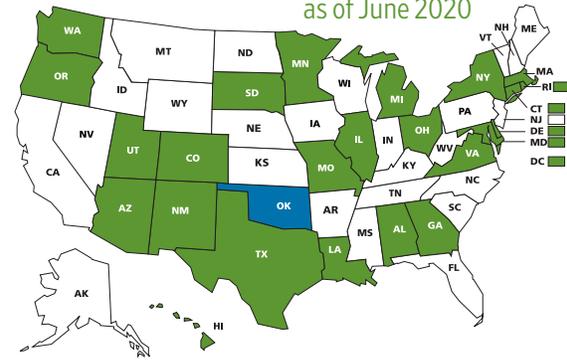# 2019—2020 SELN ACCOMPLISHMENTS
OKLAHOMA
DEVELOPMENTAL DISABILITIES SERVICES

Oklahoma has focused on making system improvements and developing capacity. The activities below show the progress made during the 2019-2020 membership year.

Activity 1: Strategic Goals and Operating Policies

The Oklahoma Department of Human Services (OKDHS) True North Initiative establishes a strong connection between the state's systems change priorities and performance. This initiative focuses on building robust connections between OKDHS and stakeholders so all participants can work together toward improving employment outcomes.

OKDHS True North

Each OKDHS division has outlined specific and concise goals. The goals of Developmental Disabilities Services (DDS) are to "work with all agency divisions and with their community partners and other stakeholders to:

1. Empower and support Oklahomans with developmental disabilities to live independently and work in competitive integrated employment within their communities;
2. Advocate for the elimination of the Developmental Disabilities Waiting List while providing services to Oklahomans and their families; and
3. Improve the well-being and independence of individuals receiving home and community-based services."

Inclusion of the term "competitive integrated employment" signals an important milestone. Recognizing the role of paid work in the community for all working-age individuals has been a cornerstone of DDS's work over the last 25+ years. Emphasizing competitive integrated employment clarifies the shift toward individual jobs in community businesses with paid supports only as needed for each person.

Activity 2: Data Measurement, Quality Management

Over the last 12 months, DDS has analyzed data on use of OK Department of Rehabilitation Services (DRS) vocational rehabilitation services. Policies require individuals seeking employment services through DDS to first access DRS.

During monthly meetings of the two state systems, service utilization data is cross-referenced to determine which services people are accessing and when. Follow-up is then done statewide with case managers and providers to reinforce expectations on which system to approach first and what steps to follow. Sharing this data reveals who is being supported, ensures their individual plan is accurate, and helps designate what services they most need and will benefit from.

To date, this quality improvement activity has strengthened DDS

Employment for Individuals With IDD

Nationwide Snapshot

14% In an Individual Job

$9.88 Average Hourly Wage

23.9 Average Hours Worked For 2 Weeks

State Employment Leadership Network

ICI UMASS BOSTON

NASDDDS
National Association of State Directors of Developmental Disabilities Services

The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.selnhub.org

OKLAHOMA

Developmental Disabilities Services

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internal policies and practices, has illustrated the utility in shared resources, and has improved the relationship between DDS and DRS. DDS and DRS will work toward a formal data-sharing agreement in the future.

Activity 3: Financing and Contracting
Value-based Payment Pilot

For the last two years, OK DDS has engaged in an Innovation Accelerator Project (IAP) with the federal Centers for Medicare and Medicaid Services (CMS). The goal of IAPs nationally is to improve the health and health care of Medicaid beneficiaries and to reduce costs by supporting states' ongoing payment and delivery system reforms.

DDS has invested in strong stakeholder engagement activities to ensure broad and deep support for new funding methodologies. A group of DDS champions met to analyze needed systems improvements and how service funding plays a role.

To this end, the OK IAP focuses on a value-based payment pilot. DDS's system promotes community-based employment with the goal of increasing individual competitive employment and decreasing the number of people in group jobs. A model has been proposed to include a payment milestone when an individual reaches a benchmark event or step (e.g., movement from a center-based to a community-based setting). Through a financial simulation, DDS will determine other strategies needed for implementation.

The Employment Framework

Member states enlist the support of a wide variety of key informants to participate in discussions and workgroups to determine a state's course of action. A direct member benefit is access to guidance that can lead states to a better understanding of priorities while setting that course. The Framework for Employment, developed through extensive experience and research conducted within states, is used to guide the SELN's strategy for system improvements. The elements represent practices and outcomes known to be effective at enabling states to develop and sustain high-performing integrated employment systems.

Elements of a High-Performing Employment System

This graphic demonstrates the factors that, when working together, can lead to better integrated employment outcomes. It is the dynamic interplay of all the elements that can lead to long-term systems change.

Leadership.
Clear and unambiguous commitment to employment in individual community jobs at all levels in the system.

Strategic Goals and Operating Policies.
Employment is supported by program goals and operating practices.

Financing and Contracting Methods.
State resource allocation formulas, reimbursement methods, and rate-setting practices support integrated employment.

Training and Technical Assistance.
Investment in the development and maintenance of a strong, competent workforce.

Interagency Collaboration and Partnership.
Building relationships to remove barriers to employment supports.

Services and Service Innovation.
Service definitions and support strategies are structured and aligned to facilitate the delivery of employment supports.

Performance Measurement and Data Management.
Comprehensive data systems are used to measure progress, benchmark performance, and document outcomes.

CATALYSTS → **STRATEGY** → **OUTCOMES**

Leadership / Values

Policy & Goals
Financing
Training & TA
Service Innovation
Outcome Data

Integrated Jobs

INTERAGENCY COLLABORATION

Hall et al (2007)