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Highlights

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Improving individualization increases job options

While statistics show that almost seven out of every 10 Americans with disabilities are unemployed, new ways to represent and sup-

port individuals with significant disabilities are increasing their options and enabling people to obtain jobs and careers that they

choose. Three individuals who have benefited from these changes are Larry, Jim and Marci.

After years of working in a sheltered workshop, Larry achieved his dream of being a postman. Jim started his own business and even expanded to a second location. Marci obtained a job at one of the state's largest newspapers.

They are just a few of the individuals that Michael Callahan talked about last December when speaking with the Council regarding emerging issues in employment. A national consultant and author on supported employment, Callahan has directed a variety of employment demonstration projects over the past two decades for the United Cerebral Palsy Associations.

He is currently directing a five-year project, ending in 1998, that

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Marci Garvin uses an adapted stapler in her job at the Fort Worth Star-Telegram and will soon have a paper shredder adapted so that she can operate it. (Photo courtesy Tarrant County MHMR)

Grants address local issues, I&R, personal assistance, respite

Take two steps forward. Run a status check. Brainstorm. Modify. Improvise. What has worked? What needs to be changed? Where do we go from here?

Improving supports, services and public policy so people with disabilities can be fully included in their community and control their own lives is an ongoing, evolving process. While the Council is making steady progress in increasing inclusion and opportunities for Texans with disabilities, there are

always new things to learn, new ideas to explore and new approaches that can be used.

Two projects that the Council started in the past year are bringing local advocates together on a grassroots level to create community-based change, and two more are being planned.

Also during the past year, three of the Council's statewide projects evolved, changing direction as needed and building on what has been achieved. These projects are

working to develop an automated system that helps people locate services they need, improve personal assistance services in Texas, and expand respite options.

Advocacy Support Networks Work on Local Issues

To bring more local advocates together and increase their effectiveness by working and speaking in unison, the Council has allocated funding for advocacy support net-

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Increasing employment options *Continued from page 1*

provides vouchers to individuals with disabilities so they can buy employment services for themselves. He also heads a company that provides technical assistance regarding community participation.

In developing jobs in the community for people with significant disabilities in Texas and across the country, Callahan related, "We are not bringing a sob story. We are not saying we can jump higher, run faster or move quicker. We are saying we've got something to offer. And that is a whole different way of looking at things."

What employers want to know, he explained, is what an individual can do and whether or not this is something the employer needs.

Employment Changing Rapidly

The employment field is changing rapidly and some of the fastest change is in Texas, Callahan observed, based on extensive work he has done in the state during recent years. He is even using Texas stories and slides to help change service systems in other states.

"There are a lot of things occurring in the area of employment that represent true and significant change in this state, in your local communities, and indeed across the country, probably across the world," he said. These include increasing individualization, self-determination and effective representation in job development; use of natural supports; more individual control of money; an assumption of employability and the importance of work; increasing self-employment; and a conversion of resources toward community supports.

Unfortunately, Callahan said, "People with truly significant disabilities are represented in supported employment at less

than 10 percent. ... We must find ways to include people with the most significant disabilities now!"

Improving Job Development

The current bottleneck in expanding community employment in Texas and the nation is in job development, he said. Success often depends on effec-

"Places as diverse as a Sears store, a sheriff's department and a major hospital will voluntarily rethink their job descriptions and restructure job descriptions when we bring a true contribution." — Michael Callahan

tive negotiation and individualization. Changing the way that individuals are represented can produce the desired outcomes.

"(Individualization) is all about discovering: 'What is it that you would like to do and how can I help you find it?'" Callahan explained. "You have to be willing to find a place for a person who is deaf and blind and has profound mental retardation, and that may require job carving to a degree we are not used to at all."

People with severe disabilities rarely fit into any existing job description, he said. "In order to find employment for these folks, we have to discover who they are uniquely and then we have to use skills and strategies to take that awareness, that discovery, out into the employment world."

This means finding a place where the individual's contribution and the employer's needs overlap. "We are finding ... that places as diverse as a Sears store, a sheriff's department and a major hospital will voluntarily rethink their job descriptions and restructure job descriptions when we bring a true contribution."

I Want to be a Postman ...

A good example of successful representation, Callahan said, is Larry. For years Larry dreamed of being a postman. But every time he asked about it, Larry was told to forget his dream and concentrate on his job at the sheltered workshop. "(Then) Larry was represented in a most unique

way," Callahan observed. "The job developer went to the owner of a small, direct mail company and said, 'How many people do you have working for you among your 25 employees who find it worth getting out of bed in the morning just to handle mail?'" The man looked at the job developer as if the idea was ridiculous.

"She said, 'No, I'm serious. How many?'"

"He said, 'Lady, I can think of one, and you're talking to him.'"

"And Melinda said, 'How would you like to interview somebody for the job who feels the same way you do?'"

"Think of what a significant difference that was for Larry! Not to be labeled (by his disabilities), but to be labeled as someone who dearly loves handling mail!" He got the job.

Natural Supports Increase

Along with individualization and better representation, there is a shift toward natural supports, Callahan pointed out. This means using supports that already exist in the workplace to welcome, train and supervise employees with disabilities.
Continued on next page

Increasing employment options *Continued from page 2*

abilities, instead of automatically replacing them with outside supports.

While this doesn't mean employers will be able to provide all the supports needed — or that they are willing to do so — it does require looking at each workplace to see what the business can do and where staff need assistance or training.

When job developers are welcomed into a company and encourage natural supports, he said, "we find interactions between co-workers, supervisors and folks with disabilities within the first 15 minutes of the first day of work. That's a significant shift!"

Most job support people believe they do welcome natural supports, Callahan said. However, he observed, many professionals are still

positioning themselves between individuals with a disability and business owners, supervisors and co-workers.

For example, when a supervisor has a problem with an employee with a disability, the supervisor often talks with the support person, instead of talking directly with the employee. Then the support person works with the employee to correct the problem.

And the supervisor walks away, Callahan related, "and thinks supported employment is wonderful. All they have to do is tell the job coach what to do and the job gets done." Before long, the employer believes the job coach has some secret skill or ability, and wants the coach there as long as possible and whenever there is a problem.

Instead of disrupting a company's normal training procedures and interfering with ordinary interactions in the workplace, the employment specialist should serve more as a facilitator and consultant. For example, co-workers may need help to learn how to communicate so an individual with a disability can understand what is being said, but they don't need to go through the support person.

Professionals should also offer advice and feedback when an employer has trouble, rather than doing the supervisor's work. When an individual who provides natural supports gets called away to do something else, however, an employment specialist should be available to step in and substitute.

Texas Employment Project provides training, selects 5 demonstration sites

To increase the number of people with developmental disabilities working in the community, the Texas Employment Project is providing training and technical assistance across the state. Under a five-year grant from the Council to Imagine Enterprises, the project is using national and state consultants, as well state stewards to educate individuals, agencies and advocates on supported employment.

The project recently selected the first five of 20 local demonstration sites to show how to start or expand use of supports that result in individual jobs. The following sites were selected: Life Management Center, El Paso; Abilene Regional MHMR Center; Nueces County MHMR Center; Richardson Independent School District; and Collin County Collaborative for Workplace Diversity. Activities will include building local coalitions and using existing funding to support integrated work.

The project also selected 22 individuals from across the state in early 1998 to serve as state stewards and help promote integrated employment in their own communities.

Additionally, the Texas Employment Project, which started in June 1997, will develop a statewide initiative for employer awareness and a leadership series to increase skills in planning, training of personnel, decision making and creating options for people with the most severe disabilities.

For more information on the project, call Norine Jaloway, executive director of Imagine Enterprises, at 281-474-7887. ♦

The Importance of Work

Perhaps the most critical issue, Callahan said, is the relevance of work for people with the most significant disabilities — people who need ongoing support in order to make a contribution. "All we have to do is look at our national debate to get a sense of how important work is in our society and what we are saying work does in terms of solving problems. ...

"Why are we so worried about paying the price to help people make a contribution at work?" he asked. It makes no sense at all, especially if we consider all the things that have been paid for and the way personal assistance services and other supports impact individuals' lives and consequently benefit their communities.

"The stuff that we've been socialized to think is important — the linkage between productivity and pay — is largely a myth associated with the subminimum wage law that allows half our workshops."

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Increasing employment options *Continued from page 3*

People with really significant disabilities cannot be forced to prove their worth through evaluations just as they cannot be forced into existing job descriptions.

One of the state's largest newspapers, the Fort Worth Star-Telegram has restructured work in its personnel office to hire Marci Garvin. Marci is one of some 1,200 employees, and she receives well above minimum wage. Marci uses adapted equipment to help process applications and handle other paperwork.

"Marci doesn't sit up or do any of the life activities without support and she is making a contribution at a job in Texas," Callahan said. "Marci's productivity was simply something the employer needed."

Who Controls the Money?

In 1992, Congress authorized several national demonstration projects to short-circuit the many layers of bureaucracy found in traditional funding streams, including the Choice Access Project Callahan heads. By sending funds directly to people with disabilities, these projects allow individuals to buy employment services they choose.

Many states are also considering direct funding approaches. These can include personal budgets, voucher tickets, certificates and other methods that promote self-determination.

"I know that people with disabilities are generally satisfied with having choice and control," Callahan remarked. In addition to allowing people to choose their own service provider, direct funding provides individuals an opportunity to obtain specific jobs or careers they want.

One individual who obtained a job under the voucher demonstration paid professionals to figure out how she could become a child care worker, after being told for

years that she didn't have the physical ability or credentials to do it. Another person bought supports that helped him get a job he wanted in a record store.

A third individual wanted to be a floral designer. He obtained a job in a floral shop. "Now he does background greenery in all the floral designs and then the floral designer puts flowers in. So now the man is closer to his dream," Callahan said. "You have to find a place to get your foot in the door."

Operating Own Businesses

One of the most astounding results of the nationwide funding demonstration is that people with significant disabilities are opting for self-employment in percentages far beyond what was ever imagined, Callahan said — about 15 percent in the project he directs and close to 40 percent in others.

"This is for persons that our system has been absolutely stymied with," he pointed out. Individuals like Jim.

"Jim had a lot of labels. Even people with good skills couldn't figure out how to get him a job." His job developer was at a loss until she saw an automatic coffee machine in an employees' break area at a hospital, Callahan revealed, and she associated it with Jim because he keeps two liters of coffee attached to his wheelchair.

"She thought, 'Wait a minute. Wait. Somebody who loves coffee. An automatic machine. Could Jim own a business operating a coffee machine cart?'"

Jim was already going to a community college where he spent a lot of time at the local cantina drinking coffee. The people there knew him and liked the idea of having him operate a coffee stand.

Equipment was purchased and a job coach hired. At the end of

the first week, the job coach was asked to leave because the people at the cantina said, "We'll take care of everything."

Jim sits in the cantina with an open cash box and a sign that states: *All coffee \$1. Help yourself to change.* "He always has more money at the end of the day than he is supposed to based on a cup count," Callahan remarked. "We think he gets tips."

After awhile, a woman attending a seminar at the college inquired about Jim's business. Within two months, he was operating a coffee cart in the afternoon for a large corporation and in the morning at the community college.

More Tough Issues Ahead

A variety of other issues regarding employment of individuals with disabilities are also hot right now. These include transition from school to work and adult life, certification of providers, the conversion of sheltered programs to community supports, and who gets services under limited funding. Additionally, Callahan noted, the number of individuals with significant disabilities who need employment services is rising.

"(In the past), we have forced people to compete in order to participate," he said, "but we are finally beginning to understand the role that individualization plays in employment." It's complicated. It's a struggle. And it's not something the system does very well yet, but providers must serve people with the most significant disabilities.

With the importance that society places on employment and with more and more people with complex disabilities desiring work in the community, the service system must learn how to meet their needs and obtain individualized, productive jobs. ❖

Projects work to improve services *Continued from page 1*

works in four Texas communities. The first two networks were started in September 1997 by the Family to Family Network, Inc., in Houston and the Southwest Institute in Abilene. Two more projects are planned this summer.

In addition to addressing cross-disability issues on a local/regional level, these three-year projects will distribute information, provide advocacy and leadership training, and work to make their communities more inclusive.

The Family to Family Network (F2F) is a grassroots organization of families and friends of people with disabilities and/or chronic illness, primarily in the Houston area, who work together to build communities where all people belong. F2F has a monthly newsletter and get-togethers, as well as workshops, a resource guide and other activities/resources.

Since the grant began, the Family to Family Network has sponsored a variety of workshops regarding education, managed care and disability awareness, as well as presentations to advocacy, parent and professional organizations. F2F is also working with several local advocacy groups and forming alliances with additional groups.

The Southwest Institute in Abilene is helping develop local chapters of The Arc, Texas Alliance for the Mentally Ill and other organizations, as part of its work to create an advocacy network. It is also setting up an advocacy resource center, creating a quarterly newsletter and working on a media campaign to increase positive news stories about people with disabilities and local advocacy efforts.

The Southwest Institute is a non-profit organization affiliated

with McMurry University. It was created in 1991 as the Southwest Institute for Developmental Disabilities.

For more information on the advocacy support networks, contact the Southwest Institute in Abilene at 915-695-7182 or the Family to Family Network in Houston at 713-466-6304. Information on F2F is also on the Internet at www.neosoft.com/~fam2fam/.

Information/Referral Network Identifies HHS Resources

"Information and referral (I&R) providers are doing a good job of providing health and human service assistance to Texans in need on a local level," a 1997 report points out. "However, ...

locate services they need by linking local I&R providers. This project is now evolving into a public-private partnership coordinated by the Texas Health and Human Services Commission (HHSC).

During 1997, the Council authorized an extension of its I&R grant to expand and automate the network by increasing its use of the Internet. The Texas Workforce Commission also awarded \$75,000 last year to help local I&R centers improve their services and automation. Additionally, the State Legislature passed House Bill 2596 which directs HHSC and other state agencies to support the Texas Information and Referral Network.

Directory of I&R providers updated

The Spring 1998 edition of *"Finding Help in Texas: A Directory of Information and Referral Providers"* is now available from the Texas I&R Network. It profiles 535 I&R providers in the state who can help people locate resources and services they need. The directory tells how to contact each I&R provider, counties they cover, and who they serve.

Print copies are \$22.50 plus \$1.86 sales tax. Copies on PC diskette are \$15 plus \$1.24 tax. The directory will also be available on the Internet later this year through a link with the I&R Network's home page: <http://www.hhsc.state.tx.us/tirn/tirhome.htm>.

To order a copy of *"Finding Help in Texas"* or for more details, contact David Smith, Texas I&R Network, P.O. Box 13247, Austin, TX 78711; 512-424-6520.

there is no way for them to access comprehensive, timely and accurate information on a state-wide basis."

Additionally, the report states, many I&R providers are duplicating each other's work in order keep data current.

In 1991, the Council started the Texas Information and Referral Network to help Texans

The network is now developing regional coordinators to eliminate the duplication of research and data. These Area Data Centers will work with local I&R providers to maintain a comprehensive regional database. Then the regional information will be linked by a centralized

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Members of the Personal Assistance Services (PAS) Task Force work on a three-year strategic plan to develop a flexible, individual-controlled PAS system so people with disabilities can obtain assistance they need with daily living activities such as eating, dressing, cooking, shopping and mobility. The task force has also been active in the development of the state's Medicaid managed care program and a pilot program which allows vouchers to be used for personal assistance services in the community.

Projects work to improve services *Continued from page 5*

website, along with information from state health and human services agencies.

The Texas I&R Network currently covers 90 percent of the state's population through local I&R centers which serve as the primary contacts for 139 counties. These centers respond to more than one million calls per year.

The network is also developing a public website on health and human services provided by public and private entities throughout the state. It recently published the sixth edition of "Finding Help in Texas: A Directory of Information and Referral Providers" which profiles 535 I&R providers in the state.

For more information on the I&R Network or local I&R providers, contact David Smith at the Texas I&R Network, P.O. Box

13247, Austin, TX 78711; 512-424-6520. Additional information is also on the Internet at <http://www.hhsc.state.tx.us/tirn/tirnhome.htm>.

Personal Assistance Project Increases Individual Control

"In recent years, significant strides have been made to increase consumer-driven personal assistance services (PAS) in Texas," observes Belinda Carlton, project director, PAS Task Force. "The state has appropriated more funds for services, developed innovative programs, and increased individual choice and control."

Despite these advances, thousands of Texans with disabilities are still on waiting lists for PAS, which provides help with daily living activities such as eating, dressing, cooking, shopping and mobility.

To increase community-based personal assistance services, expand individual control and assure services are provided without disruption, the Council started a new three-year grant last fall. This grant, awarded to the Coalition of Texans with Disabilities (CTD), provides administrative support for the PAS Task Force.

The project is currently focusing on implementation of a pilot program created by the Texas Legislature which allows vouchers to be used for personal assistance services in the community. "The pilot program targets participants in the Client Managed Attendant Services Program at the Texas Department of Human Services and the Personal Attendant Services Program at the Texas Rehabilitation Commission," explained Laura Brown, former PASTF project coordinator.

Continued on next page

Projects work to improve services *Continued from page 6*

"Under the pilot, the consumer is the employer of record and will control the hiring, management and firing of their personal assistant. A fiscal agent will take on employer-related administrative functions, including cutting payroll checks and filing tax-related reports."

The task force also plans to create a website on PAS, and it has already provided training for providers in the STAR+PLUS Medicaid Managed Care pilot in Harris County. Other activities will include a media campaign, policy development efforts, local outreach and a statewide conference in December.

As part of the Council's ongoing effort to improve PAS services, it has provided support to the task force since 1991. Their previous activities include analyzing policies; coordinating advocacy efforts; providing training; and creating "Working the Maze: An Overview of PAS In Texas," newsletters and a handbook for people with disabilities called

"Recruitment, Management and Training of Personal Assistants." The project also was instrumental in the Legislature's passage of the voucher pilot.

For more information on PASTF or its publications, call CTD at 1-800-998-3363 or 512-478-3366.

Working to Expand Respite

Under a new three-year grant, the Texas Respite Resource Network (Santa Rosa Health Care) is working to expand respite options and develop a statewide system so families throughout Texas can obtain a needed break from the ongoing demands of caring for an adult or child with significant disabilities.

In addition to working on statewide policy, the project is providing training, technical assistance and public information. TRRN is planning a statewide conference in San Antonio this December, along with the PAS Task Force, and a website on respite is planned later this year.

TRRN is also working with local groups to ensure families and individuals with disabilities are involved in designing services so they are affordable, accessible and flexible — regardless of people's age, disability, location or cultural background.

This grant started in October 1997 and builds on work by TRRN over the past 12 years, including several grants from the Council. Past accomplishments include developing three model respite programs, providing 12 regional trainings, creating a statewide task force on respite and helping to change the licensing structure for respite services. TRRN also held six national conferences on respite and family support and published a respite guide for families and professionals.

"While we have been very successful in developing some local services, more work needs to be done to develop a statewide system so all families can have a break," observed Jennifer Cernoch, project director. "TRRN is currently involved in about 15-20 work-groups, meetings and task forces at the state level for the inclusion of respite services. ...

"We've also been working to create local coalitions to look at their community's needs and how to get more resources for respite and family support at the local, regional and state levels. People are coming together to have a stronger voice and to pool their resources to serve families."

TRRN is also working with other Council projects to ensure that children with disabilities can grow up in a stable, nurturing family and to ease the transition to Medicaid managed care. For more information on respite or the conference in December, call TRRN at 210-704-2794. ❖

Mark your calendar for conference on respite, family support, PAS

The Texas Respite Resource Network, in conjunction with the Personal Assistance Services (PAS) Task Force/Coalition of Texans with Disabilities, will host a statewide conference in San Antonio, Dec. 13-16, 1998, regarding respite, family support and personal assistance for people with disabilities.

The conference will focus on Texas issues as the state approaches its next legislative session and the role individuals with disabilities and family members have in improving services. Issues before the Legislature, which convenes in January, include the Sunset review of most of the state's health and human services agencies, any reorganization of these agencies and the need to address long waiting lists for services.

For more details or to be added to the conference mailing list, write to: Texas Respite Resource Network, Santa Rosa Health Care, 519 W. Houston, San Antonio, TX 78207-3198 or call 210-704-2794. ❖

Council welcomes new appointees, agency representatives

Governor George Bush appointed four new Council members and reappointed two others in December. Several state agencies also changed their representatives on the Council recently.

In other changes, the Council elected Joe Colunga as vice chair.

Appointees are:

□ Vickie J. Mitchell of Conroe replacing Barbara Loera of Austin as the Council's representative from higher education.

Mitchell works at Sam Houston State University in Huntsville.

□ Amy L. Baxter Ley of Euless replacing Shenikwa Cox of Dallas.

□ L. David Ramos of Corpus Christi replacing Hector Saenz of San Antonio.

□ Johnny Ray Sauseda of Victoria replacing Federico Marquez of El Paso.

□ Karen Beth Holt of Marshall and Joe Colunga, III, of Brownsville were reappointed.

The following changes were made in agency representatives:

□ Barry Waller is the new representative for the Texas Department of Mental Health and Mental Retardation, replacing Richard Smith.

□ Joellen Simmons represents the Texas Rehabilitation Commission, replacing Kaye Beneke.

□ John Michael Scott is the new alternate for the Texas Department of Health, replacing Pam Farley who retired. ❖

News You Can Use: Annual report, brain injury board, stipends

■ Annual Report Reprinted

Reprints of the Council's FY 1997 annual report, "*Community Partnerships: Creating Inclusion Together*," are available, as well as copies in accessible formats and Spanish.

The 16-page report explores ways the Council and its grantees are working with diverse groups and individuals in the public and private sectors so Texans with developmental disabilities can be active members of their communities.

Unfortunately, we discovered after the reports were mailed that the printing was substandard on many copies. If you would like a new copy, please contact Nancy Arms at 1-800-262-0334 or 512-424-4080.

Alternate formats are also available upon request, including large print, braille, ASCII, audio tape/CD and Spanish.

■ Stipends Available for Events in Texas

Organizations which are sponsoring events in Texas that enhance the independence, productivity and community integration of people with developmental disabilities are invited to apply for the Council's stipends program.

This program is designed to help individuals with disabilities and family members from the Lone Star State to attend conferences, workshops and other events. Sponsoring organizations must apply for stipends at least 120 days before the event.

For details on the stipends program and an application kit, write to:

Grants Management Director
Texas Planning Council
for Developmental Disabilities,
4900 North Lamar Blvd.
Austin, TX 78751-2399

or fax your request to:

512-424-4097.

■ Texas Traumatic Brain Injury Advisory Board

At the request of Governor George Bush, the Council supported establishment of the Texas Traumatic Brain Injury Advisory Board.

This 16-member board will develop a statewide plan for community-based services and supports for individuals with traumatic brain injuries and their families. The board will also make recommendations on how Texas can improve health care and other services following an injury.

About 144,000 Texans sustain traumatic brain injuries each year. For more information on the TBI Advisory Board, call 1-800-349-3599 (access code 11). In Dallas, call 972-726-7790. ❖

365 Texans trained over 8 years

68 advocates graduate from Partners in Policymaking

The Council congratulates the 68 self advocates and parents of children with developmental disabilities who graduated from our two classes of Partners in Policymaking this spring. This brings the total number of graduates to 365 Texans over the past eight years.

This year's advocacy and leadership training classes were based in Austin and El Paso. A new class begins in Austin this fall. Participants attend eight two-day training sessions that prepare them to effectively influence legislation and obtain state-of-the-art services for themselves and others.

1998 graduates are:

1. Raul Acosta, Lubbock
2. Suzanne Akins, Denton
3. Jose Barillas, Houston
4. Richard Barker, El Paso
5. Cathy Bates, Amarillo
6. Fredda Bible-Jenkins, Dallas
7. Terry Blanchard, Rockdale
8. Tina Brogdon, Amarillo
9. Ricky Broussard, Alvin
10. William Brown, Devine
11. Anna Camacho, Hereford
12. Kressia Chandler, Lubbock
13. Kim Chesson, Silsbee
14. Kathy Cunningham, Austin
15. Susannah Dickman, El Paso
16. Marilyn Dixon, Round Rock
17. Kay Downing, Gustine
18. Marcia Dwyer, Plano
19. Frankie Elder, Fort Worth
20. Muszetta Foreman, Texas City
21. Jerry Fortner, Levelland
22. Adolfo Fregoso, Corpus Christi
23. Margaret Gomez, El Paso
24. Martha Gonzalez, El Paso
25. Kenn Harding, College Station



Speaking at the Class of 1998 graduation ceremony in El Paso, Jose Lara talks about what he has gained by attending Partners in Policymaking, while Marisela Hernandez and Richard Barker listen. The three individuals, all from El Paso, attended the Council's leadership training during the past year. (Photo by Bill Haines, El Paso Times)

26. Debbie Hendrix, Jacksonville
27. John Hengs, Plano
28. Leticia Hernandez, Boerne
29. Marisela Hernandez, El Paso
30. Jon Howell, Lubbock
31. Nancy Joe, Blanco
32. Mary Jane Kelley, El Paso
33. Cynthia Kennerson, Houston
34. Danny La Duque, Laredo
35. Jose Lara, El Paso
36. Horace Love, Jr., Houston
37. Nora Marquez, Amarillo
38. Charles McCauley, New Boston, GA
39. Joseph McDermott, Humble
40. Linda McWhorter, El Paso
41. Karen Meazell, Tyler
42. Juanita Medina, Seagraves
43. Laurell Middleton, Los Fresnos
44. Mary Miori, Austin
45. Charlotte Morgan, Hallsville
46. Carolyn Morris, Lancaster
47. Charles Neal, Mt. Pleasant
48. Scott Newhouse,

- San Antonio
49. Susan Nicholas, Sonora
50. Becky Niendorff, San Antonio
51. Sharon O'Prey, Spring
52. Cynthia Perkins, Brownfield
53. Ted Rickerl, Houston
54. Ted Scheitlin, Keene
55. Monique Schwab, San Antonio
56. Mike Selvey, Nacogdoches
57. Jean Shoup, Brenham
58. Denise Smith, Houston
59. Sally Smith, Port Neches
60. Tammy Sylvester, Danbury
61. James Taylor, Nash
62. Jeff Thacker, Austin
63. Janet Thomas, Cleburne
64. Jeanette Ware, Houston
65. Oscar Whitlock, San Angelo
66. Scott Wooldridge, Dallas
67. David Wright, Austin
68. Sharla Wright, El Paso

Notification of Sunset review of Texas DD Council

The staff of the Texas Sunset Advisory Commission is currently conducting a review of the Texas Planning Council for Developmental Disabilities. Under the terms of the Texas Sunset Act (Chapter 325, Government Code), TPCDD must be reauthorized by the Texas Legislature or will be abolished on Sept. 1, 1999. As part of the review, the Sunset Commission staff is seeking suggestions for improvements to this state agency.

The Legislature applies standard review criteria to Texas government agencies under Sunset review. These criteria include: efficiency; achievement of statutory objectives; use of advisory committees; duplication and overlap with other agencies; handling of complaints; compliance with equal employment opportunity and individual privacy requirements; rules for conflicts of interest; and compliance with open records and open meetings statutes.

Following the staff review and publication of staff recommendations, the Sunset Commission will

hold a public hearing on the Texas Planning Council for Developmental Disabilities. Based on this process, the Sunset Commission will recommend changes to the agency for consideration during the next legislative session.

If you have any comments or suggestions for improving state policy related to the Texas Planning Council for Developmental Disabilities or if you would like more information on the Sunset process, please

contact Kristin Davis of the Sunset Commission staff at:

Sunset Advisory Commission
P.O. Box 13066
Austin, TX 78711

Telephone: 512-463-1300
Fax: 512-463-0705

E-Mail: kristin.davis@sunset.
state.tx.us

Note: The Sunset Commission's hearing on the Texas Planning Council for Developmental Disabilities is currently scheduled in October 1998. ♦



Highlights

"Highlights" is produced by the Texas Planning Council for Developmental Disabilities for distribution to Council members, grantees and other interested persons throughout the state. Organizations that serve persons with developmental disabilities are encouraged to submit news for publication. All contents may be copied or reprinted except articles we reprint with permission. Inquiries may be sent to Lucy Walker, editor, Texas Planning Council for Developmental Disabilities, 4900 N. Lamar Blvd., Austin, TX 78751-2399, 1-800-262-0334 or 512-424-4092 voice or TDD 512-424-4099. Alternate formats available on request. In FFY '98, TPCDD expects to receive \$4,109,691 (75%) in federal funds from the Administration on Developmental Disabilities, U.S. Department of Health and Human Services, and \$1,375,000 (25%) in non-federal participation in projects.

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