

# Setting Students up for Success

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AVP, Neurodiversity and Community Workforce Development



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Kennedy Krieger Institute

# Introductions

Name

Organization

Role



# Presentation Outcomes



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Who are We

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Eligibility Versus Entitlement

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Transition Time

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Successful Strategies

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Person Centered-Planning

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Waiver Programs

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Meaningful Day Services

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Building Relationships

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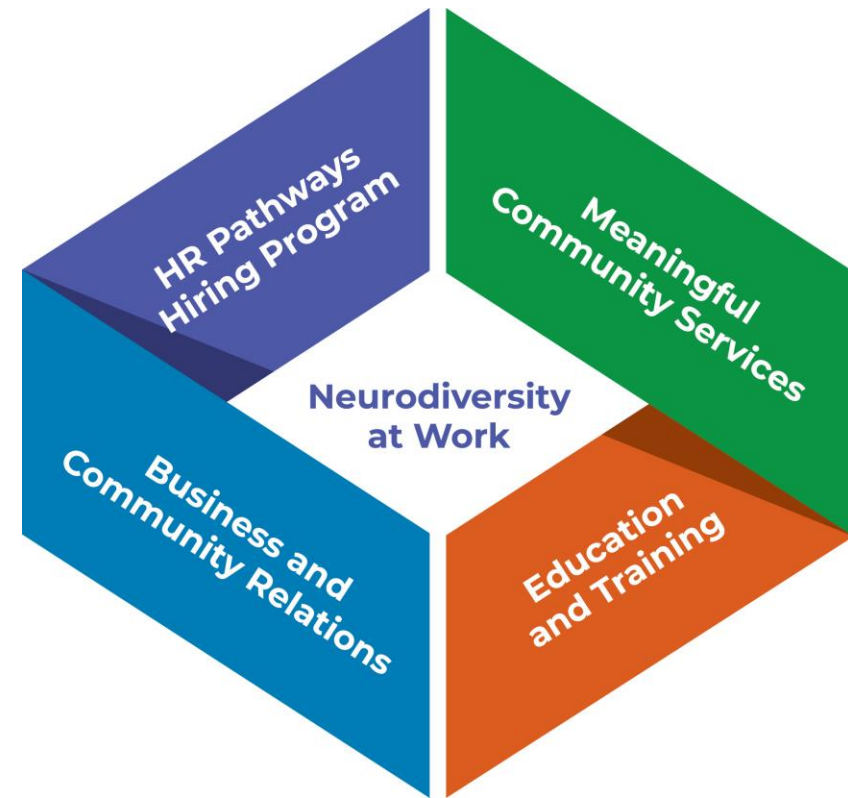
Personal Stories

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# Neurodiversity at Work

- Multi-faceted approach to hiring and retaining individuals of all abilities as part of the workforce
- Collective impact
- Meaningful employment
- Community engagement
- Economic benefit
- Person-centered collaborative
- All aspects of life



# Meaningful Community Services

**Project SEARCH at Kennedy Krieger Institute** is a 10-month, transition to work program for individuals 18 through 24 years of age that provides hands-on job training through integrated worksite rotations, career exploration, innovative adaptations and mentoring from experienced staff



**CORE Foundations** provides person-centered services that foster personal growth, promote meaningful relationships, and empower people with disabilities to achieve independence at their home, workplace and community. We develop a customized program in partnership with each individual to support their independence.

- Is a certified and licensed Maryland Developmental Disabilities Administration adult provider
- Community-based program serving 6 Maryland counties
- Provides employment services through the Maryland Department of Rehabilitation Services (DORS).



# Interdisciplinary Approach



# DD Funded Services – Eligibility

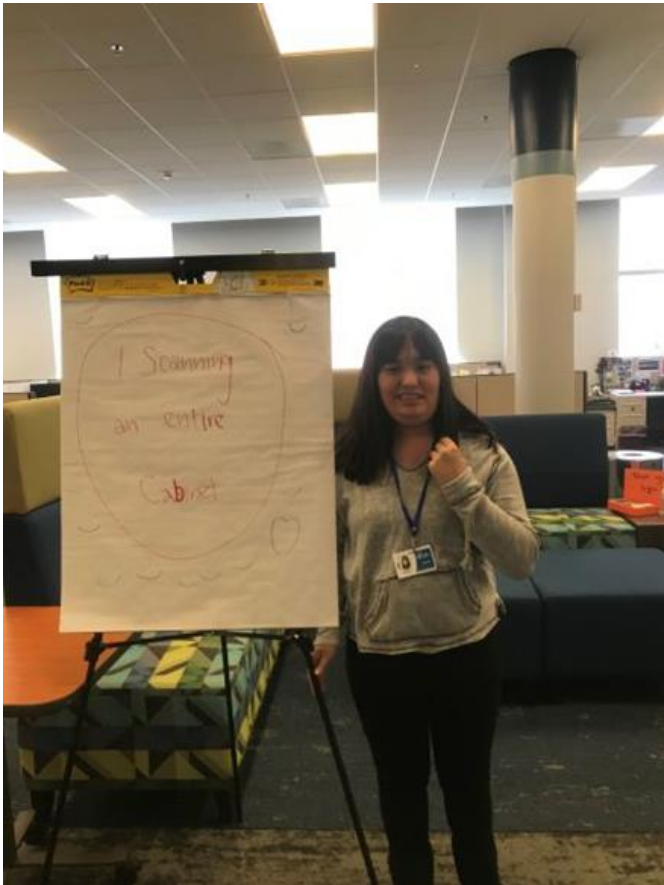
- Adult service providers can choose not to accept you into their program for services
- You choose your agency and can change agencies
- One year to obtain an agency as a Transitioning Youth (priority category) or will be added to the DDA waitlist
- DDA waitlist has over 6,000 individuals waiting for services

Entitlement	Eligibility
IDEA – Free and Appropriate Education	You Must Qualify for Services and Funding is Available
IEP Process	Person-Centered Planning Process
Can Attend School Until the Age of 21	Application and Acceptance into an Adult Service Provider





# Transition Time



## School

- Educate yourself on Developmental Disabilities, Vocational Rehabilitation, and Pre-ETS Services
- Complete Applications (I.e. DD services)
- Transition Plan
- Re-evaluate Student Needs and Related Services Regularly

## Transition

- Work-based Learning
- Employment Training Programs (I.e. Project SEARCH, Project Access)
- Tour, Apply, and Identify an Adult Service Provider Agency
- Collaborative Process to Transition from School to Adult Provider

## Adult Services

- Person-centered Planning Process (needs and goals)
- Person-centered Plan Approval
- Waiver Approval
- Begin Services with Agency





# Transition Checklist



Apply for DD  
Services



If eligible receive  
eligibility letter  
"Priority  
Category"



Get assigned a  
Coordinator of  
Community  
Services



Research and  
visit adult  
service  
providers



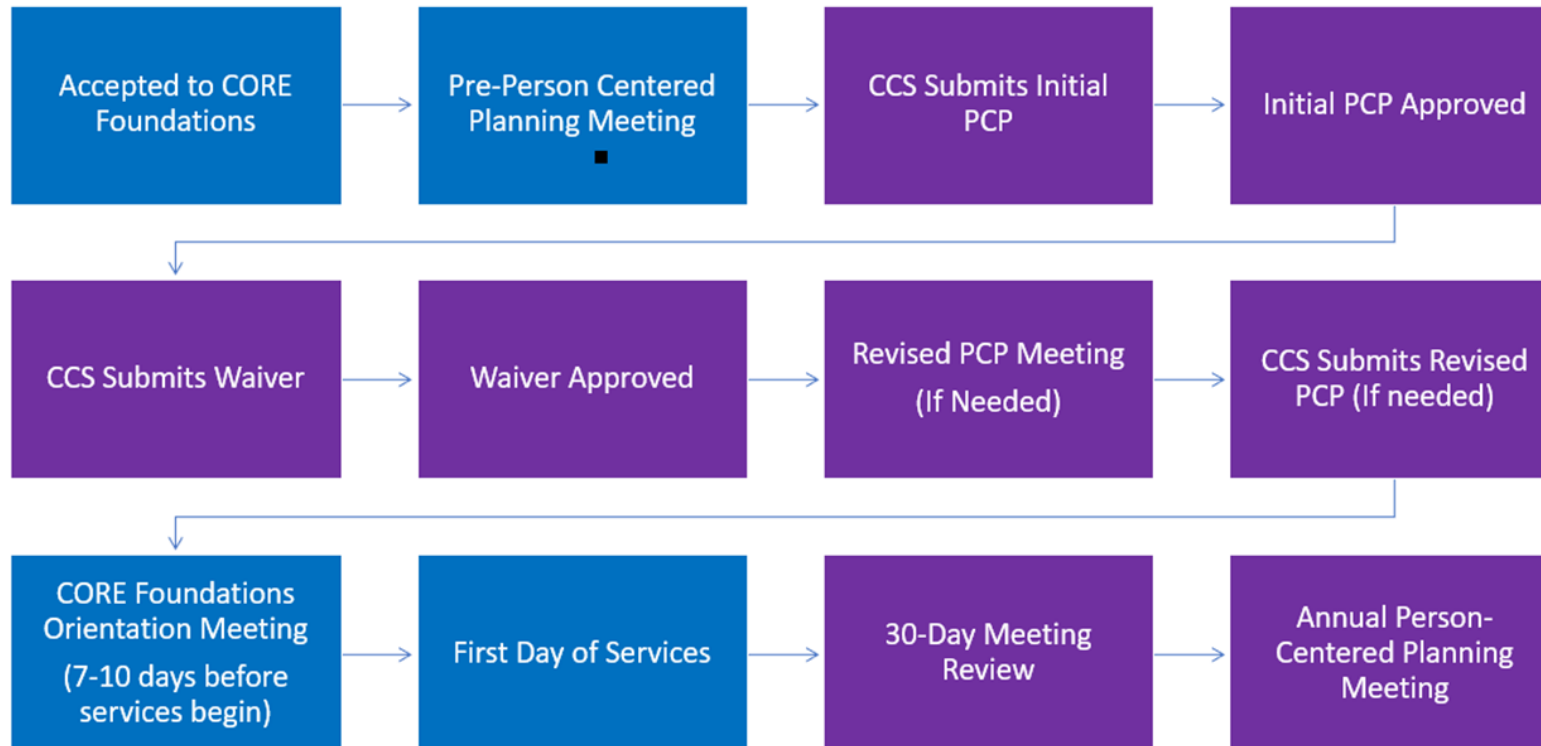
Apply and  
identify adult  
service  
provider

**Apply for Division of Rehabilitation Services and if eligible access Pre-ETS during school and Vocational Rehabilitation during transition or in addition to DD Services**



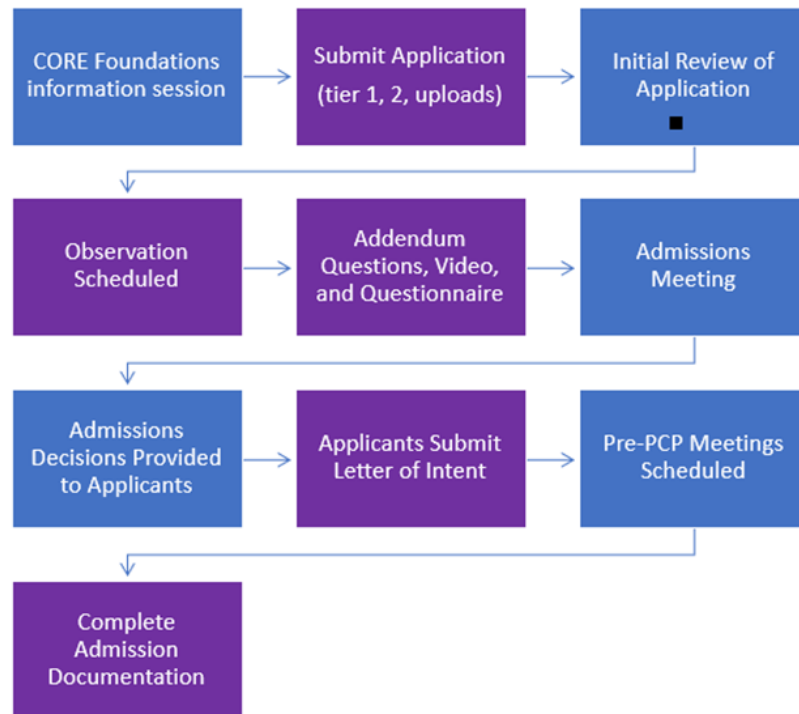
# Maryland: DD Services

Intake and DDA Compliance Process  
(TYs December – October )  
(Annuals Year Round)  
(Transfers – 3 month modified process)

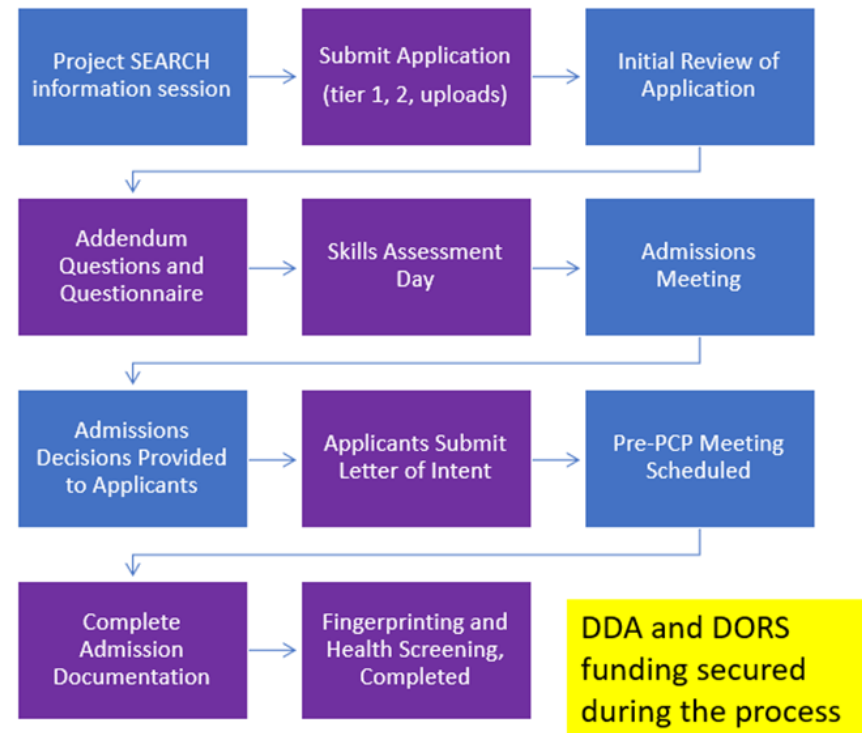


# Example: CORE Foundations Application

CORE Foundations Admissions Process  
Year Round  
Observations: September – November  
Admissions Meeting: December



Project SEARCH Admissions Process  
December – August  
Admissions Meeting: May



# Creating a Meaningful Transition



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Focus on a Person-Centered Approach

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Creating Integrated Settings with Natural Supports

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Consistent Communication with all Stakeholders

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Plan with School Team (early)

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Utilize Pre-Employment Transition Services

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Engage in Work-based Learning Programs at your School

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Build Partnerships Outside of School (network)

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Collaborative Approach

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Cellphone Etiquette

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Fill the Gap – DORS Services

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Be creative, have fun!

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# What Can You Do (Parent)?



EDUCATE YOURSELF



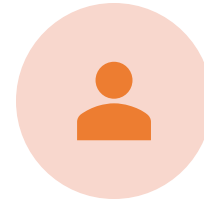
COMPLETE REQUIRED  
DOCUMENTATION



FOLLOW-THROUGH AND  
FOLLOW-UP



DIRECTORY OF CONTACTS



SUPPORT YOUR YOUNG  
ADULT CHILD IN SELF-  
ADVOCACY AND SELF-  
DETERMINATION



TEAM APPROACH



# What Can You Do (Individual)?



EDUCATE  
YOURSELF



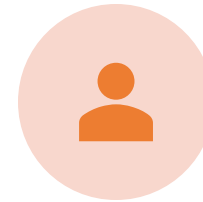
BUILD RESUME



TRACK  
EXPERIENCES



LEAD IEP/PCP  
MEETINGS



SELF-  
ADVOCACY



SET GOALS



# Setting Students up for Success

Fading School Supports  
(when appropriate)

Behavioral  
Supports

Speech and  
Language

Occupational  
Therapy

Transportation

1:1 Aid

Family  
Mentoring





# Person-Centered Planning

The person-centered plan is a written plan of all the services and supports that an individual needs to meet his/her needs and goals.

- Focused on the Individual Being Served
- Scope of Services
- Volunteer and/or Employment Goals
- Independence and Personal Care Goals
- Initial Plan
- Annual Meeting
- Collaborative Team Approach
  - Coordinator of Community Services
  - Adult Service Provider
  - Family Members
  - Friends



# DDA Medicaid Waivers

Traditional Service Delivery  
Self-Directed Service Delivery



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## Community Pathways

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## Community Supports

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## Family Supports



# DDA Medicaid Waiver Programs

Community  
Development  
Services

Employment  
Services

Day  
Habilitation

Respite

Personal  
Supports

Nursing  
Supports

Behavioral  
Support  
Services

Transportation

Housing  
Support  
Services



# Meaningful Day Services



## Community Development Services

Community-Based

Volunteering

Employability Skills

Community Engagement

Financial Literacy,

Health and Wellness

Travel Training



## Employment Services

Discovery and Exploration

Job Development

Paid Job Trial

Employability Training

On-going Job Supports

Follow-Along Job Supports

Self-Employment Development Services



# Transformation of Services

Fee-Based Model

Based on Need

Community-Based

LTSS Maryland

Person-Centered Plan

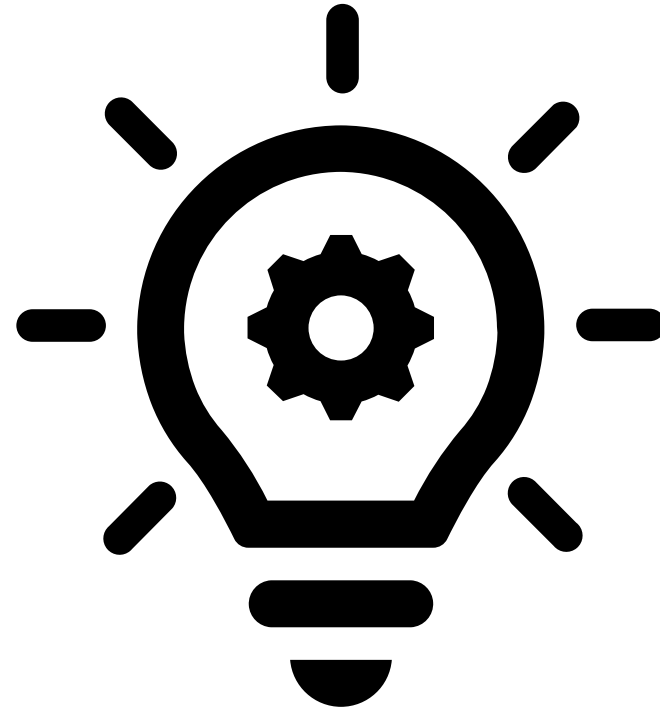
Case Management



# Provider Relationships

Building positive relationships with adult service providers!

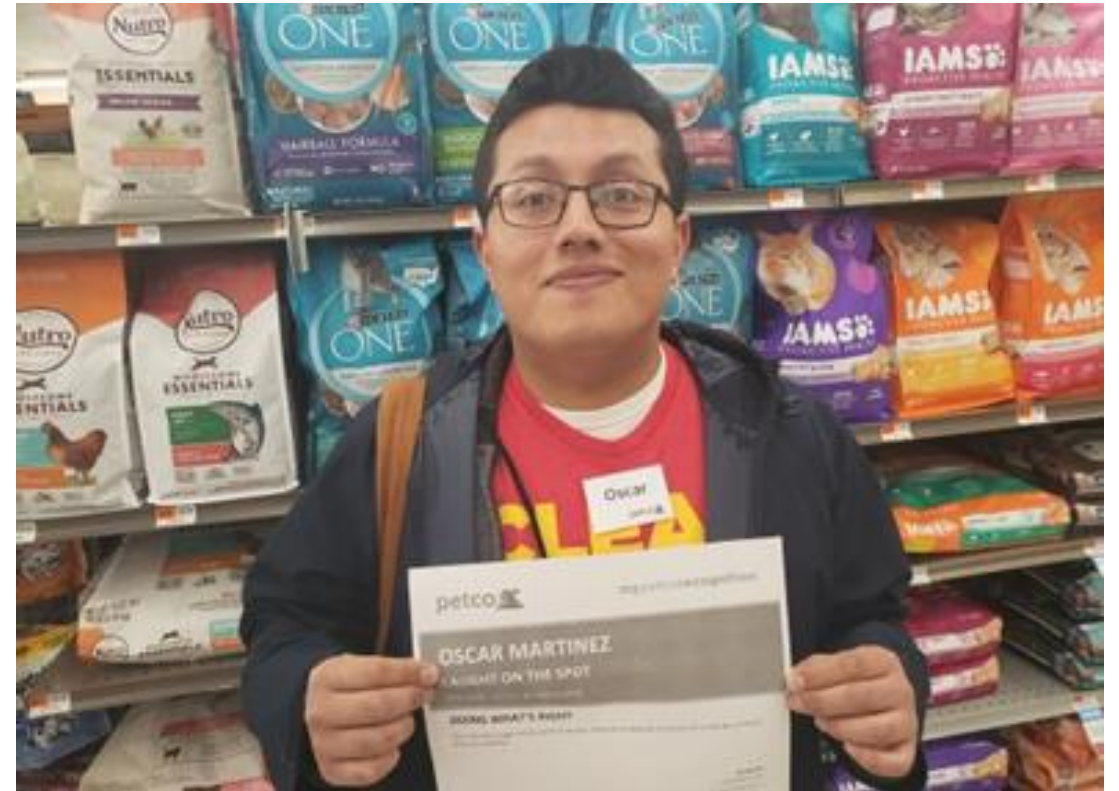
- Communication
- Follow Through
- Transparency
- Flexibility
- Collaboration
- Trust
- Patience



# Oscar's Story

Oscar participated in Project SEARCH During his final year of school. He then transitioned to CORE Foundations Employment Services.

Oscar Martinez was awarded Employee of the Month at Petco! Oscar was recognized for his hard work and eagerness to learn. Oscar has worked for Petco for three years and has not only impressed his managers but the entire CORE Foundations team with his dedication and drive. Oscar was furloughed for a short time during the pandemic but returned to work eager to continue to help customers. Prior to the pandemic, Oscar became the site lead for ASHA, an organization he volunteers with that supports the adoption of cats.





# John's Story



# Resources

- [ANCOR Report](#)
- [ODEP](#)
- [Person-Centered Planning](#)
- [Maryland DDA Eligibility Application](#)
- [Division of Rehabilitation Services Referral](#)
- [Centers for Medicare and Medicaid Services](#)
- [DDA at a Glance Documents](#)
- [Full Circle Benefits Counseling](#)



# Thank You for Attending!



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