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North Carolina & Virginia

Easter Seals UCP North Carolina & Virginia, Inc.  
Report for House Bill 950, Session Law 2012-142  
November 30, 2012

Re: FY 12 Contract 2080, Developmental Disability Services  
FY 12 Contract 2099, Autism Early Intervention Services

Submitted to:

The Honorable Marilyn Avila, Co-Chair  
North Carolina House of Representatives  
Appropriations Subcommittee on Health  
& Human Services  
Room 2217, Legislative Building  
Raleigh, North Carolina 27601

The Honorable Justin Burr, Co-Chair  
North Carolina House of Representatives  
Appropriations Subcommittee on Health  
& Human Services  
Room 538, Legislative Office Building  
Raleigh, North Carolina 27603

The Honorable Stan Bingham, Co-Chair  
North Carolina Senate Appropriations on Health &  
Human Services  
Room 2117, Legislative Building  
Raleigh, North Carolina 27601

The Honorable Harris Blake, Co-Chair  
North Carolina Senate Appropriations on Health &  
Human Services  
Room 408, Legislative Office Building  
Raleigh, North Carolina 27603

The Honorable Louis Pate, Co-Chair  
North Carolina Senate Appropriations on Health &  
Human Services  
Room 406, Legislative Office Building  
Raleigh, North Carolina 27603

The Honorable Ralph Hise  
North Carolina Senate Appropriations on Health  
Human Services  
Room 1026, Legislative Building  
Raleigh, NC 27601

The Honorable Justin Burr, Co-Chair  
Joint Legislative Oversight Committee  
on Health & Human Services  
Room 538, Legislative Office Building  
Raleigh, North Carolina 27603

The Honorable Nelson Dollar, Co-Chair  
Joint Legislative Oversight Committee  
on Health & Human Services  
Room 307B1, Legislative Office Building  
Raleigh, North Carolina 27603

The Honorable Louis Pate, Co-Chair  
Joint Legislative Oversight Committee  
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Room 406, Legislative Office Building  
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## Organizational Overview and Structure

Easter Seals UCP is a 501(c)(3) nonprofit that provides supports and services to children and adults with developmental disabilities and mental health challenges, and their families. Our mission is to create opportunities, promote individual choice and change the lives of people with disabilities by maximizing their individual potential for living, learning and working in their communities. The people supported by this agency have disabilities such as cerebral palsy, autism, mental retardation, developmental disabilities, acquired injuries, aging-related issues and mental health diagnoses. With values of Integrity, Innovation, Respect and Responsibility, we strive to do the right thing for the right reason, to find better ways to support people with disabilities, to regard people with dignity and to manage our resources effectively and transparently. Easter Seals UCP is accredited by The Council on Quality & Leadership, which validates our continual focus on quality, person-centeredness and supporting individuals and families achieve their own personal outcomes. In June 2010, Easter Seals UCP received North Carolina Critical Access Behavioral Health Agency (CABHA) certification, which ensures critical mental health service delivery with clinical competency and medical oversight.

Easter Seal UCP is structured into a programmatic organizational model. There are 13 community regions across North Carolina and Virginia. North Carolinians in each of the 100 counties can access one or more services. Each community region has a Community Director, who serves as the operational leader and primary liaison. This matrix change was driven by a vision for increased community-level focus. The Community Director serves as principal liaison to funding sources, provider and advocacy networks, universities and community initiatives. Through involved community membership, the Director positions the agency to evaluate market, secure resource partners and pursue innovative growth. With programmatic and operational accountability, a Community Director leads the service array in each market and provides supportive oversight to Program Managers. Each Program Manager has autonomy to administer programs, maintain budgets and manage staff with results that are fiscally sound and based on person-centered philosophy of service provision.

A 7 member executive team is comprised of President/Chief Executive Officer, Chief Program Officer, Chief Finance Officer, Chief Human Resources Officer, Chief Communication Officer, Chief Compliance Officer and Chief Development Officer. Connie Cochran has a 17 year tenure as President/CEO. The executive team meets weekly. Executive officer direct their respective departments, and serve as executive facilitators of standing strategic operational and planning teams, which are comprised of Vice Presidents, Service Directors, Medical and Clinical Directors, Community Directors and Program and Administrative Leaders. From headquarters and regional offices, Quality Management, Human Resources, Finance, Communication, Development and Information Technology provide administrative support. Easter Seals UCP has a 20 member Board of Director that meets quarterly as a whole, and maintains ongoing work groups inclusive of executive, finance, program & clinical services, audit, development, government relations, property and nominating committees.

## **Easter Seals UCP FY 12 Contract Developmental Disability Services**

The NC MHDDSAS FY 12 4<sup>th</sup> quarter community progress report indicates that 122,400 adults and children in North Carolina have an intellectual/developmental disability (I/DD). This accounts for 3.84% of 3-5 year olds, 3.17% of youth ages 6-17, and 0.79% of adults. The report denotes that 34,570 children and adults with I/DD were served by the MHDDSAS system during a one year period (4/1/11-3/31/12).

Through this FY 12 project funding, Easter Seals UCP served 738 North Carolinians with Intellectual/Developmental Disabilities; which represents 2% of the I/DD population served by the MHDDSAS system. Without this contract, these children and adults would otherwise be unserved or underserved, with critical service levels to achieve and maintain community living success through residential, employment and developmental early education supports.

<b>Service</b>	<b>People Served FY 2012</b>
<b>Residential &amp; Community Living</b>	
Licensed Group Living (Low & Moderate)	28
Non-Licensed Group Living	1
Supported Living	2
<b>Supported Employment</b>	509
<b>Developmental Day Early Education</b>	198
	738

This contract is for direct Purchase of Services, and no administrative costs were charged to this funding mechanism. This FY 12 Purchase of Service realized cost ratio of \$1,468.10 per person. The total allowable funding was pulled down by March 31, 2012. Easter Seals UCP continued to provide supports and accrue unfunded service units beyond this contract amount.

Individuals with I/DD have a mental or physical impairment or a combination of mental and physical impairments that last throughout life and require a variety of long-term services and supports. Many of these individuals may need supports at one or more points across the life span, from developmental services as children through community residential and employment supports as adults. The contract enables Easter Seals UCP to provide best practices residential, employment and developmental early education supports. Adults are supported in achieving successful, meaningful lives including living in typical homes, working in typical jobs in the community and interacting meaningfully with their peers. Children are better integrated with their typically developing peers at an early age while receiving developmental services that allow them greater success in social interactions, physical functioning, communication and recreation in the community.

## Residential & Community Living

31 adults served

This contract enables each person to maintain living in community setting of their choice, and receive highly person-centered, appropriate level of individualized support. In June 2012, agency-wide Easter Seals UCP served 956 adults with I/DD with a comprehensive range of community-based services; of which 15% were in a licensed group home and 85% were supported within non-licensed settings (i.e. supported living, alternative family living, personal family living)

This contract supported 3% of all Easter Seals UCP adult I/DD consumers, based on June 2012 service enrollment. Adults supported by contract for residential and community living did not receive CAP or I/DD Waiver funding. This contract is a critical support for adults with disabilities whose cost of care approaches ICF/MR level of care, but do not qualify. For licensed group home living, the contract supported 24% of all Easter Seals UCP consumers in adult I/DD licensed group homes.

Adults ranged in age from 24 to 72, with an average age of 48. Adults have intellectual /and developmental disabilities, inclusive of cerebral palsy and mental retardation, as well as dual or multiple diagnoses.

<b>Residential &amp; Community Living Program</b>	<b>County</b>
Licensed Low and Moderate	
Greensboro Group Home	Guilford
Commonwealth Group Home	Mecklenburg
Ashcraft Group Home	Mecklenburg
Elizabeth Street Group Home	Gaston
Snow Hill Group Home	Greene
Sanford Group Home	Lee
Lithia Group Home	Lincoln
Monroe Group Home	Union
Raleigh Group Home	Wake
Non Licensed - Winterpointe	Wake
Supported Living	
Pathways Supported Living	Gaston
Lee Supported Living	Lee

Group living low supports adults who require supervision when in residence. Adults receive residential living services, as well as supports to participate in their home living setting, community and leisure activities, social interaction and other services, such as habilitative or rehabilitative. This contract enables each person to maintain living in community setting of their choice, and receive highly person-centered, appropriate level of individualized support.

Group moderate is a 24 hour service that provides a community-based group home living for adults with I/DD that require a greater degree of supervision due to dependence or disability

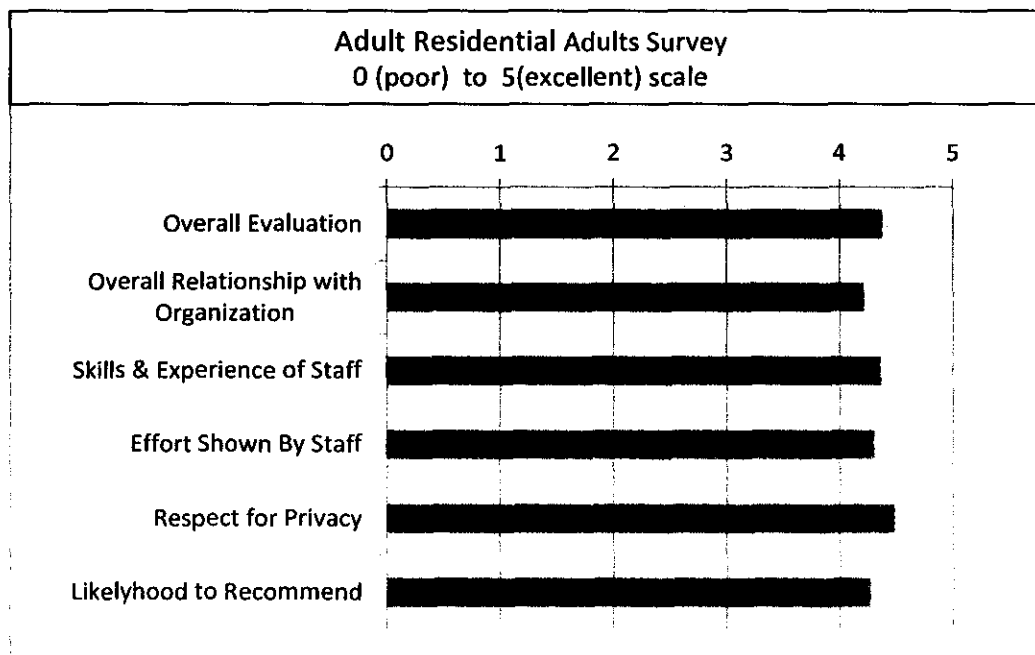
severity. Services include supervision and supports to enable individuals to participate in their home living setting, community and leisure activities, social interaction and other services (habilitative or rehabilitative), and appropriate day treatment in another setting.

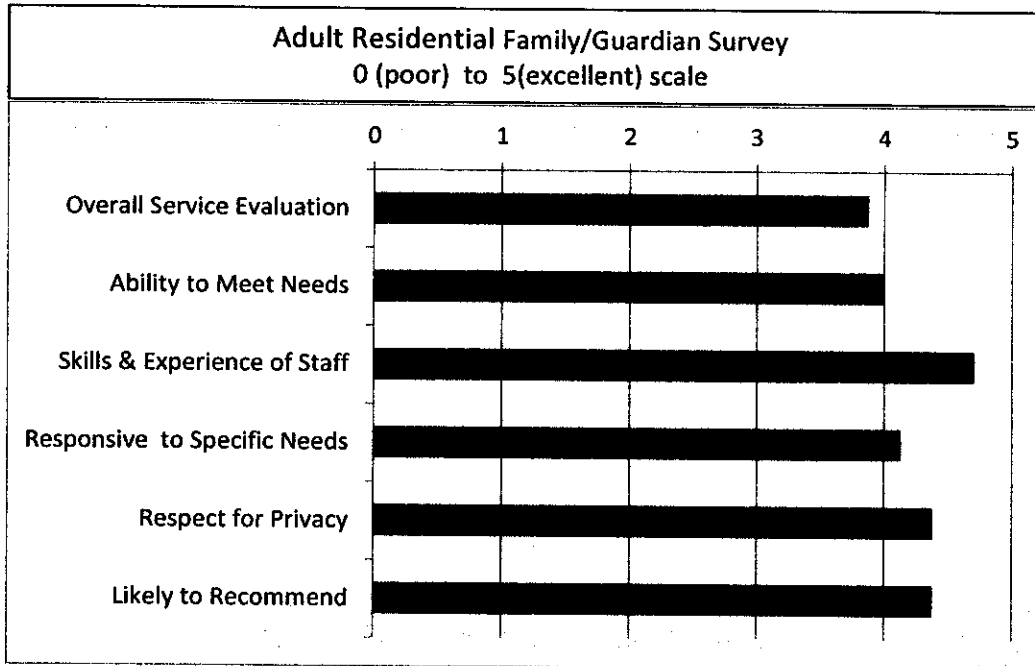
Non-licensed living is a community living arrangement for adults with disabilities who do not require 24-hour supervision. Individuals remain independent for the majority of day, but require overnight due to physical transfer and other assistance needs. This contract supports overnight staff that provides essential to enable individuals to live in a typical community setting, rather than move into a nursing home to receive overnight services.

Supported living assists adults to maintain ability to live independently within a home setting of his/her choice with appropriate level of support. Service may include personal assistance and regular living activity assistance, adaptive and living skill training and other supports. This contract contributes to helping individuals without other sources of funding to maintain community living.

In June 2012, Easter Seals UCP service enrollment for adults with I/DD, included 956 individuals, of whom 15% were supported in a licensed group home and 85% were supported in non-licensed community living (i.e. supported living, alternative family living, personal family living). This contract supported 24% of all Easter Seals UCP adult consumers living in a licensed group homes.

Results from third-party evaluation surveys for Easter Seals UCP's Adult Residential service line demonstrate high levels of individual satisfaction with service and supports.





### Employment

509 adults served

Easter Seals UCP provided Supported Employment services to adults with intellectual and developmental disabilities (IDD) to seek, obtain and maintain meaningful work and participation in typical community settings. Supported Employment is a well-defined approach recognized as a best practice, such as by the NC MHDDSAS, NC Vocational Rehabilitation and the NC Evidence Base Practice Center. By federal definition, supported employment is described as "competitive work in integrated work settings...consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individuals, for individuals with the most significant disabilities for whom competitive employment has not traditionally occurred; or for whom competitive employment has been interrupted or intermittent as a result of a significant disability." To achieve this supported employment for adults with I/DD, Easter Seals UCP provided such services as evaluation, job development, job skills training, adaptive, social and living skills training, job placement, job coaching, employer consultation, long term support and other activities. Services under this contract are related to supporting individuals whose support needs are otherwise unbillable to another funding source.

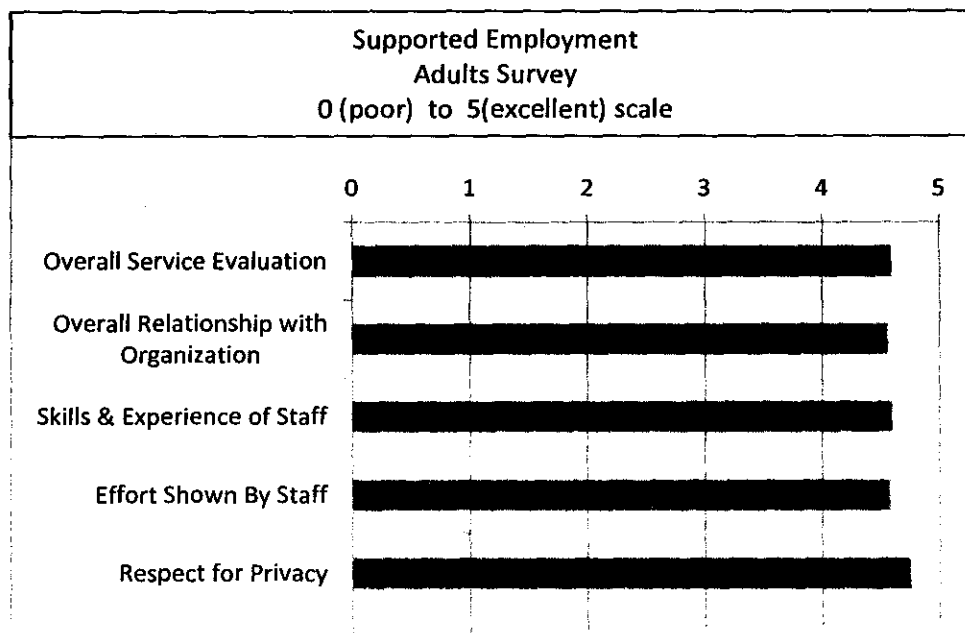
Adults served range in age from 17 to 70+ years old. Their developmental disabilities and/or delays related to a wide range of conditions. Many have co-occurring diagnoses. Disability categories include but are not limited to, Cerebral Palsy, Asperger's, Autism Spectrum Disorder,

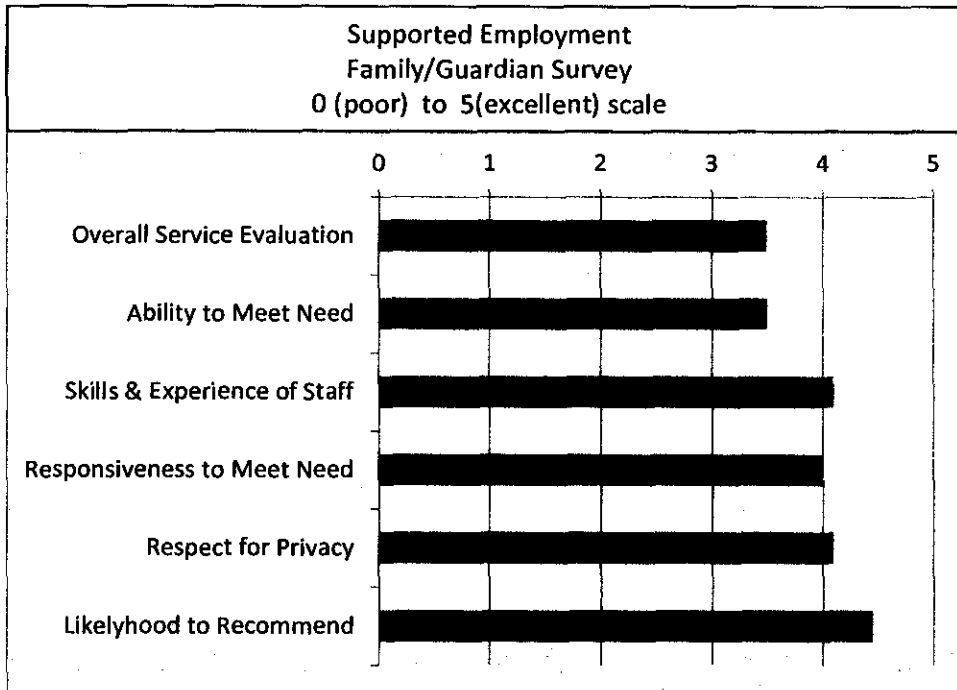
mental retardation, Down Syndrome, Traumatic Brain Injury, Muscular Dystrophy, Spina Bifida, Williams Syndrome.

Easter Seals UCP achieved 374 job placements during FY 12. As a community-based service, programs have an office location, but serve adults in multiple counties within their region. Supported Employment is provided to adults from 40 counties.

<b>Easter Seals UCP program &amp; office location</b>	<b>Counties Served</b>	<b>Job Placements</b>
Charlotte	Mecklenburg, Cabarrus, Union, Gaston	76
Greensboro	Guilford, Forsyth, Rockingham, Stokes	22
Greenville	Pitt, Hyde, Martin, Terrell, Washington,	31
Neuse – New Bern	Pasquotank, Chowan, Currituck, Dare, Gates	83
Raleigh	Craven, Carteret, Jones, Lenoir, Onslow, Wayne	49
Roanoke Rapids	Wake, Johnston, Franklin, Granville, Vance,	17
Wilmington	Warren	96
	Edgecombe, Nash, Halifax	
	New Hanover, Brunswick, Pender, Columbus,	
	Bladen, Robeson, Scotland	
		<b>374</b>

Results from third-party evaluation surveys for Easter Seals UCP's Supported Employment service line demonstrate high levels of individual satisfaction with service and supports.





#### Developmental Day

198 children (ages 3-5) served

Easter Seals UCP provided individualized programming within inclusive, licensed child development centers for children, ages 3-5, with or at risk for developmental disabilities and atypical development. Children received childcare, early education and intervention, specialized instruction, family support and training and pediatric therapy. Easter Seals UCP Children's Centers hold the highest 5-star licenses from the NC Division of Child Development and are certified to provide Developmental Day services. This contract supported essential hours of services to children not otherwise funded by other sources.

Teachers and therapists facilitate inclusive strategies, modifications and environmental support to ensure children with and without disabilities equally participate in educational, therapeutic and play activities. Easter Seals UCP implements Creative Curriculum, a developmentally appropriate pre-school curriculum approved by the National Association for the Education of Young Children. The curriculum is recognized for its appropriateness to meet the developmental needs of both typical and special needs children. Children served by contract had developmental disabilities and/or delays related to a wide range of conditions, such as but not limited to, cerebral palsy, autism, mental retardation, cognitive delay, visual impairments, chromosomal disorders, traumatic injury and medically fragile conditions.



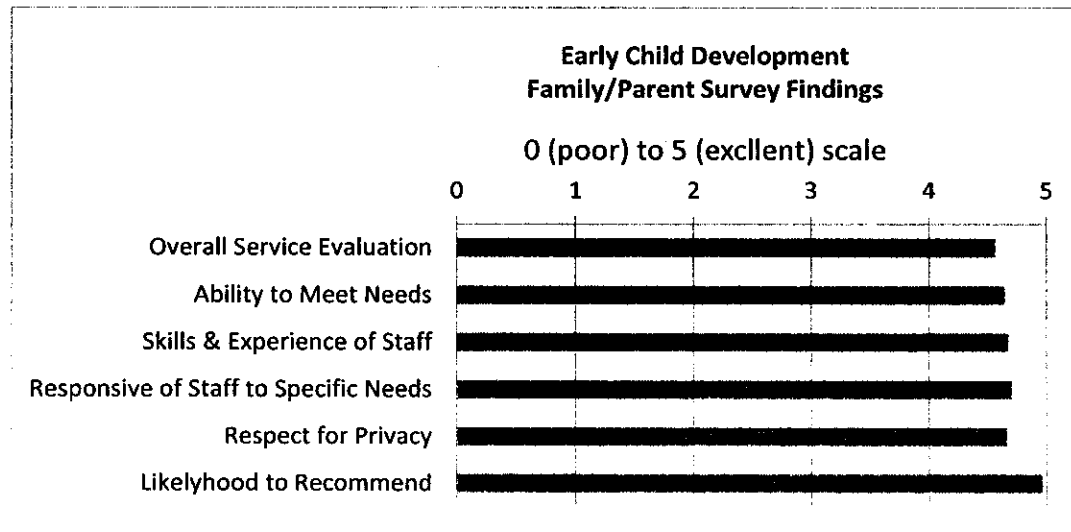
Children Centers' combined typical monthly enrollment for 3 to 5 year olds was 139 (48%) special needs and 148 (52%) typically developing children. Programs are located in both urban and rural counties:

<b>Easter Seals UCP program</b>	<b>Location</b>	<b>Counties Served</b>
Alleghany Children's Center	Sparta	Alleghany
Cape Fear Children's Center	Spring Lake	Cumberland, Harnett
Charlotte Children's Center	Charlotte	Mecklenburg
Summer Moore Children's Center	Greenville	Pitt, Beaufort
Charlie Gaddy Children's Center	Wake	Wake
Stepping Stones Children's Center	Lee	Lee, Harnett
Dorothy Spainhour Children's Center	Fayetteville	Cumberland, Harnett
Wilmington Children's Center	New Hanover	New Hanover, Brunswick Pender
Woodlawn	N. Wilkesboro	Wilkes
Craven-Cherry Point	Havelock	Craven, Carteret

Of 3-5 year olds with or at risk for disabilities:

- 60 children transitioned from developmental day to kindergarten at the end of the FY12.
- 44% of graduating special needs children transitioned to fully inclusive or mainstream educational settings to participate in kindergarten with typically developing peers.

Results from third-party evaluation surveys for Easter Seals UCP's Early Child Development service line demonstrate high levels of parent satisfaction with service and supports.



## Budget & Positions

This Purchase of Service contract was for \$1,083,478. Expenditures are broken out by service area. No administrative costs were charged to the contract. The per person cost of services was \$1,468.10. No positions were funded by the contract. The total allowable funding was pulled down by March 31, 2012. Easter Seals UCP continued to provide supports and accrue unfunded service units beyond this contract amount.

	Budget 7/1/2011-6/30/2012				Actual 7/1/11-3/31/2012	
	Est. Units	Rate	Type	Amount	Units	Expended
Group Living Low	5,475.00	29.68	day	\$189,170.00	2,495.00	\$74,051.60
Group Living Moderate	8,395.00	45.79	day	\$384,407.00	3,334.00	\$152,758.07
Group Living Moderate - Unique	1,460.00	114.72	day	\$164,491.00	1,035.00	\$118,735.20
Non-licensed Group Living	730.00	38.24	1/3 day	\$27,915.00	265.00	\$10,133.60
Supported Living	2,078.00	17.84	hour	\$37,072.00	676.00	\$12,059.84
Supported Employment	10,208.00	44.84	hour	\$457,727.00	1,915.50	\$82,615.22
Developmental Day	26,880.00	18.96	unit (4units/hr)	\$509,645.00	41,398.95	\$784,919.35
	55,226.00			\$1,770,427.00	51,119.45	\$1,235,272.88
Contract Purchase of Service				\$1,083,458.00	Received*	\$1,083,458.00
					*Amount drawn down by March 31, 2012	

## **Easter Seals UCP FY 12 Contract Autism Early Intervention Services**

The Centers for Disease Control estimates that 1 in 88 children born will be diagnosed with Autism Spectrum Disorder. Although the average age that a child may be diagnosed with Autism Spectrum Disorder is between 4.5 and 5.5 years of age studies show that 51– 91% of children's records show developmental concerns before age 3. The number of children diagnosed with Autism Spectrum Disorder is continuously rising. Research supports the critical importance of early intervention in young children diagnosed with Autism Spectrum Disorders as a means of insuring positive outcomes for the individual. Several effective interventions have been identified by the National Research Council to include:

- Entry into intervention as soon as autism spectrum disorder is seriously considered.
- Prompt educational intervention and routine screenings.
- Active engagement in intensive instructional programming for at least 25 hours per week
- Sufficient amount of adult attention in one-to-one and very small group instruction
- Low student/teacher ratios
- Inclusion of a family component, including parent training.
- Mechanism for on-going program evaluation and assessment of individual children's progress.

The primary goal of the contract project is to implement effective early intervention strategies with young children diagnosed with Autism Spectrum Disorder. The project provides scholarships to children on the Autism spectrum to attend a five-star licensed inclusive children's center with high quality early intervention, instruction, social skills training and family support. The project uniquely offers children on Autism spectrum to receive direct intensive early intervention supports, parent trainings and home visits. The inclusive children's center environment exposes children on Autism spectrum to peer modeled behaviors that can increase their socialization skills, which is critical for those with autism. In addition to the inclusive environment additional therapeutic services are offered to include: Speech Therapy, Occupational Therapy, Physical Therapy, and Community Based Rehabilitative Services.

Services are provided in three Easter Seals UCP inclusive children's centers:

Cape Fear Children's Center	Spring Lake, NC	Cumberland County
Spainhour Children's Center	Fayetteville, NC	Cumberland County
Charlie Gaddy Children's Center	Raleigh	Wake County

### **Activities & Outcomes**

Twenty-five (25) children with autism were supported with early intervention within inclusive, early child development settings. Early childcare teachers, autism instructors and therapists provided an array of early intervention services. These services included evaluative assessments, educational services, individualized one-to-one special instruction, peer-to-peer

play facilitation, occupational and speech therapy, transportation assistance and family support services. Collaboration with Autism Society of NC and other consultative autism and early intervention experts for onsite integrated training to program instructional staff.

All children were documented as diagnosed or at-risk for diagnosis for Autism Spectrum Disorder. Children ranged in age from 2 years 1 month to 5 years 7 months. The average age was 4 years 6 months. Children receiving services reside in Cumberland, Harnett and Wake Counties.

- Twenty-five (25) children received services and financial assistance to participate within inclusive centers. This exceeded the target of 10-15 children.
- Sixteen (16) children received intensive early intervention within Cape Fear Children's Center. This level of service includes 6 hours of services per day, in which 4 hours are direct instructional and skills support provided by a one-to-one instructor.
- Nine (9) children attending the two sister children's centers received technical support, teacher consultation and other strategies to support their inclusive participation in early intervention and educational activities.
- Children received scholarships to participate with inclusive centers.
- Six (6) parent trainings and support events were offered.
- Six (6) staff trainings.

For the sixteen children (16) receiving intensive levels of autism early intervention services:

- 100% demonstrated improvement on at least 1-2 measures of the Early Social Communication Skills assessment.
- 100% demonstrated improvement on at least 1-2 levels of Symbolic Play Assessments.
- 100% mastered at least 60% of all initial Individualized Family Service Plan/Individualized Educational Plan goals.
- 100% showed progress in at least 3 areas of development measured by portfolio based assessment.
- 100% of children in two sister children's centers demonstrated improvement to succeed in their classrooms and meet the target goals on their IFSP/IEP with technical support.
- 100% of parents responding to surveys reported satisfaction with the program and communication with their child's autism instructor.

### Budget & Positions

	<b>Budget</b>	<b>Actual Expenditures</b>
Personnel Costs	329,196	329,196
Supplies & Materials	7,375	6,978
Operational	22,741	22,741
Fixed Charges	7,391	7,391
Capital Outlay	-	
Grants/Contracts	-	
Purchase of Service	-	-
Indirect	-	-
<b>Total</b>	<b>366,703</b>	<b>366,306</b>

The contract supports the 10.7 FTE positions, as follows:

<b>Position</b>	<b># Positions</b>	<b>Total FTEs</b>
Autism Coordinator	1	1.0
Educational Coordinator	1	0.25
Individual Instructors	5	5.0
Specialized Instructor	1	1.0
Infant Toddler Specialist	1	0.75
Lead Teachers	4	1.0
Assistant Teachers	5	1.25
Center Director	1	0.20
Administrative assistant	1	0.25
	<b>20</b>	<b>10.7</b>