

Together, success

at home • at school • at work



Alabama Department of Rehabilitation Services
2007 Annual Report

BLUEPRINT FOR THE 21ST CENTURY

MISSION: TO ENABLE ALABAMA'S CHILDREN AND ADULTS WITH DISABILITIES TO ACHIEVE THEIR MAXIMUM POTENTIAL

We VALUE the worth, dignity and rights of people with disabilities and we will:

- provide an easily accessible, integrated continuum of services;
- ensure quality services that are family-centered, culturally sensitive and community-based;
- promote and respect consumer choice regarding provision of services;
- advocate for the rights of persons with disabilities and promote self-advocacy;
- include people with disabilities, their families and advocates in agency planning and policy development.

We VALUE independence and meaningful work for people with disabilities and we will:

- educate families, children, employers, schools and the public that people with disabilities can and do work;
- advocate for quality health services and community supports that enable people with disabilities to work and/or function independently;
- develop, maintain and expand working relationships with employers;
- identify and create job opportunities that are compatible with consumer abilities;
- foster cross-divisional collaboration to achieve successful work outcomes.

We VALUE all staff and their contributions in achieving our mission and we will:

- communicate openly and honestly;
- recruit, develop, retain and promote a diverse, qualified staff;
- involve staff in agency planning, policy development and performance objectives;
- recognize and reward exemplary job performance;
- provide staff opportunities for personal and professional growth.

We VALUE leadership at all levels and we will:

- maximize staff participation in all agency initiatives;
- create an environment which encourages and supports creativity and innovation;
- facilitate teamwork among all staff;
- provide support and leadership development opportunities.

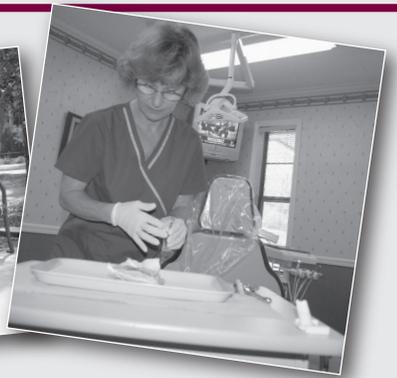
We VALUE maximum acquisition and efficient and effective management of resources and we will:

- acquire maximum resources;
- increase legislative support;
- develop and use appropriate technological advancements;
- evaluate the effective and efficient use of our resources;
- collaborate with organizations in the public and private sectors.

We VALUE public support and we will:

- educate the public about our mission, goals, services and expertise;
- secure support from business and industry, consumers of services, partners and policymakers;
- create partnerships that expand services to enhance opportunities for consumers;
- maximize staff involvement in the development of grassroots support.

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Together, Success

from our leadership

Dear Friends,

I am proud to present *Together Success*, our department's annual report for 2007.

It was a year of considerable challenge, as the demand for our services reached new heights, while the costs of providing those services continued their relentless escalation. But I am pleased to say that it was also a year of great accomplishment for our staff, whose dedication and commitment are reflected in the successes that have been experienced by our consumers.



Steve Shivers
Commissioner

Together, Success takes us back through the year with the hard numbers that document the challenges and the achievements in detail. But this report also reviews the year in a more personal way – through the stories of people whose lives have felt the impact of the services we provide.

The people you will meet represent a cross-section of the more than 66,000 individuals we serve. They include babies and families, children, teens and adults – all unique, but all sharing the common experience of disability, all embraced by our caring staff. Their stories personify the theme of this report, and truly represent the commitment of our staff to our mission. We share their successes and are proud to have played a role.

I sincerely thank each member of our staff, our many partners in communities across the state who assist us in our mission, and our advocates and supporters in the Alabama Legislature. I again call on all of you to sustain your commitment in the new year and continue to help us in our mission: to enable Alabama's children and adults with disabilities to achieve their maximum potential.

My Dear Friends,

It has been a great pleasure and blessing to serve as the chairwoman of the Alabama Board of Rehabilitation Services for another remarkable year.

Through my involvement with the board and as the mother of daughters with disabilities, I have been fortunate to observe firsthand the difference that ADRS makes in the lives of its consumers. Their successes truly are a testament to our caring, compassionate, and dedicated staff.

Of course, that success would not have been possible without our always-steadfast partners, including schools, community organizations and other government agencies.

On behalf of the board, I would like to offer my heartfelt thanks and congratulations to everyone who plays a role in improving the lives of Alabama's children, youth, and adults with disabilities. It is through your combined efforts that we – and the people ADRS serves – are able to achieve more!



**Patricia
'Crickett' Floyd**
District 3

Patricia "Crickett" Floyd

Alabama Board of Rehabilitation Services



Stephen Kayes
District 1



Jimmie Varnado
District 2



David Brock
District 4



James Brown Jr.
District 5



Roger McCullough
District 6

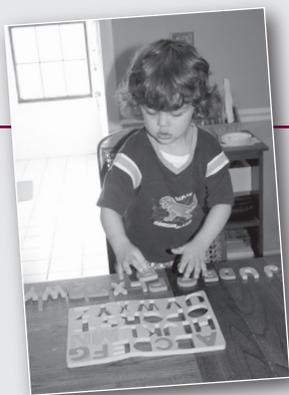


Mitch Strickland
District 7

The ADRS Continuum of Services

Whether the person is a child born with a disability or someone who acquires a disability later in life, the goal is the same: *self-sufficiency and independence.*

With *individualized services* provided in homes, schools, the workplace, and the community, ADRS assists every person in achieving his or her *maximum potential.*



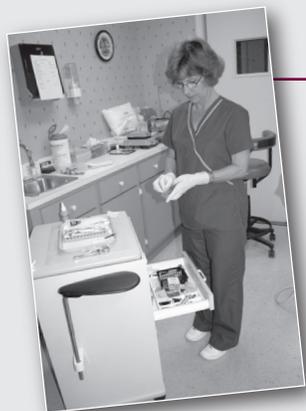
Alabama's Early Intervention System (AEIS)

AEIS coordinates services statewide for infants and toddlers with disabilities and developmental delays from birth to age 3, preparing them and their families for the transition to the state Department of Education's preschool program for 3- to 5-year-olds. Early Intervention also provides financial and technical support to the more than 60 community programs that provide direct services to families.

Children's Rehabilitation Service (CRS)

Children's Rehabilitation Service provides individualized services to children with special needs from birth to age 21 and their families. In addition, CRS provides disability services, expertise and adaptive technology to and for local school systems, assisting teachers, school nurses and other staff in the education of children with disabilities.

The CRS Hemophilia Program serves Alabama's children and adults with this life-threatening blood disorder.



Vocational Rehabilitation Service (VRS)

Through partnerships with school systems, post-secondary institutions, and community rehabilitation programs, VRS provides rehabilitation, education and employment-related services to more than 47,000 teens and adults with disabilities each year.

Every year, VRS Employer Services provides nearly 7,500 disability management and employee placement services to Alabama businesses.

The Business Enterprise Program for Alabama's citizens who are blind and visually impaired promotes independence through the operation of more than 100 vending operations, snack bars and cafeterias in locations statewide.

State of Alabama Independent Living/Homebound (SAIL)

SAIL provides services to Alabamians who have catastrophic congenital disabilities or disabilities resulting from spinal cord or head injuries. SAIL/Homebound staff provide education and support services to families with children and adults with these severe disabilities to make them more independent in the home and, whenever appropriate, to maximize their educational experience.



Together, Success

The Miller family, Tuscaloosa

Many people would have a difficult time seeing the good that can come from having a child with a rare genetic disorder. But not Tiffany Miller.

“At first, we were devastated when we were told about his problems,” Tiffany said about her son, Hayden. “We were only told the negatives, but there have been so many wonderful positives.”

Hayden, 2, was born with Wolf-Hirschhorn syndrome, which affects his growth and development.

Tiffany and her husband, Lance, were told that the condition could mean possible mental retardation, seizures, and developmental delays.

Fortunately for them, they connected with Alabama’s Early Intervention System and Children’s Rehabilitation Service.

Through Early Intervention, they were referred to the Rise School, an EI program in Tuscaloosa, where Hayden received speech, occupational, physical, music, and vision therapy.

Tiffany joined the Wolf-Hirschhorn syndrome support group. She also



Hayden, who receives services through the Rise School, spends time with his father, Lance

received support and made friends through early intervention. She developed relationships with the teachers at the Rise School and met Tania Baldwin, her ADRS district early intervention coordinator.

“I have met so many wonderful people who’ve been able to help me understand my son and his condition,” Tiffany said.

CRS has also played an important role in Hayden’s life. He attends CRS’ feeding clinic, where he receives feeding instruction and his mother learns other ways to help her son. CRS also worked to locate a place for Hayden to receive hippotherapy, a physical, occupational and speech therapy treatment strategy that uses equine movement.

“You go there looking for one thing and leave with so much more,” Tiffany said of CRS.

In fact, she respected and valued EI and CRS services so much that she participated in legislative outreach to tell lawmakers about the programs’ needs and budget concerns. She was also

Partners in Success

Hayden Miller and family
Alabama’s Early Intervention System
Children’s Rehabilitation Service
The Rise School

Future Partner:
Vocational Rehabilitation Service
(for education or training, employment assistance)



Hayden sits with his support system – his parents, Lance and Tiffany Miller; and CRS District Supervisor Barbara Hankins, top left, and District Early Intervention Coordinator Tania Baldwin

nominated to be co-chair of the Three Rivers Early Intervention Coordinating Council. In that position, she serves as a role model and mentor for other EI families and makes financial suggestions on how EI’s budget should be spent.

Tiffany said she appreciates EI and CRS for helping her and her husband to realize the blessings of her son’s diagnosis.

“They let us know that it wasn’t the end,” she said. “It was the beginning of something great.”

Together, Success

The Gonzalez family, Hoover

Carlos Gonzalez and Adela Gutierrez have grown to cherish Alabama's Early Intervention System (EI).

At first, Carlos said he wasn't sure what to do when his only child, German (pronounced Er-mon), was born with Down syndrome.

Originally from Mexico, he and his wife spoke little English. He didn't know how to care for German or what his feelings would be toward his son.

"At first I thought, 'Will I ever be able to love him?' But you come to realize that you do grow to love him. I love him very, very, very much," Carlos said through an interpreter.

EI was there for Carlos and his family every step of the way and helped him develop that affection for his son.

German, who just turned 3, received services through United Cerebral Palsy of Greater Birmingham (Hand in Hand), one of more than 60 EI programs statewide. The Gonzalez family was assigned an interpreter, Deborah White, to help them understand the EI system and its services.



German sings "The Wheels on the Bus" while sitting with his occupational therapist, Andrew Stevens



German giggles as he works with his occupational therapist, Andrew Stevens, and his speech therapist, Mandy Kelly

Amy Lindsey coordinated services for the family. Andrew Stevens was German's occupational therapist, and Mandy Kelly provided speech therapy.

Services for German were provided at home, where Andrew and Mandy would "play" with the youngster to help him with his development and speech.

Carlos and Adela watched as their son grew into a happy, fun, adorable child. They learned how to interact with him by observing Andrew and Mandy.

"We saw all the love and support they gave him," Adela said. "They taught us how to treat our son."

Adela also knows that EI did wonders for German's development.

"He thinks more; he's more advanced," she said. "He would have been behind without these services."

Andrew credits the Gonzalez family with helping their son to develop by implementing the lessons that German has learned at home.

"They are very committed," Andrew said. "When you have a great family

like this, it's better for the child, and it makes my job a million times easier."

The Gonzalezes are already looking to German's future. His dad said he wants the youngster to have a chance to be independent and play soccer like he did.

Amy agrees that German is better prepared for his future.

"EI has given him a good start toward success," she said.

Partners in Success

German Gonzalez and family
Alabama's Early Intervention System
UCP of Birmingham (Hand in Hand)

Future Partner:
Vocational Rehabilitation Service
(for education or training, employment assistance)

Together, Success

The White family, Millbrook



Jude, who turned 3 in November, works with his speech therapist, Mecia Holley

Everything seemed to be developing normally for Jude White.

He smiled when he was 4 weeks old. He sat up at 5 months. He crawled at 7 months. He started walking right before he turned 10 months.

About the time he hit 18 months, though, things began to change.

He was not communicating normally for his age level. He repeated what people said without really having a conversation. He enjoyed playing by

himself and did not attempt to interact with others.

“It was like he was in his own world,” said Jessala White, his mother.

She began to suspect that her son had autism, a disorder that affects the brain’s normal development of social and communication skills. Jessala researched the disorder to see if it might be the cause of the sudden change in her son’s development. By the time she took the toddler to his pediatrician, she was sure.

The doctor confirmed her suspicions after watching Jude play. He lined up and counted a set of building blocks. As they cleared the blocks away, the youngster had a “meltdown.”

Both the “lining up” and the behavioral response were a sign of autism.

Once the diagnosis was confirmed, Jessala accepted it and was ready to move on.

“When I first started to suspect it,

it was hard to deal with,” she said. “But when we got the final word, I was just thinking, ‘What do we do to make it better?’”

The answer was Alabama’s Early Intervention System (EI).

Her son received services through ARC of Autauga/West Elmore County of Prattville. A team of people worked with him to address his autism until he turned 3 years old in November 2007. Melinda “Mo” Allen was his service coordinator. Mecia Holley served as his speech therapist, and Laura Killough was his occupational therapist.

The team worked with Jude to help him perform normal daily tasks such as playing, eating and talking.

Jessala noticed an immediate change in her son. He started bringing toys to her and began interacting with her. He began asking for help and learned to eat with a spoon. He even had opportunities to socialize with other children with the “Mo and Me Play Group” started by his service coordinator.

After receiving assistance from EI, Jessala believes Jude will be a high-functioning adult.

“It was amazing the progress he made in a short amount of time,” she said. “I think he’s going to be fantastic.”



Jude learns to spell his name

Partners in Success

Jude White and family
Alabama’s Early Intervention System
ARC of Autauga/West Elmore County

Future Partner:

Vocational Rehabilitation Service
(for education or training, employment assistance)

Together, Success

Corrie Hutcherson, Birmingham

Before April 10, 2004, Corrie Hutcherson was a typically developing boy. He loved his older sisters. Like all 22-month-olds, he liked to play.

But that all changed when an apartment fire left Corrie with a severe smoke-related anoxic brain injury.

“Everything changed that day,” said Metalle Turner, the youngster’s mother.

Today, the once-lively youngster – now 5 – is non-verbal and has a feeding tube and a tracheostomy or “trach” tube to clear his airways. He is totally dependent on others for his care.

Following her son’s injury, Metalle was overwhelmed. Corrie required round-the-clock care, so she quit her job in a medical lab to care for him.

There was a lot for the single mom to tackle by herself. Luckily, she wasn’t alone.

Children’s Rehabilitation Service was there to intercede for her. Monica Jett, a social worker in the Homewood CRS office, became her care coordinator.

And immediately a load lifted.

“Monica told me, ‘If you ever have a problem, if something comes about, just call me and I will try to help you. Just don’t be afraid to ask for what you want,’” Metalle said. “It was a tremendous relief.”

Ever since then, CRS and Monica have been there for Corrie and his family.

CRS has assisted the family by coordinating medical appointments, purchasing medical equipment and supplies, making referrals to other community resources and obtaining housing and furniture.

“It feels great to have someone to call on – especially if I have a problem with medical supplies, or schooling, or getting help finding a nurse, or just any kind of service,” Metalle said.

CRS also has partnered with Corrie’s school to make sure all of his needs are met there, too. He attends E.P.I.C. Elementary in Birmingham, where he has a nurse who cares for him throughout the day.

Corrie goes to all of the classes for children his age, including music class and physical education – something his nurse said he wouldn’t be able to do without CRS’ involvement.

“They make sure he is well enough



Corrie visits with his school nurse, Lanette Johnson-Daniel, left, and CRS Social Worker Monica Jett

to attend school,” said Lanette Johnson-Daniel.

Metalle believes that without CRS in her life, she would have been a “wreck.”

“I would recommend CRS to anyone,” she said. “They will help you get your life in order. It’s a wonderful program.”

Partners in Success

Corrie Hutcherson and family
Children’s Rehabilitation Service
Birmingham City Schools



Corrie, shown one week before the apartment fire, was 22 months old when he was injured

Together, Success

Makiya and D'kya Wiggins, Ozark



Dothan CRS Social Worker Paula Wiggins, third from left, reads a book with twins Makiya, left, and D'kya as their mother looks on

Though they're twins, it's not hard to tell Makiya and D'kya Wiggins apart.

One wears glasses; one doesn't. One is taller than the other. One of the girls is friendly and outgoing; the other is quiet, shy and reserved.

But they do have a few things in common: Besides being adorable, they both wear hearing aids to correct hearing loss.

Their mother, Angekwon Wiggins, said the girls' hearing problems were discovered after they contracted ear infections at a year old. The two were

already receiving services through Alabama's Early Intervention System (EI) because of developmental delays, so the referral to Children's Rehabilitation Service was simple.

After conducting some evaluations, Jennifer Wesley, the CRS audiologist in Dothan, diagnosed their hearing loss.

The family has been working with CRS ever since.

The girls are now 7 years old. They attend Joseph W. Lisenby Elementary School in Ozark, where they make good grades. To accommodate their hearing loss, they sit near the front of the classroom, and their teachers wear microphones that amplify their voices.

Paula Wiggins, the family's CRS care coordinator, works closely with the school to ensure that Makiya and D'kya have what they need to excel in the classroom. Jennifer makes sure their hearing aids are working and fitted properly.

During her visits with Makiya and D'kya, Jennifer said, she has noticed

Partners in Success

Makiya and D'kya Wiggins and family
Children's Rehabilitation Service
Ozark City Schools

Future Partner:
Vocational Rehabilitation Service
(for education or training, employment assistance)

how much the twins have matured. At first, they weren't very talkative. Now, as their speech has developed, they have become more social.

"They have come leaps and bounds," she said.

Angekwon still remembers D'kya's reaction when she received her first hearing aid.

"She had a huge smile on her face," her mother said. "She said, 'I can hear, Mama. I can hear everything.'"

Since then, Angekwon has come to believe that anything is possible for her daughters' future.

"It's made a lot of difference," said their mother. "It's amazing how they have blossomed."



Makiya and D'kya practice with Kathryn Ferrell, speech therapist at Joseph W. Lisenby Elementary School



CRS Audiologist Jennifer Wesley adjusts D'kya's hearing aid as Makiya watches

Together, Success

Mallerie Badgett, University of Alabama at Birmingham

The parents of Mallerie Badgett had a simple formula. Treat Mallerie, who has cerebral palsy and uses a wheelchair, just like her older sister, Nikki.

So, when Nikki, who is a year older, became involved in sports, Mallerie became involved in sports too.

“What was expected of my sister, was expected of me,” the 18-year-old said. “They cut me no slack.”

The exposure to sports opened up a whole new world for the young woman. She became active in wheelchair basketball, table tennis, and swimming.

But her greatest achievements have been in track.

She holds records in nine junior national track wheelchair events. During her senior year at Oxford High School, she wanted to compete alongside other runners at track meets and sued the Alabama High School Athletic Association (AHSAA) to do so.

She didn't win, but the AHSAA added a wheelchair division to the state track meet, and Mallerie became the first athlete to compete. As the lone runner in four events, she received four gold medals.

Her goal is to go international by competing in the Paralympics. In August 2007, she took an important first step toward that goal when she went to Brazil to compete in the 2007 Parapan American Games.

Mallerie and her family credit



Mallerie practices her starts at the Lakeshore Foundation with her coach, Kevin Orr

ADRS for a great deal of the young woman's success.

CRS has provided medical equipment, including a wheelchair and crutches. She has attended Orthopedic Clinic as well as Teen Transition Clinic.

VRS, meanwhile, provided counseling and guidance and assisted with modifications to a family car so she could participate in driver's education classes.

Mallerie also participated in VRS' Alabama Governor's Youth Leadership Forum (YLF), a weeklong program at Troy University that empowers youth with disabilities.

She has nothing but praise for YLF, which she said taught her that she didn't have to fade into the background at school; she could be an active participant.

“Being there taught me to assert myself,” Mallerie said.

This past fall, she began her freshman year at the University of Alabama at Birmingham, where she is studying to be a teacher. VRS is providing



Mallerie shows her racing wheelchair to Britt Frankum, a rehabilitation counselor with Anniston VRS, and Wanda Ross, a social worker with Anniston CRS

assistance with tuition and books. When she moved in with her older sister, a sophomore at the school, the State of Alabama Independent Living (SAIL)/Homebound Service stepped in to assist with her transition to life on her own.

Mallerie said she has been amazed by the extent of the department's involvement in her life.

“Y'all think of everything,” Mallerie said. “Every milestone in my life, you've been there.”

Partners in Success

Mallerie Badgett
Children's Rehabilitation Service
Vocational Rehabilitation Service
State of Alabama Independent Living
(Homebound)
University of Alabama at Birmingham

Together, Success

Jereme Wilroy, the University of Alabama

Jereme Wilroy has always believed in God, but his faith grew even deeper after he was pinned under a tree while helping to clear debris after Hurricane Katrina.

The accident happened two days after the storm, as Jereme worked with his father and brother to clean up the yard at his grandmother's house in Grand Bay.

Jereme slipped just as a tree that his father had been removing came crashing down. The teen-ager, who was 16 at the time, was trapped for two minutes before his father pulled him out.

In the hospital some days later, as he learned that he probably would not walk again, his faith in God kicked in.

"God gave me a peace with it," he said. "I just felt like, 'This is me now.' I didn't think about it much. And when I did think about it, I didn't really start feeling bad."

When he arrived home, residents of his town celebrated his return with a parade. He received an equally enthusiastic welcome when he returned to school, and classmates and teachers gathered to greet him.

Many of those welcoming him were glad to have him return, but were also a little worried about his physical condition.

"I had to teach them I wasn't breakable," he said.



Jereme visits with his VR counselor, Jean Stewart, on the campus of the University of Alabama

After his homecoming, Jereme attended Children's Rehabilitation Service's orthopedic and seating and positioning clinics. Jennifer Blount, who works in the Jackson CRS office, served as his care coordinator, helping the family to access resources through which they obtained exercise equipment for strength training.

Jean Stewart, a VR counselor in the Jackson office, also worked to assure that he had whatever he needed, including assistive devices and vehicle modifications.

As Jereme began contemplating life after high school, Jean again stepped in. When he decided upon the University of Alabama, she referred him to the State of Alabama Independent Living (SAIL)/Homebound Service, which helped with his transition to campus life. VRS agreed to provide assistance with tuition and books.

After only one semester, he's already an active student. He's joined the

wheelchair basketball team and student ministries.

Since his accident, Jereme has become a motivational speaker, sharing his story of perseverance with several churches.

Thinking back, he said the accident taught him a lot about himself.

"It really showed me what I was made of," he said. "Given what I survived, I have a lot of hope for what's to come."

Partners in Success

Jereme Wilroy and family
Children's Rehabilitation Service
Vocational Rehabilitation Service
State of Alabama Independent Living
(Homebound)
The University of Alabama



Jereme poses with, from left, VR Counselor Jean Stewart, his mother Donna, and sister Danielle

Together, Success

Allen "A.J." Powell, Auburn University

After following the advice of his father, A.J. Powell has learned what it takes to be successful. He doesn't allow having cerebral palsy to keep him from achieving his goals.

"My dad always said, 'Whatever you do, do the best you can. At the end of the day, if you can say, "I have done the best I can do," then that's all that matters.'"

Not only has A.J., 22, done his best, but he has excelled. This past summer, he began his senior year at Auburn University with a 4.0 grade point average.

An accounting major, he plans to pursue a master's degree when he graduates in May 2008 before working as an accountant.

His grades did not come without obstacles. His cerebral palsy affects his mobility and his ability to write. It also takes him longer to process information. In school, A.J. always has had to study twice as long as his friends to earn good grades.

"At some point it became clear that I could make A's – that I could succeed in the classroom. That was my best. So, that's what I needed to work hard to do," he said.

He is grateful to Vocational Rehabilitation Service for its important part in his success.

Vocational Rehab helped with his

Partners in Success

A.J. Powell and family
Vocational Rehabilitation Service
Auburn University



A.J. chats with Tina Dortch, his VR counselor, near Samford Hall on Auburn University's campus

tuition and books and his rehabilitation counselor, Tina Dortch, was available whenever he needed assistance, guidance or advice.

In fact, A.J. described her as "my everything" at a 2006 ceremony where he was named "Outstanding Student of the Year" by the Alabama Governor's Committee on Employment of People with Disabilities.

Tina also worked with him to get services through Auburn's Program for Students with Disabilities. With the program, A.J. received extra time to complete exams and someone to take notes for him in class.

"I couldn't have survived college without Vocational Rehab and the Program for Students with Disabilities," A.J. said.

He also credits his faith for his accomplishments. While attending Auburn, he became the co-youth director at First United Methodist Church in Tallahassee. He joined the youth on mission trips to Louisiana to

help with Hurricane Katrina disaster relief and to Ecuador to help construct a daycare in an impoverished area.

Besides being an accountant, A.J. said that ministry will always be a part of his life.

He believes he can continue to be successful if he puts God first in his life.

"I want to always do the best I can and ultimately I will be glorifying God in everything I do," he said.



A.J. accepts the 'Outstanding Student of the Year Award' at a reception at the state Capitol.

Together, Success

Bonnie Blackwell, Chatom



Bonnie works as a pharmacy technician at B & F Drug Store

Bonnie Blackwell doesn't want to be known as "that girl in a wheelchair."

Like other 26-year-olds, she wants to drive, work, and live on her own.

But for a brief time in June 2006, after a car accident left her with a spinal cord injury, none of that seemed possible.

Today, though, she's just thankful that she survived – especially considering the

trauma of the accident, which left her upside down and dangling from her seat belt for three hours.

"It occurred to me that I didn't die. I'm not sure why," she said. "But I'm unbelievably grateful."

Before her accident, Bonnie was a pharmacy student at the University of South Alabama and worked part-time as a pharmacy technician at B & F Drug Store in Chatom, a job she had held since she was 16.

When she recovered enough to return to work, Vocational Rehabilitation Service was called in to assist. She was enrolled in VRS' RAVE (Retaining A Valued Employee) Program, which helps employers retain employees who acquire a disability.

Elizabeth Raybon, a Jackson VR rehabilitation counselor, worked with her employer to make accommodations for Bonnie. VRS purchased a lap tray and adjusted the height of her workstation. Her employer bought her an ear piece so she could use the



Bonnie poses with her VR counselor, Elizabeth Raybon, at B & F Drug Store in Chatom

Partners in Success

Bonnie Blackwell
Vocational Rehabilitation Service
State of Alabama Independent Living
(Homebound)
B & F Drug Store

telephone and added a ramp to make it easier for her to access her work area.

For Renee Beech, who owns B & F, the changes were the right thing to do.

"We wouldn't have had it any other way," said Renee. "We're one big family, and Bonnie is part of our family."

But Renee didn't stop there. She also encouraged customers to donate money so that Bonnie's family could pay for home modifications.

In the end, the community of 1,500 raised enough money to add a room with wheelchair access to her parent's house.

"My community is unbelievable," Bonnie said. "My room is my little corner of the world. It's awesome."

In addition to her assistance through the RAVE program, she has also received help with personal care, medical supplies and attendant care from the State of Alabama Independent Living (SAIL)/Homebound Service.

Craig Rogers from ADRS/Lakeshore evaluated her for driving, and VR paid for modifications to her van so she could drive again.

Bonnie enjoys being able to drive, work, and be more independent at home. Eventually, she hopes to return to school and will count on VR to help.

"I feel I can be a productive member of society instead of just 'that girl in a wheelchair,'" she said.

Together, Success

Aaron Sexton, Oxford

If not for ADRS, life probably would have turned out much different for 28-year-old Aaron Sexton.

And he knows it.

“Without Rehab Services, I probably would have given up,” said the young man. “It was a tough road.”

Aaron has arthrogryposis multiplex congenita, which means his muscles and joints are underdeveloped. He also has scoliosis and micrognathia, a disorder that affects his lower jaw.

He first received services through Children’s Rehabilitation Service in 1985, when he was 6 years old. He attended several clinics, including scoliosis, orthopedic, cleft palate, hearing, and cerebral palsy.

CRS provided care coordination services and medical equipment, such as braces and a walker. A physical therapist made school visits to make sure he had what he needed to succeed in the classroom.

Before he graduated from high school, Vocational Rehabilitation Service stepped in to assist.

During his undergraduate years at Jacksonville State University, VRS assisted with his tuition and books and



Aaron shows Britt Frankum, his VR counselor, the modifications that were made to his truck

provided a stool and a podium because he couldn’t use a regular classroom desk.

To assist with transportation, VRS paid for vehicle modifications.

After he received his degree, VRS referred him to the Opportunity Center in Anniston, where he was assigned an employee specialist, who provided job leads and assisted with setting up job interviews.

Today, Aaron works for Oxford Mayor Leon Smith as a revenue officer.

His supervisor, Finance Director Alton Craft, said Aaron is a great addition to the staff at Oxford City Hall.

“He really wants to do well, and I appreciate the effort that he puts forth and the positive attitude he has,” he said.

After Aaron was offered the job at City Hall, Bynum Duren, a VRS rehabilitation engineer, assessed his work space and recommended accommodations. Based on Bynum’s

evaluation, VRS purchased a new desk, raised his work station, and provided a special standing stool, a foot stool, and an additional easily-portable stool to take to meetings.

Aaron gives credit to his family, including his grandmother, parents, and wife, for encouraging and pushing him.

He also attributes a lot of his success to ADRS’ longtime presence in his life.

“I want to thank Rehab for everything they have done for me,” Aaron said. “If it weren’t for them, it would have been a much, much tougher road.”



Aaron works as a revenue officer for the city of Oxford

*Partners
in Success*

Aaron Sexton
Children’s Rehabilitation Service
Vocational Rehabilitation Service
Opportunity Center-Easter Seals
City of Oxford

Together, Success

Lorenzo Brown, Birmingham

People can relate to someone with a shared experience.

That's why Lorenzo Brown co-founded Is-Able-Ministries.

The 31-year-old understands what it's like to have a disability – to use a wheelchair, depend on others, and feel like no one understands.

"I want to inspire and give hope to others with disabilities," he said. "I know what they're going through."

Lorenzo started his "ministry of encouragement" in Birmingham after receiving services from the State of Alabama Independent Living (SAIL)/Homebound Program.

"Homebound has had a tremendous impact on my life," he said. "They gave me hope; I wanted to share that hope with others."

The Birmingham man didn't always feel hopeful.

His life took a dark turn after a shooting that left him with a spinal cord injury. Following his release from the hospital, he was moved to a nursing home before taking up residence at the now-discontinued Transitional Living Unit at the department's Lakeshore facility.



Lorenzo, left, chats with Susan Smith, nurse coordinator for SAIL, and David Bailey, co-founder of Is-Able-Ministries.



Lorenzo, foreground right, discusses his ministry for people with disabilities with participants, from left, Rolanda Crowell, David Bailey, and Bobby Bingham

A referral to SAIL followed. In 1999, SAIL helped him move out of the Transitional Living Unit and into an apartment of his own; his brother was hired to serve as his caregiver.

The return to independence was literally life-changing.

"That help made all the difference," he said.

During the nearly 10 years Lorenzo has been a consumer, SAIL has assisted with a van lift, assistive devices, wheelchairs, wheelchair maintenance and repairs, attendant care and medical supplies.

He's now happily married and reaching out to others through his ministry. He visits jails, nursing homes, hospitals and homes. He also ministers to young people and speaks to them about choices and consequences.

Every third Saturday of the month, he leads a support and encouragement group.

Bobby Bingham, who uses a wheelchair, is a member of the support group. He credits Lorenzo with encouraging him to release a CD of

inspirational and gospel music entitled "The Life of Stories."

Rolanda Crowell, another group member, said when Lorenzo moved into his own place she was so impressed and inspired that she did the same.

"Being around him has helped me to grow," she said. "I'm glad I know him."

Group member Jean Price said she enjoys the fellowship of the ministry.

"You can't talk and share with just anyone because they don't get it," said Jean. "Knowing I have this group has really helped me."

And Lorenzo, better than anyone, understands.

Partners in Success

Lorenzo Brown
State of Alabama Independent Living
(Homebound)
Vocational Rehabilitation Service

Together, Success

Christine Davis, Cropwell

Silence surrounded Christine Davis, but she did not realize how much her hearing loss had progressed until it started affecting her work.

The loss was a gradual 10-year process that caused Christine, 53, to hear less and less as she grew older.

“I had a problem understanding what my bosses were saying and what people around me were saying. It kind of just made me feel stupid sometimes because I couldn’t communicate. I was missing half of what was being said,” she said.

Christine isn’t the only person to experience hearing loss. In fact, it is one of the most common conditions affecting older adults. One in three people older than 60 and half of those older than 85 have hearing loss, according to the National Institute on Deafness and Other Communication Disorders.

The loss could be hereditary, as a result of listening to loud music over a period of time, or a product of aging.

When Christine’s hearing loss began affecting her work performance, she contacted Vocational Rehabilitation Service.

She received guidance and information on hearing aids and as well as materials explaining hearing loss.



Christine, a dental assistant, sets up a room for a dental procedure

Her rehabilitation counselor, Florence Vance of Talladega VR, put her in contact with an audiologist, Dr. Joe Bosarge, so she could be fitted for hearing aids.

Christine was impressed that the audiologist, a VR vendor, came in on his day off to adjust her hearing aids.

“After I got them adjusted to where everything worked well, I haven’t needed to see him since,” she said.

Christine, a dental assistant at Eden Family Dentistry in Pell City, is now able to do her work more effectively.

As a dental assistant, she sets up the room for each individual dental procedure, clears the room after the procedure is done and makes sure the dentist has all the instruments and supplies that he needs.

She no longer has to worry about not hearing the dentist’s instructions when his mask covers his mouth or when he is using a drill. She can hear everything.

The hearing aids have even helped to improve her relationships with her co-workers.

Partners in Success

Christine Davis
Vocational Rehabilitation Service
Eden Family Dentistry

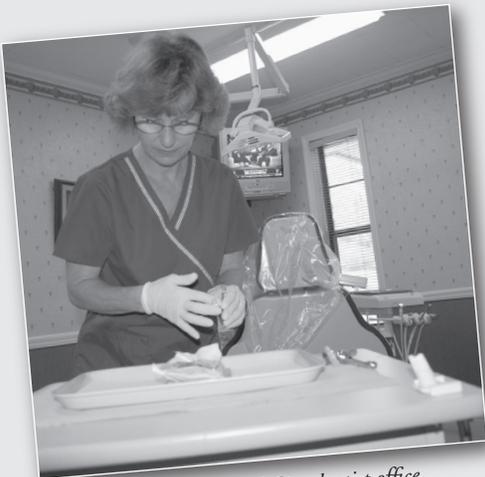
“She can hear a lot of noises she couldn’t hear before,” said Heather Lackey, another dental assistant. “When I used to talk to her before, she couldn’t hear anything I said.”

Christine recommends that others experiencing hearing loss seek help immediately so they can experience the benefits of hearing again.

“They really need to get help,” she said. “Why suffer when you don’t have to?”

For the dental assistant, obtaining the hearing aids was “life-changing.” Silence no longer surrounds her.

“It’s wonderful,” she said. “I can hear the birds again.”



Christine works at a Pell City dentist office

Together, Success

Gary Holcomb, Winfield

Gary Holcomb doesn't feel sorry for himself anymore.

But that was his initial response after losing his eyesight in a car accident.

He applied for disability and stayed home for years, helping out around the house and being angry at the driver of the vehicle that caused the car accident.

"I was just sitting there feeling sorry for myself because I was afraid of getting out and getting around by myself," the 55-year-old Winfield resident said.

Then he answered calls from ADRS' Vocational Rehabilitation Service and discovered the Business Enterprise Program (BEP), which provides blind individuals with job training and employment opportunities through the management and operation of snack bars, vending facilities, gift shops and cafeterias.

After going through the training, Gary owns and operates three vending sites.

He is now self-employed, happy and making money for his family.

"I thank God for Rehab," he said. "I didn't think I could find anything better

than what I was doing before my accident."

Gary has come a long way since he was first told about the BEP program by Hayden Steward, his Tuscaloosa VR counselor.

He was sent to E.H. Gentry, an education and rehabilitation facility that provides employment training and is part of the Alabama Institute for Deaf and Blind.

Gary was not mobile at all and had a lot to learn, such as how to use a cane, read Braille and use a computer.

He also had to learn all the rules and regulations for BEP vendors. Despite all of that, he graduated the program with some of the highest scores.

"I learned everything I needed to know to be independent," he said.

While at Gentry, he met Nancy Barnes, a BEP representative. Since there were no vending opportunities in Winfield, the two of them went from location to location selling the program.

They were able to secure three sites – one at a nursing home, one at a timber company and one at a rubber company.

When Gary is loading the machines, he uses a special speaking device that tells him the name of each drink.



Gary, who is blind and owns his own vending business, uses a machine to identify the drinks he is holding

His wife, Margaret, assists him on his routes because he needs someone to drive his truck.

She said she is pleased that there is more income coming into the house. Plus, she sees how much Gary has changed since he started the business.

"I can really tell a difference," she said. "He needed to be back in the workforce."

As for Gary, he said he enjoys the self-sufficiency of earning an income and operating his own business.



Nancy Barnes, a Business Enterprise Program (BEP) representative, lends a hand as Gary stocks a drink machine

*Partners
in Success*

Gary Holcomb
Business Enterprise Program (BEP)

Together, Success

Bette Borenstein, Mobile

For Bette Borenstein, life gradually began to change 21 years ago, when she was a professor at Jefferson Medical College in Pennsylvania.

That's when she began losing her sight to macular degeneration – and her independence, a little at a time.

"I became unhappy," she said. "I couldn't do a lot of the things I loved. I couldn't read my lecture notes. I couldn't bake. I couldn't cross the street anymore. I couldn't tell time. I had to accept that I no longer had control of my life."

After Bette retired, she and her husband moved to Mobile. It was there that she was introduced to ADRS Blind/Deaf Services' OASIS (Older Alabamians System of



Bette uses a special assistive device to help her as she cooks



Bette visits with OASIS instructors Linda Fugate, left, and Caitlin Simpson



Bette practices reading Braille

Information and Services) program.

With help from Caitlin Simpson, orientation and mobility specialist, and Linda Fugate, certified vision rehabilitation specialist, she was able to regain control of her life.

Caitlin taught Bette how to be mobile by using a cane. She learned how to safely cross the street and practiced going up and down stairs.

And though she once was embarrassed to use her cane, now Bette considers it her "best friend."

"She's been a model consumer," Caitlin said. "She didn't like the cane at first, but she's gotten used to it."

Linda has helped Bette do things around the house that she thought she couldn't do anymore.

She's learned to use a variety of low-tech assistive devices for cooking and baking, to write checks with a check guide and to iron without getting burned. She stays on schedule with help

from a talking watch and reads using a CCTV system. She has also learned to read Braille and is taking classes at the University of South Alabama in subjects that have always interested her, such as music.

"Our goal is to help our consumers maintain their independence," Linda said. "The OASIS program helps them to get back to where they were."

And Bette, for one, is happy to be back where she was.

"I have found that there is wonderful life, even after blindness," she said.

*Partners
in Success*

Bette Borenstein
OASIS (Older Alabamians System
of Information and Service)

Alabama's Early Intervention System

serving children from birth to age 3



“EI has given him what he needs to be successful.”

The early years are critical to the success of any child. And they're especially vital for a child with a disability or developmental delay.

Created as an important first step in ensuring that all children start school ready to learn, Alabama's Early Intervention System (EI) is an vital component in assuring lifetime success for children with disabilities or developmental delays.

Through its coordinated, community-based, family-centered

system of support and services, EI works together with families, community organizations, and public and private service providers to help with development.

Comprised of some 60 community service providers, the families of children served by AEIS, and eight other state agencies working through the Interagency Coordinating Council (ICC), EI provides early intervention for infants and toddlers in their “natural” environments. In home and community settings, such as child-care centers, mother's-day-out programs or city parks, youngsters with disabilities

are able to become involved in activities with their non-disabled peers.

To be eligible for Early Intervention services, a child must be younger than 3 years old and exhibit a 25 percent or greater delay in one or more of the five developmental areas (cognitive, physical, adaptive, social/emotional, speech/language) or have a diagnosed condition that has a high probability of resulting in developmental delay.

Infants and toddlers may be referred to EI by calling the toll-free Early Intervention Child Find hotline, 1-800-543-3098 (En Español 1-866-450-2838).

	2004	2005	2006	2007
Referrals	3,849	4,286	4,439	5,097
Eligible	2,065	2,419	2,509	2,640
Served	4,351	4,640	4,912	5,103

Alabama's Early Intervention System program highlights

EI and services

- Provided services to 5,103 infants and toddlers and their families.
- Provided funding, technical assistance, and program monitoring to more than 50 local community early intervention programs statewide to ensure compliance with state and federal regulations.
- Provided more than 30 family-focused workshops and activities to encourage education, networking and support opportunities for eligible families within the seven EI districts.
- Twenty-eight EI programs as well as the EI district offices participated in the Early Intervention Medicaid Option. Funds generated from this initiative will assist in serving Alabama's growing population of young children with developmental delays.

EI and accountability

- Developed and posted on the ADRS website Alabama's Early Intervention Program profiles outlining information on each EI program, monitoring data, family satisfaction survey results and reporting their specific progress toward meeting federal and state performance standards and goals.
- Alabama was rated among the top 16

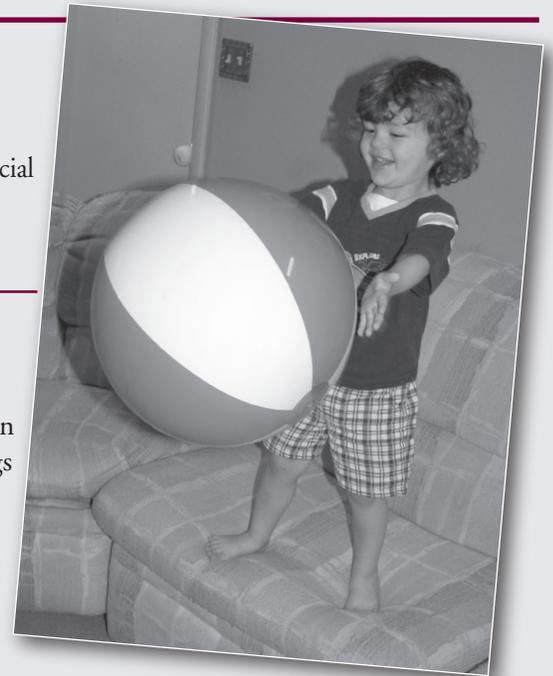
states "meeting the requirements" of the Individuals with Disabilities Education Act – Part C as determined by the U.S. Department of Education's Office of Special Education Programs (OSEP).

EI and education

- Developed transition training materials in collaboration with the State Department of Education for local school systems, early intervention programs and families. These trainings were conducted across the state to foster effective transition practices between early intervention and school.
- Collaborated with the State Department of Education on the State Improvement Grant (through the U.S. Department of Education) to support families and professionals in areas of pre-literacy, autism, and special instruction training.

EI and collaboration

- Collaborated with Alabama Medicaid, the Alabama Department of Mental Health/Mental Retardation, the Alabama Chapter of the American Academy of Pediatrics (AAP) and Alabama Department of Public Health as one of 18 states chosen for the Assuring Better Child Health and Development



(ABCD) grant to develop methodology to improve early identification of young children with developmental concerns.

- Collaborated with United Cerebral Palsy, the State Department of Education and other public and private partners for the 22nd Annual Alabama Early Intervention and Preschool Conference for more than 600 family and professional partners statewide.
- Collaborated with AAP to provide specific outreach to Alabama's pediatricians about the importance of early identification and appropriate screening techniques.

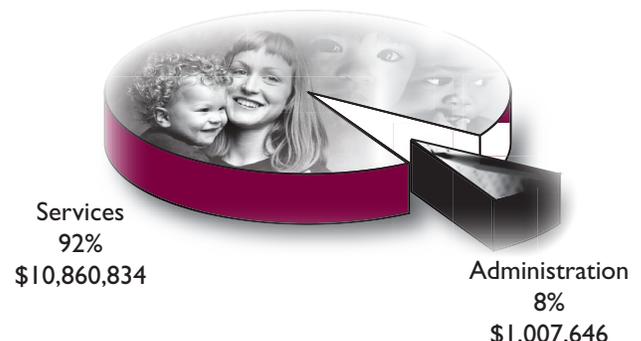
EI by the numbers

Almost \$11 million in services to infants, toddlers and families

Source of Revenue



Use of Revenue



Alabama's Early Intervention System program locations

In FY 2007, these Early Intervention programs provided supports and services to eligible families in the counties surrounding the city listed.

ANNISTON

- *ARC of Calhoun and Cleburne County*
- *East Central Alabama UCP Center, Inc.*

ANDALUSIA

- *South Central Alabama Mental Health/ Mental Retardation Board, Inc.*

AUBURN/OPELIKA

- *Alabama Institute for Deaf and Blind, Region VI*
- *Project AIM*

BIRMINGHAM

- *Alabama Institute for Deaf and Blind, Region III*
- *ARC of Jefferson County, Inc.*
- *Central Alabama Therapy Services, LLC*
- *Children R Us*
- *Children's Health System Early Intervention Program*
- *UAB Sparks Early Intervention*
- *UCP of Greater Birmingham (Hand in Hand)*

CULLMAN

- *Cullman County Center for Developmentally Disabled, Inc. (Todd's Club)*

DECATUR

- *Early Childhood Services of Centers for the Developmentally Disabled (CDD)*
- *North Central Alabama Mental Retardation Authority*

DOTHAN

- *Alabama Institute for Deaf and Blind, Region VIII*
- *Dothan-Houston County Mental Retardation Board, Inc. (Vaughn Blumberg Center)*

DUTTON

- *Twin Acres Early Intervention*

EUFAULA

- *Families and Babies, Playing and Learning*

FLORENCE

- *Alabama Institute for Deaf and Blind, Region I*

GADSDEN

- *UCP of Greater Birmingham (Hand in Hand)*

GUNTERSVILLE

- *Marshall/Jackson Mental Retardation Authority*

HUNTSVILLE

- *Alabama Institute for Deaf and Blind, Region II*
- *ARC of Madison County*
- *Madison County Mental Retardation Board*
- *UCP of Huntsville and Tennessee Valley*

JASPER

- *ARC of Walker County*

LOXLEY

- *UCP of Mobile (Sunrise Program)*

McINTOSH

- *UCP of Mobile (New Journey)*

MOBILE

- *Alabama Institute for Deaf and Blind, Region IX*
- *Goodwill Easter Seal-Gulf Coast*
- *Gulf Coast Therapy Early Intervention*
- *UCP of Mobile (Project Special Delivery)*

MONROEVILLE

- *Southwest Alabama Mental Health/Mental Retardation Board, Inc.*

MONTGOMERY

- *Alabama Institute for Deaf and Blind, Region VII*
- *Children's Center of Montgomery, Inc. (PPEI)*
- *The H.O.P.E. Project*
- *Montgomery Area Services for Persons with Mental Retardation*
- *Project Wiggles and Giggles*
- *UCP of Greater Montgomery (Horizon)*

MUSCLE SHOALS

- *Shoals Committee on Programs and Employment for Mental Retardation 310 Authority (SCOPE)*

ONEONTA

- *UCP of Greater Birmingham (Blount County)*

OZARK

- *Vivian B. Adams Early Intervention*

PELHAM

- *Shelby County ARC/Kids First*

PELL CITY

- *UCP of Greater Birmingham (St. Clair County)*

PRATTVILLE

- *ARC of Autauga/Western Elmore County (EIEIO)*

RAINSVILLE

- *UCP of Greater Birmingham (Hand in Hand)*

ROBERTSDALE

- *The MR/DD Board of Baldwin County*

SCOTTSBORO

- *Marshall/Jackson Mental Retardation Authority*

SELMA

- *Cahaba Center Early Intervention*

SHEFFIELD

- *UCP of Northwest Alabama*

TALLADEGA

- *Alabama Institute for Deaf and Blind, Region IV Burton Developmental Center*

TROY

- *UCP of Mobile (Bright Beginnings)*

TUSCALOOSA

- *Alabama Institute for Deaf and Blind, Region V*
- *Community Service Programs of West Alabama, Inc.*
- *RISE Program*

TUSCUMBIA

- *Alabama Institute for Deaf and Blind, Region I*

VALLEY

- *Valley Haven School*

WYNFIELD

- *Tri-County MRDD*

Alabama's Early Intervention System

office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, AL 36116
334-215-5043,
1-800-499-1816 (TTY)
334-215-5046 (fax)

Child Find Hotline:
1-800-543-3098

www.rehab.alabama.gov

BIRMINGHAM

P.O. Box 19888
236 Goodwin Crest Drive, 35209
205-290-4550, 1-888-430-7423
205-943-9302 (fax)
Counties: Cullman, Jefferson,
Shelby, Walker

DOTHAN

795 Ross Clark Circle, NE
P.O. Drawer 1627, 36302-1627
334-699-6600, 1-800-677-9123
334-702-8442 (fax)
Counties: Barbour, Butler, Coffee,
Conecuh, Covington, Crenshaw, Dale,
Geneva, Henry, Houston

HUNTSVILLE

3000 Johnson Road, 35805-5847
256-650-1702, 1-800-283-9352
256-650-1790 (fax)
Counties: Colbert, Franklin, Jackson,
Lauderdale, Lawrence, Limestone,
Madison, Marion, Marshall, Morgan,
Winston

MOBILE

1610 Center St., Suite A, 36604
251-439-7890, 1-800-879-8163
251-432-8632 (fax)
Counties: Baldwin, Choctaw, Clarke,
Escambia, Mobile, Monroe,
Washington

MONTGOMERY

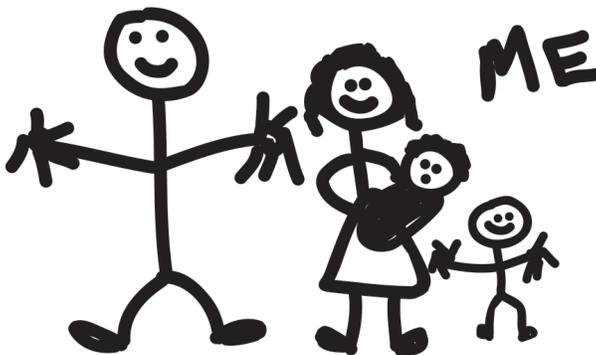
2127 E. South Blvd., 36116
334-288-0220, 1-800-441-7607
334-613-3541 (fax)
Counties: Autauga, Bullock, Chambers,
Chilton, Coosa, Elmore, Lee, Lowndes,
Macon, Montgomery, Pike, Randolph,
Russell, Tallapoosa

TALLADEGA

7 Bemiston Ave., 35160
256-362-5832, 1-800-947-7140
256-362-6941 (fax)
Counties: Blount, Calhoun, Cherokee,
Clay, Cleburne, DeKalb, Etowah,
St. Clair, Talladega

TUSCALOOSA

1110 Dr. Edward Hillard Drive, 35401
205-759-1279, 1-800-723-0490
205-344-4072 (fax)
Counties: Bibb, Dallas, Fayette, Greene,
Hale, Lamar, Marengo, Perry, Pickens,
Sumter, Tuscaloosa, Wilcox



Children's Rehabilitation Service

serving children from birth to 21



It feels great to have someone to call on – especially if I have a problem with medical supplies, or schooling, or getting help finding a nurse, or just any kind of service.

For parents of children and youth with special health care needs, Children's Rehabilitation Service can be a valuable lifeline.

Caring doctors, nurses, therapists, and other specialists serve as an extended family, providing the support, information and disability expertise that

each child needs to succeed at home, in the classroom, and in the community.

Throughout the state, CRS collaborates with school systems to provide consultation for assessment, evaluation, therapy services, and assistive communication devices, helping children with special health care needs to participate more fully in school.

Fifteen community-based offices provide a team approach, bringing together health care specialists from many fields to provide services specially tailored to each individual family.

Services include:

- **Information and referral:** links families to community resources and services
- **Clinical evaluation:** identifies the unique needs of a child with feeding problems, communication challenges or special diagnostic needs
- **Clinical medical:** operates specialty clinics throughout the state
- **Patient/family education:** provides information necessary to carry out treatment regimens and to make informed choices about services
- **Care coordination:** assists the child and family in identifying, accessing and utilizing community resources to effectively meet their individual needs
- **Parent Connection:** provides a network of family support
- **Youth Connection:** facilitates youth involvement with policy development and decision-making

Services are available to any Alabama resident with special health care needs who is younger than 21; individuals with hemophilia are eligible for services into adulthood. Families can receive services regardless of their income.

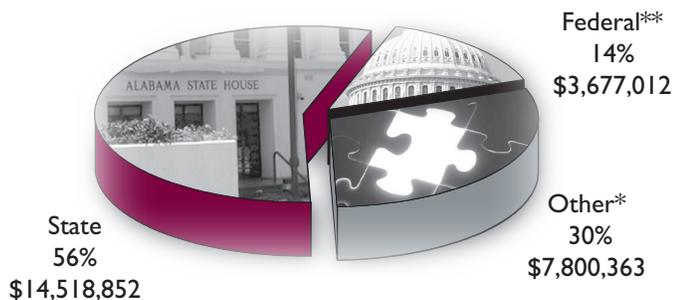
Financial participation is on a sliding scale, based on each family's needs and resources.

Treatment options vary, ranging from clinical interventions and medication to specialized equipment and therapy services.

CRS by the numbers

\$23.4 million spent on services for children and youth

Source of Revenue



Use of Revenue



Children's Rehabilitation Service program highlights

CRS and services

- Served 11,812 children and youth with special health care needs through the CRS clinical programs.
- Provided expanded services to 398 children with traumatic brain injury.
- Implemented a computerized medical record system to enhance care coordination and electronic billing. Maintained a formulary for purchase of pharmaceuticals.
- Served 442 infants and school-age children through collaboration with Alabama's Universal Newborn Hearing Screening Program and local school systems by providing hearing screening, ongoing monitoring, and referral for intervention for infants who failed initial hospital testing or had risk factors for late-onset hearing loss and for children who had hearing concerns identified in the classroom.
- Provided more than 1,500 hearing and scoliosis screenings in underserved areas of the state in partnership with local school systems, Head Start programs, day care centers, and community health fairs.

CRS and education

- Assisted teachers in educating children with special health care needs by providing more than 2,724 visits by nurses, social workers, audiologists, nutritionists, occupational therapists and physical therapists to local schools.
- Educated teachers, career tech and vocational/tech school professionals on methods for helping students with disabilities in the classroom.
- Provided disability expertise to school nurses and other school staff statewide regarding children with special health care needs.
- Provided expertise and assistive technology, including digital programmable hearing aids and augmentative communication devices, to students and teachers in Alabama school systems to assist children with



Growing with the future

- Number of children served: 11,812
- Number of new children served: 3,136
- Number of encounters with physicians, dentists, staff: 95,656
- Information and referral calls: 4,348
- Number of clinic visits: 14,383

disabilities in the classroom.

- Provided free equipment repair and refurbishing prior to the start of the school year for children with special health care needs in Birmingham, Huntsville, Jackson, Mobile, Muscle Shoals and Selma.

CRS and transition

- Hosted two workshops targeted to teenage girls with disabilities and their mothers focusing on social skills and issues important when entering young adulthood.
- Participated in the implementation of the ADRS Continuum in Transition, an interdepartmental initiative to promote transition services for youth with special health care needs.
- Hosted transition expos for youth with disabilities in various locations in the state. These expos were a partnership with local community resources and offered a full day of speakers and networking opportunities for youth, families, educators, and local service providers.

- Provided Teen Transition Clinics statewide to promote healthy transitions to all aspects of adulthood for youth with special health care needs through multi-disciplinary evaluations and assistance in long-term planning.

CRS and collaboration

- Convened six groups of key stakeholders to develop and implement Alabama's 2010 Action Plan for Children and Youth With Special Health Care Needs to address national outcome measures related to accessing an organized system of care, family-professional partnerships, medical homes, early screening, adequate insurance coverage and transition services.
- Participated in Medicaid's Oral Health Coalition to improve access and reimbursements for children's dental needs.
- Presented CRS programs through public awareness contacts, including speaking engagements, distribution of CRS poster, and exhibits.

Children's Rehabilitation Service program highlights

What CRS does



- Care coordination
- Specialty evaluations
 - Physical therapy
- Speech/language therapy
- Occupational therapy
- Hospitalization/surgery
- Social work services
 - Patient education
- Parent Resource Centers
 - Nursing services
 - Nutrition counseling
 - Assistive technology
 - Low-vision services
 - Medical services
 - Audiological services
- Special dental and orthodontic services
 - Laboratory testing
 - Medication

Hemophilia Program

The Alabama Hemophilia Program (AHP), established in 1975, is administered by the Children's Rehabilitation Service division of the Alabama Department of Rehabilitation Services.

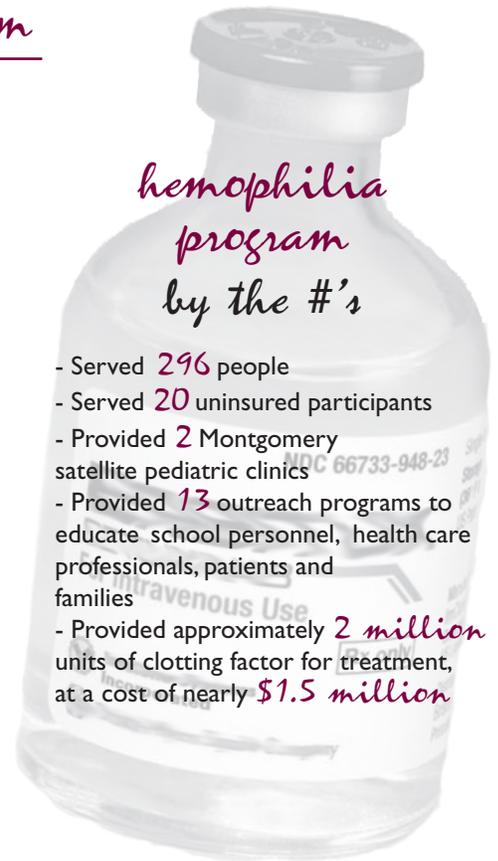
The purpose of AHP is to provide access to comprehensive, multidisciplinary care to ensure optimal outcomes for Alabamians with hemophilia and related bleeding disorders.

The major types of this hereditary disease, which affects predominantly males, are hemophilia A (factor VIII deficiency) and hemophilia B (factor IX deficiency), diagnosed as being mild, moderate or severe.

In addition to serving people who have hemophilia, AHP provides services to people with other bleeding disorders. The most common of these is Von Willebrand disease.

The AHP service area covers the entire state. Three-fourths of those who attend clinic go to the Birmingham Hemophilia Treatment Center, while the remaining one-fourth attend clinic at the Mobile Hemophilia Treatment Center.

The multidisciplinary team available through all components of the program includes board-certified hematologists, orthopedists, nurses, social workers, physical therapists, nutritionists, dentists,



hemophilia program by the #'s

- Served **296** people
- Served **20** uninsured participants
- Provided **2** Montgomery satellite pediatric clinics
- Provided **13** outreach programs to educate school personnel, health care professionals, patients and families
- Provided approximately **2 million** units of clotting factor for treatment, at a cost of nearly **\$1.5 million**

local parent consultants, and vocational rehabilitation counselors.

In addition to the Hemophilia Treatment Center, community-based services offered include care coordination, family support, client/family education, information and referral, home visiting, nursing care, nutritional assessment and counseling, and physical therapy evaluation and therapy as ordered.

In addition to funding received through the Alabama Legislature, AHP also receives a comprehensive care grant from the Maternal and Child Health Bureau totalling \$28,700.

Children's Rehabilitation Service

office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, 36116
334-281-8780
1-800-846-3697
1-800-499-1816 (TTY)
334-613-3553 (fax)
www.rehab.alabama.gov

ANDALUSIA

1082 Village Square Drive, Suite 2,
36420
334-222-5558, 1-800-723-8064
334-222-1078 (fax)
Counties: Butler, Conecuh,
Covington, Crenshaw

ANNISTON

1010 Christine Ave., Suite 250, 36207
256-235-3050, 1-800-289-9533
256-238-9875 (fax)
Counties: Calhoun, Cherokee,
Clay, Cleburne

BIRMINGHAM

Homewood CRS

P.O. Box 19848
234 Goodwin Crest Drive, 35209
205-290-4550, 1-888-430-7423
205-290-4560 (fax)
Medical Center: 205-939-5900
Counties: Cullman, Jefferson,
Shelby, Walker

BIRMINGHAM TCH

(The Children's Hospital)

P.O. Drawer 2328, 35201
1600 Seventh Ave. South, 35233
205-939-5900; 1-800-285-9318
205-939-5920 (fax)
Counties: Cullman, Jefferson, Shelby,
Walker (hemophilia and cystic fibrosis only)

DOTHAN

795 Ross Clark Circle, NE
P.O. Drawer 1627, 36302-1627
334-699-6600, 1-800-677-9123
334-702-8442 (fax)
Counties: Barbour, Coffee, Dale,
Geneva, Henry, Houston

GADSDEN

1100 George Wallace Drive, 35903
256-547-8653, 1-800-289-1353
256-547-3513 (fax)
Counties: Blount, DeKalb, Etowah

HUNTSVILLE

3000 Johnson Road, SW
35805-5847
256-650-1701, 1-800-283-9352
256-650-1780 (fax)
Counties: Jackson, Limestone,
Madison, Marshall, Morgan

JACKSON

1506 College Ave., 36545
251-246-4025, 1-800-283-8140
251-247-1890 (fax)
Counties: Choctaw, Clarke,
Monroe, Washington

MOBILE

1610 Center St., Suite A, 36604
251-432-4560, 1-800-879-8163
251-432-9013 (fax)
Counties: Baldwin, Escambia, Mobile

MONTGOMERY

2127 E. South Blvd., 36116
334-288-0220, 1-800-568-9034
334-284-6557 (fax)
Counties: Autauga, Bullock, Chilton,
Coosa, Elmore, Lowndes, Montgomery,
Pike

MUSCLE SHOALS

1450 E. Avalon Ave., 35661
256-381-1212, 1-800-285-9924
256-386-7338 (fax)
Counties: Colbert, Franklin, Lauderdale,
Lawrence, Marion, Winston

OPELIKA

516 W. Thomason Circle, 36801
334-749-8339, 1-800-568-8428
334-749-3530 (fax)
Counties: Chambers, Lee, Macon,
Randolph, Russell, Tallapoosa

SELMA

2906 Citizens Parkway
P.O. Box 750, 36702-0750
334-872-8422, 1-800-967-6876
334-872-3907 (fax)
Counties: Dallas, Marengo, Perry,
Wilcox

TALLADEGA

7 Bemiston Ave., 35160
256-362-9254, 1-800-947-7140
256-480-1472 (fax)
Counties: St. Clair, Talladega

TUSCALOOSA

1110 Dr. Edward Hillard Drive,
P.O. Drawer 2817, 35403-2817
205-759-1279, 1-800-723-0490
205-344-4072 (fax)
Counties: Bibb, Fayette, Greene, Hale,
Lamar, Pickens, Sumter, Tuscaloosa



Vocational Rehabilitation Service

serving teenagers and adults

'I feel I can be a productive member of society instead of just that person in a wheelchair.'

Each year, Vocational Rehabilitation Service's general and blind/deaf programs offer specialized employment- and education-related assistance to tens of thousands of teens and adults with disabilities. Whether the person is a young adult going to school to prepare for his first job or an older adult trying to remain employed, VRS can help.

With individually tailored services offered through 21 offices statewide, VRS matches people to jobs. In fiscal year 2007, VRS provided services to 47,082 Alabamians and assisted a record-setting 7,802 people with disabilities in achieving their dream of employment.

Partnerships are the key to VRS' success and the successes of those it serves. To assure consumers achieve in the classroom, VRS collaborates with high schools, vocational schools, junior colleges and universities statewide to assist students with disabilities in receiving appropriate educational opportunities. VRS also works closely with Alabama employers, marketing its trained, job-ready clients and a wide range of consultant services to Alabama's



business community.

With its coordinated network, VRS creates a remarkable return on taxpayers' investment. For each dollar spent on a consumer who becomes employed, \$21.95 is returned to the economy through employment.*

For the thousands of Alabamians with disabilities who receive services, though, VRS is more than a monetary return. For them, employment means pride, dignity and independence.

*Source: U.S. Department of Education, Rehabilitation Services Administration

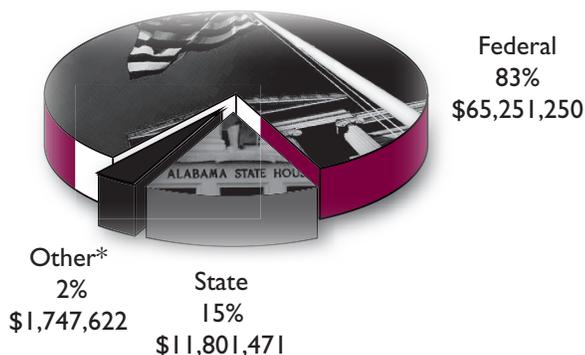
To be eligible for VRS services, individuals must have a physical or mental impairment that is a substantial impediment to employment and must be able to benefit from services in terms of going to work.

Services include educational services; vocational assessment, evaluation and counseling; medical treatment; job training; assistive technology; orientation and mobility training; and job placement.

VRS by the numbers

\$73 million to provide direct services to teens and adults

Source of Revenue



Use of Revenue



Vocational Rehabilitation Service program highlights

VRS and services

- Provided services to 47,082 Alabamians, including rehabilitation, education- and employment-related services.
- Assisted a record 7,802 Alabamians with disabilities in becoming successfully employed at an average wage of \$8.76 an hour.
- Successfully rehabilitated into employment 586 people on SSI (Supplemental Security Income) and SSDI (Social Security Disability Insurance).

17,337

Number of Alabama students served by VRS

• **Return on investment:** for each \$1 expended on successfully rehabilitating a consumer, \$21.95 was returned to the economy through his or her employment.*

- Continued the **Welfare-to-Work grant**, which helps welfare recipients with disabilities enter the world of competitive employment.
- Implemented a **sliding fee scale** for services contingent upon economic need, resulting in a more consistent service-delivery process for services.

VRS and education

- Served 17,337 Alabama students with disabilities who were transitioning from school to work and rehabilitated 2,763.
- Continued to serve 75 school systems through joint funding of 80 full-time job coaches.
- Educated teachers, career technology and vocational/technology school staff on



means and methods of helping students with disabilities prepare for the labor market.

- Provided **rehabilitation technology assistance** to VRS consumers, educational personnel, and employers in order to place VRS consumers into competitive employment.

VRS and collaboration

- Continued the **Alabama Head and Spinal Cord Registry** for Survivors of Spinal Cord and Traumatic Brain Injury in Alabama in conjunction with the Alabama Department of Public Health, the Head Injury Foundation, and the UAB Center for Injury Sciences.

- Continued involvement in Alabama's **Career Center System** by accepting referrals of people with disabilities and placing them into training and/or employment.

VRS and business

- Provided 6,831 **disability management and employee placement services** to Alabama businesses.
- Upgraded the **statewide VRS Internet Job Bank** system to allow employers to view potential VRS job applicants for employment.

*Source: U.S. Department of Education, Rehabilitation Services Administration

Vocational Rehabilitation Service - Blind/Deaf program highlights

The VRS-Blind/Deaf program provides assistance to Alabamians statewide through its Blind Services, Deaf Services and OASIS (Older Alabamians System of Information and Services) programs. Services are delivered through a team of specialized professionals, partnerships with consumer organizations, and other state and private organizations that serve people who are deaf or blind.

VRS-Blind/Deaf and services

- VRS rehabilitation counselors for the blind and deaf served more than 5,874 individuals with significant vision or hearing disabilities through individual employment programs.

1,099

Number of individuals with vision or hearing loss entering the workplace

These services assisted 1,099 individuals with significant visual and

hearing impairments in entering the workplace..

- Through its rehabilitation teachers for the blind, provided instruction to 1,914 individuals to allow them to function independently in order for them to pursue employment and other personal goals.

- Through its orientation and mobility trainers, provided 272 blind adults training on how to travel independently using a white cane.

- Through OASIS, provided instruction and services to 1,244 senior citizens who have age-related blindness to assist them in maintaining or gaining independent living skills to allow them to remain independent in their homes.

- Continued a five-year trend of increasing entry-level wages of blind and deaf consumers entering the workforce to an average wage of \$11.66 per hour.



- Installed video phones in VRS offices throughout the state to improve communication with deaf Alabamians.

- Provided computer technology services to support the needs of blind employees of state agencies and support accessibility in one-stop career centers to expand inclusion of individuals with disabilities in the state workforce development system.

VRS-Blind/Deaf and collaboration

- Developed collaborative agreements and strategic partnerships that improve and expand services throughout the state. These organizations include the Alabama Institute for Deaf and Blind, the University of Alabama at Birmingham, Troy University, Jacksonville State University, Janice Capilouto Center for the Deaf-Easter Seal and the Mobile Association for the Blind.

- Expanded, through a partnership with Children's Rehabilitation Service, a rehabilitation audiology program in Birmingham and Huntsville.

VRS-Blind/Deaf and education

- Supported leadership development activities for blind and deaf high school and college students. These activities included college prep programs, leadership training, participation in mentoring activities and sponsorship of students to attend state conferences of deaf and blind consumer organizations.

- Expanded summer work experiences for blind, deaf and deaf-blind multi-disabled students.

- Sponsored a two-day Technology Symposium for blind and deaf-blind consumers of all ages in partnership with the Alumni Association of the Alabama School for the Blind and the Alabama Institute for Deaf and Blind.

Vocational Rehabilitation Service program highlights

Business Enterprise Program

The Business Enterprise Program (BEP) provides qualified blind individuals with job training and employment opportunities through the management and operation of small businesses that are designed to provide independence through self-employment.

BEP provides self-employment for 125 blind vendors and licensees in vending machine facilities, vending routes, snack bars, cafeterias, washeterias, a gift shop, four military dining hall operations, and a Federal Food Service contract at Fort McClellan.

Alabama's BEP operates 100 vending machine routes, more than any Randolph-Sheppard Program in the U.S.

Sales for FY 2006 exceeded \$28 million, and Alabama's blind vendors employed 521 other Alabamians, 26 of whom had disabilities.

In FY 2006, BEP program representatives also:

- Prepared 116 financial feasibility surveys of potential new business locations.

- Opened 47 new vending operations.

In FY 2007, the BEP placed six licensees in new locations.

Two of the more notable locations acquired in 2007 are the Birmingham International Airport and the Anniston Army Depot.

At the Birmingham airport, BEP service includes providing full-line vending to 700 airport employees through 30 vending machines in seven break rooms.

In FY 2008, BEP will operate two cafeterias and four mobile food transport/sales vehicles at the depot in Anniston. This should result in the placement of additional blind vendors at the installation.

Community Rehabilitation Programs

Located throughout Alabama, the Community Rehabilitation Program (CRP) network of mostly private, nonprofit organizations has been providing services to ADRS consumers for more than 70 years. This thriving, longstanding partnership among state, federal, local, and community organizations maximizes the utilization of services.

ADRS operates the Lakeshore Rehabilitation Center in Birmingham. This CRP assists people with severe disabilities in achieving their dreams – whether they lead to vocational training, college, or directly to employment. Programs are based on the consumer's needs, are individualized and may include vocational assessment to identify skills, abilities and career goals. Lakeshore's College Preparation program and its services for individuals with specific learning disabilities are nationally recognized.

In FY '07, ADRS/Lakeshore:

- Provided two sessions of College Prep for Parents, with more than 100 participants.

- Expanded the Adaptive Driving Training program to all areas of the state.

- Held the fourth session of Career Prep, with 113 students referred

- Continued to expand the Teen Transition Clinic in cooperation with the CRS and VRS offices in Birmingham, Montgomery, Mobile and Huntsville.

Also in FY 2007, the Alabama Association of Rehabilitation Facilities (AARF) honored Easter Seals Central Alabama (ESCA) of Montgomery as its "Organization of the Year."

ESCA's services include employment preparation, speech therapy, certified nursing training, senior support services and an inclusive child-care program. ESCA works with local businesses and industry and has developed new opportunities for consumers through training programs.

In addition to ADRS/Lakeshore, there are some two dozen community rehabilitation programs statewide:

ANNISTON

Opportunity Center-Easter Seals

BIRMINGHAM

*Career Development Training Inc.
Easter Seals of the Birmingham Area
Glenwood Mental Health Services
Goodwill Industries of Alabama
United Cerebral Palsy
Vocational Resources Inc.
Workshops, Inc.*

DECATUR

Tennessee Valley Rehabilitation Center Alabama

DOTHAN

Wiregrass Rehabilitation Center

GADSDEN

Darden Rehabilitation Foundation

HUNTSVILLE

Huntsville Rehabilitation Foundation

MOBILE

*Goodwill/Easter Seals of the Gulf Coast
Mobile Association for the Blind
United Cerebral Palsy*

MONTGOMERY

*Easter Seals Central Alabama
Goodwill Industries of Central Alabama
Janice Capilouto Center for the Deaf-Easter Seals
MARC*

MUSCLE SHOALS

Easter Seals Rehabilitation Center, Northwest Alabama

OPELIKA

Achievement Center-Easter Seals

SELMA

West Central Alabama Easter Seals Rehabilitation Center

TALLADEGA

E.H. Gentry Technical Facility

TUSCALOOSA

Easter Seals West Alabama

Vocational Rehabilitation Service program highlights



Alabama Governor's Committee on Employment of People with Disabilities



The Alabama Governor's Committee on Employment of People with Disabilities (Governor's Committee) serves as the community relations component for ADRS. Through a network of local-affiliated committees, the Governor's Committee sponsors events and programs throughout the year to help promote the skills and abilities of people with disabilities around the state.

In FY 2007, this program and its local committees:

- Sponsored local National Disability Employment Awareness Month events around the state that honored 98 individuals and 84 businesses for their continued commitment to include people with disabilities in Alabama's workforce. A statewide awards reception, held in February, honored the following winners:

Partnership of the Year – Manpower (Alabama Region)

Distinguished Service – Becky Wilkie, MARC, Mobile

Small Employer of the Year – Savage's Bakery, Homewood

Medium Employer of the Year – Jim Barnes Enterprises (McDonald's), Mobile

Large Employer of the Year – Wal-Mart Distribution Center, Brundidge

Youth Leader – Allen "A.J." Powell, Tallassee (see feature story, Page 11)

Outstanding Supported Employee of the Year – Mark Hullender, McDonald's, Centre

Outstanding Employee of the Year – Bobby Barden, Analytical Services Incorporated, Montgomery

- Sponsored more than 280 students for Disability Mentoring Day. Some 80 Alabama employers participated in the annual event, including Manpower, Target, Wal-Mart, Movie Gallery, Boeing, Wachovia Bank, Red Lobster, Olive Garden, Jim Preuitt

280

Number of students participating in Disability Mentoring Day

Ford, HealthSouth, the City of Mobile, Southern Progress, Publix, Parisian, Courtyard Marriott and J.C. Penney.

- Experienced a steady increase in Alabama employers' use of the ABE (Alabama Business Leadership Employment) Network electronic recruiting and job posting tool.
- Through the ABE Network, provided training opportunities for Birmingham employers on "Assistive Technology in the Workplace" through a series of "Brown Bag" lunch workshops.
- Partnered with Troy University to hold the 9th Alabama Governor's Youth Leadership Forum (YLF) for students with disabilities. More than 40 students participated in the five-day event on the Troy campus in June.

Traumatic Brain Injury Care System

As the state's lead agency in traumatic brain injury (TBI), ADRS serves as a source of information, education and resources for survivors, professionals, agencies and organizations.

Cutting across all physical, socioeconomic, and cultural lines, TBI has lifelong, far-reaching effects for individuals, their families and their environment.

ADRS has been working in this arena for the past 20 years and collaborates with numerous partners, including the Alabama Head Injury Foundation (AHIF), the Alabama Department of Public Health (ADPH), and the University of Alabama at Birmingham (UAB).

The quality of life for many Alabamians affected by TBI and/or spinal cord injury has been improved through services funded by the Impaired Drivers Trust Fund (IDTF) and ADRS.

Through this special initiative, more than 2,500 individuals with TBI were assisted in FY 2007 with community re-integration; connecting to services; housing; respite care; independent living services; resource coordination; attendant care; medical supplies; assistive equipment; cognitive, recreational, and vocational rehabilitation; and for many, ultimately, employment.

2,500

Number of individuals served by the TBI care system

Supported Employment

In an effort to assist individuals with the most significant disabilities in becoming employed, supported employment provides community-based assessments, job-site training and support services to ensure quality job performance and stability. These services are funded through Milestones, an outcome-based payment system.

In FY 2007, this program:

- Funded 38 agencies across the state to provide supported employment.

Vocational Rehabilitation Service program highlights

- Had more than 600 individuals participate. Of this number, 541 obtained employment, and 450 were successfully employed, a 12 percent increase over 2006. These individuals averaged working more than 22 hours per week with an average hourly wage of \$6.05.

- Continued to collaborate closely with the Alabama Association for Persons in Supported Employment (APSE) Network on Employment to provide training to staff, transition job coaches and Milestones employees. Grant funding enabled Alabama APSE to provide specialized training relevant to job site training and long-term followup to more than 200 individuals in 2007.

- Held regional training events to address assistive technology and updates to the ADA.

- Continued to offer certificate-based job coach training two times per year. More than 600 job coaches and VR counselors have completed this job coach curriculum taught by Virginia Commonwealth University.

12%
increase in number
of individuals successfully
employed



Transition Service

ADRS transition from school to work services help to ensure that Alabama's students with disabilities leave school as independent, productive and contributing members of their communities.

During FY 2007, ADRS continued to expand and improve collaborative interagency transition programs.

As in past years, transition students comprised more than one-third of all individuals served and placed into employment by ADRS counselors, with 17,337 transition students receiving services and 2,763 successfully employed.

The transition program also continued to strengthen the jointly funded job coach program with more than 75 local school systems across the state. This \$2.5 million program is designed to place students with disabilities who are in their final year of school into competitive jobs in their local communities before they leave high school. The program is cooperatively

managed by local Vocational Rehabilitation Service offices and school systems staff, and during FY 2007 provided services to more than 2,000 students through transition job coaches.

In addition, students, parents, rehabilitation counselors, local school special and regular education staff, and the job coaches work

17,337
Number of transition
students
receiving services

together to plan for students' successful and smooth transitions to adult life and work.

In FY 2007, ADRS continued efforts to develop and improve transition partnerships, programs and service models to meet the needs of students with more significant disabilities and overcome barriers to employment and community living.

Other highlights of FY 2007 include:

- Continued specialized services for students with specific learning disabilities and/or attention deficit disorders.

- Continued College Prep Program services offered at seven sites around the state. These programs had more than 200 participants during 2007.

- Continued collaboration with the Special Education Division of the Alabama Department of Education and the Department of Corrections to implement the Prison Transition Initiative for youthful offenders with disabilities incarcerated in adult prisons.

- Continued collaboration with Children's Rehabilitation Service to provide Teen Transition Clinic. Clinics are currently operating in Homewood, Mobile, and Huntsville. Local areas are also collaborating to host Transition Expos and facilitate the transition of children with special health care needs to VR services.

- Continued collaboration with the Department of Youth Services (DYS) and the DYS School District to provide a smooth transition for DYS-committed youth with disabilities who are returning to their communities.

Vocational Rehabilitation Service services for business

VRS-Business Partnerships: Return on investment

For more than 23 years, *Vocational Rehabilitation Service* has *worked in tandem with employers* to identify and address the *needs of Alabama's businesses* across the state.

In fiscal year 2007, ADRS maintained active partnerships with more than 1,000 businesses, providing 6,831 services to them at no cost. These ADRS-business partnerships have created a win-win scenario for all involved:

VRS products and services for business and industry

- Recruiting services
- Electronic recruiting
- Technical assistance
- Employer training
- Disability management
- ADA resources
- Financial incentives

- Through VRS, business has access to a statewide talent pool and national network of disability-related resources no cost.
- ADRS achieves its bottom line by helping job candidates with disabilities connect with the right employer.
- Individuals with disabilities become wage earners on the path to independence.

Through on-going dialogue with business through their involvement in the ADRS State Rehabilitation Council, local Governor's Committees on Employment of People with Disabilities, the regional Business Advisory

Group, and Alabama's Business Leadership Employment Network, ADRS has kept its finger on the pulse of new and emerging needs of Alabama businesses that can be addressed with the expertise of ADRS staff. During this past year, those emerging needs have centered around:

- *Retaining valued workers* whose job is affected by illness or disability;
- *Infusing disability* into diversity plans;
- *Addressing emergency preparedness* for disabled customers/employees;
- *Assisting an aging workforce* that may need job accommodations.

ROI Return on investment

- The unemployed become wage-earners:

\$102,518,280

total estimated first-year earnings

- Tax-users become taxpayers:

\$2,050,365

total estimated taxes paid first year of employment

- The ultimate return on investment:

\$21.95

total returned to economy for each dollar invested in rehabilitation



Retaining A Valued Employee (RAVE) cuts costs

In FY '07, businesses used ADRS services to help retain workers whose jobs were impacted by illness or disability. Statewide, employers were assisted in retaining more than **620 valued employees**, saving their companies thousands of dollars per retention in worker replacement costs. ADRS invested an average of **\$2,800 per case** in assisting companies in retaining these workers.

ROI Return on investment

Reduced direct costs (health insurance, medical leave, disability payouts) and indirect costs (overtime, temporary wages)

Recruiting and hiring top the list in demand

Alabama businesses routinely access "the most used" service from ADRS: assistance with recruiting qualified job candidates. In FY '07, that assistance generated **7,802 hires** in a wide variety of jobs by businesses throughout Alabama.

ROI Return on investment

Reduced recruiting costs (advertising, screening, staff time, on-line processes, follow-up)

Vocational Rehabilitation Service

services for business

UAB: A RAVE success story

By using the Retaining a Valued Employee (RAVE) program, the University of Alabama at Birmingham (UAB) was able to retain **24 valued employees** over a two-year period.

Employees receiving services had a number of physical, cognitive, and emotional conditions and were in a variety of job classes.

Types of disability

- spina bifida
- arthritis
- spinal cord injury
- lupus
- depression
- carpal tunnel syndrome
- hearing loss
- learning disabilities
- epilepsy
- multiple sclerosis
- narcolepsy

Job classes

- interview clerk
- laboratory technician
- database manager
- typist
- senior systems analyst
- administrative services manager
- clinical care coordinator
- research nurse coordinator
- assistant professor
- professor
- respiratory therapist
- case manager
- recreation director
- building services specialist

The UAB story: By the numbers

\$6.92 to \$62.50

Range of hourly wages of those served

1 to 23

Range of years of service to UAB

\$0 to \$8,007

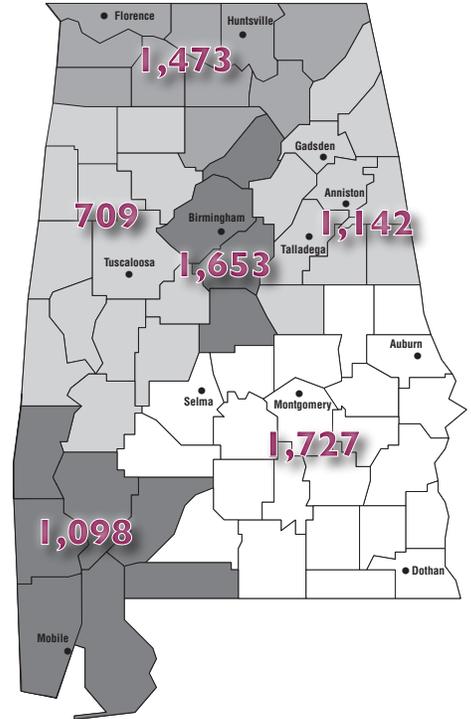
Range of cost of services

\$0

Cost to UAB

Business hires through ADRS by region

Total: 7,802



Coming in FY '08:

Emergency preparedness for customers, employees

Businesses requested the development of a new product: a user-friendly "e-document" that briefly describes what to do in any type of disaster when there are customers and/or employees with disabilities on the premises of their business.

ADRS is addressing this need with a new electronic, keyword search publication drawing from the multitude of information on the web and synthesizing that into a resource organized by type of disaster and cross-indexed by disability. Roll out is set for FY '08 and will be accompanied by in-service training for businesses throughout Alabama.

Return on investment

Time saved in rapid access to solutions, minimizing loss and avoiding loss of life

Vocational Rehabilitation Service program highlights

Assistive Technology Services

The statewide rehabilitation technology specialist team is comprised of individuals with backgrounds in engineering and design who partner with other assistive technology professionals, including computer specialists, occupational therapists, speech-language pathologists, and physical therapists to provide high-quality services to Alabama's children and adults with disabilities.

Throughout the state, thousands of Alabamians with disabilities are able to become more independent every year through Assistive

329

assistive devices provided
to ADRS consumers

Technology Services. Rehabilitation technology specialists (RTS's) systematically apply engineering methodology and scientific principles to evaluate and provide technological solutions to children and adults in areas such as mobility, communications, vision, hearing,

and cognition in activities associated with employment, education, independent living, and community integration.

RTS's evaluate the functional abilities of people with disabilities, the tasks they perform, and the environments they live and work in to recommend off-the-shelf, modified, or customized technology solutions to increase their independence.

In FY 2007, this program:

- Provided 329 assistive device services to ADRS consumers.
- Provided 72 engineering design services.
- Evaluated 232 ADRS consumers for assistive technology.
- Provided AT training or demonstrations to 36 individuals.
- Provided followup or coordination services to 293 consumers.
- Provided one or more services to 434 ADRS consumers, including 341 VRS consumers, 63 CRS consumers, and 30 consumers of other ADRS programs.
- Provided services to 177 CRS consumers through ACT (augmentative communication technology) Clinics.

STAR: Alabama's assistive technology resource

STAR is Alabama's technology-related assistance program.

Through its reutilization, short-term loans, device demonstrations, and alternative financing programs, STAR assists Alabamians with disabilities by improving access to assistive technology that enables them to live more independent lives.

In FY 2007, in partnership with the reutilization programs (3R in Anniston, Enabling Resources in Mobile, and the Waste Not Program with UCP in Huntsville), STAR:

- Received a total of 2,613 requests for assistive technology items.
- Received 1,365 donated items.



- Recycled 1,372 items.
- Responded to 328 ADRS consumer requests.
- Saved ADRS \$261,616 through the provision of services to consumers.
- Recycled items with an estimated new value of \$1,055,392.

The short-term loan and demonstration program continues to partner with OASIS, Children's Rehabilitation Service's

augmentative communication technology (ACT) clinics, community rehabilitation programs, and several local school systems

to provide more than \$180,000 to purchase assistive technology devices for loan and demonstration.

The Alternative Financing Program (AFP) established a new partnership that included ADRS, STAR, the Southern Disability Foundation, and AuburnBank to make low-interest and extended-term loans to people with disabilities to purchase AT devices and adaptive vehicles and make home modifications.

More than \$60,000 in loans were made. With a one-time appropriation from the state Legislature, and private contributions, a loan fund of \$2 million was established.

\$1 million

Estimated new value
of recycled items

Vocational Rehabilitation Service

office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, 36116
334-281-8780
1-800-441-7607
1-800-499-1816 (TTY)
334-281-1973 (fax)
www.rehab.alabama.gov

ANDALUSIA

1082 Village Square Drive, Suite 1, 36420
334-222-4114, 1-800-671-6833
334-427-1216 (fax)
Counties: Butler, Coffee, Conecuh,
Covington, Crenshaw, Pike

ANNISTON

1105 Woodstock Ave., 36207
256-238-9300, 1-800-671-6834
256-231-4852 (fax)
Counties: Calhoun, Cleburne, Randolph

BIRMINGHAM

Lakeshore Rehabilitation Facility
P.O. Box 59127
3830 Ridgeway Drive, 35209
205-870-5999, 1-800-441-7609
205-879-2685 (fax)
Statewide

HOMEWOOD (Birmingham)

P.O. Box 19888
236 Goodwin Crest Drive, 35209
205-290-4400, 1-800-671-6837
205-290-0486 (fax)
Counties: Blount, Chilton, Jefferson, Shelby

COLUMBIANA

Community Services Building
P.O. Box 856, 35051-0856
205-669-3829, 205-669-0605 (fax)
County: Shelby

DECATUR

621 Cherry St., NE, P.O. Box 1686, 35602
256-353-2754, 1-800-671-6838
256-351-2476 (fax)
Counties: Cullman, Lawrence, Limestone,
Morgan

DOTHAN

795 Ross Clark Circle, NE, 36303
334-699-8600, 1-800-275-0132
334-792-1783 (fax)
Counties: Barbour, Dale, Geneva, Henry,
Houston

GADSDEN

1100 George Wallace Drive, 35903
256-547-6974, 1-800-671-6839
256-543-1784 (fax)
Counties: Cherokee, DeKalb, Etowah,
Marshall, St. Clair

HUNTSVILLE

3000 Johnson Road, SW, 35805
256-650-1700, 1-800-671-6840
256-650-1795 (fax)
Counties: Jackson, Madison

JACKSON

1401 Forest Ave., P.O. Box 1005, 36545
251-246-5708, 1-800-671-6836
251-246-5224 (fax)
Counties: Choctaw, Clarke, Monroe,
Washington

JASPER

301 N. Walston Bridge Road
Suite 116, 35504
205-221-7840, 1-800-671-6841
205-221-1062 (fax)
Counties: Marion, Walker, Winston

MOBILE

2419 Gordon Smith Drive, 36617
251-479-8611, 1-800-671-6842
251-478-2197 (fax)
Counties: Baldwin, Choctaw, Clarke,
Escambia, Mobile, Monroe, Washington

MONTGOMERY

2127 E. South Blvd., 36116
334-288-0220, 1-800-441-7578
334-281-1388 (fax)
Counties: Autauga, Bullock, Elmore, Macon,
Montgomery

MUSCLE SHOALS

1450 E. Avalon Ave., 35661
256-381-1110, 1-800-275-0166
256-389-3149 (fax)
Counties: Colbert, Franklin, Lauderdale

OPELIKA

520 W. Thomason Circle, 36801
334-749-1259, 1-800-671-6835
334-749-8753 (fax)
Counties: Chambers, Lee, Macon,
Russell, Tallapoosa

SCOTTSBORO

P. O. Box 296, 203 S. Market St., 35768
256-574-5813, 1-800-418-8823
256-574-6033 (fax)
County: Jackson

SELMA

2906 Citizens Parkway, 36701
334-872-8422, 1-888-761-5995
334-877-3796 (fax)
Counties: Dallas, Lowndes, Wilcox

TALLADEGA

#4 Medical Office Park, 35160
256-362-1300, 1-800-441-7592
256-362-6387 (fax)
Counties: Clay, Coosa, Randolph,
St. Clair, Talladega

THOMASVILLE

Thomasville Rehabilitation Center
P.O. Box 1006, Adams Building,
Bashi Road, 36784
334-636-5421, 1-800-335-3237
334-636-4618 (fax)
Counties: Choctaw, Clarke, Monroe,
Washington

TROY

110 Troy Plaza St., 36081
334-566-2491, 1-800-441-7608
334-566-9415 (fax)
Counties: Barbour, Bullock, Butler,
Crenshaw, Pike

TUSCALOOSA

1305 37th St., E, P.O. Drawer 1610,
35403-1610
205-554-1300, 1-800-331-5562
205-554-1369 (fax)
Counties: Bibb, Fayette, Greene, Hale,
Lamar, Marengo, Marion, Perry, Pickens,
Sumter, Tuscaloosa, Walker, Winston

Independent Living/Homebound serving Alabamians with severe disabilities

Homebound has had a tremendous impact on my life. They gave me hope.

Independence. Self-sufficiency. No two words better summarize the goal of the State of Alabama Independent Living (SAIL)/Homebound Service.

With seven community-based offices located all around the state to serve residents in every Alabama county, SAIL assists individuals with severe disabilities in maintaining and regaining as much independence as possible while remaining in their homes and communities.

SAIL's team of registered nurses, rehabilitation counselors and independent living specialists provides consumers and their families with individualized services and training about the unique problems and needs presented by their disability. Through specialized in-home education, counseling, attendant care, training, and medical services, consumers are taught about activities of daily living, health, safety and nutrition as well as assistive technology.

SAIL is comprised of three specialized programs:

Homebound Services provides a wide range of education and home-based



services to assist people with severe disabilities in leading more independent lives.

To be eligible for this program, a person must:

- be an Alabama resident;
- be at least 16 years old;
- have a medical diagnosis of traumatic brain injury or quadriplegia;
- be dependent on others for assistance with activities of daily living.
- demonstrate financial need.

Independent Living Support Services enhances and promotes independence in the home, community and workplace.

To be eligible, a person must:

- have a severe disability that limits his or her ability to live independently;
- provide evidence that by receiving this service, his or her potential to achieve independence will improve.

Through a special **Medicaid Waiver**, SAIL is able to maximize its resources and access additional programs and services for the individuals served.

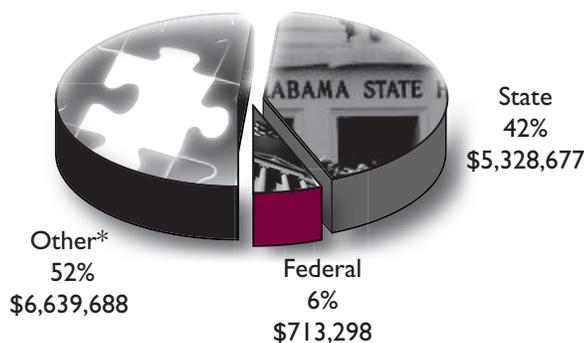
To be eligible for services through the waiver, a person must:

- be at least 18 years old;
- be medically and financially eligible for a nursing home;
- have experienced the onset of the disability before age 60;
- have a disability as a result of reasons other than aging.

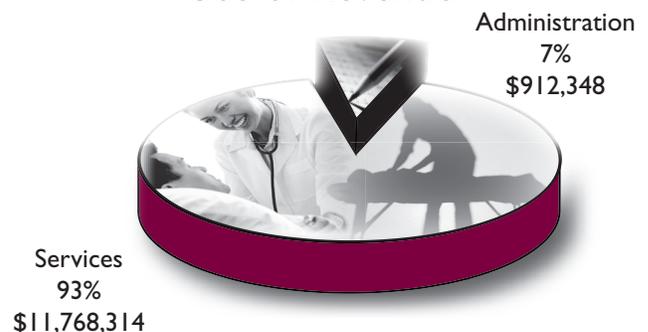
SAIL/Homebound by the numbers

More than \$11 million to serve Alabamians with severe disabilities

Source of Revenue



Use of Revenue



Independent Living/Homebound program highlights

SAIL and services

- Assisted 1,912 Alabamians with the severest disabilities in remaining in their homes and communities rather than in nursing homes or other institutions, including 641 in the Homebound Program, 608 in the Independent Living Service, and 659 in the Medicaid Waiver Program, and four in the Technology Assisted Waiver.

- Provided services to consumers and families in all 67 counties through seven SAIL teams located statewide.

SAIL and collaboration

- Used the ADRS Recycling Centers, donated goods and services, in-kind services, and community resources to serve consumers throughout the state.

- Continued with the Ticket to Work grant from the Center for Medicaid Services. The SAIL program has two pilot sites working with youth in transition, collaborating with the school systems in Marengo and Greene counties and in Calhoun and Etowah

counties. Regional coordinators are collaborating with local agencies as

well as school personnel to provide information to students concerning employment supports available to them once they enter the workforce. SAIL continues to collaborate with the Alabama Medicaid Agency, the State Department of Education and various other agencies and persons

with disabilities to complete the project objectives.

- Continued participations in the Long Term Choices task forces started by the Alabama Medicaid Agency in the spring of 2006 to address options for long-term care for Alabama's elderly and people with disabilities.

- Worked with the Alabama Department of Senior Services on the Disability Resource Center grant to provide input on services for persons with disabilities.

- Continued involvement with the Centers for Independent Living and the State Independent Living Council.

- Continued to work with the Alabama Department of Public Health, the Alabama Department of Senior Services and the Alabama Medicaid Agency to develop a seamless system of audits for direct service providers enrolled in the provision of waiver services.

- Continued collaboration with the Department of Senior Services for the Cash and Counseling demonstration project in a pilot area in west Alabama that will involve seven counties. This project will allow SAIL Waiver consumers more freedom and flexibility over personal care services received in the home.

SAIL and acquisition of resources

- Continued to develop resources to supplement limited funding with donated goods and services. In the past year, ADRS' independent living specialists secured donations of \$565,404.

What SAIL does



- Attendant care

- Personal assistance services for working participants
- Patient and family education
- Counseling and guidance
- Nursing management
- Home modifications
- Disability-related prescriptions
- Peer counseling
- Disability-related medical supplies
- Training in activities of daily living
- Information and referral



Independent Living/Homebound office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, 36116
334-281-8780
1-800-441-7607
1-800-499-1816 (TTY)
334-613-3542 (fax)
www.rehab.alabama.gov

ANNISTON

1105 Woodstock Ave., 36207
256-238-9300, 1-800-671-6834
256-231-4852 (fax)
Counties: Calhoun, Cherokee, Clay,
Cleburne, Coosa, DeKalb, Etowah,
Marshall, Randolph, St. Clair, Talladega

DECATUR

621 Cherry St., NE, 35601
256-353-2754, 1-800-671-6838
256-351-2476 (fax)
Counties: Colbert, Cullman, Franklin,
Jackson, Lauderdale, Lawrence,
Limestone, Madison, Morgan

DOTHAN

795 Ross Clark Circle, NE, 36303
334-699-8600, 1-800-275-0132
334-792-1783 (fax)
Counties: Barbour, Butler, Coffee,
Conecuh, Covington, Crenshaw, Dale,
Geneva, Henry, Houston, Pike

HOMWOOD (Birmingham)

P.O. Box 19888
236 Goodwin Crest Drive, 35209
205-290-4400, 1-800-671-6837
205-290-1029 (fax)
Counties: Blount, Chilton, Jefferson,
Shelby

MOBILE

2419 Gordon Smith Drive, 36617
251-479-8611, 1-888-388-3245
251-478-2198 (fax)
Counties: Baldwin, Choctaw, Clarke,
Escambia, Mobile, Monroe, Washington

MONTGOMERY

2127 E. South Blvd., 36116
334-288-0220, 1-800-441-7578
334-613-3455 (fax)
Counties: Autauga, Bullock, Chambers,
Dallas, Elmore, Lee, Lowndes, Macon,
Montgomery, Russell, Tallapoosa, Wilcox

TUSCALOOSA

1305 37th St., East, 35405
205-554-1300
1-800-441-7597, 1-800-331-5562
205-554-1369 (fax)
Counties: Bibb, Fayette, Greene, Hale,
Lamar, Marengo, Marion, Perry, Pickens,
Sumter, Tuscaloosa, Walker, Winston





ADRS services county by county

People served • Purchased services • Grant awards



People served

Counties	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL (Homebound) Service	Early Intervention System	Fiscal 2007
	Served	Rehabilitated into employment	Served	Served	Served	Total
AUTAUGA	464	84	147	24	56	775
BALDWIN	1,152	180	267	44	135	1,778
BARBOUR	230	32	63	25	29	379
BIBB	188	25	92	24	21	350
BLOUNT	309	64	90	22	40	525
BULLOCK	108	21	48	3	13	193
BUTLER	215	42	98	22	12	389
CALHOUN	1,772	325	394	49	126	2,666
CHAMBERS	352	50	92	15	34	543
CHEROKEE	313	48	82	17	13	473
CHILTON	243	26	57	19	47	392
CHOCTAW	156	28	40	4	7	235
CLARKE	462	73	181	16	36	768
CLAY	155	43	38	11	11	258
CLEBURNE	125	32	46	7	6	216
COFFEE	410	66	98	25	44	643
COLBERT	621	91	89	13	44	858
CONECUH	175	31	71	8	10	295
COOSA	138	19	14	6	1	178
COVINGTON	447	74	166	32	25	744
CRENSHAW	164	27	58	20	5	274
CULLMAN	519	115	122	17	88	861
DALE	351	63	115	20	50	599
DALLAS	268	61	228	29	88	674
DeKALB	607	130	213	29	83	1,062
ELMORE	998	172	188	34	91	1,483
ESCAMBIA	330	59	58	11	29	487
ETOWAH	1,460	245	334	46	93	2,178
FAYETTE	197	25	48	7	46	323
FRANKLIN	389	47	56	8	28	528
GENEVA	172	31	60	16	19	298
GREENE	47	5	157	7	23	239
HALE	158	21	35	12	38	264
HENRY	120	17	41	8	7	193



People served

Counties	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL (Homebound) Service	Early Intervention System	Fiscal 2007
	Served	Rehabilitated into employment	Served	Served	Served	Total
HOUSTON	835	158	247	53	87	1,380
JACKSON	596	114	124	19	53	906
JEFFERSON	8,452	1,400	850	247	727	11,676
LAMAR	127	10	38	9	48	232
LAUDERDALE	885	145	177	16	65	1,288
LAWRENCE	238	51	65	21	25	400
LEE	839	167	225	27	109	1,367
LIMESTONE	434	75	137	24	76	746
LOWNDES	122	14	53	7	7	203
MACON	172	36	68	9	16	301
MADISON	2,913	467	576	38	409	4,403
MARENGO	268	19	85	21	43	436
MARION	343	37	50	27	69	526
MARSHALL	709	135	230	29	102	1,205
MOBILE	3,953	698	1,227	181	412	6,471
MONROE	227	32	91	24	23	397
MONTGOMERY	2,494	407	740	110	262	4,013
MORGAN	1,267	233	214	32	145	1,891
PERRY	43	7	608	9	26	693
PICKENS	178	19	55	18	35	305
PIKE	332	64	105	10	54	565
RANDOLPH	160	22	42	16	17	257
RUSSELL	255	45	83	20	41	444
ST. CLAIR	1,645	163	160	30	233	2,231
SHELBY	546	93	112	35	65	851
SUMTER	98	17	305	12	38	470
TALLADEGA	1,006	185	199	67	76	1,533
TALLAPOOSA	361	55	72	18	19	525
TUSCALOOSA	2,230	346	408	82	267	3,333
WALKER	955	138	109	23	93	1,318
WASHINGTON	179	28	407	13	11	638
WILCOX	97	10	97	5	22	231
WINSTON	308	40	40	15	30	433
TOTALS	47,082	7,802	11,926^{1, 2}	1,917	5,103	73,830³

¹ includes adult hemophilia; ² includes former residents who received services during FY 2007; ³ may include individuals who received services from multiple divisions



Purchased services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2007
Counties	Expenditures	Expenditures	Expenditures	Total Expenditures
AUTAUGA	\$389,626.69	\$167,673.29	\$150,543.12	\$707,843.10
BALDWIN	\$672,946.85	\$348,248.02	\$150,589.86	\$1,171,784.73
BARBOUR	\$139,978.09	\$20,926.22	\$55,224.62	\$216,128.93
BIBB	\$176,794.32	\$67,130.52	\$88,533.27	\$332,458.11
BLOUNT	\$203,302.29	\$37,921.52	\$90,052.55	\$331,276.36
BULLOCK	\$19,986.62	\$25,100.00	\$9,200.00	\$54,286.62
BUTLER	\$142,457.70	\$18,808.62	\$64,947.34	\$226,213.66
CALHOUN	\$1,434,068.89	\$123,687.47	\$167,835.08	\$1,725,591.44
CHAMBERS	\$274,536.82	\$22,873.21	\$87,740.32	\$385,150.35
CHEROKEE	\$97,476.24	\$17,210.96	\$70,393.76	\$185,080.96
CHILTON	\$146,476.61	\$44,691.30	\$60,434.58	\$251,602.49
CHOCTAW	\$40,712.24	\$15,760.76	\$30,408.95	\$86,881.95
CLARKE	\$156,887.10	\$29,816.16	\$127,545.28	\$314,248.54
CLAY	\$55,222.61	\$19,465.44	\$74,405.99	\$149,094.04
CLEBURNE	\$85,502.57	\$20,752.34	\$11,896.86	\$118,151.77
COFFEE	\$199,832.55	\$20,221.71	\$82,808.69	\$302,862.95
COLBERT	\$255,846.39	\$43,727.23	\$43,988.13	\$343,561.75
CONECUH	\$113,312.62	\$17,685.60	\$3,707.49	\$134,705.71
COOSA	\$22,706.17	\$13,011.90	\$32,138.60	\$67,856.67
COVINGTON	\$377,329.53	\$35,038.18	\$70,583.80	\$482,951.51
CRENSHAW	\$96,034.77	\$18,238.44	\$44,423.32	\$158,696.53
CULLMAN	\$323,927.85	\$493,638.08	\$27,963.01	\$845,528.94
DALE	\$217,813.42	\$27,075.10	\$91,837.86	\$336,726.38
DALLAS	\$289,418.86	\$21,761.06	\$138,553.22	\$449,733.14
DeKALB	\$445,832.79	\$26,873.97	\$85,251.81	\$557,958.57
ELMORE	\$608,508.40	\$71,648.68	\$185,874.51	\$866,031.59
ESCAMBIA	\$133,349.75	\$14,202.68	\$28,629.39	\$176,181.82
ETOWAH	\$794,149.34	\$80,529.68	\$172,922.83	\$1,047,601.85
FAYETTE	\$182,176.28	\$23,525.42	\$20,806.74	\$226,508.44
FRANKLIN	\$146,182.23	\$20,373.70	\$47,845.09	\$214,401.02
GENEVA	\$114,822.75	\$45,028.42	\$64,815.24	\$224,666.41
GREENE	\$14,188.35	\$15,618.19	\$44,397.48	\$74,204.02
HALE	\$84,303.32	\$16,686.38	\$1,939.97	\$102,929.67
HENRY	\$113,861.30	\$16,824.52	\$27,020.50	\$157,706.32



Purchased services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2007
Counties	Expenditures	Expenditures	Expenditures	Total Expenditures
HOUSTON	\$546,534.16	\$57,287.64	\$125,465.47	\$729,287.27
JACKSON	\$274,520.43	\$27,439.31	\$93,674.48	\$395,634.22
JEFFERSON	\$5,338,188.62	\$290,602.17	\$1,171,621.62	\$6,800,412.41
LAMAR	\$96,261.87	\$28,797.67	\$45,816.13	\$170,875.67
LAUDERDALE	\$501,824.67	\$391,868.44	\$76,062.60	\$969,755.71
LAWRENCE	\$206,112.65	\$52,536.41	\$105,209.37	\$363,858.43
LEE	\$918,702.68	\$149,947.95	\$126,019.79	\$1,194,670.42
LIMESTONE	\$422,070.08	\$31,392.70	\$81,690.55	\$535,153.33
LOWNDES	\$89,972.14	\$13,776.73	\$25,290.99	\$129,039.86
MACON	\$155,755.58	\$17,169.78	\$28,024.44	\$200,949.80
MADISON	\$1,667,822.94	\$101,175.37	\$277,515.99	\$2,046,514.30
MARENGO	\$177,486.23	\$18,064.67	\$64,901.73	\$260,452.63
MARION	\$226,785.61	\$19,080.94	\$106,364.33	\$352,230.88
MARSHALL	\$339,071.65	\$65,291.81	\$90,172.48	\$494,535.94
MOBILE	\$2,328,094.35	\$207,099.46	\$991,400.54	\$3,526,594.35
MONROE	\$68,133.17	\$36,441.99	\$80,819.33	\$185,394.49
MONTGOMERY	\$1,965,348.45	\$54,884.11	\$635,247.91	\$2,655,480.47
MORGAN	\$739,187.65	\$56,893.31	\$214,880.50	\$1,010,961.46
PERRY	\$40,992.67	\$14,652.50	\$22,979.80	\$78,624.97
PICKENS	\$69,033.58	\$18,240.05	\$87,424.27	\$174,697.90
PIKE	\$220,946.89	\$280,746.92	\$22,487.36	\$524,181.17
RANDOLPH	\$87,677.86	\$20,027.04	\$53,349.99	\$161,054.89
RUSSELL	\$171,708.27	\$15,744.95	\$71,965.94	\$259,419.16
ST. CLAIR	\$682,824.43	\$32,940.99	\$106,691.64	\$822,457.06
SHELBY	\$207,711.67	\$27,260.54	\$93,620.27	\$328,592.48
SUMTER	\$50,752.13	\$18,674.71	\$36,856.33	\$106,283.17
TALLADEGA	\$380,771.35	\$33,479.87	\$190,748.48	\$604,999.70
TALLAPOOSA	\$240,147.28	\$18,014.29	\$81,050.69	\$339,212.26
TUSCALOOSA	\$1,716,956.70	\$59,737.17	\$346,017.68	\$2,122,711.55
WALKER	\$685,632.38	\$36,870.76	\$85,551.53	\$808,054.67
WASHINGTON	\$111,311.45	\$20,304.25	\$52,913.58	\$184,529.28
WILCOX	\$54,915.96	\$21,285.00	\$11,370.11	\$87,571.07
WINSTON	\$104,485.63	\$21,290.77	\$39,464.52	\$165,240.92
TOTALS	\$29,457,313.49	\$4,262,589.94 ^{1, 2}	\$8,097,929.70	\$41,817,833.13

¹ includes adult hemophilia; ² includes former residents who received services during FY 2007

Fiscal Year 2007 grants

Because we value *maximum acquisition* and efficient and effective *management of resources*, the Alabama Department of Rehabilitation Services continues to seek funding from state and federal sources to enable Alabama's children and adults with disabilities to achieve their maximum potential. The following are grant highlights from FY 2007:

Hemophilia Program – \$28,700

Awarded by Hemophilia of Georgia, funded through Maternal and Child Health Bureau (administered through Children's Rehabilitation Service)

Goal: (a) provide comprehensive, culturally sensitive, family-centered care and services to Alabama residents with bleeding disorders; (b) make special efforts to include traditionally underserved populations, such as people living in rural areas, minorities, women and adolescents; (c) provide outreach and education to people with bleeding disorders, medical providers, school personnel, and other community-based agencies.

FY 2007 Accomplishments

- Served 296 clients: 181 children, 115 adults.
- Served 20 people who are uninsured clients.
- Administered the 340B Program as a subgrantee under Hemophilia of Georgia, dispersing approximately 2 million units of factor.
- Held 32 comprehensive clinics.
- Provided education and continuous screening for blood-borne pathogens.
- Offered home infusion education to patients and families.

Supported Employment

Funded through the State Grant Supported Employment Program and other Title I money

Goal: fund supported employment agencies across the state that provide supported employment utilizing Milestones, an outcome-based payment system.

FY 2007 Major Accomplishments

- Increased employment outcomes by 12 percent over last year – 450 individuals were successfully employed.
- Multiple training opportunities were made available to staff addressing the following:
 - (1) Best Practices in Supported Employment (job coach training) – More than 100 Milestones and transition job coaches completed the training.
 - (2) Assistive Technology, ADA update, training made available through statewide regional training events.
 - (3) How to provide job site supports and deal

with inappropriate work behaviors on the job – ADRS is collaborating with Alabama APSE to provide training to individuals with disabilities, their families, agency volunteers, friends and others in communities who have an interest in this topic. Training was held in seven urban areas and is expected to increase employment outcomes as a result of expanded long-term supports.

Traumatic Brain Injury (TBI) – \$300,000

Awarded to ADRS by Health Resources Services Administration, Maternal and Child Health Care Bureau (The grant is a collaborative project with the Alabama Department of Rehabilitation Services, the Alabama Head Injury Foundation, UAB TBI Model System, UAB Injury Control Research Center, Alabama Disabilities Advocacy Program, the Alabama Head Injury Task Force, The Alabama Impaired Drivers Trust Fund, the Rehabilitation Research and Training Center on Blindness and Low Vision at Mississippi State University, and the Alabama Institute for the Deaf and Blind.)

Goal: 1) develop awareness, identification, effective intervention, and treatment for people with coexisting TBI and blindness or visual impairment; 2) develop appropriate accessible and affordable behavioral health service options for people with TBI.

FY 2007 Major Accomplishments

- The 1st "Alabama: State of the State in Traumatic Brain Injury Annual Conference" was in February. The conference's purpose was to review grant issues and findings, educate stakeholders, inform constituents, provide TBI-related training and provide opportunities for collaboration and coordination of services for people with TBI.
- During the special session of the Alabama Legislature, a resolution was adopted urging all state agencies and private organizations receiving state funds to work with the Alabama Head Injury Task Force and the Alabama Head Injury Foundation to develop plans to address the behavioral health needs of citizens with TBI.
- A pilot project of ADRS' Blind Services addressing the special needs of people with TBI who are blind or visually impaired was initiated.

Fiscal Year 2007 grants

Independent Living – \$301,477

Awarded by the Rehabilitation Services Administration

Goal: provide services that enhance and promote independence in the home, community and workplace for Alabamians with disabilities

FY 2007 Major Accomplishments:

- Received \$567,654 in in-kind donated goods and services.
- Served 608 persons statewide.
- Assisted four persons in transitioning from nursing home into communities.
- Kept 110 people from being placed in a nursing home.

Alabama Customized Employment Grant – \$65,000 (extended from Sept. 30, 2007, through March 31, 2007)

Awarded by the U.S. Department of Labor Office of Disability Employment Policy

Goal: provide and customize employment opportunities for Alabamians with the most-severe disabilities and to identify barriers related to grant activities

FY 2007 Major Accomplishments

- One-Stop Center staff in the two pilot areas increased awareness of a variety of disability topics. Available materials will allow for training new staff and as an update for present staff.
- Vocational Rehabilitation counselors now have access to valuable training on customizing employment for individuals with disabilities.
- Employers in the pilot sites now have awareness of job carving, accommodations and the benefits of hiring persons with disabilities.
- Other agencies in the pilot sites providing placement services also have a better understanding of customization.
- One-Stop Center staff have a better understanding of working with persons with disabilities in placement.
- One-Stop Centers were provided with the results of the accessibility surveys and were provided technical assistance in making buildings more readily accessible for persons with disabilities.
- Thirteen persons with disabilities entered employment as a result of the project. The average number of hours worked ranged from 10 to 30 hours per week. The average rate of pay was \$6.82 per hour.
- Improved collaboration between VRS staff and

staff at the One-Stop Centers in the pilot sites.

- Increased collaboration among the three ACE partners that resulted in better understanding of each project and how each could work collaboratively to better serve program participants.
- Improved access to services offered at the One-Stop by training the staff on disability-related equipment and accessibility.
- Increased community awareness of customized employment in the pilot sites.

Ticket to Work Medicaid Infrastructure Grant – \$500,000

Awarded by the Centers for Medicare and Medicaid Services
(to continue in 2008)

Goal: identify and address health-care policy barriers to the employment of persons with disabilities.

FY 2007 Major Accomplishments

- Conducted outreach and education on Ticket to Work legislation.
- Partnered with Children's Rehabilitation Service to educate transition-age students on transition topics.
- Completed a model of collaboration.
- Developed proposed Medicaid buy-in.
- Examined methods to expand the utilization of personal assistant services for people with disabilities who are working.

Client Assistance Program (SACAP) – \$20,087

Awarded by the Rehabilitation Services Administration

Goal: assist citizens of the state by acting as an advocate regarding services provided by the Alabama Department of Rehabilitation Services, all Independent Living programs, and projects funded under the Rehabilitation Act of 1973.

FY 2007 Major Accomplishments

- Completed a consumer awareness webcast.
- Assisted 49 individuals in resolving consumer concerns.
- Attended several conferences to increase awareness of SACAP.
- Provided "Advancement in Advocacy Training" for staff and consumers.
- Redesigned brochures.

In-Service Training – \$112,164

Awarded by the Rehabilitation Services Administration

Goal: improve the competencies of all VRS personnel in providing services to individuals with disabilities through training and education. These services will result in improved

Fiscal Year 2007 grants



employment outcomes; promote more effective and efficient management of the VR agency; respond to the department's training needs and objectives of the State Plan; and ensure the continued implementation of a Comprehensive System of Personnel Development (CSPD).

FY 2007 Major Accomplishments

- Continued to offer training in numerous areas such as specific disabilities, medical updates, supported employment, transition services, community and workforce partnerships.
- Increased the use of technology and its efficiency in reducing travel costs, allowing options for various training formats and increasing opportunities for continuing education credits needed for certification and licensure boards.
- Increased the number of VRS staff providing direct services who meet state and federal criteria of the Comprehensive System of Personnel Development (CSPD) through recruitment, educational training, and retention efforts.
- Created a database to enhance the tracking of the educational and work experience of rehabilitation counselors, senior rehabilitation counselors, and unit supervisors to ensure each professional meets the state standard and CSPD expectations as required in the Rehabilitation Act amendments.
- Revised and completed a four-session Leadership Training Institute designed to meet the ongoing succession planning need for qualified staff with the skills necessary to replace staff lost to retirement.

unsubsidized employment with the potential for achieving economic self-sufficiency.

FY 2007 Major Accomplishments

- FY 2007 laid the foundation for a great partnership between ADRS and DHR for providing services to welfare recipients.
- ADRS assisted welfare recipients in Jefferson, Tuscaloosa, Montgomery, and Mobile counties.
- The grant funded four ITE counselors and funds to provide needed services.
- The grant has been expanded for FY 2008 to hire an additional four counselors and to provide services to all DHR offices throughout the state.
- Funding for the grant for FY 2008 was increased to \$856,023.

Independence Through Employment – \$500,000

Awarded by the Alabama Department of Human Resources

Goal: provide transitional assistance to move welfare recipients with disabilities as quickly as possible into

Many thanks ...

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