



TOGETHER, SUCCESS

AT HOME • AT SCHOOL • AT WORK

2008 ANNUAL REPORT
ALABAMA DEPARTMENT OF REHABILITATION SERVICES



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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From Our Leadership



Steve Shivers
Commissioner

Dear Friends,

Once again, and for the final time as your commissioner, I am proud to present *Together, Success*, the 2008 annual report for the Alabama Department of Rehabilitation Services. This document details the achievements of the thousands of Alabama children, adults and families who celebrated their successes with us and our partners during the past 12 months. We proudly celebrate with them! It is humbling and exhilarating to see how, by working together, we can touch so many lives in such a positive way.

Any success our consumers enjoy can be attributed to the network of partnerships this department has built all across Alabama. Other public and private agencies, community rehabilitation programs, and a wide range of advocacy groups play a key role in our mission. Those diverse alliances lend vital support to the ADRS "continuum of services," which has become a role model of service delivery and efficiency for other states. Our shared objective of maximum independence for the people we serve is the bond that strengthens our relationships and extends our successes year after year.

The facts and figures contained in this report are the substance of our accomplishments. But the individual profiles of our consumers and their families breathe life into the numbers. Please take time to enjoy each one. They will make you proud of being part of this endeavor. They will remind you of the important work that we are involved in.

As I leave this office, I want all to know what an honor and pleasure it has been to serve with you as ADRS commissioner the past nine years. I want to express my gratitude to our staff, our partners, our advocates, and our supporters in communities across the state for another outstanding year. And, as we look to the year ahead, I ask each of you to renew your commitment to our mission: *to enable Alabama's children and adults to achieve their maximum potential.*



**Patricia
'Crickett' Floyd**
District 3

Dear Friends,

It truly has been a blessing and a privilege to have spent the last year as chairwoman of the Alabama Board of Rehabilitation Services. As always, I was inspired by the life-changing impact this department had on the lives of tens of thousands of Alabama's children, teenagers and adults with disabilities.

As you look through *Together, Success*, you'll see that 2008 was another year of impressive accomplishment. In the pages of this report, you will meet the people behind the numbers, the individuals and families whose lives are changed because of the work of this department.

On behalf of the board, I would like to offer my gratitude to the ADRS staff, which works tirelessly to ensure the successes of the people they serve. As the theme of the annual report stresses, though, none of these achievements would have been possible without the partnerships with the community agencies and programs that work with us to ensure that those we serve achieve their maximum potential. By working together, we can do more.

Alabama Board of Rehabilitation Services



District 1
Stephen Kayes



District 2
Jimmie Varnado



District 4
David Brock



District 5
Vacant

District 6
Roger McCullough



District 7
Mitch Strickland

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 at home, school, work, and in the community, ADRS assists every person in achieving his or her **maximum potential.***



Alabama's Early Intervention System

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

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

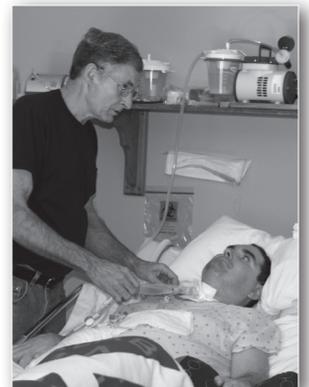
Through partnerships with school systems, post-secondary institutions, and community rehabilitation programs, VRS provides rehabilitation, education and employment-related services to almost 47,000 teens and adults with disabilities each year.

Every year, VRS Employer Services provides more than 11,600 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.



The Carter family, Selma

All it took was a recommendation from a church member and Emarcus Carter was receiving services from the Alabama Department of Rehabilitation Services.

Born two months premature with a chromosome disorder, Emarcus was 4 months old and weighed only 8 pounds, 10 ounces when he first visited Children's Rehabilitation Service (CRS).

During that initial visit to the Orthopedic Clinic in Selma, he was frail. Unlike most youngsters his age, he couldn't hold up his head or feed from a bottle. While at the clinic, Melvina Moss, a CRS nurse and Selma office coordinator, noticed that Emarcus was having difficulty breathing and contacted his pediatrician, who saw the youngster immediately and admitted him to

the hospital. While there, doctors discovered Emarcus had congestive heart failure.

When he returned for CRS Feeding Clinic some months later, a nutritionist, occupational therapist, nurse, social worker and speech-language pathologist assessed Emarcus together as part of the clinic team.

From that initial assessment, the team realized their first goal would be to assist him in gaining weight and learning to bottle feed.

He was assigned a care coordinator, Christine Taylor, who referred him to Alabama's Early Intervention System (EI). In addition to the assistance he receives from CRS, he receives occupational therapy and physical therapy from Cahaba Center Early Intervention.

With the help of CRS nutritionist Willia McAlpine, Emarcus has advanced to using a sippy cup. He is also eating regular table food, including some mashed foods such as potatoes, rice, greens, grits and eggs. She has prescribed nutritional supplements so Emarcus can continue to gain weight and make strides developmentally.



Elizabeth Carter comforts her son, Emarcus

In the months since he became a CRS consumer, he has made slow, but steady progress. At 18 months old, he tips the scales at 18 pounds and has gained ground developmentally. He is rolling over and tries to raise his head. He has become more alert and responsive to other people, but still has a long way to go, McAlpine said.

"It's a slow process," she said.

Besides helping him gain weight, CRS has also assisted the family with scheduling

and keeping track of doctor's appointments, provided funding for transportation to doctor's visits, and assisted in locating resources for other financial needs.

After failing a hearing test, he will also be attending CRS Hearing Clinic.

Like her fellow church member, Emarcus's mom, Elizabeth, said she will tell friends about ADRS and what it's done for her.

"I would recommend the services," Elizabeth said. "They have excellent services. It's been a lot of help for me."



CRS Nutritionist Willia McAlpine, weighs Emarcus

Partners in success

- Emarcus Carter and family
- Alabama's Early Intervention System
- Children's Rehabilitation Service
- Cahaba Center Early Intervention

Future Partner

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

The Thomason family, Deatsville

Doctors said the prognosis was grim for Marcus Thomason, who was born at 25 weeks and weighed a slight 1 pound, 10 ounces.

After he was diagnosed with cerebral palsy, his doctor said he would never walk, crawl, hold up his head, or see well.

But Ray and Jennifer Thomason refused to accept the doctor's verdict.

"We didn't want to place limits on what he could do," Ray said.

At 3 years old, Marcus is now walking, crawling, and holding up his head. His vision is so good that he's not even expected to wear glasses.

The Thomasons credit their son's progress to Early Intervention.

"The services helped him get to the next step," Jennifer said. "He has his challenges, but he's like every other typical toddler."

Since Ray was in the military, Marcus started receiving early intervention services through Maxwell-Gunter Air Force Base to address his cerebral palsy, which affects his right hand and both of his legs.

When he was 8 months old, the family moved off Maxwell, and the youngster began receiving services through ARC of Autaugaa/

West Elmore County, one of 60 programs in Alabama's Early Intervention System (EI).

Melinda Allen was his service coordinator. Laura Killough served as his occupational therapist; Laura Worthington provided speech therapy; and Jeanine Kirk was his physical therapist.

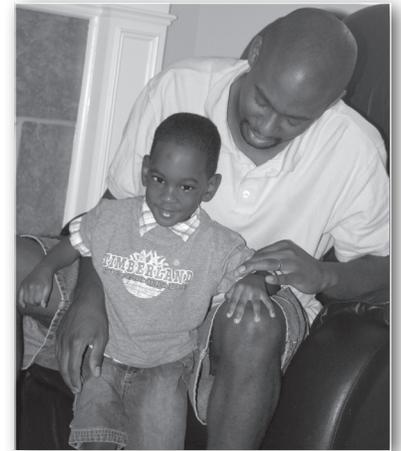
The team worked with Marcus to help him reach developmental milestones so that he could perform the tasks of a typical child, such as talking, walking, and playing.

When the therapy was over, Ray and Jennifer reinforced the things that Marcus was taught.

"We constantly challenged him," Ray said. "We didn't try to make it easy for him."

The Thomasons believe EI laid the foundation for their son's future success. Ray thinks the youngster might even follow in his dad's footsteps.

"I wouldn't be surprised if he becomes an engineer because he likes to take things apart," he said. "But, it's absolutely important that we don't limit him."



TOP: Marcus spends time with his father, Ray

BOTTOM: Marcus practices walking with his dad, Ray, and occupational therapist, Laura Killough

Partners in success

- Marcus Thomason and family
- Alabama's Early Intervention System
- ARC of Autaugaa/West Elmore County

Future Partner

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



The Casady family, Mobile



When Donna Casady was younger, she always wanted to be a mother. At one time, she wanted a dozen children.

After she married, she and her husband, Edward, discovered they weren't able to have children. So, they decided to adopt.

Thus far, the couple have adopted six children, ranging in age from 2 to 13 years old. Adopted as babies, the siblings are a variety of races and nationalities.

Sara, 13, is biracial; Anna, 9, is Chinese; Esther, 7, is Haitian; Samuel, 4, is black; Lydia, 3, is Guatemalan; and Jacob, 2, is white. Three of the children also have disabilities.

Anna was born without a left hand. Lydia has Hanhart syndrome, a rare birth defect that resulted in her being born without hands, one leg, and a lower jaw. The baby of the family, Jacob, has spina bifida and was born with club feet.

"We wanted children," Casady said. "We didn't care if they had disabilities or what race they were. We just wanted children."

The two youngest, Lydia and Jacob, receive services from the Children's Rehabilitation Service (CRS) office in Mobile. Lydia attends Orthopedic Clinic, Seating and Positioning

Clinic, and Feeding Clinic.

She also attends CRS' Augmentative Communication Technology (ACT) Clinic, where she received a device to help her communicate. CRS assisted with the purchase of a power wheelchair as well.

Jacob attends Spina Bifida Clinic, Urology Clinic and Orthopedic Clinic. In addition, CRS has assisted in the purchase of a stander so the youngster can walk.

Casady said she appreciates the helpfulness, experience, and expertise of the CRS staff. For example, after she heard about a diaper service through another source, she contacted her CRS care coordinator, Dean Beasley, who was able to get the

service started for Lydia.

Whenever she needs something, she calls or sends an email to Patricia Fassbender, the physical therapist in the Mobile CRS office. She describes her as "knowledgeable," "optimistic," and "encouraging."

"She sees Lydia's abilities," Casady said.

She recommends that other parents look at their children with disabilities in much the same way.

"Just love them and when you look at them, don't think of what they cannot do," she said. "Think about what they can do. Educate yourself and expect them to do great things."



TOP: Lydia smiles as Gwen Weed, a social worker in the Mobile CRS office, reads to her

BOTTOM: Jacob rides his adaptive tricycle with the help of Patti Fassbender, Mobile CRS physical therapist

RIGHT: Lydia and Jacob play outside the Mobile CRS office while Patti keeps an eye on them

Partners in success

- Lydia and Jacob Casady and family
- Alabama's Early Intervention System
- Children's Rehabilitation Service
- Gulf Coast Therapy Early Intervention

Future Partner

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



Krista Bridgmon, Arley



For 17-year-old Krista Bridgmon, life is precious.

As a youngster, she was one of eight children at Children's Hospital at Duke University with neuroblastoma, a form of cancer common in infants and children. She was also the only one to survive.

"I was upset," she said. "But I know God kept me here for a reason."

Still, she sometimes goes back to the hospital where she was once a patient and talks with the children who have cancer.

"I let them know that there is always hope," Krista said. "I can talk to them. The doctors don't always know what they are going through."

Though she survived, the cancer and subsequent treatments took a toll. She underwent multiple surgeries on her chin and jawbone. She experienced both hearing and vision loss.

To address the head and facial abnormalities associated with the neuroblastoma, Krista was referred to Cleft Palate Clinic at the Children's Rehabilitation Service office in Muscle Shoals, where she saw a team of specialists, including a plastic surgeon, orthodontist, dentist, audiologist, speech-language pathologist, pediatrician, oral surgeon, and nutritionist. Through the clinic, she has received some much-needed dental and orthodontia work.

Now that she is a senior at Addison High School, Vocational Rehabilitation Service (VRS) has been working with Krista to determine her career goals.

Susan Harrell, a

rehabilitation counselor in the Muscle Shoals VRS office, assisted her in gaining summer work experience in the radiology section at Hartselle Medical Center. From her job there, she was able to save up enough cash to buy a car. VRS provided funding for driver's training and her driver's license.

Krista's good grades in school helped her earn a scholarship for dual enrollment at Wallace State Community College. VRS helped pay for the books that the scholarship didn't cover.

After she graduates from high school in May, she is hoping to attend the University of Alabama at Birmingham and pursue a degree in a health-related field.

"I'd like to help other people with medical problems," she said.

In the meantime, the department will continue to assist in every way possible.

Krista said she is grateful for all the staff from CRS and VRS have done for her.

"I never would've gotten this far without them," she said.



TOP LEFT: Krista participates in class at Addison High School

TOP: Krista visits with her VRS rehabilitation counselor, Susan Harrell, and Vickie Weatherby, her CRS care coordinator

BOTTOM: Krista poses in her new car as Harrell and Weatherby look on

Partners in success

- Krista Bridgmon
- Children's Rehabilitation Service
- Vocational Rehabilitation Service
- Addison High School
- Wallace State Community College

Tommy Mix, Heflin

Tommy Mix, 17, was never supposed to do some things. Born with a mild form of spina bifida and hydrocephalus, a condition that causes the excessive accumulation of fluid in the brain, he had brain damage that caused mental retardation.

His mother was told that he would never walk or talk.

Today, thanks in large part to ADRS, he can do both.

As a youngster enrolled in Alabama's Early Intervention System (EI), Tommy received speech therapy, occupational therapy and physical therapy at the Cerebral Palsy Center of East Alabama.

He also received services through Children's Rehabilitation Service (CRS), attending Spina Bifida Clinic in Birmingham and Neurology Clinic and Orthopedic Clinic in Anniston.

He took his first non-assisted steps at 4 ½ years old while he was at a CRS office.

By the time he was 7, he was walking completely unassisted.

His vocabulary, meanwhile, grew by leaps and bounds. The once-quiet boy – who had the vocabulary of a 6-month-old when he was 3 years old – enjoys talking with classmates, friends,

teachers and family.

When he entered high school, Keith Dear, a vocational rehabilitation counselor in the Anniston VRS office, met with him to determine his vocational goals.

When Tommy's mother, Sandra Mix, learned that he needed to find community-based employment, she went herself and asked Glenda Berry, the manager of Marie's BBQ House, a popular local restaurant, if Tommy could work there.

Berry, who once worked as an aide for children with special needs, knew Tommy

and wanted to give him a chance.

So far, it's been a good fit. Vocational Rehabilitation Service sent in a job coach to help Tommy learn his job. He cleans the lobby, busses tables and refills drinks. He works a couple of nights a week and his hours continue to increase.

"This was meant to be," Sandra said. "Things just fell into place."

Sandra Mix said she is proud of her son's achievements and would recommend ADRS to anyone who has a child with special needs.



TOP: Tommy cuts a piece of wood in his tech class



BOTTOM: Tommy clears a table at Marie's BBQ, a popular local restaurant

RIGHT: Tommy takes a quiz in his class at Cleburne County High School

Partners in success

- Tommy Mix and family
- Alabama's Early Intervention System
- Children's Rehabilitation Service
- Vocational Rehabilitation Service
- Cerebral Palsy Center of East Alabama
- Marie's BBQ House



Joel Wilmoth, Hueytown

Joel Wilmoth always loved sports.

As a youngster, he enjoyed basketball and football, but was only an average player.

Then he discovered wheelchair rugby and found that he was better than average. Much better.

Four grueling years later, he became the youngest player ever selected for the U.S. Paralympics wheelchair rugby team.

“It was a real honor and very humbling,” said Joel, who was born with one finger on each hand and no feet.

Last summer, the young man from Hueytown helped his team defeat Australia to claim the gold medal in Beijing.

“I’m still in awe,” he said. “It was absolutely incredible.”

Adopted when he was a baby, Joel is the fourth of five children, with three older sisters and a younger brother.

At 7, he began attending

the Children’s Rehabilitation Service Amputee Clinic (now called the Limb Deficiency Clinic), where he received his first set of prosthetic legs.

“They practically watched me grow up,” he said. “If they hadn’t helped, I don’t know what I would have done.”

While visiting one of the clinics, Joel learned about the recreational activities available through Lakeshore Foundation.

Then, while playing basketball at Lakeshore one day, someone approached him about trying out for the wheelchair rugby team. At first, he didn’t know if his limitations were severe enough for him to qualify to participate.

“He was pretty worried,”

said Brian Kirkland, team captain of the U.S. team. “But he said, ‘I’m just going to be me. Whatever happens, happens.’”

He did qualify and picked up the sport quickly.

“I have always been athletic,” Joel said. “It was really easy for me learn.”

Now that the Paralympics are over, Joel, a recent high school graduate, is taking a break before he starts planning for his future. He’ll be working with Vocational Rehabilitation Service for help with his goal of attending the University of Alabama, where he wants to pursue a degree in sports management or psychology.



Partners in success

- Joel Wilmoth
- Children’s Rehabilitation Service
- Vocational Rehabilitation Service
- Lakeshore Foundation

TOP: Joel controls the ball during a wheelchair rugby game

BOTTOM: Joel checks on a teammate’s wheelchair before they start a practice game

LEFT: Joel and his teammates huddle before a game



Mandee Jones, Anniston

For 20-year-old Mandee Jones, life has been a series of milestones toward independence. She reached her first milestone at 3, when she received her first wheelchair.

Born with cerebral palsy, Mandee wasn't like her typically developing peers. She was unable to sit alone, walk, or pick up or hold toys.

She was referred to Alabama's Early Intervention System (EI) and began receiving services through the Cerebral Palsy Center in Birmingham.

At 3, she became the youngest person in the state to be approved for a power wheelchair.

"A family donated a tiny pink power wheelchair, and I, only 3 years old, got to drive it around the Cerebral Palsy Center," she said. "I remember getting to deliver mail and things to the staff. I loved it."

She reached her next milestone with the help of a Dynavox, a cool little gadget that mounts on her wheelchair. The device, purchased with the help of Children's Rehabilitation Service in Anniston, has a keyboard and synthesized voice that allows the young woman to share her thoughts.

"I can get my point across," Mandee said. "You can see my personality come out. You can see my intelligence."

CRS helped her tap into that intelligence by getting her the specialists she needed to address her physical



disabilities. CRS has assisted with braces, therapies, and surgeries.

Mandee has attended Orthopedic Clinic, Seating and Positioning Clinic, and Augmentative Communication Technology (ACT) Clinic at the Anniston CRS office.

As another milestone toward independence, she attends Gadsden State Community College, where she is taking classes to prepare for the GED.

Once she earns her GED, she said she hopes to attend Auburn University and pursue a degree in computer programming or web design. Vocational Rehabilitation Service will be there to

assist her, making sure she has what she needs to be successful in school.

In the meantime, she is also looking ahead to her next milestone toward independence: She's learning how to drive through the Adaptive Driving Program at the ADRS Lakeshore Rehabilitation Center in Birmingham.

Mandee said she's grateful ADRS has been able to assist her in moving toward greater autonomy. She doesn't want to set boundaries on what she can achieve.

"I'm just going to live life to the fullest until God is ready to take me home," she said.



TOP: Mandee talks with her CRS care coordinator, Judy Martel

TOP RIGHT: Mandee attends ACT Clinic, where a team of professionals are available to work with her

BOTTOM: Speech Language Pathologist Lora Chatmon listens as Mandee speaks using her aug comm device

Partners in success

- Mandee Jones
- Alabama's Early Intervention System
- Children's Rehabilitation Service
- Vocational Rehabilitation Service
- ADRS Lakeshore
- Cerebral Palsy Center in Birmingham
- Gadsden State Community College

Future Partner

Auburn University

Vantice Williams, Alexander City

Left on his own, finding a job would have been very difficult for Vantice Williams.

Not many people would have known how to employ someone with hearing and vision loss and cognitive disabilities.

But Vantice wasn't alone. He had Vocational Rehabilitation Service (VRS) to advocate for him and address his needs.

Vantice was introduced to VRS as a student at the Helen Keller School in Talladega.

VRS assisted him in attending E.H. Gentry, an educational and rehabilitation facility that provides

employment training and is part of the Alabama Institute for Deaf and Blind.

When he graduated from school and returned home to Phenix City, his mother said she would provide transportation if VRS could find him a job.

So the job search began.

Deb Losey, Vantice's vocational rehabilitation counselor, learned about a job fair in nearby Columbus, Ga., and encouraged the young man to participate.

Following some intense pre-interview coaching, Vantice was hired as a food services worker at the Pizza Hut on Fort

Benning, Ga.

To prepare Vantice for his new position, VRS hired a job coach, who walked him through his job tasks and work vocabulary. She also taught his co-workers some basic sign language.

The extra attention paid off. Though he was supposed to serve a six-month probation, he did so well that he was hired as a permanent employee after only three months.

Karren Robinson, his manager, said she enjoys working with the 23-year-old.

"He was an excellent worker from the beginning," she said. "He does what he is supposed to do with no questions asked."

He's been so good, in fact, that he was named Employee of the Month in May 2008.

Deb, his former vocational rehabilitation counselor, said he is an inspiration to others.

"Vantice accomplished a lot considering the multiple barriers he faces," she said. "I think he's a great model for other people who are deaf with multiple



TOP: Vantice takes break from preparing a pizza at Pizza Hut in Fort Benning, Ga.

BOTTOM: Vantice slices pizzas

LEFT: Vantice prepares an order

Partners in success

- Vantice Williams
- Vocational Rehabilitation Service
- E.H. Gentry Technical Facility
- Pizza Hut, Fort Benning

Allison Thompson, Auburn



TOP: Allison practices checking the blood pressure of her preceptor, Dana G. Carroll, Pharm.D., at her clinical experience at the University Medical Center in Tuscaloosa

BOTTOM: Allison takes a blood sample from her preceptor

RIGHT: Allison practices getting a client history with Carroll

With so much of her childhood spent around doctors, Allison Lancaster, 24, seemed destined to pursue a career in the medical field.

“People were so caring about my health,” she said. “I wanted to do the same for others.”

Born with a cleft palate, the young woman has come a long way from her early medical problems.

Today, she’s in her seventh and final year at Auburn University, where she’s pursuing a doctorate in pharmacy.

When she was a year old, Allison was referred to the Children’s

Rehabilitation Service office in Mobile. Through the office’s Cleft Palate Clinic, she underwent a series of surgeries to repair her palate.

As a complication related to her condition, she developed a hearing loss at 2 years old and began attending CRS Hearing Clinic, where she was fitted with hearing aids.

Despite that, the hearing loss affected her, particularly at school, where she was shy and insecure.

By her sophomore year of high school, though, she had a revelation.

“I decided I didn’t want to live like that anymore,”

she said. “I learned to accept myself the way I am.”

With that realization, her personality blossomed. Her grades improved, and she began to consider college a viable option.

She was referred to Vocational Rehabilitation Service (VRS) and met Tanya Nelson, a rehabilitation counselor for the deaf.

Tanya encouraged Allison to follow her dream of attending Auburn in pursuit of a degree in pharmacy.

Throughout her years at Auburn, VRS has been steadfast in its assistance, helping with tuition and books and assuring that she had the appropriate accommodations in the

classroom. She has received remote real-time captioning for some classes, and her professors have worn microphones to amplify their voices.

Throughout her postsecondary career, VRS also has assisted with the purchase of hearing aids, an amplified telephone and a special “vibrating” alarm clock. Whatever the problem, Tanya has always been there with a solution, even assisting with the purchase of an amplified stethoscope.

As she prepares for graduation in May 2009, Allison said she has learned to appreciate ADRS.

“It’s the place for resources,” she said.

Partners in success

- Allison Thompson
- Children’s Rehabilitation Service
- Vocational Rehabilitation Service
- Auburn University



Alex Sears, Birmingham



questions.

At a recent family reunion, his family immediately noticed that the young man was more responsive.

To get him ready for post-secondary education, Alex attended the College Prep Program at ADRS. While there, he learned how to take notes, study, get organized, and advocate for himself.

He applied and was accepted to Jefferson State Community College, where he's taking classes that will earn him a certificate in computer web technology. He's considering whether to pursue an associate's degree.

To gain work experience and strengthen his social skills, VRS helped Alex get a job as a stock clerk at V. Richard's, an upscale market in Birmingham.

Theresa said she is amazed at the progress that Alex has made and is grateful for the services he has received.

"He really has come a long way," she said. "I don't know what I would have done without Marilyn."

Something was wrong. Alex Sears was home-schooled, but needed to score at least a 16 on the ACT to get into Jefferson State Community College.

He took the test five times, but no matter how hard he studied, he always scored a 15. The special education teacher at the local high school recommended that he contact Vocational Rehabilitation Service (VRS).

When Marilyn Long, a VRS rehabilitation counselor, met Alex she immediately recognized what was going on.

Instead of shaking Marilyn's hand when she reached out to him, Alex stepped back and got behind his mother. During the conversation, he couldn't answer open-ended questions.

After that first conversation, Marilyn carefully told his mother,

Theresa, that they should go through testing and rule out autism as a diagnosis.

Anxious that her son might have autism, Theresa went home immediately and did some research.

"I saw it clearly," she said. "It's like the pieces of the puzzle fell together."

After some extensive testing, Alex was diagnosed with a high-functioning form of autism.

To address his social difficulties, Marilyn referred him to the social skills program at ADRS Lakeshore Rehabilitation Center. He became more comfortable with shaking hands, answering the telephone and responding to people's

Partners in success

- Alex Sears
- Vocational Rehabilitation Service
- Jefferson State Community College
- V. Richard'



TOP LEFT: Alex bags groceries at V. Richard's, an upscale grocery store in Birmingham

TOP: Alex visits with Marilyn Long, his rehabilitation counselor, during a break from his job

BOTTOM: Alex's job helps him to strengthen his social skills and gain valuable work experience

Rudy Roussel, Birmingham



It seemed to be fate when Rudy Roussel lost his shoe while crossing the street in downtown Birmingham in his wheelchair.

A member of Birmingham Mayor Larry Langford's office helped him retrieve his footwear and learned that Rudy had all the right credentials for the city's Americans with Disabilities Act (ADA) compliance officer position.

At 32, Rudy was a recent honors graduate of University of Alabama at Birmingham (UAB) with a bachelor's degree in psychology, English literature and pre-med. While a student at UAB, he had written a thesis about ADA compliance.

Rudy applied for the job and got it. He said that being in a wheelchair helps him to understand the necessity of making sure city streets and facilities comply with ADA guidelines.

"This has been the most amazing opportunity," he said. "I get to wake up every morning and help people like me."

Rudy has quadriplegia after sustaining a spinal cord injury in a diving accident.

At the time, Rudy was 23 and taking classes at Calhoun Community College with the goal of becoming a musician.

After the accident, Rudy had to revise his career plans. For help, he was referred to Vocational Rehabilitation

Service. He met with Carolyn Sutherlin, a vocational rehabilitation counselor in the Decatur VRS office, who encouraged him to return to school.

He transferred from two schools before landing at UAB.

While there, VRS assisted with tuition and books as well as the purchase of a laptop, finger splints, a book holder, and tape recorders.

The State of Alabama Independent Living (SAIL)/Homebound Service helped him to move from his parent's home to his own apartment on the UAB campus.

SAIL helped him to maintain his independence

by providing a personal care assistant to help him get ready for school, prepare light meals, and put him to bed in the evening. In addition, SAIL also assisted him with the purchase of a power wheelchair, an automatic door opener, a personal emergency response button, and medical supplies.

When he landed his job with the city of Birmingham, VRS was again on hand to ensure that he had the accommodations necessary to do the job.

"The Department of Rehab has been amazing," Rudy said. "They were absolutely relentless in ensuring I got an education, and they would not stop until I found a job."

Partners in success

- Rudy Roussel
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/Homebound Service
- University of Alabama at Birmingham
- The City of Birmingham

TOP: Rudy spends some time with Carolyn Sutherlin, his rehabilitation counselor

BOTTOM: Rudy and his counselor leave City Hall using the accessible entrance that he encouraged the city to install

TOP RIGHT: Rudy visits with Sutherlin outside of Birmingham City Hall



Scott Daniel, Tuscaloosa



The bond between Gregory “Scott” Daniel and his father grew stronger after Scott was in a serious car accident.

In March 1993, Scott, who was then 29, was traveling from Tuscaloosa to visit a friend in Birmingham. He had just left work at his job as a graphic artist when he approached a hill on Highway 216 and was hit head-on by a drunken driver.

He didn’t even have time to brake.

His father, Tommy, passed the accident scene and realized that Scott was involved.

The paramedics and firemen had to use the “jaws of life” to pull the young man out of the demolished car.

At the hospital, the doctors did not expect Scott to survive. They needed eight

units of blood to stabilize him. During surgery, he died three times. But he survived.

His father can only think of one explanation.

“God kept him alive,” he said.

Scott has a traumatic brain injury. His medical condition has varied throughout the years.

The only constant is that Tommy has remained by his son’s side. Tommy retired from the Army after Scott’s accident.

He has been a steadfast advocate for his son, experimenting with different types of medical treatments. Although Scott cannot

talk, Tommy seems to understand his facial expressions and his medical needs.

He is able to care for Scott in the family’s home instead of in a nursing home because of the State of Alabama Independent Living (SAIL)/Homebound Service.

Denise Brazeal, a SAIL nurse, works with the family to address their concerns.

“She does everything she can do,” Tommy said.

Denise worked to get someone to come in and provide 15 hours of personal care a week. Those hours give Tommy some much-needed rest and the opportunity to get some things done around the house.

“It helps me tremendously,” he said.

SAIL also assists with the cost of medical supplies, which is substantial.

Tommy is humble about his decision to dedicate his life to caring for Scott.

“Who else is going to take care of him?” Tommy asked. “He’s my son.”



TOP LEFT: Denise Brazeal, a SAIL nurse, evaluates Scott as his father looks on

TOP: Tommy checks Scott’s heart rate

BOTTOM: Scott has a medical closet full of medicine to meet his health needs

Partners in success

- Scott Daniel
- Tommy Daniel
- State of Alabama Independent Living (SAIL)/Homebound Service

Ron Messer, Horton



Teamwork is the best way to describe the services that Ron Messer received from the Alabama Department of Rehabilitation Services (ADRS).

After he was electrocuted two years ago while painting near high voltage power lines, his arms had to be amputated.

Following the surgery, Ron couldn't return to his job and wasn't sure what to do next.

Nadine Dunn, a rehabilitation counselor, was assigned to work with him. She immediately contacted Renee Hathcox, an independent living specialist with the State of Alabama Independent Living (SAIL)/Homebound Service, and Bynum Duren, a rehabilitation technology specialist with Vocational Rehabilitation Service (VRS).

Together, the three decided that finding a job for the former painter was not the first priority.

"We needed to develop his independent living skills," Bynum said.

Toward that end, the team worked with Ron to help him learn how to use the prosthetic arms purchased by his insurance company.

He received instruction on activities of daily living, such as writing, eating, and personal hygiene.

The team used low- and high-tech devices to help Ron become more independent.

Low-tech devices included a plate that didn't turn over easily and a stamp with his signature on it.

SAIL was able to get the Hero Foundation to assist with the cost of vehicle modifications.

Eventually, the group was able to focus on Ron returning to work.

For that, VRS provided a

high-tech device – a hands-free, foot-operated mouse so that he could use his computer in his job search.

Ron is considering several career options, including selling used cars from his home.

He said he is grateful that Nadine brought together a team to help him regain some autonomy and self-sufficiency.

"We needed to pull everyone in to maximize his independence," Nadine said. "He gets the expertise of all of us."

Partners in success

- Ron Messer
- Vocational Rehabilitation Service
- State of Alabama Independent Living (SAIL)/ Homebound Service
- Hero Foundation

TOP: Ron poses with his ADRS team, Renee Hathcox, independent living specialist (seated); Nadine Dunn, rehabilitation counselor; and Bynum Duren, rehabilitation technology specialist

BOTTOM: Ron uses a foot-operated mouse to navigate his computer

RIGHT: Ron watches as Bynum Duren, rehabilitation technology specialist, helps him attach a fishing rod to his prosthetic arm



William Sowers, Dothan



a lowered work station and an accessible bathroom.

“I was ecstatic,” William said. “The goal was to come back to work and they made it happen.”

VRS also worked with William to get transportation. He saved up money so that he could buy a van. Melissa found a place in Indiana that could make the necessary modifications, which were paid for by VRS.

William is thankful to Jennifer Boykins, his rehabilitation counselor, who got the modifications approved and was there for him when he needed assistance.

“When something like this happens to you, you have no concept of what’s available to you and what can be done,” he said. “I had no idea what was involved with me getting back to work. I had someone to ask questions.”



After William Sowers’ legs were amputated because of a peripheral artery disease, he couldn’t return to his job as an aircraft mechanic at PEMCO World Air Services in Dothan.

Still, he enjoyed working and didn’t want to stay home.

“I don’t know about anyone else, but I don’t like sitting around looking at four walls,” William said.

He learned about the Alabama Department of Rehabilitation Services and contacted the department to help him get back to work.

A team of people from Vocational Rehabilitation Service (VRS), including a vocational rehabilitation counselor, a rehabilitation technology specialist, and an employer development

coordinator; negotiated with his employer to assist him in returning to work.

Eventually, they were able to make all of the arrangements for William to be employed again.

He was moved from being an aircraft mechanic to a sit-down job where he assembles parts for cargo door conversions.

Melissa assured that he had the appropriate accommodations, including

Partners in success

- William Sowers
- Vocational Rehabilitation Service
 - rehabilitation counselor
 - employer development coordinator
 - rehabilitation technology specialist
- PEMCO World Air Services

TOP LEFT: William works on cargo door conversions at his job at PEMCO in Dothan

TOP: William talks about his job at Dothan-based PEMCO with his rehabilitation counselor, Jennifer Boykins

BOTTOM: William rides down the ramp of his van, which was adapted with help from VRS

Serving Children from Birth to Age 3



“EI services helped him get to the next step.”

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 a 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 50 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, communication) 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).

	2005	2006	2007	2008	2009*
Referrals	3,849	4,286	4,439	5,097	5,916
Eligible	2,065	2,419	2,509	2,640	2,640
Served	4,351	4,640	4,912	5,620	5,103

* Projected based on FY 2008 funding

Program Highlights

EI and services

- **Provided services** to 5,620 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.
- **Participated in the Early Intervention Medicaid Option in 31 EI programs** as well as the EI district offices. Funds generated from this initiative will assist in serving Alabama's growing population of young children with

developmental delays.

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.
- **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 the (AAP)** to provide specific outreach to Alabama's pediatricians about the importance of early identification and

appropriate screening techniques.

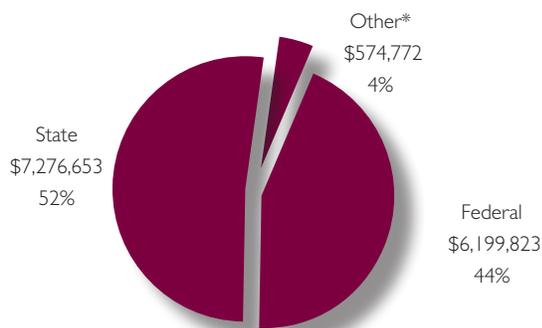
EI and accountability

- **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.
- **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).

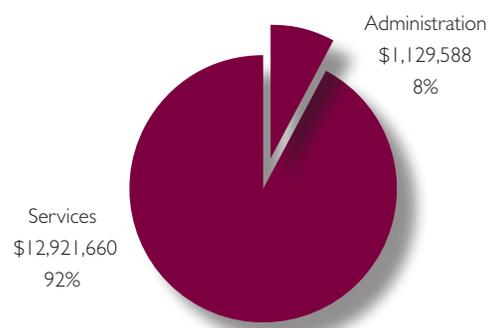
EARLY INTERVENTION BY THE NUMBERS

More than \$14 million in services to infants, toddlers, and families

Source of Revenue



Use of Revenue



* Medicaid reimbursements

Program Locations

In FY 2008, 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

Office Locations

STATE OFFICE

560 S. Lawrence St.,
Montgomery AL 36104
334-293-7500
334-293-7375 (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

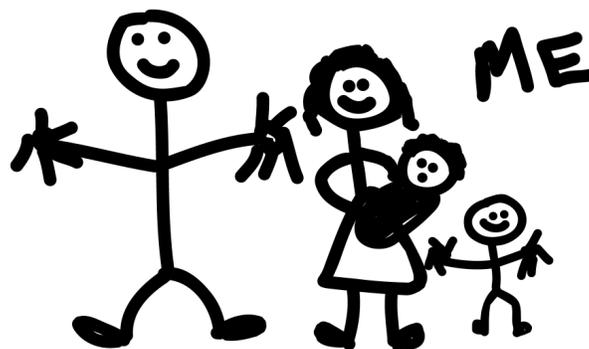
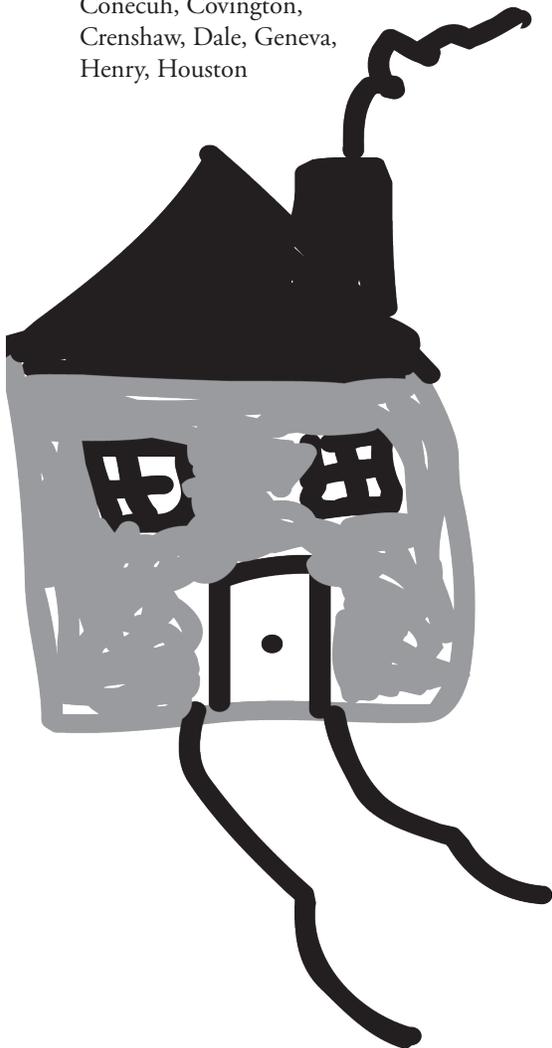
560 S. Lawrence St., 36104
334-293-7500, 1-800-441-7607
334-293-7376 (fax)
Counties: Autauga, Bullock, Chambers,
Chilton, Coosa, Elmore, Lee, Lowndes,
Macon, Montgomery, Pike, Randolph,
Russell, Tallapoosa

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



Serving Children from Birth to 21

“They have excellent services, guidance, and support. There’s a maze out there and you have to have a guide to get you through the maze.”

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
- **Care coordination:** assists the child and family in identifying, accessing and utilizing community resources to effectively meet their individual needs
- **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



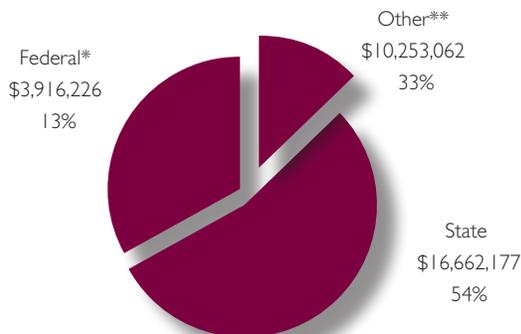
- **Parent Connection:** provides a network of family support
 - **Youth Connection:** facilitates youth involvement with policy development and decision-making
- Services are available to any Alabama resident with special health care needs who is younger than 21; individuals

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.

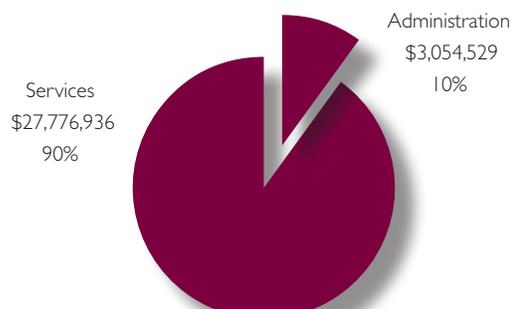
CHILDREN’S REHABILITATION BY THE NUMBERS

More than \$30 million spent on services for children and youth

Source of Revenue



Use of Revenue



*Federal grants ** Medicaid, insurance reimbursements

Program Highlights

CRS and services

- **Served 12,388 children and youth** with special health care needs through the CRS clinical programs.
- **Provided expanded services** to 523 children with traumatic brain injury.
- **Enhanced the computerized medical record system** to improve care coordination and electronic billing. Maintained a formulary for purchase of pharmaceuticals.
- **Served 630 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 1,800 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 3,301 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 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 Andalusia, Birmingham, Jackson, Mobile, Montgomery, Muscle Shoals, Opelika and Tuscaloosa.

CRS and transition

- **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 around 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 multidisciplinary evaluations and assistance in long-term planning.
- **Provided focus training** for the establishment of local specialists who assist youth (ages 14 to 21 years) with special health care needs in transitioning to all aspects of adult life through enhanced care coordination, family education, resource development, and technical assistance to schools and communities.



Growing with the future

- Number of children served: **12,388**
- Number of new children served: **2,914**
- Number of encounters with physicians, dentists, staff: **109,599**
- Information and referral calls: **4,118**
- Number of clinic visits: **15,792**

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

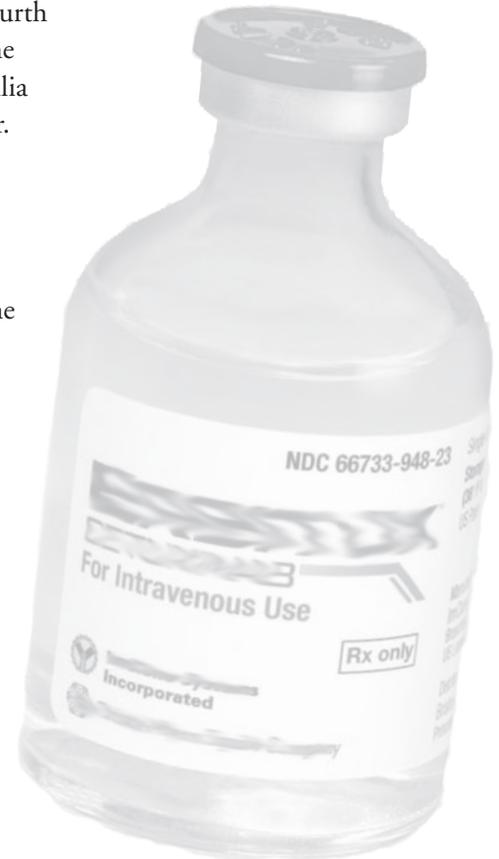
Center, while the remaining one-fourth attend clinic at the Mobile Hemophilia Treatment Center.

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



Hemophilia program by the #'s

- Served **306** people
- Served **16** uninsured participants
- Provided **2** Montgomery satellite pediatric clinics
- Provided **40** outreach programs to educate school personnel, health care professionals, patients and families
- Provided approximately **2.3 million** units of clotting factor for treatment, at a cost of more than **\$1.6 million**

Office Locations

STATE OFFICE

560 S. Lawrence St.
Montgomery, 36104
334-293-7500, 1-800-846-3697
334-293-7373 (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

560 S. Lawrence St., 36104
334-293-7500, 1-800-568-9034
334-293-7374 (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



Serving Teenagers and Adults

“VRS has been amazing. They were absolutely relentless in ensuring I got an education, and they would not stop until I found a job.”

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 2008, VRS provided services to 46,976 Alabamians and assisted 7,554 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



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.

network, VRS creates a remarkable return on taxpayers’ investment. For each dollar spent on a consumer who becomes employed, \$20.99 is returned to the economy through employment.*

For the thousands of

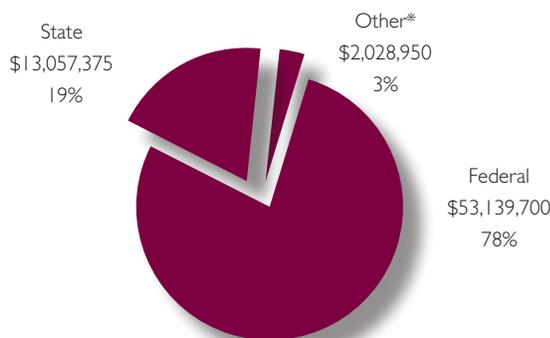
Alabamians with disabilities who receive services, though, VRS is more than a monetary return. For them, employment means pride, dignity and independence.

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

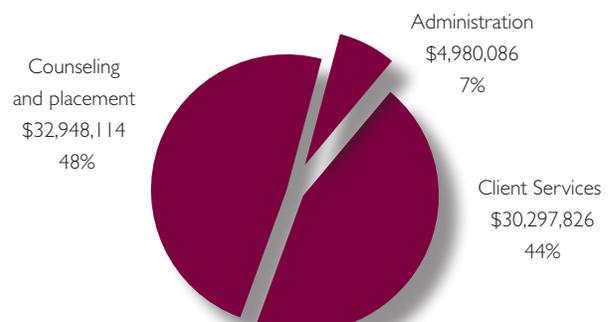
VOCATIONAL REHABILITATION BY THE NUMBERS

\$68 million to provide direct services to teens and adults

Source of Revenue



Use of Revenue



*Social Security reimbursements

Program Highlights

VRS and services

- **Provided services to 46,976** *Alabamians*, including rehabilitation, education- and employment-related services.
- **Assisted 7,554 Alabamians with disabilities** in becoming successfully employed at an average wage of \$8.76 an hour.
- **Successfully rehabilitated into employment 528 people** on SSI (Supplemental Security Income) and SSDI (Social Security Disability Insurance).
- **Return on investment: for each \$1 expended** on successfully rehabilitating a consumer, \$20.99 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.
- **Updated a sliding fee scale for services** contingent upon economic need, resulting in a more consistent service-delivery process for services.

VRS and education

- **Served 17,733 Alabama students with disabilities** who were transitioning from school to work and rehabilitated 2,779.
- **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.

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 7,026 employee recruitment & hiring**, and disability management services, to 1,637 Alabama businesses.
- **Customized 11,611 employment-related services** and 89 job readiness classes for 1,863 of the VRS "employment-ready" job candidates.

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

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



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.

Blind/Deaf and services

- **VRS rehabilitation counselors for the blind and deaf** served more than 5,592 individuals with significant vision or hearing disabilities through individual employment programs. These services assisted 1,059 individuals with significant visual and hearing impairments in entering the workplace.
- **Through its rehabilitation teachers for the blind**, provided instruction to 1,748 individuals to allow them to function independently in order for them to pursue employment and other personal goals.
- **Through its orientation and mobility specialists**, provided 401 blind adults training on how to travel independently using a white cane.
- **Through OASIS**, provided instruction and services to 1,251 Alabamians 55 and older 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.
- **Provided computer technology services** to support the needs of blind employees of state agencies and support accessibility in one-stop career centers.

- **Participated in the Bush/Clinton Katrina Fund and Emergency Preparedness Training Grant** by providing training to more than 100 blind consumers, including the provision of emergency readiness kits.

- **Provided approximately 15,000 hours of interpreter services** by staff interpreters for the year (doesn't include hours of interpreter services provided by vendor interpreters paid for by ADRS).

- **Completed first year of 100 percent consumer satisfaction** on closed cases with a 94 percent satisfaction rate from consumers.

Blind/Deaf and collaboration

- **Partnered with the Alabama Department of Senior Services** to provide more than 2,000 outreach contacts to rural counties



regarding services to seniors with visual impairments.

- **Developed collaborative agreements and strategic partnerships** to 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, Alabama Association of the Deaf and the Alabama Registry of Interpreters for the Deaf.
- **Expanded, through a partnership with Children's Rehabilitation Service**, a rehabilitation audiology program in Birmingham and Mobile that resulted in cost savings and improved services.
- **Collaborated with the Career Centers** to provide remote video interpreting for

consumers who are seeking their services.

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 multidisabled 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.

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 120 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 95 vending machine routes, more than any Randolph-Sheppard Program in the U.S.

Sales for FY 2007 exceeded \$27.9 million, and Alabama's blind vendors employed 418 other Alabamians, 31 of whom had disabilities.

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 2008, Lakeshore:

- Continued to enhance parent programs for ADRS consumers by providing two sessions of College Prep for Parents and two sessions of Career Prep for Parents. These sessions are designed to educate parents about the ADRS services that their transition-age youth are participating in.
- Expanded the Career Prep initiative to the Shelby County area.
- Expanded the Functional Assessment Initiative statewide. This service focuses on the most severely disabled, targeting specific work skills and an individual's ability to use those skills in community work settings.

Also in FY 2008, the Alabama Association of Rehabilitation Facilities (AARF) honored the Huntsville Rehabilitation Center (HRC) as its "Organization of the Year." HRC services include vocational evaluation, job readiness training, vocational skills training, supported employment, a college prep program, and organizational employment.

In addition to ADRS/Lakeshore and Huntsville Rehabilitation Center, there are more than 20 Community Rehabilitation Programs in ADRS's

statewide network. The other programs include:

ANNISTON

Opportunity Center-Easter Seals

BIRMINGHAM

*Career Development Training Inc.
Easter Seals of the Birmingham Area
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

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.



Program Highlights



Alabama Governor's Committee on Employment of People with Disabilities

The Alabama Governor's Committee on Employment of People with Disabilities serves as a community relations component of ADRS for initiatives and events from the Office of Special Education and Rehabilitation Services (OSERS).

Under the leadership of the Alabama Governor's Committee on Employment of People with Disabilities, local governor's committees continue to be an important link for collaborative efforts by Vocational Rehabilitation staff, community rehabilitation service providers and employers in working together to address disability issues. A network of 22 local committees, in concert with the commitment from ADRS executive leadership and funding, sponsors a variety of special programs and recognition events annually throughout the state.

Interim ADRS leadership in fiscal year 2008 provided support and guidance to the following initiatives:

- "Ability Counts" Poster/Journalism Contest
- Alabama Governor's Youth Leadership Forum
- National Disability Employment Awareness Month

Ability Counts Poster/Journalism Contest

The 2008 theme, "Talent for a Winning Team," gave high school and college students the opportunity to demonstrate their creativity and talent in both art and journalism. Winners from junior high, high school and college spanned the state and received cash awards from ADRS in recognition of their fine work at the 58th annual luncheon in May at the Capital City Club in Montgomery.

National Disability Employment Awareness Month

October is National Disability Employment Awareness Month, a time to recognize businesses, individuals with disabilities and other leaders for their work on employment and greater independence for people with disabilities. Some 21 local governor's committees comprised of ADRS staff, local community rehabilitation personnel and other civic leaders and employers sponsored a variety of events ranging from press conferences to recognition luncheons to special media coverage. Through the Governor's Committee, more than 200 certificates of recognition were presented to businesses and employees with disabilities who excelled in the area of employment initiatives.

Alabama Governor's Youth Leadership Forum

ADRS, the Governor's Committee, and Troy University collaborated again in 2008 to sponsor the 10th annual Youth Leadership Forum (YLF), a five-day event on the campus of Troy University. Activities and seminars included a focus on team-building, self-advocacy, communication, leadership, technology, independence, career goals, problem-solving, and making a difference. The 26 student delegates attending YLF also had the opportunity to travel to the Capitol, where they met with elected officials and community leaders and attended a mentor luncheon. The week was topped off by a graduation ceremony and an exchange of autograph books, calling cards, and final hugs.



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 2008 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.

Program Highlights

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 2008, this program:

- Funded 35 agencies across the state to provide supported employment.
- Had more than 550 individuals participate. Of this number, 400 obtained employment, and 350 were successfully employed. These individuals averaged working more than 22 hours per week with an average hourly wage of \$6.48. A change in minimum age occurred during this fiscal year which will significantly increase the average wage in FY 2009. Nearly 1,000 employed individuals continued to be followed in long-term support.
- 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.



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 2008, 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 17,733 transition

students receiving services and 2,779 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 staff and school system staff, and during FY 2008 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 together to plan for students' successful and smooth transitions to adult life and work.

In FY 2008, 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 2008 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 2008.
- 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 Clinics. Clinics are currently operating in Homewood, Mobile, Huntsville and Montgomery. 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.
- Collaborated with transition partners to re-establish the state-level Transition Team and encourage local areas to establish Community Transition Teams. These teams address issues of transition for youth with disabilities.

Services for Business

ADRS and Business: A Winning Combination

For 24 years, the *ADRS business relations team* has continued to *build partnerships* with Alabama businesses throughout the state, Southeast and nation. These partnerships are based on *the foundation of trust and attention* to the *customized needs* of each business in the partnership.

In fiscal year 2008, the 16 ADRS employer development coordinators worked with 1,637 businesses in either long-term partnerships or “real-time” interactions, providing 7,026 products and services to those businesses. They also provided 11,611 employment-related services to 1,883 of the VR consumers who were identified as “ready for employment” by their counselors while conducting 89 “job readiness” classes for these individuals, always focused on improving the talent bank from which ADRS business partners could recruit. Subsequently, 773 individuals with disabilities became employed or retained their jobs.

Leading the list for products and services sought after by business in partnership with ADRS were:

- *recruitment, pre-hire screening and referral of candidates* for targeted company jobs at entry level and higher on-going follow-up and support post-hire
- *job-site coaching* for employees and supervisors
- *in-service training* for staff and co-workers
- *a wide variety of consultant services* on accommodations, emergency preparedness, diversity, and disability

Other services that addressed the needs of business customers in their partnership with ADRS included assistance with tax credits; leadership and middle management training to include diversity and disability issues; assistance with retention of employees whose jobs were affected by illness, injury or disability; job analysis; job site accommodations for employees; and assistance with affirmative action mandates.

Leading Business Partners

(top users of ADRS services)

- Walgreens Customer Care Center, Muscle Shoals
- Holiday Inn, Decatur
- WalMart, Statewide
- VA Medical Center, Birmingham
- Manpower, Inc., Birmingham
- Personnel Board of Jefferson County
- Crothell, Inc., Birmingham
- University of Alabama at Birmingham
- UAB Hospital
- Wachovia Bank, Birmingham
- American Impact Marketing, Tuscaloosa
- Phifer Wire, Tuscaloosa
- Marshall County Corrections
- West Corporation, Huntsville
- Mobile Infirmary



Helen Keller Hospital

Employer: Helen Keller Hospital

Location: Sheffield

Description: Helen Keller Hospital is a 185-bed, not-for-profit hospital that provides health care for the residents of Northwest Alabama

Number of Employees: 900

ADRS Employer Development

Coordinator: Dawn Huntzinger, Muscle Shoals VRS

Human resources director: Pamela Bryant

For Pamela Bryant, human resources director at Helen Keller Hospital, the Alabama Department of Rehabilitation Services is just a short phone call away.

Pamela calls Dawn Huntzinger, ADRS employer development coordinator, if she needs assistance with Americans with Disability Act (ADA) accommodations, has questions about an employee with a disability, or wants to hire someone with a disability.

“My relationship with Dawn is priceless,” Bryant said. “I know I can always call and she is quick to respond.”

Bryant has been the human resources director for 16 years and has worked with ADRS from the beginning, maintaining the relationship that the previous human resources director had with the department.

Through the years, Dawn has assisted Helen Keller with the hiring of and accommodations for a number of people with disabilities.

“There have been so many, I’ve lost count,” she said.

With Dawn’s assistance, Helen Keller Hospital has hired people with all kinds of

Services for Business

disabilities, including individuals who are blind, have Williams syndrome, and have learning disabilities.

Pamela is impressed that Dawn understands the hospital so well that she only recommends the most qualified applicants to her.

“I know that if she brings a client to us, she’s already checked them out, recognizes their ethics and skills,” Pamela said. “She knows our jobs and what we need.”



Phifer Wire Products, Inc.

Employer: Phifer Wire Products, Inc.

Location: Tuscaloosa

Description: Phifer Wire Products is a manufacturer of fabricated wire products that provides products used in all 50 states and more than 125 countries.

Number of Employees: 1,300

ADRS Employer Development

Coordinator: Leslie Dawson, Tuscaloosa

Employment manager: Russell Dubose

When Russell Dubose changed his hiring process two years ago to get more qualified applicants, he noticed that he was no longer getting people with disabilities as applicants. Dubose was concerned because he wanted to hire people with disabilities.

“What you get is loyal, long-term people who are going to love working here,” he said. Out of its 1,300 employees, 57 of his employees have disabilities. Russell did not want to eliminate people with disabilities from his hiring process.

“I needed to call the experts,” he said.

Dubose met with Leslie Dawson, ADRS employer development coordinator,

and arranged a meeting with a group of Vocational Rehabilitation Service staff.

At the meeting, the team learned Dubose’s new hiring process and helped him refine it. If a consumer is hired, the rehabilitation counselor goes over the pre-employment packet with him or her. ADRS also hires a job coach to assist the consumer with learning the job. Five people have already been hired with this new process, most with hearing impairments.

Dubose said he is grateful he can work with ADRS to hire more people with disabilities.

“ADRS is a great resource and asset,” he said. “They are a natural business partner that understands the business skill set we need and helps us with development and training of our employees. They are a great business partner.”



Jefferson County Personnel Board

Employer: Personnel Board of Jefferson County

Location: Birmingham

Description: The Personnel Board of Jefferson County recruits, trains, and retains employees for civil service in Jefferson County. It serves 23 jurisdictions as part of the merit system of Jefferson County.

Number of Employees: 9,000

ADRS Employer Development

Coordinator: Stella Pelham, Homewood VRS

Assistant vice president of human resources management: Roger McCullough

Roger McCullough created a wonderful program to make sure the Personnel Board of Jefferson County recruits people with disabilities for civil service positions. McCullough, assistant vice president of human resources management, designed the program to level the playing field for people with disabilities who would have a more difficult time competing in the merit system.

Called Certifying Eligible Applicants with Disabilities, or CEAD, the plan includes three ways a person with a disability can get a job in civil service in Jefferson County. The first way is the regular process of the person with a disability applying for a job, testing for the position and landing in the top 10 of the register.

The second way is for the person to apply and test for the job and be added to the register regardless of his or her ranking.

In both instances, Stella Pelham, ADRS employer development coordinator, calls the employer to advocate for the person and to let the employer know that there is a person on the register who has a disability and explain the benefits of hiring that person.

The third way is the non-competitive way. She goes to McCullough and says she has a consumer. He looks at available jobs and calls the hiring department about the person working temporarily for six months. If the employer likes the person, then the next time a register is created, the client’s name is added to the register.

Pelham says employers love the process of working with ADRS to hire people with disabilities.

With ADRS, they know that they are getting a person who has been screened instead of a random name on a register. They also know that ADRS will be there to help with training and accommodations for the employee.

McCullough said he enjoys working with ADRS through the program.

“It is a mutually beneficial partnership,” he said. “It is not what we can get from them, it is how we can help each other.”

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 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, communication, 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 2008, this program:

- Provided 339 assistive device services to ADRS consumers.
- Provided 66 engineering design services.
- Evaluated 241 ADRS consumers for assistive technology.
- Provided AT training or demonstrations to 32 individuals.
- Provided follow-up or coordination services to 359 consumers.
- Provided one or more services to 576 ADRS consumers, including 279 VRS consumers, 67 CRS consumers, and 57 consumers of other ADRS programs.
- Provided services to 173 CRS consumers through ACT (augmentative communication technology) Clinics.

STAR: Alabama's assistive technology resource

STAR is Alabama's Assistive Technology Act Program. Through its reutilization, device demonstrations, short-term loans, and alternative financing programs, STAR assists Alabamians with disabilities by improving access to and acquisition of assistive technology that enables them to live more independent lives.

In FY 2008, in partnership with the **four reutilization programs** (3-R Project in Anniston, Enabling Resources in Mobile, Waste Not Program in Huntsville, and the CARE Project in Montgomery), STAR :

- Received a total of 3,251 requests for assistive technology items.
- Received 1,781 donated items.
- Recycled/reused 1,820 items.
- Responded to 321 ADRS consumer requests.
- Saved ADRS \$232,129 through the provision of services to consumers.
- Recycled/reused items with an estimated new value of \$1,397,944.

STAR demonstration and short-term loan partnerships have continue to increase awareness and improve access to and the acquisition of assistive technology to consumers in the general community and educational arenas. Demonstration and short-term loan programs provide a "try-before-you-buy" option and can help in selection of the most appropriate assistive technology device while protecting precious purchasing resources.

To date, 448 device demonstrations and 65 short-terms have been conducted. An average of 25 to 33 percent of consumers decided to purchase assistive technology as a direct result of the demonstrations and short-term loans. Most of the demonstrations and short-term loans have fallen into five major categories of device type: 1) computers and related; 2) vision; 3) speech communication; 4) learning, cognition, and developmental; and 5) hearing.

The Alabama Alternative Finance Program (AFP), a partnership that includes ADRS, STAR, Southern Disability Foundation, and AuburnBank, provides people with disabilities access to an affordable low-interest and extended-term loan to purchase assistive technology equipment and/or other related services. The program was established with a loan fund of \$2 million. These funds comprised a one-time appropriation from the Alabama Legislature and private contributions. Thus far, the program has provided 27 loans with a dollar value of approximately \$450,000. Three of the top requests for loans were for adaptive vehicles, home modifications, and visual equipment.

Office Locations

STATE OFFICE

560 S. Lawrence St.
Montgomery, 36104
334-293-7500, 1-800-441-7607
334-293-7371 (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

560 S. Lawrence St.
334-293-7500, 1-800-441-7578
334-293-7372 (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,
2115 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

Serving Alabamians with Severe Disabilities

“SAIL helps me tremendously.”

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 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 disabilities. 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.

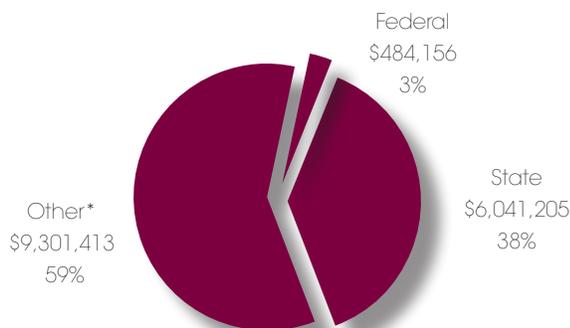
To be eligible for services through the waiver, a person must:

- 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.

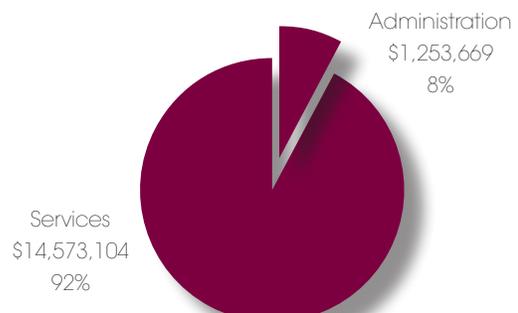
SAIL/HOUBOUND BY THE NUMBERS

More than \$15 million to serve Alabamians with severe disabilities

Source of Revenue



Use of Revenue



* Medicaid reimbursements

Program Highlights

SAIL and services

- **Assisted 1,864 Alabamians** with the severest disabilities in remaining in their homes and communities rather than in nursing homes or other institutions, including 636 in the Homebound Program, 582 in the Independent Living Service, 642 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 Medicare and Medicaid Services. The SAIL program is collaboratively working with the Community Work Incentives Coordinators and Support Employment program to develop cross trainings for waiver case managers and other professionals that will allow for higher employment rates for people

with disabilities. SAIL is collaborating with the Alabama Medicaid Agency, the Independent Living Centers, the Department of Public Health, Senior Services, the Department of Mental Health and Mental Retardation, the Association of Retarded Citizens, and other entities to develop the training. Once completed, the training will provide professionals with the tools needed to assist people with disabilities in achieving their maximum potential.

- **Continued participation in the Long Term Choices Task Force** 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 people with disabilities.

- **Continued involvement** with centers for independent living statewide 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.

- **Continued to seek ways to use grant funds to expand** personal assistant services to persons with disabilities who require assistance in employment. The Medicaid buy-in also continues under

development through this grant.

- **Employed two regional coordinators** to provide outreach and education to professionals, people with disabilities and support groups regarding work supports currently available for employment.

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 \$701,574.56.

Office Locations

STATE OFFICE

560 S. Lawrence St., Montgomery, 36104
 334-293-7500, 1-800-441-7607
 334-293-7377 (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

HOMEWOOD (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

602 S. Lawrence St., 36104
 334-293-7500, 1-800-441-7607
 334-293-7378 (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 2008
	Served	Rehabilitated into employment	Served	Served	Served	Total
Autauga	459	90	136	20	67	772
Baldwin	1,163	163	277	48	159	1,810
Barbour	232	35	315	30	38	650
Bibb	188	27	46	18	29	308
Blount	317	66	105	23	48	559
Bullock	97	15	44	1	15	172
Butler	241	34	106	21	14	416
Calhoun	1,817	335	454	46	128	2,780
Chambers	312	47	88	17	31	495
Cherokee	305	37	346	12	12	712
Chilton	254	33	65	17	50	419
Choctaw	157	31	46	3	11	248
Clarke	472	109	213	16	34	844
Clay	165	34	37	9	7	252
Cleburne	133	25	58	7	13	236
Coffee	337	47	106	24	47	561
Colbert	651	91	98	13	51	904
Conecuh	121	25	75	12	11	244
Coosa	128	28	14	9	3	182
Covington	425	88	187	32	26	758
Crenshaw	144	21	58	11	3	237
Cullman	543	106	133	14	98	894
Dale	370	56	128	14	45	613
Dallas	238	53	198	26	72	587
Dekalb	554	123	212	32	97	1,018
Elmore	1,025	147	196	35	99	1,502
Escambia	307	46	77	16	42	488
Etowah	1,384	233	383	46	106	2,152
Fayette	172	21	44	8	43	288
Franklin	366	48	61	9	33	517
Geneva	199	28	68	20	20	335
Greene	54	8	63	10	22	157
Hale	173	28	35	10	34	280
Henry	127	26	52	10	9	224
Houston	907	185	332	41	95	1,560

PEOPLE SERVED



Counties	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL (Homebound) Service	Early Intervention System	Fiscal 2008
	Served	Rehabilitated into employment	Served	Served	Served	Total
Jackson	563	66	126	18	56	829
Jefferson	8,644	1,345	919	245	868	12,021
Lamar	131	16	31	6	61	245
Lauderdale	835	147	198	17	69	1,266
Lawrence	204	35	61	21	34	355
Lee	803	144	258	25	123	1,353
Limestone	393	89	136	22	84	724
Lowndes	95	24	45	5	4	173
Macon	155	23	84	12	14	288
Madison	2,967	489	618	41	396	4,511
Marengo	268	27	73	25	40	433
Marion	333	37	62	26	78	536
Marshall	634	118	232	26	125	1,135
Mobile	3,863	620	1,252	173	451	6,359
Monroe	244	40	94	22	19	419
Montgomery	2,580	411	786	104	278	4,159
Morgan	1,210	226	233	38	172	1,879
Perry	40	13	101	8	26	188
Pickens	177	25	59	19	34	314
Pike	348	62	108	13	37	568
Randolph	185	33	52	14	14	298
Russell	236	59	95	17	45	452
Shelby	1,703	160	183	25	294	2,365
St. Clair	556	92	139	28	92	907
Sumter	118	11	118	17	40	304
Talladega	969	157	200	73	82	1,481
Tallapoosa	385	43	73	19	15	535
Tuscaloosa	2,333	345	413	89	274	3,454
Walker	894	122	124	21	96	1,257
Washington	181	32	610	13	12	848
Wilcox	83	22	65	6	22	198
Winston	309	32	47	17	53	458
Total	46,976	7,554	12,529	1,885 ^{1,2}	5,620	74,564 ³

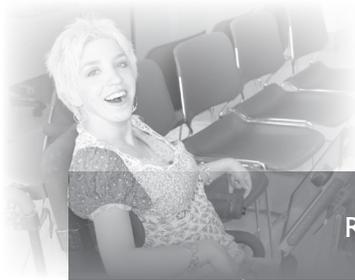
¹ includes adult hemophilia; ² includes former residents who received services during FY 2008; ³ may include individuals who received services from multiple divisions

PURCHASED SERVICES



	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2008
<i>Counties</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Total</i>
Autauga	\$257,223.45	\$176,236.50	\$152,802.05	\$586,262.00
Baldwin	\$438,377.35	\$219,982.34	\$161,935.87	\$820,295.56
Barbour	\$45,462.29	\$22,316.21	\$64,395.75	\$132,174.25
Bibb	\$116,311.08	\$67,708.88	\$95,537.22	\$279,557.18
Blount	\$232,911.58	\$33,650.82	\$114,581.39	\$381,143.79
Bullock	\$20,829.79	\$26,508.73	\$9,236.34	\$56,574.86
Butler	\$103,299.86	\$18,718.03	\$78,184.74	\$200,202.63
Calhoun	\$1,057,178.53	\$163,339.02	\$158,799.04	\$1,379,316.59
Chambers	\$169,384.79	\$25,937.82	\$90,850.21	\$286,172.82
Cherokee	\$118,315.37	\$21,072.11	\$36,922.69	\$176,310.17
Chilton	\$141,964.52	\$70,001.96	\$76,745.55	\$288,712.03
Choctaw	\$58,320.68	\$28,129.24	\$24,223.70	\$110,673.62
Clarke	\$101,477.17	\$27,203.01	\$114,852.60	\$243,532.78
Clay	\$12,819.89	\$23,806.81	\$41,214.93	\$77,841.63
Cleburne	\$67,755.20	\$24,581.98	\$12,723.51	\$105,060.69
Coffee	\$111,429.64	\$22,071.69	\$103,790.40	\$237,291.73
Colbert	\$207,896.55	\$59,820.31	\$43,140.16	\$310,857.02
Conecuh	\$53,661.23	\$16,277.00	\$16,037.95	\$85,976.18
Coosa	\$24,164.24	\$16,364.65	\$19,940.98	\$60,469.87
Covington	\$245,874.38	\$49,047.23	\$59,929.99	\$354,851.60
Crenshaw	\$101,674.55	\$20,070.41	\$44,694.69	\$166,439.65
Cullman	\$278,469.55	\$386,701.42	\$35,242.00	\$700,412.97
Dale	\$174,059.32	\$28,366.49	\$75,909.40	\$278,335.21
Dallas	\$146,790.28	\$24,340.39	\$136,755.27	\$307,885.94
Dekalb	\$303,371.63	\$130,824.98	\$80,750.21	\$514,946.82
Elmore	\$427,991.30	\$87,887.97	\$179,438.83	\$695,318.10
Escambia	\$71,664.51	\$23,208.53	\$25,230.50	\$120,103.54
Etowah	\$588,372.65	\$71,378.87	\$158,811.31	\$818,562.83
Fayette	\$96,488.35	\$21,746.48	\$18,455.36	\$136,690.19
Franklin	\$101,494.04	\$28,588.98	\$36,129.22	\$166,212.24
Geneva	\$74,753.04	\$22,850.53	\$69,817.16	\$167,420.73
Greene	\$14,039.35	\$17,542.66	\$47,295.57	\$78,877.58
Hale	\$44,592.22	\$17,403.24	\$17,069.80	\$79,065.26
Henry	\$85,871.42	\$16,923.59	\$40,804.23	\$143,599.24
Houston	\$597,783.52	\$60,939.78	\$127,017.22	\$785,740.52

PURCHASED SERVICES



	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2008
Counties	Expenditures	Expenditures	Expenditures	Total
Jackson	\$197,209.41	\$38,475.71	\$92,835.61	\$328,520.73
Jefferson	\$4,045,551.47	\$400,918.46	\$1,193,263.58	\$5,639,733.51
Lamar	\$118,665.59	\$28,580.72	\$43,426.96	\$190,673.27
Lauderdale	\$389,285.45	\$636,538.98	\$112,646.55	\$1,138,470.98
Lawrence	\$82,280.88	\$117,410.54	\$104,575.64	\$304,267.06
Lee	\$610,906.50	\$210,269.20	\$147,465.97	\$968,641.67
Limestone	\$209,165.56	\$37,086.71	\$102,488.33	\$348,740.60
Lowndes	\$61,330.38	\$15,396.83	\$28,680.64	\$105,407.85
Macon	\$109,608.16	\$18,288.08	\$49,672.88	\$177,569.12
Madison	\$1,414,065.91	\$172,427.53	\$251,214.62	\$1,837,708.06
Marengo	\$172,248.24	\$18,664.16	\$56,139.64	\$247,052.04
Marion	\$241,213.65	\$25,245.35	\$139,871.26	\$406,330.26
Marshall	\$184,176.05	\$91,007.77	\$121,558.25	\$396,742.07
Mobile	\$1,651,953.46	\$240,838.82	\$834,412.73	\$2,727,205.01
Monroe	\$35,234.34	\$32,004.98	\$65,584.84	\$132,824.16
Montgomery	\$1,346,131.03	\$62,845.62	\$584,551.14	\$1,993,527.79
Morgan	\$619,543.61	\$90,908.88	\$210,556.42	\$921,008.91
Perry	\$52,276.42	\$15,081.81	\$25,341.16	\$92,699.39
Pickens	\$61,721.68	\$29,450.83	\$121,437.74	\$212,610.25
Pike	\$198,618.38	\$247,138.93	\$15,978.00	\$461,735.31
Randolph	\$79,194.72	\$26,409.05	\$43,686.96	\$149,290.73
Russell	\$130,425.59	\$23,432.22	\$77,908.16	\$231,765.97
Shelby	\$541,238.01	\$36,416.37	\$62,424.58	\$640,078.96
St. Clair	\$238,747.04	\$132,233.67	\$81,358.07	\$452,338.78
Sumter	\$21,677.73	\$28,780.55	\$39,484.73	\$89,943.01
Talladega	\$308,923.50	\$38,456.34	\$225,489.32	\$572,869.16
Tallapoosa	\$156,506.17	\$22,928.59	\$94,399.97	\$273,834.73
Tuscaloosa	\$1,222,125.66	\$74,629.97	\$349,091.03	\$1,645,846.66
Walker	\$570,701.58	\$41,555.09	\$97,533.58	\$709,790.25
Washington	\$57,689.90	\$134,391.89	\$51,851.34	\$243,933.13
Wilcox	\$34,240.65	\$19,515.99	\$12,624.27	\$66,380.91
Winston	\$67,134.80	\$23,959.60	\$38,968.89	\$130,063.29
Totals	\$21,921,864.84	\$5,203,305.58 ^{1,2}	\$8,045,788.70	\$35,170,959.12

¹ includes adult hemophilia; ² includes former residents who received services during FY 2008

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 fiscal year 2008:

Hemophilia Program – \$28,700

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

Goal: to provide comprehensive, culturally sensitive, family centered bleeding disorder care and services to children and adults who have a diagnosed bleeding disorder who are residents of Alabama by providing clinics, treatment, therapy and clotting replacement factor.

FY 2008 major accomplishments:

- Served 306 clients.
- Held 35 hemophilia treatment center clinics.
- Enrolled 14 new clients.
- Provided services to 20 people who had no insurance.
- Screened 100 percent of new enrollees for joint disease.
- Provided programs to 61 people, including patients/families, health care professionals, school personnel, and community/clinic groups.
- Provided approximately 2 million units of replacement clotting factor.

Supported Employment

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

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

FY 2008 major accomplishments:

- Funded 35 agencies across the state to provide supported employment.
- Had more than 550 individuals participate. Of this number, more than 400 obtained employment and 350 were successfully employed. These individuals averaged working more than 22 hours per week and earning \$6.48 per hour. A change in minimum wage occurred during this fiscal year which will significantly increase the average wage in FY 2009. Nearly 1,000 employed individuals continued to be followed in long-term support.
- Continued to collaborate closely with Alabama APSE, The Network on Employment to provide training to staff, transition job coaches and Milestones employees.

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

Awarded to ADRS by Health Resources Services Administration

To: develop awareness, identification, effective intervention and treatment for people with coexisting TBI and blindness or visual impairment. Also, to develop appropriate, accessible and affordable behavioral health service options for people with TBI.

FY 2008 major accomplishments:

- “A Plan to Increase Access to Neurobehavioral Services for Alabamians with Traumatic Brain Injury and Recommended Goals” was developed and presented to the Alabama Head Injury Task Force.
- ADRS Blind Services staff implemented a pilot project to determine the most effective and useful method of screening individuals for TBI who are blind or visually impaired and determine the most effective method of incorporating screening and interventions into the existing system.
- The “Alabama State of the State in Traumatic Brain Injury” conference was held in February 2008. The purpose of the conference 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. The conference was attended by 225 participants.

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

Awarded by the Centers for Medicare and Medicaid Services

Goal: to develop systems change that will reduce barriers to employment for persons with disabilities.

FY 2008 major accomplishments:

- Collaborated with community work incentives coordinators to develop cross training.
- Collaborated with Supported Employment programs to develop a training module for inclusion in current agenda that should increase personal assistant service utilization in employment.
- Examined ways to expand personal assistant services.
- Continued development of a Medicaid buy-in for Alabama.
- Provided education and outreach to persons with disabilities.

In-Service Training Grant – \$120,149

Awarded by Rehabilitation Services Administration

Goal: to improve the competencies of all vocational rehabilitation personnel in providing services to individuals with disabilities through training and education. These services will result in improved employment outcomes, promote more effective and efficient management of the VR agency, respond to the departments' training needs and objectives of the State Plan, and ensure the continued implementation of a Comprehensive System of Personnel Development (CSPD).

FY 2008 major accomplishments:

- Continued to offer training in numerous areas such as specific disabilities, medical updates, supported employment, transition services, community and workforce partnerships, etc.
- Increased the use of various technologies, allowing

options for various training formats and increasing opportunities for continuing education credits needed for certification and licensure boards.

- Provided a record number of opportunities to gain continuing education credits through the Commission on Rehabilitation Counseling Certification (CRCC).
- 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.
- Partnered with in-state university programs to develop educational opportunities for 40 ADRS rehabilitation counselors, senior rehabilitation counselors, and unit supervisors to obtain additional graduate coursework required to meet the impending state standard and CSPD expectations as required in Rehabilitation Act amendments.



Preparedness, It's Your Turn! Emergency Preparedness Initiative – \$15,000

Awarded by National Organization on Disability's Emergency Preparedness Initiative and funded by the Bush/Clinton Katrina Fund

Goal: to train local community partners to outreach to people with disabilities and seniors in Alabama, Mississippi

and Louisiana in order to raise their level of awareness and preparedness in the event of any type of an emergency.

FY 2008 Accomplishments:

- Hosted a “Train the Trainer” event and trained 26 trainers.
- Provided outreach to 2,028 people with disabilities and seniors.
- Assisted several local OASIS support groups in creating one-day “go bags.”
- Purchased a television for the Vocational Rehabilitation Service office in Mobile to monitor weather conditions.
- Acquired 150 tote bags and one-day survival kits that were distributed to people with disabilities and seniors.

Augmentation Communication Clinic Grant – \$500

Awarded by the Huntsville Optimist Club

Goal: to purchase additional equipment for the Huntsville Children’s Rehabilitation Service Augmentation Communication Technology Clinic’s Loaner Closet.

FY 2008 Accomplishments:

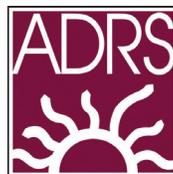
- Purchased equipment mount and additional switches for augmentative communication equipment.
- Provided loaner equipment for trial runs prior to purchasing communication equipment for children and youth with special health care needs.

Many thanks ...

to the hard-working ADRS staff who generously contributed their time, effort, expertise, and insights to this publication:

Dean Beasley – CRS, Mobile
Sonja Blaylock – CRS, Mobile
Jennifer Boykins – VRS, Dothan
Denise Brazeal – SAIL, Tuscaloosa
Pam Brazil – SAIL, Homewood
Leslie Dawson – VRS, Tuscaloosa
Keith Dear – VRS, Anniston
Nadine Dunn – VRS, Gadsden
Bynum Duren – VRS, Homewood
Patricia Fassbender – CRS, Mobile
Susan Harrell – VRS, Muscle Shoals
Renee Hathcox – SAIL, Anniston
Dawn Huntzinger, VRS, Muscle Shoals
Marilyn Long – VRS, Homewood
Judy Martel – CRS, Anniston
Willia McAlpine – CRS, Selma
Melvina Moss – CRS, Selma
Tanya Nelson – VRS, Mobile
Stella Pelham – VRS, Homewood
Cassie Sigler – CRS, Homewood
Carolyn Sutherlin – VRS, Decatur
Odessa Taylor – CRS, Selma
Jo Vaughn – EI, Mobile
Victoria Weatherby – CRS, Muscle Shoals
Gwen Weed – CRS, Mobile

The individuals listed represent only a small number of the hundreds of dedicated ADRS professionals around the state working tirelessly to improve the lives of people with disabilities. Thanks to all ADRS staff who work each day to help the department accomplish its mission: to enable Alabama's children and adults with disabilities to achieve their maximum potential.



*In the provision of services and in employment practices,
the Alabama Department of Rehabilitation Services does not discriminate
on the basis of race, sex, creed, national origin, religion, age or disability.
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