

# 2014 Annual Report

October 1, 2013 – September 30, 2014



## Mission

To improve the quality of life for Mississippians with developmental disabilities

## About the Council

Governor-appointed membership promoting...

- Advocacy, systems change, and capacity building
- Innovative demonstration and mini-grant project funding
- Interagency collaboration and coordination
- Community outreach, training, and support
- Policymaker and public information



[www.msccd.org](http://www.msccd.org)



601-359-6238

Funded by the Administration on Intellectual and Developmental Disabilities

## COUNCIL OFFICERS AND MEMBERSHIP

**Chair - Annette Rinehart\***

**Vice-Chair - Mary Allsup\***

**Past Chair - Dan McGaughy\***

**NACDD Delegate - Shirley Miller\***

**Monitoring & Evaluation Chair - Charlotte Myers\***

**Lee Alderman+**

**Josie Allston\***

**Teresa Ayers\***

**Melinda Bertucci+**

**Laureta Cameron+**

**Alma Ellis+**

**Jim Gallaspy\***

**Nick Hartley+**

**Quess Hood\***

**Vicki Killingsworth\***

**Nickey Kirkwood\***

**Ashley Lacoste+**

**Ann Maclaine+**

**Mary Moore\***

**Glenn Sanford\***

**Cindy Singletary\***

**Cynthia Street+**

**Dr. Jane Taylor\***

**Dr. Armerita Tell+**

**Alma Turner\***

**Ruby Wadford\***

**+ Agency representative**

**\* Person with a disability or family member**



The Mississippi Council on Developmental Disabilities appreciates the years of service by Mr. Dan McGaughy.

Photo: Dan and Emmagene

## STAFF

**Charles Hughes, Jr., Executive Director**

**Christy Ashley, Program Coordinator**

**Debbie Jordan, Administrative Assistant**

# Areas of Emphasis and Mississippi Partnerships for Employment Grants



**MS Community Resource Directory** is a comprehensive, searchable, and easy-to-use online database of community resources throughout Mississippi. It can be used to assist intake specialists, case managers, service providers, and individuals to access information regarding formal and informal community supports. The purpose of the directory is to improve knowledge of community services for people with disabilities statewide. The website address is [www.mscred.org](http://www.mscred.org). Agency: Disability Rights Mississippi

**Providing Telehealth Services in Rural Mississippi** is an initiative to empower the community health care providers to increase the scope of their services for the care of children with developmental disabilities. This initiative strives to eliminate geographic barriers to improved healthcare delivery. Services include the availability and access to developmental specialist through telemedicine, providing a connection between partners for healthcare delivery and wellness education. Agency: University of Mississippi Medical Center



**Advocacy Team Mississippi** is a project to increase the number of youth and young adults with disabilities to be involved in advocacy in Mississippi. During this project, the Mississippi Self-Advocacy Team was re-established as an advisory council and provided self-advocacy training. Training was provided in north, south, and central Mississippi. Three self-advocates who are members of this advocacy council received leadership and self-advocacy training that allowed them to become the state trainers. Agency: University of Southern Mississippi Institute for Disability Studies

**Overcoming the Wall by Building a Solid Foundation for Increasing Community Employment for Individuals with IDD** is a program designed to educate decision-makers of the value and benefits people with intellectual and developmental disabilities can offer employers. This was achieved through outreach, awareness, and competency exposure. As a result, several people with IDD have been employed in the community. Agency: North Mississippi Regional Center



The Mississippi Partnerships for Employment (MSPE) for Youth and Young Adults with Intellectual and Developmental Disabilities grant continued with funding from the U.S. Administration on Intellectual and Developmental Disabilities. The Mississippi Council on Developmental Disabilities serves as the lead agency, with managing partners from Disability Rights MS and the University of Southern Mississippi Institute for Disability Studies. Mississippi is one of eight states that received this Projects of National Significance grant. The goal of this grant is to build capacity across existing state systems for sustainable systems change that improves outcomes for youth and young adults with intellectual and developmental disabilities seeking competitive employment in integrated settings. MSPE continues to maintain three project groups:



The **Consortium** is managed by the Mississippi Council on Developmental Disabilities and focuses on enhancing collaboration across existing state systems, including programs administered by state developmental disability agencies, state vocational rehabilitation agencies, state educational agencies, and other entities to increase competitive employment outcomes for youth and young adults with intellectual and developmental disabilities.



The **Employment Work Group** focuses on identifying policies, removing barriers and improving access to competitive employment and systems change efforts. The Employment Work Group is facilitated by Disability Rights Mississippi.

The **Stakeholders Group** is focuses on training and technical assistance needs, identifying best practices, organizational transformation and reallocation of resources for systems change. This group is directed by the University of Southern Mississippi Institute for Disability Studies.

During 2014, three pilot projects were funded through the MSPE grant: Gathering Grounds, BOLTS, and Customized Employment.



**Gathering Grounds** is a community-based business (coffee/art shop) teaching students transitional work skills in an inclusive environment. The project is coordinated by Rankin County School District. Students learn how to operate the coffee shop featuring original student artwork. The goal is to provide the extensive job skills training needed in the areas of employability and social skills to reach each student's goal of competitive, paid employment. Since the project began, 13 young adults have transitioned into community employment.

**BOLTS's** goal is to increase competitive employment outcomes and transition services for youth and young adults with intellectual and developmental disabilities who attend the Oxford School District. This was accomplished through the development of on-campus work training opportunities, development of job/career videos or pod casts through digital media, development of a *Preparing for Life Transition Planning Guide*, providing transition training opportunities, expanding the current array of transition services, and providing hands-on training for future teachers. By the end of the third project year, 37 young adults have obtained community employment.



The Arc of Mississippi continued the **Customized Employment** grant activities at three workshops and three school districts to link job seekers to community employers. The project sought to improve the current reimbursement system used by the Home and Community-Based Services Waiver and work with the Mississippi Department of Rehabilitation Services to contract with sheltered workshops to provide customized employment. One person gained community employment while three others were in the discovery process.

# NEW Council Program! Mini-Grants

**Farm Entrepreneurship and Independence Initiative** recruited and integrated high school students with disabilities to a youth leadership program which provided on-the-job training in farming and payment for work performed. The program was inclusive as the students were assigned to work with two additional students without disabilities. The initiative taught students concepts of farming including planting, growing, and harvesting crops as well as cleaning, packaging, and distributing products. Agency: Mileston Cooperative



**Dynamic Behavioral Education Strategies (D-BEST)** was a training offered to parents and professionals in promoting good learning habits among individuals with autism by understanding behavior and learning styles. It taught how to pinpoint barriers to learning in the environment and how to eliminate the barriers. Agency: TEAAM



**LEAD (Leadership, Empowerment, Advocacy, Determination)** was designed to educate, inform, train, guide, and empower students to be fully involved in the development of their transition plan, their IEP, as demonstrated through leading and directing their own IEP team meetings. Agency: Oxford School District

**Arrow's Bottled Creations** increased students' employability by teaching them to design, manufacture, and market sand art that they will sell to their peers without disabilities and to the general public to encourage meaningful employment and independent skills. Agency: Clinton Public School District



**Holmes Health and Nutrition Program** enhances and supports opportunities for high school students with developmental disabilities in rural communities to participate in community functions as active members of society. In addition, the project seeks to reduce instances of obesity among high school students with disabilities. Agency: Wesley Youth Foundation

**The Employment Connection** initiative was designed to develop and test a system to improve employment outcomes for those with intellectual and developmental disabilities. It helped to eliminate barriers to employment through use of advocacy, community education, employer outreach, individual mentoring, and job matching. Agency: Disability Connections



**Inclusion for Children Diagnosed with Developmental Disabilities, Parenting, & Healthy Relationship Classes** served as a community training facility where caregivers were able to come and observe the teachers working with children with disabilities in an inclusive environment. The outcome was that more children with disabilities have access to quality child care and more childcare centers accept children with disabilities.  
Agency: Northtown Child Development Center



**Rolling Recreation** brought wheelchair sports to central and south Mississippi, as well as the Delta, and served at least 22 individuals with developmental and other disabilities. Individuals (ages 8-18) actively participated in at least one wheelchair basketball tournament and at least one wheelchair tennis tournament. Agency: Metro Area Community Empowerment (MACE)

**USM National Wheelchair Basketball Competition** provided a weeklong intense training and developmental rehabilitation experience through creating exposure to and awareness of wheelchair basketball for people with developmental disabilities. The goal was to expose IDS Gulf Park clients to recreational opportunities they never experience and to provide the public with information on wheelchair basketball for people with developmental and other disabilities.  
Agency: Institute for Disability Studies (IDS) Gulf Park



**Increasing Accessibility through the Arts** provided arts-based field trips for students with special needs. The field trips consisted of two-hour visits for 350 participants at the Mississippi Children's Museum. The field trips aligned with core curriculum standards from the Mississippi Department of Education and provided hands-on, collaborative learning experiences for children encouraging them to discover new ideas while playing in the interactive galleries and exhibits of the museum. Agency: Mississippi Children's Museum

**Learning Lab** created a training area which specifically targeted people with developmental disabilities to enhance employment opportunities in the community. Activities included being able to engage in life-skills, employment-skills, and computer-skills training. Participants gained greater skills and confidence in navigating the world around them by understanding the basics of computer interface and using it to gain other necessary skills. Agency: Singing River Services

**Learning About Autism Spectrum Disorders** provided specialized training in working with people who have Autism. Training included role playing, "what-if" sessions, individual schedule development, goal writing, and one-on-one staff-patron sessions observed and critiqued by the trainer.  
Agency: Sun Valley



## Other Community Supports and Collaborations

3D Archery Shoot (Woods, Wheels & Water Outdoors)  
AAIDD Conference  
Advocacy Conference (Mississippi Coalition for Citizens with Disabilities)  
Alvin P. Flannes Summer Camp (Epilepsy Foundation)  
Alzheimer's Disease and Psychiatric Disorders Annual Conference (Mississippi Dept. of Mental Health)  
APSE Annual Conference  
APSE Fall Training (Mississippi APSE)  
Arbor Day Disability Awareness Walk/Run/Roll! 26<sup>th</sup> Annual (Disability Connections)  
Best Practices, Unique Approaches and Positive Outcomes (TEAAM)  
Buffalo Park Field Day (South Tippah School District)  
Central Mississippi Buddy Walk 11<sup>th</sup> Annual (Central Mississippi Down Syndrome Association)  
Dream Night (Jackson Zoo)  
Gallant Hearts Guide Dog Center  
Healthy Opportunities for Transition (HOT) Youth and Parent Retreat (LIFE of Mississippi)  
Let's Go Flying (Operation PROP)  
Mental Health/IDD Joint Conference (Mississippi Dept. of Mental Health)  
Mississippi Angels Program (CREATE Foundation)  
Mississippi disAbility MegaConference  
NAMI Annual Conference  
National Federation of the Blind of Mississippi 42<sup>nd</sup> State Convention  
Rehabilitation Association of Mississippi Training Conference  
Special Education Law and Advocacy Conference (Mississippi Parent Training and Information Center)  
Transition Expo (Hardy Middle School)  
Trauma: The Silent Storm That Impacts Us All Conference (Mississippi Dept. of Mental Health)



### **Mississippi disAbility MegaConference**

June 2014

Over 450 people with disabilities, family members, professionals, and others attended!



**Community Forums in Hattiesburg, Southaven, and Philadelphia:** A Developmental Disabilities Network collaboration by the Mississippi Council on Developmental Disabilities, Disability Rights Mississippi, and the University of Southern Mississippi Institute for Disability Studies (Photo: Hattiesburg)



**Governor Bryant's Executive Order Press Conference** (Jan. 2014)

Executive Order 1335 indicates that state agencies providing services and supports to people with disabilities shall support integrated employment as the first option for those who are of working age. State agencies shall coordinate and collaborate on programs, policies, and procedures to support this.

*Special thanks to Representative Carolyn Crawford and Senator Terry Burton*





# New Products

The following products were developed for the Mississippi Partnerships for Employment of Youth and Young Adults with Intellectual and Developmental Disabilities grant:

**Employment Resources**  
Mississippi Partnerships for Employment (MSPE)

**Mississippi Resources**

- Mississippi Department of Rehabilitation Services  
www.mdrs.ms.gov/Pages/default.aspx
- Mississippi Department of Employment Security  
Employer and job seeking resources  
http://mdes.ms.gov/
- WIN Job Centers  
www.winmississippi.org
- Mississippi Industries for the Blind  
www.msblind.org
- Goodwill Industries of Mississippi  
www.goodwillms.org
- Disability Quick Links - Local and State Resources  
www.ms.gov/content/Pages/Disabilities.aspx
- Mississippi Coalition for Citizens with Disabilities  
www.msccd.org
- Mississippi Department of Mental Health  
www.dmh.ms.gov/service-options/idd-services
- Living Independence for Everyone (LIFE) of MS  
www.lifeofms.com/index.php
- The University of Southern Mississippi Institute for Disability Studies  
www.usm.edu/disability-studies
- Disability Rights Mississippi  
www.dms.ms.com
- Mississippi Council on Developmental Disabilities  
www.msccd.org

**Disability Employment Awareness Month (October)**

- U.S. Department of Labor  
www.dol.gov/odep/topics/ideam
- U.S. Department of Labor, Disability Employment Policy Resource by Topic  
www.dol.gov/odep
- Library of Congress, About NDEAM  
www.loc.gov/disabilityawareness/about/

**Hiring People with Disabilities**

- U.S. Department of Labor, Disability Resources  
http://www.dol.gov/od/topic/
- U.S. Small Business Administration  
www.sba.gov/content/hiring-people-with-disabilities
- Employment and Training Resources - Financial and Tax Incentives for Hiring People With Disabilities and Other Employer Resources  
www.etrcc.com/disabilities-employer-resources.php
- Ask EARN – Resource for employers seeking to recruit, hire, and retain qualified employees with disabilities  
www.askslearn.org
- Job Accommodation Network – Resource related to questions about workplace accommodations or ADA  
http://askjan.org/
- National Organization on Disabilities  
www.nod.org
- Social Security Administration  
www.ssa.gov/work
- Information to businesses, job seekers and workforce systems for opportunities for job candidates with disabilities  
www.thinkbeyondthelabel.com

**Working with People with Disabilities**

- Employment Alliance for People with Disabilities  
http://eapd.weebly.com/?post=2013/04/creating-an-inclusive-work-environment.html
- U.S. Office of Personnel Management, Disability Employment  
www.opm.gov/policy-data-oversight/disability-employment/
- Centers for Disease Control and Prevention, Disability/Health  
http://www.cdc.gov/ncbddd/disabilityandhealth/index.html
- Easter Seals – Disability Etiquette  
www.easterseals.com/explore-resources/facts-about-disability/disability-etiquette.html
- United Cerebral Palsy – Disability Etiquette  
www.ucp.org/resources/disability-etiquette
- PACER Center – Champions for Children with Disabilities – Disability Etiquette  
www.pacer.org/parent/phil/phil-c127.pdf
- United States Department of Labor - Effective Interaction: Communicating With and About People with Disabilities in the Workplace  
www.dol.gov/odep/pubs/facts/effectiveinteraction.htm

**Working with People with Disabilities**

U.S. Office of Personnel Management, Disability Employment  
www.opm.gov/policy-data-oversight/disability-employment/

Centers for Disease Control and Prevention, Disability/Health  
http://www.cdc.gov/ncbddd/disabilityandhealth/index.html

Easter Seals – Disability Etiquette  
www.easterseals.com/explore-resources/facts-about-disability/disability-etiquette.html

United Cerebral Palsy – Disability Etiquette  
www.ucp.org/resources/disability-etiquette

PACER Center – Champions for Children with Disabilities – Disability Etiquette  
www.pacer.org/parent/phil/phil-c127.pdf

United States Department of Labor - Effective Interaction: Communicating With and About People with Disabilities in the Workplace  
www.dol.gov/odep/pubs/facts/effectiveinteraction.htm

List compiled by the Mississippi Council on Developmental Disabilities.  
MSPE is funded by the USDPHS, ACL Administration on Intellectual and Developmental Disabilities.  
Disclaimer: Any links provided should not be construed as an endorsement of the agency or the content or views of the linked materials.

*Employment Resources*

**LIVE. WORK. ACHIEVE.**  
A POLICY BRIEF ON EMPLOYMENT FOR YOUTH AND YOUNG ADULTS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES IN MISSISSIPPI  
Policy Brief Number 1 / Spring 2014

**Hiring People with Disabilities Is Good Business**

**It's Time**

Mississippians with disabilities are a largely untapped resource for employers, and in many cases, the hiring of Mississippians with disabilities represents a viable business option that both meets the needs of an employer and provides opportunities for individuals with disabilities to use their strengths and skills; ... my administration is committed to supporting policies ... that ... explore employment in an integrated setting as the first priority option for persons with disabilities who are of working age.

People with disabilities are not being utilized in Mississippi's workforce. This Policy Brief provides employment facts and examines the ways in which Mississippi employers can benefit from hiring youth and young adults with intellectual and developmental disabilities.

From 2011 to 2012, the employment rate of Mississippians with disabilities fell to 26.4%, one of the lowest in the nation. People with disabilities are, in fact, the largest minority in existence. In 2010, approximately 56.7 million people living in the United States had some kind of disability. Mississippi ranks third among all states in the percentage of people with disabilities at 16.5% compared to the national average of 12.2%. Most workers with disabilities are loyal and dedicated and will improve a business' bottom line.

Since 2010, Mississippians with disabilities have had a significantly lower percentage of employment compared to people without disabilities, often as much as 43%.

The employment percentage of Mississippians with disabilities has been at least 6% less than the national average for people with disabilities.

**Recommendation #1**  
Consider this often untapped population for employment opportunities.

**Employment of People with Disabilities in Mississippi (ages 16-64)**

Category	Count
Total	1,111,009
In Workforce	71,142
Not in Workforce	334,000
With a Disability	181,054

Governor Phil Bryant  
Executive Order 1335  
January 14, 2014

*Policy Brief*

Both are available on the Council's website: [www.msccd.org](http://www.msccd.org). Alternate formats may be requested.

# Other News



Charles Hughes, MSCDD Executive Director and Christy Ashley, MSCDD Program Coordinator completed the Certified Public Manager program in June 2014. (Also pictured (center) is Diana Mikula, Executive Director of the Mississippi Department of Mental Health, MSCDD's designated state agency).