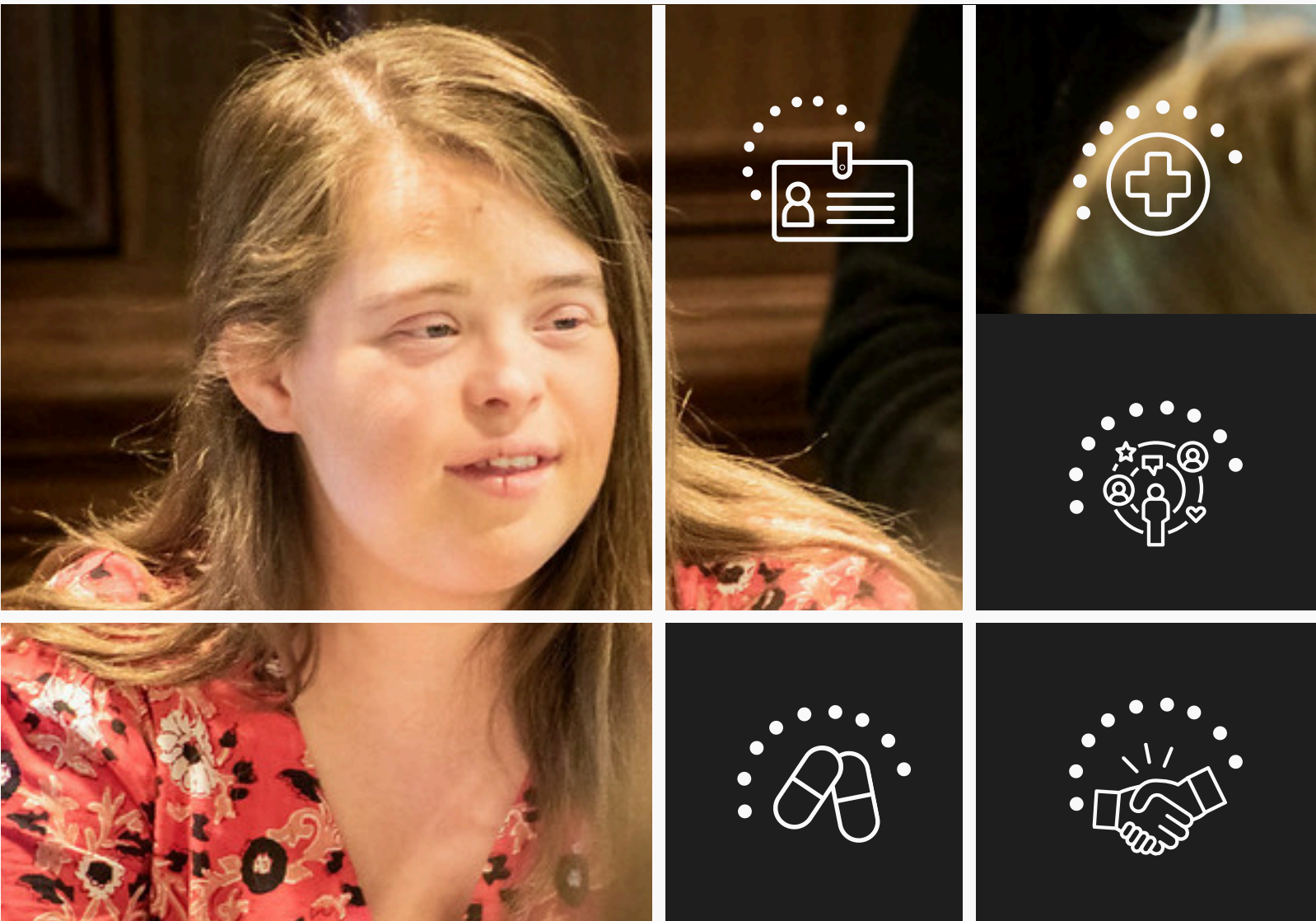
2024 NCI Quality Improvement Committee Members

Laura Butler
Harold Kleinert
Kelly Knoop
Cathy Lerza
Tony Lobianco
Philip Rumrill
Kathy Sheppard-Jones
Meg Steinman
Arline Wilson
Jeff White
Katie Wolf Whaley



Appendix B

Recommendations Data





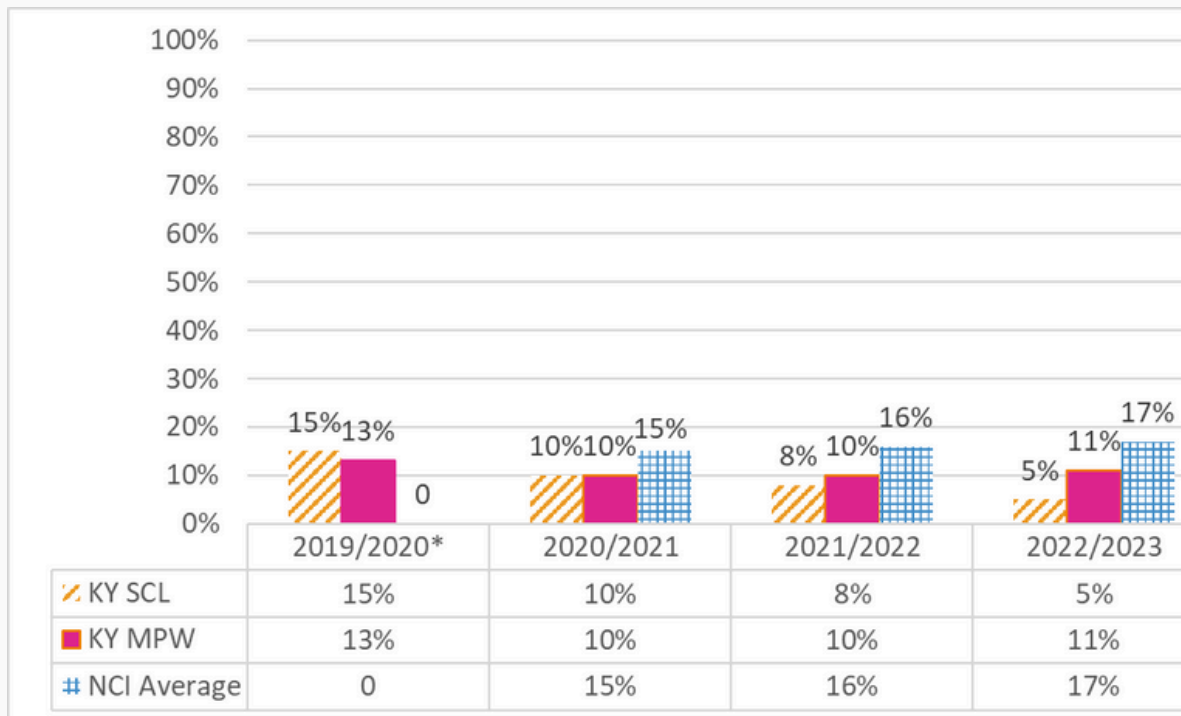
Employment



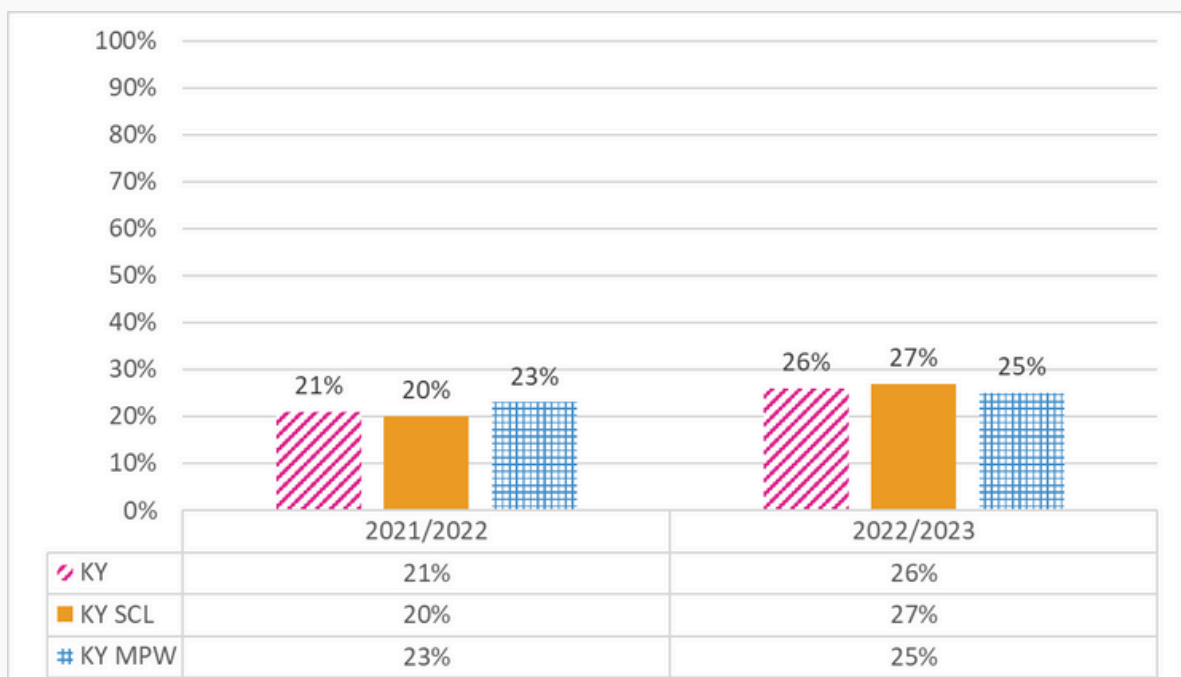
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Has paid job in the community; individual, group and/or business that primarily hires people with disabilities.



Would you like to work more hours? (KY specific question)





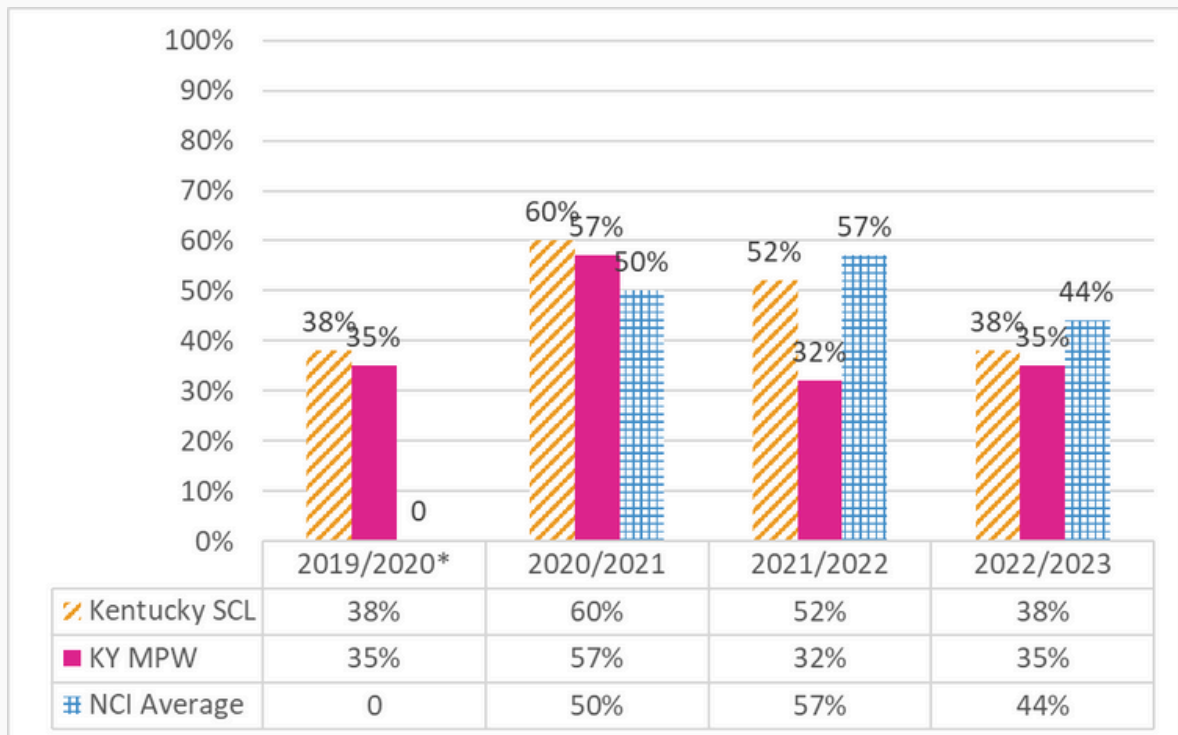
Employment



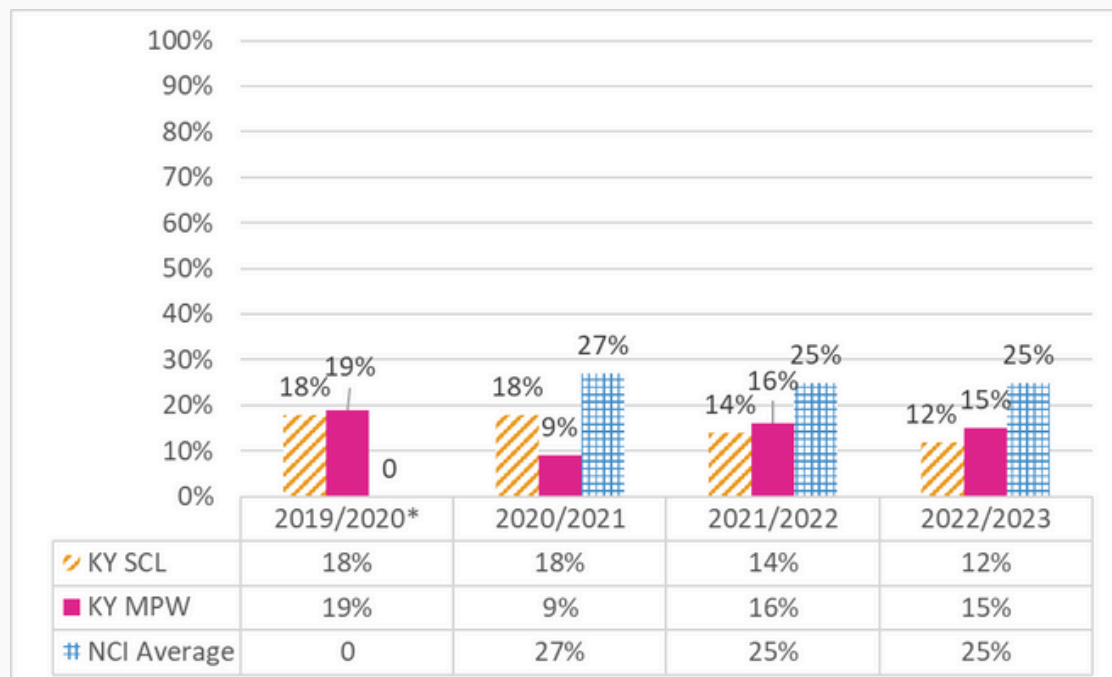
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Would you like to have a job?



Community job in service plan (all survey participants)





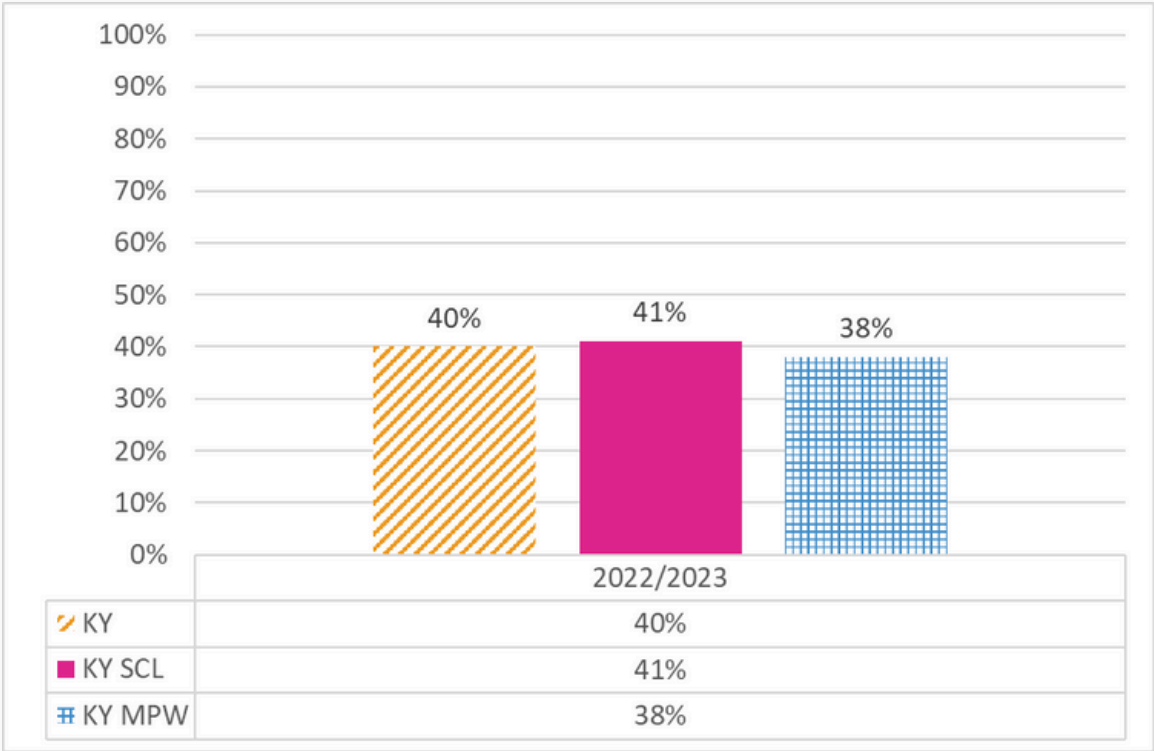
Employment



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If not working, case manager has talked about finding a job (KY specific question)





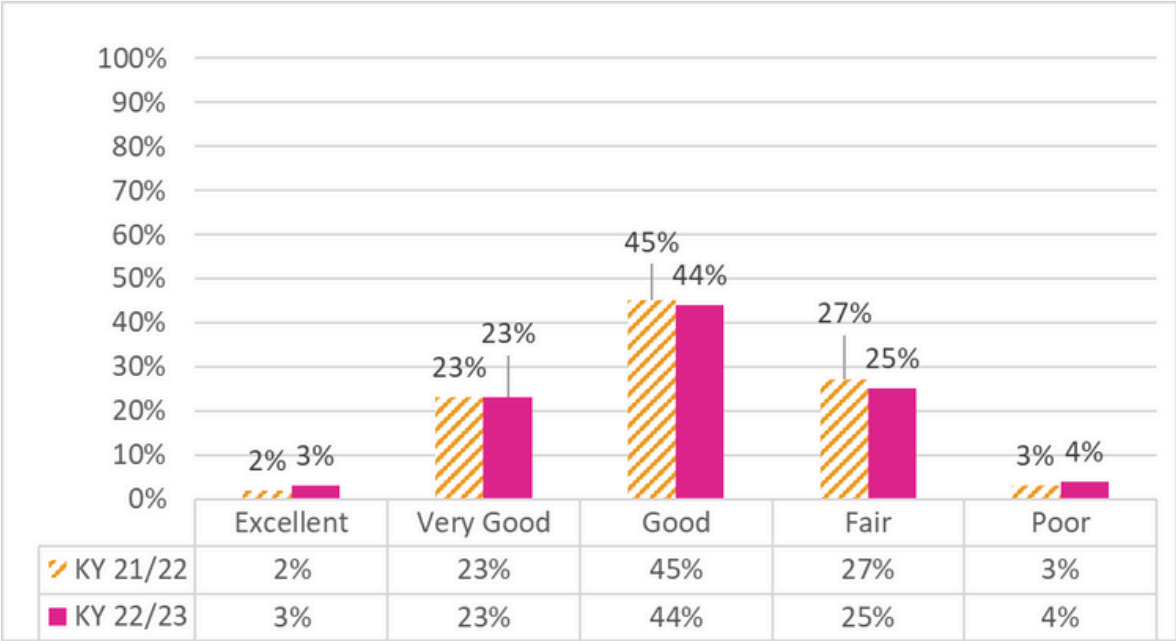
Health & Wellness



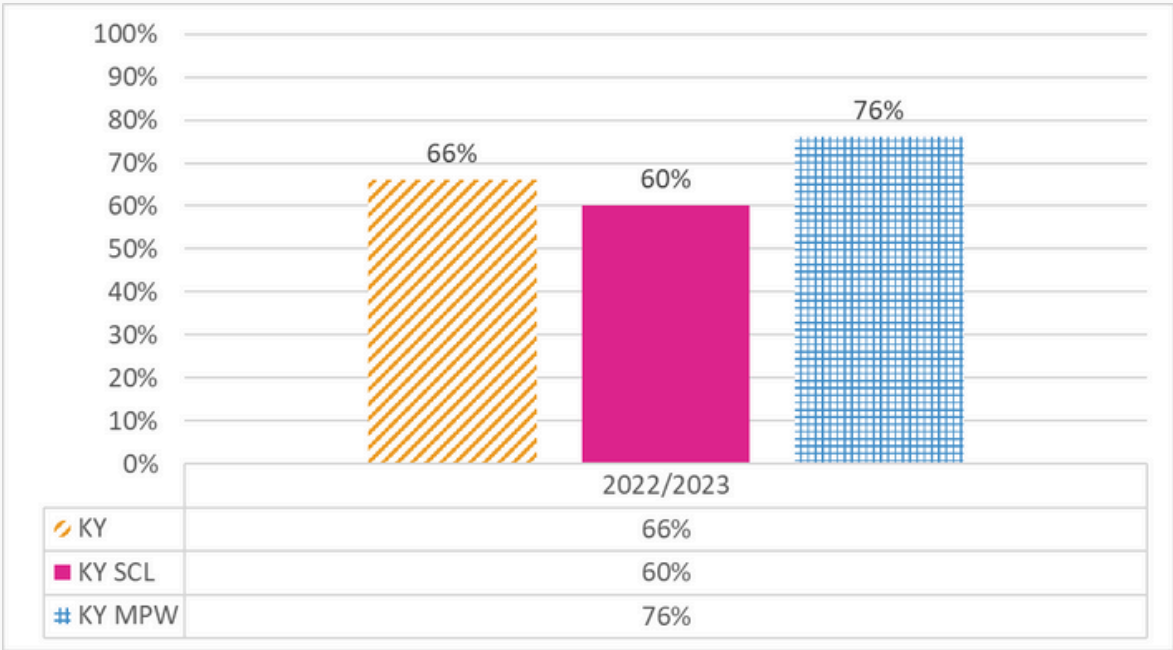
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How would you describe your overall health? (response options changed in 2021/2022)



Able to do healthy things they like to do (KY specific question)





Health & Wellness



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Does moderate physical activity or exercise in which you are active for at least 10 minutes at a time, at least once per week?





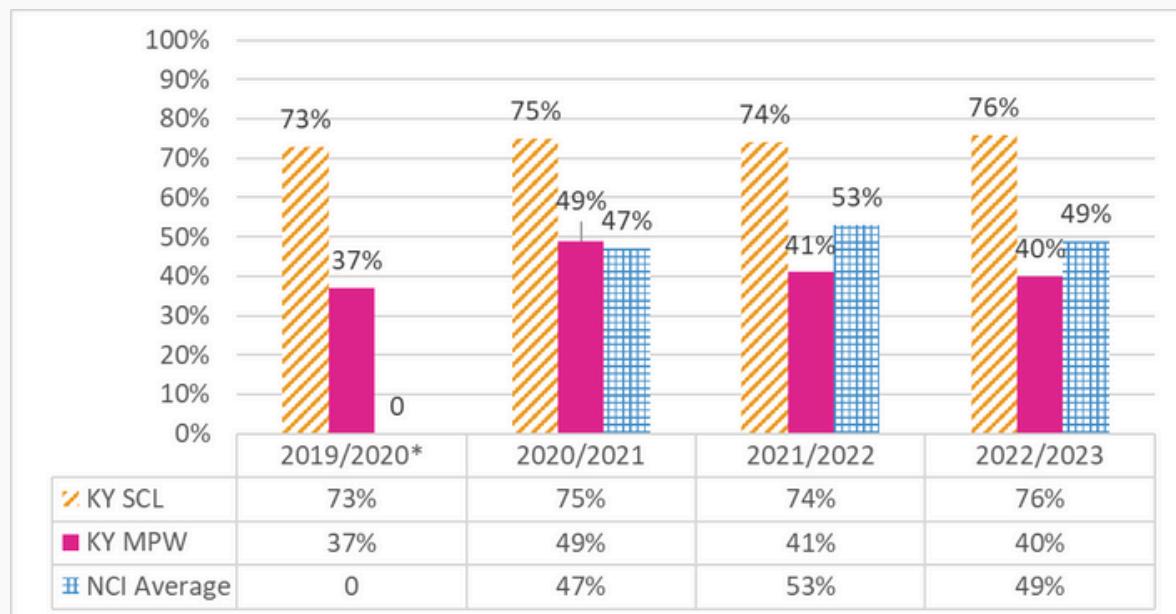
Psychotropic Medication



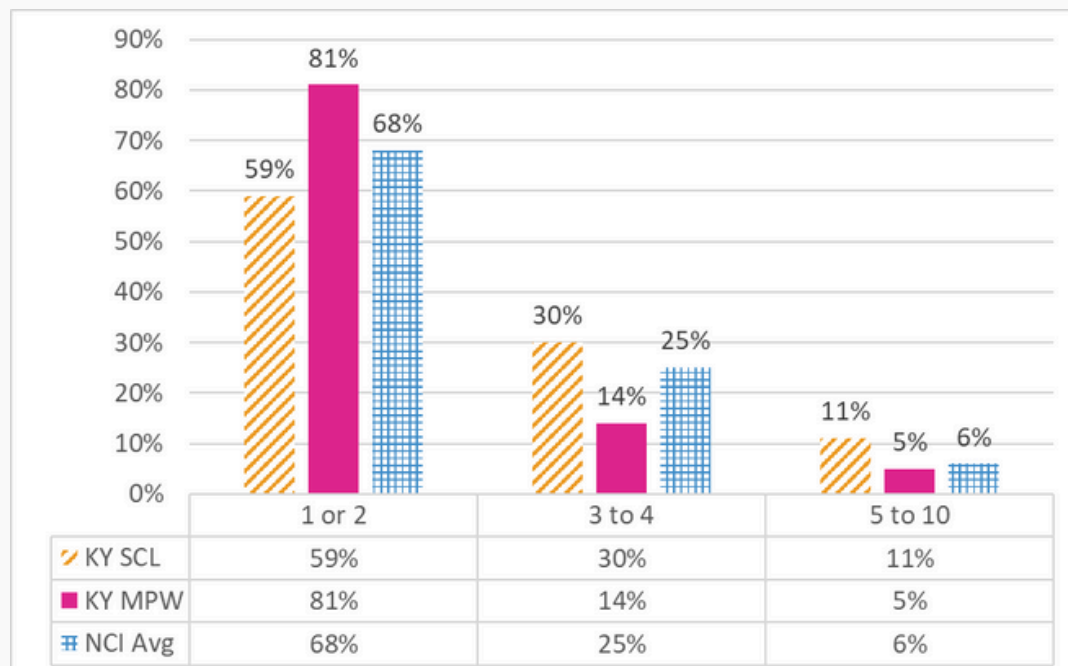
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Medication for mood, anxiety, and/or psychotic disorders



Number of meds for mood, anxiety, and/or psychotic disorders





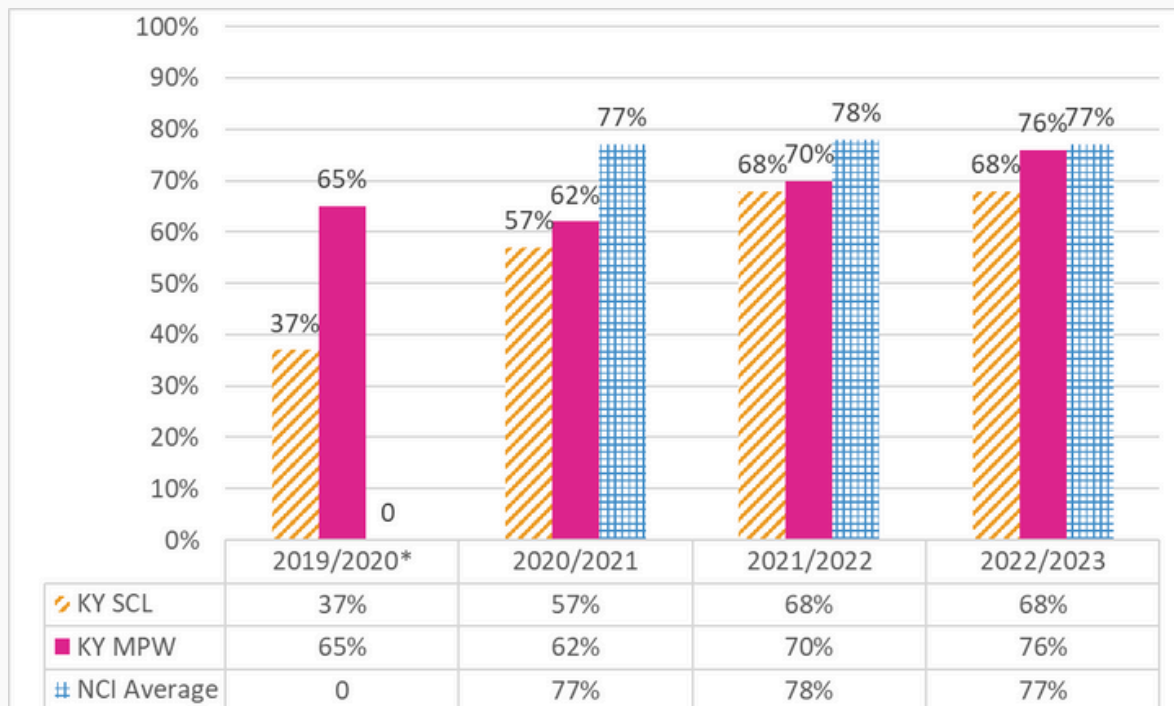
Relationships & Community Inclusion



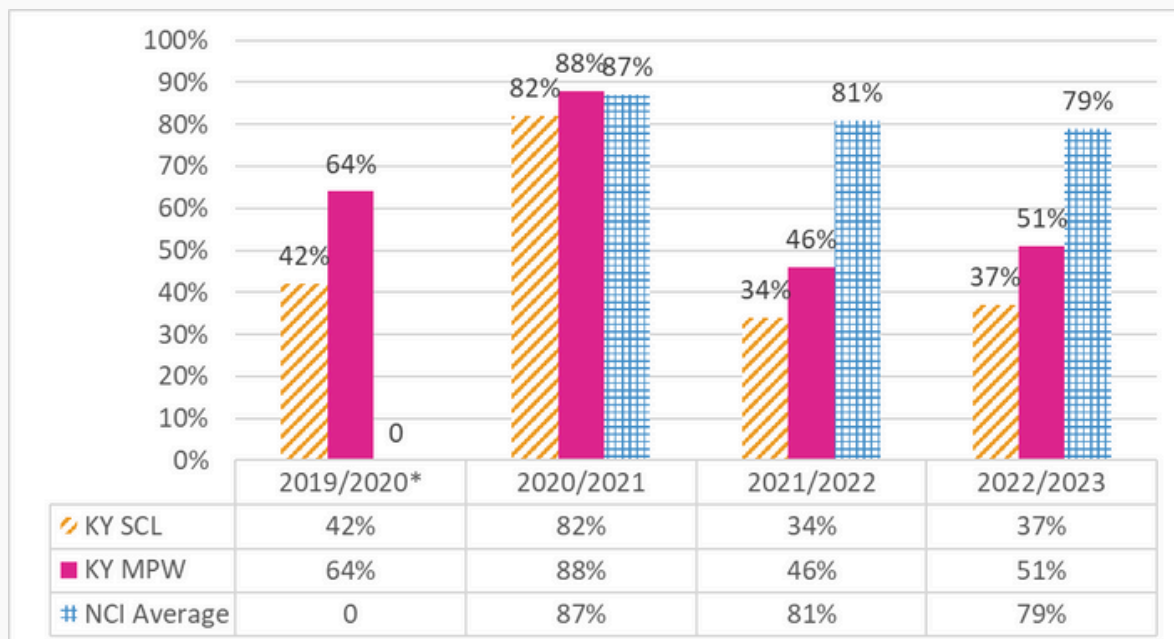
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Has friends who are not staff or family



Has ways of communicating with friends





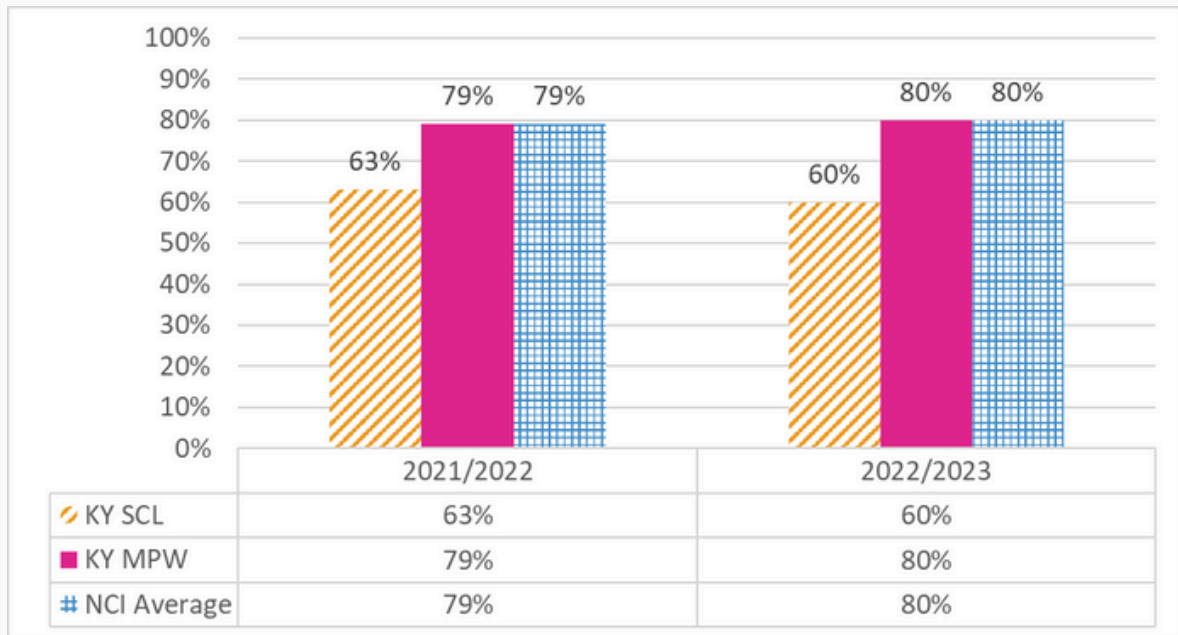
Relationships & Community Inclusion



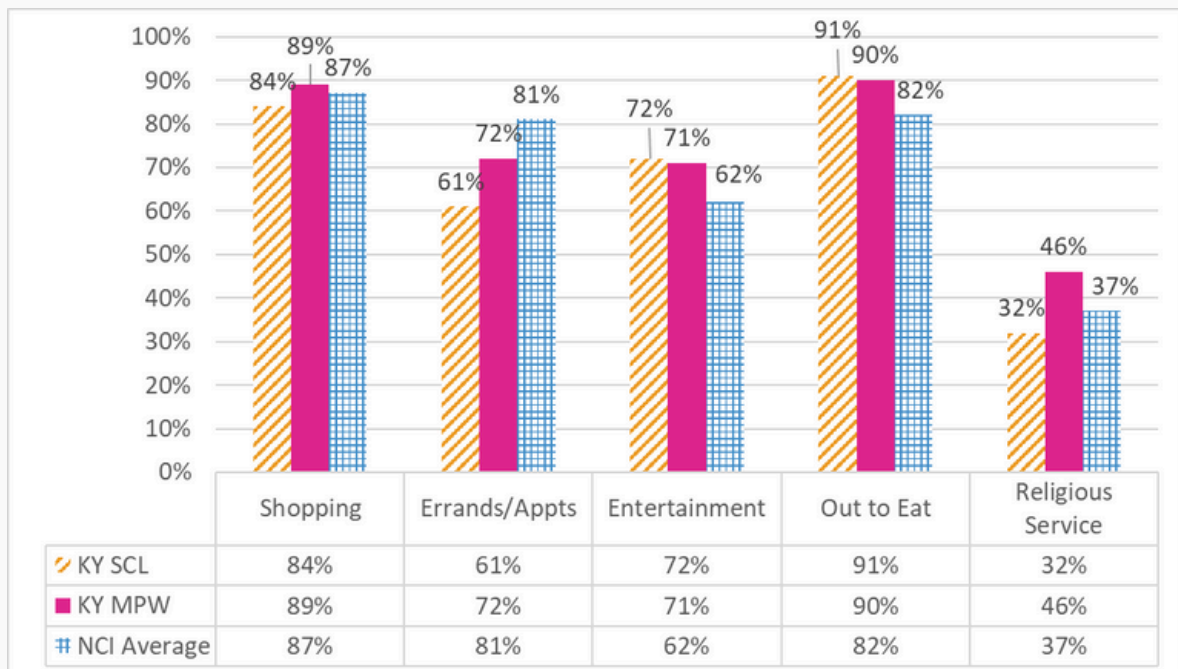
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Has a way to get places wants to go outside of the home for fun



Community Inclusion (at least once in the past month)





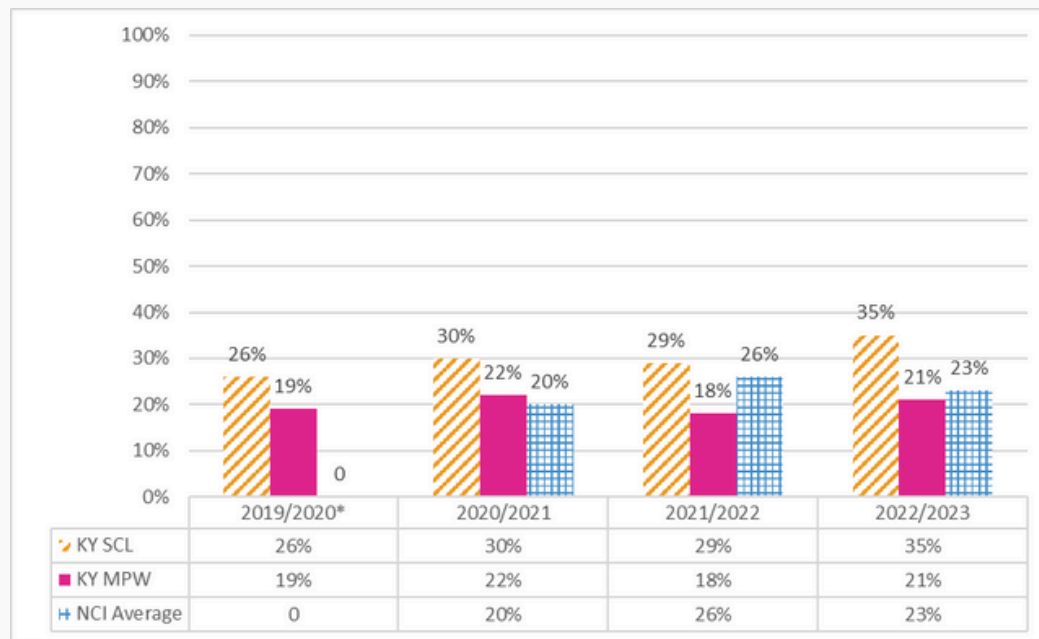
Psychotropic Medication



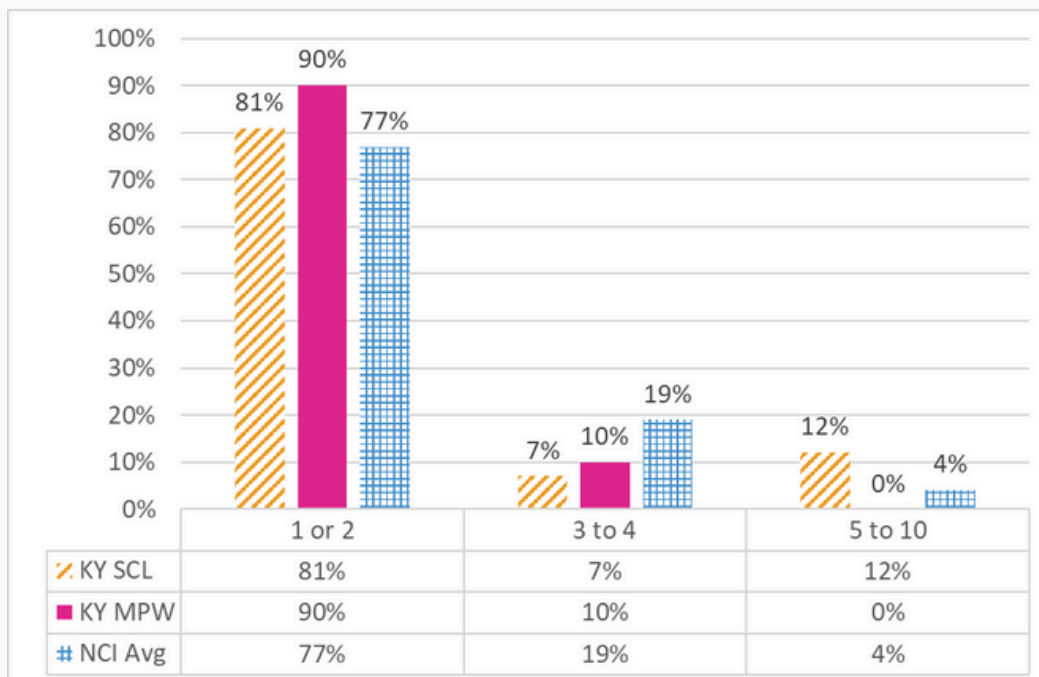
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Medication for behavior challenges



Number of meds for behavior challenges





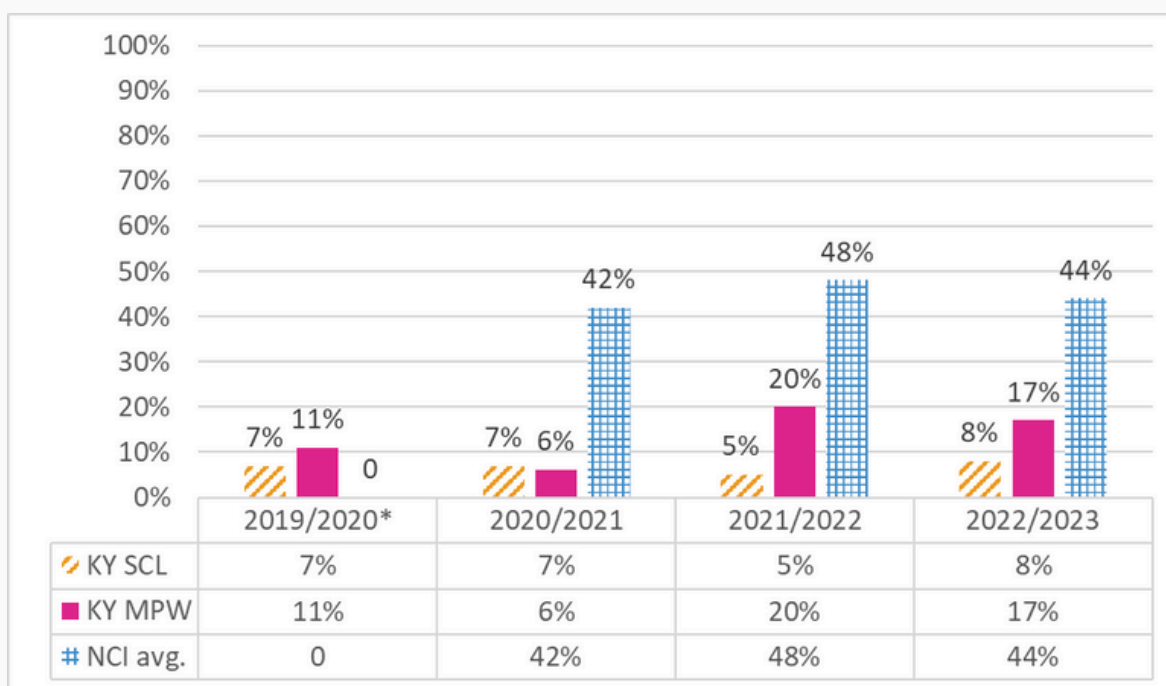
Rights & Respect



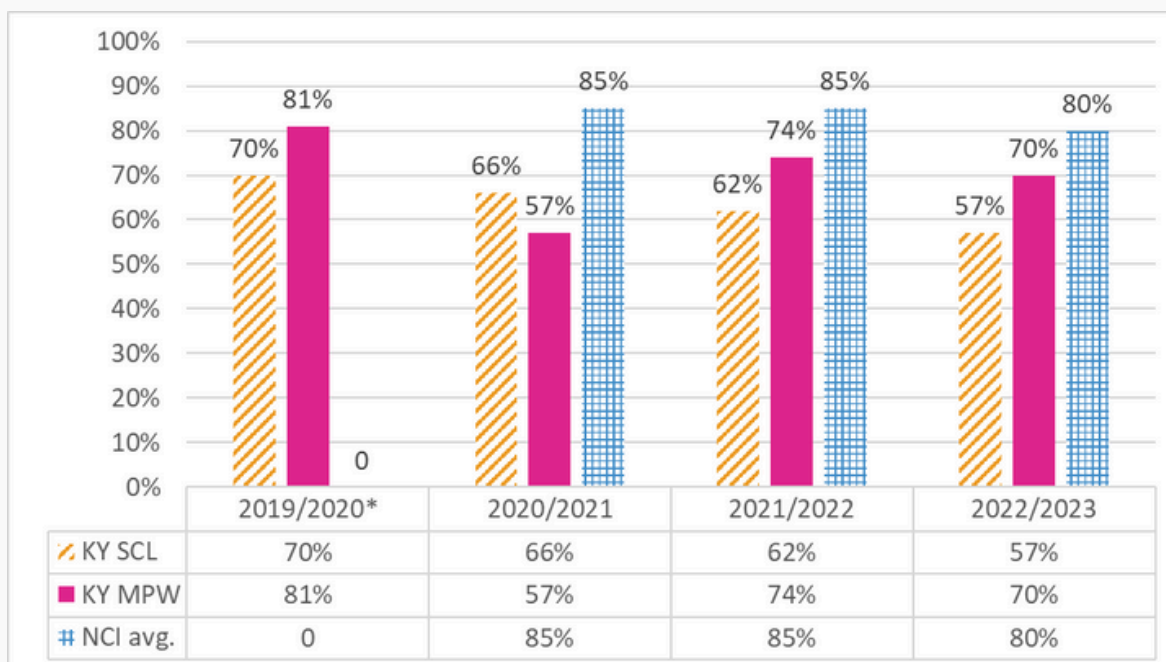
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Can stay at home if others go somewhere



People always let them know before entering bedroom



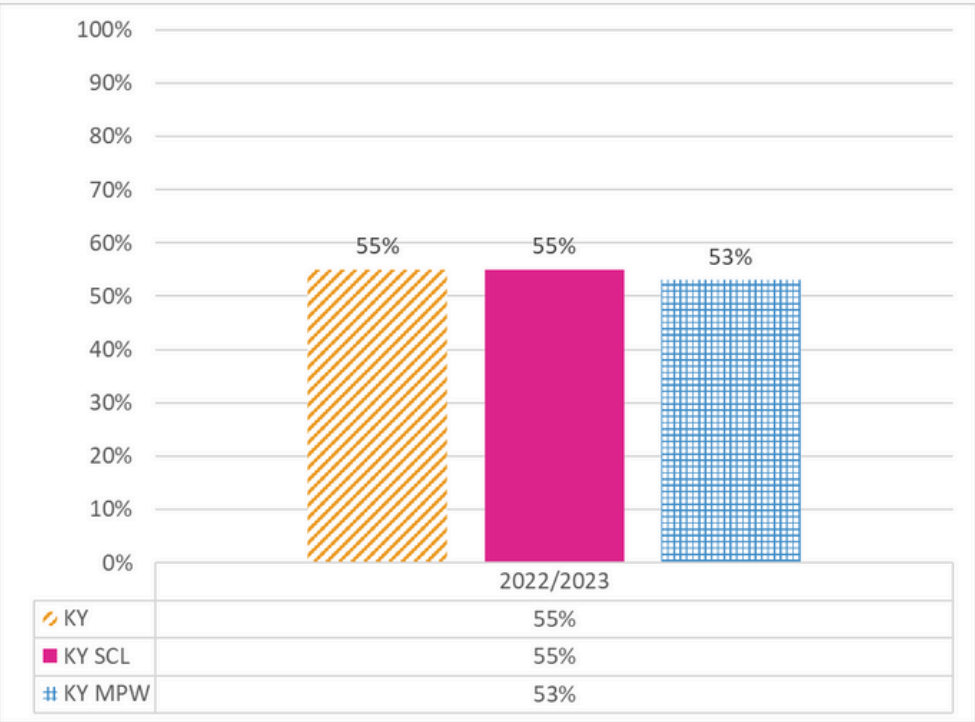
*Incomplete data cycle due to COVID-19.

Psychotropic Medication


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If takes medication, understands what it is for/why they take it
(KY specific question)





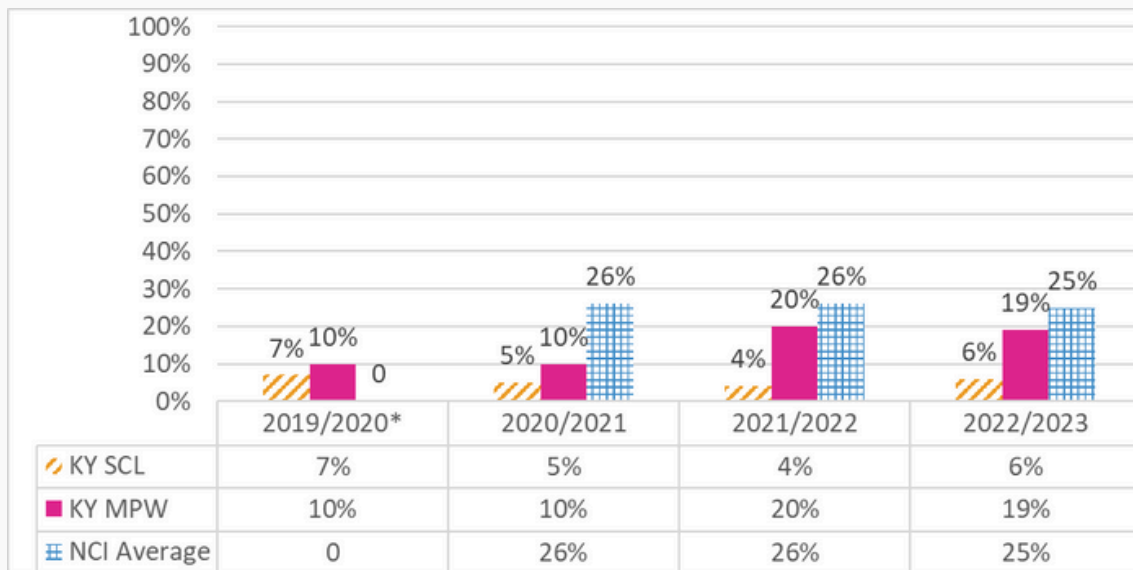
Rights & Respect



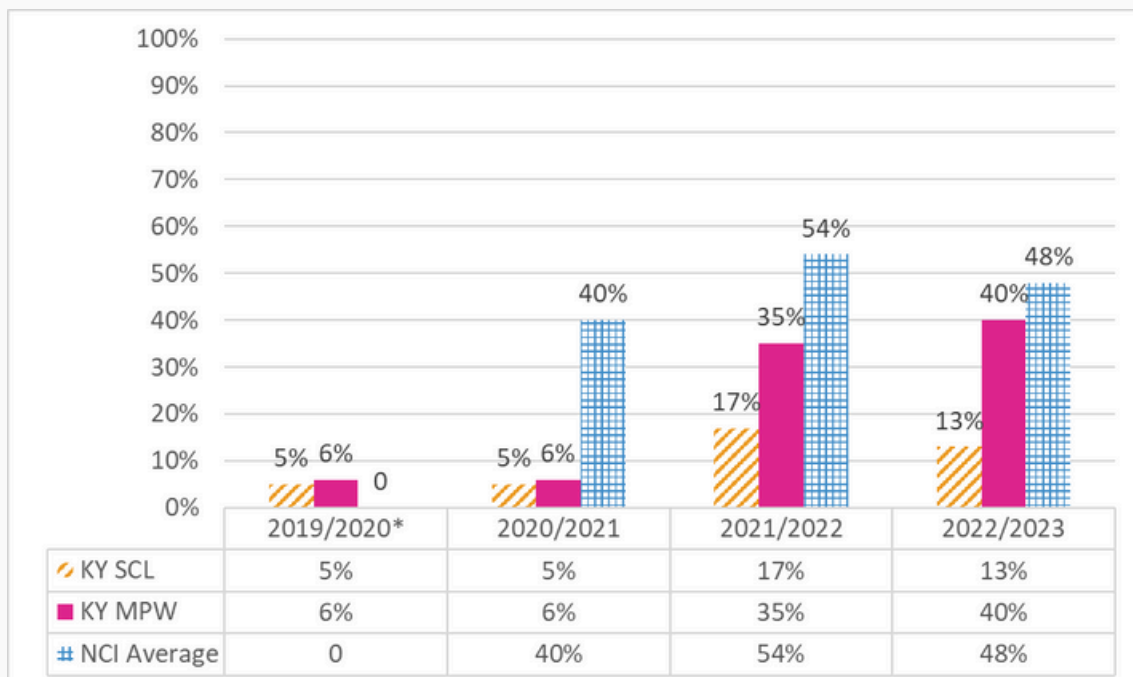
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Participated in a community group in the past month



Have ever (or had opportunity to vote) voted





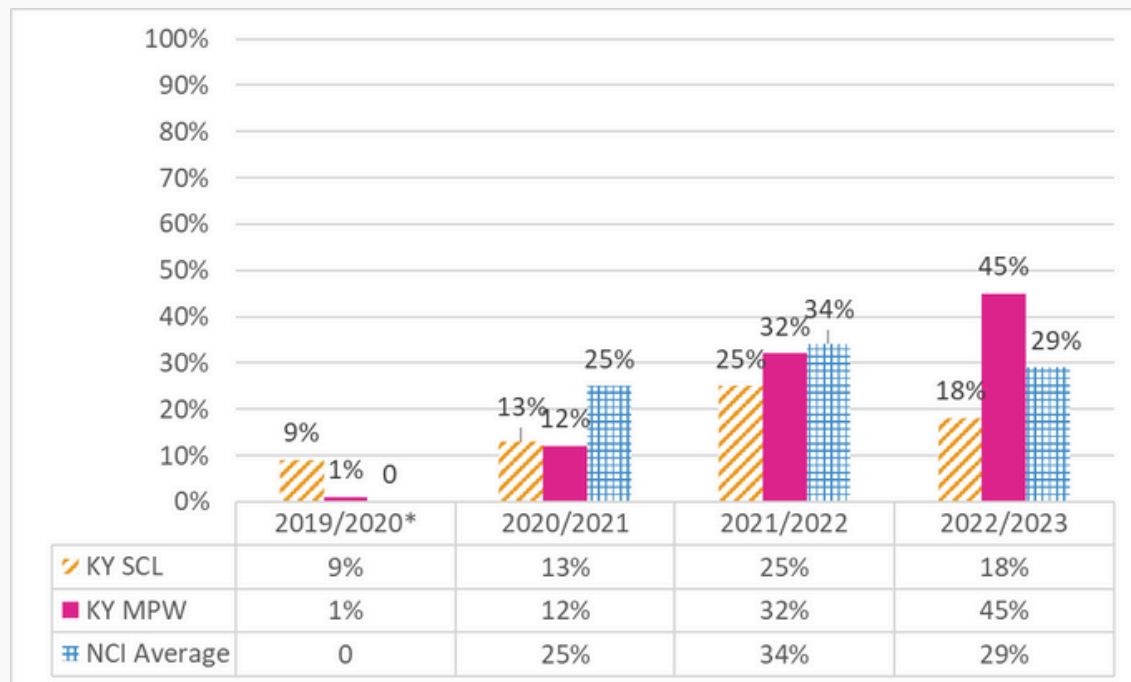
Rights & Respect



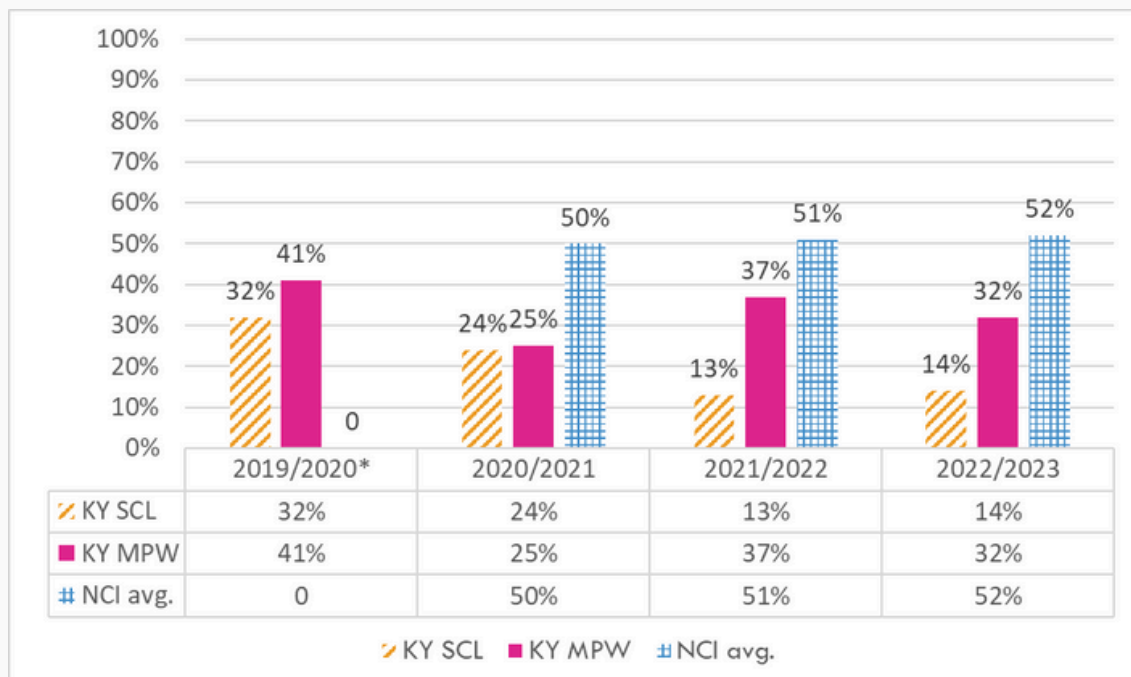
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Participated (or had opportunity to participate) in a self-advocacy event or organization



Has a key to the home



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New Proposed Rule from US Department of Labor Would End Subminimum Wages for Workers with Disabilities

The National Association of Councils on Developmental Disabilities commends the U.S. Department of Labor on its announcement for ending subminimum wages.

Washington, D.C. (December 3, 2024) – Today, the U.S. Department of Labor announced a proposed rule to phase out subminimum wage certificates under Section 14(c) of the Fair Labor Standards Act, representing a critical step toward ensuring equity and dignity in the workplace for individuals with developmental disabilities.

For decades, Section 14(c) certificates have allowed some employers to pay workers with disabilities wages below the federal minimum wage.

The [proposed rule](#) would include stopping the practice of issuing new 14(c) certificates to employers, and phase out the use of existing 14(c) certificate holders over three years upon the finalization of the rule. According to the [Notice of Proposed Rulemaking](#) (NPRM), the current regulatory framework was adopted in 1989, before the passage of the Americans with Disabilities Act.

“This rule is a victory for fairness, opportunity, and the dignity of work,” said Jill Jacobs, Executive Director, NACDD. “Advocates across the country have worked tirelessly to demonstrate that people with disabilities can thrive in competitive, integrated employment when given the opportunity.”

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Act in November 2024. Most of these states have been successful due to the work involving the state's developmental disabilities Councils and coalitions to advocate to end sheltered workshops and subminimum wages.

NACDD encourages stakeholders to support this [proposed rule](#) by submitting comments to the Department of Labor by the January 17, 2025 deadline.

Why This Matters

Every human being deserves fair pay, respect, and the opportunity to contribute meaningfully. Integrated employment not only empowers people with disabilities to earn competitive wages but also enriches our workplaces and communities.

Advancing Disability Rights

Eliminating 14(c) aligns with the Americans with Disabilities Act (ADA) and the Developmental Disabilities Assistance and Bill of Rights Act (DD Act), which promote inclusivity and accessibility. By ending 14(c), we stand for a future where equal rights are more than just ideals—they're guaranteed.

Economic Independence and Empowerment

Supporting people with disabilities in competitive, inclusive work leads to increased economic independence, career growth, and higher community participation, strengthening our workforce and economy as a whole.

How You Can Help

We need advocates like you to join us in this effort. Here are some ways you can get involved:

- **Educate Yourself** – Research and get informed about the sheltered workshops in your state or areas.
- **Spread the Word** – Share our position statement and help raise awareness of the need for integrated employment.
- **Advocate for Policy Change** – Support local and national policies that promote inclusive employment practices.
- **Engage with Employers** – Encourage businesses to explore inclusive hiring practices and see the benefits of a more diverse workforce.

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thrive in competitive, integrated employment.

[Read NACDD's full position statement.](#)

Ending 14(c) is a critical step in building a more inclusive and equitable future. Together, let's champion dignity, equity, and opportunity for all.



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NOTICE OF FUNDS AVAILABLE

Notice of Funds Available

The Commonwealth Council on Developmental Disabilities wishes to announce two Notices of Funds Available (NOFAs). The purpose of the NOFAs is to provide funding for applicants to develop and implement projects to improve the lives of Kentuckians with developmental disabilities.

The first is centered on housing solutions for people with developmental disabilities. There is up to \$374,650 available for housing solutions. The entire NOFA can be found here: https://ddsuite.org/?nofa_id=2185

The second is centered on rural community access for people with developmental disabilities. There is up to \$374,650 available for community access. The entire NOFA can be found here: https://ddsuite.org/?nofa_id=2184

To view these in detail, use the links provided above. To apply for these funds, you must create an account in the DD Suite program.

All applications are due by January 15, 2025. All questions regarding these grant solicitations must be submitted by email to ccdd@ky.gov no later than 4:30pm on December 31, 2024.

In order to answer questions about the NOFAs, CCDD will be publishing a FAQ each Monday during the application period. This ensures that all who apply have equal access to information. You can find the FAQ here: <https://tinyurl.com/NOFA-FAQ>

[To Learn More About the Council](#)



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