

Community First

I. PURPOSE

The purpose of this policy is to ensure that the individuals served by Logan County Board of Development Disabilities (LCBDD or Board) are encouraged to discover their own abilities and have opportunities to be engaged in the community. Community engagement, including employment, shall be a priority and the preferred outcome for those working age adults served by the Logan County Board of DD. The LCBDD supports the Executive Order signed by the Governor March 19, 2012 for Employment First Initiative and will focus on assisting individuals in appropriate employment. The individual's planning team will develop a plan to serve individuals in an integrated setting. If the individual is not served in the most integrated setting, the team must justify the reason for the placement. Service plans written by the Logan County Board of DD will offer the exploration of integrated employment opportunities regardless of level of abilities. Person centered objectives will be developed to help the individual achieve his or her personal best.

As related to employment the purpose of the Community First policy is to:

- A. Expand community inclusion and employment opportunities by reducing barriers and aligning with state policies.
- B. Enhance lives by creating greater opportunities for all people to advance their careers. Individuals can use their strengths and talents in order to increase their economic wealth, have a sense of accomplishment and create their own social identity.
- C. Provide diversity and enrichment to the community, promote equal opportunity within the community and decrease dependency on public funding.
- D. Provide employers and their businesses with more value because of access to dependable and qualified employees.
- E. Encourage, provide, create and reward integrated employment in the workforce as the first and preferred option of all youth and adults with disabilities served by the Board.
- F. Consider integrated employment as the preferred option for each person served and shall work cooperatively with persons served to attain that career goal. Any decision not to consider employment in the community for an individual is re-evaluated on a regular basis; the reasons and rationale for this decision are fully documented and addressed in service plans.

II. POLICY STATEMENT

- A. Everyone can contribute to their community. Services and supports that a person receives from the Board will be an outcome of the Discovery Process.
 1. Adults seeking service from the Board will participate in work, volunteerism, entrepreneurship and/or community engagement. A Discovery Process will be employed to help individuals to discover their abilities and identify personal goals, skills, strengths and areas of supports needed for full participation in their community.
 2. The supports a person receives from the Board are an outcome of the results obtained in the Discovery Process.

3. All individuals will be encouraged to identify natural supports and personal advocates who might support their participation in the community. The ISP team will uncover all supports (both paid and natural supports) needed for the individual to be a full participant in the community.
4. Individuals receiving services from the Board will enhance their community through participation and contributions where they live, work and recreate.
5. The LCBDD will work with community partners to develop and support opportunities for people to work and grow in their community.
6. This policy is in accordance with all other policy and procedures. All supports developed will recognize the Board's Payer of Last Resort Policy.

III. DEFINITIONS OF TERMS WITHIN THIS POLICY

- A. "Discovery Process" is the process implemented to help the individual uncover strengths, skills, desires and supports needed. The process will include observation, interviews with the person and designated others, and experiences and tryouts.
- B. "Integrated Employment" – Full or part time work in the competitive labor market in an integrated setting, and for which payment is at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by persons who are not disabled.
- C. "Employment First" is the initiative supported by the Logan County Board and the State of Ohio to support all individuals with developmental disabilities to work and engage in their community and to receive the needed supports to do so. The initiative supports the exploration and growth of skills, interests and job goals with the individual so that they will be successful.
- D. "Individual" refers to the person with developmental disabilities who is eligible to receive services and supports from the LCBDD and has the same meaning as in ORC 5126.032.
- E. "Individual Support Plan" (ISP) refers to the document that reflects the individuals wants and needs in all areas of his/her life and includes the services, supports and activities to be provided to reach the desired outcomes.
- F. "Most integrated" Open to everyone, regardless of race, ethnicity, religion, gender, or social class. Under Title II of the federal Americans with Disabilities Act, " the transfer from institutional care to a less restrictive setting.
- G. "Natural Support" is a support that is not paid. Natural supports can include but are not limited to family members, neighbors, significant others and community members who share interests with the person they are supporting. Natural supports shall be documented in the ISP.
- H. "Personal Advocate" refers to the person selected by the individual to provide representation, advocacy, advice and assistance in day-to-day coordination of services in accordance with the ISP.

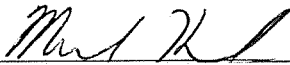
- I. "Transition" refers to the time period before the individual graduates from high school and enters work or college. Effective transition services and supports shall be in place in sufficient time to discover the person's abilities and supports and services needed to ensure success.

III. REFERENCES:

ORC 5126:032, PAYER OF LAST RESORT POLICY

IV. APPROVAL DATE:

September 19, 2013



President, Logan CBDD



Superintendent, Logan CBDD