

7th Annual Retreat Report

Vermont State Rehabilitation Council

Tuesday, October 28, 2014

9:30 am – 3:30 pm

Lake Morey – 1 Clubhouse Road

Fairlee, VT 05045

This year the SRC joined VR and VABIR for their All Staff Retreat. This opportunity allowed the SRC to interact with VR and VABIR staff. The SRC met separately during the Retreat to provide brief reports on each Committee and set each Committee's goals for 2015.

Retreat Goals:

- Provide overview of 2014 Accomplishments, Goals, Opportunities and Challenges
- Identify 2015 Goals

Retreat Participants:

- Sarah Launderville, Chair AOE
- Adam Leonard, Chair PR
- Michele Hubert, Chair SRC
- Sam Liss, SRC member
- Whitney Nichols, SRC member
- Patti Shane, SRC member
- James Smith, Liaison DVR
- Alaina Clements, SRC member
- Rebekah Stephens, SRC coordinator
- Leslie Mitchell, SRC member
- Ellen Vaut, SRC member
- Kerry White, P&P Co-Chair
- Samantha Brennan, SRC member
- Anthony Williams, SRC member

Committee Accomplishments, Goals and Opportunities:

2014 Committee Reports were presented to the Council by Adam Leonard - Chair Performance Review Committee, Kerry White – Co-Chair Policy and Procedures Committee, Sarah Launderville – Chair Advocacy, Outreach and Education and Michele Hubert – Chair SRC and Steering Committee. Each report provided a brief overview of the Committee's 2014 accomplishments. The Committee members then broke apart to discuss and identify 2015 goals for each of their individual committees. The following summary highlights each Committee's 2014 Accomplishments and 2015 Goals.

- **Policy and Procedures:**
2014 Accomplishments:
 - Striving to complete a full cycle review of the DVR Policy and Procedures Manual
 - Updates to the manual are in process
 - Reviewed Chapter 306, "Rehabilitation and Assistive Technology Services"

- Reviewed Chapter 307, “School to Work Transition”
- Reviewed Chapter 308, “Self-Employment”
- Reviewed Chapter 309, “Services to Family Members”
- Reviewed Chapter 310, “Supported Employment”
- Reviewed Chapter 311, “Training”
- Worked on proposed guidance for VR support of transition

2015 Goals:

- Continue review of DVR Policy and Procedure Manual
- Create a “Progressive Employment” chapter
- Review chapters around “referral and eligibility” and add response time
- Create a “Casework Practices” chapter
- Review the SRC Bylaws
- Include a VR Counselor at future P&P meetings
 - Provide a front-line perspective

▪ **Performance Review:**

2014 Accomplishments:

- Completed the Needs Assessment
- Substantial discussion and review of VR’s training programs
- Discussions around implementation of Motivational Interviewing
- Panel held on Mental Health Disabilities highlighting VR employment successes and challenges for these individuals

2015 Goals:

- Motivational Interviewing
 - Implementation and expected outcomes
- Training
 - Mentoring
 - Coaching
 - Cultural awareness
- VR Relationship with Employers
 - Potential improvement opportunities
- Supported Employment Programs
 - What are VR expectations around performance?
 - How is performance measured?
 - How partners are held accountable?
- VR Employee Satisfaction
 - Review of current available results
 - How does VR recruit and retain its employees?
 - What impact does employee turnover have on VR?

▪ **Advocacy, Outreach and Education:**

2014 Accomplishments:

- Testified in the House Human Services for Ann Pugh on CRT
- Identified housing as an issue that hampers individual employment efforts

- Discussed WIOA (Workforce Innovation and Opportunity Act of 2014) and potential impact on VR if moved from Department of Education to Department of Labor
- Discussed advocacy around Veterans

2015 Goals:

- Discussion
 - Disparities
 - Becoming more inclusionary
 - Bringing partners together
- Common Language
 - Addiction issues = recovery
 - Respectful language and its use
- Correction System
 - Connecting with Correction partners
- Americans with Disability Act
 - Offering training around this
 - What resources are available?
 - What the training would look like?

▪ **Steering/SRC:**

2014 Accomplishments:

- Set Agendas for SRC meetings
- Developed and pursued new ways to recruit Council members
- Integration of the Assistive Technology Advisory Council with the SRC
- Needs Assessment Completed and Approved
- Reviewed and approved the State Plan
- Heard presentations
 - Reach Up Update
 - Vermont Developmental Disabilities Council
 - Consumer Satisfaction Survey Focus Group Results
 - Benefits Counselors

2015 Goals:

- Continued look at Mental Health Disabilities
 - Integrating clinical services with vocational services
 - Job Coach
 - Availability
 - Resources
 - Ability to influence other systems
 - Capacity to change
 - Collaborating with other entities
 - Balancing efforts
- Healthcare Landscape
 - Changes
 - What it looks like?
- WIOA Implementation

- Youth in Transition
- Impact on VR
- SRC for the Blind and Visually Impaired and SRC combined meeting

Respectfully submitted for approval on November 10, 2014 by Rebekah M. Stephens, Coordinator, VT SRC