

## Philadelphia Vision For Employment 2010

Steering Committee Meeting  
September 21, 2007

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**In Attendance:** Julia Barol, Ann Marie Campbell, Todd Handler, Leonard Kravitz, Michael McAllister, Rosa McAllister, Teresa Myers-Thompson, Marianne Roche, Wanda Sabb, Michelle Sparling, Kathy Sykes

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### Meeting Summary

The meeting revolved around the following topics:

#### **I. Leap Into The Future Mini-Grant Competition**

There was a general discussion about the response to the Request For Proposals (RFP) for the Leap Into the Future Mini-Grant Competition. Michael McAllister reported that seven (7) proposals were submitted for consideration from the following organizations: PATH, Community Integrated Services (CIS), APS, Citizens Acting Together Can Help (CATCH), Partnership for Community Supports, Special People in Northeast (SPIN), and Quality Progressions. A Review Committee composed of Michael McAllister, Ann Marie Campbell, Leonard Kravitz, and Todd Handler reviewed each of the proposals individually and then met as a group to compare scoring and make final recommendations. There was a lengthy discussion about how proposals were rated.

Michael used flip chart paper to illustrate how each proposal was scored and various Review Committee members shared their impressions about how the process worked. The attached Mini-Grant Proposal Review Protocol was the tool used to rate proposals.

The Review Committee recommended that Community Integrated Services (CIS) and Partnership for Community Supports receive **immediate funding** to begin their proposed project. The following agency proposals were recommended for **conditional funding**: Special People In Northeast (SPIN), Citizens Acting Together Can Help (CATCH), and Quality Progressions.

The Steering Committee agreed with the recommendations of the Review Committee. As representative of the Review Committee, Michael McAllister will call all of the organizations and inform them of the Steering Committee's decision. A letter would also be sent to all of the organizations. Michelle Sparling and Julia Barol will follow-up with the organizations that were conditionally funded. Those organizations will be asked to re-submit their proposals based on suggestions made by the Review Committee. Michelle and Julia will provide technical assistance to all of the agencies with particular attention

to the organizations that received conditional funding to assist them in re-submitting their proposals.

Re-submitted proposals will be reviewed again by the Review Committee for final determination. The deadline for submission of the new proposals will be October 15, 2007.

## **II. Retreat Follow Up: Work Group Goals**

### **A. Transition and Best Practices**

The group briefly discussed the August 15, 2007 Steering Committee Retreat. The Retreat ended with a discussion of FY 2008 Work Group Goals. It was decided that at subsequent Steering Committee meetings FY 2008 Goals would be reviewed for at least one Work Group. .

Todd Handler began the discussion by pointing out that working with the School District and changing attitudes about Transition are primary goals of the Transition Work Group. Working with Donna Cavaliere, Manager, Special Education Services & Compliance for the School District of Philadelphia on coordination of IEPs (Individualized Education Plans) as well as giving Supports Coordinators a better understanding of the IEP process are key goals. Todd stressed that Supports Coordinators need to understand their role in the IEP process.

Todd stressed the importance of Information Sessions at schools. Community Integrated Employment (CIE) providers would be become more familiar to families and graduating students by marketing their services at these information sessions. It was mentioned that there is also a need for parents to help educate other parents about services that are available. Many parents are not aware of what services are available for their children after graduation.

Marianne Roche suggested we offer to join with Transition Coordinators to teach self advocacy skills to students. There was a general discussion around the best way to develop self-advocacy groups within schools. It was also suggested that there was a need to create an in-service for school Transition Coordinators. Rosa McAllister suggested tying these ideas together with other things happening, such as the Philadelphia Transition Planning Project. One idea was to create an after school program at the schools identified to be a part of the Philadelphia Transition Planning Project.

There was a general discussion about how to build on the Information Sharing Sessions and create strategies that facilitate individual and systems change that result in meaningful outcomes for students. While this discussion initially focused on the Transition Work Group, it was agreed that all of the work groups need to concentrate on developing strategies designed to affect system-wide change. Rosa suggested that another

idea might be for the Steering Committee to identify a couple of projects for the Work Groups to focus on in this area.

### **III. Quality Management Meeting**

Ann Marie asked that the representatives from the Work Groups present at the Quality Management (QM) Forum at MRS, 10/15/07 at 9:30 AM-11:30 AM. The agenda for the QM Forum will be Philadelphia Vision for Employment 2010. Kathy Sykes and Michael will start with an overview of the initiative. Each Work Group Chairperson is asked to speak about five (5) minutes about their activities and provide an opportunity for those who may not know about Philadelphia Vision for Employment 2010 to ask questions. The Website will be shown along with related success stories, resources created, and activities planned for this year. Ann Marie suggested that each Work Group a one page description about activities from the past year as well as those planned for this year. Employment Ambassador cards will be given out to QM Forum Participants.

### **IV. General Discussion**

#### **A. Spokespersons for Employment**

Kathy initiated a discussion about identifying people with disabilities who are working to act as spokespersons at various training and other information sharing events. Rosa suggested that there are a number of individuals who would be appropriate to work as representatives of a “**Speakers Bureau**”. It was also agreed that a number of individuals with a range of abilities would be needed to act as spokespeople. It was suggested that perhaps this would fit into the mission of the Who Wants to Work - Work Group. Discussion ensued about the possibilities of using Bill Krebs, a noted self advocate in Philadelphia and across the state as a potential spokesperson.

There may be a need to assist potential spokespersons in developing presentation skills. Rosa referenced the “Developing Your Professional Self” course that Networks has offered in previous years as a way to hone speaking and presentation skills. Another suggestion was that Bill Krebs may be able to assist in identifying other self advocates for the Speakers Bureau. Rosa suggested asking Speaking for Ourselves (SFO) to get involved with the Speakers bureau. Kathy suggested it may be something that SFO would be interested in becoming involved with in Philadelphia.

Wanda Sabb asked about the use of the term “Employment Ambassador”. There was agreement that the term lacked a certain amount of clarity. Michael offered the idea that we need as many people as we can to promote and support the idea that people with intellectual disabilities can work in community integrated employment. There was a general discussion about the term Employment Ambassador and thinking about it in a fashion similar to the “It takes a Village” concept. The Public Relations Work Group suggested a T-shirt idea on 100 ways to be an Employment Ambassador. It was also

suggested that putting something into the Family Forum about the idea of Employment Ambassadors would help spread the word about the concept.

Kathy reiterated the idea that one of the critical things that we all can do is influence others. We may not be able to directly change all of the issues and barriers surrounding employment but we can influence the way people think about employment and the possibilities of work for all people with intellectual disabilities.

### **B. Capacity-building**

Another important topic discussed concerned the capacity of current CIE providers. Conversation revolved around whether CIE providers were positioned to expand (hire more staff) given the current changes in the system. Another idea brainstormed revolved around strategies for assessing the system's current capacity to serve and support more people in community integrated employment.

Michael asked about the status of provider data for FY 2007. Data collection is almost completed and Len believes he will have a complete data set to share by the next Steering Committee meeting.

### **C. Other Updates**

Teresa shared information about the upcoming Provider Expo. The event will be held at the Community College of Philadelphia on October 10, 2007.

Kathy mentioned that the Alliance and Coalition group have invited her and Dana Olson for PA ODP to talk about employment on October 11, 2007 at 9:30 AM at the Alliance Office in the Monroe Building off of Presidential Boulevard. .

## **VI. Updates on the Philaonthejob.org Website**

The recommendations/suggestions made at the Steering Committee Retreat have been made to the web site. Rosa pointed out that Work Group information should be forwarded to Diane Kehoe to be posted to the website. Additional pictures also need to be added. Steering Committee members were reminded to send any employment related training information to be posted to the Employment Calendar even if the event is taking place out of the area.

Additional success stories will be listed as well as stories from the Family Forum. Work Group minutes will be added to the web site and Steering Committee members were encouraged to forward materials to Diane. Also a counter was suggested to keep track of how many people are accessing the website. Julia will send all Steering Committee minutes to Diane to be posted.

The Next Steering Committee Meeting will be held Friday, October 19, 9:30 AM at MRS.

Transition	Supports Coordination	Who Wants To Work	Public Relations	DATA	Capacity Building
<ul style="list-style-type: none"> <li>• Connect with Parents/Families</li> <li>• Connect with students transition age</li> </ul>	Family Support Group Mtg (13) <ul style="list-style-type: none"> <li>• Identify families as spokes-People for employment</li> </ul>				
<ul style="list-style-type: none"> <li>• Continue information dissemination forums with best/effective designs</li> </ul>	Meeting with all SCO (4) <ul style="list-style-type: none"> <li>• Connection with partnership – Mini grant project</li> </ul>				
<ul style="list-style-type: none"> <li>• Transition Planning Project Connection = focus on specific schools</li> <li>• Speakers Bureau</li> </ul>					
<ul style="list-style-type: none"> <li>• Student directed after school program Future oriented employment Self advocacy Infuse IEP</li> </ul>					