

The OADDP Newslines

Employment First: Opportunities and Challenges

A lot has been said about the state and national initiative, called Employment First, in state publications, professionals newsletters, from your administration, and in this newsletter. We all recognize that this represents the possibility of new opportunities for many of our consumers. However, we also know that there are those consumers for whom working in a community job will be a major challenge. It is important for us, as professionals, to advocate for both groups.

Within our boards, it is incumbent on those of us working with teenagers and adults who are transitioning from a school to work setting, or changing their work setting, to be clear with those who are providing the information about the opportunities that are open to them to remember



to include the county board as one of the options. We know what services we can provide and that they are good and appropriate services. Additionally, we know our consumers well and what their strengths are. Bringing these two sets of information to bear when helping a consumer and their family plan for the future and transition successfully is an important part of

our job in getting them to the next steps in their lives.

Develop a relationship with parents, team members, testing psychologists and job trainers to share your knowledge about the consumer. Remind them that board services are often available and may be the best option for those who choose them.



Highlights from the OADDP Mission Statement

Strategic Goal Number One: *

Promote and preserve county boards as a viable CBDD service option for consumers:

- A. Ensure that the entire spectrum of CBDD services is publicized and available as a choice for consumers and their families.
- B. B.Ensure continued DODD support in the delivery of CBDD services.

* **get the whole list at oaddp.org**

Actions:

- Work with other board and community staff to ensure services of the CBDD are offered as a choice to consumers. Monitor the list that is shared with consumers.
- Maintain copies of public information the board publishes for families, consumers and agencies.
- Start an Association Public Relations campaign about your services
- Parent with parent or family groups to get out the positive message.
- Talk to neighbors and others in the community about the valuable service you provide.
- Be active on your UniServ council to share information with colleagues.

2013-14 OADDP MEETINGS

September 7th, 10:30am
Hudson Uniserv Office

November 9th, 10:30am
Canton Uniserv Office

December 7th, Lunch Break
OEA Representative
Assembly

January 11th, 10:30am
Hudson Uniserv Office

March 7th and 8th
Annual Membership
Conference
Mohican State Park Resort

April 12th, 10:30am
Canton Uniserv Office

May 9th, Lunch Break
OEA Representative
Assembly

July 12, 10:30am
Hudson Uniserv Office

Hudson Uniserv Office
591 Boston Mills Road, #100
Hudson

Canton Uniserv Office
4061 Bradley Circle, NW
Canton

Would you like to
have an OADDP
meeting closer to
you?

Contact
Jené Wilson,
jene@mac.com

IMMEDIATE OPENING: OEA CORE FUNCTION COMMITTEE PROFESSIONAL EFFICACY

by Sue Bour

OADDP has an opening for a representative on OEA's Professional Efficacy Core Function Committee! What is 'Professional Efficacy'? This committee looks at the best steps OEA can take to make our professions as effective as possible. If you have a good understanding of your job, then you have the knowledge it takes to serve on this committee, which is made up education professionals as well as education support personnel.

Among your duties, you will be considering the nominations for OEA award selections made each year. The PE-CFC members meet 3-4 times per year in Columbus and all meals and overnight accommodations are covered. The first meeting is October 4th-5th. The schedule usually includes a general session on Friday night, with committee meetings on Saturday morning, generally ending by noon.

It's a great opportunity to learn about OEA and to use your expertise to promote emerging and local leaders! Contact Jené Wilson, jene@mac.com, or 216-408-5825, if you think you are the person we are looking for!

In case you missed the last OADDP Board Meeting...

- Initial 2013-14 Budget proposal
- Began planning for 2014 Conference
- Discussed how to meet Employment First challenges
 - Voted to seek guidance from OEA Government Relations; and to
 - Remind families that DDs are an option on the continuum of services
- Heard Committee, District and LRC Reports
- Reviewed recent legislation and DODD actions
- Local Reports:
 - Stark: administration doing feasibility study on transportation
 - Ashland, Erie, Knox and Summit are in or about to be bargaining
 - Cuyahoga: Bargained Parental Leave at 70% pay for 20 weeks

Locals
represented at
last meeting:

Cuyahoga
Lake
Stark
Summit

Number of DD
locals
represented by
OADDP:

30

Want your local
represented?

Volunteer to attend the
next meeting; get all the
latest information,
network, and get your
concerns heard.

Heard at the Conference... Important *all* the time!

by Gloria Stansberry

Each year, OADDP invites OEA Plan Attorney Kathy McKinley to speak at our Annual Leadership Conference. Why all the encore performances? Members have consistently appreciated Kathy's legal updates and practical tips to avoid problems with the law, ODE, DODD and their employer. Here are a few of Kathy's tips gleaned over the years:

- For members holding an ODE certificate/license, take note that complaints filed against members with the ODE can lead to licenses being suspended or revoked due to "behavior unbecoming to the profession"
- Don't "friend" students, consumers, or their family members on Facebook
- Be cognizant that your employer can see all your photos and postings on public social media
- Staff have the right to review their personnel file to ensure only allowable documents are in it
- When staff receive thank you letters and/or cards, send them to HR to be included in your personnel file.
- Don't hesitate to exercise your Weingarten Rights - if you are called

into a meeting with any management representative and have reason to believe that disciplinary action may result, you have the right to insist on union representation during the meeting

- Avoid the use of *Board* phones, computers, and vehicles for any personal communication or business because of potential charges of theft of Board resources

* Computers and phones are essential tools of our jobs. But read on to be sure you know how to use them **wisely!**



OADDP GRANTS FOR YOUR LOCAL!



The OADDP Public Relations Grant program is designed to support local associations in developing projects that reinforce the professional image of the CBDD employee and to enhance the image of education, work and life skills development for people with developmental disabilities. Additionally, the project should promote a positive image of your association within your community. The amount of the local's grant depends on the proposal but can be up to \$500.

Go to oaddp.org for the application, criteria, and a list of grant ideas that have been submitted and approved by other locals in the past. Applications can be submitted by anyone - not just the president.

Local Focus...Lake County



PATMR LEADDs the Way into the Future!

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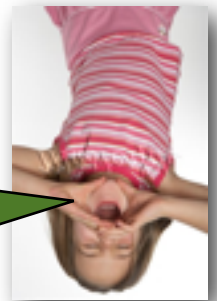


The Professional Association of Teachers of the Mentally Retarded (PATMR) is no more. Well, at least the name isn't!

At a general meeting on July 10th, the membership voted change their name to Lake Employees Association for the Developmentally Disabled (LEADD.)

The name was chosen from among several suggestions submitted to the Executive Committee, which also included Deepwood Employees Association or keeping it as is.

by Pat Cohen



Remember - check the website - oaddp.org - for your OEA membership number. Win a prize if it's there!

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44143