



Developmental Disabilities Supports Division (DDSD)

DECEMBER 2015

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NEW MEXICO DEPARTMENT OF HEALTH RECEIVES PUBLIC HEALTH ACCREDITATION

On November 10, 2015, the Public Health Accreditation Board (PHAB) made its decision to award Public Health Accreditation to the New Mexico Department of Health (NMDOH). This now makes the NMDOH one of the 12 state health department in the country to receive PHAB accreditation.

“The Department of Health’s nationally accredited status is an accomplishment that should make us all very proud. But more importantly, it is an assurance to the people of New Mexico of the Health Department’s commitment to measure its performance against national standards,” Governor Susana Martinez said.

The NMDOH began the path to accreditation in 2012 with a letter of intent. A year later, the Department submitted its application along with a letter of support from Governor Martinez. In May of 2014, the Department submitted the required evidence and documentation. A PHAB site team visited the Department of Health headquarters in Santa Fe in late 2014 and conducted interviews to understand how the Department operates.

The NMDOH is required to report progress annually to PHAB, and it will go through the reaccreditation process in 2020.

Some benefits of being accredited include: 1) The improvement and understanding of the functions and roles of health department staff; 2) Better communication and collaboration among NMDOH programs, the governing entity, partners, community members, and other external stakeholders; 3) The process highlights strengths and allows the department to identify and address areas for quality and performance improvement; 4) It strengthens the delivery of public health services that lead to healthier people and a healthier community; and 5) Provides evidence to policy makers and public funders that investing public dollars into accredited public health agencies is useful and efficient use of funds to ensure a return on investment.

The NMDOH celebrated this achievement statewide on November 16, 2015. The following are pictures of how employees celebrated.

Contributor: Christina Perea, Office of Policy & Accountability, DOH

2014 SHINING STARS PROJECT MAKES POPEJOY HALL, ALBUQUERQUE INTERNATIONAL BALLOON MUSEUM AND ALBUQUERQUE CHAMBER OF COMMERCE DEBUT



The Metro Community Inclusion (CI) team was able to partner with some local entities to display the 2014 Shining Star collage art boards created by individuals with disabilities in the Metro area. The theme for the Shining Star Project was “Balloon Fiesta”. Thanks to Marilee Nason from the Anderson Abruzzo Albuquerque International Balloon Museum. They were able to display the art boards during the 2015 Balloon Fiesta. AJ Carrian from Popejoy Hall and Beverly Cruz from The Greater Albuquerque Chamber of Commerce also let Metro CI Team put up the display at their locations. Way to go Metro CI Team!

Contributor: Carolyn Lavadie, Supported Employment Specialist, DDSD/NE Office

U.Lab—Transforming Business, Society, and Self

Over the past few months, a group of about 20 to 30 people (provider agency staff, DDSD staff, and others) interested in supporting innovation in the DD system have been participating as the New Mexico Innovation Hub in **U.Lab – Transforming Business, Society and Self**. This free on-line course was offered by Otto Scharmer and the Presencing Institute of the MIT Sloan School of Management in Cambridge, Massachusetts. The New Mexico group were part of a global network of 45,000 participants from 185 countries.

“The essence of the **U.Lab** process **is** a shift in awareness that enables individuals, groups, and organizations to move beyond patterns of the past and to step into their highest future possibilities. At the core of the U is a subtle moment of letting go (of the old) and letting come (what wants to emerge). The U.Lab takes its name from this U-shaped movement and from emphasizing the invisible side of leading change: the *inner place* from which we operate: the source of our *emerging self* and of our highest future possibility.” *Scharmer, et. Al.*



In New Mexico, the group of NM Innovation Hub members have been meeting together to explore the U.Lab course material and to develop a collective vision for emerging ideas for innovation. The system of services and supports for people with I/DD is complex and influenced significantly by fiscal, legal, and political forces. State and federally-funded programs are administered through a state bureaucracy that is often cumbersome and complicated. And, those with intellectual and physical disabilities are one of the most vulnerable populations. The combination of these factors results in a challenging environment in which to foster innovation. Yet, the approach provided by U.Lab provides a sound basis for which such innovation can be fostered. Moving from aspiration to application and implementation is not always easy or even feasible. But the simple development of a collective vision along with a solid framework for change and innovation can have significant impact as we strive to improve on the successes we are already experiencing here in New Mexico.

Next Steps. In December, the NM Innovation Hub will be meeting for a day-long workshop to further develop its collective purpose and intention and learn and practice skills to further the work both individually and collectively. The free U.Lab on-line course will be offered again next fall, as well as several other course offerings. To learn more about U.Lab see <https://uschool.presencing.com/>. To learn more about the NM Innovation Hub and its work with the I/DD service system, contact Marc Kolman, Deputy Director, DOH/DDSD at marc.kolman@state.nm.us.

Contributor: Marc Kolman, Deputy Director, DDSD

New Mexico sends group to Mark Gold & Associates Discovery Retreat in Ocean Springs, MS

Sharon Sanchez-Lopez, Day Services Coordinator at Benchmark Human Services in Santa Fe, Pamela Stafford, UNM/CDD Education and Outreach Manager, Jackie Sanchez, Community Inclusion Coordinator/Metro, and Carolyn Lavadie, Supported Employment Coordinator in the Northeast Region Office, attended a five-day conference on Discovery in Ocean Springs, Mississippi October 24 through October 28, 2015. The conference was held at the Gulf Coast Research Laboratory on the Mississippi Sound which is near Biloxi, MS.

This was the 7th Annual National Discovery Retreat where people from a cross-section of states in the US and as far away as Alberta, Canada participated in a meeting of the minds focused on building stewardship for Discovery, establishing clarity of the Discovery process, providing opportunity for getting Certified in Discovery, and for creating a cadre of people to support the idea and concept of Discovery as a means to “Customized Employment” for individuals with the most significant intellectual and developmental delays.

“Newbie” participants in the Discovery Retreat, Jackie Sanchez, Sharon Sanchez-Lopez and Carolyn Lavadie, and returning participant, Pamela Stafford, offered some thoughts on what they experienced:

Jackie Sanchez said “What I found most interesting about the retreat... was how successful most of the states have been in the Discovery program, and what a difference it can make for an individual seeking employment...”

Sharon Sanchez-Lopez said “I’m going to be co-facilitating a presentation on Supported Employment in Fort Wayne, Indiana for our Quarterly Rally and I will be going over what I learned about Discovery at the conference...”

Carolyn Lavadie, said “I was impressed by the large community of participants from across the nation and in Canada that are using Discovery as their primary means to get jobs for people with disabilities in their respective agencies.”

Pamela Stafford said “For me the Marc Gold retreat is the most positive of the five national conferences I have been to in the past year...I love the fact that it is about the work and building a community of practice.”



The conference was not all work. Attendees were treated to a traditional “shrimp boil” and red beans and rice dinner which was a nice way to experience a small bit of the food culture of the southern coastal area. All in all, it was a fun, yet intense learning experience.

Contributor: Carolyn Lavadie, SE Coordinator, Northeast Region

Mi Via Waiver Program Update and Public Comment

The Mi Via Waiver Program has grown substantially in the past three years, the number of participants who are now accessing this waiver program is well over 1,000. Participants on Mi Via choose to self-direct their home and community-based services, supports and goods within an approved plan and budget. With the assistance of a Mi Via Consultant, participants develop their own Service and Support Plan (SSP) to meet their functional, medical, and social needs.

The Mi Via Waiver Program has been renewed approved for the next five years by the Centers for Medicare and Medicaid Services (CMS) as of October, 2015. This approval requires a new set of Mi Via Waiver Standards. Therefore, the Department of Health (DOH) is seeking public comment on the Standards, Service Descriptions (Appendix A) and the Service and Support Plan (Appendix B) from Participants, Consultants and all interested stakeholders before they go into effect March 1, 2016. These documents, as well as a public comment document for interested parties to use when providing comments on the documents, can be found on the Mi Via Website at: <http://archive.mivianm.org>.

If you would like to request a hard copy of the proposed Standards and public comment document, please contact Shirley Macias at (505) 476-8913. Public comment documents should be sent to Regina Lewis, Mi Via Program Coordinator, either through fax (505-841-6523), email regina.lewis@state.nm.us or mailed to her attention at 5301 Central NE Suite 203, Albuquerque NM 87108. Please be advised the public comment period for the proposed Standards, Service Descriptions and Service and Support Plan will **begin November 1, 2015 and end December 11, 2015.**

Contributor: Regina Lewis, Mi Via Program Manager

The 2015 Southwest Conference on Disability: Disability Rights Are Civil Rights!

The 2015 Southwest Conference on Disability was held October 6th through the 9th, 2015. Returning to the Albuquerque Convention Center after two-years at the Hotel Albuquerque, the Conference once again hosted over 1,000 people from across the country as well as four other nations.

In addition to over 100 breakout sessions, three keynote addresses spoke about disability advocacy and disability rights. On Wednesday, Andy Imparato of the Association of University Centers on Disability spoke on *The Next 25 Years of Disability Rights*. On Thursday, Haben Girma of Disability Rights Advocates gave a talk on her *Journey from Self-Advocacy to Legal Advocacy*. The conference wrapped up on Friday with a keynote by Jim Parker, Director Emeritus, New Mexico Governor's Commission on Disability and long-time disability rights advocate, who spoke on *Out of the Dark, Into the Light: The Struggle of Americans with Disabilities for Civil Rights*.

Conference attendees also enjoyed the many special events held over the three days, including the Disability Film Festival and Artisans' Row. A special sales booth selling scarves from a Women's Cooperative in India raised over \$3,000 to support two autism clinics in that country.

We hope you'll join us for the 2016 Conference! Look for the Call For Participation in January, 2016.

Contributor: Tony Cahill, Director, CDD



Community Resource Column

There are some wonderful resources for individuals with disabilities and their families in New Mexico. In this newsletter we are highlighting access to on-line community resources. Additionally, there are Community Resource Booklets available at the DDSD Regional Offices to assist people looking for resources in their community.

One such resource is the **University of New Mexico (UNM), Center for Development and Disability (CDD)**. They serve individuals with developmental disabilities and their families, as well as professionals, by providing information and referral to resources throughout New Mexico, and the US. Located at the University of New Mexico Campus in Albuquerque, they maintain trained staff who assist individuals who contact them via phone, internet or walk in. **The following services are provided by the CDD:**

Library

The CDD library contains a specialized collection of books, videos, DVDs, periodicals and journals available for check-out or on-site use by the public. Information on research, education, rights, and topics related to child development and developmental disabilities.

Information Network: The Information Network provides information to individuals with disabilities, families, and professionals on local, state, and national resources. Information Specialists are available to assist both callers and individuals - onsite to find the information they seek.

Resource Database : The CDD maintains the Disability Resource Directory (DRD), which is a database of New Mexico programs, agencies and organizations that provide services to persons with disabilities. You may search the database by category, service name or service type.

Autism Resources: The mission of The Autism Programs is to provide requested support to individuals with autism spectrum disorders and their families.

Early Childhood Home and Family Services Division: The Early Childhood Home and Family Services Division is dedicated to supporting strong communities through the support of children and families, working to promote positive futures and prevent delay, disability, and risk of disability.

Early Childhood Learning Network: Early Childhood Learning Network offers training to Early Intervention Providers, Service Coordinators, Teachers, Home Visitors and Preschool Personnel around New Mexico.

The above programs at the CDD may be accessed as follows: To speak with an Information Specialist at the UNM-CDD Information Network regarding disability related resources: Call the **Information Network: 1-800-552-8195 or 505-272-8549**. Or to access the online **Disability Resource Directory**, their website is located at: <http://www.cdd.unm.edu/Infonet/index.html>

Uniting New Mexicans Against Adult Abuse Conference

This year's Uniting New Mexicans Against Adult Abuse Board held the 23rd Annual Conference at the Uptown Marriot Hotel in Albuquerque on October 27th and 28th. We hosted 40 workshops and 14 CEU's were available. With the use of social media through Facebook and Twitter our attendance this year was far out!

This year's theme was Peace, Love and Pay it Forward. Everyone got into the groove, Tie Dye, Flower Power and 60's Music were everywhere. Vendors and conference participants got into the fun with the Selfie 60's Photo Booth, costumes and tattoos.

Noted media personality Paul Ingles from KUNM, Peace Talks addressed the general session by emphasizing the role of Peaceful Solutions for All. Our conference offered a blend of sessions that addressed Professional Topics and Peaceful Perspectives, the wide selection of workshops included favored choices such as, Advocacy Then and Now, How to Effectively Advocate, Mark Rudd, Conflict Resolution, Daniel Minte, Ancestor Drums, Elise Lucero, Katherine Vega and Auberon Tsinhnahjinnie, Addressing Emotions with Essential Oils was Elena Simmons and Amanda Bolles-Hendren.

Planning for the 2016 Conference is underway. As always we welcome suggestions for themes, workshops and award nominees. We invite anyone interested in becoming more actively involved to consider being a member at large or joining our planning/marketing committees. For more information, contact, Suzanne Welch or Anyisia Fernandez at (575) 758-5934.



Contributor: Suzanne Welch, I/DD Specialist, NE Regional

The Advisory Council on Quality (ACQ) —A Year In Review

The Advisory Council on Quality Supports for People with Developmental Disabilities and Their Families (ACQ) advises the NM Department of Health on the systems guiding the provision of services and supports that assist people with developmental disabilities to be fully included in their communities. It is comprised of family members, provider agencies, self advocates, direct care staff, advocacy organizations and department representatives, who all work collaboratively toward success for people with intellectual and developmental disabilities.

2015 has been a busy year! A few important projects the ACQ has been directly involved in have been the DDSD strategic three year "Wise Plan", creation and design of the Provider Selection Tool and the soon to be unveiled Provider Scorecard, review and elimination of duplication within the Transportation Safety Guidelines, allocation of DDSD funding provided through HB 2, development of new contract management rules and improving accuracy with wait list data.

Additionally, the ACQ created their own brochure and had a presence at the SW Disability Conference for the first time. Looking forward to 2016, the three main areas the ACQ plans to focus on will be increasing system capacity, ensuring quality services are available to ALL people with intellectual/developmental disabilities, and improving communication. Please consider adding your voice to this dynamic group of people dedicated to improving the lives of those with intellectual/developmental disabilities. For information, contact Gayla Delgado at 505-476-8915 or email gayla.delgado@state.nm.us.

Contributor: Lori DeAnda, ACQ Executive Committee

Preventing Suicide by Inventing Possibilities

Across the state of New Mexico, 450 people took their own lives in 2014 while 11,250 people attempted. In 2014, suicide was the seventh leading cause of death for all New Mexicans. Among New Mexicans between the ages of 10 and 39, suicide was the second leading cause of death. The suicide rate in New Mexico is one and a half times higher than the national average (NM – 21.1; U.S. – 13), putting New Mexico in the top five for highest suicide rate in the United States.¹ Every year, approximately 50,000 people are exposed to a suicide in the state of New Mexico, while 11,000 people experience a major life disruption due to a suicide.²

In 2014, there were 3,443 visits to emergency rooms in New Mexico for self-injury.³ Although self-injury does not always lead to a fatal outcome, self-injurious behavior may raise an individual's risk of suicide.⁴ However, due to inconsistencies in assessment and variability in reporting, it can be difficult to determine whether or not self-injury is linked to suicidal intent. This may create a gap in support for certain people, leaving individuals who are at an elevated risk of suicide without appropriate care.

For individuals with an intellectual and/or developmental disability (I/DD), the physiological, psychological, social, economic, and environmental correlates associated with suicide risk are equally valid and just as impactful.⁵ Some argue that an intense desire to die may come from the belief that one is a burden to others and/or the belief that one does not belong. Individuals with I/DD may have a significant exposure to these beliefs throughout their lives.⁶ In fact, chronic suicidality can be a common manifestation of the hopelessness, depression, and isolation individuals with I/DD can experience.⁷ Despite all of this, individuals with I/DD remain largely invisible in the suicide prevention agenda.⁸

It is important for providers, families, and guardians to understand that individuals with I/DD “are at risk along the continuum of suicidal behavior from ideation to completion.”⁹ We, as a community of supporters, must become more knowledgeable about suicidality and the availability of resources across the state. Our methods of support and connection should invariably reduce feelings of burdensomeness, failed belongingness, and isolation. Suicide prevention should not just be about deterring someone from taking their own life or winning the statistical battle of reducing the number of suicide attempts. Prevention should also involve invention; invention of new possibilities and alternatives. We must aid the people we support in creating new relationships, discovering new ways to contribute and give back, and in reaching out to available resources.

If you are aware of someone who is struggling with depression and hopelessness or you are working with an Interdisciplinary Team that supports an individual who is dealing with suicidality, here are some resources:

- National Suicide Prevention Lifeline – 1-800-273-TALK (8255)
- New Mexico Crisis and Access Line – 1-855-NMCRISIS (622-7474); 1-855-227-5485
- For Training Needs:
 - ◇ DDSD and the Bureau of Behavioral Support – email Jason.Buckles@state.nm.us or Cory.Rutland@state.nm.us; or call 505-841-5539 or 505-841-5586.
 - ◇ DOH and Public Health- email Nancy.Kirkpatrick@state.nm.us; or call 505-222-8683
 - ◇ Mental Health First Aid – email wendy.linebrink-allison@uhc.com; or call 505-798-5736

^{1,3} New Mexico Department of Health. Bureau of Vital Records and Health Statistics death data, 2010-2014. New Mexico's Indicator-Based Information system. Available at ibis.health.state.nm.us. Accessed November 20, 2015.

² Centers for Disease Control and Prevention. Fatal injury data, 2008-2013. Web-based Injury Statistics Query and Reporting System. Available at www.cdc.gov/injury/wisqars/fatal.html. Accessed October 15, 2015.

^{4,8,9} Salvatore, T. (2012). Putting Developmental Disability on the Suicide Prevention Agenda. E-Community NewsLink Article for the *American Association of Suicidology*. Available at <http://cdpsdocs.state.co.us/safeschools/Resources/AAS>. Accessed October 29, 2015.

⁵ Lunsky, Y. (2004). Suicidality in a clinical and community sample of adults with mental retardation. *Research in Developmental Disabilities*, 25, 675-243.

⁶ Joiner, T. (2005). *Why people die by suicide*. Cambridge, MA: Harvard University Press.

Data is Delightful: Measuring Our Successes

For better or worse, our work supporting individuals with special needs increasingly involves the use of numbers to measure the performance of our systems, our agencies and the individuals whose lives we strive to improve. Despite the demands placed upon us and our organizations to quantify our activities, many simply do not feel comfortable using data and analysis to guide our everyday work. To address this and related fears DDSD spearheaded a series of workshops entitled "Data is Delightful". This collaborative effort between the Bureau of Systems Improvement and Regional Offices is part of the Fall Quarterly Provider meetings held throughout the state.

The Data is Delightful Workshop includes a presentation on the Quality Improvement/Quality (QA/QI) plan Assurance standards and processes. The development of a viable Quality Management Program involves the use of data at all levels. Following the QA/QI presentation participants receive specific training on how to use Excel spreadsheets to track and analyze data on falls or similar issues identified in a QA/QI plan. Participants in the workshop learn spreadsheet design and elements to track. Determining these elements or fields is a vital step to ensure that data collection provides adequate information for quality improvement while not being overly burdensome on direct care staff or others who enter the data. The workshops also introduce participants to important formulas, data entry techniques and formatting strategies to produce efficient data and analysis to guide an organization's QA/QI efforts.

Our hope is that through this and similar efforts we can assist those providers who feel the need for skill development in this area. With these tools in place providers from throughout New Mexico will be better equipped to document their current successes and to identify areas in need of improvement. Finally, the trainings also introduce participants to others with spreadsheet experience both from within the provider community and from DDSD.

Contributor: Steve Schan, Bureau of Systems Improvement, DDSD

New Hires, Promotions, and Recent and Upcoming Retirees

Rita Santistevan

Please welcome our new Behavioral Health Therapist in the Metro Region.

Joyce Rodarte

Joyce joins DDSD in Santa Fe as the Administrative Assistant for FIT.

Tom Burkross

Congratulations to Tom on becoming the Nurse Supervisor in the Metro Region.

Kimberly Schiffman

Give a hand to Kimberly on her new position as Accounting Auditor in Santa Fe.

Jennifer Rodriguez

A job well done to Jennifer on her promotion as Community Programs Bureau Chief in Santa Fe.

Jason Lavy

Congrats to Jason on his new Quality Assurance position with FIT in Albuquerque.

Sandyeva Martinez

Sandyeva is a new addition to the DDSD staff in the Taos office, let's make her feel at home.

Tammy Fleming

Welcome to the DDSD family in Albuquerque as a part of the CSI unit.

RETIREES:

Thank you for all your years of service!!

Paul Schwalje
Litigation Mgmt. Bureau Chief
10/1/2015

Albert Ericson
FIT Program 10/31/2015

Eva Medina
Admin. Supports Bureau
11/30/2015

Kathleen Linnehan
Director, Metro Office
12/30/2015

Contributor: Joe Anaya, DDSD Human Resources

Mission Statements:

The Mission of the New Mexico Department of Health is to promote health and wellness, improve health outcomes, and assure safety net services for all people in New Mexico.

The Mission of the Developmental Disabilities Supports Division is to effectively administer a system of person-centered community supports and services that promotes positive outcomes for all stakeholders with a primary focus on assisting individuals with developmental disabilities and their families to exercise their right to make choices, grow and contribute to their community.

ABOUT US:

The New Mexico Developmental Disabilities Supports Division is located at 810 San Mateo PO Box 26110 Santa Fe, New Mexico 87502-6110. Our website:

www.nmhealth.org/ddsd

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If you would like to write an article for the next issue of the DDSD Newsletter, have suggestions or comments, please contact Chris Futey, DDSD Newsletter Assistant Editor at 505-841-5507 or Christopher.Futey@state.nm.us.

