

**VIRGINIA INTERAGENCY COORDINATING COUNCIL
MEETING MINUTES
Henrico Area Mental Health, Mental Retardation & Substance Abuse East Center
Richmond, Virginia
March 14, 2007**

In the absence of the Chair, Vice-Chair Phyllis Mondak called to order the March 14, 2007 meeting of the Virginia Interagency Coordinating Council (VICC). Karen Durst then called the roll. Fifteen (15) VICC members were present. (Please see the attendance sheet following the minutes).

Phyllis Mondak shared that a decision had been made by the VICC members at the December 13, 2006 VICC Retreat regarding scheduling the time for quarterly VICC meetings. It was decided that three hours was not enough time to take care of VICC business. The decision was made to hold quarterly VICC meetings from 9:30-3:00. Committees will decide if they would like to meet before or after the meeting. It also was suggested that a retreat be held every other year.

Mary Ann Discenza, Part C Coordinator, then provided the Part C Update. She reported on the following:

- Part C Budget
 - Initial information from the Office of Special Education Programs (OSEP) indicated that the FFY 2007 budget would likely be based on the same figure as last year, FFY 2006, which was \$10,127,614. This amount was a decrease of \$152,000 from FFY 2005.
 - The figure of \$10,127,614 has been used in the development of the draft FFY 2007 budget, which has been included in the development of the FFY 2007 Federal Application.
 - Upon the submission of the President's proposed budget, an additional decrease of \$48,000 was to occur for Virginia. This amount was subject to approval of the President's budget. The President's budget was not approved as written.
 - Notification was received from OSEP that the proposed amount of Virginia's allocation is likely to be \$10,403,448, which is a \$275,834 increase over the previous year. This amount is still subject to change.
 - As much money as possible has traditionally been budgeted for direct services. The need exists for funding of infrastructure needs such as data enhancement and monitoring. These needs must be met in order to comply with the requirements of OSEP.
 - Concerns have been expressed from the field regarding the decrease in allocations if money is used for infrastructure needs. The support of the VICC for the funding of infrastructure needs was requested.

- Unspent federal funds have been used for those local systems needing one-time additional funds. The amount of approximately \$650,000 has been allocated to local systems in one-time additional funds.
- Initially, \$500,000 in state funds had been set aside to meet the one-time additional funding needs. With the use of the federal funds for one-time funds the \$500,000 in state funds will be allocated to the local systems based on child count.
 - The funds are to be used to address compliance issues through system enhancements. Technical assistance is available to assist local systems. Local systems that do not have compliance issues to address are to use the funds for direct services.
- There are still some existing federal funds that can be carried over into 2007-2008. It is anticipated that some of those funds will be used for one-time expenses such as data enhancement.

Discussion was then held with the question being asked as to what is needed in the form of infrastructure needs and what would be the cost. Mary Ann Discenza shared that some of the infrastructure areas needing addressed are the priority of staffing, to include an additional monitoring position; possibly the addition of an evaluator; data enhancement; and IT support. She will compile that information, including projected costs, and send it to the VICC members.

It was also asked if there were any plans for the use of funds to target specific underserved populations and to inform citizens about Part C services. Mary Ann Discenza stated yes, that funds have been budgeted for public awareness and child find activities. David Mills is developing a plan to address these areas with the plan including physician awareness. Mary Ann Discenza also shared the following:

- Virginia is classified by OSEP as having a broad eligibility. There are specific set targets for the number of children that each state should be serving in Part C. This is broken down by age.
- Virginia is not near the target of birth to one-year old children being served by Part C.
 - This is a priority area with OSEP and with the State Part C program.
 - Plans are in place to address this priority area including discussions occurring with the Medical College of Virginia (MCV) and a meeting scheduled with the Children's Hospital of the King's Daughter (CHKD) in Norfolk.

VICC members asked if substantial training needs existed and if so, how was this going to be addressed. Mary Ann Discenza responded that there was a need to strengthen and sustain training and that discussion was occurring with the Partnership for People with Disabilities related to the Integrated Training Collaborative contract and training. Various venues for training are being explored such as web-based modules. She added that funding for training was likely to come from one-time funds. Mary Ann Discenza stated that the topic of training was included with the Issues Document developed with Solutions, Inc.

- FFY 2007 Federal Application
 - The Federal Application is currently out for a 30-day public comment period and for a 60-day availability period, as required by OSEP. These conclude on March 27, 2007.
 - Plans were made to include Virginia's revised policies and procedures along with the Federal Application. The revised policies and procedures were sent to the Office of the Attorney General (OAG) for review. The OAG has directed the Department that rather than policies and procedures that Part C in Virginia should develop regulations. After a meeting with the Commissioner, the OAG and Part C Administrators it was determined that regulations will be developed assuring the increased emphasis on accountability. Development of the regulations will wait until OSEP's Part C regulations are completed. The process for developing the regulations is likely to take 12-18 months.
 - The promulgation of the Federal Regulations for Part C has not been finalized. The Regulations are currently at the Office of Management and Budget (OMB), where 90-days are allotted for a response. The Regulations then go back to OSEP who must make them available for a 75-day public comment period and hearings.
- SFY 2008 Local Contract for Continuing Participation ion Part C
 - A different process was followed this year for receiving feedback on the local contract. The draft contract was distributed to all 40 local systems and numerous stakeholders for the purpose of providing an opportunity for feedback. It was also made available on the Infant and Toddler Connection of Virginia website. It was requested that individuals provide comments within 14 calendar days. Responses are currently being drafted to the comments received.
 - The proposed timeline for the distribution of the contract is as follows:
 - May 01, 2007: Contracts will be sent to local systems.
 - June 01, 2007: Contracts will be returned from the local systems with the required signatures.
 - June 30, 2007: Contracts will be signed by the Commissioner and returned to local system.
 - Allocation amounts will be provided to local systems for the development of their budgets.
 - The funding formula will not be changed this year but a process will occur with stakeholders to address changes for the future.
- House Joint Resolution 96 Autism Committee
 - The committee was established to address HJR 96 which "Encourages the Board and Department of Education and the Board and Department of Mental Health, Mental Retardation and Substance Abuse Services and other relevant entities to take certain actions to improve the education and treatment of individuals with autism spectrum disorders". The committee has held three meetings.

- Draft recommendations have been developed by the committee, which will go to the State Board.
- Needs exist for funding for autism services and the establishment of a “home” for autism either through an existing agency or the establishment of another.
- A lot of activity has occurred within the General Assembly focusing on autism.
- The Joint Commission on Health Care is completing a study on autism that is due in November.
- Consideration is being made of joining the HJR 96 Committee with the Child and Family Behavioral Health Policy and Planning Committee, which is a Legislative Subcommittee. This would strengthen the ability of the committee to address the needs of funding, establishing a “home” for autism and addressing other issues related to autism.

Cori Hill of the Integrated Training Collaborative (ITC) stated that the ITC is working with a subgroup of the Department of Education Priority Project related to training for people working with individuals with autism. She reported the following:

- A mini grant was written with a proposal for training.
 - Individuals in the local systems have expressed that they do not need basic information related to autism but need to know how to effectively work with individuals with autism spectrum disorders.
 - The grant addresses children birth through four years of age with the Department of Education funding the inclusion of the three and four year olds.
 - The grant includes a one-day training by a national consultant for approximately 200 providers and families. This is likely to occur in September 2007.
 - Day two will address the development of six (6) communities of practice with six (leaders) being identified. The communities of practice will meet either monthly or every six (6) weeks and will address ongoing issues related to autism and working with individuals with autism spectrum disorders.
 - The national consultant will work with the community of practice leaders one (1) or (2) times a year to provide guidance and assistance.
 - The national consultant will also provide a follow-up training with the original 200 participants to address how the participants are doing with the implementation of previously provided information; how families are feeling; and what changes may be needed.
 - Dr. Carol Schall provided a list of seven (7) potential national consultants to contact for the training.

Mary Ann Discenza continued with the Part C update.

- System of Payment
 - Solutions, Inc. is finalizing the report on the System of Payment.
 - A draft of the report will be sent to stakeholders for feedback.
 - A broad participation of stakeholders have been involved in the process.

- A presentation will be provided at the June 13, 2007 VICC meeting on the System of Payment. Sufficient time will be allocated for questions and discussion.
- Transformation of the system is occurring and there is a need for support from the VICC members.

Beth Tolley then presented information on the implementation of Virginia's System for Determination of Child Progress. She shared the following:

- Implementation of Virginia's System for Determination of Child Progress became effective statewide March 01, 2007.
- Eight (8) training sessions were held in January and February with over 400 people being trained. Feedback from the trainings was overwhelmingly positive.
- Part C staff and peer trainers who had participated as pilots provided the trainings. The peer trainers are available for mentoring.
- Training will need to occur for new providers entering the Part C system.
- A child is evaluated upon entering the system and upon leaving the system, if the timeframe is at least six months from entry, in order to determine if progress has occurred.
- The areas being assessed are:
 - Positive social emotional skills (including positive social relationships);
 - Acquisition and use of knowledge and skills (including early language and communication); and
 - Use of appropriate behaviors to meet their needs.
- The organization of the areas into functional relationships made more sense to families than domains.
- Progress data will be provided to OSEP in 2008.

David Mills then shared information on the Infant and Toddler Online Tracking System (ITOTS). He shared the following:

- The ITOTS system moved into the Department effective March 01, 2007.
- Six (6) trainings were held throughout the state.
- Each participant received an ITOTS manual and a copy of the new Individualized Child Data Form (ICDF).

A question was asked as to when a child's information was no longer included as part of the ITOTS database. David Mills responded that no children have been removed from the database since ITOTS' inception. The following discussion occurred:

- Is it a concern that a child's information may be kept indefinitely?
- Is there a consent mechanism involved?

David Mills reported that the topic of consent has been discussed and that since the information is required by OSEP, the State Part C office can collect the information. He further reported that no child specific data is reported. Mary Ann Discenza added that as the transition from Welligent to the Department occurred, Welligent removed all existing data and certified that this was done.

Further discussion centered on whether data was gathered regarding the Child Abuse Prevention and Treatment Act (CAPTA) referrals. David Mills reported that information is available regarding the referral source. Several members offered that that this information is being used by local systems related to Child Find.

Public comment was then received.

Wanda Walker, Local System Manager of the Infant & Toddler Connection of Southside presented the following comments. The italicized information is verbatim from the written report provided:

I am here today to represent the families that we serve in Part C in Southside Virginia. I am the local system manager for the Infant & Toddler of Southside whose lead agency is Southside Community Services Board. Our catchment area includes the counties of Halifax, Mecklenburg and Brunswick. We are a small system at present; however, we believe that our families deserve the same supports and services that are available in more metropolitan areas.

Provider shortages in our area have had a tremendous impact on the manner in which we carry out our supports and services. I realize that this is a statewide concern but wanted to provide you with a picture of the implications for our system. The majority of our families have limited financial resources but generally have more than adequate family, community resources (i.e.-many are second and third generation residents in our area). Blue collar jobs have historically been dominant (farmers, factory workers, store clerks, etc.). We receive most of our referrals from local pediatricians and NICUs in Virginia.

Our area does not have industry/technology that currently draws professionals and their spouses. Salaries are not generally competitive with surrounding localities. Therefore, we have as yet been unsuccessful in acquiring service providers (PTs, OTs, STs) for our areas in Mecklenburg and Brunswick. We are serving the families in these areas with special instruction (which has proven to work out well), however are limited with any additional options. We continue to search far and wide for providers to serve our families.

I ask for your support in continuing to develop strategies that might assist us (especially in rural areas) in attracting service providers for our programs. Respectfully.

Alison Standring, the System Manager for the Infant & Toddler Connection of the Rappahannock Area, spoke of behalf of the Steering Committee of the Virginia Council Coordinator's Association, (CoCoA). The following italicized information is verbatim from the written report provided:

My name is Alison Standring speaking on behalf of the CoCoA Steering Committee.

We would like to commend the Department for the smooth transition of the ITOTS system being brought in-house. Thanks to David Mills and all those involved in making this happen.

We are interested in having the opportunity to read the report about Virginia's System of Payments that Sue Mackey-Andrews with Solutions, Inc. is submitting, and look forward to further discussions for its implementation and what that might mean to local systems.

While we understand the Part C office does not have the final allocation amounts available for each local system; it would be helpful in planning if local systems had an idea of what the individual local lead allocations will be for FY 08. Thank you in advance for providing this information.

You've mentioned developing and adopting Part C regulations over the next 12-18 months as requested by the Attorney General's Office. We are interested in knowing what this means, the implications of the regulations, and what impact they will have on services.

We also appreciate all the creative work the Integrated Training Collaborative has been doing in their efforts to address the personnel shortage that many local systems are facing, as highlighted by Wanda Walker's comments earlier. Thanks to Cori Hill for spearheading this endeavor.

As always, we appreciate this opportunity to give comments to the VICC.

*Respectfully submitted,
CoCoA Steering Committee*

Mary Anne White then presented an update on the Monitoring and Supervision System. The following information was provided:

- Handouts were provided including a chart that includes data on how the State will be monitoring over the next six (6) years. This was also provided to local systems.
- Public reporting of state and local data is being required by OSEP with the reauthorization of IDEA.
 - Public reporting is to occur as soon as possible following the February submission of the Annual Performance Report (APR)/ State Performance Plan (SPP). Virginia has targeted March 30, 2007 for public reporting.
 - Links will be included with public reporting to the APR and SPP including a description of the indicators.
 - A brief description of the indicators will be provided with links to local and state data.
 - The Infant & Toddler Connection of Virginia website, www.infantva.org, will be used for public reporting, as a minimum.
- OSEP will be placing a determination status on each state based on specific factors that include content of the APR, financial information, dispute resolutions, etc.

- The determination ratings will include “meets requirements”; “needs assistance”; “needs intervention”; or “needs substantial intervention”.
- The possibility of the withholding of funds exists related to the determination status.
- Each state is required to place determinations on each local system.
 - OSEP has encouraged that states develop a stakeholder group related to determinations.
 - The local determinations do not have to be publicly reported or reported to OSEP.
- OSEP will be looking at Virginia related to the “timely initiation of services” with the state having a 72% compliance rate; “45-day timeline” with the state having a 98% compliance rate; and three (3) components of transition with the state having 86%, 89% and 87% compliance rates.

Discussion occurred among members regarding specific strategies to address compliance and the shortage of providers.

The discussion included the following:

- Can some of the direct service dollars be used as incentives to bring providers into the system?
- Could some of the dollars be set aside for initiatives such as Requests for Proposals (RFPs) for grants?
- Part C is currently working with Medicaid to maximize reimbursement.
- The capability now exists on the Part C website to post vacancies within local systems.
- Shortages of personnel exist in metropolitan areas as well as rural areas.
- The shortage of personnel is a national problem.

Questions then arose regarding the availability of the family survey data. Mary Ann Discenza reported the following:

- A response rate of 53% was attained for the family survey distributed through the Social Science Research Center.
 - A two-tiered mailing followed by a phone call contributed to the high response rate.
- The issue of how to administer the family survey in the upcoming year is being addressed.
 - Batya Elbaum, a researcher from the University of Florida, assisted in assuring that the last family survey administered was statistically valid.
 - Questions of confidentiality arose during the past survey period.
 - Guidance is needed from OSEP.
 - The possibility exists for funding from the General Supervision Enhancement Grant (GSEG) to administer a state survey during the next year.

Cori Hill then provided a further update on the work of the Integrated Training Collaborative (ITC). The following information was provided:

- The 5th annual *Creating Connections* Early Intervention Conference will be held March 19 and 20, 2007 at the Hotel Roanoke in Roanoke.

- The keynote speakers will be Dr. Kathleen Hebbeler who will provide a keynote on current information about outcome measurement from a national perspective and Dr. Serena Wieder who will present on social and emotional development in infants and toddlers.
- Twenty (20) concurrent sessions will be held focusing on current issues and research based topics in early intervention. .
- A press release will be appearing in the Richmond Times Dispatch.
- Two (2) Kaleidoscope trainings remain in this contract period.
 - Kaleidoscope I will be held in Abingdon March 29th, March 30th, and April 24th at the Southwest Virginia Higher Education Center.
 - Kaleidoscope II will be held in Portsmouth April 30 and May 01, 2007 at the Renaissance Portsmouth Hotel.
- The ITC is also working on the issue of provider shortages.
 - Funding continues to be a problem.
 - Beverly Crouse and Cori Hill presented at the American Speech and Hearing Association (ASHA) Conference. Sixty-two (62) people attended the session. Two (2) individuals expressed an interest in working with early intervention.
- A thank you was expressed to the Department of Education (DOE) for their collaboration regarding the ITC and Part C and their invitation to attend the VA Teach-In which is the largest career fair in Virginia.
 - The VA Teach-In will be attended with Part C information being provided including current vacancies among local systems.
- The Institute of Higher Education will be holding a retreat April 29-30, 2007 and will be dedicating the first day of the retreat to early intervention. Four faculty members have expressed interest in pre-service grant information.

Debra Holloway, Manager of the Family Involvement Project, then gave the Family Report. The following italicized information is verbatim from the written report provided:

Project staff continues to be active participants on the VICC steering Committee, Management Team, Integrative Training Collaborative, Autism Committee, Virginia Integrated Network of Family Organizations (VA-INFO), Virginia System of Payments Workgroup, Hearing Workgroup, Child and Family Services Advisory Group and local and regional council meetings. The Family Involvement Project hired two new staff members since our last meeting. Kamille Irving was hired as our Roanoke Region Parent Representative. Kamille will be working in this region to conduct Parent-to-Parent trainings and attend local and regional council events and meetings to encourage family involvement. Kamille will be attending the conference and is excited to be in the position. Heidi Faustini will be working as our new Parent-to-Parent Coordinator and also attending local and regional activities in the Richmond region. We are very excited to have her join us and look forward to her new ideas for the program.

The Family Involvement Project continues to bring together all local parent representatives in the commonwealth to set goals and talk about issues. The group has completed a final copy of a parent notebook that will be sent to all local systems as a

resource tool. We have also prepared a session for the early intervention conference with Phyllis Mondak called: Transition: Families and Providers Working Together!

Project staff continues to host the ARCFIP list serve with 290 members.

VICC business was then addressed. Beth Tolley provided an update on the work of the VICC Medicaid Committee. She reported the following:

- Collaboration is occurring between the Department and the upper-level management of the DMAS.
- Additional issues have been identified that were not previously known. They include:
 - Rates being set by the Managed Care Organizations (MCOs) are based on procedure codes. DMAS is to follow-up.
 - If a MCO provider is not available and one cannot be identified, MCOs can contract with a provider on an individual basis.
- A meeting between DMAS and Part C is scheduled for March 26, 2007.

Beth Tolley provided an updated issues form in each VICC members packet.

Agency reports were then provided.

Department for the Blind and Vision Impaired (DBVI): No Report.

Department for the Deaf and Hard of Hearing (DDHH): Leslie Hutchinson Prince

- DDHH is supportive of Guide by Your Side.
- The DDHH library has materials that they would like to circulate.
 - Local System Managers can request the materials for families.
 - Seven (7) bins of materials are available on a variety of perspectives for working with infants and toddlers who are deaf or have hearing loss.
 - A sign language series is available presented in Spanish.
 - There currently is no electronic database or link to the Part C website.
 - Preschool teachers who are interested in checking out the materials should speak directly with Leslie Hutchinson Prince.

Beth Tolley added that new members have been added to the existing Hearing Workgroup. The group is addressing the development of fact sheets for local systems to include the types of services that may be needed and curriculum information. Beth Tolley added that there is a network of consultants that have provided assistance to the schools regarding children with hearing loss. They are now available to provide assistance to Part C.

Department of Education (DOE): Phyllis Mondak

- DOE has submitted its APR and is awaiting determinations from OSEP.
- A difference exists in the information governing Part B related to transition. This relates to late referrals.

- Discussion is occurring regarding holding meetings between Part B and the local Part C systems to talk about transition.
- The 4th Annual Shining Stars Conference, focusing on inclusion, will be held in Virginia Beach July 11-13, 2007. Vendor tables are available.
- A technical assistance grant on Inclusive Placement Options for Preschoolers (IPOP) is available to local schools. Inclusion options such as Head Start, Day Care, Part C, Preschoolers with Disabilities, etc. will be explored. The issue of daycares accepting preschoolers with disabilities will be included.
 - Part C Local System Managers can contact their special education directors for information.
 - T/TACs have resources available related to IPOPs.
- Schools are looking differently at placement categories for children with disabilities.
 - The options may include inclusion part of the day or the full school day and looks at the time spent with peers.

Department of Health: Pat Dewey

- Virginia has the opportunity to work with the National Center for Hearing Assessment and Management (NCHAM) on a project called ECHO, Early Childhood Hearing Outreach. This is a project that focuses on hearing screening and follow-up for children in Early Head Start/Migrant programs.
 - Twelve (12) states are participating in this project.
 - Five (5) Early Head Start Programs in Virginia have expressed interest in the project.
 - A team of volunteers (audiologists and an RN) will train Head Start staff on hearing screening.
 - Otoacoustic Emissions screening equipment will be purchased for participating programs.
 - A mentor is needed to support the effort and work to expand the program to all Head Start Programs.
 - Calls have been set up with university programs and others to discuss this
 - Please contact Pat Dewey with any ideas.

Department of Medical Assistance Services (DMAS): No Report.

Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS): No Report.

Department of Social Services (DSS): Lyndell Lewis-No report.

State Corporation Commission's Bureau of Insurance: Yolanda Tennyson

- An individual is available within the Bureau of Insurance that can answer insurance questions related to Part C.

Virginia Office for Protection and Advocacy (VOPA): No Report

Mary Lou Hutton shared that the New Horizons Conference will be held in Abingdon on May 17, 2007. Session topics include sensory integration; attachment issues; surrogate parent issues; early literacy; cultural awareness; home visitor safety; effects of substance abuse on development, etc. There will be two keynote speakers. Mark Lester will be speaking on “Family Involvement: A Dad’s Reflections” and Dr. Adolph Brown, III will present “Against All Odds” focusing on helping children develop positive language and critical thinking skills. Registration is due by Friday, April 23, 2007.

Debra Holloway shared that the parent focused Strong Roots Conference will be held in Richmond, July 27-28, 2007. Stipends are available for families. Sponsorship is being provided through Medical Home Plus, VA Info and the Virginia Federation of Families.

Information was then shared on the Governor’s Alignment Project, which is part of the Governor’s Working Group on Early Childhood Initiatives. The Alignment Project is a multi-agency effort to align early learning guidelines for young children with existing preschool and kindergarten standards. This project is developing program standards and a voluntary quality rating system for early childhood education programs as well as a framework of professional competencies. The project also includes the development of a one-year degree for childcare professionals. Information on child development milestones for children birth to five years of age are being produced as well as tool kits containing CDs and booklets. .

A “roll-out” of the project will be held May 11 and 12, 2007 in Charlottesville. Tool kits will be made available to participants.

Additional VICC business included discussion about responding to public comment. A response historically has been provided and will be included in the future. The following topics will be included in a response from today’s public comments:

- Personnel Shortages, including strategies, problem solving and recruitment efforts;
- The System of Payment report which is forthcoming;
- Allocation amounts for local systems; and
- Implications of the development of State Part C Regulations including the impact related to monitoring, finances, transition and the Individualized Family Service Plan (IFSP).
 - Some states do not operate based on policies and procedures or regulations but on policy letters.
 - The national technical assistance consultant has identified five (5) states that operate on regulations. Mary Ann Discenza will share that information.

Pat Dewey shared that regulations are used for Virginia’s Early Hearing Detection and Intervention (EHDI) Program. The regulations are kept simple but they further clarify what the law requires.

Leslie Hutchinson Prince added that there is no flexibility with regulations therefore they should be kept simple. Guidance documents can provide the interpretation of the regulations and they are more flexible.

Discussion then occurred regarding the upcoming nominations of VICC officers. It was stated that the VICC by-laws require nominations for the positions of Chair, Vice-Chair and Secretary to be presented to the VICC in writing one month prior to the last meeting of the Federal Fiscal Year on an odd year cycle (i.e. 2007, 2009, etc) for election at that meeting. An affirmative vote of a majority of the VICC shall be required for election of officers. Officers begin their term at the beginning of October, following their election. Mary Lou Hutton and Jeannie Odachowski agreed to serve once again on the nominating committee. Dr. Eva Thorp will be contacted to see if she is again willing to fill that role.

Agenda items were then presented for the next VICC meeting, which will be held June 13, 2007. They include:

- An update on DMAS issues;
- The System of Payment Report and Discussion; and
- Family Survey Data.

Then meeting was then adjourned with the option being given for committees to meet.

Attendance

VICC Members

Frederick Beaman
Sandra Binns Whitaker
Pat Dewey
Jacqueline Fagan Myal
Corinne Garland
Delly Greenberg
Virginia Heuple
Leslie Hutcheson Prince
Mary Lou Hutton
Dina Kirby
Lyndell Lewis
Phyllis Mondak
Jeannie Odachowski
Sharon Osbourne
Yolanda Tennyson

Local System Managers

Allan Phillips
Alison Standring
Wanda Walker

Parents

Part C Staff

Beverly Crouse
Mary Ann Discenza
Karen Durst
Cori Hill
David Mills
Beth Tolley
Mary Anne White

Others

Cecil Overton

Debra Holloway
Heidi Faustini