



# Missouri Department of Mental Health

## DIVISION OF DEVELOPMENTAL DISABILITIES

1706 E. Elm Street  
Jefferson City, MO 65101  
<https://dmh.mo.gov/dd>

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### Missouri as a Model Employer Talent Showcase

On October 10th, in recognition of October being National Disability Employment Awareness Month, the Division of Developmental Disabilities partnered with the Governor's Office, Office of Administration, Missouri Chamber of Commerce, and other state agencies to host the Missouri as a Model Employer Talent Showcase. The Talent Showcase was a career fair for job seekers with disabilities. However, unlike typical career fairs, it was the job seekers with disabilities who had booths to display their talents, skills, and abilities. Nearly 150 state agency and private business recruitment professionals attended the event to learn more about the skills of nearly 60 job seekers.

The Talent Showcase was held in the Capitol Rotunda, and Governor Parson announced a new scholarship opportunity for state employees known as [Show Me Your Triumph](#). This scholarship, valued at \$5,000, will be available to ten state employees who have overcome obstacles in their career path and are looking to further their education for career growth. "Expanding more job opportunities to individuals with a disability is critical to developing a state workforce that reflects the talents of all Missourians", said Governor Parson.

To learn more about the Talent Showcase and the activities, the Missouri Chamber of Commerce developed this [video](#) capturing the day's events. Governor Parson issued a [press release](#) on the Talent Showcase and Show Me Your Triumph.



Pictured along with Governor Parson is Duane Shumate, Director of Employment for the Division of Developmental Disabilities, Bianca Farr — Behavioral Health, Rebecca Maynard — Vocational Rehabilitation, and Brian Crouse — Missouri Chamber of Commerce.

#### Inside this issue

<i>Employment First and Technology First Blend Priorities</i> .....	2
<i>Endless Options</i> .....	2
<i>Show-Me DSPs</i> .....	3
<i>Who Decides How You Spend Your Free Time?</i> .....	3
<i>Healthy Living</i> .....	4

## Employment First and Technology First Blend Priorities

Did you know the Division of Developmental Disabilities has blended its priorities on Employment First and Technology First? “The concept of remote supports through the use of iPads/tablets and apps to help individuals in the workplace is a relatively new strategy which benefits employment providers, community businesses, and individuals”, said Duane Shumate, Director of Employment.

Through funding from the Kessler Foundation and the University of Iowa Center for Disabilities and Development, the Division has partnered with UMKC Institute for Human Development (IHD) on a demonstration pilot to help employment service providers integrate technology to promote greater independence for workers with disabilities.

An added component of the project is to help bridge the direct support professional staffing shortage. Pilot sites are located in northeast Missouri (Learning Opportunities), central Missouri (Alternative Community Training), and western Missouri (The Farmer’s House).

**Pictured are members of the pilot communities along with staff at UMKC-IHD and Duane Shumate, Director of Employment.**



## Endless Options

Submitted by Jon Freeland, Agency Tiered Supports Consultant

Endless Options has made great strides in both Tiered Supports and the implementation of Tools of Choice in the last six months. They have put into place a consistent coaching system for staff to receive regular guidance and support and are always looking to data and inter-observer reliabilities to improve this system. This cultivates an environment of confidence and competence in their staff, increasing their positive interactions by 60%, or almost three more per observation on average in the last two months of coaching fidelity compared to the previous three months.



**Pictured in photo:** Heather Crews, Woody Casteel, Susan Watring, Kara Appel, and Brendisha Mathews

They also consulted with Central Missouri Regional Office (CMRO) on Set Expectations from Tools of Choice and engaged in planning/role plays to learn more about the process in order to build a plan with an individual at their day program. They prepared so well that they anticipated the individual's input and included person-centered feedback in real time, improving their relationship and making the environment safer. They continue to take data and adjust their plan for success based on individual's needs and capabilities. Well done, Endless Options!

## Show-Me DSPs

### State-Operated Programs

“Professional Growth, Planning, and Contributing”

Show-Me DSPs kicked off on September 3, 2019, with a group of 13 Direct Support Professionals (DSPs), having been chosen by the administrator of the facility at which they work, to participate in a six-month academy type workgroup. The intent of Show-Me DSPs is to bring a group of DSPs from each State Operated Program within the Division of Developmental Disabilities together to enhance their professional growth as a DSP, participate in planning related to the role of DSPs within the Department of Mental Health (DMH), and to contribute to the continuous improvement efforts of DMH and the state.

Structured in a “leadership academy” style, the DSPs will meet monthly in Central Office. At the completion of this group, a new group will begin the program.

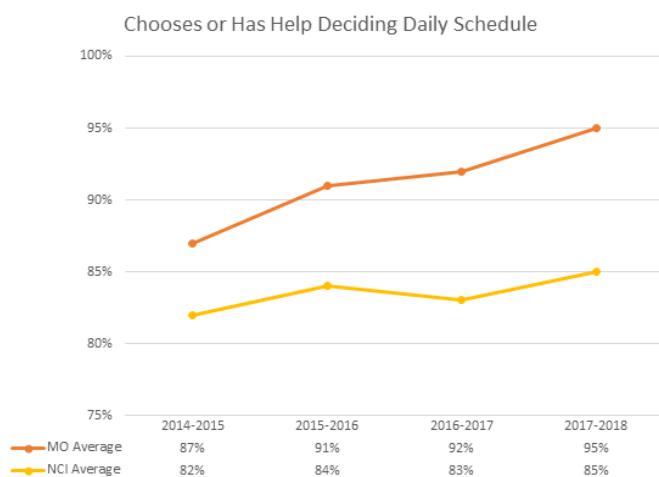
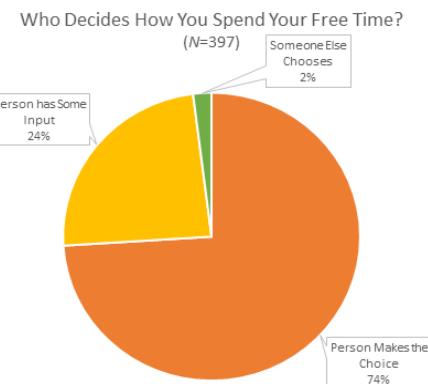


Front Row: Sharon Thomas, Stevena McClain  
Middle Row: Mike Irick, Sarah Swisher,  
Brenda Morgan, Kenya Nunley  
Back Row: Warren Harris, Michael Jones,  
LyDonna Young; Deborah Weaver, Yvonne  
Davis, Nancy Williams

## Who Decides How You Spend Your Free Time?

The pie chart is based on data from the 2017-2018 National Core Indicators Adult In-Person Survey, which is a face-to-face interview with adults (age 18+) who receive services from the Division of Developmental Disabilities.

To view the full report, please visit: <https://www.nationalcoreindicators.org/resources/reports/>.



The graph is based on data from National Core Indicators Adult In-Person Survey (AIPS) from the last four survey years. The AIPS is a face-to-face interview with adults (age 18+) who receive services from the Division of Developmental Disabilities. The graph demonstrates the percentage of individuals in Missouri who decide or have help deciding their daily schedule as compared to the NCI (nationwide) average for this measure. To review the full survey results, please visit <https://www.nationalcoreindicators.org/resources/reports/>.

## HEALTHY LIVING OBSERVE! DECIDE! ACT!

Sepsis is considered one of the six leading preventable conditions that is likely to result in death for individuals with Intellectual/Development Disabilities (IDD) according to Health Risk Screening, Inc. (Green-McGowan, n.d.).

Sepsis is a silent killer due to the signs of sepsis may not be easily recognizable at first.

Always keep sepsis as a possibility in your mind.

For every hour that passes without receiving treatment, there is about a 10% increase in the risk of death. (HRS, Inc. 2019)



For more information: <https://dmh.mo.gov/media/pdf/sepsis>



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THAT FOSTER self-determination.

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1706 E. Elm Street  
Jefferson City, MO 65101

Phone: 573-751-4054  
Fax: 573-751-9207  
Website: <https://dmh.mo.gov/dd/>



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